

Dear Church Planting Candidate,

Thank you for your interest in church planting! We are excited that you have a desire to explore this opportunity further. Attached you will find our Initial Assessment Packet for Prospective Church Planters. This assessment packet begins the decision making process for the assessment, training, coaching and deploying of church planters within Open Bible Churches. This process has been developed and continues to be revised based upon the experience of Mountain Plains Region leadership, consultation with other successful church planting denominations, and advice from seasoned church planters.

Our assessment and training processes are intended to identify training and coaching issues that will increase your effectiveness in ministry regardless of whether you end up church planting or not. The processes will help you determine whether your gift mix is well-suited for church planting. Additionally, ministry “blind spots” may be discovered which could potentially change your future ministry for the better. With this in mind, please take this assessment process seriously, answering all questions fully and honestly. This could be a significant growth opportunity for you if you approach it humbly and with a teachable heart.

While generally accurate and true, we recognize that this assessment process is undertaken by imperfect people. Therefore, we approach this process with great care and reverence for the work of God in your life. We ask for his wisdom as we screen potential church planters, knowing that we are responsible for the stewardship of our region and the resources he has entrusted to our care. With the information gained from the assessment and training processes, we will do our best to make good decisions regarding the extent to which we can support each potential church planting endeavor. Regardless of what the processes reveal, we pray and believe that you grow as a result of this experience, and that the issues raised will help you become a more effective minister of the gospel.

Please fill out every area of the Initial Assessment Packet completely. Print legibly or type. Mail one copy to MPR Office at 11 Stanford Ct Billings, MT 59102. Upon receipt of your packet, we will move you on to the next stage of the assessment process as outlined on the enclosed sheet entitled “Church Planter Processing”.

At any stage in this process, we may recommend and refer you to other types of ministry or training. Supplemental training elements may be needed for you to be better prepared as a church planter. Again, our desire is to bless the call of God on everyone’s life; to raise effective ministry leaders. I believe this process will further empower you and help you receive greater clarity regarding your gifts as a leader and one called by God.

Sincerely,
John W. Jimenez
Regional Executive Director of Open Bible Churches

CHURCH PLANTING PROCESSING

LISTED BELOW ARE THE SEVEN STAGES INVOLVED WITH DOING AN OBC CHURCH PLANT. THIS PROCESS IS INTENDED TO ASSESS AND TRAIN POTENTIAL CHURCH PLANTERS. DEPENDING UPON THE ASSERTIVENESS OF THE CHURCH PLANTING CANDIDATE, THE PROCESS CAN TAKE AS MUCH AS A YEAR. A LOT OF WORK IS INVOLVED, BUT REGARDLESS OF WHETHER YOU END UP PLANTING A CHURCH, GOING THROUGH THE PROCESS WILL HELP INCREASE YOUR MINISTRY EFFECTIVENESS. IF YOU HAVE ANY QUESTIONS ABOUT ONE OF THE STAGES, PLEASE FEEL FREE TO CONTACT JOHN W. JIMENEZ, THE CHURCH PLANTING DIRECTOR.

- 1) Contact stage. Initial contact by email, phone or mail; proffering of application; informal interview conducted, by phone or in person after application remitted.

- 2) Assessment stage.
 - a. Initial application and expectations outlined. (These guidelines and those enumerated in the “Initial Partnership Agreement” included at the end of this packet comprise the expectations. Please sign and return the “Agreement” along with your completed application.)
 - b. Reference-based assessment. (Based on evaluations filled out by those who have seen the candidate in ministry and know the candidate’s character.)
 - c. Second interview. In person, based upon self-assessment and references.
 - d. Formal assessment done by a trained professional. OBC pays for assessment. Candidate pays to get there.
 - e. Final review of initial assessment. This provides one more opportunity to look over the prospect’s self-evaluation/assessment, the reference assessments, interview notes, and make any follow-up phone calls necessary and make a recommendation to the district/region regarding approval for the next stage. Approval sought from board or its designees.

- 3) Training stage.
 - a. Pre-bootcamp training and preparation. This would include the church planter’s toolkit assignments and initial proposal rough draft. In order for a prospect to attend a bootcamp at OBC expense, he or she would be required to have these assignments completed at least 30-45 days prior to the bootcamp. Candidate pays for bootcamp materials and is reimbursed when completed.
 - b. Assignment review. Church Planting Director would review the assignments. If the assignments indicate preparedness on the part of the church planter, he or she can be approved for attendance at a bootcamp paid for by OBC. If the assignments need further work, the Director can prescribe additional assignments.
 - c. Support and fundraising guidelines will be provided.
 - d. Bootcamp attendance.

- 4) Proposal Stage.
 - a. Planter submits a formal proposal for the church plant within 45 days of completing boot-camp.
 - b. First year budget is submitted.
 - c. Funding strategy is defined.
 - d. Proposal, budget and funding strategy are reviewed by the regional superintendent, district superintendent and church planting director.
 - e. Final approval from the regional board or its designees. Note: At some point in this process, it would be beneficial for the candidate to meet with the full board. When this occurs may depend upon the scheduling of regional board meetings, etc.

- 5) Birth preparation stage.
 - a. Fundraising goals reached.
 - b. Housing, job, etc. found in the target community.
 - c. Intercessors recruited.
 - d. Launch team in place.
 - e. Launch date set (may be for first meeting, not necessarily the first grand opening service)
 - f. Administrative structure in place (for handling finances, tithes, etc.)
 - g. Incorporation, bylaws, etc. Charter. (This may occur after the field launch.)
 - h. All necessary curriculums chosen (for children's, youth and discipleship ministries).
 - i. With field launch approval, OBC funding begins as agreed in a formalized contract.

- 6) Field launch stage...work in target area begins according to plan.

- 7) Church launch stage...services begin.

John W. Jimenez
Regional Executive Director of Open Bible Churches
11 Stanford Ct
Billings, MT 59102
(406) 9276809

Church Planter Initial Assessment

PERSONAL INFORMATION

Name: _____ Birth Date: _____ Gender: M F

Street Address: _____ Mailing Address: _____

City: _____ State: _____ Zip: _____ Email: _____

Home Phone: _____ Work Phone: _____ Fax: _____

Marital Status: Single Married Divorced Remarried Widowed

Maiden Name: _____ (if married female is primary applicant)

Marital Status: Single Married Divorced Remarried Widowed

Spouse Name: _____ Birth Date: _____ Anniversary: _____

Children

Name (include last name if different)	Date Of Birth	Age	Gender

MINISTERIAL EXPERIENCE OVERVIEW

License Status With Open Bible:

Associate License Licensed Ordained Application In Process Not Licensed

Planting Experience / Training (check all that apply):

No experience with a church plant or formal planting training

Served as lead planter (how many times _____)

Served as planting intern

Been a part of a church plant core group

Joined a church plant within its first year

Part of a church that planted a church

Participated in church planter training

EMPLOYMENT / EDUCATIONAL HISTORY

Planter and spouse must attach resumes indicating complete employment history for the past 15 years as well as all formal educational training and diplomas / degrees granted as well as any professional certifications past or current. Please also include names, addresses and phone numbers of past and present supervisors.

If you have started a business or been involved in a key role in the start of a business, please attach a separate type-written paper identifying:

- 1) what type of business,
- 2) what roles you fulfilled in the start and running of the business,
- 3) a brief description of how you thought of the business idea and went about starting the business,
- 4) a list of team members or staff you hired and their roles,
- 5) the extent of the business's success in terms of how long it lasted, how big it grew (customer base and dollars), and
- 6) your reason for leaving the business.

PLEASE LIMIT THE LENGTH TO NO MORE THAN ONE PAGE MAXIMUM PER BUSINESS.

MINISTRY EXPERIENCE

Please list all of the ministry roles you have filled in the church setting as a paid staff member, if any:

(Example: Children's teacher of 1st graders, children's Sunday school assistant director overseeing curriculum planning, led a small group, leader in women's ministry overseeing coordination of special events)

Please list all of the ministry roles your spouse has filled in the church setting as a paid staff member, if any:

Please list all of the ministry roles you have filled in the church setting as a volunteer:

Please list all of the ministry roles your spouse has filled in the church setting as a volunteer:

ON A SEPARATE PIECE OF PAPER type all of the roles that you have filled in ministry *for one year or more* in any given setting and tell us the following information about those roles:

- 1) Did the attendance stay the same, increase, or decrease in your area of ministry?
- 2) Did you apprentice a new leader, and if so, how did you recruit, train and deploy them and were they successful as leaders?
- 3) What church did you serve in and who was your direct supervisor?
- 4) How long did you serve in that position? If you served as a children's teacher for 6 months in two different settings, do not list that separately, it must be more than one year in a single ministry and ministry setting. Please include both paid and volunteer roles and give the same information for your spouse.

List and briefly describe any other ministry experience you may have had outside of the church setting:
(For example para-church ministry, short-term missions, camp counselor, etc.)

Churches you have served in (if spouse has a church setting separate from you, please indicate):

Name Of Church	Address, City, State, Zip	Phone	Pastor Under Whom You Served

What is your personal vision statement?

What are your personal passions? About what are you most passionate in life?

Give an example of a vision you had for a particular project or ministry. How was this fulfilled? Describe how you involved others to accomplish the vision.

Share examples of how you have empowered others in leadership.

Describe peer relationships that you have currently with the unchurched.

How have you demonstrated resilience in the past when encountering difficult circumstances? Give an example.

What about your life demonstrates a commitment to the Great Commission? Give examples.

Describe times when you have had to exhibit a “can-do” attitude.

How would you describe your relationship with Jesus Christ?

FINANCIAL INFORMATION

What is THIS PAST CALENDAR YEAR'S total family income range (in thousands):

Below 20 20-25 25-30 30-35 35-40 40-50 50-65 65-80
 80-100 Above 100

What is THE AVERAGE total family income range FOR THE PREVIOUS 5 YEARS (in thousands):

Below 20 20-25 25-30 30-35 35-40 40-50 50-65 65-80
 80-100 Above 100

Have you ever declared personal bankruptcy? Yes No

If yes, when? _____ Describe the circumstances that led to the decision:

Have you ever declared bankruptcy in a business you owned or in which you were a top level executive? Yes

No

If yes, when? _____ Describe the circumstances that led to the decision:

How much debt and/or legally required monthly payments do you have:

Type Of Debt / Payment	Dollar Amount	Interest Rate	Monthly Payment
School Loans			
Mortgage			
Mortgage Equity Loans			
Car Loans			
Credit Card Balance			
Alimony			
Child Support Payments			
Other Loan			
Total			

CHURCH PLANTING PLAN INFORMATION

What type of a church plant are you interested in doing (check all that apply but indicate if one method is preferred or is the current plan):

I plan on moving to another city and planting with just my family to start with.

I plan on moving to another city and planting with a couple of already committed core members. – How many?

I am being sent by my church to plant a new church within 20 miles of the sending church and will take a core group with me.

I am planting a new congregation reaching a new target audience within the mother church.

I will be a staff member in the mother church ministering to the new congregation in a senior pastor role.

I will be the senior pastor of the new congregation and will be incorporated separately.

Comments or other plan:

Is your target audience of your same culture or different?

Describe how your target audience is the same or different from you.

If cross-cultural, describe your past ministry experience to this people group.

If there is a language difference between your primary language and the primary language of your target group, do you speak the target group's primary language fluently? With a similar dialect?

While not asking for a detailed plan, how have you been planning to provide financially for the needs of your family and the needs of the church during the first two years?

When do you plan to initiate the planting process? Please explain any major factors upon which the timing hinges.

Have you talked with your current pastor about church planting?

What counsel has your pastor given you about your ability to church plant? When to plant? How to plant?

Has your current pastor extended any promises of support? If so, what?

Who is currently supporting your vision and efforts to church plant and how?

Who are the people you are thinking about recruiting to be a part of your launch group and what roles do you hope they will fill?

What role does your spouse want to play in the church plant (whether he/she helps with leading in the church or not)?

FOCUS OF CALLING

Describe in one page or less the process by which you arrived at the decision that God either is or may be calling you to church planting.

Are you sure that God is calling you to be a planter or could He be calling you to promote and support church planting as a pastor or lay person? Please explain.

There are many different forms of multiplying churches, one of which is the multiplication of congregations within a single church. Are you sure that you are to be a planter of a new church, or is your call to multiply a congregation within an existing church (reach a new target group within a church—for example starting an ethnic ministry, reaching busters in a boomer church, etc.)? Please explain.

If you have a tape of you preaching or teaching, please include a copy.
I am enclosing a tape I am NOT enclosing a tape

OPEN BIBLE CHURCHES' CENTRAL REGION

Initial Partnership Agreement

The following is intended to delineate some of the expectations that exist between Open Bible Central Region church planters and the Region. The section entitled "Specifics" will be completed upon approval of a church planting proposal. Please sign and return this with the completed application.

Prerequisites for Potential Church Planters

1. If not already licensed or ordained with Open Bible, the church planter will be required to become credentialed with Open Bible Churches.
2. The potential planter agrees to walk through the three-part assessment process prescribed by the Region, including the personal, reference-based and formal assessments. The region will pay the formal assessor. The planter may incur some travel expenses when getting together with the assessor.
3. Upon completing the assessment process, potential church planters will be asked to purchase a "Church Planter's Toolkit" from ChurchSmart Resources and work through the tapes and notebook. When the planter has finished working through the toolkit, the Region will reimburse the planter for the cost of the toolkit and schedule a time for the planter and his/her spouse to attend a church planting bootcamp sponsored by the Church Multiplication Training Center. The Region will pay for the CMTC Bootcamp registration fee, transportation to the bootcamp, hotel reservations for the bootcamp and evening meals.
4. After attending the CMTC Bootcamp, the planter will submit a church plant proposal to the regional board for consideration. This proposal will include a projected strategic plan and budget for the first 24-36 months. Accompanying this ministry plan will be a personal strategic plan that includes goals for the minister's personal life. The Region wants the minister's success to be holistic, including the areas of marriage, family, health and rest.
5. Once approved, the Regional Board will commission the plant.

Regional Support

1. The Region will support the church planter and plant with prayer.
2. The Church Planting Director will provide coaching and guide the planter through the process as needed.
3. The Region will subsidize some of the training costs for church planters.
4. Financial support may be available for salaries and ministry expenses for a time period determined by the Regional Board.
5. Start-up funds for equipment, facilities and utilities may be petitioned by proposal from the Regional Board.

6. The Region will cover costs for one year for a church planter to attend regional functions.
7. The Regional and District Superintendents will be in regular contact with the church planter.
8. The Church Planting Director (and possibly the Regional and/or District Superintendent) will visit the church plant periodically.
9. Coaching support will be provided.
10. According to OBC bylaws, new churches are considered to be under Regional Supervision until the requirements listed within the OBC bylaws are met. The Region will provide this supervision as needed, with the ultimate goal being that the new church becomes self-governed by its own pastor and elders.
11. The Region will help churches go through a Natural Church Development survey annually for the first three years.
12. From time to time, the Region will provide ongoing training for planters at Spring Conference and/or Fall Retreat.

Church Planter Responsibilities

1. The church planter will complete a monthly church plant report for the Region and the Church Planting Director. Funds will not be sent until the report is received.
2. The planter will maintain regular communication with the Church Planting Director, District Superintendent and Regional Superintendent by responding to telephone calls, emails and correspondence.
3. The planter will see that the church plant is incorporated as a nonprofit organization in accordance with state and federal laws. Each church must be incorporated in its own state.
4. Once incorporated, the planter will see that the church becomes chartered with Open Bible Churches. Articles of Incorporation and Bylaws for the church plant should be included with the charter application. When chartered, the church can use Open Bible's 501(c)3 tax exempt status to make donations by congregants tax deductible.
5. Exemption from sales tax laws vary from state to state. The planter must determine which laws apply in his state.
6. The church plant and planter will cooperate fully with all financial stewardship programs of Open Bible Churches, such as ministerial tithe, the 5% plan and World Evangelism. A tithe rebate may be available for the plant during the first three years. Inquire about this with the Church Planting Director.
7. The planter may need to raise funds for his/her project to supplement the support provided by the Region. Itineration among Central Region churches may be possible if approved by the Regional Board. The planter may also need to be bi-vocational for a time when beginning the work.
8. If possible, the planter will become part of a New Church Incubator support group in his/her area. The group is comprised of planters from various church groups who are all planting in somewhat the same vicinity. NCIs provide an opportunity for coaching and fellowship with other church planters.

9. The planter will take his/her church through a Natural Church Development Survey annually to determine the church's health. This can be facilitated by one of the Region's trained NCD consultants. From this survey, planters are strongly encouraged to make annual revisions to their strategic plan. The goal is for new churches to make annual self-evaluation and strategic planning a regular habit in the life of their congregations. This promotes healthiness from the start.

Specifics

1. Open Bible Churches' Mountain Plains Region agrees to provide _____ with financial support in the amount of _____ *beginning in* _____ *and ending in* _____. Funds are designated for _____ (salary, housing allowance, ministry expenses). Support checks will not be mailed out until the regional office and the Church Planting Director receive the monthly planter's report. These may be mailed, emailed or faxed.
2. Open Bible Churches' Mountain Plains Region agrees to allow _____ to itinerate throughout Central Region churches in order to raise funds for their church planting project. The planter will promote church planting in the Region while telling about their individual project.
3. Additional points may be agreed upon as needed.

The above Planter/ Region Partnership Agreement is entered into on _____, 2017 by the Open Bible Churches Mountain Plains Region Board and _____.

Church Planter

Church Planter Spouse

CHURCH PLANTER ASSESSMENT REFERENCE RELEASE FORM

Please sign and return with your completed application.

I understand that any name I mention in my *Initial Assessment For Church Planting Candidacy* form may be contacted as references. I agree to release and hold harmless all persons and organizations to which the persons giving a reference may belong for any statements made or consequences resulting from statements made in verbal or written form.

Signature of Planter: _____ Date: _____

Print Name: _____

Signature of Spouse: _____ Date: _____

Print Name: _____

Please mail one copy of your application and self-assessment to the following:

John W. Jimenez, Regional Executive Director of Open Bible Churches
MPR Office
11 Stanford Ct
Billings, MT 59102