



## Research: Long Term Value of Training

Over the course of the last 5 years, 107 pastors, lay leaders, principals, DCEs, and teachers have completed the Emergent Leader Training course. Each event of the training is evaluated with a pre and post assessment that is given to all participants establishing the progress toward the goals and objectives for each participant.

In an effort to better understand the long-range value of the training to participants, Emergent Leader recently surveyed participants who completed the training a year or more ago.

50 % of the respondents were in training four or five years ago. Which indicates the sustainability of the training.

September 2014	29.2%
April 2015	20.8%
March 2016	8.3%
April 2017	33.3%
January 2018	8.33%

Of participants from 2014-2018, 91% reported that they employ what they learned in the training “frequently” or “somewhat frequently.”

Q 1 How often do you use what you learned at EL training?	
Frequently	37.5%
Somewhat frequently	54.17%
Seldom	8.33%
Never	0

When asked how likely they would be to recommend this training to a friend or colleague, 86% of past participants reported that they are extremely likely to recommend the training. An additional 9% stated that they were “likely” to recommend it.

Q 3 On a scale of 1 to 10, how likely is it that you would recommend this to a friend or colleague?	
9-10 (extremely likely) 0	86%
7-8 (likely)	9%
0-6 (not likely or not very likely)	5%

## Comments shared by Participants

“Emergent Leaders has forced me to evaluate my own thinking and behaviors as I lead God's people in my ministry and I have seen growth in myself and those around me because of this course.” -2017 Emergent Leader participant, anonymous

“Still fresh out of Seminary in my first call and as a first career pastor this program truly, truly helped me emerge as a leader. I continue to sharpen the skills, use the tools and knowledge instilled from Emergent Leaders on a daily basis in areas of youth ministry, young adult, young professional and family ministry. In fact, this past Elders meeting I brought up Triangles and how to handle them as it pertained to a particular situation that arose. All in all, I'd say anyone--pastoral or lay--who seriously and faithfully wants to step-up and grow as a leader in connecting people to Jesus...go through Emergent Leaders.” –Rev. Shea Pennington, Plant City, FL

“If a person truly wants to grow personally and professionally, it will happen. If they are hesitant or ambivalent, they will likely grow in spite of it.”

–2014 Emergent Leader participant, anonymous

“Like many, I'd had a variety of "leadership" training experiences in my life/ministry, yet this one did an excellent job in ways like no other. The difference included:

- It did a great job of helping me understand myself better and how that influences my decision making and leadership
- It reaffirmed and taught me new skills in looking at the system or community in which we are working and seeking to lead toward God's will
- It was practical and has given me resources that I still review today
- It was Kingdom focused so that whatever I do, I do it "all for the glory of Christ."

–Rev. James Rockey, Ocala, FL

“I learned a lot about myself. I got to know some great people. I thought the program was well done, with great facilitators. The Cornerstone Factor was hard for me to grasp at first, then with more examples and trying to explain it to people at home it clicked and made sense. I just looked through the outline and notebook and don't know of any segment I would call a waste of time. Really don't have any thoughts on changing anything. Feel blessed that I was able to participate in this experience.”

– Don Bergwall, lay leader, Kennesaw, GA

“Would suggest a better way to keep the connections with the cohort of one's Leadership class”

– Dave Wesche

“Keep up the good work!” – Daniel J. Reichard

“Not only was the training valuable, being in the same cohort over three months really helped build our community. Peer review was very powerful. And our group continues to remain in touch via our own Facebook group. This offers the ability to keep up to date on one another as well as provide an exchange of encouraging and worthwhile resources.”

– Lois Schaefer, Dir. Of Christian Outreach

“I very much enjoyed my time with EL and believe this is a huge asset for our District and I'm excited its being shared. I still go back and review my notes. One of the biggest impacts it left on me was affirmation and encouragement for my leadership.”

–Rev. Jay Winters

“I would love to participate in a follow up session at some point in the future.”

– Rev. Joshua Obermann

“I love how this training framed things for me in new ways and also re-framed things I knew to come back to life in my life and leadership. It also came at a time when I needed to fight back to being a stronger leader. It continues to strengthen me as do the relationships built at the event and after.”

– Leslie Sullivan, Dir. of Christian Education

“The training has helped me rethink how I behave and react to situations as a leader.”

– 2018 Emergent Leader Participant, anonymous

“I learned so much, but would welcome the opportunity for a "refresher" and/or further training.”

– Trish Aamoath, LWML District President

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