



Great Lakes Conference Churches of God
Leadership Fellowship Initiative

The Great Lakes Conference Churches of God recognizes its unique collection of resources in the area of developing individuals for leadership within the body of the Church. As such, this initiative is one of many ways in which the Great Lakes Conference seeks to intentionally develop leaders for the important task of ministerial leadership. It is one of a kind in that it will receive input from all the commissions, pool resources, and channel hundreds of years of experience for the expressed purpose of developing leaders. This document seeks to layout the Great Lakes Conference Churches of God Leadership Fellowship Initiative in its entirety, to establish the structure of the program, and will serve as a guide for its continuation.

Intent

The Great Lakes Conference Churches of God Fellowship Initiative mission is to prepare leaders within the conference. The initial part of the process is to recruit and train leaders who will serve a three year fellowship with a teaching church while receiving a theological education from Winebrenner Seminary. At the end of the three year fellowship process, the fellow will be placed in a ministry situation that fits his or her strengths and preparation. They will be asked to serve at least three years within the Churches of God based on the Fellowship Committee's recommendation.

A Fellow is an individual that is accepted through the application process and receives resources from this program. This person will not only receive educational benefits from this program; they will be partnered with a Teaching Church that will ensure they have the best chance of successfully entering into a life of ministry.

Goals

The goals of the Leadership Fellowship Initiative are as follows:

- A. Incubate new leaders to meet the ongoing ministry challenges of the GLC now and in the future.
- B. Seeks to foster a culture of creativity and multiplication while maintaining solidarity with the unique theological ethos of the CGGC.
- C. Engraft leaders in healthy ministerial training churches to optimize their effectiveness in the ministry of the Gospel.
- D. Strategically place successful Fellows within the GLC by assessing the strengths of each individual and the regional needs of the GLC.

Means

- A. A fellowship will be cooperative effort between the Fellow, Fellowship Committee, Winebrenner Theological Seminary, and the Teaching Church.
- B. Biannual quality assessments of each entity in the fellowship.
- C. Strategic ministerial placement being the result of a much larger cooperative denominational effort.

Fellow Application Overview

1. All resources designated for this initiative will be coordinated through the Fellowship Committee
2. All applications must be complete and received within the designated timeframe
3. The applicant must be willing to be an active member within the body of The Churches of God Great Lakes Conference.
4. All fellowships are time-bound with a defined beginning and end date established before the internship begins.
5. Regular and meaningful evaluations will be conducted between the fellow, teaching church, and Fellowship Committee.
6. All evaluations, funds, and resources will be tracked by the Fellowship Committee.
7. The placement, continuation, development, and evaluation of the fellow will rest on the Fellowship Committee.

Guidelines for a Fellow

Regular contact with the Teaching Church is essential.

- At least one planned hour per week. Additional meetings preceding major events.
- Purpose of these sessions is to discuss past performance and plans for the immediate future, and to pray.
- Social and recreational contacts are important to develop rapport and provide fellowship.
- Read at least one (1) major book each month (Seminary books count).
- Attend, with the Teaching Church, meetings and seminars appropriate to the work of the Church and leadership development.
- Prepare a weekly time budget for review by the pastor/ministry partner.
- Occasionally teach/preach in the church, at various levels.
- Reserve time for personal devotional time.
- Become familiar with, and participate in (as appropriate), programs for special days, communion services, weddings, funerals, pastoral/hospital visitation, etc.

Pursuit of knowledge is imperative.

- Full-time course study in the M.Div (or approved program).
- Maintain a 3.0 GPA.
- Obtain positive evaluations from the Teaching Church and Fellowship Committee.
- Conduct oneself in a manner commensurate with the ministerial code of conduct for the GLC.
- Eager service in the program of the teaching church and faithful attendance to all duties outlined in that service.
- Participate in the final placement strategy.

Questions to Ask Yourself Before Applying to be a Fellow:

(Note: any combination of these questions could be asked at the interview)

- What will be expected of me as a Fellow?
- Do I sense God leading me in this direction?
- What qualifies me to serve in this capacity? What would I bring to a Fellowship in terms of my experience, abilities, interests, resources, and relationships?
- Can I make the time available to effectively serve in the Fellowship – to do the necessary homework, attend meetings, go on retreats, etc?
- If applicable, is my spouse supportive of my decision to serve in this capacity? Is my spouse supportive of the Fellowship Initiative?
- Am I willing to meet weekly with my Teaching Church to pray, discuss past performance, and make plans for the immediate future?
- Are there any hidden things in my life that would disqualify me from serving if they were known?
- Am I willing to learn good study habits and spend time developing a pastoral devotional life?
- Am I aware of anyone within the Church family who would consider me unqualified to serve in this capacity due to unresolved conflict?
- Am I committed to tithing my time and resources in pursuit of modeling good Christian discipleship?

Steps Towards Becoming a Fellow

1. Submit an application
2. Submit the authorization form for a background and credit check
3. Await a call / email back on your progression towards Fellowship
4. Submit a 10 page, double spaced, essay on your spiritual journey
5. The fellowship committee will arrange a panel style interview

Fellow Profile & Questionnaire

Please fill in this questionnaire completely. Feel free to type your responses in this document. We encourage you to be as short as possible while being as long as necessary. Please save and return this document as a PDF. The Search Team understands this will take some time and we want you to know if you are receiving this document we are serious about your candidacy. Finally, please provide any links of you preaching or teaching if possible.

General Information

1. Name:
2. Mailing address:
3. Email address for correspondence about your candidacy:
4. Phone for use concerning your candidacy:
5. Is this a confidential search from your perspective? Y N
6. Date of Birth: _____ Place of Birth: _____
7. Date of Marriage: _____ Have you ever been divorced? Y N
8. Do you have Children? Y N if so, what are their names and ages?:

9. Education (after high school):
Institution _____ Degree _____ Year _____
Institution _____ Degree _____ Year _____
Institution _____ Degree _____ Year _____
Institution _____ Degree _____ Year _____
10. Do you own your own home Y N
11. What is the needed salary range for your family, including any fringe benefits?

12. Other than a mortgage do you have any major ongoing debt? Y N if yes, please explain:

13. Have you ever been accused or convicted of a crime (excluding minor traffic violations)? Y N
If yes, please explain:

Personal / Theological Profile

14. Describe any special experiences that provide unique ministry perspective:

15. List any special interest and hobbies:

16. List of community organizations of which you have been a member (please note leadership positions):

17. List some books and/or authors you read regularly or have read recently:

18. If married, tell us about your wife (and kid(s)):

19. Describe 2 people who have made a significant impact on your life:

20. Describe how you came to faith in Jesus Christ:

21. Describe your calling to be a Pastor?

22. Describe what experiences you have had that would make you a good fit for this position:

23. Describe your view of Marriage and Sexuality:

Ministry Experience

- 24. Are you licensed? Y N If so, list denomination:
- 25. Are you ordained? Y N If so, list denomination:
- 26. Do you agree with the doctrinal statement of the Churches of God General Conference? Y N
- 27. Are you willing to be credentialed with the Churches of God General Conference? Y N
- 28. Based on the 3 point scale below, please rate different aspects of ministry and your normal practice (comments in the white space to the right is encouraged):

- 1. I place very high emphasis on this
- 2. I do this frequently
- 3. I have little focus or experience in this area

- _____ Teaching
- _____ Attending outside activities of members of the youth group
- _____ Administrative and planning
- _____ Short term missions or service trips
- _____ Preaching in adult services
- _____ Family ministry
- _____ Building relationships with members of the youth group
- _____ Training and mentoring future leaders
- _____ Small group leadership
- _____ One-on-one discipleship
- _____ Personal study
- _____ Personal prayer
- _____ Managing or supervising volunteers
- _____ College Student Ministry

Clarifying comments:

- 29. Are there any doctrinal positions you hold that might be considered outside of the Churches of God General Conference mainstream? Y N if yes, please provide details:

- 30. What percentage of the time do you practice each of the following teaching styles -total should be 100%.

_____ Book, studying books of the Bible in a structured way

- _____ Topical, studying topics important to young people
 - _____ Spiritual, teaching what God lays on your heart
 - _____ Evangelistic, use each passage to lead into the gospel
 - _____ Other, please describe _____
-

31. If married, how does your spouse support you in your ministry:

References

32. Please provide a complete list of references. There must be one or more references that are personal, from staff, from superiors or board. (If you have already done so, please just copy and paste onto this form.)

Signatures (Typing your name is acceptable)

33. I attest that all information in this questionnaire including all attachments is true, accurate and complete to the best of my ability. Signed _____ Date _____

34. I agree that references may be contacted for a reference using written form or a phone call. I understand this will be done with care to maintain appropriate confidences at an appropriate time. Signed _____ Date _____

Great Lakes Conference Churches of God Leadership Fellowship Initiative

Individual Level (1 Tim 3:1-10; 1 Peter 5:5; Titus 1:5-9)

The intentional leader

	Benchmark 5	Exemplary 4	Developing 3	Beginning 2	Stuck 1
Identification	Understands their unique gifts, abilities, and talents and how they fit into the ministry context they are perusing.	Has discovered how God has gifted them and is actively contemplating the context in which God will use them in ministry.	Discovering how God has gifted them and how they might use those gifts and abilities to advance the Kingdom.	Exploring the various ways God uses His creation to advance His will.	Does not see themselves as called to ministry.
Development	Nearing the end of a seminary education with close to equal time in a local church / ministry setting.	Enrolled in a seminary program; partnered with a teaching church and regularly meets with their mentor.	Taking care of any prerequisites before perusing a seminary program.	Exploring the different paths available for growing in their ministry and acquiring resources to peruse said path	No interest in developing leadership.
Reproduction	Has identified at least one individual that they are mentoring for ministry leadership.	Is leading / teaching a group of congregates in various forms of spiritual discipline or church doctrine	Share in the desire to develop leaders.	Understands the importance of leadership development.	Lacks resources, skills, or ability to mentor another individual.

Individuals must meet a minimum of 7 on the rubric to be an intentional leader

Guidelines for a Teaching Church

A genuine desire to disciple and “train” a future church leader and pastor.

- A sensitivity to the “testing and proving” of both the Fellow’s call to ministry and his/her understanding of the call.
- Willingness to dialogue and fellowship with the Fellow, initiating contact on a regular basis for evaluation, planning, discussion, and prayer.
- Supervise a degree program worked out cooperatively with the Fellow; in other words be engaged in their field of study.
- Share specific assignments that meet the written job description.
- Arrange social and recreational times together.
- Share ideas and helpful suggestions without being “threatened” by excellent performance.
- Let the Fellow accompany you to board and committee meetings, where learning experiences can be anticipated.
- Clarify lines of responsibility within the Teaching Church staff, officers, and leaders.
- Provide opportunities for the Fellow to preach/teach and to participate in special services, e.g., communion, special days, weddings, funerals, pastoral/hospital visitation, etc.

Accountability is essential for growth.

- Make an accurate report on the form for evaluation at the end of the internship.
- At all times, serve as a guide, counselor, model, and consultant to the Fellow.
- Seek to encourage and develop in the Fellow:
 - Good study habits
 - A pastoral devotional life
 - How to moderate conflicts and various kinds of people related problems
 - Sensitivity to the priority of people relationships over program implementation
 - How to sense needs and anticipate problems, and how to respond appropriately
 - How to evangelize personally

Questions to Ask Yourself Before Applying to be a Teaching Church:

(Note: any combination of these questions will be asked at the interview)

- Is the your church a church of influence? Think of the saying, "If your church closed, would your community know it and would the community care?" What kind of influence does the church have in its community?
- What's your church dreaming about? Is it thinking big? Does the church encourage dreamers?
- How does the church treat its workers/volunteers? What kind of training and/or recognition do they receive?
- What is the church doing outside its own walls?
- Does your church know its neighbors? Do the neighbors know your church, and what do they think of your church?
- What ministries is the church excited about? What ministries consume the most time and energy?
- How often does your church evaluate everything it's doing? Who does the evaluation?
- How often are congregants encouraged/given the opportunity to personally invite someone to church?
- What is the overall morale of the church?
- Does your church pay its fair share, and how does it feel about GLC?
- Is your church supportive of the CGGC?

Steps Towards Becoming a Teaching Church

1. Schedule a time to speak with the GLC Director to express interest in becoming a Teaching Church.
2. Schedule a time to meet and interview with the Church Life Commission; they must recommend Teaching Churches.

Great Lakes Conference Churches of God Leadership Fellowship Initiative

Vision: Creating more and better disciples

- By equipping churches to grow spiritually and in their impact to the respective communities they serve. This must take place on a corporate level as well as individual level. (Acts 11; James 5)
- The outcome will be reproducing churches (the historical spread of Christendom; Acts)

Corporate Level

The Teaching Church

	Benchmark 5	Exemplary 4	Developing 3	Beginning 2	Stuck 1
Identification	3 Individuals have been clearly identified as potential leaders; they are onboard with the pipeline process	2 Individuals have been clearly identified as potential leaders; they are onboard with the pipeline process	1 Individual has been clearly identified as a potential leader; they are onboard with the pipeline process	1 Individual has been clearly identified as a potential leader; they are unsure about the pipeline process	Cannot think of anyone as a potential leader
Development	2 of the 3 individuals have clearly worked out their calling to ministry; they can clearly articulate this calling and are actively working their ministry plan	1 of the 2 individuals has clearly worked out their calling to ministry; he/she can clearly articulate their calling and are actively working their ministry plan	The identified individual is working through their calling; he/she cannot quite articulate their calling, but they are actively searching this out	The identified individual has been approached with several options that the GLC has in place to develop their leadership skills	Not equipped or lacks the resources to come alongside anyone to offer guidance, support, or encouragement to develop a leader
Reproduction	1 of the 3 individuals is ready for ministry; they are working through the logistics of their ministry; part of which is meeting resource needs of the new ministry	1 person is almost ready for ministry; they need to articulate the ministry God has called them to; church is ready to cover resource gaps for the new ministry	Has no one ready for regular ministry yet but this individual is able to stand in for the regular Pastor with little to no issue	Cannot quite see that far down the road but has someone that can conduct some ministry in place of the Pastor	Not equipped or lacks the resources to

Churches must meet a minimum of 7 on the rubric to qualify as a Teaching Church

Leadership Fellowship Initiative Program Policy Guidelines

Fellowship Definition

A Fellowship is a monitored work or service experience in which an individual has intentional learning goals and reflects actively on what she or he is learning throughout the experience.

Fellowships receiving funds from the Fellowship Committee are designed to be experiences in service, learning, and growth that are beneficial to both the Fellow and the Teaching Church.

1. The duration will be anywhere from one to three years for all entities of the fellowship that meet the criteria as outlined in this program guideline. Fellowships may be part-time (12-20 hours per week) or full-time (40 hours per week).
2. Fellows must be part of an approved educational program and evaluated for academic credit, or part of a learning plan that someone develops individually.
3. An important element that distinguishes a Fellowship from a short-term job or volunteer work is that an intentional “learning agenda” is structured into the experience.
4. An effort is made to establish a reasonable balance between the Fellow’s learning goals and the specific work the Teaching Church needs completed.
5. Internships and residencies promote academic, career and/or personal development.

Teaching Churches will provide

- A balanced fellowship covering general and specific ministry experiences.
- Interaction with a professional and caring staff.
- Weekly interaction and personal attention from the assigned pastor/leader.
- An opportunity to practice classroom learning in a nurturing ministry context.

Teaching Churches will benefit by

- A fresh and highly motivated pre-professional.
- Fellows bring new perspectives and help us maintain cultural relevance.
- Awareness of the Leadership Fellowship is increased on local college campuses.
- Quality candidates for temporary and ongoing positions and projects.
- Flexible, cost effective work force not requiring a long-term commitment.
- Kingdom building.

Costs Covered by the Teaching Church

- Office resources for the necessary assignments (desk, chair, computer...).
- Housing, if necessary.
- Professional Costs. Meetings, meals, leadership development, staff development.
- Time Costs. Besides the assigned staff supervisors time, other staff will need to assist in enabling the intern to complete tasks as well as grow in ministry. (i.e. IT support for tasks).
- Stipend.

Costs Covered by the Fellowship Committee

Fellowships are situation dependent; costs can include but are not limited to:

- Stipend.
- Expenses incurred as a result of having a Fellow.
- Tuition of the preapproved course and course load.

Available grant monies may vary from year to year. All parties within the Fellowship will seek to do what is best for the Fellow and the Leadership Fellowship Initiative.

All parties involved in a fellowship are expected to work together towards the success of the Fellow and Fellowship Initiative.

All expenses, stipends, and tuition costs will be paid through the Fellowship Committee and at its ultimate discretion.

All Fellows must:

- Have a personal relationship with Jesus.
- Be exploring vocational ministry.
- Be authorized to work on a full time basis in the U.S. regardless of citizenship status.
- Hold to the Statement of Faith as laid by the Churches of God General Conference, and found in the *We Believe* document.
- Agree to serve under the policies of the Teaching Church and Fellowship Committee.
- Demonstrate financial stability to complete the fellowship.
- Inform the Host about all requirements assigned by the seminary if it is to be a for credit internship.

Ideal fellow candidates are in preparation for vocational ministry in the area they are seeking to participate in, but willing to try new ministries. Approved fellows will serve with the supervision, support, and leadership of the Teaching Church with which they are paired.

Approved Fellows must have:

- An application turned into the Fellowship Committee by _____
- Clear start and end dates.
- A job description with assigned responsibilities and duties.
- Regularly scheduled meetings with the direct supervisor.
- The support of the Teaching Church.

The Teaching Church will:

- Train and invest in the Fellow.
- Allow the Fellow to become a common law employee of the Teaching Church.
- Assign and supervise work assignments.
- Meet with the Fellow regularly to help him/her process his/her experience.
- Complete all reports and evaluations necessary for internship course credit.
- Conduct biannual, in depth, evaluations of the Fellow as directed by the Fellowship Committee.
- Report to the Fellowship Committee within a reasonable amount of time when called to do so.
- Partner with the Fellowship Committee in placing Conference and Denominational needs ahead of their own.

The Fellowship Committee will:

- Work with the Teaching Church to develop a job description.
- Assign the Fellow with a Teaching Church.
- Be responsible for recruiting, application, and selection process of the Fellow and Teaching Church.
- Identify candidates.

All potential fellows should be sent to the Fellowship Committee.

Licensing and Ordination

- All pastoral licensing and ordaining will continue to be the responsibility of the Pastoral Leadership Commission.

Oversight

The Fellowship Committee

- The Fellowship Committee will be the governing authority in all things related to the Leadership Fellowship Initiative.
- It will operate under the direction of the Great Lakes Executive Board.
- It will be required to report to the Great Lakes Conference Executive Board during all meetings.
- The Fellowship Committee will be comprised of:
 - GLC Conference Director – ex officio
 - Pastoral Leadership Commission Chair – ex officio
 - Commission on New Churches Chair – ex officio
 - Church Life Commission Chair – ex officio
 - Missions Commission Chair – ex officio
 - Executive Board Chair – ex officio
 - A representative from each of the Teaching Churches

The Fellowship Committee Will be Responsible

- Develop, evaluate, maintain, and track the application process for the Fellows.
- Develop, evaluate, maintain, and track the application process for the Teaching Church.
- Establish and enforce evaluation criteria as it pertains to the Fellows.
- Establish and enforce evaluation criteria as it pertains to the Teaching Churches.
- Under the GLC Director's office, will maintain all records of the Leadership Fellowship Initiative in accordance with all applicable laws and or policies established by the CGGC.

Ejection Criteria

It is important to note that this is one way, of many, to develop leaders. Being unfit for the Leadership Fellowship Initiative by no means implies that the candidate and or church is unfit for ministry in God's Kingdom.

Ejection from this initiative can result in failure to comply with the objectives, standards, and expectations set forth by the Fellowship Committee. The Fellowship Committee reserves the right to cease partnership in any capacity at any time with an established fellowship at its sole discretion.

Developing Work Activities and Measurable Learning Objectives

A large part of producing effective position descriptions involves the development of challenging work assignments that complement students' academic programs. One way to do this is to design a preliminary list of work activities that will fit the needs of the fellowship. A detailed description of typical tasks will help the fellowship succeed. The tasks should complement what the fellow knows to be strengths yet push the fellow to develop new ministerial skills.

As part of the educational process, fellowship work activities should focus on projects specifically related to the academic major (if applicable) and the degree the fellows expect to receive. Fellows who perform menial tasks will become quickly demoralized and will learn nothing about applying their expertise to a real world environment.

While many fellows work (or have worked) at part-time jobs to finance their education, a fellowship does not fall into the category of a job. The feasibility of the fellow having a job during the fellowship initiative should be discussed as individual fellowships. The fellowship must not become secondary to a job.

Fellows expect and appreciate clear direction regarding what is required of them and frequent feedback concerning what and how they have done. It is also very important that the fellows perceive that their work is making a useful contribution to the Teaching Church.

A particular concern of the fellowship is that the work assignments provide the fellows with a variety of tasks, while accommodating the needs of the Teaching Church. Of course, some of the Fellows' responsibilities will involve repetition, because all work involves some repeated activity, but there is a difference in meaningful work and busy work. Your fellow will know the difference.

The other extreme is not providing the Fellow with enough coaching and or guidance because they seem more than capable for the tasks assigned. This can create comfort and stifle growth; two things that should not describe this initiative. Accountability is crucial and honest feedback is essential for the growth of the Fellow.

Providing as real an environment is the goal. No need to sugar coat bad situations, nor is there any reason to exaggerate exceptions to the norm. The more feedback with open and honest dialog with all parties of the fellowship the more we will all learn and grow.

Be clear and concise with directives as well as feedback. Be as specific and as objective as possible with evaluations, especially in areas of needed improvement. Most of all ask God to bless all those in your fellowship and ensure that He is glorified in all of it.

Sample Fellow Evaluation Form

Individual Level (1 Tim 3:1-10; 1 Peter 5:5; Titus 1:5-9)

The intentional leader

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Individuals must meet a minimum of 7 on the rubric to be an intentional leader

All evaluations should aim to be as objective as possible. This is not a critique of the individual person. Rather, it is an imperfect way of trying to assess the progress of the Fellow’s growth. Think of specific examples as you answer measure each category.

Where does the Fellow fall in the identification category? Explain: _____

Where does the Fellow fall in the development category? Explain: _____

Where does the Fellow fall in the reproduction category? Explain: _____

Sample Teaching Church Evaluation Form

Vision: Creating more and better disciples

- By equipping churches to grow spiritually and in their impact to the respective communities they serve. This must take place on a corporate level as well as individual level. (Acts 11; James 5)
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Churches must meet a minimum of 7 on the rubric to qualify as a Teaching Church

All evaluations should aim to be as objective as possible. This is not a critique of the church as a whole. Rather, it is an imperfect way of trying to assess how the Teaching Church is helping to grow the Fellow. Think of specific examples as you answer measure each category.

Where does the church fall in the identification category? Explain: _____

Where does the church fall in the development category? Explain: _____

Where does the church fall in the reproduction category? Explain: _____

Sample Fellowship Evaluation for The Teaching Church

The discipleship cycle:

Watch me lead, help me lead, I'll help you lead, I'll watch you lead someone else

Dates from (8/1/2019) _____ to (8/28/2019) _____

Ministry Focus: Teaching _____

Goal(s): Set up and conduct a Bible Study _____

Practice: Worked with my mentor to develop a short 5 week Bible Study _____

What went well? How do you know?

What did not go so well?

Given the same goal, what would you change in your approach to achieving the goal?

Feedback (with the mentor)
