

Residency Program Student Assessment Plan

Introduction

The Residency Program seeks to provide opportunities for deep and impactful mentoring for Vineyard pastors all across the USA. Within the Residency Program the focus for students is achieve growth in 8 core competencies that have been proven to create a strong candidate for church planting and pastoral ministry. This document helps define these competencies as well as walk pastors through the process of assessing these competencies in the lives of their students. Read on and begin to think about how you will implement this with your cohort of Residency students.

The Eight Core Competencies for a Vineyard Church Planter

There are eight areas that Multiply Vineyard assesses to gauge if a candidate has the potential to become a successful church planter. These are competencies that do not qualify someone for planting a Vineyard church. Rather, they are areas that have been researched and proven to be competencies that are held by successful planters. If any of these areas are lacking that is an area of needed growth for the student. Students should see these, read through them, and to know what they are aiming to develop. The pastor and student will then partner together to seek to develop these competencies throughout the year in the Residency Program.

1. Vital Spirituality:

- *Emotional Maturity: Adjusts to changes, challenges, and correction*
- *Vital Spiritual Life: Has a personal lifestyle of worship and intimacy with God*
- *Disciplines and Spiritual Formation: Have committed to regular spiritual disciplines and formation*
- *Self-Awareness and Self-Care: Knows personal giftings, limits, and how to maintain a healthy lifestyle*

2. Leadership Ability:

- *Exercises a Sense of Call: Clear sense of calling and confirmation from overseers*
- *Possessing a Faith Driven Vision: Has a vision and clear philosophy of ministry*
- *Follow-ability: Capable of leading without using shame or other unhealthy motivators*

3. Kingdom Theology:

- *Theological Foundation: Able to identify, verbalize, and discuss a Vineyard core theological point of view*

4. Vineyard Distinctives:

- *Vineyard Values and Ministry Methods: Understanding of and experience with Vineyard values and ministry methods*

5. Healthy Relationships:

- *Healthy Personal Relationship: Practices healthy marriage and family, or healthy singleness*

6. Mission — Evangelism, Discipleship, Leadership Development:

- *Creative Evangelistic Skills: Showing significant evidence of gathering the unchurched*
- *Disciple Making Skills: Creates opportunities to develop leaders and give ministry away*
- *People Gathering Skills: The ability to gather people and call them into action*

7. Preaching & Teaching:

- *Healthy Communication Skills: Applies scripture in a genuine and effective manner*

8. Church Systems and Structures:

- *Systems Competence: Legal process, team development, strategic planning, scheduling, accountability*
- *Financial Management Skills: Debt free and self disciplined use of money*

These competencies are what students will leave with from a year of faithful engagement in the life of your local church and the Residency Program.

Training Rubric

Assessing the above competencies can be painstaking work. We have made it simple by providing a framework for your conversations, questions, and mentoring with your students. If used correctly you will be doing far more than discipling your students; you will be preparing them to multiply disciples for years to come.

Ways we learn:

As humans we are learners — we are created that way. It is engrained in us to be curious and to explore our world. A biblical model of learning highlights that we are holistic beings with brains, souls, and bodies. From this perspective we have structured our learning assessment to include the biggest components to how we deeply learn.

- **Knowing:** Addressing issues of the head—theological & leadership education.
- **Being:** Addressing issues of the heart—life formation.
- **Doing:** Addressing issues of the hands—practical ministry experience.

If our program was only a theological knowledge resource we will produce students that do not have the skills to move forward with their work. Conversely, if we were simply training technical and practical skills, our students would not have the passion and foundation of a life that has been radically transformed from experiencing Christ in their lives. Our content, conversations, and mentoring should always seek to create deep learning in all of these three areas.

Competency Impact:

Furthermore, the impact of our students living out this learning must continue to extend beyond themselves. Our hope is that they begin very early on to be moving from disciple to overseer of disciples. We have identified four stages in that process.

- **Disciple:** Student fully embraces and embodies each of the core competencies in their own life; they know and can discuss what the scriptures say, they have submitted their life to the scriptures and are being formed into the image of Christ, and are beginning to do the ministry (i.e. praying for healing).
- **Disciple-Maker:** Not only are students themselves disciples, but they are helping others become disciples of Christ. As we hear from those they are discipling we are finding a consistency of discipleship.
- **Disciple-Making Environment:** Students go on to create environments where discipleship takes place (i.e. small groups, or other ministry areas).
- **Overseer:** And finally, they are overseeing multiplying small groups, environments of discipleship.

Residency Program Assessment Rubric

Student should begin the program by doing a self assessment of where each of the eight competencies fits on the rubric below. Some may find that they are able to identify a few of the competencies that they are strong in knowing, but not doing. Others may find that they are strong in each of the Ways of Learning, but they have not carried these out for any Competency Impact to others around them in their community. Pastors should be using this as a regular tool to ask where students are and where they are wanting to take them over the course of the program.

Competency Impact

		Disciple	Disciple-Maker	Disciple-Making Environment	Overseer
Ways of Learning	Knowing	Ex. Vital Spirituality			
	Being				
	Doing				

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3. Kingdom Theology:
4. Vineyard Distinctives:
5. Healthy Relationships:
6. Mission:
7. Preaching & Teaching:
8. Church Systems & Struct: