

“The Ministry of Assessment”

Part One

“I didn't feel like I was being interviewed by an expert putting me under a microscope. I felt like we were talking to a friend helping us find greater clarity on God's call for our lives. Thanks for the help and encouragement!”

--Comment from a potential church planting wife after a assessment interview

As we develop our plan to place people for maximum ministry, wise assessments play a key role. The idea of “assessing” people may sound unfamiliar to some, but it is becoming an important way to help leaders find their best ministry fit so they can flourish in their service for the Lord. There are different models, but I feel when assessments are at their best they blend spiritual discernment, wise questions, good tools and a partnership between assessor and couple.

“Seven Benefits of Assessments”

1. They are a cooperative, mutual discernment process with a qualified assessor, his team and the people (usually a husband and wife, but sometimes a single person) being assessed. It treats people like adults, helping them at a key point in their ministry journey.
2. They help draw a clear “M*A*P” (Ministry Assessment Profile) of where a leader's been on their ministry journey so we can get a better sense of where God is leading in the future.
3. They help measure competence, focusing on behavior and skills. They look at “*what did you do when*” past decisions instead of “*what would you do if*” possibilities.
4. They help clarify God's call so the couple can fit their best ministry fit. An assessment is not a “pass-fail” test, but a “where would you flourish” response of discernment.
5. They assist coaches and supervisors in their ministry as they lead leaders, making their ministries more effective.
6. They become a “win/win” gift between sponsoring agencies and leaders, cultivating a healthy ministry climate in organizations!
7. They reinforce the truth that God guides in community and unity... “*in many counselors there is safety.*”

Assessments can be done on many levels of ministry in the local church, district and denominational ministries.

When done well they are a huge asset, but short cuts greatly diminished their effectiveness. In coming “E-Team” issues

we'll look at the components of effective assessments.

"E-Team E-zine": "Encouragement and Equipping for Evangelism that Extends the Kingdom"
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