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# Pastors Equipping Network (PEN) Impact Assessment Report

**Ethiopia Guenet Church (EGC) in collaborating with  
Church Transformation Network (CTN)**

**6/23/23**

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## **1. Introduction**

Ethiopia Guente Church is one of the oldest Pentecostal churches in Ethiopia established (planted) by two Finish missionaries 72 years back. This small mission field now became one of the oldest and the biggest churches in Ethiopia with a total population of 2.1 million and distributed in all parts of the country including some neighbouring countries. Ethiopia Guenet church is the first Pentecostal Denomination in Ethiopia. In addition Ethiopia Guenet church is known for their missionary training collage which is working to evangelise the Muslim community in the 1040 window. This church has a widely opened door for any partner who wants to work for the kingdom of God very experienced in working with partners. It has been almost a year since EGC started to train about 5000 Pastors, ordained and volunteer ministers of the church in collaborating with CTN. This training has brought a big chance for Ethiopia Guenet to equip our Pastors, and ministers who are working on the ministry of preaching and teaching.

**NB: This impact assessment format mostly followed MKC impact assessment format. We would like to thank MKCs PNE team.**

## 2. Scope of the Impact Assessment

The scope of the impact assessment covers 12 ministers, 4 pastors and 8 Evangelists from 11 regions and 1 Evangelism expansion fellowships of Ethiopia Guenet church. The time span of the assessment is between June 2022 – May 2023. The impact assessment was done according to the form, and questionnaires given by CTN.



*The 12 respondents Pastors and evangelists who*

## 3. Methods of Data Collection

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

- Gathering the 12 pastors in one place (Hawasa) and helping them by translating the questioner in to Amharic language.
- Analysing data's collected during visitation and reports submitted by Coach's and Facilitators and trainees and analysing their response in the questioner.

## 4. Analysis

### 4.1. General Overview

- ❖ In this Impact assessment 4 pastors and 8 Evangelists were involved from 11 Ethiopia Guenet Church regions and 1 Evangelism Expansion. They gathered in one place and filled the questionnaire with the help of the champion (translation and clarity of the questioner). These ministers are serving in local churches with average members of 150 to 1,800 Sunday attendants.

Even if there are more than 200 women trainees all over the countries; in this assessment all respondents are male age between 28 and 66. The respondents are 4 pastors and 8 Evangelists. In Ethiopia Guenet context the in most Church Evangelists play all the role and duty of a pastor, in this case all the 12 respondents are currently playing the pastoral role in their local churches. All of them are ordained full time ministers. Their duration of service as ordained minister is between 2 month and 30 years. Their marital status is all married, and the minimum number of children they have is 1 and the maximum is 8.

#### ❖ **Educational Level**

When we see their non-theology educational status: 5 of them High school, 4 have a college Diploma, 1 master's Degree, and 1 bachelor Degree. In theological studies 1 master's Degree, 6 of them have Bachelor of Theology, and 1 Advanced Diploma, 3 of them has Diploma, and 1 Bible school certificate.

#### ❖ **Preaching before PEN**

The frequency of their preaching before PEN: 1 respondent every week, 10 of the respondents preaching every month, and one of them preaches Every 3 month. 10 out of the 12 are preaching every month before PEN. As I mentioned before in Ehtiopia Guenet context Evangelists are playing the role of the pastors, these trainees are preaching in their church and also in other denominations in their area as they are invited by the churches. This means sometimes they can preach three to five times in a week.

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

For the question of the transformative degree of each model in PTFG manual the percentage of the respondents answer is as follows:

Topics	Highly Transformative	Transformative	None Transformative	Remark
The Pastoral Leader and the Call to Ministry	100%			
The Pastoral Leader's Qualifying Characters	84%	16%(Two of the respondents)		
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	100%			
The Pastoral Leader and Counseling	100%			
The Pastoral Leader and Caring for the Flock	100%			
The Pastoral Leader and Church Organization	100%			
The Costs and Blessings of Being a Pastoral Leader	100%			

Most of the respondents witnessed that this training is highly transformative and highly changed their life and ministry.

❖ **The Biggest change in their life after studying the manual**

All the respondents strongly agreed that this training helped them in better Understanding of the Word of God ,Demonstrating Christlikeness Spiritual ,Maturity Increased Disciplined Daily Devotion, Knowledge about Pastoral Ministry, Prioritizing family life, Better Relationships with others 100% that means all the 12 respondents marked the ‘strongly agree’ . In addition to this for the oral interview I made a month ago, most of the trainees who are not included in this impact assessment witnessed how God changed their life and ministry in this training.

	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%					

❖ **They ways PTFC Challenge them to a greater godly character and improve their personal life**

Most or the entire respondent is witnessing how this training is challenging from the beginning chapter one which teaches about calling. They witnessed every chapter and topic were challenging their ministry, life, relation, and other issues and helped them to make paradigm shifts in their life and ministry. None of them were hesitating to tell the change that this training made in their life and ministry. Among the 12 respondents five of them used the same expression 'I can't explain in words what God did in this training in all the above areas and other areas of our life.



❖ **The biggest change in their ministry after sturdy ‘Pastoring the flock of God’**

In the questions Assurance of your Calling as a Pastor, Committed to EGC’s Vision and Mission, Preaching Frequency Increased, Greater responsibility for Pastoral Care, Increased Outreach (Mission) Efforts, Successful in Discipleship Making, Providing Effective Leadership They respond similarly strongly Agreed .

	S. Agree	Agree	Neutral	Disagree	S. Disagree	Remark
Assurance of your Calling as a Pastor	100%					
Committed to MKC’s Vision and Mission	100%					
Preaching Frequency Increased	100%					
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:**

Most of the respondents 10 out of 12 were sure that their congregation (flock) can tell the difference in their life and ministry for instance in teaching, preaching, fellowship ,unity between ministers, pastoral care, visiting and their change of focus from the so called ‘ prophetic movement’’ to teaching and preaching the word of God purely for the flock . Two of the trainees were not sure what the feedback of their congregation.

**❖ Preaching in the last three months**

For the question how often did they preach during Sunday worship service two of the respondents marked preaching every week, one of the respondents every week and nine of the respondents every month .In most of EGC local churches monthly programs prepared beforehand because of those preachers in the church preaching in round.

Preaching Every week	Preaching Every two week	Preaching Every Month	other	Remark
16%	8%	76%		

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

All the respondents are very happy with the content of the hand out, and very eager to use it for some of the training they planned for the near future. They are very eager to share what they learnt from this resource. Some of the respondents like four of or 32% of the respondents have already given the first chapter which teaches about calling for their church misters those who were not enrolled in this training. Two of the respondents 16% of the total respondents also used this handbook as the main resource and gave training for more than 250 youths in five different denominations in their area the first three chapters of the hand book: The pastoral Leader and the call to ministry, the pastoral leaders qualifying characters, Pastoral leader’s personal life successfully.

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

All of the respondents answered yes for this question and gave the minimum of three topics at least five topics were repeatedly given by 7 respondents 58%.3. Topics like Marriage, family and sexual purity, youth ministry are the most frequent topics. Reconciliation and evangelism were also mentioned by the respondents more than one time.

**Methodology**

For the questions given: Did the cluster methodology contribute to your ability to learn? Was the pace of learning too fast? Were you able to complete all the assignments on time? Would you like to meet more often? Have the members of the cluster become a support group for you? Have you received support from facilitators? Have you received support from coaches? Most of them answered yes.

	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?	75%	25%	
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 :**

The respondents answered how this monthly cluster meeting promoted encouraging their relationship with each other. Most of them have witnessed that this meeting helped them to know and understand each other better than before PTFG, in addition it gave them a chance to help each other, to pray to one another, to visit their home regularly, and share what they have with love. Because of this many ministers (not involved in this assessment) who had bad relationships have been reconciled without third party interference in this monthly study. All sessions of the meeting were very useful in regard to relations, even the tea and lunchtime. God also answered many of our prayers which we shared in the prayer request sharing time.

❖ **The resourcefulness of the training material**

All 12 or 100% of the respondents agreed on the usefulness of the workbook and the group discussion time but when compared with the other two the manual is very resourceful.

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

❖ **Using additional resources**

As I mentioned before all of the respondents witnessed the resourcefulness of the book and 12 of the respondents used their bible ,and other books 7 of them (58.3%) used commentaries, Bible dictionaries and other printed materials as reference for this study because of their self-directing study and daily devotion time was highly improved.

❖ **The role of cluster leaders**

In regards to building relations most of the respondents answer the role of coaches and facilitators in this regard they were helpful. They have played their role in a good way. But three of the respondents or 25% mentioned cluster leaders didn't play their role.

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

All of respondents (100%) also witnessed the national PEN team was successful in giving training, Communication, making follow-up, distributing material for the national movement of pastors.

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

12 of the respondents (100%) mentioned the usefulness and benefit of cluster meetings and how they were benefited by the cluster formed by this training because of this they look forward to future educational cluster meetings.

**4. Leadership and Administrative**

As observed from the reaction 11 of the respondents or 91.3% of them mentioned how their elders were during this training by creating a good environment for the monthly meeting, coordinating tea and lunchtime, visiting and encouraging the trainees. One trainee mentioned that in their area there is rootless fear of elders “if the ministers study further they will not submit us” because of this they are trying to create good understanding between elders.

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

All of the respondents 91.3% answered yes for this question. Their relationship with their leaders is influenced by this training and they are developing a better relationship than before the training. One respondent answered no and they are still working on that in their cluster and local church.

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

Most of the respondents 11 (91.3%) of the respondents answered they used to cover their expenses by collecting money during the monthly cluster meeting then they cover the next month's expenses. But one of the respondents out of 12 from Dire Dawa shared a different experience: one of their church members dedicated himself to serve everything the group needed. Every month he covered all the costs. I (the champion) can testify that I have seen this man serving the cluster during their study. The guy's name is Tamirat Abera and His wife is Senait .



*From left to right Brother Tamirat and his wife Senait and Pastor Getaneh.*

❖ **The challenges or weakness observed:**

- ✓ There are two challenges or weaknesses mentioned by 6 of the respondents or 50% of the respondents. The other 50% didn't mention any challenge except for the absence of some trainees for different reasons. Attendance problem is the problem of all 100% respondents.
- ✓ The first is some church programs like conferences and some social issues which forced the postponement of some monthly cluster meetings.

❖ **How you solved this challenges**

- ✓ By planning together with the church leaders and spiritual department who are responsible for preparing conferences and their programs. By encouraging those who are repeatedly absent for different reasons.

❖ **Suggestions or recommendations**

Each of the respondents gave similar suggestions in different way. Few of the suggestions are:

- ✓ Working on Translation of these materials to different local languages especially languages which are spoken by majority peoples in Ethiopia. (9 of the respondents)
- ✓ If there is an exam for each chapter or topics and some kind of grading system. (11 respondents)
- ✓ Prepare this kind of life and ministry changing material for Different groups of ministers in the church. (8 of the respondents)

## **5. Conclusion**

Ethiopia Guenet Church was in great preparation to train all pastors and teachers in the denomination. But as a denomination we were facing many challenges in material selection and financial scarcity for printing and other expenses of the training. We were praying for that but according to His eternal plan God send CTN as answer for our prayer and CTN came with best training material, new study method and philosophy, and everything we need for the training.

The training impacted the life and ministry of our denomination ministers earnestly, beyond our expectation and imagination. As we observed from our national office follow-up results, coaches and facilitators report, feedbacks we collected from the trainees through interview of the trainees we can witness our denomination benefited much from this program. We are very hopeful in the near future we will see the impact of the training in the life and ministry of the trainees and as a whole in our denomination as well.

First we would like to thank God for His wonderful provision revealed through CTN, and we would like to thank CTN staffs in the international office who are engaged in the work of the kingdom for His Glory and the benefit of His church .God bless you all. Amen!!



## **General Testimony**

### **Evangelist Daqema Daimo Wartu**



- Age 36
- Married and have 5 children's
- Diploma of Theology
- 17 years in ministry

### **Testimony of Evangelist Daqema Daimo**

God used this training to shape me up and my ministry as well in many ways. My understanding of the word of God, calling, character, my relation with God, People around me, my family and other issues which are touched by the book have changed my life and ministries in the right direction. I was benefited much by the grace which given to my fellow ministers in cluster meetings Generally It was wonderful and great opportunity to grow as Christina and called servant of the Lord

## **Evangelist Abreham Arusa Bude**



- Age 39
- Married and have 1 child
- Bachelor of Theology
- 9 years in ministry

### **Testimony of Evangelist Abreham's Testimony**

After this training I began to think this is the biggest opportunity that God has given me to fulfil His calling in my life and the answer for my prayer to study His word formally. Through this training I understood my calling better than ever, in addition I decided to work on my character before giving ministry for other. In addition and I learned to give priority for my family for successful ministry.

I have seen many changes in my life and ministry like on my reading habit, prayer life, relationship with my fellow workers. My heart for the flock of God has been changed and now I became concerned for the flock of God better than before PEN. This training is not simply common training it is life changing training. God bless EGC and CTN .

## **Pastor Yared Yacob**



- Age 36
- Married and have 3 children
- Bachelor of Theology
- Two months as an ordained pastor and 20 years as evangelist

### **Tstimony of Pastor Yared Yacob**

Since I start to serve the Lord as a full time minister till my church ordained me as pastor; I was not sure to which ministry God has called me. And I didn't know life's priority as a minister but now, Glory to God I am 100% sure that I am a called pastor. The first chapter of this handbook answered one of the biggest questions in my life. In addition the training shaped my character to the likeness of Christ. I was not that much careful in my life style as a minister by know I understood that I have a flock which I am responsible who are impacted by practice life than much words. Praise be to God who gave me this wonderful opportunity.

## **Pastor Yonas Lakano Naro**



- Age 50
- Married and 5 children
- Bachelor of Theology
- Two months as an ordained pastor and 20 years as evangelist

### **Testimony of Pastor Yonas Lankano Naro**

Through my journey of ministry life I had a chance to read many books, without exaggeration none of them were challenged me like this Hand book. It challenged every direction of my life, my life with God, with others, with my family too. I have a good experience of self-directing study, but I was very weak in group studies, now I have seen how studying in group very use full and constructive is. Honestly speaking God changed me and my relation with my fellow ministers and my family as well. Because of this training I completely understood what calling mean and my calling as well. In addition I learned how character is more important than any kind of ministry.

## **Evangelist Samuel Bandira Yateso**



- Age 35
- Married and 5 children
- Advanced Diploma
- 15 years in ministry

### **Testimony of Evangelist Samuel Bnadera**

After I finished my advanced diploma I was asking God to open me another study opportunity to study practical studies, because my soul we still starving the word of God more. Now I can see God gave me the best one full of practical exercises. In this study my soul, and spirit nourished well. I love the hand book I am reading and rereading it again and again and sharing for anyone who is around me because it touched my life. Whenever I read it again I find new light of understanding for my life and ministry . God bless you more.

## **Evangelist Tesfaye Daniele Degamo**



- Age 50
- Married and 4 children
- Advanced Diploma
- 15 years in ministry

### **Testimony of Evangelist Tesfaye Daniel Kangamo**

This study helped me much to understand the word of God well, to serve with others in love, helped me to know and understand my calling and to identify others calling, it totally changed my prayer and reading life. My love for the word of God is increased amazingly. In addition it changed my family devotional life, and many changes happened and still happening in my life as I continue to read this Hand book every day.

## **Evangelist Elias Gawiwa Wejaga**



- Age 50
- Married and 4 children
- Advanced Diploma
- 15 years in ministry

### **The testimony of Evangelist Elias Gawiwa Wejaga**

As I mentioned before my life was full of doubt and despair and I was not sure about the ministry I am called to do. From the first day I opened the handbook I was not feeling that I am reading a book but I was just directly hearing the voice of God directly talking , encouraging, telling me who I am and why I called for , and began answering all my questions. I can't explain in words why God has done and is doing this program. God bless you all.

## **Evangelist Zerihun Bekele**



- Age 28
- Married and 2 children
- Bachelor of Theology
- 8 years in ministry

### **Testimony of Evangelist Zerihun Bekele**

This training helped me to make major decisions in my life and ministry. I have learned many things from the handbook and the life testimony of Doctor Pastor Jerry encouraged me a lot. I didn't ever understand what to call and how I can know my calling this far. I am now very happy and confident to serve the flock of God with love and responsibility. I am sure that I am a called servant of God for the service of preaching. God bless you.



## **Pastor Yoseph Gabiso Gado**

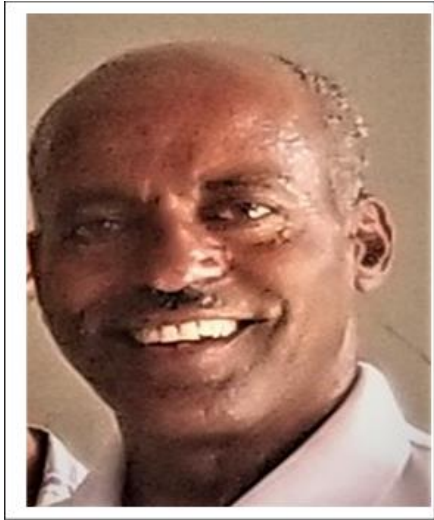


- Age 65
- Married and 6 children
- Diploma
- 2 years Pastor and 28 years as Evangelist Total of 30 years in ministry

### **Testimony of Pastor Yoseph Gabiso Gado**

If God didn't bring PEN training in my life I would miss many things in my life and ministry. My understanding of calling is totally changed by this training. My relationship with my family, friends, leaders and all around me has changed. also I understood that I should work on some of my characters which don't fit the biblical Christ likeness . I thank my God who brought this training in my life ministry.

## **Pastor Getaneh welfe**



- Age 65
- Married and have 8 children
- Bachelor Degree
- 15 years in ministry

### **Testimony of Pastor Getanehe Welfe**

As a pastor PEN helped me much to know and serve the Lord better. I was pastoring for the last 33 years in many areas but I was lonely in ministry and in life as well. I didn't even think a single day that I might need someone else beside me as a friend but this training showed me the biggest gap in my life. In addition, this training changed my heart for forgiveness and reconciliation.

## Annex

Very few among thousands of monthly cluster meetings, Facilitators training, material distribution, and other activities of PEN from EGC photo gallery in different parts of ECG regions.



Figure 1 monthly Cluster meeting in EGC Wendo Region



Figure 2 monthly cluster meeting EGC Aroresa Region



Figure 3 EGC Central Ethiopia Region monthly cluster Meeting



Figure 1 :8 Region Facilitators Training and distribution of material



Figure 2: EGC Central Ethiopia Facilitators training and Material distribution



Figure 6: EGC Kefa Sheka region Facilitators training





*Figure 3: EGC 8 EGC Regional Facilitators follow-up and Discussion time with the Champion*



*Figure 8: EGC West Shoa Region Two study groups in their monthly cluster meeting*



*Figure 9 : Hawasa Guenet Study group*



*Figure 4: EGC North West Region study group at Bahir Dar Guenet*



*Figure 11: EGC south East Region facilitator's training and Material distribution*



*Figure 5 : EGC Aleta Wendo region Facilitators training*



Figure 13: Bule Hora Guent cluster trainees



Figure 14: Kafa Shaka cluster at their monthly meeting



Figure 15: EGC Melega Region study group



Figure16: EGC south East region Dila Guenet trainees at Their monthly meeting



Figure 17: Two regions Kefa Shaka and south west Material distribution



Figure18: south west and kafa Shaka facilitators

