



Individual Assessment Tool

I. WRITTEN SERVICE ASSESSMENT MODULE

Personal Information

Your full name: _____

Your current address: _____

City: _____ State: _____ Zip: _____ e-mail: _____

Phone: _____ Cell: _____

Your spouse's full name: _____

Phone: _____ Cell: _____ e-mail: _____

Your date of birth: _____ Your spouse's date of birth: _____

Your children's names and ages: _____

CONFIDENTIALITY PROVISION

Your answers on this form will only be read by those involved in your assessment and the associated decision-making process. You will be consulted in the event there is need for further clarification. We would request a response from the applicant and his wife on all relevant questions. We appreciate your honesty. We fully understand that all of those saved by God's grace may have issues in their past. Our concern is for unresolved issues that may adversely impact your call to church planting, and jeopardize you and your ministry.

Please mark your return correspondence CONFIDENTIAL.

I hereby give permission to The Bethel Network to disclose to the assessment team participants and decision-making individuals information revealed in the questionnaires and interview process. The purpose of discussion of the information provided among the assessment team is solely to evaluate your suitability for church planting. Your information will be treated with sensitivity and confidentiality.

Planter: _____

Date: _____

Spouse: _____

Date: _____

Please attach a short (< 500 words) biography of your spiritual journey in life. Please be sure to include details regarding your salvation and sense of calling into the ministry.

Please provide the names, addresses, e-mail addresses and phone numbers of three ministry related references and three non-ministry related references.

Please provide a DVD of one of your recent preaching experiences. The subject and location of the event can be of your choice. It can be of a sermon or of a teaching opportunity, and should be at least 15 minutes in length.

DIMENSION I: CHRIST-LIKENESS AND FAMILY MANAGEMENT

Element A: A Sense of Calling

When you read God’s Word, when you pray, when you day dream, God may be speaking to you about ministry service. Others, such as your spouse, pastor, mentors, and peers may also encourage you to consider ministry service. As you experience this, certain convictions may emerge. The following questions are designed to help quantify those convictions.

REFLECTION QUESTIONS: Check off the questions that apply to you, on a scale of 1=not really to 5=certainly

- When I read God’s Word, when I pray, when I daydream, I cannot stop thinking about ministry service.
- I am genuinely excited about the evangelistic potential of church service to reach the unchurched.
- I have a clear call from God to a ministry service ministry.
- My pastor and peers have confirmed my call to a ministry service ministry.
- I believe God has given me the spiritual gifts and temperament to be an effective church planter.
- I believe many of my past experiences have prepared me to be an effective church planter.
- In the past, I have taken significant steps of faith that God has blessed.
- I have a strong conviction in God's capacity to accomplish great things in our church plant.
- I have a strong devotional life that will sustain me in the tough times of ministry service.
- In spite of the risks, I have a strong inner peace about ministry service.

SECTION TOTAL

Short Answer: Please respond with a paragraph in regard to the following questions.

Can you identify some places in Scripture where God has spoken to you about full-time ministry?

Can you give some specific examples where your prayers have been answered regarding the call into ministry service?

What about other believers? How have they affirmed this direction in your life?

Element B: Spousal Support

Your spouse is a large part of your ministry service call. You may have already identified and agreed upon your respective roles in the church plant. A healthy marriage is vital for any ministry (Ephesians 5). Managing your family well is an ongoing concern. (1 Tim. 3:4-5).

REFLECTION QUESTIONS: Check off the questions that apply to you, on a scale of 1=not really to 5=certainly

- _____ My spouse agrees with and shares my ministry service call for our lives.
- _____ My spouse knows my ministry service vision as well as I do.
- _____ My spouse and I agree upon our respective roles in the new church plant.
- _____ I am able to balance the demands of ministry and marriage.
- _____ My spouse and I do not have any relationship issues that will negatively impact the new church plant.
- _____ My spouse and I agree upon how we will use our home in the new church plant.
- _____ My spouse has no concerns about our ministry service future.
- _____ My spouse and I have a strong communication pattern so that we can share our hearts with one another.
- _____ My spouse and I have no concerns about raising our children in a church plant at this stage of our lives.
- _____ My spouse and I have a regular "date night" when we get away by ourselves.

_____ **SECTION TOTAL**

Short Answer: Please respond with a paragraph in regard to the following questions.

How has your spouse responded regarding your sharing with her that you are exploring God's call to become a church planter?

What has been the greatest concern your spouse has expressed in regard to the possibility of your becoming a church planter?

How would you describe your spouse’s understanding of her role in this process?

Do your children have an understanding of the implications your calling has as a church planter on their lives?

Element C: Godly Character

The bible is very clear about the importance of character in spiritual leadership. Psalm 78:72 states, "And David shepherded Israel with integrity of heart; and with skillful hands he led them." Character and competence are closely linked together in ministry service leadership. I Timothy 3, Titus 1, and Acts 6 all emphasize the importance of character in spiritual leadership. We do not expect our planters to be perfect, but we do expect them to be leaders of integrity.

REFLECTION QUESTIONS: The following checklist is taken from 1Timothy 3. Rate yourself for each question. 1=lowest to 10=highest

- _____ Above reproach
- _____ One women kind of man
- _____ Temperate
- _____ Self-controlled
- _____ Respectable
- _____ Hospitable
- _____ Able to teach
- _____ Not given to drunkenness
- _____ Not self willed
- _____ Not quick tempered
- _____ Not violent
- _____ Gentle
- _____ Not quarrelsome
- _____ Not a lover of money

Your full name: _____

- _____ Manages own family well
- _____ Not conceited
- _____ Good reputation with unbelievers
- _____ Sincere and transparent
- _____ Spiritual integrity and consistency

Short Answer: Please respond with a paragraph in regard to the following questions.

Do you have any secret sexual practices that would hinder your ministry service ministry?

Do you have any unresolved conflicts that would hinder your ministry service ministry?

Do you have any past issues that would be an embarrassment to you, your family, the Bethel Network or Jesus Christ?

Have you ever been charged or convicted of a felony?

Your full name: _____

Do you or have you used illegal or narcotic drugs (including abuse of prescription medications)? If yes, indicate what type, how recently and in what quantity:

Have you or your spouse ever been involved in any Eastern Religions or occult activities (i.e. tarot cards, Ouija boards, witchcraft, Wicca, new age, etc.)? If yes, please explain:

Have you or your spouse ever been a victim of abuse, molestation, or rape? If yes, please explain:

Have you or your spouse ever sexually abused anyone? If yes, when?

Have you or your spouse ever been sexually involved with a minor, while you yourself were legally considered an adult? If yes, when?

Your full name: _____

To what extent have you or your spouse been involved with pornography, including cable channels, soft-core porn (e.g. HBO, Cinemax, etc.)?

Have you or your spouse ever been unfaithful to one another in your sexual relationship (emotionally or physically)? If yes, please explain:

Have you or your spouse ever had same-sex desires and/or had a same-sex experience? If yes, please explain:

Are you or your spouse now or have you been under a physician's care for mental or emotional treatment? Comments:

Have you or your spouse ever participated in a 12-Step Program or another type of recovery program for addiction or codependency issues? If yes, please explain:

Element C: Doctrinal Understanding

Please describe for us your understanding and beliefs regarding the following concepts. You may write as much as you feel necessary to sufficiently answer each question, and attach your answers to this document as you see the need:

- a. The concept of God
- b. The Deity and Lordship of Jesus
- c. God’s plan of Salvation
- d. The Bible and its truthfulness
- e. The concept and role of the church
- f. The need for baptism and its proper application
- g. The role of the Lord’s Supper in the life of the church and its proper application and frequency
- h. The church’s decision-making process
- i. An individual’s stewardship of life and possessions
- j. Manifestations of the Holy Spirit

DIMENSION II: FINANCES

Please list your significant financial obligations, including all types of debt: Mortgages, major bills, insurance, pledges and any other items for which you must make provisions.

Obligation: _____ **\$:** _____ **Annual Payment:** _____

Plan for Meeting Obligation:

Obligation: _____ **\$:** _____ **Annual Payment:** _____

Plan for Meeting Obligation:

Obligation: _____ **\$:** _____ **Annual Payment:** _____

Plan for Meeting Obligation:

Obligation: _____ **\$:** _____ **Annual Payment:** _____

Plan for Meeting Obligation:

Obligation: _____ **\$:** _____ **Annual Payment:** _____

Plan for Meeting Obligation:

Your full name: _____

Amount currently in savings (approximate): \$ _____

Amount of equity in major assets (approximate): \$ _____

Approximate value of investments (e.g. 401K, Retirement, IRA/RRSP/RESP; taxable investments, etc.):

\$ _____

Have you ever filed for bankruptcy? ___ No ___ Yes. If yes, please provide details:

Do you and/or your wife have any health concerns which could create a financial burden in the context of planting? If so, please provide details:

Do you have any special concerns for your children's needs (i.e. health, education, physical needs, emotional, etc.) which could create a financial burden in the context of planting? If so, please provide details:

Your full name: _____

Are you aware of any other type of financial obligation, either personal or from within your extended family, for which you have any type of obligation? If so, please delineate:

Have you or your spouse ever been involved in gambling of any sort, or have been treated or counseled for gambling addiction? If so, please provide details:

Have you and your spouse made tithing the basis and/or beginning of your giving life in regard to your faith? If not, please explain:

What activities are you currently engaged in to provide financial support for your family?
