**An Assessment & Development Tool**

**for Pastor-Trainers**

***Vision***

This tool was developed by Tim Sattler and Todd Kelly while on staff with WordPartners [https://wordpartners.org]. WordPartners’ vision is *to see the Word of God flowing powerfully through every church to every nation.* To fulfill this vision, WordPartners’ sought to developa global community of pastor-trainers. This tool served as an assessment and coaching tool to help nurture the growth and maturity of this training community, a community focused on developing faithful expositors of God’s Word.

***Introduction to the Assessment Tool***

This tool is a tangible means of assessing the health and growth of pastor-trainers and pastor-training teams. Three inter- related ministry strands are essential to the work of any leadership team.

* **Word Work:** We seek to elevate God’s Word in the life of pastors and thereby in the life and mission of the church. WordPartners’ initial training is focused on 8 books of the Bible.
* **Program Work:** A trainer’s ability to organizationally lead and affect change within the context of a movement.
* **Shepherding:** The nature and character of how we do everything as servants of the pastors and Church of Jesus Christ.

Within these three strands, we have identified ten essential elements for trainers and teams to faithfully and effectively train pastors and lead a movement (See diagram above for each element or below for explanation of elements). We have articulated developmental benchmarks for each element.

* *Gap* – Trainer and/or team demonstrates deficiencies and limitations that impact leadership potential.
* *Baseline* - Trainer and/or team demonstrates a growing conviction and competence as leaders of leaders.
* *Goal* - Driven by the “Why” of our vision and mission, the trainer and/or team demonstrates a deep conviction, competence, and capacity as leaders within a Movement of the Word.

It is our expectation this worksheet will be used ministry leaders to cooperatively assess, evaluate, and prepare development plans for continued growth, seeking to move from Gap to Goal. We envision these assessments to be highly relational and conversational, pastoral if you will. In the spirit of Proverbs 27, as iron sharpens iron, let us strive together to constantly be improving our ability to faithfully serve God and His Church.

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| **Assessment & Development Worksheet** |
| **Trainer** |  | **Date** |  |
| **Team Leader** |  | **Date** |  |



**WORD WORK**

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| --- | --- | --- | --- |
| **Core Principles** | Able to teach principles but remains dependent on curriculum to conduct workshops | Able to clearly articulate and skillfully integrate the core principles into teaching 8 books of the Bible that WordPartners covers without dependence on curriculum | Able to organically and intuitively apply core principles so as to shepherd pastors through a study or workshop in any book of the Bible |
|  |  |  |  |
| **Self Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Team Leader****Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**



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| --- | --- | --- | --- |
| **Biblical Theology** | Understands the main idea of books of the Bible but struggles to fit them into the overarching storyline of the Bible | Understands the 8 books of the Bible in light of Biblical Theology, how they fit within the overarching storyline of the Bible, and have their focus and fulfillment in Jesus Christ | Understands and is able to demonstrate how each book of the Bible fits within the overarching storyline of the Bible, and has its focus and fulfillment in Jesus Christ |
|  |  |  |  |
| **Self Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Team Leader****Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**



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| **Transformational Intent** | Able to teach the content of the Bible but has difficulty understanding and/or communicating the transformational intent of the author | Able to teach the 8 books of the Bible that WordPartners covers and communicate the transformational intent of the author | Able to teach from anywhere in the Bible, communicating the transformational intent of the author and shepherding the heart of the hearers to respond in faith |
|  |  |  |  |
|  **Self Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Team Leader****Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**



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| **Expositional Mindset** | Begins to integrate the Word of God more substantively into personal life and preaching | Demonstrates a deepening conviction, growing mindset, and faithful ability to fully integrate the Word of God into personal life, preaching, and all facets of life and ministry of the church | Demonstrates an increasing ability to influence other pastors and leaders to integrate an expositional mindset into their own ministries |
|  |  |  |  |
| **Self Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Team Leader****Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**

**PROGRAM WORK**



|  |  |  |  |
| --- | --- | --- | --- |
| **Developmental Mindset** | Understands curriculum but sessions remain primarily lecture oriented,curriculum-directed, and programmatic in nature | Exhibits a shift from teaching to training, from curriculum to learning, and from a classroom context to a genuinely transformative fellowship of the Word | Demonstrates ability to ask compelling questions, listen to and evaluate answers, and constructively affect change among leaders and groups, nurturing growth and development within them |
|  |  |  |  |
| **Self Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Team****Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**



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| **Vision and Strategy** | Demonstrates a sincere heart for pastoral training but lacks an overarching vision for a movement of the Word | Demonstrates a deep understanding and conviction for a movement of God’s Word in the church and beyond; has begun to integrate this vision into their pastoral training efforts | Driven by the vision of a movement of God’s Word within the church, it permeates all they do and establishes the trajectory for their pastoral training strategy and ministry |
|  |  |  |  |
| **Self Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Team Leader****Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**



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| **Leadership and Logistics** | Possesses a basic understanding of necessary tasks to organize, manage, and lead a training workshop | Demonstrates a strong ability to manage the administrative and organizational demands necessary to lead pastoral training workshops | Demonstrates increasing capacity to lead pastoral training groups in such a way as to create momentum for a movement among pastors and leaders |
|  |  |  |  |
| **Self Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Team Leader****Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**

**SHEPHERDING**



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| --- | --- | --- | --- |
| **Character** | Demonstrates areas of personal weakness that may cause harm through word or action; may lack humility, teachability, and self-awareness in this regard | Aware of personal weaknesses, demonstrates a teachable spirit, and actively seeks to grow in personal and pastoral character to reflect more of the image and likeness of Christ | Evidences a deep and maturing character of Christ in personal and pastoral life, demonstrated by humility, pursuit of godliness, fruit of Spirit, and a shepherding spirit |
|  |  |  |  |
| **Self Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Team Leader****Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**

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| **Shepherding Ethos** | Demonstrates a limited understanding as to the calling of Christ and the ministry of a pastor as a shepherd of God’s people | Demonstrates a deep conviction and strong ability to nurture God’s people and fellow pastors in the Word and way of Christ | Communicates vision for and demonstrates ability to shepherd pastors and leaders so as to advance a movement of the Word in the church and beyond |
|  |  |  |  |
| **Self Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Team Leader****Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**

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| **Team Mentality** | Demonstrates a heart for pastoral training but unwilling or unable to partner well with others to foster a movement of the Word | Intentionally seeks to serve and/or lead ministry endeavors within a holistic team setting rather than in isolation or aself-centered manner | Proven ability to partner with other leaders who possess complimentary gifts/skills in holistic team environment to advance common ministry and mission |
|  |  |  |  |
| **Self Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Team Leader****Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**

**DEVELOPMENT PLAN**

*The following section should outline all mutually-agreed upon steps for continuing the development of this pastor-trainer.*

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| --- | --- |
| Pastor-Trainer Signature: | Date: |
| Team Leader Signature: | Date: |