



Alaska Conference

Oregon-Idaho Conference

PNW Conference

ASSESSMENT PROCESS FOR POTENTIAL CHURCH PLANTERS

A Brief Overview

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Are you interested in new church or new ministry development, or feel call to plant a church?

The following information offers a brief overview of the current assessment process for the Greater Northwest Episcopal Area (Alaska, Oregon-Idaho, and PNW Conferences). This process includes 8 phases. The timeline runs congruent with the appointment year. Project development and recruitment begins each year after September 1st and extends through the end of the year. Each phase ramps up intentional phases of the process.

Assessment Process Phases:

1. Recruiting

Recruiting potential church planters is a challenge. Our current strategy is to recruit, as necessary, gifted and qualified clergy and laity from outside our conference, while simultaneously recruiting and raising up planters from within our conferences.

2. Inquiry

The inquiry phase is the entry point of initial conversations that allows personal passion to be expressed by a potential planter, while allowing the Office of Congregational Development (OCD) to share a vision for a church planting movement in the Greater Northwest Area (GNW).

3. Initial Screening

The initial screening involves an interview with the OCD by way of phone, Skype, or in person. This allows the OCD to gain insight to the potential planter's story, gifts, and passion, while allowing the OCD to more clearly express the demands, process, and strategies currently being employed in our context.

4. Initial Assessment

The initial assessment involves the potential planter engaging an assessment tool. We are currently set up in the Alaska, Oregon-Idaho, and PNW through our Office of Congregational Development to utilize the Church Plant Candidate Assessment through Lifeway Research. This

comprehensive tool is now being utilized by Path 1 as the primary assessment tool. It allows the OCD to purchase an assessment passcode, which is then provided to the potential planter. After the candidate completes the assessment, the OCD receives the results, which is then used to frame in-depth screening.

5. In-depth Screening

After the candidate has completely the assessment tool, the OCD follows up with probing questions related to the assessments findings. This part of the process encourages deeper reflection and discernment of the candidate, which includes writing a 500 word reflective essay, and allows the OCD to coach the potential planters toward the next phase.

6. Assessment Interviews

Finally, candidates will be interviewed by a small assessment team consisting of representatives from the BoCD, GNW Cabinet, Office of Connectional Ministries, and the Director of Strategic Faith Community Development. Following interviews the team will make recommendations on the potential of each candidate.

7. Assessment Follow up

The OCD will have the opportunity to follow up with the candidate to discuss feedback and next steps.

8. Recommendations for Deployment

The OCD, in conjunction with the BoCD, will then make recommendations for a candidate's deployment in the field, with a particular project. This phase involves the work of the GNW Cabinet and Bishop, along with the development of a compelling vision and ministry plan for a specific setting. Cooperative work with the District Superintendent, as the "chief missional strategist" of the district, is a key part of the deployment phase. Appropriate boards (BoCD) approve funding during this phase.

Assessment Timeline:

Throughout the assessment phases, there is a guiding timeline, which runs congruent with the appointment process. This timeline has allowed for intentional due diligence, through recruiting, adequate assessment, discernment, projected projects, funding, and possible deployment for appointment. This guiding timeline (adjusted as necessary) is as follows:

Sept-Jan:	- Recruiting and initial assessment phases; Phases 1-4
February:	- Participation in 5 online assessments; Phase 5
March:	- Interviews of all candidates by the assessment team and follow up; Phase 6 & 7
March/April:	- Recommendation of projects for final funding approval (GNW); Phase 8
	- Recommendations for deployment to GNW Cabinet; Phase 8