



Charis is a multinational network of Grace Brethren church planters and developers [Canada, 1996], whose values are defined by the pursuit of biblical truth, biblical relationships, and biblical mission [Argentina, 1999]. The delegates of the 2008 International Conference affirm the following Commitment to Common Mission and encourage the participation of the Grace Brethren churches worldwide:

Leadership training

We affirm that a leader is a person who influences others towards the fulfilment of defined objectives and is indispensable to the health and multiplication of the Church. We affirm that leadership training:

- Takes place under the responsibility of the local church
- Seeks the equal development of character, knowledge and skills according to giftedness.
- Is a life-long process involving mentors who share their example, values, convictions and experience.
- Protects existing leaders from temptations such as pride, exhaustion, family neglect, immorality, isolation, through accountability and team work.

We call upon the churches:

- To develop culturally sensitive strategies and means to train leaders, creating a comprehensive set of tools to:
 - Proclaim the Gospel (from non-belief to salvation)
 - Teach the fundamentals (from salvation to baptism)
 - Enlist in ministry service (from baptism to service)
 - Train leaders according to gifting (from service to leadership)
 - Empower leaders to train others according to gifting (from leadership to coaching)
 - Encourage a life of wisdom (family & work ethics, etc.)
- To share these resources worldwide with appropriate training how to use them (objective, target, content, time, cost, required skill to teach them...).

2015 Charis Global Audit for Leadership Training

Africa:

Central African Republic:

The Grace Brethren Churches in the CAR uses their “**Écoles Biblique des Freres**” (Brethren Bible Schools) to train Central Africans to become leaders in their local churches, as well as pastors and elders. They are divided into two programs: The “**Institut Biblique**” (Bible Institute), which began in 1950, and the “**Faculté de Théologie Biblique des Frères**” (Brethren School of Biblical Theology), which opened its doors in 1981. They gather students from many churches and regions to one of many central locations. Training is conducted by local pastors, professors, and foreign missionaries. Currently 124 students are enrolled in these schools. These individuals were chosen by the leaders of their local churches and were then tested and interviewed by the schools to show if they possessed the basic competencies needed to effectively complete their coursework. The training consists of the typical Bible School lectures and examinations, and also includes practical ministry in local churches, schools, and villages. Students must also complete a one year ministry internship and submit a written report of their experiences. The Bible Institute awards certificates, degrees, and/or pastoral licenses depending on the program of study. Graduates of the Brethren School of Biblical Theology receive a Masters in Theology. Brethren Bible School alumni may become pastors in local churches, denominational leaders, or Bible School teachers. They also often lead seminars to further train and develop local church leaders. Some difficulties faced by this program include the lack financial support for students and low number of interested participants. This latter obstacle is mainly due to the low standard of living suffered by Bible School students and pastors. There is also a need for more specialized teachers that are able to give training on specific topics. They ask for prayer for these difficulties, as well as for financial support if possible for these institutions and their instructors.

Chad:

Bible Institutes: Formal pastoral training for the Grace Brethren church in this country takes place at several Bible Institutes. These began training church leaders in 1985. The Institute in the city of Bessao conducts its courses in French, while those in Goré and Pandzangue use local languages. Students relocate their families to these institutions until the completion of their education, which can last for 3 to 5 years depending on the program of study. Courses are taught by Bible Institute professors, and their topics include theology, biblical languages, ministry skills, and some cultural application.

The Summer Institute of Evangelism: This institution offers non-formal training that focuses on reproductive discipleship and on the practical application of its curriculum in specific ministry settings. Courses traditionally took place during the month of August in the city of Kou Bethanie, although the program has recently expanded to the cities of Bienamar in the west and Roro in the

East. These last two locations conduct two-week sessions in the spring and in the fall. The goal of these schools is to produce highly effective evangelists, although the curriculum is extensive and goes beyond evangelism and church planting. The training cycle is designed for five years, with years 3-5 including teaching similar to what is offered at the Bible Institutes. Summer school students typically have less reading and fewer written assignments than those in the Bible Institutes. This training includes a high degree of application and contextualization. Summer school training is generally open to everyone, including those with only basic schooling background. Participants should exhibit strong Christian character and a teachable, obedient spirit. Participation in years 3-5 requires a slightly higher level of completed formal education. Students must complete the five years of training, as well as show gifting and character in order to qualify for ministry leadership.

Lay Leader Training: This leadership training program takes place in the cities of Moundou and N'Djamena. It occurs three times per year for approximately five days per session. There are currently 12 leaders involved at each location, and courses are led by Bible Institute Professors or other instructors with similar qualifications. The curriculum includes theology and practical issues of church leadership.

Asia:

Cambodia:

The Grace Brethren churches in this country have three types of training initiatives. They began implementing **Child Evangelism Fellowship (CEF)** materials in 2006, and currently use this curriculum in several villages. They have also been using **Theological Education by Extension (TEE)** materials since 2006. These are taught at their training center to potential leaders. The third training initiative involves **Bible League** curriculum, which is used with youth at their Grace Center in the city of Battambang. All three initiatives are facilitated by Cambodian church planters and are intended to raise up leaders for local churches. Participants include those who live at their Grace Center in Battambang and others from surrounding villages that exhibit potential for leadership. There are currently 32 students involved in these programs, who will be awarded with certificates upon the completion of their studies. As a result of these training efforts, several young people have begun to participate in local ministries such as Bible readings, leading worship, leading prayer times, and sharing their testimonies. Some obstacles faced by this program include the lack of spiritual maturity of some participants who are still very new in their faith, as well as the lack of involvement by others who do not have the desire or the time for ministry. They ask for prayer, that God might raise up mature leaders with the desire to do God's work in Cambodia.

Japan:

Transformational Leadership: This program began training leaders in 2010, and is organized and conducted by Encompass Nihon (Japan). It is designed to train individuals within local churches and consists of general preparation to lead within these congregations. The training is conducted by lay leaders, and currently 20 people are enrolled in this program. Those who have a heart for missions and discipleship and for becoming better followers of Jesus are encouraged to participate in the training. The curriculum consists of four main elements: 1. Effective Biblical interpretation and

personal application, 2. Personal evangelism, 3. Discipleship, and 4. Finding and using spiritual gifts for His glory. This program has been effective in training local young people from an early age, with the goal that they become spiritual leaders in the future. Some obstacles faced by this program include the mindset that Christian involvement consists solely of Sunday church attendance, as well as the fact that many struggle to grasp the fact that ALL believers are priests. They ask for prayer for their young people, that many of them would become faithful followers of Jesus through the discipleship and leadership training opportunities offered by this program.

The Philippines:

Yearly Leadership Training Meetings: The Grace Brethren churches in this country conduct yearly leadership training retreats. This past year, 38 leaders from the cities of Ilocos, Bicol, and Manila met for a four day retreat at the Laguna Recreation Center. The theme of the training was “Let’s Go and Harvest.” They ask for prayer, that God might give wisdom to the pastors and missionaries of the governing board as they lead the yearly training. Pray also that God would provide the funds needed for these retreats, and that participants would effectively applied what they have learned. Finally, they also ask for prayer that God would raise up new pastors and missionaries for His work in the Philippines.

Bicol Region Leadership Training: Local leader Cris Estaras conducts several types of training initiatives for this are of the Philippines. One of these programs involves a group of 30 adult leaders that meets quarterly to receive leadership training on a variety of topics. Sessions are facilitated by both Cris Estaras and Encompass missionary Ted Ruiz. Cris also meets regularly with three Bible School students to give them practical ministry training.

Marikina GBC Leadership Training: Local leader Franco Sta Teresa meets monthly with several men from this congregation for leadership training. Some participants are assigned to prepare and give sermons and many also lead Bible studies. The church also conducts an annual church retreat that gathers leaders for further training.

Europe:

Czech Republic:

The Grace Brethren Church in Prague conducts a training program to raise up leaders for this congregation. Anyone in the church is welcome to participate and there are currently 7 students enrolled. The training is facilitated by foreign missionaries, who conduct sessions in a seminar format that allows for question and answer interaction between teachers and students. Topics covered include Bible study methods, Biblical concepts of leadership, and Biblical instruction on Godly living in contrast to cultural norms. This training program has helped participants in their study and understanding of the Bible. God has used His Word to make changes in their lives and they are better equipped to share the Gospel and to answer difficult questions about their faith. Some challenges faced by this program include an aging church body, and the fact that participation is sometimes hindered by members' busy schedules and weekend travel. There is also limited response to the Gospel in this region. Those who do come to faith in Jesus Christ often move out of the area or prefer to associate with larger congregations. Please pray for this initiative, that those who are trained might bear fruit as they share the Gospel. Pray also that Biblical truth would be fully embraced even when it

may be contrary to Czech culture, and that entire families would be spiritually strengthened to become strong testimonies for the Gospel.

France:

The “**Ecole Biblique de Lyon**” began training leaders in 2010. It is sponsored by the Lyon Grace Brethren Church and by “Action Biblique” (another local congregation). The goal of this program is to provide participants with general preparation for local church leadership. The program gathers students from several churches for training, but they continue to live near and minister to their own local congregations. Participation generally fluctuates from around 5-20 students. These participants are invited into the program by their elders or by the request of other church members. The teaching is facilitated by lay leaders, local pastors, and foreign missionaries. This training consists of two two-week sessions in July that focus on Bible and doctrine. Students then also meet for 10 Saturday sessions throughout the year to receive training on practical topics of church leadership. Those who successfully complete the program receive a certificate of participation, and include several current church elders and youth group leaders. The program has also graduated one couple that has become the key members of a local church planting effort. The program asks that the Grace Brethren around the world pray that God would grant them wisdom and creativity to expand the influence of the program to other areas of the country.

Portugal:

The Porto and Lisbon Grace Brethren Churches conduct a discipleship program that seeks to prepare participants to enjoy intimacy with God, intimacy with their families, and to effectively use their spiritual gifts. It is designed to follow the example of how Jesus lived and connected with his disciples. People that identify themselves as Christians and who show a desire to connect with the church are invited to begin a mentoring/discipleship relationship with a leader or pastor. The topics of study depend on the participant’s needs and on the direction of Holy Spirit. Mentees are challenged to meet regularly with their mentor, share struggles, seek direction from a Biblical perspective, connect to God as a Father through praying and learning, and discover their giftedness and how to use it effectively to serve others. Leadership training is thus often an outcome of this program and is not necessarily its main goal. These Portuguese churches have seen increased emphasis and participation in evangelization efforts due to these mentor/mentee relationships. One current obstacle they face is the low number and availability of potential mentors. They ask for prayer, that God would transform this program’s disciples into future leaders for the church.

United Kingdom:

Training Huddles: The Grace Brethren Churches in Shirley and Frankley conduct this training program with the goal of raising up leaders for these congregations. The teaching is conducted by foreign missionaries and local pastors. Anyone from these churches who is interested in the training is welcome to participate. These huddles usually take place once per month and are taught by Tom Barlow or Malcom Stevens. The material presented is chosen based on the current needs and issues

of the churches. Please pray that God might continue to use this ministry to train leaders for His church in the United Kingdom

Latin America:

Argentina:

The “**Alianza Estratégica para la Capacitación de Líderes**” (Strategic Alliance for Leadership Training/SALT) began its efforts in the year 2000. It is organized by the Argentine Grace Brethren Church’s Sub Committee for Training, and focuses on training leaders for the local church. It gathers students from several churches to a few central locations for training. These individuals continue to live and minister in their communities. Currently, training centers are located in the city of Buenos Aires and the province of Córdoba. Students are invited to participate by local church leaders, who also organize and coordinate the training efforts. The teaching is facilitated by lay leaders. SALT curriculum consists of four years of comprehensive theological training that focuses on knowing “how to be” an effective leader and “how to do” as an effective leader does. When students conclude their studies, they are awarded a certificate of completion. The program has successfully graduated several church elders, and has been effective in addressing the lack of theological knowledge that exists among many national church leaders. Some difficulties faced by this program include a lack of teachers, the large distances that exist between training centers and the communities where the students live, and the loss of motivation by some to complete the program. They ask for prayer, that God would provide more instructors as well as wisdom on how to best manage the time allotted for training sessions. They also ask that God create more awareness of the need for leadership training among national church congregations.

The “**Centro de Entrenamiento Misionero**” (Missionary Training Center) began forming leaders in 2015. It is an online training program that focuses on raising up cross-cultural missionaries. The training is conducted by a conjunction of lay leaders, church elders, local missionaries, and Argentines that live abroad. Students are invited to participate through printed literature distributed at Christian camps, and through personal and internet (Facebook) invitations. Currently there are twenty students that participate in this program. Topics covered in the training include missions, crossing cultures, working as a missionary team, holistic/integrated ministry projects, evangelism, and discipleship. Students receive a certificate of completion upon finishing their studies. The main obstacle faced by these students is the lack of time to dedicate to their studies. They ask for prayer for the twenty students that are currently enrolled, as well as for the leadership, that God would grant them the wisdom to effectively organize this new training program.

“**Conectados**” is a leadership training program organized by the Grace Brethren Churches of the city of Buenos Aires. It began in 2014, and it gathers young people via the internet for general training on church leadership. The program currently has 12 students who were invited either by program instructors or by other participants. The teaching is facilitated by lay leaders. The curriculum consists of general theological training and of the Theology I course developed by The Strategic Alliance of Leadership Trainers (SALT). “Conectados” has been effective in raising up young people for leadership in local ministries. They ask for prayer, that more groups of a similar nature would surface among Argentine young people. Currently, there are plans to expand this program to involve more participants.

Mexico:

The “**Centro de Capacitación Bíblico Teológico**” (Center for Theological Biblical Training) opened its doors in 2012 in the city of San Luis Colorado. It is organized by the church “Iglesia de los Hermanos del Redentor” and it gathers students from the surrounding communities for training. Participation is open to all who are interested, and is encouraged in local churches and during regular mission conferences. Students are trained by local pastors and professors, and they continue to live and serve in their local communities and churches. The curriculum focuses on the development of elders, pastors, and evangelists and is divided into two sections. The first focuses on theological studies (Old and New Testament, homiletics, hermeneutics, doctrine, church history, Romans, and Revelation) while the second focuses on practical training for leadership. Students who complete the program successfully receive certificates of completion and may also receive pastoral licensure. Currently, the program has shown to effectively strengthen local church leadership by providing trained men to lead both established and new churches. One of the difficulties faced by this program is the lack of involvement of the younger generation. They ask for prayers in this area, as well as for a deepened commitment to train leaders that are committed to missions.

Brazil:

The Grace Brethren Church in this country currently uses two leadership training programs. “**RETREL**” (Leadership Training Network) began functioning in 2006, and “**Casulo**” (Cocoon) began in 2013. Both programs seek to raise up local church leaders, elders and pastors. There are currently 12 students enrolled in the “Casulo Sul” (South Cocoon), 40 in the “Casulo Norte” (North Cocoon), and 20 in RETREL. Participants for both of these programs are selected by their local congregations. The teaching is facilitated by lay leaders, local pastors, and foreign missionaries. Students come together to form a small community and take several modules on church leadership. These programs use the SALT principles, which involve the teaching of 55 “seed” principles. These are taught through Bible studies, which include small group discussion, exercises, and opportunities for personal application. Students do not receive formal recognition for finishing these programs, but they do celebrate with a Brazilian “assado” or cookout. One challenge faced by these initiatives is the fact that many students come with traditional views on education and learning that clash with the methodology used by these programs. The “Casulo” also lacks the number of leaders needed to implement it most effectively. They ask for prayer, that Brazilian churches would fully take advantage of these training programs. They also ask that God grant them wisdom on how to better organize and implement the “Casulo”, and for the training of more instructors to lead this program.

Chile:

The “**Red de Liderazgo**” (Leadership Network) began training church leaders in 2004. The program gathers trainees from several Latin American countries and sometimes conducts its courses online. Students continue to live and serve in their local churches and communities. The goal of this program is to raise up church leaders, evangelists, and church planters. Training is currently conducted by foreign missionaries and other instructors from local churches. There are currently eight students that participate in this training program, who were chosen based on their involvement in church ministry, their commitment to spiritual growth, and their perceived potential for leadership. The curriculum involves Total Mobilization/ACTS principles and also uses materials

developed by Bruce Triplehorn (Encompass missionary to Brazil). They have also employed other Grace Brethren books and materials in their courses. Leaders who complete the training do not receive any type of formal recognition, although several have become elders in their local churches. This online training program has helped the leaders of the Chilean Grace Brethren Church maintain a clear and objective church planting vision, as they seek to reach their country with the Gospel. They have also become involved in the leadership training of a local independent church by providing them with materials and conducting local training sessions. Some challenges they have faced have been the lack of regularity of the sessions. At times the training has been held in other countries, which has limited the number of Chileans that have been able to participate. Recent efforts to conduct more training within Chile have allowed them to reach more participants with these courses. They ask for prayer, that God might continue to call new people with a desire to serve and to be trained for ministry. They also ask for prayer for current leaders, that they may continue to grow spiritually and persevere in God's work.

Guatemala:

The “**Centro de Capacitación Hesed**” or CCH in Mixco, Guatemala began training leaders in 2010. It is organized by the Hesed congregation and has focused on developing church leaders. Participation in this program is open to all who are interested. Currently 18 students participate in this program, which is facilitated by both local pastors and lay leaders. Some participants receive basic biblical training, while those who already church leaders are given training on specific topics of leadership. Facilitators employ the SALT curriculum, and also provide training on specific topics of leadership according to the needs of their students. Those who complete the program successfully receive a certificate of participation. The program currently has been successful in identifying potential leaders and in providing them with adequate training to begin their ministries. It is also providing current church leaders with the biblical training they need to effectively minister to their congregations. Challenges faced by this training program have been consistent participation of students (numbers have dwindled somewhat since the training began) and the cultural relevance of the available curriculum and materials. They ask that the Grace Brethren around the world pray that more emergent leaders would be identified and trained and for the availability of instructors that are able to train participants in specific areas of ministry.

Uruguay:

The Grace Brethren Church in this country organizes a leadership training program called “**Academia Biblica**” (Biblical Academy). This program began operating in 2014, and it currently has the goal of raising up local church leaders. Local pastors train students to be leaders, elders, pastors, and evangelists. Currently there are 8 individuals enrolled in this leadership program, who were chosen based on their commitment to and vision for God's work in Uruguay. They receive training on biblical doctrine with the goal of developing a theology that they can apply to their everyday ministry. Those who complete the program receive certificates of completion and are recognized as elders/pastors in the Uruguayan church. Most students work or study full-time, which presents some challenges as they attend their training in addition to these responsibilities. They ask for prayer and that God might provide additional teachers that are able to instruct on specific needs or topics of interest.

North America and the Caribbean:

Canada:

Grace College and Theological Training Distance Learning: The Canadian Grace Brethren Church is uses this program with the goal of preparing pastors and elders. Training is provided by Grace professors and students are awarded a college or seminary degree upon the completion of their studies. The Canadian churches inform their members of this program and encourage interested members to participate. Those who are interested need only to express their desire and apply to the program. There is currently one student from Canadian churches enrolled in Grace's distance learning. This program is meeting local leadership needs by providing Bible and pastoral training for future church planters. Obstacles that are preventing this program from reaching its goals include the availability of funds needed to finance these courses and the amount of time it takes for part-time participants to complete their degrees. They ask for prayer, that God might provide more leaders and a faster track for the completion of their coursework. (For more information on the Grace College Distance Program, please consult <http://online.grace.edu/>)

The Caribbean:

Bible Training Center for Pastors: This program is sponsored by Caribbean Vision Ministries and takes place in the Bahamas, Haiti, and in the United States. It began its ministry in the year 2000, and gathers students from several churches for training who continue to live in and minister to their local communities. These participants are selected by personal invitation, may be recommended by their local churches, or may respond to the program's publicity and seek to enroll. The training is facilitated by local pastors, specially trained professors, and foreign missionaries. It seeks to develop pastors, ordained elders, and general leaders for the local church. This program uses curriculum published by the "Bible Training Centre for Pastors." It is based on a ten volume set of books described as "an integral part of a unified, self-contained curriculum of basic courses which is designed to provide a local pastor or church leader anywhere in the world with the basic knowledge and skills which are necessary to effectively carry out their biblical responsibilities." The curriculum is also supplemented by additional seminars & courses taught by visiting professors and has additional requirements regarding practical church ministry. It operates on a three year completion program, and awards a degree upon graduation. There are currently 60 students involved in the training, which include current church leaders, as well as future pastors, church planters, and lay leaders. Some obstacles faced by this program include a lack of commitment by students to their studies and the fact that some local church leaders are uncommitted to furthering their knowledge and skills of leadership. They ask for prayer, that God would provide more men and women who display the commitment to preparing themselves to better serve the church. (For more information on the efforts of Caribbean Vision Ministries, please consult <http://www.caribbeanvisionministries.org/>) (For more information on the "Bible Training Centre for Pastors" curriculum, please consult <http://bibletraining.com/>)

Haiti:

The International School of Justice: This program began leadership training in 2014. It gathers students from several churches into a single location for training, preparing students to become evangelists, pastors, elders, and general leaders in their local churches. Students continue to live near and minister to their own local congregations. Participants are chosen by local churches and may include the pastors of these congregations. Currently, there are 20 students enrolled in this program. The training is conducted by foreign missionaries, local pastors, and specially trained professors. The curriculum focuses on providing a deeper knowledge of the Bible (emphasizing systematic theology and Biblical doctrines), while also giving practical ways of improving teaching, preaching, and effectiveness in ministry. Graduates receive certificates of completion and may also receive ordination. The largest obstacles that prevent this program from reaching its goals are financial. They ask for prayer, that God would provide the financial and human resources needed to effectively train leaders in Haiti. (For more information on the efforts of “The International School of Justice” and CPR-3, please consult <https://cpr-3.com/>)

United States:

CE (Church Effectiveness) National:

- **Ministry Coaching and Consulting:** CE National ministry coaches enter into a relationship with local church leaders in order to enable them to gain a realistic view of the effectiveness of their ministry. Coaches then lead these leaders through a process to discern what God desires to accomplish through their work. The consulting culminates with the development of a plan consisting of strategic steps designed to help the leader’s ministry become what God desires it to be. This growth strategy often lasts from a time period between three and 18 months. CE National also offers on-going coaching to provide insight on how to make this plan a reality. The goal of this additional coaching is to provide support for the development and growth of ministry leaders even amidst challenging set-backs or road blocks that are often faced in ministry. Coaching sessions are conducted by experienced pastors or ministry leaders through video conference sessions. These are held monthly and include suggested ministry implementation assignments between meetings.
- **The National Institute for the Development of Ministries to Youth:** The National Institute is a hands-on training program offered jointly by CE National and Grace College. It trains leaders to effectively minister to youth in the local church, para-church, or camp settings. This program offers both major and minor degree programs through Grace College, and provides high level Bible training, extensive internships, and mentoring relationships. The three components of this program include courses in theology and Bible study methods, spiritual formation and prayer, and practical ministry courses, some of which are conducted on location. Courses are taught by CE staff, Grace College professors, and by adjunct faculty who are experts in the field.
- **SUM (Studies in Urban Ministries):** This program is a partnership between Grace College and CE National designed to prepare college students for effective ministry in an urbanized world. It consists of a nine-month intercultural field experience internship in Urban Philadelphia and in other cities of the northeastern United States. Students live, learn, and minister in CE National’s Urban Hope Training Center in Philadelphia. They are mentored by experienced urban leaders and empowered to gain skills in contact making, outreach, discipleship and teaching in cross-cultural urban settings. Day trips are also scheduled to ministries in other cities such as New York City, Washington DC, and Baltimore. Participants also have the option of adding an International Urban studies component. This allows them to broaden their

perspectives through ministry in third world cities and to observe various cultures' ways of meeting social, material, and spiritual needs.

- **The Urban Hope Training Center:** Located in the under resourced, West Kensington section of North Philadelphia, this organization exists to reach the urban family through youth and children (Urban Hope Community Church) and to train believers in cross-cultural urban ministry (Urban Hope Training Center). They provide both summer and one-year internships to enable participants to experience cross-cultural urban ministry within a guided context. Summer Interns work alongside center staff in the various children's, youth, family, and other church ministries. The one-year internship focuses primarily on evangelism and discipleship. It is designed for people who find jobs in the Philadelphia area and who commit to living in the church community to discover whether God has called them to inner-city ministry. Individuals interested in either program must apply and provide references to the Urban Hope Training Center.

(For more information on the efforts of CE National, please consult <http://cenational.org/>)

Encompass World Partners: This organization has been conducting missionary training in their Atlanta offices since 2012. This program is designed to prepare cross-cultural workers and specifically places emphasis on evangelism and church planting. Twelve to eighteen students participate each year, and tend to be new Encompass missionaries, individuals who attend as part of school internships, or others sent by Grace Brethren churches for cross-cultural training. The curriculum consists of classroom teaching on church planting and crossing cultures, and also involves practical ministry opportunities and exposure among local immigrants in the Atlanta area. This program has provided effective training for those seeking to reach the nations in the United States and around the world. They ask for prayer, that God might provide housing for participants and healthy partnerships with local ministries.

Grace Church Greater Akron Moody Program: This leadership training initiative involves a partnership between Grace Church and Moody Bible Institute. It began in 2014 and exists with the goal of training individuals for general church leadership. This program serves members of Grace Church, as well as other interested participants from the surrounding region. Participation is open to anyone who might be interested, and there are currently 40 students enrolled. Courses in this three year program are taught by Moody adjunct faculty and by other qualified local pastors. The curriculum is Bible centric, with a strong emphasis on discipleship and practical ministry experience. The program is designed to educate and train the student to actually "DO" ministry, with the goal that they be completely prepared to serve in their congregations upon graduation. Students receive a fully accredited Bachelor's degree from Moody Bible Institute, and the program is also committed to help graduates become licensed pastors in the Grace Brethren Church. They ask for prayer, that God would provide even more potential leaders for training, and for deeper partnerships with other organizations with similar goals.

Grace College: The School of Ministry Studies at Grace College exists with the goal of preparing disciples of Jesus Christ to be servant-leaders both in church and society. Their faculty is committed to passionate and accurate study of God's Word, to the living out of faith with dynamic spirituality, and to the thoughtful engagement with the world. Students live on the Grace College campus or in the surrounding community, and have the option of a traditional, 4-year degree or an accelerated 3-year program. Students must apply and be accepted into Grace College, and they then may choose one of the many majors from the School of Ministry Studies. Classes are taught by Grace College professors and adjunct faculty, many of which have served or still serve in different types of ministry. This institution currently provides majors/degree programs in Bible Translation, Biblical studies,

Educational Ministries, Intercultural Studies, Sport Ministry Studies, Urban Ministries Studies, and Youth Ministries. In addition, students can also earn an online Master of Arts in Ministry Studies. (For more information on the Grace College School of Ministry Studies, please consult: <http://www.grace.edu/academics/undergraduate-majors/school-ministry-studies>)

Grace Theological Seminary: This institution describes itself as a learning community dedicated to teaching, training, and transforming the whole person for local church and global ministry. This purpose is accomplished through quality instruction of the Bible including the original languages, the study of various systems of theological thought, exposure to past and present movements in Christian history and missions, the development of communicative and administrative skills, the cultivation of spiritual life, and encouragement in various kinds of Christian service. Their main objective is to provide pastors, teachers, missionaries, evangelists, and other leaders for evangelical Christian ministries throughout the world. Grace Seminary gathers students to Winona Lake, Indiana for the duration of their studies. Courses are taught by professors that possess doctorates in their fields of expertise, as well as experience either as church pastors, leaders of church ministries, missionaries, or leaders of para-church organization. Grace Seminary offers Masters of Arts programs in both Intercultural Studies and Local Church Ministry. Their Masters of Divinity degrees include Exegetical Studies, Pastoral Studies, Pastoral Counseling, Intercultural Studies, and Chaplaincy. Grace Seminary also offers Doctor of Ministry (D-min) degrees in Intercultural Studies and Pastoral Studies, as well as a Doctor of Intercultural Studies program. In addition, this institution also offers a diploma in theology and a certificate in Biblical Studies. (For more information on Grace Theological Seminary, please consult <http://www.grace.edu/academics/seminary>)

"Liderazgo en Acción": The "Iglesia de la Esperanza" church in Lithia, FL began training church leaders and evangelists in 2011. Their program gathers a leaders from various churches who continue to live in and minister to their local communities. It is facilitated by local pastors and there are currently 15 students enrolled. At the conclusion of their studies, they are awarded a certificate of completion. The training begins with a spiritual gift analysis and is then tailored to the gifting of each participant. This program has trained pastors and ministry leaders for Florida churches and for congregations in other countries as well. They would like to offer this training in other parts of Florida and and also expand into Latin American countries. They ask for prayer, that Grace College might recognize the courses they offer.

MetroGrace: "Church-Planting Internships" is a program sponsored by the MetroGrace Network in Philadelphia. It began training in 2000, and focuses specifically on preparing church planters. Students are recruited from universities and local churches. The program also seeks out candidates from the short-term summer and one-year internships they offer. Students live and study at a central location until the completion of their studies, when they are sent out to minister in other urban locations. The training consists of a two-year, urban church-planting internship. This program includes instruction by program leaders, reading assignments, field research (ethnography, demography, neighborhood surveys, etc.), teaching opportunities, and field work in a variety of methods of evangelism. By the end of the two years they expect that their interns will have developed a church-planting team, identified a neighborhood in which to work, and will have a fully-developed strategy to begin a new gospel-centered, community-based church. This training is facilitated by local pastors, church planters, and by a former mission agency director. There is currently one student enrolled in this program. As a result of their efforts, a new church was started last year in the MetroGrace Network, and they are also in early-stage discussions with two more possible church-planting interns. This training program currently does not face any major obstacles. They ask for prayer, that God may raise up more urban church planters and team members with a deep love for

cities to join them in their efforts. (For more information on the ministries of MetroGrace please consult <http://www.metrograce.org/>)

Organic Church Planter's Greenhouse Training: This program is sponsored by Church Multiplication Associates (CMA) and began training leaders in the year 2000. It is designed to raise up evangelists and church planters, and gathers individuals from several locations for intensive weekends of training. Courses are taught by trained lay leaders who have shown evidence of fruitful and effective organic church ministry. The program is open to anyone who may be interested in organic church planting. Tens of thousands of people have participated in the Greenhouse Training since its beginnings. The curriculum of this program is divided into four stages. First, participants gather for a 3-day intensive seminar that consists of an initial exposure to the philosophy and concepts of organic church planting. The second phase consists of the development of "Monthly Greenhouse Regional Gatherings," where local practitioners gather once a month to worship, share stories, support one another, and continue to learn about being missional disciples and leaders. The third phase focuses on developing and reproducing healthy leaders, churches, and networks. This is followed by the fourth and final phase, which consists of another year of regional monthly gatherings. This last step exists with the goal that participants spur one another onward to the kind of love and good deeds that bring God glory in local and global harvest fields. The Greenhouse Training has been shown to effectively train leaders towards evangelism, disciple making, organic church fruitfulness, multiplication and leadership development. One obstacle faced by this program is the funding needed to effectively achieve its goals. They ask for prayer, that they might continue to be fruitful in their training efforts. (For more information on the ministries of Church Multiplication Associates please consult <https://www.cmaresources.org/>)

Vision Alaska / Alaska Brethren Ministries: This organization has been training church planters and evangelists since 2013. They currently have 5 participants, who were chosen based on their desire to reach others for Christ. This program is designed to find leaders who will take the initiative to form a bible study/church start. These leaders may attend their local congregations, but they will also seek to establish a new church start that will meet during the week until it desires to begin Sunday services. The program also provides workshops and coaching for established congregations on methods for church growth. The training is conducted by lay leaders, and does not provide recognition for completion. One obstacle faced by this program is the fact that often the leadership in established churches expresses interest in the training, but chooses not to send out their members to establish new churches. They do this often to protect their numbers and to not lose key members. They ask for prayer, that more people would catch the vision to reach the unchurched for Christ. They also ask that God might provide many more workers to assist them in their ministry. . (For more information on the ministries of Vision Alaska / Alaska Brethren Ministries please consult <http://www.visionalaska.org/>)

Women of Grace USA:

- The "Women's Leadership Summit" began training leaders in 2006. It gathers students from several churches to a single location for training, but they continue to live near and minister to their own local congregations. This program consists of entry level training for existing and potential women church leaders. It involves a weekend of presentations and discussions on leadership topics and current challenges, and also fosters conversations on how to best apply these concepts to the individual situations of participants. Students are encouraged to participate by public invitation through the Women of Grace USA website and newsletter, and are also given personal invitations by church leaders. The training is conducted by lay leaders and specially trained professors, and usually includes 40-50 students. The main obstacle they

face is due to the fact that the training of women leaders is often viewed as being secondary to training men. Thus the program is often not a funding priority among many churches or families. They ask for prayer, that the summits would continue to challenge women to fulfill their God-given responsibility to disciple half of the church (Titus 2:3-5). They also ask for intercession for the logistical challenges of overseeing these regional gatherings.

- Women's Leadership Studies: This program is sponsored by Women of Grace USA and Grace Theological Seminary. It began developing women leaders in 2010, and gathers students from several churches for weekend training sessions on general leadership within the local church. Classes are led by lay leaders and specially trained professors, and students receive a certificate upon their completion of this program. There are currently 125 women enrolled in these classes, which are publicized by local churches, by the Women of Grace website, and by their newsletter. Six core classes are offered in different regions around the United States. These include: "Women and Scripture," "Spiritual Formation," "Soul Care," "Effective Bible study and Teaching," "Biblical Foundations of Leadership," and "Equipping Others to Lead." Through this program, Women are learning to lead graciously with a deep dependence on God, and are given tools to equip them to invest in the lives of others. This training provides local churches with women leaders that possess foundational leadership skills and the Biblical knowledge needed to carry out their roles. The main obstacle faced by this program is the need for more facilitators. They ask for prayer, that God would grant them the opportunity to provide these courses to more regions so that women do not have to travel far to receive training.
- Facilitator Training for Women's Leadership Studies: This program, which began training leaders in 2014, provides specific preparation to teach Women's Leadership Studies classes. It gathers participants from several churches to a single location for training, and these students continue to live in and minister to their local congregations. Participants are selected by special invitation based on recommendations from the director of the Center for Women's Leadership Studies at Grace Theological Seminary and from the board of Women of Grace USA. For the 2015 module, they also allowed women to submit applications to be considered for the course. There are currently 17 women enrolled in this program. They will receive a certificate of completion at the conclusion of their studies. Participants are taught to understand how people learn and how to prepare lessons that reach all learning styles. They also have opportunities to prepare and practice giving lessons and receive evaluations from the instructors and their peers. Students are also required to have completed additional studies along the lines of the master's level work for the particular classes they plan to teach. This program has provided Women of Grace USA with a larger number of qualified facilitators. It has allowed them to offer more of their classes in more locations to help meet the high demand that exists for women's leadership training. To reach a larger audience, they hope to begin offering classes in Spanish in 2016. Possibilities also exist to offer classes in other languages in the future. Women of Grace USA had originally intended to offer this course once every three years, but have instead offered it yearly due to the high number of interested participants. They ask for prayer for excellence and Christ-likeness in the lives of the facilitators as they have opportunities to influence and equip women who lead in their local churches.

(For more information on the efforts of Women of Grace USA, please consult <http://www.wgusa.org/>)



Charis 2015 Survey for Leadership Training

The goal of this survey is to gather information on the current efforts of all Grace Brethren Churches in the area of **Leadership Training**.

During the **2008 Charis International Leadership Encounter (Bad Homburg, Germany)**, the delegates established the following common affirmations and goals in regards to **Leadership Training**:

We affirm that a leader is a person who influences others towards the fulfilment of defined objectives and is indispensable to the health and multiplication of the Church. We affirm that leadership training:

- *Takes place under the responsibility of the local church*
- *Seeks the equal development of character, knowledge and skills according to giftedness.*
- *Is a life-long process involving mentors who share their example, values, convictions and experience.*
- *Protects existing leaders from temptations such as pride, exhaustion, family neglect, immorality, isolation, through accountability and team work.*

We call upon the churches:

- *To develop culturally sensitive strategies and means to train leaders, creating a comprehensive set of tools to:*
 - *Proclaim the Gospel (from non-belief to salvation)*
 - *Teach the fundamentals (from salvation to baptism)*
 - *Enlist in ministry service (from baptism to service)*
 - *Train leaders according to gifting (from service to leadership)*
 - *Empower leaders to train others according to gifting (from leadership to coaching)*
 - *Encourage a life of wisdom (family & work ethics, etc.)*
- *To share these resources worldwide with appropriate training how to use them (objective, target, content, time, cost, required skill to teach them...).*

Please take a moment to carefully answer the following questions for **each leadership training** method or institution used by Grace Brethren Churches in your country. Thank you for your assistance!

1. What is the name of the program? Where is it located?

Program Name

Sponsoring
Church/Organization

Address	<input type="text"/>
Address 2	<input type="text"/>
City/Town	<input type="text"/>
State/Province	<input type="text"/>
ZIP/Postal Code	<input type="text"/>
Country	<input type="text"/>
Phone Number	<input type="text"/>

2. What year did the program begin training potential leaders?

3. Which of the following best describes the program?

- It is designed to train individuals within a local church
- It is designed to gather students from several churches into a single location for training, but they continue to live near and minister to their own local congregations.
- It is designed for students to live and study in a central location until the completion of their studies. They are then sent out to minister in other locations.
- Other (please specify)

4. Which of the following describes the training goals of this program? (Please indicate all that apply)

- General preparation to lead within the local church.
- Specific preparation to become a pastor or ordained elder.
- Specific preparation to become an evangelist, missionary, or apostle.
- Other (please specify)

5. Who are the principal instructors for this program? (Please indicate all that apply)

- Lay leaders
- Local pastors
- Specially trained professors

- Foreign Missionaries
- Other (please specify)

6. How many students participate currently in this program?

7. How are students selected or invited to participate?

8. Please briefly describe the curriculum or methodology used to train participants.

9. Does this program provide recognition to those who complete it? (Please indicate all that apply)

- Certificate
- Degree
- Pastoral licensure
- Ordination
- This program does not provide recognition for completion

Other (please specify)

10. Can you list specific ways in which this program is meeting the leadership needs of local churches or ministries?

11. Are there any obstacles that are preventing this program from reaching its goals?

12. In what specific ways can the Grace Brethren pray for this ministry?

13. How can we contact you should we require additional information?

Name

Email Address

Phone Number

The goal of this survey is to gather information on the current efforts of all Grace Brethren Churches in the area of **leadership training**. While we will gather information on the ministries of every individual church, our survey report will focus on creating a summary of the types of **leadership training** initiatives that our churches pursue in each region of the world.

Thank you for taking the time to complete this information.

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