



Lausanne Movement  
Academic Ministry &  
Educators Network



# Academic Ministry & Educators Network (AMEN) Issue Network

## 2025

### Growth Reflection

Based on the Lausanne Issue Network Health Framework



# Why Health Matters

The health of a network determines its ability to bear fruit that lasts.

The Issue Network Health Assessment exists to help catalysts and your teams reflect prayerfully on the state of your network and discern what the Spirit may be inviting you to nurture next.

This process is not evaluative but formative – an opportunity to pause, celebrate, and re-root in God’s calling.

As the Academic Ministry & Educators Network [AMEN] participates in this growth reflection, the focus is on deepening vitality, strengthening connections, and extending impact.

Health, in this context, is not static but dynamic: a continuous process of tending the soil, pruning where needed, and rejoicing in new growth.



# Understanding the Report

Each assessment question was rated on a 1–5 scale, producing average scores for each area of health. These scores correspond to stages of health that are relevant to AMEN’s size and growth stage, and are:



**(Your top 3 scores)**

Flourishing and healthy



**(Your middle 6 scores)**

Active growth, but with room for strengthening



**(Your bottom 3 scores)**

Fragile or underdeveloped, requiring renewed focus



# Assessment Summary

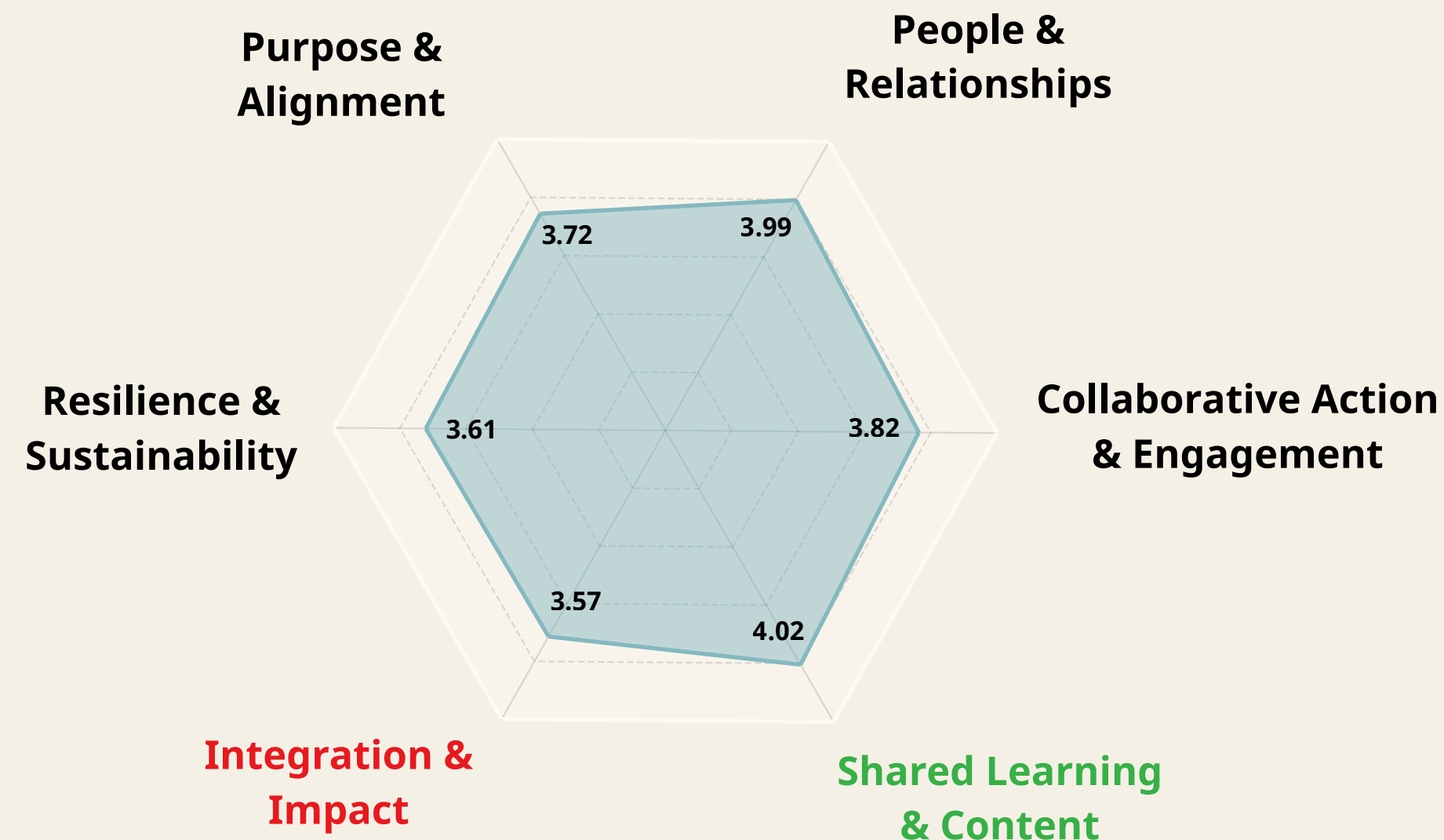
## Overall Network Health Status



**GROWING**

The Academic Ministry and Educators Network shows encouraging signs of growth marked by clarity of vision, respected thought leadership, and rich diversity that reflects the global church.

Strengthening spiritual rhythms, deeper discernment, and impact metrics will enable the network to achieve full thriving.



These numbers reflect the combined scores of the 2 areas of assessment under each dimension of health.





# Purpose & Alignment

Spiritual vitality and strategic clarity rooted in God's purposes





# Spiritual Vitality

How rooted the network is in prayer, biblical truth, and dependence on the Holy Spirit as the foundation for all vision and collaboration.

## STATUS



**Thirsty**

**Average Score**

**3.44**

Range

**2.2-4.7**

Variance

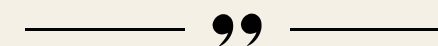
**Moderate-High**

## Reflection

Spiritual vitality is clearly present in members' dependence on God and shared sense of calling. Yet communal rhythms remain underdeveloped. More consistent Scripture-centred discernment, prayer, and testimony – especially around planning – will deepen unity, strengthen spiritual confidence, and keep the network rooted in God's leading.

## Encouragement

You are cultivating healthy roots. The next step is to establish regular Scripture-centred prayer gatherings to shape decisions and cultivate shared spiritual discernment across the network.



*When prayer and dependence on the Spirit anchor your work, every strategy becomes an act of worship and obedience.*





# Vision & Objectives

The degree to which the network operates with clearly defined, Spirit-aligned purpose and measurable, obtainable objectives that directly contribute to Lausanne's fourfold vision.

## STATUS



### Thriving

**Average Score**

# 4.00

Range

## 2.0–5.0

Variance

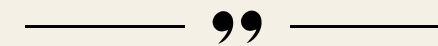
## Moderate–High

### Reflection

Your vision is clear, compelling, and closely aligned with Lausanne's mission, uniting members around shared purpose and collaborative effort. Objectives are realistic and focused. Strengthening accountability and formalising next steps will help translate shared conviction into sustained, measurable progress.

### Encouragement

You have a clear, shared vision. The next step is defining measurable goals and assigning ownership so plans translate into implementation.



*Clarity of purpose gives direction; when your vision is Spirit-led and shared, the network grows with unity and confidence.*



# Additional Reflections



## Spiritual Atmosphere

Described by words like **encouraging**, **faithful**, **fellowship**, and **sharing ministry practices**, but also **'silo-ed'**, revealing a warm, committed community that longs for deeper integration and unity across its various expressions.



## Vision Metaphors

The common image chosen was a seedling. 🌱  
This suggests a vision with real promise, still in its early stages.





# People & Relationships

Christlike leadership and inclusive, polycentric community with shared values





# Leadership & Governance

The effectiveness, integrity, and structure of the network's leadership – how leaders model Christlikeness, provide direction, share decision-making, and uphold good governance.

## STATUS



**Living**

**Average Score**

**3.83**

Range

**2.0–5.0**

Variance

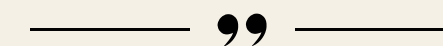
**Moderate–High**

## Reflection

AMEN's leadership reflects Christlike humility and integrity, fostering trust and relational warmth across the network. Yet decision-making can feel concentrated, and governance remains informal. Clarifying shared processes and widening participation will strengthen transparency, accountability, and long-term health.

## Encouragement

You lead with integrity and care. The next step is clarity – formalise governance processes and invite broader voices into decision-making to strengthen shared ownership.



*Servant-hearted leadership nurtures trust and credibility – where humility guides, integrity protects, and shared decision-making brings peace.*





# Diversity & Inclusivity

The breadth of the network's representation (across cultures, ethnicities, genders, denominational traditions, and generations) and how intentionally it includes and values all voices in unity.

## STATUS



**Thriving**

**Average Score**

**4.14**

Range

**3.2–5.0**

Variance

**Low–Moderate**

## Reflection

You reflect the global church with rich diversity, embracing it as a gift that strengthens mission. A strong sense of belonging and mutual honour is evident. Deepening structured pathways for underrepresented voices will ensure this diversity shapes direction more consistently.

## Encouragement

AMEN reflects God's kingdom beautifully. The next step is to create consistent pathways for underrepresented voices to participate in discernment, direction, and planning.

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*When every culture, generation, and voice is valued, the network reflects the fullness of Christ's body in mission.*



# Additional Reflections



## Conflict Resolution

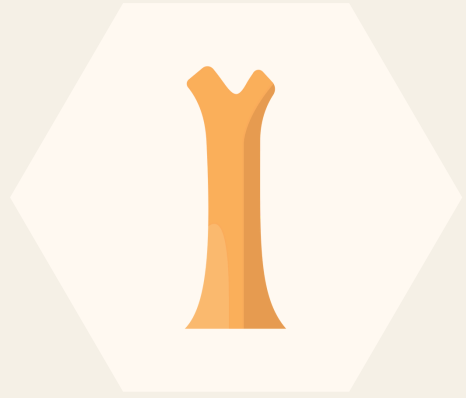
If a disagreement arose, most envision **healthy dialogue** would ensue, though a few are **uncertain** or expect **stalling** – indicating room for growth in governance clarity and trust.



## Network Diversity

Diversity in the network is mostly **cultural/ethnic**, although representation of **geographic** as well as **gender diversity** is also recognised. There is a need to diversify across **generational** lines.





# Collaborative Action & Engagement

Trusting partnerships and clear  
communication, upholding unity





# Collaborative Engagement

The degree to which the network fosters participation, trusting partnerships marked by shared initiatives, mutual support, and unified pursuit of its mission.

## STATUS



**Living**

**Average Score**

**3.78**

Range

**2.3–5.0**

Variance

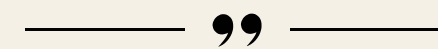
**Moderate–High**

## Reflection

Collaborative engagement shows healthy momentum, with a clear leadership core and active partnerships translating vision into joint initiatives. Relationships are warm and encouraging. Yet broader voices are not always integrated, and trust could deepen through consistent rhythms, purposeful partnerships, and shared strategic ownership.

## Encouragement

You're building real partnership and momentum. The next step is widening strategic input and deepening trust through regular connection and shared projects.



*True collaboration is born from trust; when members serve one another, and shared mission flourishes beyond individual strength.*





# Communication

The effectiveness of communication within the network (between members and leadership) and to external stakeholders (to the broader Lausanne Movement, church, and public).

## STATUS



**Living**

**Average Score**

**3.86**

Range

**2.5–5.0**

Variance

**Moderate–High**

## Reflection

Communication is accessible, vision-driven, and regularly connects diverse members through well-facilitated gatherings. Spiritual warmth is evident, yet feedback loops remain underdeveloped. Strengthening two-way dialogue and showing commitment to act on this input will deepen trust, shared ownership, and collective clarity across the network.

## Encouragement

Your communication is clear and welcoming. The next step is to strengthen feedback rhythms and visible action so members see their voices shaping direction.



*Healthy networks speak with clarity and grace – amplifying vision, inviting participation, and ensuring every member is heard.*



# Additional Reflections



## Collaborative Relationships

There is a relatively strong sense of collaborative potential within the network. Most people could name 3 people they could collaborate with on a shared initiative.



## Communication Channels

Information flows mainly through WhatsApp, but also Email and the Action Hub – reflecting accessible communication platforms, with catalysts keeping each other informed.





# Shared Learning & Content

Thoughtful theological reflection,  
missional leadership, motivating and  
equipping the outworking of the vision





# Content & Training

Does the network equip others through quality, theologically grounded resources and training that meet real missional needs in diverse contexts?

## STATUS



**Living**

**Average Score**

**3.89**

Range

**3.5-4.3**

Variance

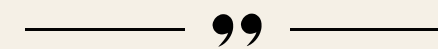
**Low**

## Reflection

Shared learning is contributing to your growth, and storytelling meaningfully inspires engagement across the network. To deepen impact, align training more intentionally with current mission realities and broaden distribution channels, ensuring content reaches diverse audiences through varied, accessible formats.

## Encouragement

You are building a strong learning culture through stories and shared content. The next step is alignment – ensuring content address real needs and that distribution expands its reach.



*Networks that equip others through biblically grounded learning multiply wisdom and strengthen the church for global witness.*





# Thought Leadership

The extent of the network's contribution to biblically faithful, Spirit-led insight that shapes global mission thinking and guides others in their practice.

## STATUS



**Thriving**

**Average Score**

**4.14**

Range

**3.4–5.0**

Variance

**Low–Moderate**

## Reflection

Your leaders are trusted voices in global mission spaces, offering credible theological and missional insight that shapes wider conversation. As influence grows, deeper collective discernment will strengthen your responses to complex issues, ensuring Spirit-led clarity consistently undergirds your public contributions.

## Encouragement

You are offering respected global insight. The next step is discernment – build shared prayer rhythms so your public voice stays unified, Spirit-led, and clear.



*Spirit-led thought leadership inspires the church to think deeply, act courageously, and pursue mission with prophetic clarity.*



# Additional Reflections



## Most Shared Content

Apart from the quarterly Zoom gathering and [Webinars – Society of Christian Scholars](#), AMEN resources were not named, suggesting that there are not yet clear resources that define the network.



## The Network's Voice

Most judges AMEN's voice as **emerging but growing**, with some viewing it as **not yet visible**.





# Integration & Impact

Shared initiatives marked by innovation and relevance, achieving tangible global impact





# Missional Impact

The degree to which the network makes a meaningful spiritual and strategic difference in fulfilling its mission.

## STATUS



**Thirsty**

**Average Score**

**3.42**

Range

**1.8–4.2**

Variance

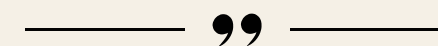
**Moderate**

## Reflection

Missional impact is evident through strong transformation stories and meaningful community change. Yet impact is not consistently measured, shared, or connected to Lausanne's fourfold vision. Establish simple metrics, regular reflection rhythms, and shared reporting practices to clarify outcomes and strengthen long-term influence.

## Encouragement

You are seeing real gospel fruit potential. The next step is structure – establish simple metrics and quarterly reviews to measure, celebrate, and align impact with your vision.



*Healthy networks bear visible fruit – lives changed, communities renewed, and the gospel taking root where it was once absent.*





# Adaptability & Innovation

The ability to adjust and innovate in response to changing circumstances or challenges, maintaining effectiveness and mission faithfulness over time.

## STATUS



**Living**

**Average Score**

**3.72**

Range

**2.0–5.0**

Variance

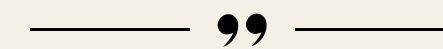
**Moderate–High**

## Reflection

AMEN is attentive to global realities, responding to change with creativity, unity, and thoughtful experimentation. Innovation is present and prayer-informed, yet deeper integration of Spirit-led discernment and consistent feedback rhythms would strengthen learning, sharpen decisions, and sustain innovative, responsive action.

## Encouragement

You're responding to change with creativity. The next step is discernment – building consistent feedback rhythms so innovation is Spirit-led and timely.



*Spirit-led innovation keeps the network fresh – ready to respond with courage, creativity, and faith to changing mission needs.*



# Additional Reflections



## Network Impact

The most prevalent impact is in **missional awareness** and **new partnerships**, although there were mixed views as to AMEN impacting **communities**, the **church** or having **cultural influence**.



## Innovation Culture

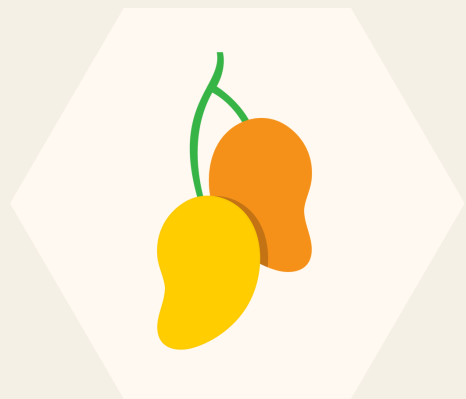
Most common responses:

🚲 Bicycle – Slow but steady, powered by a few

🌍 Lost Van – Equipped, but unclear direction

The network sees itself as making progress, but needing clearer direction and broader shared effort to move with confidence.





# Resilience & Sustainability

Resources and generational continuity, ensuring longevity and multiplication beyond the network





# Resources

The ability of the network to steward finances, people, and knowledge with transparency and interdependence, ensuring sustainability for its calling.

## STATUS



**Living**

**Average Score**

**3.63**

Range

**2.6–4.8**

Variance

**Moderate**

## Reflection

AMEN models generous knowledge-sharing and trustworthy stewardship. Capacity is generally sufficient, yet sustainability planning remains uneven. Shared resourcing and mentoring are present but inconsistent. Regular resource reviews and clearer shared ownership will strengthen long-term stability and leader development.

## Encouragement

You steward resources well. The next step is planning – include regular reviews, broader ownership, and structured mentoring to strengthen sustainability and future leadership.

— “ —

*Stewardship done in unity – sharing time, gifts, and finances – builds interdependence that sustains mission beyond any one generation.*





# Multiplication

The extent to which the network cultivates leaders, initiatives, and contextual expressions that carry the vision forward with generational continuity and global reach.

## STATUS



**Thirsty**

**Average Score**

**3.58**

Range

**2.3–5.0**

Variance

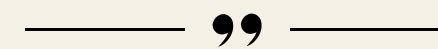
**Moderate–High**

## Reflection

Multiplication is present, with discipleship and new initiatives emerging, but growth is still uneven and fragile. Regional expressions are forming, yet coordination and support remain limited. Strengthening working groups and shared pathways for replication will help local ownership deepen and momentum become more sustainable.

## Encouragement

You're seeing real growth. The next step is to strengthen replication pathways so regional leaders can adapt, lead, and multiply confidently.



*When leaders reproduce leaders and vision gives birth to new expressions, the network ensures lasting fruitfulness for God's glory.*



# Additional Reflections



## Resources

Most feel confident that the network can be sustained over the next year, yet the greatest present needs are:

**Volunteers or leaders**

**Administrative systems** (systems in general)

**Financial support**



## Multiplication and Growth

Most common response:

💧 Trickling Stream – Small beginnings

Other responses ranged between:

🧊 Frozen – Stalled

🚧 Blocked stream – something is blocking the desire

🌊 Flowing river – consistent multiplication

Multiplication is present but modest, although there is still a mixed impression across the team.



# Visual Dashboard Summary



**THRIVING AREAS**  
3



**LIVING AREAS**  
6



**THIRSTY AREAS**  
3



# Suggested Next Steps



## Annual Vision Alignment

Annually reflect on how your work advances Lausanne's vision and your network's purpose.

## Evaluate Holistic Impact

Evaluate impact using both qualitative stories and quantitative data.

## Identify Impact Drivers

Identify areas where your work has made a tangible difference – and why.



## Plan Rhythms of Prayer

Plan for regular communal prayer and spiritual reflection in the network calendar.

## Discern Before Planning

Begin major planning sessions with a time of listening, prayer and discernment.

## Share Spiritual Testimonies

Share stories of how members are experiencing God's presence and direction.



## Encourage Network Replication

Support and celebrate efforts to replicate the network's vision in new contexts.

## Form New Initiatives

Form working groups to launch new initiatives or regional expressions

## Develop Emerging Leaders

Identify younger leaders within your network and devise a plan to develop them.



# Voices of Reflection

Final recorded thoughts

## Collaboration Still in a Fledgling Phase

*"Our AMEN network has not really gotten off the ground and moving in true, coherent collaboration yet."*

There is the desire to transform collaboration strategy beyond resource and information sharing.

## A Network Valued

*"On all counts we are on the right track."*

The strategic importance of the network is recognised.



# In closing...

The Academic Ministry and Educators Network reflects encouraging growth shaped by clear vision, thoughtful leadership, and a beautifully diverse community. As you deepen spiritual rhythms and sharpen discernment and impact, may the Lord guide your steps and multiply your fruit for his kingdom.

*“...that they may be called oaks of righteousness,  
a planting of the Lord for the display of his splendour.”*

*- Isaiah 61:3b*

