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**Marks of Developing Leaders (MODL) Review Tool**

The Marks of Developing Leaders describe the characteristics, capabilities, and motivations we wish to observe and affirm in all interns in a Baptist church. This review tool is for interns and their line managersto assess progress made in the intern’s life and identify areas to develop further. It can be used at the start, middle and end of the internship programme. It is taken from the [Internship Best Practice Handbook pdf](http://www.baptist.org.uk/internshiphandbook), but is presented here as a Word document on its own that may be filled and expanded as required.

If you have questions, please contact our Young Leaders Development Coordinator Isabella Senior on [isenior@baptist.org.uk](mailto:isenior@baptist.org.uk)

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**MODL Internship Review Tool**

Introduction

This review tool is based on the ‘Marks of Developing Leaders’ (MODL) and is intended to give both the church and intern an opportunity to reflect together on the intern’s experience of Christian ministry and the ways in which the intern is growing and serving God in new ways during the course of their internship. The review may also be a helpful way of identifying areas for further development for both the intern provider and the intern themselves.

The MODL have been adapted from our [Marks of Ministry](https://www.baptist.org.uk/Publisher/File.aspx?ID=244139&view=browser) for accredited ministers. This is so there is consistency in what we seek to develop in all types of Baptist leadership and ministry. This enables a clear pathway for interns to progress into ministry if they wish to, as the expectations will already be familiar.

How to Make the Most of This Review Tool

It is suggested that the review tool is used at three points in the internship:

* At the beginning
* Midway through the placement
* As the internship finishes

**At the beginning of the placement**, the intern should be encouraged to complete all the questions independently reflecting on their previous experience of leadership and church ministry. There are also a couple of additional questions at the beginning of the review, relating to the intern’s hopes and aspirations, that are only intended to be completed as the internship begins.

**Midway through the internship year**, the review tool can be used to assess how well the internship is going, where the intern has had the opportunity to serve and any gaps or development needs that can be picked up in the second part of the year.

**As the internship finishes**, the review tool gives an opportunity for the intern, the line manager and mentor to reflect on and draw together the different elements of the placement and what has been beneficial for the intern. This may also be a time for identifying what further support the intern may need as they transition on from this role and for setting goals for the future. Whilst this review tool is primarily for the intern themselves, the placement provider is also encouraged to use this final review, along with the feedback from the intern, as a catalyst for thinking through how the structure of the course may be adapted or developed further for future interns.

The questions in the review are written for the intern but reflections and observations are invited from the line manager and mentor in relation to each one. Where applicable, line manager and mentor are also encouraged to incorporate feedback from those who the intern will be leading and serving alongside within the church and local community, so that the review gives the fullest picture of the intern’s experience of ministry across the year.

At each stage it is anticipated that completing the questions **will take up to 90 minutes** and therefore the intern, line manager and mentor are encouraged to set aside this time to think and pray through the different sections before then meeting together to complete the review. Whilst only the intern will complete the review at the beginning of the placement, the intern’s line manager and mentor are encouraged to arrange a meeting at the earliest opportunity to talk through the intern’s responses to the questions and to reflect on how these may shape elements of the placement itself.

The completed review belongs to the intern and may be shared by them in the future with other churches or organisations but only if they choose to do so.

**Intern’s Name:**

When is this review taking place?

At the start of the internship At the midway point At the end of the internship

(Please tick as appropriate)

**Please note:**

At the start of the placement, interns are encouraged to complete **all sections**.

At the midway and end points of the placement, **only sections 2-6** should be completed.

**Section 1: Starting out on my Internship**

|  |  |
| --- | --- |
|  | Intern’s reflections |
| What am I hoping to gain from this internship experience? |  |
| What are the gifts or skills that I bring to the church or organisation that I will be serving? |  |

**Section 2: Motivated as a Disciple of Christ**

|  |  |  |
| --- | --- | --- |
|  | Intern’s reflections | Line Manager and Mentor’s reflections and observations |
| How would I describe my walk with God at present? |  |  |
| Over the last six months, what have I learnt about living as a disciple of Christ? |  |  |
| How am I engaging with different spiritual disciplines and where is the opportunity to go deeper?  This may include prayer, Bible study, worship, confession, reflecting with God and more. |  |  |
| Over the last six months, where have I learnt from the wisdom and insight of others? |  |  |
| When I face challenges, how do I respond and to whom do I turn? |  |  |

**Section 3: Accountable to Others**

|  |  |  |
| --- | --- | --- |
|  | Intern’s reflections | Line Manager and Mentor’s reflections and observations |
| How am I developing strong and mutually supportive relationships with others? |  |  |
| Where am I leading others and how am I supporting them in their Christian walk? |  |  |
| How would I describe my relationship with the leadership of my local church? |  |  |
| Who am I accountable to and how do I receive guidance and support from others? |  |  |

**Section 4: Relational in Approach to Leadership**

|  |  |  |
| --- | --- | --- |
|  | Intern’s reflections | Line Manager and Mentor’s reflections and observations |
| During the last six months, what has my experience of leadership looked like and what have I been learning about myself? |  |  |
| Where have I served collaboratively with others recently and how has working as a team been beneficial? |  |  |
| What have I learnt about celebrating difference & diversity in God’s church? |  |  |
| How can I help others overcome obstacles to serving in God’s Kingdom? |  |  |
| Can I give an example of how my communication skills are developing? |  |  |

**Section 5: Kingdom-focussed**

|  |  |  |
| --- | --- | --- |
|  | Intern’s reflections | Line Manager and Mentor’s reflections and observations |
| What do I feel is my role in seeing God’s Kingdom come? |  |  |
| How is God equipping me to serve him in and beyond the church? |  |  |
| What are the local or global issues that God is placing on my heart? |  |  |
| Can I give an example of a new mission opportunity that I have identified or started to engage with in my local community? |  |  |

**Section 6: Servant-hearted & Sacrificial**

|  |  |  |
| --- | --- | --- |
|  | Intern’s reflections | Line Manager and Mentor’s reflections and observations |
| Where is God calling or challenging me to serve others and to love them as I love myself? |  |  |
| Can I give a recent example of when I’ve sought to respond to a difficult situation with love and compassion? |  |  |
| Where have I seen humility in the leadership of others and what have I learnt from this? |  |  |
| How am I growing in faithfulness and reliability? |  |  |

**Moving Forward in Leadership & Service**

Reflecting on this review, these are the successes or areas of growth I’m able to identify and

give thanks to God for:

|  |
| --- |
|  |

As I look forward, I would like to identify these two areas of development and open myself up to the guidance of the Holy Spirit

and the insight of others as I look to continue to grow as a disciple of Christ.

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|  |

What support, opportunities or training do I feel I need over the next year to continue growing as a leader for Christ?

|  |
| --- |
|  |

Signed (Intern): Date:

Signed (Line Manager and Mentor): Date:

**Marks of Developing Leaders**

**Motivated as a disciple of Christ:**

* deepening in their relationship with Jesus;
* rooted in the Bible;
* learning new spiritual disciplines;
* demonstrating integrity across their life;
* discovering God’s purpose for them;
* finding their identity in Christ;
* reflective and teachable;
* developing resilience in the face of challenge.

**Accountable to others:**

* engaging in peer support;
* receptive to the guidance of a mentor;
* accepting of pastoral support;
* respectful of their church or other ministry context;
* aware of the bigger picture of Baptist life;
* learning to provide oversight for others.

**Relational in approach to leadership:**

* developing in self-awareness;
* collaborative in approach;
* able to inspire others;
* having good interpersonal skills;
* embracing opportunities to bring about change;
* a team player;
* responding appropriately to diversity and difference.

**Kingdom-focused:**

* grasping the breadth of the kingdom;
* aware of God’s presence beyond the church;
* able to identify opportunities for mission;
* willing to try new things where necessary;
* unafraid to stand up for justice;
* taking responsibility for representing the kingdom.

**Servant-hearted and sacrificial:**

* willing to put themselves out for others;
* able to listen well;
* faithful and reliable;
* growing in humility;
* showing patience and love in challenging situations.