

RCA Assessments

Why even use assessments for church planting leadership selection? Four major motivations: 1.) To have opportunity to affirm and encourage emerging leaders with the gifts and talents the Lord Jesus has put in them. Every saint and equipping leader is a "10" somewhere in the Kingdom of God. We want to help leaders find that fit. 2.) To maximize momentum for church planting with a high success rate (80%+) and greater fruitfulness in the field. To be careless on the front end of a planting effort with a mismatch of persons, context, or expectations serves nobody well and can hurt the reputation of the Lord in a community. 3.) To ensure strong stewardship of financial resources. To invest a \$1000 dollars or so in "counting the cost" before beginning a new work can save the loss of tens of thousands later if the mission has to be aborted. 4.) To provide a more objective window into a planting candidates abilities and attitudes, with people not directly involved in the personal decisions. Honest feedback can occur and keen observations get placed alongside a large pool of benchmarks developed by the wisdom of experience in decades of planting efforts in western culture. These assessments are complementary to the work that a local sending church or interview team will do in terms of resume and reference checks, theological and psychological checks, and face-to-face subjective and contextual interviewing.

1.) STARTER SURVEY

The purpose of the Starter Survey is to help you gain an understanding as to whether God has equipped you to be a "starter". If you score in the upper two categories, it shows you enjoy initiating ministry and opportunities, not just waiting for others to do so in order to follow through, help, or improve the quality of an already developed project. Planters are often energy creators, not just energy surfers of what is already flowing. Taking dreams and visions from the Holy Spirit and seeking ways to implement them in reality requires good listening to the Lord Jesus, sense of timing, strong communication skills, passions that burn bright, and perseverance to take you through the challenges and ripple effects of change. In fifteen minutes, you can take this free and painless assessment. Choose the "Married" or "Single" version, which is a simple Word document for this self-scoring tool. Available in Spanish or English. To take this assessment, or to find out more, visit www.rca.org under the Multiply/Resources tab or contact Susan Ketcham at Sketcham@rca.org or 616-698-7170 (x274). Then share a copy of the results with local or regional planting leaders, or enlist yourself as a potential planter with the RCA Emerging Leaders team by contacting Susan Ketcham or Tim Vink tvink@rca.org

2.) ASSESSME.ORG

We have purchased a block of these Assessments from AssessMe.org and offer it free to potential church planters as a part of our primary level assessment process. One of the greatest services a ministry can provide is to help people identify and fulfill the mission for which God created them. The online Assessment found through our link on AssessMe.org includes a personality test, a spiritual gift test, a leadership style test for team building, and skills tracking...all to help individuals understand their "Divine Design." To take this assessment in less than a half hour, and get immediate results to review for increased awareness and coaching insights, contact Susan Ketcham at Sketcham@rca.org or 616-698-7170 (x274).

3.) GALLUP-MISSION DEVELOPER SRI

This assessment is a measure of 5 key talents that have been determined to be essential for church planting. The RCA, in cooperation with 7 other denominations, worked with Gallup to create this assessment by studying successful church planters from coast to coast. In this assessment, a candidate's level of measurable intrinsic Talent in these five key areas is determined and then compared to the results of the study group of successful church planters. With this tool we gain a level of insight into how God has equipped a potential church planter to this point in their life. Coupled together with the other assessments we seek to determine whether a particular person is suited to be a lead church planter and whether they would be best suited to a particular planting model based on how God has equipped them. Results return on a scale of Recommended (to be a lead planter), Conditionally Recommended, or Not Recommended. To take this assessment in Spanish or English in about 35 minutes, or to find out more, contact Susan Ketcham at Sketcham@rca.org or 616-698-7170 (x274).

4.) EPH 4:11 EQUIPPING LEADERS ASSESSMENT

This assessment is created to identify the five-fold equipping gifts for ministry leadership in the function of the Apostle, Prophet, Evangelist, Pastor and Teacher. How did Christ give you to the saints primarily to serve and build up? No one equipping leader should be expected to wear all five "hats". By paying attention to the architectural design for leadership in the Kingdom, you can find how all five equipping roles are interdependent and reflections of the Master himself. Then appropriate placement and partnership with other equipping leaders in the field can bring maximum impact on the saints' growth in the Lord, resulting in greater measures of unity, maturity and fullness in Christ in the church and transformation in society. To take this assessment online, go to the Alan Hirsch site, and click on the APEST button there at the bottom.

<http://www.theforgottenways.org/> Alignment and unity are important for all five giftings that come from our one Master. You may do the individual version for \$10, or you may want to get a 360 response for \$25, for greater core team insights. You may need to set up or use a Paypal account to get the five-fold assessment done, or contact Sketcham@rca.org for a free assessment link sent to you.

5.) THE RIDLEY ASSESSMENT

The Ridley is a deeper behavioral assessment around 13 vital areas of a candidate's ability through an exploration of their experiences, strengths and learnings. This assessment is about a five hour face-to-face interview including the spouse (if married) with two trained assessors. RCA Church Multiplication can assist in scheduling this assessment, usually at the request and support of a Parenting Church or Classis as a placement tool for an identified candidate. The RCA has numerous trained assessors in different regions, but also can be done by non-RCA assessors (costs run \$600-\$1000) Language barriers can be worked with in many cases. Scored in detail on a range from 1.5 to 5 at the highest in each category, the first six competencies require a score of 3.0 or better to qualify as a lead planter. The intensity of the scores based on strict rating norms show the level of experience and expertise already possessed by the candidate. To take this assessment, or to find out more, contact Susan Ketcham at Sketcham@rca.org or 616-698-7170 (x274).

OR

5.) THE 360 ASSESSMENT

The 360 Assessment, performed by MultiplyingChurches.org trained personnel, is a revised Ridley-based behavioral interview of 8 qualities of a candidate/spouse, with a specific view of their "fit" for church planting. This assessment provides recommendations and expectations based on the candidate's gifts, experience and abilities and takes into account their significant relationships and how that can impact and enhance their ministry. The interview may be conducted via webcam from a distance or live, in about four hours. The RCA can assist in securing this assessment, usually under the request of a Parenting Church or Classis, as the costs run \$600 or so. For more information, please contact Susan Ketcham at Sketcham@rca.org or 616-698-7071 (x274) or Doug McClintic at dougm@fhmin.org

OR

5.) ON-SITE ASSESSMENT CENTER

This typically involves both the planter and spouse traveling to a site for 3-5 days of thorough assessments for planting in a group setting. A team of assessors and candidates meet and do exercises, interviews, projects and team building related to church planting. Green Lake, WI, with TeamAmerica is one such site with nearly monthly assessment center dates available. An assessor from your own denomination or group is required with attendance, it seems. Cost is \$500 for the planter and spouse, not counting travel. Other Assessment Centers like the Center for Ministry Assessment www.churchplanting4me.org host nearly monthly gatherings around the country and the costs run for a married planter about \$1700, plus travel. The Christian Reformed Church also runs an assessment center every six months or so.