

Scouting Guide

Every professional sports team has scouts whose job is to find players for their team. Every scout has a guide—a predefined set of qualities they are looking for in future players. The goal of this document is to provide you with a guide to use as you look for future church planters in your church. Remember, these characteristics are indicators of potential, not readiness.

Future Church Planters

Have a tribe they thrive in and want to introduce to Jesus.

Listen for someone who talks about “their people.”

Watch for someone who is often with “their people.”

Introduce others to Jesus and teach them how to follow Him.

Listen for someone who talks about people they are telling about Jesus.

Watch for someone who is gathering people who are not yet or new to following Jesus.

Are overcomers.

Listen for someone who talks about how Jesus helped them overcome personal brokenness or pain.

Watch for someone who is not easily discouraged or derailed by unexpected challenges and obstacles.

Have a faith in Jesus that both guides and energizes their life.

Listen for someone who describes how faith, prayer, and scripture guided them through a specific circumstance in their life.

Watch for someone who is overcoming sin and growing in one or more of the fruits of the Spirit.

Are great with people and love being with them.

Listen for someone who talks about other people constantly.

Watch for someone who is always with someone else.

Have emotionally healthy relationships.

Listen for someone who verbalizes emotion but is not controlled by them.

Watch for someone who goes through relational challenges in a way that strengthens their relationships.

Are guided by intuition.

Listen for someone who describes “just knowing” the best thing to do.

Watch for someone who makes good decisions quickly with seemingly little information.

Have an energizing passion and optimism.

Listen for someone who talks optimistically about everything.

Watch for someone whose passion energizes others.

Are compassionate towards the needs of others.

Listen for someone who expresses empathy and concern for others.

Watch for someone who takes practical steps to help others with needs.

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Scouting List

You will create a much more robust list of potential church planters by starting with people rather than characteristics.

- If you ask yourself, “Do I know anyone with these characteristics?” you will most likely generate a very short list of potential planters.
- Instead, ask yourself, “Does Jeremiah have any of these characteristics?” Then ask, “Does Isabella have any of these characteristics?” Then ask “Does Darius have any of these characteristics?” When you stop and think about them individually, you will be surprised how many people demonstrate multiple characteristics of potential church planters.

If your church is not too large, start with a list that includes everyone. If your church is large enough you don't know everyone, start with a list that includes people in your area of ministry or relational circle. Go through the list person by person and ask yourself if you heard or seen evidence of these characteristics in them. Share the Scouting Guide with other leaders in your church and ask them to do the same. Compile all of the potential church planters into a long list.

Scouting Report

Once you have a list, create a Scouting Report for each person. It doesn't need to be complete. It's a tool to remind you to pray for them as you listen and watch for other characteristics. As you pray, discern when you are ready to have an I-C-N-U conversation with them. Tell them about what you've seen and observed. Invite them to explore their potential calling to church planting with you. Use the Scouting Report and those conversations to determine the next steps.