



## Military Navigator Representative Training Assessment and Outcomes - 2.0 – March 2013

---

### *How to Use This Assessment*

The following assessment determines if someone has been fully trained as a Navigator Representative (NR). Use it when training begins and annually to evaluate a Navigator Intern's (NI's) progress toward becoming a fully trained Navigator Representative. Both the NI and trainer should use it, resulting in a discussion on training progress. Annually during training one other Navigator Representative (usually the Regional Shepherd Leader (RSL) and one laborer from the NI's community assess the NI. At a minimum, the NI, the trainer, the RSL, and a laborer from the community make up the Assessment Community. The Service Director or his representative may also participate in the Assessment Community.

The Assessment is divided into four areas: Calling, Character, Convictions, and Competencies. Each outcome is a direct quote from the Navigator Representative Profile. Thus we begin our assessment of the NI with the end in mind. Use the following scale to evaluate a NI's progress.

- 1 – Definite weakness
- 2 – Training still needed in this area
- 3 – Growing but needs further training
- 4 – Trained to the Navigator Rep Profile**
- 5 – Exceeds the Navigator Profile
- 6 – Definite Strength

For each outcome a measureable list defines a score of four. This list of measures is not meant to be the complete list one might use to measure the objectives. In fact, the objectives from the Navigator Representative profile defy measurement. However, failing to provide measures would make the assessment capricious and meaningless. So, by the grace of God, the designers trust this list to provide a common, meaningful and objective framework for military Navigator Training.

NI \_\_\_\_\_ Assessment by \_\_\_\_\_

Date \_\_\_\_\_ Assessment Number \_\_\_\_\_

## CALLING

<b>Called by God to Navigator Ministry as a vocation</b>	1	2	3	4	5	6	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Has repeated the Call of God Study as the last study before training is complete</li> <li>• Publicly articulates a personal Call from God to The Navigators</li> <li>• Assessment Community affirms the call</li> <li>• Military Money Mentor confirms the NI has raised sufficient funds to enter full time Navigator ministry</li> </ul>							
<b>Embraces the Navigators Calling, Vision and Core Values</b>	1	2	3	4	5	6	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Just before appointment as an NR, reaffirms commitment to Navigator Statement of Faith, Calling, Values and Vision</li> <li>• Can articulate what the Navigator Core is and how it works together</li> <li>• Has completed a bible study on each of the Navigator Values</li> <li>• Has been trained in every major area of the training matrix (Through experience, study, reflection, coaching, etc.)</li> <li>• The Assessment Community affirms that the NI lives out of the Navigator Core</li> </ul>							
<b>If married, spouse embraces mutual calling</b>	1	2	3	4	5	6	<b>Comments</b>
<ul style="list-style-type: none"> <li>• If married, the spouse is still willing to support the call at the conclusion of training</li> <li>• The couple has produced a written document on their plan to minister as a couple. It includes:               <ul style="list-style-type: none"> <li>• a couple's mission statement</li> <li>• expectations of each other</li> <li>• an initial five-year plan</li> </ul> </li> <li>• Trainer has counseled them at least once on the plan</li> </ul>							

Comments: What needs further emphasis?

**CHARACTER**

<b>Depends on God for life and ministry</b>	1	2	3	4	5	6	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Articulates a vision for life and ministry that is rooted in the promises of God</li> <li>• Has claimed at least one promise from the scriptures that the NI believes God for</li> <li>• The Assessment Community affirms that the NI has a strong enough prayer life to flourish as an NR</li> </ul>							
<b>Consistently reflects humility, integrity, faith and servanthood</b>	1	2	3	4	5	6	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Testifies of concrete ways in which he/she has grown in these areas during training</li> <li>• Has grown in the weak character area identified during the pre-training assessment</li> <li>• Assessment Community affirms that the NI consistently reflects these qualities</li> </ul>							
<b>Displays teachability and submits appropriately to leadership and to others</b>	1	2	3	4	5	6	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Has spent at least 500 hours with the Staff Trainer: 10 hours per week for one year, or 5 hours per week for two years</li> <li>• Has submitted through disagreement at least once</li> <li>• Has spent at least 500 hours in personal bible study: 250 hours per year. 5 hours per week over two years</li> <li>• NI has tracked his time in bible study and with the trainer</li> <li>• Assessment community testifies that the NI receives and executes biblical leadership correctly</li> </ul>							
<b>Lives out moral integrity and sexual purity</b>	1	2	3	4	5	6	<b>Comments</b> Please discuss w/trainer/RSL. Do not record comments.
<ul style="list-style-type: none"> <li>• Testifies of growth in purity since the first assessment</li> <li>• Assessment community testifies of growth in purity since the first assessment</li> </ul>							
<b>If married, spouse also reflects these Christ-like characteristics</b>	1	2	3	4	5	6	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Spouse testifies of growth in these areas during training</li> <li>• Assessment community testifies that the spouse has grown in these areas during training</li> </ul>							

Comments: What needs further emphasis?

## **CONVICTIONS/COMMITMENTS**

<b>Passionately desires to know, love and become like Jesus Christ.</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Has completed an inductive bible study through one of the gospels</li> <li>• Has completed an inductive bible study of two epistles</li> <li>• Can articulate how spiritual transformation takes place in a person</li> <li>• Has helped another person place their identity in Jesus Christ</li> <li>• Assessment Community affirms that NI passionately desires to know, love and become like Jesus</li> <li>• Assessment Community testifies that Jesus has continued to be the NI's Lord throughout training</li> </ul>							
<b>Depends on prayer and the authority and sufficiency of the Scriptures for all of life and ministry.</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Has continued to pray specifically and recorded how God has worked throughout training</li> <li>• Has continued to meet with God in the word daily throughout the training period; shares how God has spoken</li> <li>• Has formed Biblical convictions on the authority and inerrancy of the Scripture and can articulate them</li> <li>• Can share Biblical convictions on how God uses suffering in the lives of His children</li> <li>• Assessment Community gives anecdotal testimony of perseverance through adversity</li> </ul>							
<b>Experiencing the transforming power and leading of the Holy Spirit</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Anecdotally testifies of a time when he or she was led by the Holy Spirit and obeyed</li> <li>• Can identify spiritual transformation in the life of someone they have disciplined</li> <li>• Can articulate the difference between conforming and transforming and identifies the difference in disciples</li> <li>• Can articulate biblical convictions on the Person and work of the Holy Spirit</li> </ul>							
<b>Developing a Kingdom gospel worldview</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Can biblically articulate a worldview based on the Kingdom of God</li> <li>• Has developed a personal relationship with at least one Military Chaplain</li> </ul>							

<ul style="list-style-type: none"> <li>• Has developed a relationship with at least one non-military Navigator Staff</li> </ul>								
<b>Growing in vision for the nations</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Has ministered to people different from them (ethnically, socially, economically, or stage of life)</li> <li>• Has conducted a two-week cross cultural short term mission trip</li> <li>• Can articulate biblical convictions regarding God's heart for the Nations</li> <li>• Has a simple illustration that he or she shares to impart world vision to others</li> <li>• Can articulate a vision for how his or her personal ministry will go from the military to the Nations</li> </ul>								
<b>Intentionally works toward generations of laborers</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Can articulate a vision for spiritual generations</li> <li>• Shares scriptural convictions of God's plan to reach the nations through generations of laborers</li> <li>• Evidence that there is "third generation" ministry from the NI's life influence</li> <li>• The third generation testifies that the second generation is discipling them, not the first</li> <li>• Has a simple illustration that communicates Spiritual Generations</li> </ul>								
<b>Lives and ministers in loving community with others</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Testimonial Evidence that NI loves others sacrificially</li> <li>• Can lead an effective outreach bible study discussion, as evaluated by the trainer</li> <li>• Can scripturally articulate what church is and has made long term application to life and ministry</li> <li>• Understands and can articulate the relationship between community and mission</li> </ul>								
<b>Willing to be mobile for the sake of the gospel and our calling</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Just prior to appointment as NR, reaffirms commitment to be mobile for the sake of the gospel</li> </ul>								
<b>Agrees with The Navigators Statement of faith and growing in our values</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Just prior to appointment as NR, re-reads and verbally agrees with the Navigator Statement of Faith</li> </ul>								

Comments: What needs further emphasis?

## COMPETENCIES

<b>Fulfills organizational responsibility defined by job description and policies</b>	1	2	3	4	5	6	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Has updated the baseline Navigator Job Description for anticipated first Navigator Job and submitted it to his/her trainer for review</li> <li>• Has submitted three correct months of P-Card reports</li> <li>• Has reviewed the Military Navigator Staff Manual and its policies and guidelines</li> </ul>							
<b>Demonstrates the ability to develop safe environments of love, grace, forgiveness and truth</b>	1	2	3	4	5	6	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Has asked another's forgiveness</li> <li>• Has forgiven</li> <li>• Has helped people in conflict forgive one another</li> <li>• Has networked one person to another ministry and received one person from another ministry</li> <li>• A teammate has rebuked the NI and he or she responded well</li> <li>• A teammate has confided personal and vulnerable information to the NI</li> <li>• Assessment Community affirms that NI ministers in a life on life, relational manner</li> <li>• Assessment community affirms that NI has created a safe environment</li> <li>• Assessment community affirms that NI loves well</li> </ul>							
<b>Works well as part of a team</b>	1	2	3	4	5	6	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Has had involvement on teams both as a leader and a follower during the training period</li> <li>• Has built a team of laborers</li> </ul>							
<b>Demonstrates increased knowledge and skill in using the Word of God</b>	1	2	3	4	5	6	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Has participated in biblical hermeneutics training (see resource list)</li> <li>• Affirmation by the annual assessment community that NI has sufficient depth in the Word to function as a Navigator</li> </ul>							

Representative <ul style="list-style-type: none"> <li>• Has taken a current life issues to the scriptures for answers from God (life to the scriptures)</li> <li>• Has effectively communicated scriptural truth to a large group, as evaluated by the trainer</li> <li>• Has a system for memorizing and reviewing new scripture that will last the rest of life</li> <li>• Has read the bible approximately annually throughout training</li> </ul>								
<b>Develops disciples and laborers while ministering among the lost</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Can articulate the four contributions to a Movement of the Gospel: Insiders, Overseers (Local Leaders), Mobile Alongsiders, and Mobile Pioneers</li> <li>• Has coached one insider to start a community among the lost-- where lost people already are.</li> <li>• Has coached one insider to lead someone else to salvation in Jesus Christ</li> <li>• Has pioneered a new mission outside of his or her relational network for six months. Can articulate lessons learned from this experience.</li> <li>• Understands and can articulate how to lay the foundation of a multiplying ministry</li> <li>• Has visited and followed up with someone who has left the local ministry and written a trip report on the experience</li> <li>• Has applied the principle beginning with the end in mind</li> <li>• Understands and can articulate the importance of The Insider in the advance of the gospel</li> <li>• At least one person from the third generation has come from the lost in the local ministry</li> <li>• The third generation labors for the Kingdom</li> <li>• Assessment Community testifies that the NI disciples in the presence of lost people</li> </ul>								
<b>Has completed new staff screening and orientation</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Has graduated from iNFO with spouse</li> </ul>								
<b>Manifests basic understanding of their personal design</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Has graduated from Personal Contribution Assessment (PCA) Training with spouse</li> </ul>								
<b>Manages life- finances time, decision-making, family and other relationships adequately so that God is honored</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Comments</b>
<ul style="list-style-type: none"> <li>• Testifies that he or she manages time, money, and family well</li> <li>• Has established an appropriate rest plan and executed it faithfully for a period of six months</li> </ul>								

Comments: What needs further emphasis?

**Overall Period Assessment:**

What has gone well in the last six months?

What has not gone well in the last six months?

**Total Time Spent with the Trainer to Date**\_\_\_\_\_

**Total Bible Study Hours to Date**\_\_\_\_\_

**Book Bible studies Completed**\_\_\_\_\_

**Books read**\_\_\_\_\_

**What areas still need to be addressed to complete training and how would you like to train it?**