

CAMPION, BARROW & ASSOCIATES

Comprehensive Psychological Services

Thomas R. Campion, PhD, LP
Michael A. Campion, PhD, LP, HSPP, CPQ
Gary P. Liaboe, PhD, LP, LLC
Anthony D. Merritt, MSW, LCSW

OFFICES IN:

Illinois
Minnesota

ADMINISTRATIVE OFFICE:
2110 Clearlake Blvd Suite 202
Champaign, IL 61822
Phone: (217) 356-9922 / (800) 292-3399
Fax: (217) 356-9875
info@CampionBarrow.com
www.CampionBarrow.com

Campion, Barrow & Associates Church Plant Assessment

CBA Introduction:

CBA has been providing care to ministries for over 30 years. Our staff consists of licensed clinical psychologists and licensed social workers with significant history of working with The Vineyard Church. The CBA team has a passion to serve those who are dedicated to ministry callings upon their lives. Our team enjoys long-term relationships with organizations we serve. As a Christian psychological practice, we value the opportunity to serve other leaders involved in Kingdom work.

Assessment Services:

As a specialist in church plant and ministry readiness assessments, CBA has developed the process below to maximize the practical usefulness of intensive psychological assessments for candidates and sending organizations. The following assessments (listed below) are used to provide specific recommendations regarding each candidate's readiness for their calling. The content of the report highlights training recommendations for each candidate in language that is easily understood. A feedback session of the assessment is provided to the candidate and the overseer of the sending ministry simultaneously to prevent misunderstanding and discuss specific recommendations together. This creates the opportunity for a valuable learning experience and provides a template for growth and training for all involved parties.

Testing Process:

- 1) A local testing proctor is assigned to administer the testing packet. The paper pencil tests can be taken in a setting such as a church office. CBA contacts the assigned proctor and reviews directions. Packet is mailed to the proctor. Proctor and candidate choose a date to complete the paper/pencil testing (about 5-6 hours).
- 2) Proctor mails completed tests to CBA. CBA conducts interview with candidate via VSee or through other video-conferencing tools.
- 3) CBA sends report to appropriate Multiply Vineyard & Sending Pastor or Coaching Pastor.
- 4) CBA conducts three-way consultation with candidate and Sending Pastor to review assessment recommendations.

Testing Instruments/ Process & Costs: \$415 for single candidate, \$770 for husband/wife assessment

1. Ministry/Missionary Leadership Candidate Inventory (MLCI): A 312 question assessment to collect questions for the interview and understand the person through ministry related criterion.
2. Minnesota Multiphasic Personality Inventory – 2 (MMPI-2): A 567 question assessment identifying currently psychological functioning and self awareness.
3. Inwald Personality Inventory (IPI-2): A 310 question assessment identifying psycho-social trends and how they relate to current functioning.
4. Wonderlic Personnel Test (WPT) – A 12 minute timed assessment identifying cognitive strength which is a person’s ability to learn, process, and apply new material.
5. Structured Clinical Interview w/ CBA therapist: This provides an opportunity to clarify responses, ask structured questions, and observe interactions.
6. Report to Administrator
7. Consultation w/ Ministry Organization
8. Data & Software Management/data entry
9. Development of norms
10. Feedback session is scheduled with candidate/s and supervising pastor to discuss results and growth ideas.

We find that these specific instruments used together provide a clear snapshot and depth of the candidate’s strengths and weaknesses that other instruments tend to miss or misidentify. These assessments provide a three-dimensional perspective on the candidate’s stress tolerance and qualities that will be challenged during a ministry assignment.

The assessment process has been modified over time to increase accessibility, minimize costs, and maintain professional effectiveness. Additionally, ministry specific data is used in comparing candidates with other ministry leaders while other processes compare candidates to the general population. The assessment will identify pathology if it exists, but the recommendations are focused toward training and to increase the likelihood of success for the candidate’s personal and ministerial goals. Some of the assessment materials have been modified to be culturally relevant in the UK.

CBA Team:

Dr. Tom Champion, Ph.D. tcampion@campionbarrow.com

Mr. Tony Merritt, LCSW tmerritt@campionbarrow.com