

New Church Specialties

Introduction To NCS Assessment Centers

In the past for most denominations, an **interview** by a denominational supervisor has been the most commonly used method for selecting and placing a church planter on a district. As more and more local churches get involved in local church sponsorship, a good assessment process becomes even more critical. The **behavioral interview training** for church planter selection developed by Dr. Charles Ridley has greatly improved the use of the interview process. Good behavioral interviewing is built on the belief **that the best indicator of future behavior is past performance** and all questioning is designed toward that end.

While we agree that behavior determination is critical in make a good assessment, we believe the assessment center allows us to be very effective in our conclusions because we use a team of assessors looking at a total of **seven different methods** in assisting a potential church planter toward "self-awareness" in the possibly of them becoming a new church leader. Those seven methods are as follows:

1. **Application** & Resume
2. **References** & Recommendations
3. Various **Profiles**: Personality, Spiritual Gifts, etc.
4. **Interview** with an Assessor
5. Interaction & **Observation** with other Potential Planters
6. **Simulated Church Planting Environments** (includes a 10 minute sermon)
7. **Creating** & Presenting A **New Church Action Plan**

The goal of an Assessment Center is to determine a person's capability to successfully lead the beginning of a new church. **No attempt is made to determine capability for pastoral ministry, or other forms of ministry.** Our objective in the Assessment Center is specifically focused on identifying leaders who are gifted and capable of starting new churches. If you attend an Assessment Center, you will find it a deeply affirming experience. If you are not approved for the specific task of starting a new church, you may still be a very effective pastor, evangelist, teacher or involved in some other kind of ministry.

In an NCS Assessment, two and half intensive days are given to the assessment process. A group of **assessors** observe and evaluate the candidates throughout the process. On the afternoon of the final day, the assessors communicate to the candidates in a personal & individual consultation specific recommendations and observations. Following the assessment center, we prepare a complete assessment report that is delivered to the candidate and the sponsoring district/judicatory.

The **thirteen characteristics we look for** in effective church planters are:

1. Visioning capacity
2. Intrinsically motivated
3. Creates ownership of ministry
4. Relates to the unchurched
5. Spousal cooperation
6. Effectively builds relationships
7. Committed to church health
8. Responsive to community
9. Utilizes giftedness of others
10. Flexible and adaptable
11. Builds group cohesiveness
12. Resilience
13. Exercises faith

For more information about the next NCS Assessment Center or to schedule an assessment center on your district/judicatory please contact Lonnie Bullock at lbullock@newchurchspecialties.org or call 480-659-2547