

PLACE

User Guide

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Introduction to PLACE Ministries

❖ The Purpose

Today, more than any other time in history, people have more choices as to how to give their time. They find themselves asking, “Where do I fit in?” “Why am I here?” and “What can I do to make a lasting difference in my life and the lives of others?”

God created each of us for a purpose. “For we are God’s workmanship created in Christ Jesus to do good works, which God prepared in advance for us to do.” (Ephesians 2:10) Part of his purpose for us is to edify the church and to serve in its ministries. “...to prepare God's people for the works of service, so that the body of Christ may be built up” (Ephesians 4:12). The PLACE process can help you discover how God has uniquely designed you, and it will help you realize His purpose for your life. You find your life as you give it away... but first you have to know what you have to give!

❖ The History

PLACE was launched in 1999 at Council Road Baptist Church in Oklahoma City where Jay McSwain, president and founder of PLACE Ministries, served as associate pastor of Ministry Development. Since that time, churches of various sizes and different denominations have participated and responded positively by discovering their PLACE of ministry or realizing they need to serve in a ministry where they can better maximize their unique design. The curriculum was developed by a multifaceted team. Pastors, business executives, and a psychologist teamed together for design and accuracy.

❖ The Process

PLACE is a Bible-based self-discovery process that helps pastors, church members, lay leaders, and others realize their ideal PLACE of ministry in life and in the local church. PLACE was created out of a desire to help pastors design and maximize ministries within the church. It is also designed to equip Christians to serve in ministries that bring fulfillment in their Christian walk and help them carry out God’s plan for their life.

The PLACE acronym forms a five step process that guides participants in developing an individualized PLACE profile:

The “P” in PLACE is for Personality Discovery. Participants use our unique assessment to discover their personality based on the DISC model of human

behavior. Individuals from the Bible are looked at in terms of their personalities and how God interacted with them and used them to accomplish His purpose in their lives.

The “L” is for Learning Spiritual Gifts. PLACE promotes a Scripture-based, 16-gift model using our comprehensive 112 question assessment. Additional biblical teaching is offered on what spiritual gifts "are" and "are not," as well as insight as to how different spiritual gifts may manifest themselves in individuals based on their personality types.

The “A” stands for Abilities Awareness. Participants complete a unique assessment to discover the most effective environment in which they would optimally serve. An interesting analysis of the account of Moses and the exodus brings to life the various environments in which people thrive.

The “C” is for Connecting Passion with Ministry. PLACE’s unique curriculum helps individuals identify their passion areas and discover how they best demonstrate their passion.

The “E” stands for Experiences in Life. Especially unique to everyone, this session allows individuals to explore the impact of their past experiences. By doing so, individuals not only begin seeing their purpose for life, but also God's purpose for them in serving Him and others.

Upon completion of the five sessions, participants have a snapshot of their life on their completed PLACE Profile. They begin to see the scarlet thread that runs between the five elements, assuring them God has uniquely designed them, and He doesn’t waste one single thing in our lives! He truly does cause all things to work together for good. (See Rom. 8:28)

❖ Contact PLACE

PLACE Ministries
Toll Free: 877.463.2863
Local: 678.867.2323
www.placeministries.org

❖ PLACE Ministries and the North American Mission Board

In January of 2006, PLACE Ministries and the North American Mission Board (NAMB) created a partnership to provide the PLACE assessment process to church planters and field partners. In addition to providing the five standard assessments for PLACE, a sixth assessment entitled, “The Leadership Practices Assessment,” which is loosely built on Charles Ridley’s church planter

assessment has been created. This assessment is available only by taking the PLACE assessment through the link listed in the First Steps section below.

This partnership is designed to assist our field partners in the church planter enlistment process by providing this tool to identify potential church planters and for use in a pre-assessment process. It is also designed to help church planters assist their members with discovering their place of service in the local church. Search committees and churches may also find this resource to be a valuable tool to use as part of their interview process of potential church staff candidates.

If you have any questions regarding this resource or the partnership between PLACE Ministries and NAMB, please contact Steve Canter at the North American Mission Board at (770) 410-6225.

FIRST STEPS

After reading through this *PLACE User Guide*, please complete the following steps to take advantage of the tools available through PLACE Ministries.

1. Contact **NAMB** (discoverchurchplanting@namb.net) to receive a free PLACE assessment access code. Once you receive your free code, go to www.DiscoverChurchPlanting.net, and click on “Finding Your PLACE In Ministry” to take the assessment.
2. Register for PLACE by filling out the registration form found at www.churchplantingvillage.net/fpr. While registering you will be able to request training workshops, a link to www.DiscoverChurchPlanting.net, and establish consultants, and order additional access codes.

PLACE Leadership Training Workshop

The PLACE Leadership Training Workshop is a dynamic workshop for training senior pastors, associate pastors, and other church leaders in the PLACE process. Packed with self-discovery and practical how-tos, leaders experience the impact of PLACE in their personal lives. They then are trained in the PLACE process as it relates to implementation and the training of PLACE consultants. This workshop provides the essential knowledge and resources needed to return to your congregation and help every member find their unique PLACE of ministry. Churches that implement the PLACE process will experience more successful ministries, more fulfilled members, and a more committed congregation.

2007 Leadership Training Workshops

To register for any of the following scheduled workshops, go to www.placeministries.org or click [here](#).

| <u>Date</u> | <u>Location</u> | <u>Early Registration Price</u> |
|-----------------|---------------------------|---------------------------------|
| Feb. 28-March 1 | Houston | 139.00 |
| March 5-6 | Portland/Vancouver | 139.00 |
| March 6-7 | Dallas/Fort Worth | 139.00 |
| April 17-18 | Chicago | 139.00 |
| April 26-27 | Boston | 139.00 |
| April 27-28 | New Orleans | 139.00 |
| May 8-9 | Tulsa | 139.00 |
| May 22-23 | Carlisle, PA | 139.00 |
| Aug. 2-3 | Next Level/Alpharetta, GA | 89.00 |

You may also set up your own workshop through the registration process. See First Steps, step 2, page 3.

Place Online Database

Overview

The PLACE Online Database is intended to allow churches and organizations to follow and track their participants from the assessment process through to PLACEment into ministry positions. Once the PLACE assessment data and the scores from the NAMB assessment are transferred into the database, the participants have a profile containing their data. From this profile, reports can be generated to look at the particular group's makeup by gifts, personality, ability, etc.

State conventions, associations, seminaries, colleges and campus ministries can either use NAMB's database free of charge or purchase a database for their own use from PLACE Ministries.

If you do not wish for your group to take the Leadership Practices Assessment portion of the assessment, please notify PLACE Ministries when you purchase your codes. For instance, if you want to use the codes for your congregation members to discover their gifts for use within the local church, this portion of the assessment may not be applicable. To view the "Leadership Practices Assessment," go to page 9.

When you register your organization for PLACE (see First Steps, step 2, page 3), you will have the option of using the free NAMB Online Database or establishing your own PLACE Online Database for your organization.

Using the free NAMB Online Database

When you register to use the free NAMB Online Database, you will be registered as a Consultant and can view the profiles of individuals in your group. It is more beneficial for church plants to have their own database subscription. This allows them to take advantage of additional features geared toward the local church. The plant may certainly participate in the free NAMB database.

Establishing Your Organization's PLACE Online Database

A state convention, association, or local church may have an online database of its own to capture the profiles of the individuals it is assessing.

The individual church or organization database expands the capabilities for the organization by introducing additional features and registration roles. There are three categories of registrants available on the database: Ministry Leaders, Administrators and Consultants. Additionally, new roles of Ministry Leader and Administrator allow greater management of all the profiles on the database and customizing features. These features

allow the organization to name ministries unique to that church, as well as tracking history and serving status' of the participants.

Assessment users now will have their PLACE results forwarded to their own database as they purchase assessment codes on an ongoing basis. The church now decides the Consultant's assignment, as the assessments are delivered, thereby enabling the local body to assign a particular Consultant to an individual based on its established criteria. (i.e. A church may assign a Consultant with a similar PLACE profile to a participant or Consultant assignment may be done based on ministry interest.)

Additional instructions for organizations purchasing their own database

Once assessments are completed and the user fills out the personal information page and selects the church from the church drop-down box, the Assessment Profile results are sent to the church's online database.

The next time the Church Ministry Leader or Administrator logs into the database he or she will see an announcement stating that **X#individuals have completed an Online Assessment**. The assessment information can be transferred into the database at that time.

Now the Ministry Leader/Administrator will need to assign that profile to a Consultant for follow up. Locate the profile in the profile list and click "Edit" to open that profile. In the Consultant Field, select the name from the drop-down list of the Consultant you wish to assign to that profile for follow-up. Save the profile.

Instructions for Consultants to Access the PLACE Online Database

Go to www.placeministries.com.

At the top menu bar, click Database. Next scroll down and click "Log in now." This will take you to a log-in screen where you will enter your Online Database User ID and password:

Sample (This ID/password is assigned by PLACE Ministries)

Database User ID: AJones (first initial last name)

Database temporary password: place - case sensitive

The system will lead you through the process to choose a permanent password.

As users complete assessments, they will be transferred into the database and will appear under "Profiles." (Once logged in, you will see "Profiles" choice in the blue navigation box on the left side of the screen.) Consultants on NAMB's database will also receive emailed reports regarding their users. Consultants may access "Profiles" in the database at any time.

How to Distribute User IDs and Passwords

If you request User IDs and Passwords, you will also receive a template with instructions for creating individualized cards to hand out with the User IDs and Passwords on them.

See sample cards below.

Sample Card

Front of Card



Back of Card

Instructions to take the PLACE Assessment

Visit the NAMB website at www.discoverchurchplanting.net, and scroll down to click on [Finding Your Place in Ministry](#).

You will be taken to a screen which will allow you to login using the User ID and Password found on the front of this card. Following the introduction letter, you will complete a Personal Information page, which will help track your assessment with your organization. The assessment may be completed in one sitting or over time, as long as you finish a section before logging out.

User ID and Password expire in two weeks.

Quick Test

At *DiscoverChurchPlanting.net*, you will find a link to a Quick Test. This test is a short questionnaire to determine if an individual has the attributes of a church planter. This test is free to anyone who wants to take it. Individuals complete a Participant Information sheet before taking the test. This gives them the option of having the results e-mailed to a state convention and/or anyone else they would like to receive their results. If participants choose to send the results to the state convention, you will receive an e-mail containing their score and the information they completed on the Participant Information page, including contact information.

Below are the questions that appear on the Quick Test.

Quick Test: “Is Church Planting for You?”

Please read and respond to each question carefully. When you are finished, click on the “Continue to Complete Quick Test” link at the bottom of the page. Your responses will then be scored and your score will be e-mailed to you along with a suggested plan of action. (Yes or no answers)

1. Have you personally led at least one person to faith in Christ in the past year through the venue of one-on-one evangelism?
2. Do you regularly try to stay in touch with secular music, television or films for the purpose of having greater insight into how unchurched people view the world?
3. Have you tried to get to know your present neighbors?
4. Have you ever started a business or ministry from scratch?
5. Do you feel God is leading you to serve in a church plant?
6. Do you make friends easily?
7. In the past three years have you actively participated in an ongoing peer support/accountability or Bible study group?
8. Do you have a consistent pattern of regular daily prayer?
9. Do you usually recover quickly from setbacks or disappointments?
10. Have you ever led a small group or team that created and fulfilled some significant set of written goals?
11. Are you highly adaptable to changes in your circumstances and environment?
12. Can you identify three individuals (other than family members) whom you have “discipled” or “mentored” in the past five years?
13. Can you list at least two spiritual gifts that you believe you have?
14. Have you ever successfully handed off a project or activity you were leading to someone you identified, recruited and trained?
15. Do you handle large workloads and significant responsibility effectively?
16. Are you comfortable when you are around people who “are not like you”?
17. Do you handle your finances well?
18. Do you enjoy operating in a “team” environment and are you a team player?
19. Do you plan your work and tend to stick to that plan?
20. Do you desire to work with others instead of working alone?

Leadership Assessment

The Leadership Assessment is the first section of the PLACE assessment. This portion is specifically designed to determine the ministry leadership attributes of an individual. This assessment, loosely built upon Charles Ridley's' church planter assessment process, operates under the assumption that activities in the past and present are good indicators of future behavior. The results will be especially valuable for those seeking to determine how qualified an individual is to be a church planter or a staff person in a local church.

Below are the questions from the Leadership Assessment, available only by accessing the PLACE assessment through www.DiscoverChurchPlanting.net.

INSTRUCTIONS: Respond to the following statements according to the scale below by clicking in the circle next to the number value that best describes you.

- 1 - Never
- 2 - Rarely
- 3 - Sometimes
- 4 - Often
- 5- Always

1. I am a soul winner, sharing my faith on a regular basis.
2. I have developed programs/strategies that meet specific needs in a community.
3. I utilize small groups or teams effectively to accomplish ministry goals.
4. I intentionally build relationships with people from other cultures.
5. I have built projects, businesses or ministries from scratch.
6. My spouse is an active partner in ministry with me. (Select number 3 if you are single.)
7. I understand the character and unique pulse of my community and have the ability to assess the needs of the unchurched in my area.
8. I desire to work with a group instead of working alone.
9. I have a high value for all people regardless of race, culture or status.
10. I stick to my vision even when people oppose me.
11. My spouse supports my call to church planting and has a sense of calling to church planting herself. (Select number 3 if you are single.)
12. I have a clear sense of who God is calling me to reach with the gospel.
13. I have the ability to deal with conflict in a healthy manner.
14. I have the ability to work well in places, and among people, that are very different from myself.
15. I communicate vision in an inspiring, persuasive and creative manner.
16. I have the ability to balance the demands of ministry and life.
17. When serving or living in a new area I have readily noted the needs of that region or city.
18. I have the ability to sense group dynamics and build/enhance cohesiveness.
19. I have a strong desire to learn from cultures that are not my own.
20. When presented with good counsel I have adapted my vision as advised.
21. I have a stable family life.

22. I equip and develop others to maximize their effectiveness in ministry.
23. I bounce back quickly from loss, disappointment, or failure.
24. I operate as a student and not a teacher when placed in a strange environment or different culture.
25. I handle large workloads and significant responsibility.
26. I have a healthy marriage that is able to withstand trials. (Select number 3 if you are single.)
27. I release/empower people to do the ministry God has called them to.
28. I remain optimistic and persevere when convinced that I am in God's will.
29. I avoid excessive indulgences in materialism.
30. I have a deep sense of calling to serve in a church plant.
31. I enjoy building relationships with a wide variety of people.
32. I have the ability to help others discern their giftedness for ministry.
33. I have responded positively to setbacks and defeats in the past.
34. I manage my personal and/or family funds responsibly.
35. I have a strong commitment to doing things with excellence.
36. I have a wide circle of friends and we do several activities together.
37. I have a tendency to delegate responsibilities to others instead of doing them myself.
38. I have quickly forgiven those who have hurt me in the past.
39. I have a regular habit of giving as a spiritual act of worship.
40. I plan my work and work hard to fulfill that plan.
41. I have the ability to make new friends easily.
42. I have a clear strategy to help deploy people into meaningful ministry activity.
43. I take significant faith risks and am not resistant to major changes.
44. I teach others that regular, systematic giving is an act of worship.
45. I instill in others a sense of personal responsibility for the growth and success of a group.
46. I have a deep level of involvement in a small group and/or Bible study.
47. I manage multiple tasks and responsibilities simultaneously.
48. I positively impact the faith of others.
49. I strongly financially support mission activities around the world.
50. I delegate responsibility to others.
51. I have a mentor whom I connect for guidance.
52. I refocus and make mid-course corrections during times of change or uncertainty.
53. I have a strong and consistent prayer life.
54. I have served others within a team structure.
55. I have mentored or coached others to enhance their skills and involvement.
56. I conduct activities that show God's love in practical ways.
57. I address challenges creatively and receive criticism in a healthy manner.
58. I have the ability to wait upon the Lord.
59. I believe in shared responsibility and empowering others to use their giftedness.
60. I recruit others to help with projects or ministries.
61. In the past I have focused more on church health than I have upon programs or strategies.
62. I have a strong desire to do whatever is necessary to reach a goal.

63. I have a clear sense of calling to ministry and understand how God has equipped me for His service.
64. I have a willingness to submit to persons in authority.
65. I intentionally build relationships with people who are not connected to God.
66. I tend to read about healthy churches and how to bring forth growth in a church.
67. I monitor and maintain the morale of people or groups well.
68. I have a clear sense of God's presence and power in my life.
69. I operate well in a team environment.
70. I guide individuals to a personal relationship with Jesus Christ.
71. I have a clear strategy for growing a healthy church and am able to communicate it clearly.

Note

I Dr. Charles Ridley "13 Essential Characteristics of a Successful Church Planter."

<http://www.churchplanting4me.org/ridleyfactors.htm>

Leadership Assessment Scoring Guide

Visioning Capacity:

In this section we were trying to determine if the potential leader has the ability to project into the future beyond the present, if he/she has the ability to create and live out a plan of action.

To determine the score for this category, enter the score for each of the following questions:

Question #

5 _____

10 _____

15 _____

20 _____

Total _____ out of 20

Intrinsically Motivated:

In this section we were trying to determine if the potential leader has a strong commitment to excellence and is persistent in the midst of adversity. We also tried to measure his/her energy level and stamina.

To determine the score for this category, enter the score for each of the following questions:

Question #

25 _____

30 _____

35 _____

40 _____

Total _____ out of 20

Creates Ownership of Ministry:

In this section we were trying to determine if the potential leader has a strong desire to include others in ministry activity and has the ability to get people to *buy into* his/her vision.

To determine the score for this category, enter the score for each of the following questions:

Question #

45 _____

50 _____

55 _____

60 _____

Total _____ out of 20

Relates to the Unchurched:

In this section we were trying to determine if the potential leader has the ability to connect to the unchurched and if that is a part of his/her present ministry plan. Also sought to see if he/she was actively involved with people outside of the faith in an effort to restore them to a right relationship with God.

To determine the score for this category, enter the score for each of the following questions:

Question #

1 _____

65 _____

70 _____

Total _____ out of 15

Spousal Cooperation:

Here we are trying to measure the support of the spouse and if the couple has a clear understanding of ministry roles. We also wanted to determine if they have given thought about ways to protect their family from the demands of ministry.

To determine the score for this category, enter the score for each of the following questions:

Question #

6 _____

11 _____

16 _____

21 _____

26 _____

Total _____ out of 25

Effectively Builds Relationships:

In this portion of the interview we were trying to measure the potential leader’s ability to connect with others and his/her willingness or desire to be vulnerable with others.

To determine the score for this category, enter the score for each of the following questions:

Question #

31 _____

36 _____

41 _____

46 _____

51 _____

56 _____

Total _____ out of 30

Committed to Church Health:

In this section we were trying to determine if the potential leader is committed to growing a church and that he/she believes that church growth is a theological principle. We also seek to discover whether he/she is a student of church growth and possesses the ability to teach these principles to others.

To determine the score for this category, enter the score for each of the following questions:

Question #
61 _____
66 _____
71 _____
Total _____ out of 15

Responsive to Community:

In this section we strive to determine if the potential leader has the ability to identify and assess the needs of a community. We also seek to identify if the individual has done this in the past and if he/she has developed and implemented a plan to meet the needs identified.

To determine the score for this category, enter the score for each of the following questions:

Question #
2 _____
7 _____
12 _____
17 _____
Total _____ out of 20

Utilizes the Giftedness of Others:

In this section we sought to identify within the potential leader the ability to assess a person's giftedness and determine if he/she has the ability to develop a plan that matches the gifts of people with ministry needs and opportunities.

To determine the score for this category, enter the score for each of the following questions:

Question #
22 _____
27 _____
32 _____
37 _____
42 _____
Total _____ out of 25

Flexible and Adaptable:

In this section we seek to identify the potential leader’s ability to adapt and handle change. We also wanted to identify his/her ability to make and process tough decisions.

To determine the score for this category, enter the score for each of the following questions:

Question #

47 _____

52 _____

57 _____

62 _____

Total _____ out of 20

Builds Group Cohesiveness:

Here we are trying to identify the potential leader’s ability to bring a group of people together and engage them in meaningful ministry activity.

To determine the score for this category, enter the score for each of the following questions:

Question #

3 _____

8 _____

13 _____

18 _____

67 _____

Total _____ out of 25

Resilience:

In this section we want to measure the potential leader’s ability to experience setbacks without experiencing defeat. We also wanted to see if in the past he/she has experienced disappointments, and see how they dealt with those situations.

To determine the score for this category, enter the score for each of the following questions:

Question #

23 _____

28 _____

33 _____

38 _____

Total _____ out of 20

Exercises Faith:

During this section we attempt to identify the potential leader’s convictions about his/her calling, and specifically about his/her calling to plant a church. We also want to see if he/she has the ability to wait on God in regard to specific prayer requests.

To determine the score for this category, enter the score for each of the following questions:

Question #

43 _____

48 _____

53 _____

58 _____

63 _____

68 _____

Total _____ out of 30

Cross-Cultural Adaptability:

In this section we were seeking to identify the potential leader’s ability to minister cross culturally.

To determine the score for this category, enter the score for each of the following questions:

Question #

4 _____

9 _____

14 _____

19 _____

24 _____

Total _____ out of 25

Financial Responsibility:

In this section we attempted to identify the potential leader’s ability to handle the resources God has entrusted them effectively and if he/she has a healthy Biblical view of stewardship.

To determine the score for this category, enter the score for each of the following questions:

Question #

29 _____

34 _____

39 _____

44 _____

49 _____

Total _____ out of 25

Team Player:

In this section we sought to identify the potential leader's views on serving in an environment that values team work and whether he/she believes in shared responsibility and empowering others to serve.

To determine the score for this category, enter the score for each of the following questions:

Question #

54 _____

59 _____

64 _____

69 _____

Total _____ out of 20

Understanding a PLACE Profile*

Overview

The “P” (Personality Discovery) and “L” (Learning Spiritual Gifts) are designed to help individuals understand HOW to serve in ministry.

The “A” (Abilities Awareness) helps individuals know the ENVIRONMENT they will be both COMPETENT (through their personality and spiritual gifts) and FULFILLED (through their passion and life experiences) in a ministry setting.

The C (Connecting Passion to Ministry) and E (Experiences of Life) are designed to help an individual understand WHERE to serve in ministry.

The “PLACE” tool allows an individual to look at themselves in a holistic manner. Just as individuals may look different physically when viewed from the left or right, front or back, they look different in their spiritual makeup by looking at different elements such as personality, spiritual gifts, abilities, passions, and life experiences. However, looking at these elements together gives the individuals a unique perspective of their God-given design. This unique perspective will help them evaluate where God can best use their unique design in ministry. It will also help you assess each individual in light of the skills and characteristics best suited for church planters.

The following is a detailed description of the different components that make up the PLACE Profile.

Personality Profile (“P”)

A personality profile is a way of understanding people by categorizing them in groups that describe common characteristics or personality traits of each group. These characteristics are what guide individuals to think and act in certain ways. An individual’s profile is compiled by reviewing past beliefs, values, attitudes, actions, and behaviors.

For centuries people have studied personality and its impact on behavior. The first person credited with classifying personality types was Hippocrates, around 370 B.C. He categorized four personality temperaments according to bodily fluids. He called them choleric, melancholy, phlegmatic, and sanguine. His theory of bodily fluids determining behavior has been discredited, but the terminology has remained in classifying personality. During the 1900s, dozens of names have been used to describe the four basic personality types that Hippocrates developed hundreds of years ago.

In the 1920s and 1930s, William Marston, a professor at Columbia University, developed the “DISC” model of human behavior to describe personality types. This model, like Hippocrates’ model, is built around four personality types. There have been many

adaptations of the “DISC” model since Marston’s original work. What is presented in this assessment is a simplified version of the original “DISC” model.

Everyone will have some characteristics from all four categories. Generally one or two categories will emerge as primary and secondary within a profile.

KEY THOUGHTS: Personality assessments do not account for the Holy Spirit living in and controlling a Christian’s life. Also, they do not allow for emotional maturity, and skills that develop through training, and/or life experiences, which are all combined to teach us how to behave in situations.

“D” Personality (Choleric)

“Ds” are known for their keen, quick minds. They use their sharp and highly intuitive perceptions of people and situations to “know” what needs to be done. They then focus themselves and others on the ideal kind of action that gets things done. As realists who are relatively practical, “Ds” may only think deep and long enough to create a workable plan without much concern for underlying theory. Their thinking can be crafty, driven, and purposeful, but also lack calm foresight, imagination, and sufficient planning. “Ds” can be commonplace, humdrum, tiresome, dull, unimaginative, and boring in their thinking, and often find it hard to develop an inner life of meaningful reflection.

“I” Personality (Sanguine)

Those who are an “I” are awakened by and responsive to exciting and thrilling experiences. Their responses in life are direct and not particularly reflective or planned. “I” personalities tend to process their thoughts aloud and spontaneously, without organizing them in advance. Their thinking may come across to some other personalities as unclear, illogical, inconsistent, confused, and superficial. However, because they are always looking for “the new,” they can often appreciate completely different approaches to dull things, and speak of the ordinary in very charming ways. People who are an “I” need to learn the thinking arts of reflection and self-examination to combat their tendency to distraction, tangents, and shallowness.

“C” Personality (Melancholy)

The “C” personalities have the most complex layered mental abilities of the four personalities. They want to get to the bottom of everything, and their thinking is deep, thorough, and reflective. Cs will never be accused of being superficial or phony, but this has its down side. Their strong imagination tends to lead to romanticism, their analysis can lead to being judgmental, and their ordering can lead to perfectionism. Their tendency for idealism and perfectionism can lead to frequent disillusionment, which may fuel serious doubts and a desire to remove themselves even more from the real world through daydreaming. Still, “Cs” are highly creative and sharply stimulating; their thoughts are well considered, expressed with originality, and they are highly conscientious.

“S” Personality (Phlegmatic)

“S” personalities tend to have a calm, clear intellect that is unclouded because of their generally unemotional nature. This tends to give them a good range of intellectual ability, although it may not be as deep or insightful as that of some other personalities. “S” personalities are often able to put to practical use the brilliant ideas of others. They have a no-nonsense, practical mind, which is less prone to "wishful thinking." However, they drift too easily into rationalism, and also tend to modify their ideals until they are workable.

*Note: Information from this section is excerpted from *Finding Your PLACE in Life and Ministry* Assessment Tool. Copyright © 2004 by Jay McSwain. Reprint 2005. Used with permission.

What does it mean to be a...?

“D” Personality (Choleric)

Driven

- adventuresome
- aggressive
- arrogant
- authoritative
- blunt
- bold
- bossy
- brash
- bull-headed
- career-driven
- confident
- controlling
- crafty
- decisive
- determined
- disciplined
- doer
- dominates a group
- domineering
- driven
- effective
- emphatic
- fast
- firm
- focused
- hard
- harsh
- hostile
- hot-tempered
- impatient
- impetuous
- impulsive
- initiating
- insensitive
- intense
- intuitive
- manipulative
- opportunist
- optimistic
- outgoing
- overbearing
- persuasive
- practical
- productive
- quick
- restless
- self-confident
- self-disciplined
- self-sufficient
- single-minded
- short-tempered
- strong-willed
- task-oriented
- temperamental
- tenacious
- thick-skinned
- unaffectionate
- unemotional

“I” Personality (Sanguine)

Inspiring

- bubbly
- carefree
- changeable
- charismatic
- charming
- childlike
- compassionate
- compromising
- conversation has a contagious quality that induces similar mood in hearers
- curious
- disorganized
- easily distracted
- easygoing
- expressive
- extroverted
- eye for nature and art
- friendly
- impractical
- impulsive
- influencing
- insecure (masked by apparent self-confidence)
- insensitive
- inspiring
- lacks coherence in life because too "now" focused and too open to impressions
- lively
- loves being in the limelight
- natural magnetic grace
- optimistic
- outgoing
- people-centered
- persuasive
- popular
- positive
- responsive
- restless
- self-indulgent
- spontaneous
- superficial
- talkative
- tender
- undependable meeting deadlines
- undisciplined

- emotional
- enjoys life
- enthusiastic
- exaggerates

- warm
- weak-willed

“C” Personality (Melancholy)

Analytical

- | | | |
|---------------------------------------|--------------------------|--------------------------|
| · artistic | · follows rules | · pessimistic |
| · calculating | · hard to get along with | · precise |
| · cheerless | · idealistic | · proud |
| · competent | · impatient | · quality centered |
| · concise | · impossible to please | · reserved |
| · conscientious | · impractical | · revengeful |
| · conservative | · inflexible | · rigid |
| · consistent | · intolerant | · sacrificial |
| · contemplation leads to paralysis | · introverted | · self-centered |
| · controlling | · intelligent | · self-examining |
| · correct | · investigative | · self-sacrificing |
| · creative | · irritable | · self-torturous |
| · critical | · knowledgeable | · sensitive |
| · dependable | · loyal | · structured |
| · depressed | · methodical | · suspicious |
| · depressing | · moody | · task-oriented |
| · detailed | · negative | · theoretical |
| · dissatisfied | · opinionated | · thin-skinned |
| · dissects self | · organized | · traditional |
| · efficient | · overly self-critical | · uncompromising |
| · faithful | · perfectionist | · unemotional |
| · feels unapproved | | · not talkative |
| | | · values quality of life |

“S” Personality (Phlegmatic)

Avoids conflict

- | | | |
|---------------------|--------------------------------------|-----------------------------|
| · avoids risk | · lacks drive | · reserved |
| · calm | · loyal | · self-protective |
| · cautious | · naive | · sensitive |
| · compromising | · needs affirmation | · shy |
| · consistent | · non-confrontational | · sincere |
| · cool-headed | · not brittle under stress | · slow to change |
| · cooperative | · not easily aroused or disturbed | · specialist |
| · dependable | · passive | · stable |
| · desires security | · patient | · steady |
| · diplomatic | · peaceful | · stubborn regarding change |
| · easily influenced | | · submissive |

- efficient
- encourager
- faithful
- fearful
- flexible
- follows rules
- free-spirited
- good-natured
- indecisive
- kind
- lacks confidence

- people-oriented
- persistent
- placid
- planner
- practical
- protective
- puts down and limits feelings

- sweet
- team-oriented
- thoughtful
- timid
- unambitious
- unassertive

Spiritual Gifts (L)

This assessment helps guide individuals in the process of discovering their spiritual gift(s). This assessment does not tell one definitely if they do or do not have a certain gift. For many, it will help confirm the gift(s) they may believe they have, and for others it will begin the journey of discovering their gifts.

Individuals may score high in one area of the assessment because they have a passion for a particular area of ministry that correlates with a spiritual gift. For example, there may be those who have a passion for evangelism, but they may not necessarily have the gift of evangelism. Training and life experiences can cause a person to score high in a gift. Also, motives can cause the assessment scores to be high or low for a particular gift.

Following is a description of the spiritual gifts.

Evangelism

The gift of evangelism is the special attribute given by God's Spirit to members of the body of Christ to share with non-Christians the way to become a Christian and to create in those people the desire to become a Christian.

Acts 8:26-40; Acts 21:8

Ephesians 4:11-14

2 Timothy 4:5

Giving

The gift of giving is the special attribute given by God's Spirit to members of the body of Christ to give possessions and finances above a tithe to God's work with a cheerful and willing spirit.

Mark 12:41-44

2 Corinthians 8:1-7; 2 Corinthians 9:2-8

Romans 12:8

Leadership

The gift of leadership is the special attribute given by God's Spirit to members of the body of Christ to provide direction and goals and bring together resources and people that work together to accomplish those goals.

Romans 12:6-8

Hebrews 13:17

1 Timothy 5:17

Teaching

The gift of teaching is the special attribute given by God's Spirit to members of the body of Christ to communicate biblical truths in a manner through which others can learn and understand these biblical truths.

Acts 18:24-28

1 Corinthians 12:28

Romans 12:7

Ephesians 4:11-14

Mercy

The gift of mercy is the special attribute given by God's Spirit to members of the body of Christ to feel the hurt of others and genuinely express sympathy and provide comfort for those people.

Matthew 20:29-34

Luke 10:33-35

Mark 9:41

Romans 12:8

Pastor / Shepherd

The gift of pastor/shepherd is the special attribute given by God's Spirit to members of the body of Christ to guide, protect, nurture, and feed a group of believers into growing spiritually.

John 10:1-18

1 Peter 5:1-4

Ephesians 4:11-14

Administration

The gift of administration is the special attribute given by God's Spirit to members of the body of Christ to steer God's people into effective channels of service by understanding the resources needed to accomplish goals and plans.

Luke 14:28-30

1 Corinthians 12:28

Acts 6:1-7

Titus 1:5

Faith

The gift of faith is the special attribute given by God's Spirit to members of the Body of Christ to believe God's promises and act with unwavering confidence in carrying out His will.

Acts 11:22-24

Romans 4:18-21

Acts 27:21-25

1 Corinthians 12:9

Prophecy

The gift of prophecy is the special attribute given by God's Spirit to members of the body of Christ to proclaim the Word of God boldly and with confidence.

Acts 15:32

1 Corinthians 12:10, 28

Romans 12:6

Ephesians 4:11-14

Encouragement / Exhortation

The gift of exhortation/encouragement is the special attribute given by God's Spirit to certain members of the body of Christ to encourage and console the distressed and provide positive and practical steps for others to follow.

Acts 14:22

Hebrews 10:25

Romans 12:8

Service

The gift of service is the special attribute given by God's Spirit to certain members of the Body of Christ to identify, assist, and support ministries within the body, allowing those ministries to effectively accomplish their desired results.

Acts 6:1-1

Galatians 6:2 & 10

Romans 12:7

Hospitality

The gift of hospitality is the special attribute given by God's Spirit to certain members of the body of Christ to cheerfully provide an open house to those in need of food and lodging.

Acts 16:14-15

Romans 16:23; Romans 12:9-13

1 Peter 4:9

Helps

The gift of helps is the special attribute given by God's Spirit to certain members of the body of Christ to help other members be more effective in using their gift(s) within the body.

Mark 15:40-41

Romans 16:1-2 Acts 9:36

I Corinthians 12:28

Discernment

The gift of discernment is the special attribute given by God's Spirit to certain members of the body of Christ to know with confidence if individuals, teachings, or motives are from God.

Matthew 16:21-23

Acts 16:16-18

Acts 5:1-11

1 Corinthians 12:10

Wisdom

The gift of wisdom is the special attribute given by God's Spirit to certain members of the body of Christ to practically understand and discern Biblical truths and apply them.

Acts 6:3

1 Corinthians 2:1-13

1 Corinthians 12:8

Knowledge

The gift of knowledge is the special attribute given by God's Spirit to certain members of the body of Christ to acquire deep insights into God's Word and bring illumination of these insights that cannot be explained through human reason.

1 Corinthians 2:14; 1 Corinthians 12:8

2 Corinthians 11:6

Colossians 2:2-3

Note: Not every biblical passage quoted above deals directly with the spiritual gifts listed. They help serve as examples of the gift(s) being used by those within Scripture or a teaching from the Scriptures.

Abilities (A)

The **Abilities assessment** identifies the environment within which individuals are most effective and fulfilled. This environment can be described as the atmosphere and circumstances in which individuals most desire to work, and where one feels the strengths of their personality, gifts, skills, and training are best utilized. The type of abilities individuals excel in reveals the environment that suits them the most. The following are descriptions of individuals based on the results of their abilities assessment.

Realistic

I'm practical, active, and have good physical skills. I like to work outside and create things with my hands. I prefer to deal with things rather than ideas or people. Sometimes I have difficulty expressing my ideas in words and communicating my feelings to others. My political and economic ideas are fairly conventional. I would describe myself as rugged, robust, practical, and physically strong.

Enterprising

I have great facility with words, which I can put to effective use in selling and leading. I enjoy persuading others to my viewpoints and am impatient with work involving precision or long periods of intellectual concentration. I see myself as energetic, enthusiastic, adventurous, self-confident, and dominant.

Investigative

I prefer to solve abstract problems and understand the physical world rather than acting upon the world. I enjoy complicated problems and intellectual challenges. I do not like structured situations, lots of rules, or working around many people. I have unconventional values and attitudes and would like to be original and creative, especially in scientific areas. I would describe myself as analytical, curious, reserved, and independent.

Conventional

I prefer highly ordered activities, do not like to be the leader and like working in a well-established chain of command. I like to know exactly what is expected of me and feel uncomfortable when I don't know the "rules." I see myself as traditional, conventional, stable, well-controlled, and dependable.

Artistic

I prefer unstructured situations where I can deal with problems through self-expression in an artistic medium. I prefer to work alone, or with just a few others. I have a great need for individualistic expression. I am sensitive and emotional. I would describe myself as independent, original, unconventional, and expressive.

Social

I am social, responsible, and concerned with the welfare of others. I express myself well and get along well with others. I like to be near the center of groups and prefer to solve

problems by discussing them with others. I view myself as cheerful, friendly, popular, a high achiever, and a good leader.

| Types of Abilities | Environments That Allow: | Biblical/ Individual/ Group | Scripture References | Scriptural Insight/ Principle |
|--------------------|--|-----------------------------|---|--|
| Realistic | <ul style="list-style-type: none"> Emotions to be pragmatic and balanced Political ideas to be conventional Physical, mechanical sorts of tasks | Levites | <ul style="list-style-type: none"> Exodus 32:28 Exodus 32:26 Exodus 32:27-28 | God uses physical skills in people to carry out His purposes in making a difference in the world |
| Investigative | <ul style="list-style-type: none"> Solving abstract problems Unstructured work environments Original and creative ideas | Twelve Spies | <ul style="list-style-type: none"> Numbers 13 Deuteronomy 1:1-36 | The majority's consensus is not always right |
| Artistic | <ul style="list-style-type: none"> Artistic and creative imagination Recreating from the work of others Validation and feedback | Bezalel | <ul style="list-style-type: none"> Exodus 31:3-4 Exodus 25:10 Exodus 39:43 | Creative expression should be encouraged in ministry |
| Social | <ul style="list-style-type: none"> Being near the center of groups Listening and Facilitating | Aaron | <ul style="list-style-type: none"> Exodus 32:1 Exodus 32:4 | God used Aaron after he used his abilities in a dishonoring way. He uses repentant people in ministry! |
| Enterprising | <ul style="list-style-type: none"> Persuasiveness Leadership Accepting authority | Moses | <ul style="list-style-type: none"> Exodus 32:11, 14 Exodus 32:24 Exodus 24:1 | God puts some unlikely people in environments others would not choose for them. |
| Conventional | <ul style="list-style-type: none"> Rules being followed Activities that are highly ordered Methodical and patient training | Aaron's Sons | <ul style="list-style-type: none"> Exodus 29:19-20 Exodus 29:22 Exodus 29:38, 39, 42 | There are many times in ministry where structure and rules should be observed |

Passion Assessment (C)

Passion allows us to understand individuals' motivation for certain tasks and individuals/groups within the church. Most individuals will have a passion for certain individuals or groups based upon life experiences. It is important to know how individuals demonstrate passion and for whom they have passion to serve in making a difference for Christ.

The passion assessment gives individuals the opportunity to select and rank from a list (see below) how they believe they demonstrate passion. The next section of this assessment gives individuals the opportunity to select and rank the people and/or groups that they feel the most passion for, and desire to help.

Demonstrated Passions

Challenging—I am passionate about situations that require new thoughts and ideas that haven't been implemented.

Defending—I am passionate about standing up for what is right and opposing what is wrong even in the face of opposition.

Delegating—I am passionate about empowering others to complete tasks.

Developing/Creating—I am passionate about making something that is not in existence.

Improving—I am passionate about taking something/someone that has been created and making it/them better and more efficient.

Influencing—I am passionate when it is apparent I have influenced others in their way of thinking and/or acting.

Leading—I am passionate about leading a group to move into a certain direction. I enjoy determining how and what things will be done.

Managing—I am passionate about maintaining something that is operating efficiently.

Organizing—I am passionate about organizing resources into a systematic structure.

Perfecting—I am passionate about doing things in an excellent manner.

Performing—I am passionate about being in front of people with their undivided attention on me.

Pioneering—I am passionate about launching new concepts that have not been tested and tried in any setting. I am not discouraged by failure.

Repairing—I am passionate about fixing what is broken (this could include the lives of people).

Serving—I am passionate about helping others succeed.

Socializing—I am passionate about providing and planning opportunities for individuals and/or groups to get together for a common purpose.

Teaching—I am passionate about teaching others how to understand or perform a task that they previously did not know how to understand or do.

Life Experiences (E)

It is amazing to watch those along the journey as they seek to find their PLACE. Many along the journey have similar personalities, spiritual gifts, abilities, and even passions. Experiences are what make each of us so unique in finding our PLACE. None of us have the same experiences along the road of life. It is usually those experiences that guide individuals into the unique PLACE of ministry God has designed them to fulfill.

Our perspective in remembering the past molds who we are today and in the future. That goes for any experiences we have, large or small. God does not say all our experiences are good. He says He causes all experiences “to work together for good to those who love God, to those who are called according to His purpose.” (See Rom. 8:28)

Experiences are valuable in helping us come to terms with our past. Retracing steps from childhood, teenage, and young adults years can bring about forgiveness, healing, wholeness, and freedom. Also, experiences help evaluate the present and future in making decisions. They can help give direction based on past successes and/or failures. Experiences can help individuals understand why they have been passionate about certain ministries and/or people, and why they may change over time because of new experiences. It is often in understanding what God has been doing through individuals’ experiences that He prepares them for the purpose He created them for in this life. (See Eph. 2:10.)

Links for Your Web Site

You may add any of the following links to your Web site.

PLACE Ministries: <http://www.placeministries.org>

PLACE Ministries Web site contains information for purchasing an online assessment directly through PLACE, access to databases, and information about training and other available resources.

Discover Church Planting: <http://www.discoverchurchplanting.net>

DiscoverChurchPlanting.net is a Web site designed to assist those interested in church planting in discovering how God has designed them for ministry and to encourage them to utilize their gifts and talents to advance the kingdom of God.

DiscoverChurchPlanting.net has a link to a Quick Test, “Find Your Place In Ministry” (a comprehensive assessment from PLACE Ministries), and a resource page, which includes Bible studies and resources to further guide potential church planters on their journey to discover God’s will for their life.

Quick Test: <http://assessment.placeministries.org/nambqqintro.asp>

This 20 question test from PLACE Ministries serves as a good first step to determine if one has the drive and interest required for becoming a church planter. Participants will fill out an informational form, so that they will receive their results and if desired, their results can be sent to the appropriate Southern Baptist state convention and/or an individual coach or mentor.

PLACE Assessment:

<http://assessment.placeministries.org/index.asp?cid=1382>

This comprehensive online assessment from PLACE Ministries helps individuals discover how God created them with a unique Personality, Spiritual Gifts, Abilities, Passions and Experiences. This tool also includes a Leadership Assessment which is designed as a tool for assisting those seeking potential church planters and ministry staff. Unless the individual has received a User ID and password from a partner, there is a small fee to take the assessment.

PLACE Resources

PLACE Participant Set

Includes Participant Guide & PLACE Profile

1-29: \$9.95 each

30-49: \$8.95 each

50-74: \$8.46 each

75-99: \$7.96 each

100-199: \$7.46 each

200+: \$5.97 each

PLACE Kits

Implementation Kit: \$249.95 (Includes Participant Guide, Facilitator Guide, PLACE Profile)

Member Assimilation Kit: \$274.95

Multi-media Resource Kit: \$349.95

PLACE Sets

Pastor's Overview Set: \$19.95

Personal Discovery Set: \$24.95

Consultation Training Set: \$74.95

Church Promotional Set: \$19.95

Individual Discovery

Assessment Tool: \$6.95

Understanding How Others Misunderstand You by Ken Voges and Ron Braund: \$15.95

Audio CD Series of PLACE Workshop facilitated by Jan and Ginger McSwain: \$17.95

Reality Check by Jay and Ginger McSwain: \$12.95

God Moments In Time by Thomas Brewer: \$9.95

Leader Tools

Facilitator Guide: \$24.95

PowerPoint Presentation: \$9.95

Participant Discussion Guide: \$6.95

Learned PLACE Insights: \$5.95

"7 Values for a Healthy Church" CD presentation by Jay McSwain: \$5.95

Workshop DVD Series (2 DVDs): \$89.95

Consultation Guide: \$7.95

Consultation Training DVD: \$19.95

Comprehensive Guide to the PLACE Consultation: \$49.95

Implementation Guide: \$39.95

Comprehensive Guide to Implementing PLACE: \$89.95

To order any of the above resources and for more available resources, call 1 (877) 463-2863 or log on to www.placeministries.org

Contacts

NAMB Contacts:

**Steve Canter, Enlistment & Missional Networks Planter & Partner
Enlistment Manager**

Phone: (770) 410-6225

E-mail: SCanter@namb.net

Sherri Jachelski, Enlistment & Missional Networks Project Coordinator

Sherri can assist you with understanding PLACE, creating access code cards, and answering any questions you might have.

Phone: (770) 410-6123

E-mail: SJachelski@namb.net

PLACE Contacts:

Kraig Kelsey, Executive Director of PLACE Ministries

E-mail: Kraig@placeministries.org

Barbara Valerioti, Online Database Specialist

If you will be working with a database, Barbara will be walking you through the process and will be able to answer any questions regarding the database.

E-mail: Barbara@placeministries.org

Addendum A

State Conventions and Associations

Ways for State Conventions and Associations to Use PLACE...

Identify Potential Church Planters

PLACE is a great tool for helping you identify potential church planters. The *Leadership Practices Assessment* is built around Ridley's guide for assessing church planters.¹ As individuals in your state take the assessment, consultants will be notified of their scores and will be able to identify potential church planters. You can also put a link to www.DiscoverChurchPlanting.net on your Web site to guide individuals in your state to identify their giftedness for ministry.

Pre-assess Potential Church Planters

PLACE is a powerful pre-assessment tool. In addition to providing the "Leadership Practices Assessment," it includes several other assessment resources to help you pre-assess potential church planters. As the database grows, studies of the data will aid in extracting "common characteristics" of potentially successful church planters. Some state conventions require all people interested in exploring church planting opportunities in their state to complete the PLACE assessment as a way of getting to know them.

¹ Dr. Charles Ridley "13 Essential Characteristics of a Successful Church Planter."
<http://www.churchplanting4me.org/ridleyfactors.htm>

PLACE Leadership Training Workshop

(For details see page 4.)

For Your State Convention Staff and Directors of Missions

PLACE Ministries will provide the state conventions with a one day free training event for their personnel and director of missions. This event is provided free of charge to all SBC state conventions and requires each participant to complete an on-line assessment prior to the workshop. Once an event is scheduled, each participant will receive an access code and an introductory brochure explaining the resource and the workshop.

For Associations

Encourage your directors of missions to schedule a PLACE Leadership Training Workshop in their association. The cost for this event is \$29.95 per person with a minimum attendance requirement of 25 participants.

Introducing Church Planters to PLACE

Introduce your church planters to PLACE by requesting from NAMB a free access code and introductory brochure to PLACE for each church plant in your state convention. To

obtain introductory materials for each church planter, contact Sherri Jachelski at discoverchurchplanting@namb.net or at (770) 410-6123. We want every church planter in your state convention to experience PLACE and be given the option of receiving 25 free access codes for their church plant.

Pricing Structure

Assessments

It is in the best interest of state conventions to purchase the PLACE online assessments in bulk quantities as a way of assessing their church planters.* The discounts given below are better than the normal quantity discounts available to other organizations. The following discounts will apply to each order of assessments: (When ordering, please specify if the assessments will be used by multiple churches.)

| | | |
|------------|-------------|--------------|
| 1-29 | \$3.96 each | 20% discount |
| 30-74 | \$3.47 each | 30% discount |
| 75 or more | \$2.48 each | 50% discount |

Individuals may also purchase an assessment for \$4.95. Individually purchased assessments do not include NAMB's Leadership Assessment. (See page 9.)

Databases

The state convention or association will have the option of purchasing an online database subscription for \$99.95 for one year (renewable at \$49.95/yr thereafter) from PLACE to track the assessments as they are completed.* The state convention or association may instead choose to utilize NAMB's database.

Using NAMB's Database

Representatives from your organization will be registered as Consultants on NAMB's database and assessment codes purchased by the association will be assigned to those Consultants. On NAMB's database, the Consultant is the representative for the convention and will receive the reports and profiles/assessments of those who take an assessment for their group.

Consultants for the association/convention will only view the profiles of the individuals that have been assigned to them. Consultants will not be privy to assessments of individuals from other associations, or other profiles within that association that have been assigned to another Consultant.

*To take advantage of any of the tools mentioned in this User Guide, please follow these steps:

1. Contact [NAMB \(discoverchurchplanting@namb.net\)](mailto:discoverchurchplanting@namb.net) to receive a free PLACE assessment access code. Once you receive your free code, go to

www.DiscoverChurchPlanting.net, and click on “Finding Your PLACE In Ministry” to take the assessment.

2. Register for PLACE by filling out the registration form found at www.churchplantingvillage.net/fpr. While registering you can request training workshops, a link to www.DiscoverChurchPlanting.net, and establish consultants, order additional access codes, and order your own database.

Addendum B

Church Planters

Grow a Healthy Leadership Team

Place Ministries, in partnership with the North American Mission Board, will provide every Southern Baptist church planter in North America 25 free access codes.* We believe this resource will aid church planters in assessing potential ministry leaders in their church, helping to ensure that people are serving in their area of giftedness.

PLACE Leadership Training Workshop

(For details see page 4.)

Attend a PLACE Leadership Training Workshop at your state convention. The cost for this event is \$29.95 per person. Contact your state convention to find out if a workshop has been set up for church planters in your state.

Assessment Codes

PLACE Ministries will provide 25 free online PLACE assessments and a free online database subscription for one year to all SBC church planters.*

To purchase additional assessments, church planters should contact PLACE Ministries. They will receive the same discount as state conventions and associations. (See Addendum A, Pricing Structure.)

Database

The online database is an annual subscription service which is complementary for church planters for one year and renewable at \$49.95/yr thereafter.

*To take advantage of any of the tools mentioned in this User Guide, please follow these steps:

1. Contact [NAMB](mailto:discoverchurchplanting@namb.net) (discoverchurchplanting@namb.net) to receive a free PLACE assessment access code. Once you receive your free code, go to www.DiscoverChurchPlanting.net, and click on “Finding Your PLACE In Ministry” to take the assessment.
2. Register for PLACE by filling out the registration form found at www.churchplantingvillage.net/fpr. While registering you can request training workshops, free access codes, and a free database subscription, a link to

www.DiscoverChurchPlanting.net, and to establish consultants and order additional access codes.

Addendum C

Colleges and Seminaries

Help College and Seminary Students Discover their Giftedness and Place of Service in the Local Church

PLACE Ministries, in partnership with the North American Mission Board, will provide free assessments to professors and campus ministry leaders to aid them in assisting students to discover their giftedness for ministry and potential place of service in the body of Christ. These assessments can be used in conjunction with a class, a Bible study, or as part of an orientation process. This offer is extended to all Southern Baptist colleges, universities, and seminaries, as well as to those campus ministers serving non-Southern Baptist schools.

PLACE Leadership Training Workshop

(For details see page 4.)

Schedule a *PLACE Leadership Training Workshop* for campus ministers.* This event is provided free of charge and requires each participant to complete an online assessment prior to the workshop.

Assessments

PLACE Ministries will allow students from the colleges and seminaries to take the assessment at no charge. The assessments will be tracked through NAMB's database. A professor or administrator will need to contact PLACE Ministries at (877) 463-2863 or Rod Earls at the North American Mission Board at (770) 410-6213 to make the proper arrangements. Consultant training is highly recommended.

*To take advantage of any of the tools mentioned in this User Guide, please follow these steps:

1. Contact [NAMB](mailto:discoverchurchplanting@namb.net) (discoverchurchplanting@namb.net) to receive a free PLACE assessment access code. Once you receive your free code, go to www.DiscoverChurchPlanting.net, and click on "Finding Your PLACE In Ministry" to take the assessment.
2. Register for PLACE by filling out the registration form found at www.churchplantingvillage.net/fpr. While registering you will be able to request training workshops, a link to www.DiscoverChurchPlanting.net, establish consultants, and order additional access codes.

Addendum D

Others (Staff Members, Ministry Leaders, Search Committees, Etc.)

Grow Healthy Churches

If the ministries of the local church are conducted only by a few key leaders and staff, the local church will not realize its ministry potential. PLACE is designed not only to help individuals discover their giftedness for ministry, it helps them see how they can use those gifts and talents in the local body of Christ. PLACE can become a key ingredient in an established church's assimilation and deployment strategy.

Help Search Committees Find Properly Gifted Staff Members

Search Committees will find PLACE to be a valuable tool as they seek to identify gifted staff members to serve in their church. Committees can either order their own database* and send the candidates a pre-purchased access code or require them to visit www.DiscoverChurchPlanting.net and purchase the assessment on their own. Once the candidates takes the assessment, they would need to print out a hard copy of the results and send them to your Search Committee.

*To take advantage of any of the tools mentioned in this User Guide, please follow these steps:

1. Contact [NAMB](http://www.NAMB.org) to receive a free PLACE assessment access code. Once you receive your free code, go to www.DiscoverChurchPlanting.net, and click on "Finding Your PLACE In Ministry" to take the assessment.
2. Register for PLACE by filling out the registration form found at www.churchplantingvillage.net/fpr. While registering you will be able to request training workshops, a link to www.DiscoverChurchPlanting.net, order a database and establish consultants, and order additional access codes.



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