Lifelong Leadership Development Plan

Internship Course:  Course Number:  Course Title:

Name of Intern:  Student ID:

Due Date:  Week 5 of the first semester of the Internship
Late paperwork will result in the loss of ALL POINTS for this assignment

Directions:

You will be asked to type in your goals, strategies, and measurements for the areas of Christlike Character, Ministry Knowledge, Relational Skills, and Task Skills.

You will be making three (3) typed copies (using the gray text boxes in Microsoft Word) or neatly printed copies of your Lifelong Leadership Development Plan:

1. One copy will be turned in to the Spiritual Formation and Leadership Department by Week 5 of the first semester of the internship
2. One copy for yourself
3. One copy for your Ministry Mentor

By signing below, the Intern and the Ministry Mentor are stating:

1. We have together developed the goals that are found in the Lifelong Leadership Development Plan
2. We agree that these goals are reasonable yet challenging for the Internship
3. We agree that the Lifelong Leadership Development Plan will be the basis of the Mentoring time and of the Internship
4. We agree that the Lifelong Leadership Development Plan will be used as one of the basis of evaluation at the conclusion of the Internship

Signature of Intern  Date

Signature of Ministry Mentor  Date
Instructions

Purpose of Lifelong Leadership Development Plan
The Lifelong Leadership Development Plan is a strategic planning process for personal and ministry growth that serves as the guide and basis for the planning and evaluation of this internship, as well as for the rest of your life. The Lifelong Leadership Development Plan will provide the structure for your relationships and experiences during the internship, answering the question “How do I best prepare for my ministry or range of ministries?”

Remember that the reason for designing a Lifelong Leadership Development Plan is ultimately to enhance your growth and preparation for the ministry that you believe God has designed you to fulfill while here at seminary and beyond. After you have laid out all of your goals, design a strategy with your mentor’s input to accomplish each goal. Once you have designed your strategy, determine how you will measure each one, supplying such things as dates, times, etc., as needed.

You are responsible for developing the Lifelong Leadership Development Plan, with the input of your Ministry Mentor. You must take the initiative, but your Ministry Mentor must contribute and have final approval of this critical internship tool.

Setting Goals
The question is what you need in your professional and spiritual development to fulfill the ministry role God has designed you for. So how do you determine what your goals should be? The sources for your own goals can come from:
1. Using the character and ministry area audits that are included with the Identity and Ministry Inventory document that you will complete with the internship (available at www.dts.edu/sfl)
2. Talking with your Ministry Mentor
3. Talking with ministry professionals in your anticipated ministry area to discover the knowledge and skills needed
4. Areas discovered during the Spiritual Formation process at Dallas Theological Seminary
5. Areas discovered in previous ministry or employment experience
6. Input from family and friends

The marks of good goals are that they are:
- **Specific** – A goal should be an observable behavior if possible.
- **Measurable** – Ask “how many, how much, etc.”
- **Attainable** – Is the goal realistic with the resources of time, money, etc. during your seminary studies. Do not try to tackle too many goals, but instead prioritize on the most crucial areas of focus. Although you want to be challenged in the internship, you will only get frustrated if you have unrealistic goals.
- **Relevant** to your Ministry Track
- **Challenging** – You will only develop when you are challenged outside of your comfort zone. Do not set your goals too low. For example, if you have been teaching 7th Grade Sunday School for the last five years, one of your goals should not be to teach a 7th Grade Sunday School class. You have mastered this experience. It is better to reduce goals toward realism along the way than to aim too low at the very start and lack direction in the process.
- **Memorable** – Will you remember what you are striving for six months from now?

Developing Strategies (Goals → Strategies)
Once you have a goal in mind, the next step is to develop specific strategies (game plans) for reaching those goals. A goal with no plan for how to reach the goal is ultimately useless. Think of the goal as the destination on the map, while the strategy is the route you plan to use to get to your destination. Write out steps you can take to reach your goals. Decide if there is an order that you need to follow. Put the actions into a logical sequence, answering “who,” “what,” and “when.” For your own sake, thoroughness vs. skimpiness is better.

Determining Measurements (Goals → Strategies → Measurements)
Once the goal and the strategy to reach the goal is in place, the obvious next question is “How will we know when we are there?” In this final step, what are the measurable ways to note progress toward the goal. Most goals and strategies need a target date, so make sure to include this date in the measurement (i.e. “I plan to preach my sermon by January 2005”). Also answer the “by whom” question in your measurements, designating who will hold you accountable to complete your goal.
Christlike Character Goal

An authentic Lifelong Leadership Development Plan must begin with your character. You must begin with the character question: *Who do I need to be?* Being (character) always must proceed doing (tasks and skills). This is why the scriptural qualifications for leadership found in I Timothy 3 and Titus 1 focus so heavily on the leader’s character, not the leader’s skills or abilities. A leader’s character must be above reproach.

The action that ought to follow salvation is a movement of the heart toward dependence on God, or what is called “walking in the Spirit.” Below are the fruit of the Spirit characteristics that are listed in Galatians 5. It must be remembered that the fruit of the Spirit is a harmonious unit that is multifaceted. During your internship, we are asking you to choose as a goal one character quality that you have never consistently exercised or one character quality that you desire to develop in a greater sense in the power of the Holy Spirit.

- Love
- Joy
- Peace
- Patience
- Kindness
- Goodness
- Faithfulness
- Gentleness
- Self-Control

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Below is a list of spiritual disciplines that you were exposed to during the Integrity semester of Spiritual Formation at Dallas Theological Seminary. During your internship, we are asking you to choose as a goal one spiritual discipline that you have never consistently exercised or one spiritual discipline that you desire to develop in a greater sense.

- Scripture – reading, memorizing, meditating on verses
- Prayer – praying silently, taking prayer walks, reading written prayers and liturgies
- Fasting – abstaining from food to focus on God and prayer
- Journaling – Writing to God, tracking growth, expressing thoughts and feelings
- Silence and Solitude – Taking time to be alone in absolute silence before God
- Stewardship – Managing your resources according to godly principles
- Service – Finding opportunities to do acts of service for the benefit of others
- Evangelism – Sharing the gospel regularly through various means
- Confession – Confessing sin individually and in a group
- Simplicity – limiting your lifestyle in order to free yourself for God
- Worship – Partaking in corporate and individual worship
- Learning – Reading, taking courses, participating in discussion groups
- Meditation – Contemplating biblical truth in order to better understand the character of God and its relevance to one’s own life
- Fellowship – Developing a partnership with other believers as an encouragement in personal holiness and corporate witness for Christ

The path of sanctification must avoid the two pitfalls of legalism (making sanctification a list of dos and don’ts) and passivity (using “personal laziness” as an excuse). We recognize that practicing any of these spiritual disciplines is not a formula for sanctification; however, exercising a new spiritual discipline can be a great way to refocus your attention on God and others.

| Spiritual Discipline Goal | Spiritual Discipline Goal Strategy (be specific) | Spiritual Discipline Goal Measurement (include dates) |
Evangelism/Cross-Cultural Mission Goal

Dallas Theological Seminary is committed to fulfilling the mandate of Jesus to make disciples of all nations. We ask that every student include one evangelism or cross-cultural mission goal in their Lifelong Leadership Development Plan. The purposes of including this goal are:

1. To give you an increased burden to share the gospel with non-Christians
2. To enable you to learn different methods of doing the work of an evangelist
3. To provide you with additional opportunities to share your faith
4. To expose you to a cross-cultural setting for ministry

Examples of an Evangelism/Cross-Cultural Missions goal can include:

- Learning information about cross-cultural settings for ministry or world religions (i.e. studying ministry in Africa or studying about Islam)
- Taking an evangelism class or teaching an evangelism class
- Taking a mission trip (up to 1/3 of your hours can be earned on a pre-approved mission trip)
- Working in urban ministries
- Intentional contact with non-believers
- Working with an local evangelism ministry such as Need Him, EvanTell, or Campus Crusade
- Preaching an evangelistic sermon
- Leading an evangelistic Bible study
- Personal evangelism with family or friends

| Evangelism/Mission Goal | Evangelism/Mission Goal Strategy (be specific) | Evangelism/Mission Goal Measurement (include dates) |
Ministry Knowledge Goal

One of the main reasons you are attending Dallas Theological Seminary is probably to expand your knowledge in the Bible and theology. It is also important to expand your knowledge base in the context of ministry. One of your goals in your Lifelong Leadership Development Plan will be in the area of expanding an area of ministry knowledge that relates to your vocational goals. This is a matter of cognitive content as it relates to ministry, not action based learning. A ministry knowledge goal is something that you need to “know” for your vocational calling but is something that you probably will not get a chance to actually “do” during the internship.

The main difference between a ministry knowledge goal and a ministry task skill goal can be illustrated in the following examples:

- **A Pastoral Leadership Track student** might determine that he needs to know how to work with a church’s elder board. While this student will probably not get an opportunity to actually lead (task goal) an elder board meeting during the scope internship, this student can have a ministry knowledge goal of attending an elder board meeting, interviewing an elder at the church, or reading a book dealing with working with boards.

- **An Academic Track student** might determine that she needs to know how to publish a scholarly journal article. While this student will probably not get an opportunity to actually write and publish (task goal) a journal article during the scope of the internship, this student can have a ministry knowledge goal of interviewing an editor of a scholarly journal, assisting their professor in writing a book review, or reviewing journal articles for their professor.

- **A Christian Education Track student** might determine that she needs to know how to plan a church budget. While this student will probably not get an opportunity to plan (task goal) an entire church’s budget, this student can have a ministry knowledge goal of sitting in on a church budget meeting or interviewing the church’s executive pastor to discuss budget planning.

- **A Pastoral Leadership Track student** might determine that he needs to know how to conduct a funeral. While this student will probably not get an opportunity to actually conduct (task goal) a funeral, this student can have a ministry knowledge goal of observing their ministry mentor conduct a funeral or interviewing a funeral home director.

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Relational Skill Goal

By its very nature, leadership is relational. A leader is not a leader unless there are other people involved. A leader cannot lead in a “people vacuum.” This area focuses on the professional question of “How do I work with people?” For most students, this area of development is found to be some of the most rewarding during their internship.

Relational skill goals can be in any of the following areas:

- Listening skills
- Encouraging
- Networking
- Resolving Conflict
- Risk Taking
- Problem Solving
- Confronting
- Trust Building
- Team or Community Building
- Inspiring/Motivating
- Consensus Building
- Recruiting
- Mentoring/Modeling
- Counseling
- Hiring/Firing
- Conducting Meetings
- Delegating

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**Biblical Communication Goal**

A hallmark of Dallas Theological Seminary is our students’ ability to study the Scriptures and to present biblical truth through a variety of communication avenues. Whether it is preaching a sermon, teaching a small group Bible study, or using a variety of media arts means; it is a goal of Dallas Theological Seminary for all of our students to be able to enthusiastically communicate the Word of God to people.

Every internship must include some form of biblical communication. Examples of a biblical communication goal include:

- Preaching at a local church
- Leading a Bible study at church
- Teaching at a retreat or conference
- Teaching an academic class in the Center for Biblical Studies (up to 1/3 of your hours can be earned through this teaching experience)
- Preaching or teaching on a mission trip
- Writing Bible study curriculum
- Developing a media arts presentation that communicates a biblical message.

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Task Skill Goal

Of all of the goals in the Lifelong Leadership Development Plan, task skill goals are usually the ones that come to mind when one thinks about setting goals. For each vocational track at Dallas Theological Seminary, there are certain tasks that are a part of that ministry area. This area focuses on the professional question of “How do I do the work?” The purpose of this goal is for you to stretch yourself to learn how to do at least one new task during your internship. We want you to do something during your internship that you have never done before. Challenge yourself.

Examples include the following:

- Organizing a church’s leadership retreat
- Developing a visitor follow-up program for a church
- Learning how to grade academic papers for a professor
- Planning a budget
- Developing a vision statement for a ministry
- Learning how to work with a board of elders at a church
- Organizing a publicity plan for a ministry
- Performing a wedding
- Performing a baptism
- Making hospital visits
- Learning how to work with PowerPoint
- Writing a book review for a scholarly journal
- Working with a mission agency

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