

Collegiate: SiT 1 Progress Review - End-of-Year

Progress Reviews are a regular part of being on staff with The Navigators. They help facilitate a conversation with your trainer around areas that are going well, as well as areas that need improvement.

Instructions:

Prayerfully take this assessment, asking God to help you identify how you're truly doing in these areas—whether you're experiencing health, struggling, or somewhere in between.

1. Character captures *who we are* rather than *what we do*. Growing in character includes growing in love, humility, teachability, and endurance in suffering and trials. We should look increasingly like Christ.
 - A. Share below how you've grown in character this spring. What were some specific ways God was shaping your character and what were some of the circumstances that led to that growth?
 - B. What are some areas in which you would like to develop your character more? (This could include areas such as: handling conflict, work ethic and professionalism, purity in speech, thought and action, willing recognition of character issues and growing receptivity to help, etc.)
 - C. What has it looked like for you to minister in faith this year? How does your ministry reflect a dependency on God rather than on self? How have you grown in abiding this year? What risks did you take in faith?
2. As part of your training, we want to help equip you in your disciple-making and disciple-making movements. Below are some competencies and skills we would expect you to grow in throughout your training. It is important to note that we do not expect mastery of any of these now or at the completion of your staff in training experience. We also understand that one cannot focus on all of the competencies at once. We hope this review helps you and your trainer highlight which area would be best to focus on next in your development. *(Pick one from a drop down menu, space for comments after each question. Trainers - the comments section is an excellent place for you to encourage or bring up needed conversations.)*
 - A. Demonstrates increasing knowledge and skill in using the Word to come alongside and help believers grow as disciples of Jesus.
 1. Would benefit from increased focus in this area
 2. This has been an area of focus and is trending up
 3. This is a strength
 - B. Demonstrates increasing knowledge and skill in using the Word to engage with non-believers.
 1. Would benefit from increased focus in this area
 2. This has been an area of focus and is trending up
 3. This is a strength
 - C. Growing in understanding how to help an individual become not just a disciple, but a disciple-maker.
 1. Would benefit from increased focus in this area
 2. This has been an area of focus and is trending up

3. This is a strength
- D. Works well as part of a team and addresses conflict with staff or students in a healthy, appropriate manner.
 1. Would benefit from increased focus in this area
 2. This has been an area of focus and is trending up
 3. This is a strength
- E. Demonstrates an ability to clearly communicate ideas, insights and personal experiences in both small group and large group settings.
 1. Would benefit from increased focus in this area
 2. This has been an area of focus and is trending up
 3. This is a strength
- F. Demonstrates initiative toward those who don't yet know Christ and has relationships with non-believers. For example, knows how to spark spiritual conversations with non-believers and has read the Bible with someone who does not yet know Christ.
 1. Would benefit from increased focus in this area
 2. This has been an area of focus and is trending up
 3. This is a strength
- G. Demonstrates a growing understanding of ministry strategy. Is learning how to think not just about personal ministry, but the entire ministry movement.
 1. Would benefit from increased focus in this area
 2. This has been an area of focus and is trending up
 3. This is a strength
- H. Is increasingly trusted with ministry responsibilities and takes into consideration a variety of perspectives and cultural values as they engage in ministry planning.
 1. Would benefit from increased focus in this area
 2. This has been an area of focus and is trending up
 3. This is a strength
- I. Demonstrates and ministers out of a secure identity in Christ; does not look to personal skill, position or production for personal security.
 1. Would benefit from increased focus in this area
 2. This has been an area of focus and is trending up
 3. This is a strength
- J. In light of their personal SHAW journey, knows how to graciously come alongside students in their stories of sexual health and wholeness and invite them into freedom.
 1. Would benefit from increased focus in this area
 2. This has been an area of focus and is trending up
 3. This is a strength
- K. Funding is on track and funding rhythms are healthy and sustainable.
 1. Would benefit from increased focus in this area
 2. This has been an area of focus and is trending up
 3. This is a strength
3. The Navigators have identified five characteristics of a disciplemaker that they desire to see in all disciplemakers, including staff. (see [here](#) for a description). The five characteristics are:
 - 1) Walking with Jesus
 - 2) Knowing and Living the Scriptures
 - 3) Participating in Community

- 4) Engaging with Those Who Don't Know Christ
- 5) Reproducing Spiritual Generations

Pick one of the five characteristics (different than the one at your mid-year PPR), and share how you've grown in your understanding of it being an essential element for disciple-making.

Pick one of the five characteristics that you'd like to grow in understanding its role in disciple-making.

4. What have been some key takeaways from Cultural Journey: Kindred chapters 1-3? How do they impact how you engage in ministry on campus?
5. Do you feel you are in a healthy place regarding SHAW, and do you have access to resources and a trusted person to continue in your journey toward health?
6. Are there any areas of training and development that you would like to focus on in this next season? If you haven't done an SiT Cross Exposure Campus Visit yet, what kind of campus ministry would you like to visit next year?
7. Are there any areas of responsibility that you'd like to take on next year?
8. What convictions did you develop this year about (pick two):
 - A. The Bible
 - B. Disciple-making
 - C. Evangelism
 - D. Sexuality
 - E. Biblical Unity
9. Are there any recommendations from your TDC Care Consultation that we need to plan for this upcoming year?
10. SiT 1 staff are required to read a book on prayer and a book on disciple-making. What books did you read and what was one takeaway from each?
11. What are your developmental plans for this summer?
12. Review the training framework found at: <https://www.collnavstrain.com/framework.html>. What are outstanding Bible studies, readings and emphases that you need to complete or discuss with your trainer?
13. At this point in your staff training, discuss your desire to become a Navigator Representative with your supervisor. Are there any roadblocks you or your trainer anticipate in that process? What funding needs will you have to be at a Nav Rep salary?

Questions you have: Congratulations! You've made it to the end of the Progress Review. Use this space to write down any questions you have for your campus director, supervisor, or trainer.