

**PROFILE OF A
POTENTIAL VINEYARD CHURCH PLANTER**

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BEHAVIORAL INTERVIEW WORKSHEET

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INTRODUCTION:

We have surveyed over ninety pastors from our movement who are involved in church planting. We asked them to make a list of what they feel are the top essential qualities necessary to be a lead church planter. This profile is the evolving summary of our findings:

CALL & VISION:

EXERCISES A SENSE OF CALL:

Confirmation Of A Call From Overseers And Vineyard Sponsor

POSSESSING A FAITH DRIVEN VISION:

Has A Vision And Thought Out Philosophy Of Ministry

CHURCH PLANTING SKILLS:

DISCIPLE MAKING SKILLS:

Creates Opportunities To Develop Leaders And Give Ministry Away

PEOPLE GATHERING SKILLS:

The Ability To Gather People And Call Them Into Action

HEALTHY COMMUNICATION SKILLS:

Applies Scripture In A Genuine And Effective Manner

CREATIVE EVANGELISTIC SKILLS:

Showing Significant Evidence Of Gathering The Unchurched

INTENTIONAL PLANNING SKILLS:

Demonstrating The Self-Confidence To Be A Lead Pastor

FINANCIAL MANAGEMENT SKILLS:

Debt Free And Self Disciplined Use Of Money

VINEYARD VALUES AND METHODS

Understanding And Familiarity With Our Values And Methods

GODLY CHARACTER

A SOLID MARRIAGE AND FAMILY:

Family Involvement And Agreement In Ministry Roles

EMOTIONAL MATURITY:

Adjusts To Changes, Challenges, And Corrections

A VITAL SPIRITUAL LIFE:

A Personal Lifestyle Of Worship And Intimacy With God

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USING THIS TOOL IN A BEHAVIORAL INTERVIEW:

In this worksheet, we have suggested various dimensions to stimulate your questions during an interview when you evaluate your candidates. We also included some starter questions to move you into the interview. As time goes on, you will likely write your own questions.

This process is to be used as coaching tools to guide our potential new pastors into their ministry. We want to continue to take risks without raising the standards too high. On the other hand, we do not want to place our people in unnecessary jeopardy if they are not ready for a lead position. Therefore, our emphasis will be upon preparation and coaching our people for their ministry.

SCORING THE CANDIDATE:

Our evaluations are to be made in comparison to other Vineyard church planters. Therefore, a "3" rating in a category is considered average compared to other church planters, rather than in comparison to an associate pastor of small groups.

We have provided 10 dimensions under each of the church planter's qualities for you to review before and after the interview. You will rate a candidate between 1-5 per dimension for a total of 50 points per quality.

HERE IS A SUGGESTED RATING SYSTEM:

- 1.0 *No personal hands-on experience*
- 2.0 *Emerging potential but needs more attention*
- 3.0 *Average experience and understanding*
- 4.0 *Above average experience and direction setting capacity*
- 5.0 *Fully developed ministry experience and convictions*

Example Of How To Score:

EXERCISES A SENSE OF CALL:

1 2 3 4 5

1. 4.0 Having a divine call to plant a new church
2. 3.5 Demonstrating faith in God's providential guidance
3. 2.5 Confirming fruit of a call from other elder overseers and family
4. 2.5 Deferring gratification for a more significant purpose
- etc...

 # **Total Out Of 50 Points**

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1. EXERCISES A SENSE OF CALL:

Confirmation Of A Call From Overseers And Vineyard Sponsor

Rating Qualities

1 2 3 4 5

1. _____ Having a confirmed call to plant a new church
2. _____ Demonstrating faith in God's guidance
3. _____ Trusting God to lead and carry the future
4. _____ Courage to lead and not cave into pressure
5. _____ Having initiative and drive without the negative connotations
6. _____ Being entrepreneur and building something from nothing as a tent maker
7. _____ Having high energy and physical stamina
8. _____ Managing multiple projects at one time
9. _____ Possessing the strength of character to say "yes we can" when others say "no we cannot"
10. _____ Needing little supervision after an assignment is accepted

_____ **Total Out Of 50 Points**

Example Questions:

- Tell us about how your call to church planting came to you.
- Why do you want to be a Vineyard Church?
- When have you gone through, around, under, or over a seemingly insurmountable obstacle to your ministry?
- What are your ministry convictions? Describe an instance where you resisted compromising on your convictions in ministry.
- What city, location, and type of target group do you anticipate ministering among?
- How does this location fit with your upbringing, training, and ministry service?

Add Your Own Questions:

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2. POSSESSING A FAITH DRIVEN VISION:

Has A Vision And Thought Out Philosophy Of Ministry

Rating Qualities

1 2 3 4 5

1. _____ Confidence of knowing who they are, where they are going
 2. _____ Organizing intercessory team
 3. _____ Writing out their style, values and methods
 4. _____ Challenging people to move out of their comfort zones and contribute time, money, and energy
 5. _____ Recruiting a leadership team
 6. _____ Effectively answering why to plant a new church
 7. _____ A God-given ability to find solutions to problems
 8. _____ Inspiring the desire to be involved
 9. _____ Explaining what will and will not be allowed tactfully so others don't feel singled out
 10. _____ Spiritually discerning issues of warfare
- _____ **Total Out Of 50 Points**

Example Questions:

- What kind of church do you envision? How does this style compare and differ with your previous ministry?
- Describe the last ministry team you put together and lead. What did you accomplish?
- How have you structured your leadership training time in the past? What skills have you taught your ministry teams?
- How have you shared your vision and asked people to join your previous group?
- How do you intend to build your core group and share your new vision?

Add Your Own Questions:

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3. DISCIPLE MAKING SKILLS:

Creates Opportunities To Develop Leaders and Give Ministry Away

Rating Qualities

1 2 3 4 5

1. _____ Helping others “buy in” to the goals, vision, and strategy of the church
2. _____ Passing the ministry baton onto others so they carry it on
3. _____ Creating a sense purpose in their expanding networks of small groups
4. _____ Sparking excitement that lifts a group out of the mundane
5. _____ Matching ministries with people’s giftedness
6. _____ Redirecting diverse desires to central tasks
7. _____ Demonstrating the gracious ability to correct and guide people
8. _____ Not placing unwarranted restrictions on other’s dreams or gifts
9. _____ Not prematurely assigning ministry to inadequately prepared people
10. _____ Meeting with leadership regularly for planning, training, and encouragement

_____ **Total Out Of 50 Points**

Example Questions:

- When was the last time you followed-up on a new believer? What tools did you use to follow them up?
- Give an example of the type of small groups you have lead? How did you release ministry to others and supervise them in these groups?
- Describe the ministry tools you use to identify your people’s gifts, passions, and skills?
- How did you meet with your leaders and train them as a leadership community in your previous ministry?
- How will you assimilate newcomers and seekers into a rela-

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tionship with you and then move them into other small groups?

Add Your Own Questions:

4. PEOPLE GATHERING SKILLS:

The Ability To Gather People And Call Them Into Action

Rating Qualities

1 2 3 4 5

1. _____ Reaching out to unchurched so they join you in a new church adventure
2. _____ Involving people into new small groups
3. _____ Identifying and assessing community needs
4. _____ Understanding the culture around the new church and its demographics
5. _____ Hanging out with the right crowd who will grow the church — not unhealthy dependent types
6. _____ Making others feel secure, comfortable, and successful
7. _____ Intentionally developing relationships that win others to Christ and your groups
8. _____ Discerning of when and where to place people
9. _____ Being appropriately vulnerable and transparent about heartaches so that others can open up
10. _____ Creating an atmosphere where others feel free to come and share anything on their hearts

_____ **Total Out Of 50 Points**

Example Questions:

- What ministries have you started from scratch in your past?
- Where did you gather the people from in those groups?
- What insights do you bring to this new church for assimilating new people?
- What training tools have you used to train your people to make a good first impression in your greeting, and assimilation teams?

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- How will you network and build new relationships in your target group?

Add Your Own Questions:

5. HEALTHY COMMUNICATIONS SKILLS:

Applies Scripture In A Genuine And Effective Manner

Rating Qualities

1 2 3 4 5

1. _____ Proclaiming God's Word with power and passion
2. _____ Explaining theological concepts with simplicity
3. _____ Keeping audiences captivated and coming back for more teaching
4. _____ Using a pleasant sense of humor and delivery
5. _____ Moving people to action and commitment
6. _____ Provoking others to bring their friends by creating a seeker friendly atmosphere
7. _____ Selecting topics that gather the unchurched and edify the believer
8. _____ Speaking is known for being anointed
9. _____ Using drama and other forms of the arts
10. _____ Listening to God for direction through His Word and prayer

_____ **Total Out Of 50 Points**

Example Questions:

- What training have you had in preaching?
- How do you prepare your messages and structure them?
- What have you preached on in the recent past?
- What topics do you intend to preach in your first year?
- What do your critics say are the areas you need most to

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improve in for better communications?

- How have you structured your worship services or ministry groups to be friendly to seekers? Outline your ideal worship service from start to finish.

Add Your Own Questions:

6. CREATIVE EVANGELISTIC SKILLS:

Showing Significant Evidence Of Gathering The Unchurched

Rating Qualities

1 2 3 4 5

1. _____ Using evangelistic tools effectively to reach out
2. _____ Demonstrating sensitivity and understanding towards their target group
3. _____ Moving among unchurched with freedom and clarity
4. _____ Breaking through the barriers erected by the unchurched and seeing real conversion growth
5. _____ Successfully developing training systems to follow-up new believers in the basics
6. _____ Opening their lives to the poor and needy
7. _____ Communicating in a style that is understood by the unchurched
8. _____ Showing unconditional love to those in crisis
9. _____ Creating programs which have successfully assimilated the unchurched
10. _____ Demonstrating personal evangelism in their lifestyle

_____ **Total Out Of 50 Points**

Example Questions:

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- When was the last time you led someone to the Lord?
- Describe the tools you use to train others in how to share the gospel.
- Make a list of the ways you have typically reached out to unchurched people? Which have been the most fruitful?
- What type of people do you feel most free to evangelize? What types of people have responded to your witness?
- What are your outreach goals for this church plant for this church?

 **Add Your Own Questions:**

7. INTENTIONAL PLANNING SKILLS:

Demonstrating The Self-Confidence To Be A Lead Pastor

Rating Qualities

1 2 3 4 5

1. _____ Strategic prayer and planning times are scheduled in their calendar
2. _____ Organizing ways to establish the church so it continues to grow
3. _____ Demonstrating a track record of developing more and better disciples
4. _____ Effectively addressing growth restricting factors and their threats
5. _____ Establishing goals for all facets of ministry
6. _____ Seeing the church in its larger context of the Kingdom of God
7. _____ Staying up on new approaches, tools, and mentoring relationships
8. _____ Continuing biblical education
9. _____ Evaluating progress on a regular basis as a

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church leadership team

10. _____ By faith asking God for the impossible and walking it out in obedience

_____ **Total Out Of 50 Points**

Example Questions:

- Have you written out your two-year plan yet? Where would you like help?
- What have you learned about growing a church that must be passed on to your leadership team?
- Have you set your goals for the first two years of this church? If so, share some of your key goals with us.
- Define the kind of team you are recruiting for this project.
- Based on your needs, personality, and gifts what kinds of leaders do you need to place around you to be more effective?

Add Your Own Questions:

8. FINANCIAL MANAGEMENT SKILLS:

Debt Free And Self Disciplined Use Of Money

Rating Qualities

1 2 3 4 5

1. _____ Having a personal budget that works
2. _____ Planning budgets for ministry teams
3. _____ Discerning how others try to buy you in the ministry as a form of control
4. _____ Waiting until money is in the bank before purchasing large items for the home
5. _____ Controlling credit card spending
6. _____ Understanding how to share a biblical outlook on the use of money
7. _____ Working with people of money
8. _____ Selecting a treasurer and developing an offering

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collection system

9. _____ Raising money for ministry projects

10. _____ Trusting God in times of testing and shortages

_____ **Total Out Of 50 Points**

Example Questions:

- Has personal indebtedness ever been a problem? If so, please comment.
- We usually work off a bi-vocational model for church planters. What arrangements are you considering in order to support yourself?
- How do you intend to set-up your church budget, data base and accounting system? What software will you use?
- Have you ever taught on financial stewardship? Explain.
- How much money will you need to raise to launch your ministry? What are your budget plans for salary, ministry expenses, health care, and retirement as you go into this financial adventure of church planting?

Add Your Own Questions:

9. VINEYARD VALUES AND METHODS

Understanding And Familiarity With Our Values And Methods

Rating Qualities

1 2 3 4 5

1. _____ Acting as an empowered evangelical to teach and preach the gospel of the kingdom
2. _____ Employing Spirit-enabled worship
3. _____ Moving in the Spirit's presence, gifts, healing, and works of wonder and renewal
4. _____ Communicating the gospel in word and deed
5. _____ Employing the Vineyard Prayer Model when praying for people
6. _____ Ministering to the poor
7. _____ Structuring ministry around small groups
8. _____ Developing an atmosphere of ease, and to

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_____ speak, act, and dress in ways our culture can naturally respond

9. _____ Showing a commitment to the “show and tell” model of “on the job” training

10. _____ Church planting and showing commitment to _____ world evangelism

_____ **Total Out Of 50 Points**

Example Questions:

- What resources have you used to teach on spiritual gifts? Healing? Deliverance?
- What third wave books have you read?
- How did you become familiar with Kingdom of God theology and the values and methods of the Vineyard?
- What other materials, seminars, and training have you participated in with the Vineyard?
- What do you want more training in next?

Add Your Own Questions:

10. A SOLID MARRIAGE AND FAMILY:

Family Involvement And Agreement In Ministry Roles

Rating Qualities

1 2 3 4 5

1. _____ Having clear agreement regarding each partner’s role and involvement in ministry
2. _____ Setting boundaries regarding home and work
3. _____ Evaluating the consequences of ministry demands upon their spouse and children
4. _____ Functioning as a team through prayer

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5. _____ Scheduling regular time of dates and retreats together
6. _____ Communicating, acting respectful, and listening to each other
7. _____ Having fun together as a couple
8. _____ Both spouses express their feelings and wishes freely
9. _____ Both spouses find agreement on their budget
10. _____ Both spouses are demonstrating control of their schedule which balances family and work

_____ **Total Out Of 50 Points**

Example Questions:

- How do you and your spouse use your gifts and talents to compliment each other?
- Have you found a compatible way to spiritually grow together as a couple?
- Does your spouse have the ability to make personal friends easily?
- Is relocating to church plant going to cause isolation for anyone in your family?
- What relational conflicts have you experienced as a couple in ministry?

Add Your Own Questions:

11. EMOTIONAL MATURITY:

Adjusts To Changes, Challenges, And Corrections

Rating Qualities

1 2 3 4 5

1. _____ Coping with volunteers who suddenly quit

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- without
notice and finding others to fill in
2. _____ Adjusting to unfulfilled expectations and
abrupt change
3. _____ Adapting one's methods to the uniqueness of
their ministry environment
4. _____ Shifting priorities and emphasis during vari-
ous stages of the church's growth
5. _____ Keeping composure under fire and not retali-
ating
in anger
6. _____ Learning from failure and moving on with
understanding
7. _____ Keeping a sense of humor under pressure
8. _____ Seeing God's perspective in dark times of
crisis
9. _____ Handling the unexpected storms of life with a
positive view of the future
10. _____ Bouncing back quickly after emotional attacks
- _____ **Total Out Of 50 Points**

Example Questions:

- What is the greatest source of pain you have experienced in life to date?
- How have you handled power brokers in your previous ministry and their need to control you?
- Describe a time when you put all your trust and energy into someone only to have them suddenly quit and leave the church.
- What unforeseen emergency have you lead others through?
- How have you confronted and corrected someone who did not follow through on their assignment?
- Have you ever had your integrity challenged? If so, please explain.

Add Your Own Questions:

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12. A VITAL SPIRITUAL LIFE:

A Personal Lifestyle Of Worship And Intimacy With God

Rating Qualities

1 2 3 4 5

1. _____ Using spiritual disciplines, exhibiting the fruit of the Spirit, and personal holiness
2. _____ Connecting with God in prayer and worship
3. _____ Understanding rejection and people's departure
4. _____ Governing mood swings in a healthy way
5. _____ Rebounding from loss, disappointment
6. _____ Learning from failure
7. _____ Coming back quickly from times of illness
8. _____ Keeping it together when everyone else is coming apart and sharing God's perspective
9. _____ Handling attendance and financial patterns with discernment and dependency on God
10. _____ Setting and keeping inner life goals under pressure of the tyranny of the urgent

_____ **Total Out Of 50 Points**

Example Questions:

- In your calendar on a given month, how much time do you set aside for thinking, planning, and praying?
- What were your spiritual formation goals last year?
- How have you built up your private life with Christ?
- What fills your tank spiritually and brings you closer to God?
- Where do you need mentoring in your spiritual development?

Add Your Own Questions:

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GRAPHIC SUMMARY

Worksheet For Comparing Results With Other Assessors

CALL & VISION: 10 20 30 40 50

Exercise A Sense Of Call

Possess A Faith Driven Vision

CHURCH PLANTING SKILLS: 10 20 30 40 50

Disciple Making Skills

People Gathering Skills

Healthy Communication Skills

Creative Evangelistic Skills

Intentional Planning Skills

Financial Management Skills

Vineyard Values And Methods

CHARACTER: 10 20 30 40 50

Emotional Maturity

Vital Spiritual Life

Solid Marriage And Family Skills

COMMENTS:

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