



PASTORS EQUIPPING
NETWORK (PEN)
IMPACT ASSESSMENT

**Ethiopia Addis Kidan Baptist Church (EAKBC) in
Partnership with Church Transformation Network (CTN)**

July 7, 2023/

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1. Introduction

The establishment of Ethiopian Addis Kidan Baptist Church traced back to the 1970th when the Southern Baptist Mission began community development and evangelism work in the north Showa province specifically called Menze and Gishe area. The actual establishment at a national level was in 1989 by three local churches from Menze, Merhabete and Addis Abeba. However due to the new mission policy and strategy the Southern Baptist promoted globally, which prohibit them working with existed evangelical churches, the partnership was completely interrupted since 2000.

The current total statistics of Addis Kidan Baptist are 175 local churches and 93 new preaching points in different parts of Ethiopia. Addis Kidan Baptist focusing on serving the whole person also has engaged in relief, rehabilitation and community development activities. Compassion International/Ethiopia/ and Baptist World alliance, Global Care, Children's Hunger Fund are some of our partners. Great Commission Ethiopia, Ethiopian Evangelical Church Fellowship and Life in Abundance are some of our partners. The visible organizational structure, viable leadership both at local church and national level are some of our strength. However the shallow pastoral ministry in several local churches due to very low opportunity for formal theological training has been one of the major challenges for several years. In spite of all the challenges the partnership we started a year ago with Church Transformation Network (CTN) has alerted us to work on empowering pastors for biblical pastoral ministry. In this PEN impact assessment, we will try to make an analysis of pastoring the flock of God (PTFG) Course, its Methodology, and Leadership and Administrative issues.

2. Scope of the Impact Assessment

The scope of the impact assessment covers total of 12 ministers. 3 of them are ordained pastors. 5 of them are non-ordained pastors. The other 4 part time non ordained pastors. It is a one year impact assessment from June 2022 – May 2023. The impact assessment performed according to the questionnaires provided by CTN. Eight thousand

3. Methods of Data Collection

- The CTN questionnaires' has been translated into Amharic and distributed to 12 pastors selected from five regions (North, South, East, West and Central) in order to write their answers or comments on the blank space.
- After they received the questionnaires' we spent average 20 minutes on telephone to guide them. If they had any questions we were ready to respond for their phone call.
- The Coaches of each area have involved in guiding selected pastors to fill the questionnaires. Most of Coaches are zonal coordinators they regularly travel to local churches for supervision.
- We have given them a maximum of one month to rehearse and observe its impact carefully rather than responding hastily.
- After we collected them we made analysis based on the questionnaires.

4. Analysis

4.1. General Overview

Among the 12 respondent only one woman unordained pastor although there are several women evangelists within my denomination. The issue of women ordination is not yet settled. The age range between 31 and 55. Six of them have been in ministry for more than 20 years. Two of them are unordaned part time pastor.

4.1.1 Educational Level

Except for three pastors the rests have formal theological education. 4 of them have bachelor of theology, 3 have Diploma, and 2 of them have a one year Bible school certificate. Regarding to non-theological education. 2 pastors have master's degree. 4 of them have bachelor degree. 3 of them have diploma and 3 of them have graduated grade 12.

4.1.2 Preaching before PEN

Exceptionally from the rest of the world most of Evangelical church pastors in Ethiopia do not preach every Sunday at their local church. Instead they invite guest speakers from their neighboring churches. In return they also are invited by neighboring churches. Addis Kidan Baptist is not exceptional. Because of this in average they preach only once a month. However as they studied Protecting the Flock of God (PTFG) they were able to understand that preaching is the primary duty of a pastor and the benefit of leading the flock in to maturity through series preaching. So now they have promised to stop gradually inviting guest preacher.

4.2. Pastoring the Flock of God (PTFG)

As far as the transformative degree of each model in PTFG manual concerned, the cumulative response is close to highly transformative. I have put the respondents answer in percentage on the table

Topics	Highly Transformative	Transformative	None Transformative	Remark
The Pastoral Leader and the Call to Ministry	90%	10%		
The Pastoral Leader's Qualifying Characters	90%	10%		
The Pastoral Leader's Personal Life	100%			
The Pastoral Leader as an Inspiring Trailblazer	100%			
The Pastoral Leader and Prayer	100%			
The Pastoral Leader and Preaching	100%			
The Pastoral Leader and the Great Commission	90%	10%		
The Pastoral Leader and Counseling	100%			
The Pastoral Leader and Caring for the Flock	100%			
The Pastoral Leader and Church Organization	90%	10%		
The Costs and Blessings of Being a Pastoral Leader	100%			

➤ **The overall impact of PEN**

The entire respondents they have strongly agreed that PTFC has made a positive impact both in their personal life and ministry. It has helped them to read the Bible regularly for their personal spiritual growth rather than to preach.

	S. Agree	Agree	Neutral	Disagree	S. Disagree	Remark
Better Understanding of the Word of God	100%					
Demonstrating Christlikeness	100%					
Spiritual Maturity	100%					
Increased Disciplined Daily Devotion	100%					
Knowledge about Pastoral Ministry	100%					
Prioritizing family life	100%					
Better Relationships with others	100%					

➤ **The life Changing Impact of PTFC**

➤ All most all of the respondents have strongly agreed that PTFC is both challenging and life changing. Challenging they mean it helps to see things from the inside out. Life changing they mean it helps them to cultivate Christlikeness, develop pastoral heart and to be diligent for personal Bible study and prayer.

➤ **Change in Ministry after studying ‘Pastoring the flock of God’** Even though all of the respondents are convinced of the importance of preaching at least every two weeks only half of them started to take action. Regarding Assurance of their Calling as a Pastor, Committed to AKBC Vision and Mission, Preaching Frequency Increased, Greater responsibility for Pastoral Care, Increased Outreach (Mission) Making disciples and Providing Effective Leadership they are strongly agree.

	S. Agree	Agree	Neutral	Disagree	S. Disagree	Remark
Assurance of your Calling as a Pastor	100%					
Committed to AKBC’s Vision and Mission	100 %					
Preaching Frequency Increased	50%	50%				
Greater responsibility for Pastoral Care	100%					
Increased Outreach (Mission) Efforts	100%					
Successful in Discipleship Making	100%					
Providing Effective Leadership	100%					

➤ **If your church were asked the difference:**

All of the respondents informed that they didn't make an assessment or observation of the feeling of the people for sure at this point. However all of them agreed that passion for exemplary life and for pastoral ministry have been seen practically as they seek peace.

➤ **Preaching in the last three months**

No pastor has preached every week in the last three months. However 8 of the respondents have preached six times in the last three months. It means once every two weeks. 4 of them have preached only once every month. The improvement in the last three months is about 70%. It means those who preached once every month now is twice and those preach only once every two months now they are narrowing in to one month. I think it is promising improvement due to the influence of PEN .

Preaching Every week	Preaching Every two week	Preaching Every Month	other	Remark
0%	70 %	30 %		

➤ **Their plan to use PTFG and the hand book as on-going resource**

Interestingly the entire respondents affirmed that they liked PTFG. Three of them said “ *the book can be used as a pastoral hand book*” and they have promised to use it as hand book for their ministry and to use it as reference to equip emerging church leaders. .

➤ **For the question of their interest to additional study and training:**

As far as need of additional study or training concerned all of the respondents informed that they are happy to get more training on Christian marriage, Christian ethics and on peace and reconciliation.

Methodology

8 of the respondents said “Coming together for study is time taking and some times more than 25% of the cluster members suddenly miss the meeting. Such things are sometimes is discouraging. However the benefit is immense to choose studying together method. It enabled us encourage and challenging one another.

	Yes	No	
Did the cluster methodology contribute to your ability to learn?	100%		
Was the pace of learning too fast?		100%	
Were you able to complete all the assignments on time?	80%	20%	
Would you like to meet more often?	100%		
Have the members of the cluster become a support group for you?	100%		
Have you received support from facilitators?	100%		
Have you received support from coaches	100%		

➤ **How monthly cluster meeting promoted encouraging relationship with other pastors:**

Except for the negative feeling of sometimes postponing the meeting due to about half of the cluster members miss the meeting for several reasons all of them are happy about the monthly cluster meeting. They encourage and challenge one another. The cluster meeting also has helped them to deepen their relationship and to pray for one another and send voice and text messages.

➤ **The resourcefulness of the training material**

All the respondents have agreed on the usefulness of the workbook and the group discussion time. However in comparison the manual is very resourceful than the work book.

	very resourceful	resourceful	Not resourceful	
The printed copy of the books /Manuals/	100%			
The Workbook		100%		
The training videos/digital instruction				
Group discussions	100%			

➤ **Using additional resources**

As I mentioned earlier all respondents have affirmed the resourcefulness of the book as a hand book for pastoral ministry. However they use other theological books and Bible commentaries written in Amharic both for their personal growth and ministry. Only two of them can read books in English.

➤ **The role of cluster leaders**

All of the respondents informed that they see the cluster leader as their pastor, mentor, coach and spiritual father.

➤ **How Effective the National PEN team.**

All of the respondents know little about the national team because their connection is with their cluster leader. Yet they witnessed that the national PEN has provided them books and makes follow-up trip to supervise the work. They said *“In this area it is effective”*.

➤ **Do you look forward future educational cluster meetings**

Except for the negative feeling when the cluster meeting is postponed for several reasons the entire 12 of the respondents (100%) are passionately waiting for the cluster meeting.

4. Leadership and Administrative

In all clusters at least there are 1 elder as cluster member. Such involvement has helped the rest of the elders to support the training. They also have seen some good changes in the character and ministry commitment of the pastors.

➤ **The impact of the training on the relationship with elders and increase influence and authority to lead in the church**

All of the respondent's response is yes it has brought positive impact on the relationship with elders. But the degree of the influence has been diverse. Half of (50 %) the respondents have informed that trust among the leadership is gradually improving. 3 (25 %) of the respondents told the elders are asking them to preach once every two weeks. The other 3(25 %) informed that beginning from April 2023 they have been invited to attend the elders board business meeting.

➤ **How do you cover your expense and the amount of the cost**

All of the cluster members live in the same city. Due to these they have responded that their travel expense is fir taxi transportation and refreshment. The average expense doesn't exceed \$ 3. This is covered from their pocket.

➤ **The challenges or weakness observed:**

- ✓ All of the respondents said that the challenge or weekness of the clusters are two the first is missing of the monthly cluster meeting. Due to this sometimes the meeting had been canceled. The second is low commitment to finish the reading and practical assignment.

➤ **How you solved this challenges**

- ✓ The cluster leader needs to encourage the cluster members to prioritize cluster meeting and do their assignment. Organizing business meeting on how to solve these two challenges.

➤ **Suggestions or recommendations**

All of the respondents are thankful to The National PEN team and to CTN for providing the material for study and organizing the cluster meeting. Their comment is to get other book after they finish PTFG.

5. Conclusion

Ethiopia Addis Kidan Baptist church is working on equipping pastors who have special call from God for pastoral ministry. We use Bible colleges and Seminaries as right place to train them. However due to the high demand of educated and spirit filled pastors and insufficient supply we still are looking for partners alike CTN. Over the last one year CTN assistance has been profound. More than 700 pastors, Evangelists and Missionaries could get book that can be used as a hand book for pastoral ministry.

Ethiopian Addis Kidan Baptis church is so grateful to Church Transformation Network (CTN) for auspicious and faithful partnership. We hope the partnership and friendship continue until the Second Advent of Lord Jesus Christ.

In Christ

Alem Kidane/ Pastor/

Ethiopian Addis Kidan Baptis church Education and Training Department Director and
Champion for Pastors Empowering Network.

Testimony

I have selected four pastors among the 12 respondents to share us their feeling about Pastors Empowering Network.

1. Testimony 1; How Pastoral Empowerment Network impact the overall ministry of my local church



My name is Philimon Kebede I am 53 years of age. I have been a pastor for 22 years in North Showa province Merhabet County the city called Alemketema. The active membership of the church is 105. The area is dominated by Ethiopian Orthodox Church. Here Evangelicals are consistently persecuted severely. In spite of all these the church is growing slowly. I have diploma in theology and attended several leadership seminars for years and read books on pastoral ministry. Yet in my 22 years of pastorate I found the Amharic version of “Pastoring the Flock of God” one the best books on pastoral ministry. It has helped me to know more about the life a pastor and his duties.

Testimony 2



My name is Abera Tumere. I am 48 years of age. I was born and grown in South Showa province Tembarow County the city is called Tunto. I live and serve the same place where I was born and grown. Evangelical Christianity is dominant in my area. Yet most of the people are cultural Christians. They do not attend church services regularly and do not live out Christianity properly. The active membership of the church is 900. I have been serving as a pastor for 21 years. I have diploma in theology and attended several leadership seminars and read books written on pastoral ministry. I have taken 2 courses on pastoral ministry and church leadership when I was in theological college. Yet the Amharic version of “Pastoring the Flock of God” is much better than them in its clarity, readability and content. It has helped me to understand deeper that pastoral ministry is a noble task worth to die for it.

Testimony 3



My name is Belaynesh Belachew. I am 49 years of age. I have been non ordained pastor for 18 years. Beginning from 2018 I have been serving in one of Addis Kidan Baptist local Church in Addis Abeba. The area is named “Hanna Mariyam” The church has been started in 2017. Now the active membership of the church is 72. The area is dominated by Ethiopian Orthodox Church. Here evangelism on the street is hard. In spite of all these the church is slowly moving forward.

I have diploma in theology and attended several leadership seminars for years and read books written on church leadership and pastoral ministry. Yet in my 18 years of pastorate I found the Amharic version of “Pastoring the Flock of God” one of the best books for pastoral ministry. It can be used as reference or hand book for pastors. The unique character of the is this. It is more of biblical than Psychological and is relevant for my context. It has helped me to understand more about pastoral ministry and compelled me to rededicate my life for gospel ministry.

Testimony 4



My name is Daniel Lebsework. I am 51 years of age. I have been non ordained part time pastor for 23 years. Beginning from 2019 I have been serving in one of Addis Kidan Baptist local Church in North Showa province the city named Fiche. The church has been started in 2011. Now the active membership of the church is 80. Unlike the rest of North Showa province the area is dominated by Ethiopian Orthodox Church. Here evangelism on the street cost a lot. In spite of all these the church is making slow move.

I have first degree in theology and attended several leadership seminars and read books written on church leadership and pastoral ministry. In my 23 years had read few books that helped me for my pastoral ministry in addition the three courses I took on church leadership and pastoral ministry when I was in theology school. Yet I found the Amharic version of “Pastoring the Flock of God” more helpful for my ministry. As I study the book with my cluster members and read privately I have been challenged to pray and study God’s word.

Photographs



Balerobe Claster (November 22, 2022)



**Five Clusters Conference Hadiya and Kenbata Zone
Hadero city (June 1-3, 2023)**