

# Christian Education

Youth Ministry, Adult Ministry, Family Ministry, Small Group Ministry, Christian Education, Children's Ministry, and Early Childhood Education

## Internship Handbook



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# CONTACT INFORMATION

## For general college/contact information:

Boise Bible College ..... 8695 W. Marigold Street  
Boise, Idaho 83714  
Phone Number ..... (208) 376-7731  
Web address ..... [www.boisebible.edu](http://www.boisebible.edu)

## For specific information about your internship:

Faculty supervisor ..... Russell Grove  
Office Phone Number ..... (208) 376-7731  
Email address ..... [rgrove@boisebible.edu](mailto:rgrove@boisebible.edu)  
Cell Phone: ..... (904) 982-5669  
Home Phone: ..... (208) 453-8182  
CE Facebook Group ..... BBC Christian Education Interns

## For general internship information, or if you cannot contact your Faculty Supervisor:

Internship coordinator ..... Nadene Mack  
Office Phone Number ..... (208) 376-7731  
Email address ..... [nmack@boisebible.edu](mailto:nmack@boisebible.edu)



# **Specific Expectations For Christian Education**

Youth Ministry, Adult Ministry, Family Ministry, Small Group Ministry, Children's Ministry, Early Childhood Education, and Christian Education majors.



# GENERAL INFORMATION

The Christian Education Internship Handbook applies to all students who are Children's Ministry, Youth Ministry, Adult Ministry, Family Ministry, Small Group Ministry, Early Childhood Education, and Christian Education majors. The details for **Christian Education Interns** are explained clearly in this handbook and will guide you through the process required to successfully complete your internship responsibilities. *This internship handbook does NOT apply to students who are pursuing **Christian Teaching** as a strong minor.*

## CREDITS

All Christian education majors must earn four credit hours of internship. This can be accomplished by doing internships during the fall or spring semesters for one hour each semester. Semester internships completed while you are taking a full-time class load at BBC will require you to work for your internship site approximately fifteen hours per week. This time includes actual time spent at the internship site and time spent preparing for responsibilities at the church. This requirement can also be accomplished through summer internships where you can receive two hours of credit working at your internship site. Internships during the summer will require an investment of around thirty to forty hours a week for your internship responsibilities. A two hour internship can also be done during the fall or spring semester if the student does not have a class load which would limit them from the weekly internship hours required.

## COMPENSATION

It is important to understand that churches and organizations which provide internship responsibilities will provide different levels of compensation for those interning with them. Some will provide no compensation or reimbursement for living or travel expenses. Others will provide no compensation, but will provide a stipend for living expenses and/or travel expenses. Then there are those internship opportunities which will provide financial compensation and make arrangements for housing, meals, and travel. There are a lot of different options you will find when seeking an internship with a church or ministry organization. Therefore, it is up to you, the intern to decide what will work for you. *Remember it is not necessarily the money you may make during an internship experience that is the most important objective, but how the internship opportunity gives you the opportunity grow and develop in your ministry skills.*

## RESPONSIBILITY

The responsibility for completing an internship falls primarily on your shoulders. This is the first time in your ministry training at BBC where you will have to intentionally assert yourself into the process of being equipped for ministry. Therefore, even though the college will offer the guidelines for an internship and provide possible opportunities, it is your responsibility to seek and secure a church or ministry organization willing to mentor you in ministry. At this point, you now take responsibility and ownership for the education through the internship process. That means you need to choose wisely where God wants you to go by researching, praying about, and evaluating the opportunities available to you. Then you need to initiate the process with the church or ministry you have chosen and work out all of the required details to meet the requirements of your internship responsibilities.

This handbook will provide you with all the information needed to navigate your internship requirements successfully. That is why it is important to read it carefully and follow the process completely as laid out in this handbook. Use the checklist found under the heading "Your Internship Overview" to make sure you complete each step.



# COMPETENCIES

It is important for you to work on the following competencies during the course of fulfilling your internship requirements. You may not work on all of these during one internship experience, but seek to achieve growth in all of these areas by spreading them throughout all of your experiences. You should work with your faculty supervisor to identify those that specifically need to be worked on during your internship.

## **Guided by a Well-Defined Philosophy**

Guided by a philosophy that takes into account biblical theology as well as historical and contemporary practices and strategies

## **Teaching**

Competent to prepare and plan lessons, evaluate, utilize and write various forms of curriculum

## **Organization and Administration**

Capable of planning and managing the details involved in successfully running teams, programs, and events

## **Team Building**

Able to recruit and train a team of people to work together to complete a project

## **People Skills**

Approaches relationships and ministry strategies with an overall understanding of where people are at spiritually, psychologically, or at their stage in life.

## **Devotion to God**

Lives a God-ward life; focused on God; set apart, consecrated to God and treats God and His things with sacred respect

## **Gentleness**

Considerate and congenial; favorable disposition; thoughtful of others; not pushy, demanding, self-seeking or argumentative

## **Integrity**

Above reproach; just, upright, and above board in all dealings; consistently does what is right; respects authority and rules; honest, person of his/her word

## **Self-Giving**

Doesn't seek own advantage; doesn't have to get own way; sacrifices self to serve the gospel and others; genuinely concerned about the welfare of others

## **Self-Discipline**

Can do what needs to be done when it needs to be done; moral self-control; overall life of discipline

## **Sexual Purity**

An example of holy and honorable sexuality; puts distance between self and sexual immorality

## **Speech**

Speech is clean, helpful, and respectful; characterized by truth and love rather than demeaning and harsh

## **Submission to Authority**

Operates with a spirit of submission to the authority of scripture and to those in authority in the church, at work, in family relationships, and in society

## **Servant Leadership**

Demonstrates sacrificial leadership that is focused on building up others while driving forward toward achieving the organization's mission, vision, and values

**Professional Ministry Skills**

Able to officiate events like weddings, funerals, baptisms, and worship services

**Preaching**

Competent at planning, preparing, and delivering sermons and related messages (devotions, meditations, etc.) that honor the Bible text and meet the needs of the audience

# ASSIGNMENTS/INSTRUCTIONS

## The Learning Covenant

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After you have decided on an approved internship site, the first step in your internship is writing the Learning Covenant. The Learning Covenant is an agreement between you, your Field Mentor, and your faculty supervisor as to what you will do during your internship and what you hope to learn from it. As you begin to write your Learning Covenant, you should first pay close attention to the competencies listed under the Goals/Competencies heading in this section. What competencies would you especially like to work on? What competencies do you feel you need the most growth in? After you've answered those questions, you should talk to your Field Mentor about those competencies and begin to create a list of responsibilities that will help you grow in those areas. This list will be your "job description" for the internship. Finally, you need to write several goals based on those competencies that tell what you intend to learn or how you hope to grow through the responsibilities of your internship.

All of this needs to be typed and signed by you, your Field Mentor, and your faculty supervisor. Be sure to include contact information for you and for your Field Mentor. See the "Samples" section of this handbook for a sample Learning Covenant. Submit the completed, approved Learning Covenant to the Internship Coordinator.

## All Christian Education Interns

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### *Portfolio*

Christian education interns need to develop an Internship Portfolio and turn it in at the completion of their internship experience to the Internship Coordinator. This portfolio is a reflective history of the internship experience. The portfolio can be developed according to your own creative nature by using different mediums to reflect your internship experience (paper copies, pictures, video, developed graphics, schedules, spread sheets, etc.), but it must include the following sections.

### **Learning Covenant Assessment & Final Self-Evaluation**

Copy of the Learning Covenant

1-2 page reflection evaluating how well the goals of the covenant were achieved (Final Self-Evaluation)

### **Teaching Section (Interns must teach a minimum of 20 lessons during course of internships.)**

Copies of lessons developed and taught

Copies of published lessons taught

Evaluations for each teaching experience

What worked well?

What didn't work?

What would you do differently to improve it, if you taught the lesson again?

### **Ministry Section**

This is the scrapbook section of everything you did in ministry during your internship. You will want to include such things as weekly schedules, meeting agendas and minutes, photos of important events, etc.

### **Journal**

The Journal is a very important part of the learning experience. It helps you clarify and think through your experiences, and to reflect on how well you are progressing and achieving your goals. These entries are not supposed to be mere descriptions of your activity; they also need to include reflection on what you are learning from your activity. You are expected to record a journal entry daily. You can find an example in the “Sample” section of this handbook.

- Reflect on your personal growth with the Lord (How did you continue to grow in the Lord today?)
- Reflect on your ministry experience (What did you do today that was significant?)
- Reflect on your victories and challenges in ministering for Christ (What went well and what didn't today?)
- Reflect on your growth for ministry (How did today's events cause you to grow in your character and skills for ministry?)

**Turn your portfolio in to the Internship Coordinator**

## *Other Internship Requirements*

### **Field Mentor Evaluations**

#### **Midterm Evaluation**

This evaluation needs to be completed by your Field Mentor and mailed or emailed to the Internship Coordinator at the midpoint of your internship experience. This will be your responsibility to remind your Field Mentor to do so. The Internship Coordinator will send, via email a reminder to you with return instructions at the appropriate time. This evaluation form can be found in the “Evaluation Forms” section of this handbook.

#### **Final Evaluation**

This evaluation needs to be completed by your Field Mentor and mailed or e-mailed to Internship Coordinator at the completion of your internship experience. This will be your responsibility to remind your Field Mentor to do so. The Internship Coordinator will send, via email a reminder to you with return instructions at the appropriate time. This evaluation form can be found in the “Evaluation Forms” section of this handbook.

### **Internship Facebook Requirement**

You will be required to log in each week to the BBC Christian Education Interns group on Facebook and give updates about what is going on in your internship. This is also the forum to ask questions, share difficulties in your internship, and seek advice from your Faculty Supervisor. This forum is also a great place to share and discuss things with other students who are involved in internships within the department at the same time. See the “Contact Information” page at the beginning of this book for other ways to contact your Faculty Supervisor.

### **Internship Debriefing**

At the conclusion of your internship, you need to make an appointment with the Faculty Supervisor to have a debriefing session. You must have all evaluations and your internship portfolio turned in at least one week before this meeting. This meeting must be scheduled within two weeks following the completion of your internship.

### **Grading Process for Internships**

Interns in the Christian Education Department will receive a letter grade for their internships experiences. Grades will be decided upon the following areas and percentages.

Learning Covenant Assessment (Final Self-Evaluation)	20%
Internship Portfolio	30%
Field Mentor Evaluations	30%
Internship Facebook Requirement	20%



# Your Internship Overview

Christian Education interns need to complete the following checklist to successfully complete the internship requirements for their degree programs. Use the boxes to the left to check off as you complete each task.

## Before You Sign up

- Complete Sophomore Seminar
- Secure approved internship site
- Complete and submit Learning Covenant

## To Receive Credit for Internship

- Develop the template for Internship Portfolio
  - Insert Learning Covenant at the beginning of the portfolio
  - Develop all sections so they are ready to collect information while doing internship
- Arrive at internship on assigned date and serve God.
  - Start completing the tasks for your Internship Portfolio
  - Start communicating with academic advisor and other interns via the Facebook discussion group
- Have Field Mentor send in the Midterm Evaluation Form (due midway through the internship).
- Complete Learning Covenant Assessment (Final Self-Evaluation)
- Have Field Mentor send in the Final Evaluation Form (due at the completion of the internship).
- Complete and turn in Internship Portfolio (due 2 weeks after the completion of the internship).
- Make appointment to debrief with academic supervisor (made within 1 month following completion of internship).
- Attend debriefing appointment with academic supervisor
  - All Field Mentor evaluations must be received one week prior to this meeting.
  - The Internship Portfolio must be turned in one week prior to this meeting.
- Yippee! Skippee! You are done!



# **SAMPLES**



## Boise Bible College Internship Learning Covenant

Intern Name: \_\_\_\_\_  
Personal phone #: \_\_\_\_\_  
Office Phone #: \_\_\_\_\_  
Email address: \_\_\_\_\_  
Skype (missions): \_\_\_\_\_  
Facebook (missions): \_\_\_\_\_  
Mailing Address: \_\_\_\_\_  
  
Organization: \_\_\_\_\_  
Field Mentor: \_\_\_\_\_  
Office Phone #: \_\_\_\_\_  
Personal Phone #: \_\_\_\_\_  
Email address: \_\_\_\_\_  
Mailing Address: \_\_\_\_\_

Today's Date: \_\_\_\_\_

Class Code: \_\_\_\_\_

# of expected credits:    1    2

Dates of Internship: \_\_\_\_\_  
\_\_\_\_\_

Faculty Supervisor: \_\_\_\_\_

Academic Advisor: \_\_\_\_\_

### **Primary/Overall Purpose for Internship:**

(What is the primary reason or outcome for doing this internship?)

### **Ministry Responsibilities:**

(list specific tasks/actions you will be responsible for)

### **Personal Goals for Ministry:**

(List goals based on those competencies you intend to learned OR  
How you hope to grow through your internship)

### **Personal Spiritual Growth Goal for Internship:**

(List goals based on a spiritual discipline or goal you desire to work on during you internship.)

Intern Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Field Mentor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Faculty Supervisor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Original to Internship Coordinator, Copies to Faculty Supervisor, Field Mentor, Intern for portfolio/notebook



## SAMPLE JOURNAL

ACTIVITY	DATE	DESCRIPTION	REFLECTION
Personal Growth		Reflect on your personal growth with the Lord : How did you continue to grow in the Lord today?	
Ministry experience		Reflect on your ministry experience: What did you do today that was significant?	
Victories & Challenges		Reflect on your victories and Challenges in ministering for Christ. What went well and what didn't today?	
Growth for ministry		Reflect on your growth for ministry: How did today's events cause you to grow in your character and skills for ministry?	



# **EVALUATION FORMS**



**Christian Education**  
***Intern's Final Self-Evaluation***



Name: \_\_\_\_\_

Field Mentor: \_\_\_\_\_

Date: \_\_\_\_\_

Internship site: \_\_\_\_\_

For your Final Self-Evaluation  
Write a 1-2 page reflection paper  
Evaluate how well the goals of the Learning Covenant were achieved.





4. What are the greatest strengths the intern has demonstrated has demonstrated for ministry to date in the internship experience?

Greatest weaknesses?

How are the intern's weaknesses for ministry being addressed in the internship for his/her growth?

5. How would you rate the intern's ministry to date?

- F = Failing in all areas of responsibilities
- D = Meeting expectations in only a few areas
- C = Meeting basic expectations in most areas
- B = Meeting expectations in all areas
- A = Going beyond expectations in most areas

6. Additional Comments \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Christian Education**  
***Field Mentor Final Evaluation***



***Complete this evaluation form at the end of the internship and return it to the Internship Coordinator at BBC.***

Name: \_\_\_\_\_ Field Mentor: \_\_\_\_\_  
Date: \_\_\_\_\_ Internship site: \_\_\_\_\_

**Evaluation of Character and Ministry Competencies**

***In addition to this evaluation, please complete the Intern Competencies Assessment to rate the character and ministry competencies observed in the intern during the ministry time with you.***

**Final Evaluation Comments**

1. What were the greatest areas of growth that you observed in your intern during this internship?

2. What would be your parting suggestions for growth in regard to your intern at the completion of this internship?

3. What additional words of encouragement or challenge would you impart to your intern?

### **Final Internship Grade from the Field Mentor**

What would be the final grade you would give your intern for his/her ministry with you?

- F = Failing in all areas of responsibilities
- D = Meeting expectations in only a few areas
- C = Meeting basic expectations in most areas
- B = Meeting expectations in all areas
- A = Going beyond expectations in most areas



## **Christian Education Competencies Assessment**

### **Instructions:**

#### Field Mentors:

On the following pages, in the left hand column, you will find a list of competencies. The center column is a list of descriptors for each of the competencies. Please choose the descriptor that best fits your observations of, or experience with the intern. Note that generally the target for interns is the third choice. While some may exceed this level of competency, it usually takes years of experience to achieve the higher levels.

Feel free to write any comments in the right hand column.

#### Interns:

If you are doing a self-assessment, please identify the descriptor that best describes your experience during your internship.

Feel free to make any comments.

**Student:**

**Date:**

Competency	Rating	Comments
<p><b>Guided by a Well-Defined Philosophy</b>            Guided by a philosophy that takes into account biblical theology as well as historical and contemporary practices and strategies</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Guided by a clearly articulated, comprehensive, and integrated philosophy</li> <li><input type="checkbox"/> Actively working at formulating an integrated philosophy</li> <li><input type="checkbox"/> Has a rough idea of a guiding philosophy; Has to work to explain it</li> <li><input type="checkbox"/> Piece-meal approach; Doesn't usually think about the big picture</li> <li><input type="checkbox"/> Actions and decisions don't appear to fit any kind of pattern</li> </ul>	
<p><b>Teaching</b>            Competent to prepare and plan lessons, evaluate, utilize and write various forms of curriculum</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Skilled at all levels of the teaching process (developing curriculum, writing lessons, and teaching) to multiple age groups</li> <li><input type="checkbox"/> For at least one age group has a demonstrated ability to create a well-conceived curriculum, with effective lessons, and teach well</li> <li><input type="checkbox"/> Can effectively prepare and deliver lessons in at least one age group</li> <li><input type="checkbox"/> Can effectively deliver pre-packaged lesson material to at least one age group</li> <li><input type="checkbox"/> Struggles to effectively handle teaching situations</li> </ul>	
<p><b>Organization and Administration</b>            Capable of planning and managing the details involved in successfully running teams, programs, and events</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Trusted to handle complex programs, high profile events, teams of powerful people</li> <li><input type="checkbox"/> Track record of solid planning and execution; Doesn't require supervision</li> <li><input type="checkbox"/> Planning and execution generally run smoothly; Requires minimal supervisor input</li> <li><input type="checkbox"/> Usually needs help to resolve issues in planning or execution; Requires heavy supervision</li> <li><input type="checkbox"/> Can't be trusted to run teams, programs, or events</li> </ul>	

<p><b>Team Building</b> Able to recruit and train a team of people to work together to complete a project</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Effectively raises up team members to be effective team leaders in their own right</li> <li><input type="checkbox"/> Builds tightly knit teams that function well</li> <li><input type="checkbox"/> Can lead a team to effectively accomplish assigned tasks and goals</li> <li><input type="checkbox"/> Struggles to lead a team to accomplish simple tasks</li> <li><input type="checkbox"/> Can not be trusted to lead a team</li> </ul>	
<p><b>People Skills</b> Approaches relationships and ministry strategies with an overall understanding of where people are at spiritually, psychologically, or at their stage in life.</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Completely “gets” people and connects with them</li> <li><input type="checkbox"/> Understands people well</li> <li><input type="checkbox"/> Works hard at understanding people</li> <li><input type="checkbox"/> Occasionally seems unaware of where people are at</li> <li><input type="checkbox"/> Completely unaware of where people are at</li> </ul>	
<p><b>Devotion to God</b> Lives a God-ward life; focused on God; set apart, consecrated to God and treats God and His things with sacred respect</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Consistently and deeply consecrated to God</li> <li><input type="checkbox"/> Working at deepening consecration to God</li> <li><input type="checkbox"/> Generally God-centered lifestyle</li> <li><input type="checkbox"/> Inconsistent; some questionable choices</li> <li><input type="checkbox"/> Self-centered; Profane</li> </ul>	
<p><b>Gentleness</b> Considerate and congenial; favorable disposition; thoughtful of others; not pushy, demanding, self-seeking or argumentative</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Constantly focused on helping and elevating others</li> <li><input type="checkbox"/> Considerate; Takes initiative in looking out for others</li> <li><input type="checkbox"/> Congenial; Willing to yield to others</li> <li><input type="checkbox"/> Inconsiderate; focused on self</li> <li><input type="checkbox"/> Arrogant and rude; focused on self</li> </ul>	
<p><b>Integrity</b> Above reproach; just, upright, and above board in all dealings; consistently does what is right; respects authority and rules; honest, person of his/her word</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Trusted without question; Highly respected</li> <li><input type="checkbox"/> Trusted and respected with a growing reputation</li> <li><input type="checkbox"/> Generally trusted but has a limited track record</li> <li><input type="checkbox"/> Conduct leaves room for doubt or question</li> <li><input type="checkbox"/> Not trusted: Undependable</li> </ul>	

<p><b>Self-Giving</b> Doesn't seek own advantage; doesn't have to get own way; sacrifices self to serve the gospel and others; genuinely concerned about the welfare of others</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Constantly looking out for and helping others</li> <li><input type="checkbox"/> Actively looks for opportunities to help others</li> <li><input type="checkbox"/> Generally seeks the welfare of others</li> <li><input type="checkbox"/> Rarely thinks of others</li> <li><input type="checkbox"/> Regularly causes pain or harm to others</li> </ul>	
<p><b>Self-Discipline</b> Can do what needs to be done when it needs to be done; moral self-control; overall life of discipline</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Solid self-starter, Vigorously exercises self-management</li> <li><input type="checkbox"/> Needs minimal oversight; Broad pattern of self-management</li> <li><input type="checkbox"/> Has a reputation for being reliable</li> <li><input type="checkbox"/> Needs to be monitored and prodded</li> <li><input type="checkbox"/> Has reputation of being unreliable and undisciplined</li> </ul>	
<p><b>Sexual Purity</b> An example of holy and honorable sexuality; puts distance between self and sexual immorality</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Above reproach</li> <li><input type="checkbox"/> Has a good reputation</li> <li><input type="checkbox"/> Avoids compromising situations</li> <li><input type="checkbox"/> Involved in questionable or unwise situations</li> <li><input type="checkbox"/> Not trusted</li> </ul>	
<p><b>Speech</b> Speech is clean, helpful, and respectful; characterized by truth and love rather than demeaning and harsh</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Respectful; positive, speaks truth in loving and constructive manner</li> <li><input type="checkbox"/> Generally positive; pleasant and respectful</li> <li><input type="checkbox"/> Compliant and noncritical</li> <li><input type="checkbox"/> Critical and unconstructive; Harsh</li> <li><input type="checkbox"/> Vulgar and disrespectful; Causes harm or discomfort to others</li> </ul>	
<p><b>Submission to Authority</b> Operates with a spirit of submission to the authority of scripture and to those in authority in the church, at work, in family relationships, and in society</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Makes biblically-based decisions; Openly supports those in authority</li> <li><input type="checkbox"/> Open to guidance and direction; Respectful of and obedient to those in authority</li> <li><input type="checkbox"/> Does what is told to do</li> <li><input type="checkbox"/> Obeys, but tends to bristle at authority and or passively resists authority</li> <li><input type="checkbox"/> Resistant to guidance; Spreads a spirit of rebellion to others</li> </ul>	

<p><b>Servant Leadership</b> Demonstrates sacrificial leadership that is focused on building up others while driving forward toward achieving the organization's mission, vision, and values</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Extended track record that demonstrates successful leadership that is intentional and "others-focused"</li> <li><input type="checkbox"/> Emerging as a good leader that reflects on "others-focused" approach to achieving appropriate goals</li> <li><input type="checkbox"/> Is "others-focused"; Chooses targets that are aligned with the mission, vision, and values</li> <li><input type="checkbox"/> Tends to use leadership roles for personal benefit and/or doesn't drive toward appropriate targets</li> <li><input type="checkbox"/> Self-absorbed, unreliable, or unfocused</li> </ul>	
<p><b>Professional Ministry Skills</b> Able to officiate events like weddings, funerals, baptisms, and worship services</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Turns significant life events into powerful and positive moments</li> <li><input type="checkbox"/> Consistently brings dignity to significant life moments</li> <li><input type="checkbox"/> Officiates events with proper decorum</li> <li><input type="checkbox"/> Somewhat clumsy or awkward; Has the occasional "cringe moments"</li> <li><input type="checkbox"/> Cavalier attitude; Inappropriate; Undignified</li> </ul>	
<p><b>Preaching</b> Competent at planning, preparing, and delivering sermons and related messages (devotions, meditations, etc.) that honor the Bible text and meet the needs of the audience</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Message series as well as individual messages powerfully apply Scripture to the audience's current context</li> <li><input type="checkbox"/> Consistently has insightful biblical messages that meet the needs of the audience</li> <li><input type="checkbox"/> Well prepared Communicates well; Messages honor Scripture and are applicable to the audience</li> <li><input type="checkbox"/> Occasionally seems unprepared; Points tend to be simplistic or to state the patently obvious</li> <li><input type="checkbox"/> Often seems unprepared, does violence to Scripture, or has little of value to communicate</li> </ul>	

