CHARACTER AND COMPETENCIES

Genesis Church Planting Training

Γhe Ba	sics						
•	Charac	cter is who you are; competency (or) is what you do					
•	You ne	eed to assess your current character and competency and also regularly assess areas of					
	challer	hallenge and growth in your character and competency					
•	haracter and competencies are important, but character is: "Don't be						
	impres	ssed with charisma; look for character. Who preachers are is the main thing, not what they Matthew 7:16-17, The Message					
•	Outlin	e for us: key character qualities and competencies for church planters and how to assess					
	and ev	valuate areas of strength, weakness, and growth regularly					
Charac	ter						
•		in Christ					
	0	John 15:5 - "I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing.					
	0	Ps 1:1-3 - Blessed is the one who is like a tree planted by streams of water, which					
		yields its fruit in season and whose leaf does not wither—whatever they do prospers.					
	0	This seems so obvious but is probably the most difficult thing as a church planter					
	0	Your identity right now is in your vision, how it unfolds, and what					
		impact it has					
	0	You will feel crappy/ashamed/depressed/like a:					
		■ When your church plant doesn't grow quickly					
		■ When your sermons don't impress					
		When people don't sign up for that event you planned					
		■ When small groups limp along					
		■ When people leave (and they will)					
		When no one is convicted about the thing you're challenging					
		■ When money is short					
		When the thing you put a lot of time and energy into isn't recognized by anyone					
	0	Some of your discouragement will be natural and healthy; much of it will be because					
		your identity is wrapped up in your role and success as a church planter					
	0	Come back to Mt 3:17					
	0	everything you have into it; trust God with the					
•		ever ferming you make mile to do with the					
-	0	This vision is not about you and can happen without you					
	0	What if amazing things happen and you get no credit? Shouldn't that be the goal?					
	0	Humility is not being proud of what you're good at and not being ashamed to hide what					
		you're bad at					

• Ask others: where have you seen humility in me? Where have you not?

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 Philippians 4:11-12 " for I have learned to be content whatever the circumstance know what it is to be in need, and I know what it is to have plenty. I have learned to 					
	secret of being content in any and every situation, whether well fed or hungry, whether living in plenty or in want."				
	0	Contentment is knowing when to stop or say no or just be present or trust God with the results			
•	0	Eugene Peterson: "a way of living"; there's a place and a time for being assertive as we often think about it, but when it turns into discontent it's unhealthy			
 We live in a culture that lacks all patience; much of our technology drives this 					
	o The Patient Ferment of the Early Church by Alan Kreider; patience is the most discuss				
		Christian virtue in the apostolic era			
	o "God is never in a"				
	0	Church planting will test all of your patience			
Compe	tencies				
•	Tenacit	·y			
	0	Or turning frustration and failure into opportunities and motivation			
	0	Sometimes this is just hanging in there			
	0	This is the attribute of church planters who make it versus those who don't			
	0	The longer you go (1, 2 or 3 years), the greater chance of making it			
•	Team-b	puilding			
	0	Attracting, in, and building a core team of people who will bear the load of launching the church			
	0	This requires networking ability but also going deep with specific individuals, identifying			
	0	their gifts, shepherding them, investing in them personally and relationally You can't plant a church without a healthy andteam			
	0	Note: it's well known that most people on your core team will leave in the first year or			
	o o	two; that's okaythis is normal for the life cycle of all churches now; you have to invest			
		in people who likely won't be around for a long time			
•	Flexibil	ity			
	0	Everything is an in the early days, you have to be flexible and			
		adaptable when things need to change			
	0	Ask yourself:			
		■ What am I holding on to that isn't working well?			
		■ Where am I being too rigid?			
		In what ways are on-the-ground realities different from what I had envisioned and how do I need to change?			
_	Decision-making				

	0	You will be faced with so many decisions - now you make those decisions (wisely and		
		promptly) is as important as the decisions themselves		
	0	What persons or teams of people are responsible for what decisions?		
	0	Who is? Or are you holding all the power?		
	0	Are you prone to make decisions too quickly or slowly?		
	0	In the early days, have a bias toward decision-making and action and then be ready to evaluate		
•	Cultiva	Four steps of decision-making: evaluation,, decision, implementation tion of personal		
•		How you are doing emotionally, relationally, financially, and physically is crucial and will		
	0	bleed into how you approach your job		
	0	Take care of yourself and this isn't just about your soul/identity in Christ		
	0			
	0	What are your own habits and stresses and lifestyle challenges?		
	0	If you want to be a pastor for the long haul, take care of your		
	0	is essential here - this should be part of your weekly schedule right now		
•		tion of		
	0	This could have been a character quality: cultivating self-awareness of strengths and		
		weaknesses, personality traits, false and true self, communication tendencies, etc.		
	0	Several assessments are helpful		
		■ most helpful but requires work to understand/utilize		
		■ Myers-Briggs		
		Disc, Strengthsfinder, RightPath, etc.		
•	Leadin	g		
	0	This is an essential skill that is often overlooked		
	0	You will lead staff meetings, elder meetings, planning meetings, 1x1 supervisor		
		meetings, lay leader meetings, vision casting meetings, volunteer training meetings, etc.		
	0	Start with evaluation regarding meetings you have led: were they engaging, purposeful,		
		and participative? Were they fun or boring? Something to look forward to or a necessary		
		evil? Did they accomplish much?		
	0	Don't when it comes to meetings; be intentional in preparation; it		
		will pay off in the long run		
•	0	Even in a more missional, less programmatic church, preaching/teaching still plays an		
		important role		
	0	And, rightly or wrongly, it is the most marker and measure of		
		evaluation by newcomers		
How to	Assess	Character and Competency Regularly		
•	Meet r	egularly with a this is so important for your identity in		
Christ, which is his/her primary goal (which is different from coach or mentor)				
Read <i>The Pastor</i> by Eugene Peterson				

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• Read books on specific competencies you want to cultivate - be wary of general leadership books

•	Carve out regular time to get away (a day or _) for self-reflection	
•	Set regular goals (every 4 or 6 months) that ir	clude a character or	component
•	Create a staff culture that embraces	(instead of hiding it) and tl	hen supports
	each other in engaging weakness; this include	es honest and helpful feedback	