



Assessing Your Restoration Potential

Why do we need intentional interim pastors? I am observing that we are passing along unhealthy, dysfunctional patterns in church life from one pastoral ministry to the next. Instead of solving problems in the church, the congregation changes pastors.

—Peter Mason, CBA Northeast

The aptitudes (talents), skills, personality and emotional energy, and orientation to change of the interventionist vary from person to person. Together with emotional/spiritual health, this mix is important for a successful restoration pastor. The inventories below are simple self-assessment tools designed to help you evaluate your development of the personal qualities needed for the demands of restoration ministry.

The behavioral questions in the inventories below are designed to enable self-evaluation in three areas. The first set of questions relates to aptitudes and skills that are particularly impactful on the restoration process. The second set helps you assess your level of emotional energy and personality qualities for restoration ministry. The third and final set helps you identify your orientation to change.

Note that the inventories are not scientific. They are designed to promote honest reflection on your abilities as an interventionist. As you take each inventory, base your answers on a real ministry situation. For the talents and skills section, relate your answers to your last ministry assignment that most closely represents restoration ministry. For the personality/emotional energy section, and the spiritual gifts survey, base your answers on your current or most recent ministry setting.

The Restoration Pastor – Part 1
Talents and Skills

Instructions:

As you consider each statement, check the number on the continuum that most accurately reflects your last ministry experience: one that most closely represents the work of restoration. Check 1 if the statement on the left reflects you perfectly. Check 5 if the statement on the right reflects you perfectly. Avoid 3s if at all possible and be as transparent as possible. Add up the totals for each section and place your answers on the graph on page 13.

Example:

I normally play it safe. 1 2 3 4 5 I am a natural risk taker.

*Takes the Initiative:
Self-Starting*

1. In a complex situation, I am best at being told where to start rather than figuring it out on my own.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am best at entering a complex organizational system and identifying where to start.
2. I get tired of trying to fix broken organizational systems and relational problems.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am energized by taking a broken situation and turning it around.
3. I decline challenges that appear greater than my capacity or interest.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I enjoy a challenge—the bigger the better—almost to a fault.
4. I am inclined to play it safe in ministry, taking a few calculated risks.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I find myself quite naturally taking risks that many others are unwilling to take.
5. I am best suited at maintaining existing systems or running day-to-day operations.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am known for frequently starting new things or making existing things better.



Total: Takes Initiative

*Builds Healthy Relationships:
Bonding with others, approachable, engaging*

1. I prefer working alone and spending time in solitude.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I cannot work alone for long; solitude is difficult.
2. I aim to make a few close friendships, even if it means having fewer friends than others.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	Life seems boring without new friends, even if I don't know many of them very well.
3. I can make friends but find it challenging to maintain healthy friendships.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I make new friends and almost always sustain relationships for a long time.
4. It's usually a long time before people open up to me about their lives and deep thoughts.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	New friends feel comfortable almost immediately sharing their life story and deep thoughts with me.
5. I think too many former friendships ended poorly because of unresolved issues between us.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	A few former friendships ended poorly despite every effort on my part to resolve differences.

Total: Healthy Relationships

*Able to Lead with Vision:
People follow your leadership*

1. Casting a new vision is difficult for me. I'm at best implementing an existing vision.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am able to cast a new vision easily and naturally in most situations.
2. I'm at best putting into practice proposals that enhance the efficiency of the church.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am at my best generating and carrying out proposals that break new ground, even if difficult to achieve.
3. I feel more comfortable assisting the main leader by carrying out their plans and directions.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I feel more comfortable being the primary leader in most situations than assisting the leader in charge.
4. I have developed one preferred way to lead people that works well for me.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I find it necessary to lead in a variety of ways and with a variety of styles: I feel comfortable doing so.
5. People do not expect me to take charge of a group even when my ideas are accepted by the group.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	People are normally willing to follow me when I lead them, even if they question my ideas.

Total: Able to Lead

Discern Root Causes

1. Usually, it takes me time to identify both the deep-seated issues in my church and the powerful people.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I have a knack for accurately identifying patterns of dysfunction in my church and people who misuse power.
2. Our church's history has little or no bearing on its current level of health.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	My church's history completely explains its current levels of health.
3. The family backgrounds of key laypeople do not have much impact on ministries in our church.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	Family backgrounds of key laypeople have a profound impact on their ministries in our church.
4. I am sometimes taken by surprise or blindsided when people behave in unusual ways in the church.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am rarely taken by surprise or blindsided when people behave in unusual ways in church.
5. I am better at accepting people as they are than recognizing patterns of deeper issues in their lives.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I consistently identify patterns of behavior in lives – deceit, anger, abuse – that indicate deeper issues.



Total: Discernment

*Diagnoses and Solves Problems:
Understand and Address Obstacles*

1. I do not enjoy the problem-solving facets of ministry.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I gain great satisfaction from problem solving in ministry environments.
2. I do not normally analyze things but go with the flow. When forced to analyze, I get emotionally tired.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I do not take things at face value but think deeply about situations before coming up with solutions.
3. When others have a problem and seek my advice, I naturally provide encouragement and support.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	When others share a problem and seek my advice, I naturally figure out the issue and give my recommendations.
4. In daily life, I find myself empathizing with and encouraging people around me.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	In daily life, I find myself constantly analyzing the people and situations around me.
5. People do not seek me for answers to problems, rather for my support and encouragement.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am "accused" of trying to fix other people's problems or solve the world's problems.



Total: Problem Solving

The Restoration Pastor – Part 2

Personality, Passion, and Emotional Energy

Instructions:

The second part of the Assessing Your Restoration Potential inventory involves personality and emotional energy. Answer the questions using your last ministry setting. There are no right or wrong answers. The format is identical to the skills section. Put your total score on the bottom of page 11. Divide that by 3 and put it in the box on the bottom.

Personal Optimism: See Future in a Positive Light

1. I am regularly moody; those mood swings make my ministry more difficult.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am rarely moody; I'm able to control my emotions so they do not affect my ministry.
2. I find myself picking up and reflecting the doubts and criticisms others have about projects, initiatives, and events.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I look first for positive outcomes for projects, initiatives, and events, even when the majority is pessimistic.
3. The emotional weight of difficult relational and organizational issues in the church overwhelms me.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am able to detach myself in an emotionally healthy way from difficult relational or organizational issues.
4. I find myself first thinking of the reasons why something won't work. I am a "glass-is-half-empty" type of person.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am realistically optimistic when the situation is complex and difficult; I'm a "glass-is-half-full" types of person.
5. I am irritated and distracted by the small issues that keep coming up in ministry.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I overlook small issues and focus on tackling the larger issues that our ministry faces.

Total: Optimism

Persistence: Complete Ministry Projects and Goals

1. I have a hard time making decisions that displease important people, especially when it may mean losing friends.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I can make hard decisions alone, even if it means losing friends or offending important people.
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2. I am laid back, even in hectic times; long hours and a fast-paced schedule create stress.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am persistent, even in hectic times; I accept long hours and a fast pace when necessary.
3. I can easily live without great responsibility.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I feel exhilarated when given the authority to accomplish significant change or exert significant influence.
4. I tend to lose interest in projects and tasks when I encounter obstacles.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am tenacious about finishing what I start regardless of the obstacles.
5. I discipline myself to complete projects at all costs.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I know when to change or even drop a goal that is no longer feasible.

Total: Persistence

*Team Orientation:
Share Respect and Credit with Others in Leadership*

1. I prefer ministering alone; if I want something done well, I need to do it myself.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	People seem to enjoy working with me and tell me so. I am energized by working on a team.
2. I am a purist. I prefer to convince others of the rightness of my position. I find it difficult to compromise my ideals.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am able to work relationally to gain appropriate consensus even in the midst of very complex decisions.
3. For various reasons, I sometimes find it hard to put myself under the authority of my peers or leaders.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I seek input from my peers and the hold me accountable regularly for my behavior and spiritual life.
4. It is hard for me to trust ministry colleagues, because of past bad experiences.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I discern those around me who are trustworthy; I am willing to be vulnerable around trusted colleagues and learn from them.
5. It is difficult for me to see others credited for ministry outcomes that I was mostly responsible for.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I regularly affirm others around me and share the credit for ministry outcomes regardless of who was responsible.

Total: Team Orientation

Total: Part 2: Personality and Emotional Energy

The Restoration Pastor – Part 3
Orientation to Change

Instructions:

The third part of the Assessing Your Restoration Potential inventory involves identifying your attitudes and orientation toward change. Answer the questions based on your last ministry setting. There are no right or wrong answers. The format is identical to the previous two sections. Put your total score on the bottom of page 10. Divide that by 5 and put it in the box on the bottom.

*Activates Change:
 Promote and Support Necessary Change*

1. I prefer and work best in a stable, predictable, and low-stress ministry environment.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I prefer and work best in a transitional, change-filled ministry environment.
2. I get easily frustrated when things constantly change. I am best at keeping a good thing going.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I operate efficiently outside the status quo and often choose to disrupt the status quo.
3. I enjoy sustaining deep relationships within long-term ministry environments.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I thrive in ministry environments that involve frequent changes involving new people and ideas.
4. I do not push my personal views or disagree much, preferring to accommodate the views of others.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am frequently successful at convincing others of the merits of my views and persuading them to agree with me.
5. I lead others successfully by managing steady progress toward already shared goals.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I lead others successfully by defining new goals and inspiring others to work with me to accomplish them.

Total: Change Orientation

*Conflict and Conflict Resolution:
Able to address conflict biblically.*

1. I find properly handling conflict a frustrating, difficult, and nearly impossible task.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I have been fairly successful in my current ministry at handling conflict and finding it a rewarding experience.
2. I have difficult, unresolved conflict, in my ministry that I have not been able to get to and probably never will.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I have attempted to resolve all known conflicts in my current ministry, even at great personal expense.
3. I choose to ignore some potential or existing conflicts on occasion for a variety of very good reasons.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I investigate potential conflicts at appropriate times when I become aware of them.
4. While I desire to make things right, sometimes I give up trying to encourage others to reconcile.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I have sought to make things right when I have offended others and strongly move others toward reconciliation.
5. When I have conflict, sometimes I get so hurt that it is hard for me to avoid responding harshly or walking out on conversations.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	When I am attacked by those with whom I have conflict or disagreement I am usually able to control my tongue.



Total: Conflict

*Confronts Sin/Accountability
Able to hold others accountable*

1. I know of certain sin issues that hinder our ministries health, but I do not have the energy to confront them now.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I have been able to address all known sin issues critical to the health and life of our ministry.
2. I sometimes allow the members of my leadership team to slack off and not complete assignments.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I work to make sure our leadership team addresses the issues they say they will address.
3. I have been forced to ignore a serious sin issue in the life of a leader or staff person to protect the church.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I have addressed a serious sin issue in the life of an important leader or staff person even when it has hurt the church.
4. I have felt uncomfortable about practicing church discipline regularly in my ministry, so it is rarely if ever done.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I have attempted to practice biblical church discipline regularly in my ministry.

5. I am concerned about what any kind of public confession would do to my ministry. People trusted with that information, so we rarely confess sin publicly.	<input type="checkbox"/> 1 <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I have confessed my own sin publicly and encourage others to do so as well, when appropriate.
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Total: Confronts Sin (From previous page)

*Addresses Power and Control
Able to work with influencers*

1. I tend to avoid those people who are difficult for me to handle.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I work hard to build relationships with difficult, influential people in my church.
2. I have not felt it necessary to include influential, non-board members in on the process of decision-making.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I normally ask influential people their opinions prior to making a critical or potentially unpopular decision.
3. I usually ignore destructive power in our congregation, since addressing it often does more harm than good.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I have regularly confronted a person's destructive use of power with the truth about its effects.
4. I feel that long-term members who leave should be allowed to retain their membership for some time.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I look for opportunities for negative influencers to leave the church and purge membership roles.
5. I have been hindered by serious inner turmoil when confronted by a very powerful congregant.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	While I feel inner turmoil when a powerful congregant attacks me, I can work above it.



Total: Addressing Power and Control

*Empowering Others
Able to equip and release people into ministry*

1. Training leaders is not something I frequently do.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I normally train leaders.
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2. I avoid giving ministry to people if it involves a risk of potential failure.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I attempt to give ministry to people, even if they might not accomplish as much as I.
3. I am concerned when people go outside the church to do ministry, as it depletes the manpower needed in the church.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I encourage people to do ministry outside the church even if it depletes the resources needed to run existing programs.
4. I feel that a person shouldn't be given ministry responsibility before he or she is completely ready for it.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am willing to take the heat for a mentoree's failures if I have released him or her to serve.
5. I am more comfortable with ideas that have a proven track record than with new ideas that are untested.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	I am more open to new ideas and creative thinking even if there is no proven track record.



Total: Empowering Others



Total Part 3: Orientation to Change

The Restoration Pastor – Part 4 Spiritual Gifts

Instructions:

While there are a variety of spiritual gifts that make up the spiritual arsenal of the restoration pastor, six are frequently part of the interventionist's gift mix. Those six gifts include leadership, teaching, exhortation, administration, faith, and discernment. Determining the degree to which an interventionist moves within these six gifts can signal potential effectiveness as well as make one aware of the type of support staff necessary to adequately complete a restoration pastorate. Identifying only six of the many spiritual gifts is not intended to suggest that other gifts are unimportant or insignificant to the cause of restoration. This is especially true if you have the gift of pastor/shepherd. These six gifts simply appear repeatedly in the gift clusters of those who are effective change agents in local churches.

The following gift questions and their corresponding explanations comes from Discovering Your Ministry Identity by Paul Ford, published by ChurchSmart Resources. It is used with the permission of the author.

3	Always
2	Frequently
1	Sometimes
0	Rarely

					1. When I speak out of or provide leadership, people usually listen, agree, and follow my input or guidance.
					2. I like to study the Bible in such a way that I find personal application in what I am studying
					3. I have a great desire to offer encouragement and direction to those who are troubled, distressed, or making important life decisions.
					4. I find enjoyment working out the details necessary to organize people and resources for more effective ministry.
					5. I have believed that God can accomplish the impossible and have seen it happen in a tangible way.
					6. When counseling a person, I can identify a problem correctly.
					7. I enjoy inspiring and leading others for the sake of Christ's work.
					8. I enjoy communicating biblical truth to others and seeing growth in their knowledge of the Christian faith.
					9. I feel deep concern for the spiritual welfare of Christians who are in a crisis.
					10. I have the ability to see the "big picture" of a project and can coordinate others who only see various parts.
					11. I have had great dreams and aspirations which have turned into reality despite the unlikelihood of accomplishing them.
					12. I often sense the presence of good or evil in a person.
					13. Though it may be difficult, I would be very willing to take charge in a situation where someone in the church needs to be disciplined.
					14. Others tell me they gain new insight into biblical truth as a result of my leading a Bible study.
					15. I enjoy sharing God's promises from Scripture as a means of encouraging others.
					16. When faced with a complex problem, I am able to isolate the heart of the problem and take steps to resolve it.
					17. I have the capacity to believe in the fulfillment of God's plans beyond normal or probable explanations.
					18. I seem to know when a situation is not right spiritually or morally.
					19. I enjoy providing oversight and direction for a group's follow-through on its spiritual goals and objectives.
					20. I have shared biblical truth with others in a way they have found meaningful and helpful.
					21. I seem to have the ability to see how the Lord is working in people's lives, even in times of trial.
					22. I can work under pressure to accomplish established goals and objectives.
					23. I exhibit confident trust in God despite apparent obstacles and increase the vision and trust of others in the body.
					24. I can distinguish between the works of the flesh and the fruit of the Spirit.
					25. People seem to look to me for leadership when I am in a group.

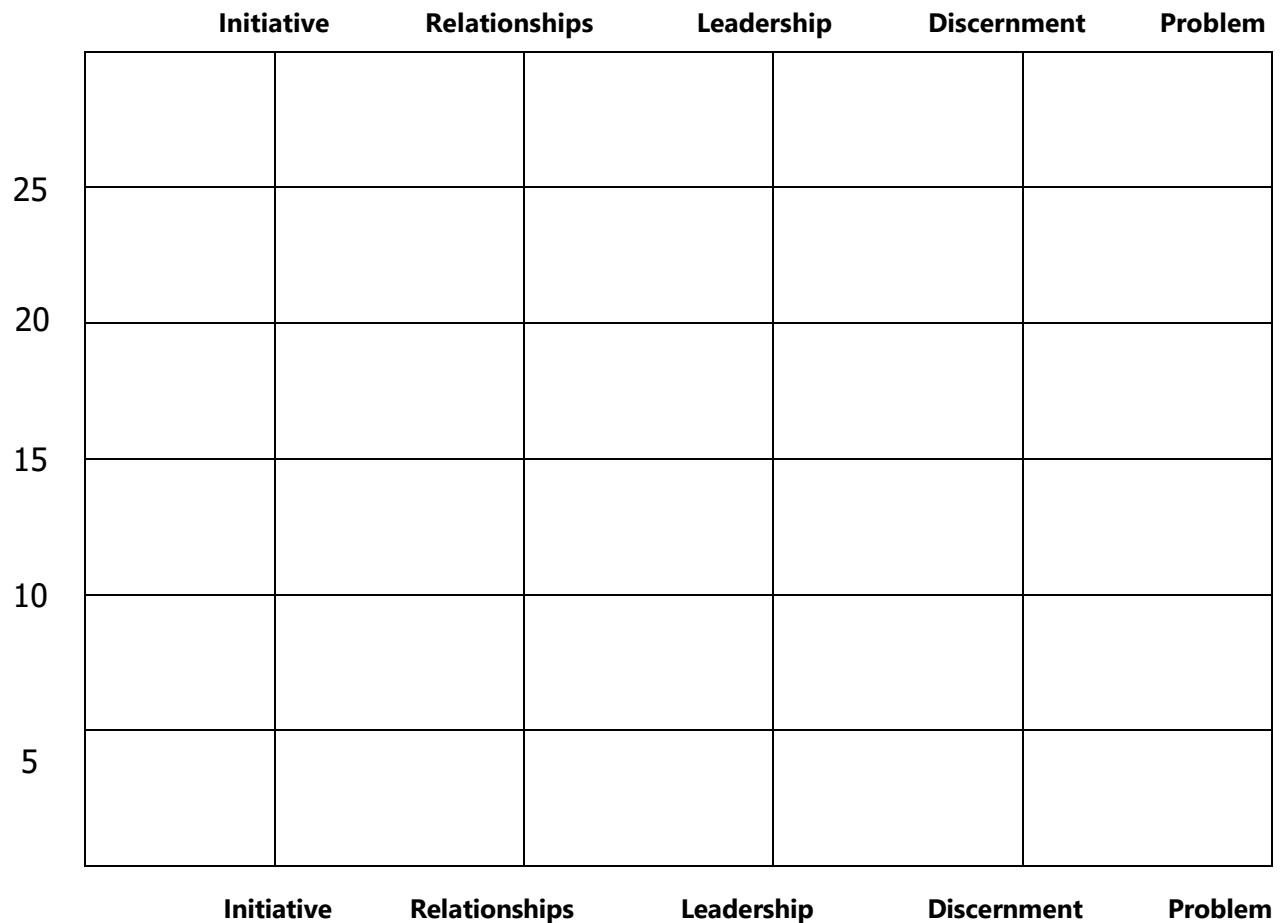
Discernment

The supernatural ability to determine whether a certain action has its source in God, man, or Satan. Those with the gift of discernment are able to discern the source of a message or special word. Often, they are able to sense a person's spiritual motivation.

Scoring the Skills Assessment

After you have taken the skills assessment, add up the total score for each section and plot it on the graph below. Good restoration skills will measure between 18 and 25 on the graph. Compute your average and place it in the box on the left.

Your Average Score



Scoring the Personality, Passion, and Emotional Energy Assessment

After you have taken the personality assessment, add up the total score (page 11) and divide by 5. Place the score in the box below on the left. The graphic will help you understand the meaning of your score.

Your total score
divided by 5:



21-25 No problem



16-20 Difficult but doable



12-15 Could be draining



0 -11 Probably not the
best fit

Scoring the Gifts Assessment

On the chart below (see the next page), enter the numerical value of each of your responses in the box for the number corresponding to the statement from the questionnaire. Each box will receive a numerical value of 3,2,1, or 0. Add up the five numbers you have recorded in each row and place the sum in the "Total" column. When you are done, place a number from 1 to 6 ranking the gift according to its strengths in your life. Strong scores in three or four of the six gifts suggests that you the necessary spiritual gifts to do the work of the restoration specialist.

Statement numbers and value of answers					Gift	Total	Rank
1	7	13	19	25	Leadership		
2	8	14	20	26	Teaching		
3	9	15	21	27	Exhortation		
4	10	16	22	28	Administration		
5	11	17	23	29	Faith		
6	12	18	24	30	Discernment		

Reflection Exercises

1. Which of the eight skills will you have to work on to be an effective restoration pastor?
2. What are the strengths and weaknesses related to your personality related to restoring?
3. Do you have the energy and emotional health at this time in your life to take on a difficult ministry assignment? Why or why not? Is there anything that could currently hinder you from ministering effectively in this capacity (for example, the death of a spouse, a nervous breakdown, etc.)?

4. Do your spiritual gifts, personality, and skills lend themselves to restoration ministry? What types of restoration ministry would you do best? Here is a list of some of the types of churches you may encounter. Which ones fit your gifts, energy, and skill mix?

- Dying churches — These churches are at the end of their life cycle. Dying churches either need to close their doors and restart or they need to shut down entirely. When a dying church restarts, they need an entrepreneurial leader who can function as a church planter.
- Grieving churches — These churches are frequently ending a long period of successful ministry. Often a long-tenured pastor has left. The grieving church needs a caring restoration specialist who can exhort the church to move to the next stage of its ministry.
- Traumatized and wounded churches — These churches have been wounded by a split, sexual infidelity at the leadership level, or conflict. They are not in the middle of the conflict but need the compassion of a loving shepherd to help them work through the issues. The traumatized church may need a person who is patient and has a strong relational capacity.
- Split churches — These churches are in the middle of a power struggle. They need a strong take-charge type of restoration specialist who is not afraid to deal with historical issues or confront powerbrokers to help them work through their problems.
- Unfocused churches — These churches need direction. They need a visionary who can empower God's people to do ministry and discover what God has next for them. The restoration specialist may need to be an exhorter who takes initiative and leads.

5. What gifts will you lead with during a restoration project?

6. What kind of team do you need to best accomplish the tasks of restoration? Based on your assessments, what spiritual gifts and skills would they need to have?

7. What kinds of personal development projects would be important for you to become better qualified to do the work of restoration (for example, skill development, character development, counseling for personal issues, etc.)?

8. What one issue has the greatest potential of sabotaging your ability to do restoration?

What do the Assessments Mean?

Emotional and spiritual health, skills, personality, and gifting all work together to create the effective restoration specialist. Consider the scores (on pages 15 and 16) and the reflection exercises (pages 17-8) in this unit. Reflect on whether or not God has called you to do the work of restoration. Lower scores may not indicate that you would be ineffective, but rather that you need greater coaching or a team context. Low skill scores may mean you simply need more training or that there are emotional or spiritual issues that hinder you from carrying out these needed tasks.

In addition, high or low scores may indicate a greater effectiveness for a certain type of restoration ministry. For example, low scores may mean you would do well in a healing environment while higher scores may indicate that you would do better in a conflicted setting.

Talk with your coach, supervisor, a close friend, or denominational representative about what these assessments tell you. Perhaps you are ready to start now and simply need the appropriate opportunity. Perhaps God is challenging you to make corrections in your life and skill mix before you take on the rigorous task of doing the work of restoration. Maybe you are not supposed to work in a restoration setting.