

A Description of a Well Prepared Mississippi Church Planter

He and his wife have an intimate relationship with their heavenly Father and a growing identity in the gospel, evidenced by a mature character and a healthy marriage.

Attributes	Competencies
<p>He is born again (John 3) and meets the Biblical qualifications of an overseer (1 Timothy 3)</p> <p>He exhibits a strong marriage and healthy family life (1 Tim. 5:8)</p> <p>He lives a life that gives evidence of a growing personal relationship with Jesus and is dependent upon and empowered by the Holy Spirit</p> <p>He lives a life that gives evidence of the fruit of the Spirit and that the gospel is presently being experienced in his life (Gal. 5:22-23)</p> <p>Professes a healthy sexual relationship with his spouse and moral purity</p> <p>He and his wife are active participants in a small group and are being discipled individually by a more mature believer</p>	<p>He and his spouse regularly use prayer, the reflection upon scripture, and other spiritual disciplines as sources for personal spiritual nourishment</p> <p>He demonstrates integrity and stewardship in managing his personal finances</p> <p>He and his wife understand the demands of ministry upon families and have established healthy boundaries to protect themselves from the rigors of church planting</p>

Incompatible behaviors

- Unable to maintain emotional stability at home or in public
- He neglects his wife and family, failing to provide for their emotional, spiritual and financial needs
- Addicted to wine, drunkenness, and the viewing of pornography
- Has unresolved conflicts in his or her past which might hinder effective ministry and family health
- The inability to identify answered prayers and major steps of faith in his recent past

He and his wife, at this point in their ministry, have a clear calling from God to church planting.

Attributes	Competencies
<p>His wife confesses to sharing her husband's calling to plant a church</p> <p>The calling to church planting has been confirmed by ministry experiences that brought new people to faith in Christ, ministry team formation and the growth (numerical and spiritual) of groups and churches</p> <p>He and his wife have demonstrated a willingness to work intensely for an extended period of time and the willingness to stick with difficult projects</p> <p>He and his spouse have demonstrated a willingness to sacrifice in order to fulfill God's calling upon their lives</p> <p>He and his family have demonstrated that the mission of Christ is a high priority in their lives and agree upon and share a vision for church planting as a means for making disciples and reducing lostness</p> <p>He and his wife are burdened for the lost and pray passionately for them specifically by name</p>	<p>He has individuals who have affirmed his call to church planting and has enlisted a team to plant the church with him</p> <p>He readily demonstrates the ability to communicate his personal call to plant a church in a specific place or among a specific group of people</p>

Outcomes
<p>He has a parenting church that has affirmed their calling to plant a church (Acts 13:2,3) and has committed to partner with them in their calling to plant a church</p> <p>He has enlisted 50 prayer warriors to undergird his ministry and family and communicates with them regularly</p> <p>He has enlisted a team of individuals who are called by God to plant the church with him</p>

Incompatible Behaviors

- Devotes excessive amounts of time to personal hobbies and recreation; poor work ethics
- Gives evidence of workaholism
- A failure to worship God with the resources entrusted to his family
- Excessive debt load
- Minimal experience in starting new ministries or businesses from scratch

He is committed to exploring Biblically sound leadership skills and behaviors and to integrating them into his life and ministry in an effort to improve his ability to lead himself, his family, and his church.

Character	Competencies
His ministry experience reflects his unique gifting. He is aware of personal strengths and weaknesses and has formulated and implemented a strategy to offset his weaknesses	He has demonstrated a willingness and ability to learn; he is teachable/humble
He has a healthy determinedness to fulfill God's mission which is fueled by an acknowledgement that he doesn't have all the answers and a history of receiving counsel from others	He has demonstrated the ability to admit failure, learn from his mistakes, and make the necessary adjustments in his life to improve
He has a written personal growth plan and has a system of accountability in place to assure its fulfillment	He has demonstrated that he is well-disciplined in his approach to ministry and allocates his time according to priorities
He leads with a God given confidence and seeks His guidance in all facets of life	He has demonstrated the willingness and ability to submit to the authority of others and to be held accountable for his actions
He demonstrates resilience under opposition and setbacks and leads difficult people with grace	He has demonstrated the ability to accomplish tasks with limited resources

Incompatible Behaviors

- Over-rates or under-rates his own abilities and giftedness
- Talks excessively about himself, his accomplishments and his abilities
- Unwilling to seek and apply the wisdom of mature leaders
- Dominates group discussions
- A failure to read books and attend conferences that provide new information and increase ministry effectiveness

He consistently and effectively makes disciples among the lost and demonstrates the ability to lead people from the harvest to live a missional lifestyle.

Character	Competencies
He models a missional lifestyle in obedience to Christ's command to make disciples	He has a written plan for making disciples that fits the context of his church plant or the people he is targeting
He is currently actively involved in leading people into a personal relationship with Jesus Christ and in discipling them towards maturity and reproduction	He has demonstrated the ability to enlist, train and support people in living a missional lifestyle
He is other-centered; demonstrating love, patience, and kindness in all his relationships	He has demonstrated the ability to establish and maintain healthy relationships with both the redeemed and the lost and practices hospitality on a regular basis
He consistently and effectively shares his faith with others in a manner that they understand	He has demonstrated a growing love for God and for the lost by establishing intentional disciple making relationships with non-believers
He is winsome and easily establishes healthy relationships with people	He has demonstrated a compassion for the hurting and the helpless by meeting practical needs in their lives: feeding the hungry, providing clothing and shelter, support for widows, etc. and has led people to minister to the physical and spiritual needs of the hurting both within and outside of the church.

Incompatible Behaviors

- Has few or no relationships with the lost outside of church activities
- Failure to be sensitive to the hurts and struggles of others; judgmental
- Fails to initiate contact with new people
- Unable to make people feel valued, secure and comfortable in his presence
- Prefers tasks and study over personal involvement with people

He is a proven leader that can multiply leaders to fulfill the mission God has given to His church.

Character	Competencies
He is self-aware; demonstrating this by the formation of a leadership team that compensates for his weaknesses	He has demonstrated the ability to form small groups from scratch, raise up small group leaders, and has had those leaders start new groups to fulfill God's mission to make disciples
He respects the feelings, viewpoints, and abilities of others and demonstrates that he matches the gifts of people with ministry needs and opportunities	
	He has a clear and reproducible system for developing men who can lead themselves, their families, and ministry teams to fulfill God's mission
	He has demonstrated the ability to cast vision and has enlisted at least 30 adults to join him in planting the church

Incompatible Behaviors

- Does everything himself, failing to delegate responsibilities to others
- Places unwarranted restrictions on other's who he has "empowered" for ministry
- Greater concern for growing an individual church than for starting a movement or reaching an entire city with the Gospel

He has a clear and **compelling vision** for a church in a specific location and/or among a specific group of people and a **contextualized strategy** for implementing it.

Character	Competencies
He is a cultural fit for the place or people he has been called to serve or has demonstrated the capacity to minister cross culturally	He has demonstrated the ability to exegete a culture and formulate (and live out) a strategic plan for fulfilling God's mission to make disciples
He has a healthy love and respect for the church and has been an active participant in a healthy, reproducing church	He has formulated a contextualized plan for the formation and growth of the church
He understands and is committed to the establishment of a Biblically sound method of church governance	

Incompatible Behaviors

- The formulation of a strategic plan without spending an adequate amount of time in the field exegeting the culture and context; fails to understand his community and the people he is called to reach

He has the capacity and the competencies needed to plant and lead a church committed to the multiplication of disciples, leaders, small groups and churches.

Character	Competencies
He is highly energetic and has demonstrated that he is a self-starter; that he has a strong work ethic	He has demonstrated the ability to gather and grow a crowd for worship and mission
He is a person of great faith and He has demonstrated his willingness to trust God and take action steps in response to His leading	He has demonstrated that he manages his time well
He has demonstrated the ability to set and accomplish realistic ministry goals	He has demonstrated the ability to enlist, develop and support/direct ministry teams to fulfill the mission of the church
	Has demonstrated the ability to develop systems and structures that help fulfill God's mission for the church

Incompatible behaviors

- Expresses irritation and resentment to those who disrupt his schedule or question the vision that God has given him for the church
- Tries to be in charge of everything because he doesn't believe that people will do the task or ministry "correctly"
- Unwilling to shift priorities and actions

He is an effective communicator of God's Word and of God's vision for the church.

Character	Competencies
He has a deep commitment to Biblical authority and possess a clear understanding of the doctrines of faith as presented in the Baptist Faith and Message	He has demonstrated the ability to teach, preach and apply God's Word, combining careful exegesis with contemporary application in a convincing and winning manner
He has an understanding of the centrality of the gospel and is applying it in his own life, relationships, and ministry	He has demonstrated the ability to communicate a compelling vision for the church plant that motivates others to join in the fulfillment of that vision
He has demonstrated an unwavering obedience to God's Word in his personal, family and ministerial life	He has demonstrated the ability to train others to discover Biblical truths on their own and to share them with others
He has demonstrated that he is a visionary leader and has inspired others to join him in living out the mission of God	He has demonstrated the ability to lead a church that is equally concerned about sound teaching and doctrine and the making of disciples
He has demonstrated that he communicates the gospel in all facets of ministry	

Incompatible behaviors

- Communicates God's Word from an elevated, superior attitude
- Scolds the congregation

He is active in Mississippi Baptist life, adheres theologically to the *Baptist Faith and Message*, and leads his church in generous support of SBC mission causes.

Character	Competencies
He understands the <i>Baptist Faith and Message</i> and is committed to integrating it into the life of the new church	He has demonstrated a history of supporting SBC mission causes financially and commits to give a percentage of undesignated receipts via the Cooperative Program to support SBC mission causes

Incompatible Behaviors

- Failure to communicate with the local Baptist association serving the community his new church will serve prior to the development of the strategic plan which outlines the formation and growth of the church plant
- Behaviors (past or present) which would prove to be an embarrassment to the Mississippi Baptist Convention or the Southern Baptist Convention as a whole

He has **built a support network** of individuals, churches (including a parenting church in the region where he is planting), and networks. Having **secured financial commitments for the first twelve months**, he has a plan for becoming self-sufficient by the end of year three.

Character	Competencies
He has enlisted a parenting church in the region he is planting who has agreed to provide support to himself, his family, and his planting team.	He has demonstrated a healthy dependence upon God and has enlisted a prayer team made up of a minimum of 50 people with whom he communicates on a regular basis
He has enlisted a coach and has created a covenant with the coach that outlines their relationship and expectations.	He has designed and implemented a strategic plan for raising financial support that is Biblically based and has secured financial commitments for the first twelve months
He has built a relationship with no less than five churches who are ministering in an area similar to his who are using a strategy similar to what he believes will work in his community.	He has created a budget covering the first three years of his ministry and has developed a strategic plan for becoming financially self-sufficient by the end of year three
He is part of a cohort of church planters in his region who agree to meet regularly for the purpose of encouragement and mutual resourcing.	

Incompatible behaviors

- Failure to collaborate with others when developing strategy or wrestling with serious issues that impact the church
- Works intuitively, flying by the "seat of his pants"

As a result of completing the assessment and development process leaders should expect to have the ability to:

- Identify their strengths and weaknesses as a leader and develop personal growth plans to address their weaknesses
- Understand the advantages of shared leadership and has the skills to enlist, develop and direct effective ministry teams
- Follow a strategic planning process that brings clarity and greater effectiveness to their church
- Develop and implement a contextualized roadmap and timeline for their church plant (with measurable mileposts)
- Develop and implement a Biblically based plan for raising support and know how to develop and manage a budget
- Master leadership disciplines that lead to their ability to lead themselves, their families, and their church
- Effectively make disciples who make disciples
- Communicate the truths of God's Word effectively and share the vision for the church God has given him
- Identify, enlist and develop future leaders for church planting

As we think about the competencies and the outcomes I sense that the following outcomes should be evident in a well prepared church planter. In other words we should be able to identify:

- Spiritual Vitality
- Emotional Health
- Strong Marriage and Family Life
- Clarity and Strength of Calling
- Leadership Abilities
- Disciple-Making Skills
- Missional Lifestyle
- Capacity to Develop Leaders
- A Compelling Vision for a Specific Church
- Entrepreneurial Aptitude
- A Support Network
- Effective Communication Skills
- Theological Clarity