

## **1. Visionizing capacity**

- *being a person who projects into the future beyond the present*
- *developing a theme which highlights the vision and philosophy of ministry*
- *persuasively selling the vision to the people*
- *approaching challenges as opportunities rather than obstacles*
- *coping effectively with non-visionizing elements*
- *not erecting artificial walls or limits either overtly or subconsciously*
- *establishing a clear church identity related to the theme and vision*
- *believing in God's capacity to do great things*

## **2. Intrinsically motivated**

- *having a desire to do well and a commitment to excellence*
- *stick-to-itiveness and persistence*
- *having initiative and aggressiveness without the negative connotations*
- *having a willingness to work long and hard*
- *being a self-starter with a willingness to build from nothing*
- *having a high energy and vitality level; physical stamina*

## **3. Creates ownership of ministry**

- *helping people to "buy in" and feel responsible for the growth and success of the church*
- *gaining commitment of the people to the vision*
- *establishing a congregational identity*
- *avoiding stereotyping of congregation by imposing unrealistic goals for which it cannot claim ownership*

## **4. Relates to the unchurched**

- *communicating in style that is understood by the unchurched*
- *understanding the "psychology" or mentality of the unchurched*
- *moving and functioning in the "personal space" of the unchurched without fear*
- *quickly getting to know the unchurched on a personal level*
- *breaking through the barriers erected by the unchurched*
- *handling crises faced by the unchurched*

## **5. Spousal cooperation**

- *having an explicit agreement regarding each partner's respective role and involvement in ministry*

- *having explicit rules regarding the use of home as an office*
- *evaluating the consequences of ministry demands upon the children*
- *functioning as a team through individual and collective action*
- *having a strategy for dealing with strangers*
- *modeling wholesome family life before church and community*
- *agreeing upon and sharing the ministry vision*
- *deliberately planning and protecting private family life*

## **6. Effectively builds relationships**

- *responding with urgency to expressed needs and concerns of people*
- *displaying Godly love and compassion to people*
- *getting to know people on a personal basis*
- *making others feel secure and comfortable in one's presence*
- *not responding judgmentally or prejudicially to new people*
- *appreciating and accepting a variety of persons*
- *spending quality time with present parishioners without overstepping them for new people*

## **7. Committed to church growth**

- *believing in church growth as a theological principle*
- *appreciating steady and consistent growth without preoccupation with the quick success factor*
- *committing to numerical growth within the context of spiritual and relational growth (more and better disciples)*
- *recognizing that non-growth is threatening and self-defeating*
- *establishing the goal of becoming a financially self-supporting church within a specific period of time*
- *not prematurely falling into a ministry of maintenance*
- *seeing the church project within the larger context of God's kingdom*

## **8. Responsive to community**

- *understanding the culture of the community*
- *identifying and assessing community needs*
- *responding to community needs on a priority basis such that resources are most efficiently used*
- *determining successes and failures of other organized religious attempts to respond to community needs*
- *not confusing what the community needs with what the church wants to offer*
- *acquiring and understanding of the character and "pulse" of the community*
- *adapting the philosophy of ministry to the character of the community*

## **9. Utilizes giftedness of others**

- *releasing and equipping people to do the task of ministry*
- *discerning of spiritual gifts in others*
- *matching the gifts of people with ministry needs and opportunities*
- *delegating effectively in areas of personal limitation*
- *avoiding personal overload by delegating effectively*
- *not prematurely assigning ministry assignments before people are adequately equipped*
- *not placing unwarranted restrictions on other's spiritual giftedness*

## **10. Flexible and adaptable**

- *coping effectively with ambiguity*
- *coping effectively with constant and abrupt change*
- *adapting oneself and one's methods to the uniqueness of the particular church planting project*
- *shifting priorities and emphasis during various stages of church growth*
- *doing "whatever" is necessary "whenever" necessary*

## **11. Builds group cohesiveness**

- *developing a nucleus group or groups as a foundation*
- *quickly incorporating newcomers into a network of relationships*
- *engaging others in meaningful church activity*
- *monitoring the morale of people*
- *utilizing groups effectively*
- *dealing with conflict assertively, constructively and tactfully*

## **12. Resilience**

- *experiencing setbacks without defeat*
- *riding the ups and downs (i.e. attendance)*
- *expecting the unexpected*
- *rebounding from loss, disappointments and failure*

## **13. Exercises faith**

- *possessing a conviction regarding one's call to church planting ministry*
- *believing in God's action*
- *having expectation and hope*
- *having a willingness to wait for answers to specific prayer requests*