



2023

# Pastors Equipping Network (PEN) Impact Assessment Report



Meserete Kristos Church (MKC)  
in collaboration with  
Church Transformation Network  
(CTN)

5/30/2023

## Contents

List of Figures .....	ii
1. Introduction.....	1
2. Scope of the Impact Assessment.....	3
3. Methods of Data Collection.....	3
4. Analysis.....	3
4.1. General Overview .....	3
• Educational Level.....	4
• Preaching before PEN .....	4
4.2. Pastoring the Flock of God (PTFG).....	5
• PEN’s Impact on the Overall Ministry.....	5
• Life Change after PTFG.....	6
• Change in Ministry after PTFG.....	7
• Preaching During the Last Three Months .....	9
4.3. Training Methodology.....	10
• Resourcefulness of the training materials and delivery method .....	11
4.4. Leadership and Administrative Issues.....	12
❖ Challenges .....	13
5. Conclusion .....	15
6. Testimonials.....	17
Annex.....	25

## List of Figures

Figure 1: Educational Level.....	4
Figure 2: Preaching Before PEN.....	5
Figure 3: Transformative Degree of PTFG.....	6
Figure 4: Life Change .....	7
Figure 5: Change in Ministry after Studying PTFG .....	8
Figure 6: Preaching in the Last Three Months.....	9
Figure 7: Cluster Experience .....	10
Figure 8: Resourcefulness of the Training Material Delivery Method.....	12

## 1. Introduction

Ethiopia has an estimated population of 120 million. Over 85% of the population live in rural areas. There are more than 80 ethnic groups in Ethiopia speaking 123 dialects. Most are young since more than 80% are under 35 years of age. Ethiopia has a geographic as well as historic link with the major 'Abrahamic religions', and it is one of the oldest nations in the world to accept Christianity and Islam.

The country was the first in Africa to officially adopt Christianity in 370 A.D. Furthermore, Christianity had been state religion for sixteen hundred years since the fourth century. Most of the Christians, largely members of Ethiopian Orthodox Church, live in the highlands, while numerous indigenous African religions operate mainly in the southwest and western borderlands.

The Ethiopian evangelical church is the fastest growing church in Africa. However, the frontline leaders of the Ethiopian evangelicals are mostly untrained individuals with great zeal but without proper knowledge and skills. This greatly restricts their capacity to properly equip the new believers. Thus, unable to sustain healthy growth among organized resistance. Most of the local church pastors in Ethiopia do not have theological training. Furthermore, these pastors have not even graduated from high school. Thus, they do not qualify to attend the Bible colleges. In Ethiopia, there was not enough alternative strategies for such rural pastors who diligently serve the Lord on the frontlines. About 80% of the Ethiopian evangelicals are under the leadership of these untrained pastors.

To date, the Ethiopian Evangelicals represent more than 25% of the nation's population. This represents nearly 30 million believers with about 10% annual growth. There are hundreds different church denominations with slight doctrinal differences. Meserete Kristos Church (MKC) (meaning "Christ is the foundation Church", based on I Cor. 3:11) is one of denominations headquartered in Addis Ababa, Ethiopia. MKC was established in 1951 to proclaim the gospel to all people and making the believers to be disciples of Jesus Christ in Ethiopia and beyond. MKC aspirers to be a missional church that expands the kingdom of God by the power of the Holy Spirit. MKC exists to proclaim the gospel to all people and making the believers to be disciples of Jesus Christ.

MKC in collaboration with CTN developed a one year strategic plan targeting on equipping the ministers who are serving as a pastor under its denomination all across Ethiopia. During the strategic plan development the following prominent challenges were identified.

- Though the pastors and church leaders have a great zeal for ministry, most of them lack proper biblical knowledge and skills. This restricts them to equip the flock well, and challenged to sustain the health and growth of the church amidst of expansion of false teachings and organized resistance from other religions.
- Absence of efficient and effective ministry strategy for pastors, who live and serve the Lord on the remote frontlines, which goes with the ever increasing church growth.
- Lack of customized and consistence teaching and training materials available in local languages

To this effect, the following changes were envisioned at the end of the training program.

- ✓ Pastors who are equipped well with proper knowledge and theological understanding, and serve diligently to ensure the health and the growth of the church
- ✓ Pastors who better understood the needs of the flock of God in the disciple making process
- ✓ Pastors who are able to teach/preach the word of God effectively and consistently
- ✓ Pastors who practice and provide biblical leadership service to the flock of God

In this this report, we analyze the impact of the training program (Pastors Equipping Network, PEN) on the pastors' life and ministry based on the book and the workbook 'Pastoring the Flock of God'.

## **2. Scope of the Impact Assessment**

This impact assessment is conducted specifically on the pastors program during the period starting from June 2022 – May 2023. The purpose of the impact assessment is to figure out the extent to which the trainings received by the target pastors has an overall effect on their life and ministry. The assessment also tried to identify the strengths, weaknesses and challenges faced during the implementation of the training program.

## **3. Methods of Data Collection**

In this impact assessment, various research tools were applied to identify and corroborate the study

- Distributing structured questionnaires to the pastors
- Document review of reports
- Focused group discussions (FGD) and key informant interviews (KII) with coaches and facilitators
- Observation during training

## **4. Analysis**

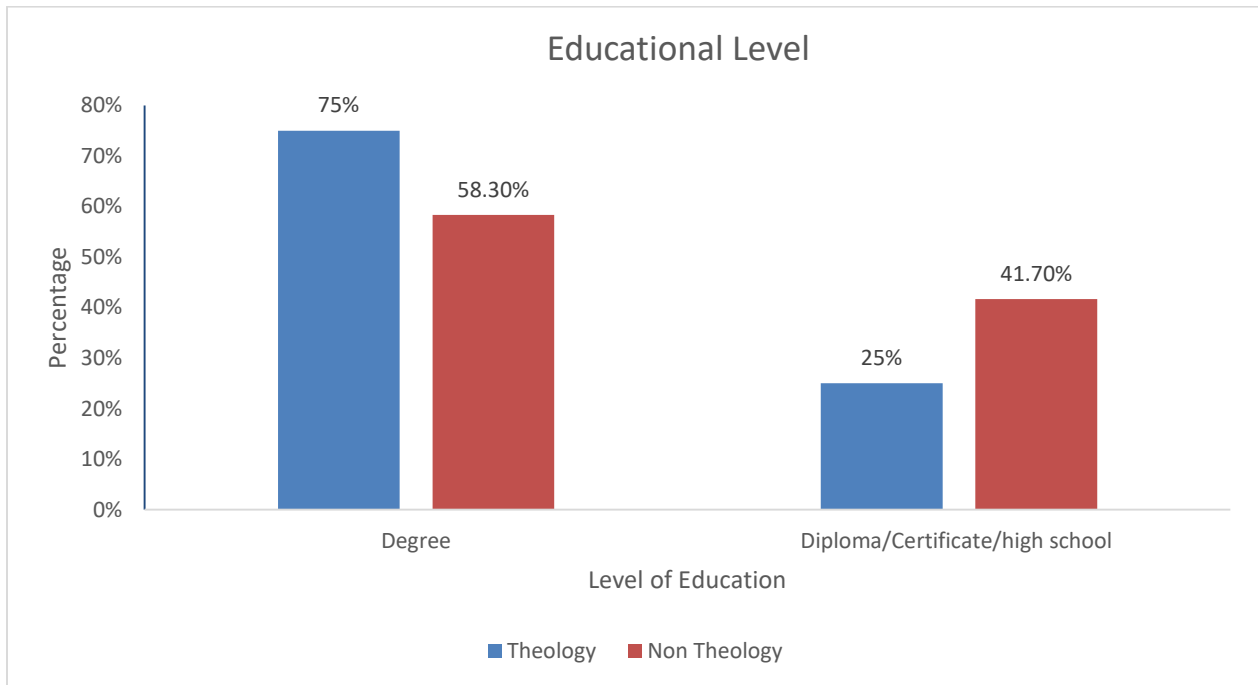
### **4.1. General Overview**

There were 12 pastors involved in this impact assessment that came from 12 different regions of Meserete Kristos Church. The questionnaire distribution is based on the regional distribution of the respondents. Overall these 12 respondents represent 12 local churches that have about 6070 members. Each local church has an average of 506 members. The local church that has a maximum number of members has 1400 attendees and the minimum one has 120 attendees during the regular Sunday worship service.

All respondents are male and full time ministers and 75% of them are above the age 40. The minimum and maximum age of the respondents is 28 and 66, respectively. Accordingly, these 12 pastors comprise: 9 ordained pastors, 2 ordained teachers and un-ordained fulltime minister. Among the respondents, the longtime serving pastor served for 27 years and the shortest service period is only one year. Half of the respondents are married pastors and the rest are single.

- Educational Level

When we see their non-theology educational status: 58.3% have a college degree, 41.7% of them have at least reached high school level (Figure 1). On the other hand, 75% of the respondents have a degree in theology and 25 % have at least a diploma and/or a certificate in some kind of theological training.



*Figure 1: Educational level of the responding pastors*

- Preaching before PEN

When we see the reaction of the respondents on how often they preach during the regular Sunday worship service before starting the first phase of PEN, about 8.3% preach every week, 58.3% respondents preach once every month, 16.7 % preach once every three months. As indicated, more than half of the pastors preach once in every month.

In most of Ethiopian evangelical local churches, it is customary to invite speakers from different local churches on regular Sunday worship services. As one of the respondents explained though he has not got a chance to preach in his local church for the last six months. He has been invited to preach in various local churches in the city where he lives. Figure 2 illustrates the preaching interval of the respondents on Sunday worship service before this phase of PEN.



Figure 2: Pastors' preaching experience before PEN

## 4.2. Pastoring the Flock of God (PTFG)

- PEN's Impact on the Overall Ministry

One of the focus areas for the impact assessment is the content of 'Pastoring the Flock of God' (PTFG) book. On the basis of the twelve respondents, the highest transformative aspect among the topics is 'The Pastoral Leader's Personal Life', which was given 100% (Figure 3). The second highest transformative topic is on 'The Pastoral Leader's Qualifying Character'. For instance, one of the respondents said that he became stronger in reading the Bible and prayer. Furthermore, he witnessed that his sermons are changed uniquely after taking the lesson 'the pastoral leader and preaching'.

The PTFG topic that cover 'the pastoral leader and prayer' has obtained the same rating (66.7%) as 'the pastoral leader and preaching' topic. Based on the reactions of the respondents, no one mentioned any of the topics in PTFG manual as non-transformative to their life and ministry. Overall, we could easily see from the graph that the respondents rated the PTFG content as transformative or highly transformative to their life and ministry. Moreover, during a group discussion, the participants stated that the book 'Pastoring the Flock of God' manual is rich in its content, easily understandable, timely and relevant to their life and ministry. Here is a testimonial of a pastor during the assessment.



*“The training has a positive impact on the relationship among ministers. Now we can share our burdens, fears, and visions without the sense of being judged. Second, as ministers, we got the chance to study the word of God together.”*

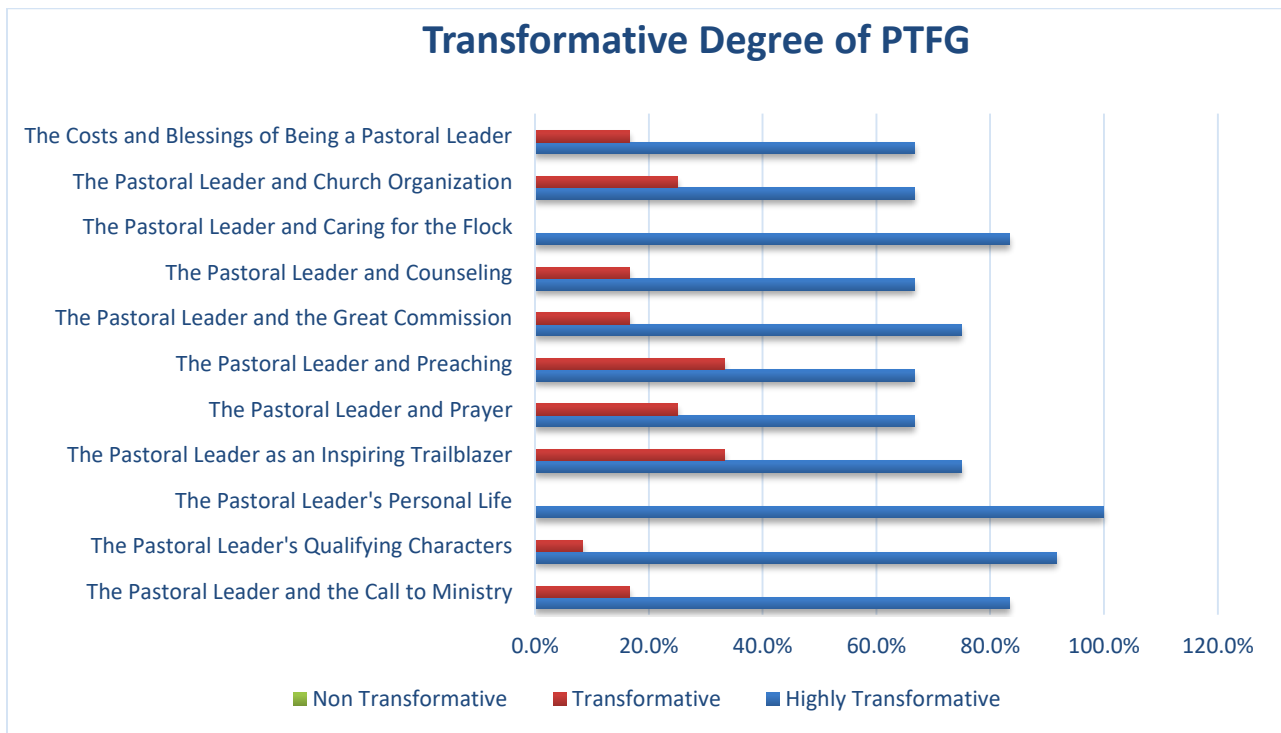


Figure 3: Transformative Degree of PTFG

The respondents pointed out some topics that they would like to have offered in the future. Among those topics, church management, conflict transformation, discipleship, leadership, canceling, youth and children ministry are the most commonly raised topics.

- Life Change after PTFG

The respondents have also expressed their level of agreement on the biggest change in their life after studying ‘Pastoring the Flock of God’ by indicating as ‘strongly agree’, ‘agree’, ‘neutral’, ‘disagree’ and ‘strongly agree’ to indicate the biggest change in their life and ministry. With the mean score out of five, (five being the highest), the summary of agreement level on their life’s change after studying PTFG is as follows in Figure 4.

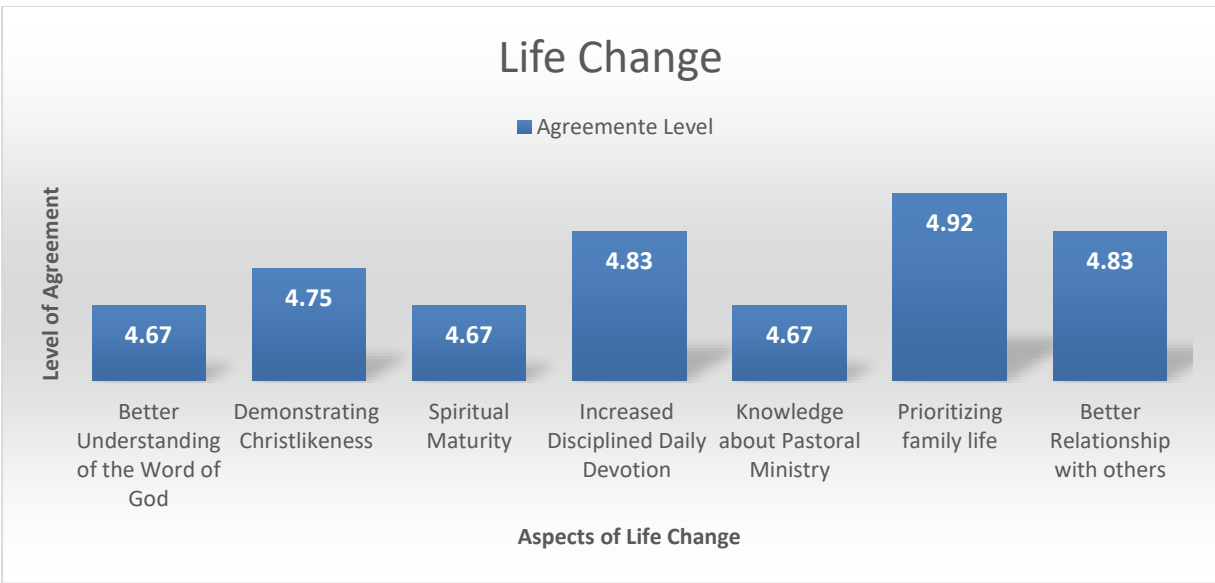


Figure 4: Life Change after PTFG

As can be seen from the above graph prioritizing family life received the biggest change (4.92) after studying the PTFG, which is encouraging. The second highest agreement rating is ‘demonstrating Christlikeness’. Better understanding of the word of God, spiritual maturity and knowledge about pastoral ministry are equally rated (4.67). In general, all elements of the life change after studying PTFG obtained high rating that is more than 4.5. This can be evidenced by a testimony of a pastor from a small town in Eastern region of Ethiopia.

*“Ever since I began this study, my life has undergone a remarkable transformation that fills me with immense joy. The study material itself, along with the wonderful fellowship I’ve enjoyed with other ministers, has served as a powerful catalyst for me to undertake even greater ministry endeavors. Furthermore, it has offered a wonderful chance to collaborate and form partnerships with other ministers, who too have found this experience to be extremely valuable and transformative. I and my fellow participants are deeply appreciative of this opportunity that God has blessed us with.”*

- **Change in Ministry after PTFG**

In addition to the life change after the PTFG, the respondents also stated that their level of agreement on the biggest change in their ministry after studying ‘Pastoring the Flock of God’ by indicating as ‘strongly agree’, ‘agree’, ‘neutral’, ‘disagree’ and ‘strongly agree’ to indicate the biggest change in their life and ministry. With the mean score out of five, (five being the highest), the summary of agreement level on their life’s change after studying PTFG is shown in Figure 5.

From Figure 5 we could see that the training helped the pastors to highly commit themselves to the MKC’s vision. This will have immense contribution to execute the newly developed five-year strategic plan in a better way. Besides, the training contributed for a greater responsibility during pastoral care. As MKC is very well known by its pastoral ministry, this assessment confirmed this long time commitment of the church.

Moreover, the training program contribution towards discipleship and leadership ministry has got equal rating (Figure 5). The minimum rating was given to the outreach (Mission) efforts. This might show the imbalance between the outreach and the discipleship ministries of the pastors and the church at large. During an informal discussion, the pastors also reflected that the activities related to outreach ministries are left to the evangelists and outreach groups in most of the local churches. Apparently, the pastors usually focus on the inward ministries of the Church. This is one of the areas that needs to be addressed in the future trainings.

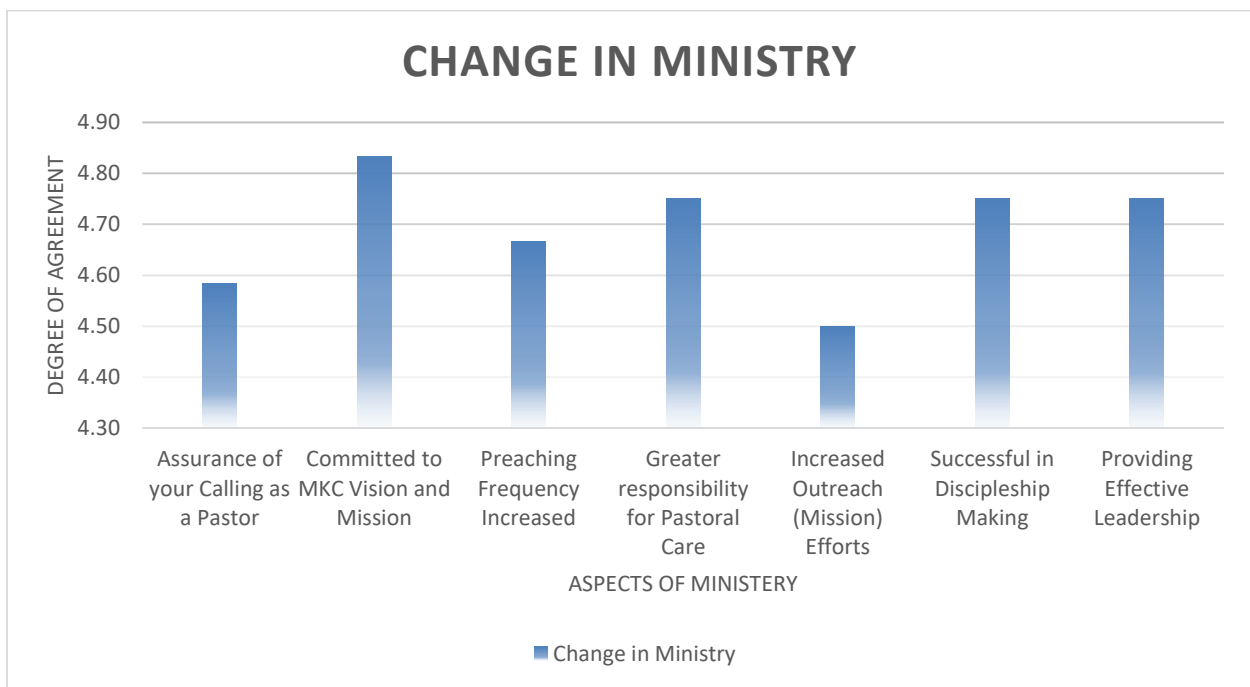


Figure 5: Change in Ministry after Studying PTFG

Two of the respondents tried to summarize the change in their ministry after studying “Pastoring the Flock of God” as follows;

*“I have increased my efforts to have a better knowledge and understanding of pastoring than I had before and to be able to live for the calling to which I was called. I am sure it will help me improve a lot in the future.”*

*“The Pastors training has had a positive impact on my life and ministry. It has changed my life and my ministry in the direction of counselling. It has caused me a great motivation to study God's word properly, to visit believers, to pray, to correct my personal behavior, and to serve with others.”*

- Preaching During the Last Three Months

The participants were also asked on how often they preached during Sunday worship services in the last three months. Figure 6 illustrates their response on how often the respondents preached during Sunday worship services in the last three months.

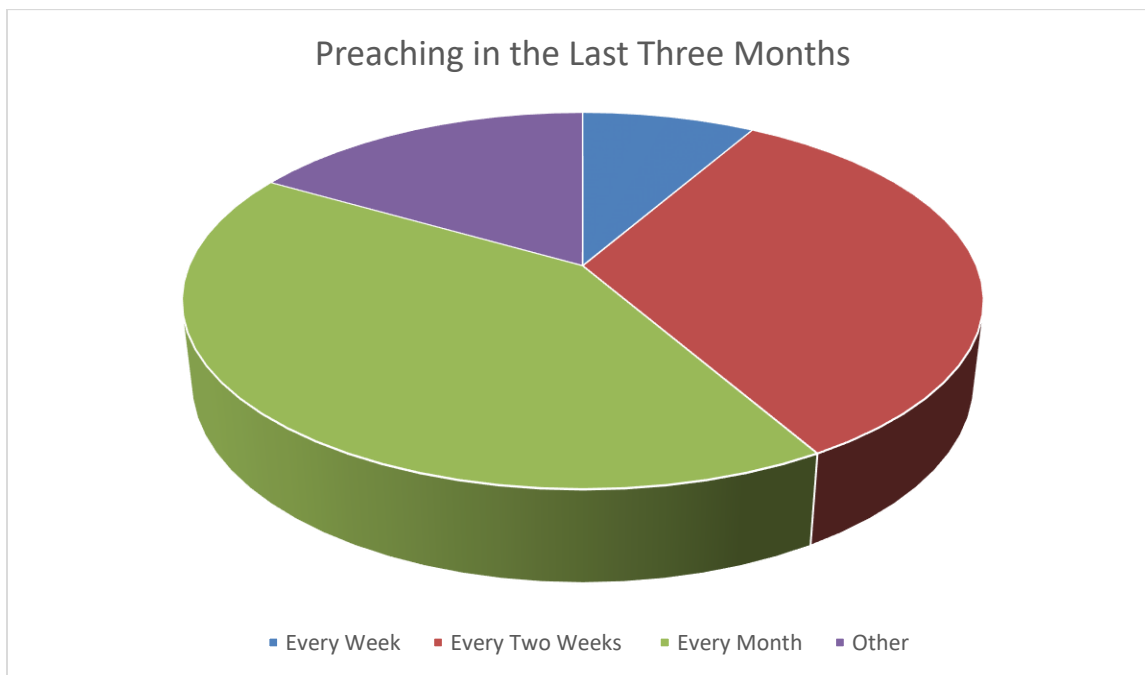


Figure 6: Preaching in the Last Three Months

As can be seen from Figure 6, 41.7% of the pastors have got a chance to preach every month in the last three months during Sunday worship service. On the other hand, 33.3% of the pastors indicated that they have been preaching every two weeks for the last three months. We can see that

75% of the pastors had a chance to preach at least once in a month. When compared with the time before PEN (58.3%) it has shown a remarkable progress. The percentage of the pastors who got a chance to preach every week (8.3%) in the last three months is still low. As stated earlier some of the pastors mentioned that they have got a chance to preach in other local churches even though they did not get enough time in their local church.

### 4.3. Training Methodology

Numerous research studies have shown the benefits of collaborative learning in adult training because it fosters learning, comprehension, communication skills, and confidence. As the respondents indicated in Figure 7 the cluster methodology has contributed to their ability to learn (91.7%, Yes). Furthermore, they expressed their interest to meet more often (91.7%, Yes). Most of the clusters have been meeting once in a month. However, we can see that it affected the pace of the learning in some ways (66.7%, Yes and 33.3%, No).

We can also observe that 33.3% of the respondents were unable to complete the assignment on time. One of the main reasons for completing the assignments late is lack of writing skills and culture. Furthermore, even though some of the participants can speak in the language of the manual, they can barely write in that language.

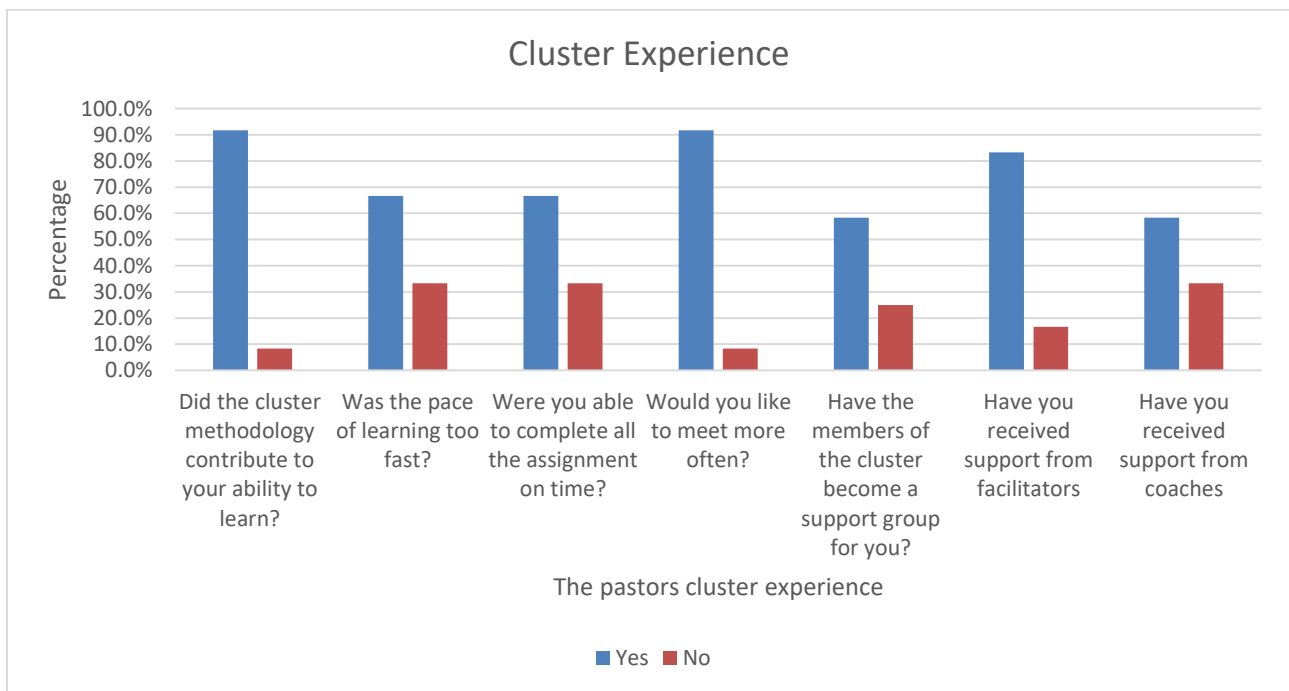


Figure 7: The Pastors' Cluster Experience

During the discussion with facilitators, they emphasized on the importance of the cluster approach to foster the group learning and experience sharing. It has encouraged open discussions, experience sharing, collective prayer times, created an opportunity to share meals, helped to develop trust and join hands together to accomplish the church's vision.

Regarding the role of the cluster leaders in leading the cluster meetings and building relationships among pastors, some of the respondents mentioned that the cluster leaders have been helping the group members to express their thoughts freely during the group discussions and when disagreements emerge they help the participants comprehend the theme of the book. Furthermore, they were leading the team being an example by reading the book and reflecting on the questions.

With regards to promoting the self-directed learning, most of the participants mentioned that the training helped them to focus on what needs to be a priority and made them more diligent in prayer and reading scriptures regularly for life and ministry. Moreover, they would also love to have a training like this in the future in a similar methodology. As a conclusion, among the respondents, one of the pastors put his experiences of the cluster meeting this way;

*'Church pastors should work together for the kingdom of God. One pastor cannot be acquainted in every area. So, we need one another. In times of frustration and discouragement, group study and fellowship are the means to partake in grace in abundance. Sharing knowledge is also a key element of a group study. There is a lot of encouragement in group studies.'*

- Resourcefulness of the training materials and delivery method

Let us start by a testimony of one of the pastors during the assessment to show the extent of the resourcefulness of the training materials.

*"I have acquired a vast amount of knowledge from the pastoral training book and the work book which have shown me that pastoring is a noble calling bestowed upon me by God. I now understand that it is essential to honor the grace given to me and continue to develop my skills in this field. I am eager to continue this course and expand my understanding of pastoring and its principles. I am deeply appreciative of those who have created and provided this exceptional program."*

After the respondents were asked to rate the resourcefulness of the training materials delivery methods i.e. the workbook, the training video and group discussion, the following summary of

outcomes were observed. Figure 8 compares the resourcefulness of the training material delivery method.

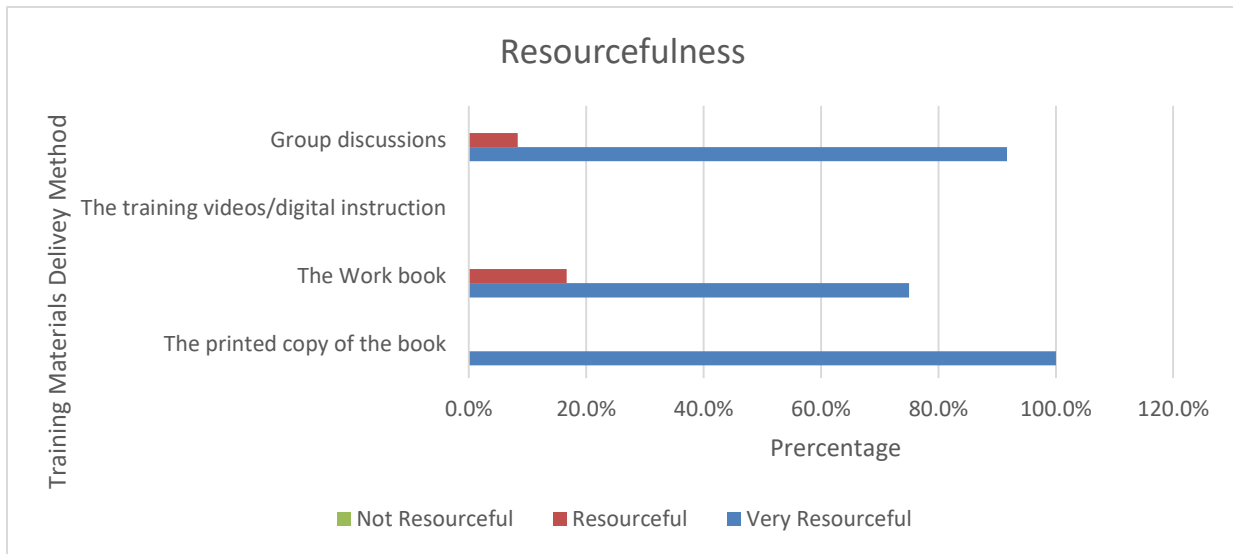


Figure 8: Resourcefulness of the Training Material and Delivery Method

As can be seen from the graph, the highest percentage (100%) is given for the printed copy of the books whereas the group discussion and the workbook obtained 91.7% and 75% ratings as resourceful training material and delivery method, respectively. As the training has not been supported by video or digital instruction, the rating for this method is zero. But some of the pastors requested the availability of this and future training in audios and video format. As we have seen from the chart none of the respondents referred the training material delivery method as ‘not resourceful’.

#### 4.4. Leadership and Administrative Issues

As observed from the reaction 83.3% of the respondents believed that their church elders have been supportive during the implementation of the training program. Most of the local churches were willing to cover at least the registration fee of the training program. As the cluster meetings held in rotation, in some cases, the host local church provide meals and refreshments while the other churches cover the transportation expenses.

In addition to the local churches, in some clusters, the pastors also contributed additional money from their pockets for some of additional expenses. As some of the pastors travel 2-3 hours to attend the monthly cluster meetings, sometimes it was difficult to reach on time at the meeting place.

One of the pastors stated that the training helped him to properly carry out the responsibilities given to him by the elders. In addition, it also encouraged him to be more effective in his ministry of youth which he has been assigned recently. He believed that these are some of the reasons that improved his relationship with the church elders. The other pastor put his experience as follows:

*“For long time I thought leadership is only for elders in the church. But after this training, I have realized that I have also a responsibility to help in leading the church as a pastors. Therefore, now I have a better relationship with the leaders in the church.”*

Regarding the challenges or weakness that the pastors observed in PEN, the respondents pinpointed the following major challenges;

- Shortage of time for those who come from far away
- Lateness and occasional absence of some of the participants
- Schedule overlaps and emergencies.
- Lack of enough preparation before the meeting.

Below are some of suggestions recommended by the pastors to tackle the challenges listed above.

- ❖ Having extended time to accommodate those who delayed or missed classes.
- ❖ Reminding the participants two or three days before the meeting.
- ❖ Working on arranging suitable schedules so that everyone can attend.
- ❖ Consulting the local churches not to overlap programs on the day of cluster meetings.

#### ❖ Challenges

As most of our local churches resides in war affected areas, it was very difficult to reach the regions in the western and northern parts of the country. Most of the pastors in these areas have been engaged in emergency activities. Hundreds of our church ministers are still without pay. It is difficult to reach this ministers as they are living and serving in remote villages where there is no telecommunication network or electricity.

Having the training books in local languages especially in the widely spoken local language Afan oromo is still very crucial. Our rural pastors in the western and eastern regions are facing challenges to read and understand the book by themselves.





## **5. Conclusion**

It has been a blessing to be part of this wonderful opportunity of serving and equipping pastors who are serving the Lord and the Church all across the country. The church has found the training materials and methodologies of CTN very relevant and timely to train and develop the pastors in our church denomination.

This impact assessment revealed that the training program has immensely contributed to equip and encourage the pastors' personal life and ministry. As witnessed by the pastors engaged in the training program, the training manual and the training methodology is timely, relevant, replicable and easily understandable. The printed copy of the book 'Pastoring the Flock of God' along with the workbook is selected as the best preferred training material in its resourcefulness. Despite the language barrier and time shortage, the training program was successful. It has been led by committed facilitators who are able to add value in the learning process.

As indicated by the respondents, most of the church elders were supportive for the smooth facilitation of the training program. It is also important to mention that in some areas the following challenges were observed; lack of preparation, schedule overlaps, lateness and absenteeism. Therefore, having extended time to accommodate those challenges, working on arranging suitable schedules, and consulting the local churches not to overlap schedules during cluster meetings were among the suggestions recommended by the respondents.

Finally, the church is very grateful that the CTN's approach has aligned with MKC's program on developing the pastors who have limited access for such type of trainings. We are witnessing that the training program is now impacting the lives and ministries of many pastors in our denomination. It contributed immensely to MKC's endeavor producing local church pastors who are equipped well with proper knowledge and theological understanding, and serve diligently to ensure the health and the growth of the church. We appreciate CTN and its leaders for walking alongside the very mission of the Church.



## 6. Testimonials

I feel truly fortunate to have had the opportunity to attend the training program. Not only it has enhanced my ministry skills, but it has also strengthened my faith and my commitment to the Lord. While I was born into a Christian family, it wasn't until the age of 13 that I personally accepted the Lord and started taking a more active role in the church.

In due course, I began teaching children's ministry in Sunday school, and it was while serving in this role that I felt a strong call from the Lord for full-time ministry. It was a decision that wasn't without its challenges, especially given my lack of experience and skills, but I was determined to improve myself through hard work and perseverance.

Over the years, I have had to navigate a few daunting obstacles, including difficulty in communicating with older and seasoned church ministers. Yet, I am grateful for the support and guidance of those around me, and especially the Holy Spirit, which has kept me motivated and on track. With this in mind, the training program was an invaluable resource.

The training based on the book 'Pastoring the Flock of God' enabled me to reassess the services I have been using and to develop a more focused and effective approach for the future. The ability to learn from experts in the field and gain insights from other attendees proved to be an unforgettable experience. Overall, I leave this training feeling better equipped to live out my calling and serve the Lord and the community at the highest level.

*Abraham Damam Kureka*

*Hosana Mehal MKC*

Allow me to take you on a journey through the life of a man (me) who has spent the majority of his years dedicated to his faith. In 1983, at the tender age of thirteen, this man accepted the Lord as his personal savior in the small town of Harumu, within the Ilibabur zone. From that moment on, he has followed the Lord through all of life's ups and downs, experiencing various trials and tribulations along the way. As he grew older and his faith continued to blossom, he felt a calling to serve within the church.

At the age of 18, he moved to Addis Ababa and began serving at the Gulele Addis Ababa Meserete Kiristos Church. It was there that he began to truly immerse himself in his ministry, dedicating his time and energy to various facets of the church. In the year 2000, he moved his family to Adama and joined the membership at North Nazareth Meserete Kiristos church. Not content with simply attending services, he became involved with a church planting team in 2001 tasked with establishing a new congregation. It was here that he found his permanent home, becoming a member of the Tsega Anoma church.

In the years that followed, he dedicated himself wholeheartedly to the Tsega Anoma church, becoming actively involved in various ministries such as shepherding, teaching, and youth outreach. He even served as an elder for six years, lending his wisdom and guidance to the congregation. In 2012, he felt a new calling, an urging to serve the Lord in a more full-time capacity. Thus, he became a minister, devoting all of his time and energy to leading and guiding the members of the Tsega Anoma church.

His focus on personal growth and self-improvement has allowed him to become a better minister, and he even participates in regional teaching teams to share his knowledge and wisdom with others. This man's dedication to his faith and ministry is truly inspirational. Through his own experiences, he has learned the importance of nurturing and supporting other young ministers according to their individual gifting's. Without a doubt, his ministry has touched countless lives and will continue to do so for years to come.

Finally, I have some reflections about the training: The initiation of this training has greatly contributed to my ministry. First, it encouraged me to be confident in my ministry call. Second, it made me focus on my personal life. Also, my fellowship with other ministers has been strengthened. I have learned a great lesson that I should distinguish and nurture other young ministers according to their gifting's.

*Bishaw Tafesse,  
Tsega Anoma, Meserete Kiristos, Adama City*

I was born into a family of believers, where my father was a church planter and preacher. At the young age of seventeen, I used to attend his classes and the preachers' course, which was offered for two weeks every summer. It was in this setting that I came to know the Lord. We used to gather and pray every Wednesday night in a village prayer, and I would sing and occasionally read the Bible. I attended church programs, but I didn't understand the truth, and I was not changed.

However, when I read Chapter 2 of Acts, I had a question that puzzled me. Why don't we, as apostles filled with the Holy Spirit, speak in tongues? When I asked my father, he said it happened in the days of the apostles, but not today. Then, I went to another area for a college education, and it was there that I was filled with the Holy Spirit through the testimony of my friends. My life was transformed.

After finishing high school, I entered a teachers' college. During the year I was graduating and starting a job, the words "Make evangelism your job" burned in my heart all year long. I wrote it down with good handwriting and posted it next to my bed. I spent half my time in ministry and the other half teaching. After some time, I realized that God had appointed me to do His work as a preacher of the Gospel. The church saw my service and invited me to serve full-time, which I am still doing by the grace of the Lord.

The challenge I face in the church where I currently serve is the lack of interest in learning among the congregation and the leaders. There is also a lack of good governance in our area. Additionally, the behavior of individual ministers becomes an obstacle to the witness of the gospel. Despite these challenges, I am serving with the grace of the Lord.

*Pastor Esayas Daqa*

*Sebeta MKC*

As a person who have received the Lord as their savior, we should strive to live up to our calling. This responsibility becomes even greater when one is a leader or an elder. A leader should serve as an example of living in Christ. This study and training has helped me to understand the calling that the Lord has given me, and how I should live as someone with a high calling. My focus has been reoriented toward spending quiet time with the Lord and my family. Furthermore, my attitude towards money has undergone a radical change.

The study of the life of Nehemiah was the highlight of the entire training for me. I have learned how to effectively communicate my vision to others and work with them toward achieving our goals. I have also learned how to handle difficulties and opposition. Often, opposition can make us doubt our calling, but Nehemiah stood firm in his vision.

The book ‘Pastoring the Flock of God’ has been immensely beneficial to me in my current ministry. It has taught me how to develop and share my vision with others in the ministry. I have learned the valuable lesson of fully submitting to God and persevering in the face of challenges. It has encouraged me to work on developing my skills as a minister. I praise God for opening the door and allowing me to participate in this training and study.

*Hymanot Adamu*

*Ayat MKC*

Participating in pastoral ministry training is crucial for any full-time minister who wants to enhance their ministry skills and develop their calling. Through these trainings, ministers can gain a deeper understanding of their purpose and how it shapes their lives as servants of God. Additionally, such trainings emphasize the importance of maintaining a healthy lifestyle and constantly updating oneself to keep up with the times.

It is highly recommended that the person who prepares the training materials continues to develop the content by creating a part 1 and part 2 series. This will ensure that ministers have access to a comprehensive and continuous learning experience that covers all aspects of pastoral ministry. By investing in such training, ministers can become more effective in their ministry and fulfill their calling with excellence.

*Shimeles Ayda*

*Arbaminch MKC*

My name is Pastor Nigatu Begashawu and I became a follower of the Lord in 1983. Up until 1988, I served as a teacher in government work before transitioning to a full-time minister. In the years that followed, I worked in eight different places to help establish churches but eventually went back to teaching for about eight years. In 1997, I arrived in my current location of Addis Ababa

Bole MKC and resumed teaching until 2012 while also pursuing diplomas and degrees in theology. After being ordained as a pastor in 2013, I faced numerous personal challenges but have been blessed to continue as a full-time minister for the past 27 years.

This training program has been incredibly beneficial for me. It has equipped me with tools to change people's relationships and make disciples, given me strategies to follow and share love with those I minister to, and enabled me to face challenges with grace and ease. Since becoming a pastor, the training program and accompanying book have helped me better serve my congregation and overcome many obstacles. I have found that this training has given me insights that I did not learn in college or through my own ministry experience but through prayer and hard work.

By responding to the word of God, I have been able to overcome various issues and point those I serve toward Christ. In this day and age, books and various training programs are incredibly useful for ministers looking to become more patient, understanding, and united in revealing Christ to others. That is why I believe this training program should be continued so that more pastors can benefit from the same teachings and serve with greater effectiveness.

*Pastor Negatu Bishaw*

*Bole MKC*

The training program is was well-organized and effective in achieving its goals. The program's schedule was well-planned, which contributed to its success. During the training, we began by examining the concept of a call from God. This inquiry led us to recognize the importance of being in the right place to receive the rewards of our calling. We also discussed the current challenges of ministry and their potential solutions.

Our discussions revealed that a minister who has been called by God must remain steadfast in their calling, regardless of the obstacles they may face. Throughout the training, we were encouraged by the testimonies of our fellow participants. Our study sessions were highly informative and provided valuable knowledge for our daily lives. Additionally, our prayer times were particularly meaningful and allowed for spiritual renewal. Overall, the training program was a positive experience that left a lasting impact on all of us. We learned many important lessons from the study book.

*Gebre Wayimo*

*Durame MKC*



Growing up, my family instilled in me a strong belief in Jesus Christ. My mother was introduced to the gospel by my brother and soon after, found her own salvation. She encouraged my siblings and I to listen to the good news as well, and at eleven years old, I heard it for the first time. As time went on and I continued to attend Sunday school, I began to feel a calling to follow Jesus. After a while, I received the lord as my savior. But I always wondered what my life purpose was and it wasn't until I had a dream that changed everything that I truly understood my purpose. In my dream, the pastor of our church asked me why I wasn't serving the Lord and it was then that I knew it was the right decision.

Over the next nine years, I dedicated myself to preparing for the call to ministry, knowing that when the time came, I would be ready. When the call finally came, I was thrilled and accepted without hesitation. Since then, I have dedicated my life to serving the Lord and it brings me great joy each day. When I think about this training, I am filled with joy and gratitude. The approach presented to us was unique and I have been able to use it in my own way to strengthen my faith and my ministry. Recently, the team members came to our fellowship and the experience was nostalgic and exciting. I am grateful to those who have prepared this training for us, and I pray that God continues to bless their efforts.

*Solomon Tekele*

*Adama MKC*

I would like to share with you my journey in ministry and how God has guided me along the way. First and foremost, I am grateful to have been called by God to be saved through the work of redemption in Jesus Christ. It is truly a blessing to be a part of God's plan and to have the opportunity to serve Him as His servant.

My journey in ministry began in a choir, where I developed my passion for preaching and leading programs in the church. At the time, I had a desire to finish my secular education and become a civil servant. However, God had other plans for me, and He made it clear that He wanted me to serve in the ministry of the gospel. Despite my academic results not being what I had hoped for, I tried to become a businessman, but that didn't work out either.

God finally brought me to the ministry, and I took Bible training for about a year. After completing my theology studies at the diploma level in Hawassa, I was appointed as a pastor in 2013. Throughout my journey, I have learned to trust in God's plan for my life and to be obedient to His calling. It hasn't always been easy, but I have found comfort in knowing that God is always with me, guiding me every step of the way.

The training program was very interesting. The book we studied was particularly impactful as it provided us with the mindset of Christ and helped me to return to prayer. It has made a significant difference in my life, and I am grateful for the opportunity to continue growing in my faith. In conclusion, I am thankful for all that God has done in my life and for the opportunity to serve Him in ministry. May the name of the Lord be praised for all eternity.

*Zerihun Yaamo*

*Hawassa MKC*

The story of my conversion was no mere coincidence, but instead, a plan that God had set in motion long before the foundation of the world. It all began at a conference in my local area, where my friends and I found ourselves amidst a crowd of people gathered to hear music and singing. As we listened, something extraordinary happened - God spoke to us through the preacher in a profound way that we all could understand. Although we intended only to enjoy the music, God had a larger purpose in store for us.

The preacher's words exposed our wrongful actions and behaviors, and I remember wondering how he knew so much about our lives. He even warned us that if we kept on our current path, we would face eternal punishment in hell. Although his words shocked me, I did not respond immediately. Instead, I went home with a heavy heart, pondering what had been said. However, the very next day, I went to church and received the Lord as my personal savior.

After my conversion, my passion for God was ignited. I eagerly dove into reading my bible and praying, seeking to grow in my faith. As I continued to pursue God, my hunger for more of Him grew stronger, and church leaders began to take notice of my spiritual growth. I felt a deep burden in my heart to minister the word and dedicate my life to serving the Lord. Despite my past

reputation in the town for my wrongdoings, the church recognized my calling for ministry and appointed me as a minister. It was a humbling experience to be given the opportunity to serve in this capacity and share the love of God with those around me. Through my ministry, I hope to inspire others to seek a deeper relationship with God and experience the transformative power of His love.

Currently, I serve in a local church in the Awash Valley region. One of my main tasks in the region is to oversee the planning and implementation of teaching and training sessions for the community. In addition to this, I take charge of the teaching and training department within the walls of my local church. I truly enjoy this role as I get to lead others in their spiritual growth and development. All credit for the accomplishments and ongoing blessings in my life are due to the Lord. I attribute all glory to Him for His works in my life.

Pastor Habtamu Abu

Methara MKC

## Annex

### Training Picture Collections



Training at MKC Headquarter, Addis Ababa

Pastors Training  
Wolaita,  
Southern Part  
of Ethiopia





Pastors Training  
Nekemte, Western Part of Ethiopia

Pastors Training,  
Desej,  
Northern part  
Ethiopia





Pastors Training  
Bishoftu,  
Central Part of  
Ethiopia

Pastors Training  
Awash Sheleko,  
Eastern part of  
Ethiopia



