

Leadership Program Worksheet

Description

- What is the program? What is the goal or aim?

Rationale

- Why is this program needed?
- What will be its benefits to the church?
- What are other benefits, such as to the individuals or other churches?

Integration

- How will this program help accomplish the mission and vision of the church?
- How can you communicate its importance to the Lead Pastor and elders?

Details

- Who is it for and how will you determine appropriate candidates?
- What is its duration (length of program)?
- What is its scope (range of topics)?
- What is its sequence (order of topics)?
- What people and resources do you need to accomplish this program? How can you anticipate them and address them?
- What will be the financial details for the interns to consider?
- What may be potential roadblocks to starting the program?

Schedule

- What is the schedule for a typical week of an intern?
- What is the detailed schedule each week of the meetings to attend, ministry activities to participate in, and assignments to accomplish?

Book List

- What books and articles will the intern read?

Growth Project List

- What growth projects will the interns participate in to grow in character, convictions, and competency?
 - Example - develop a plan for personal devotions and a mechanism to record and share how it went.
 - Example - lunch interviews. Each intern will go out to lunch and ask a series of questions with: 1) an elder, 2) a member, 3) a staff person, 4) a college

student, 5) an elderly member. Write a paragraph on what you learned after each interview.

Topic List (Scope): Ideas for what to cover in the program

Convictions

- **Bible and Theology**
 - What sections of Scripture will the intern study? How?
 - How will the intern study theology? What will be the resources, topics, and method of learning?
 - Examples
 - Read a section of Grudem's *Systematic Theology* each week and discuss with a group or mentor.
 - Take a seminary class online each semester.
 - Read a book on ecclesiology and write position papers on debated topics.

- **Topical Studies**
 - What other topics will the intern study? How and using what?
 - Examples (ethics, leadership, apologetics, history, cultural engagement)
 - Study hermeneutics and homiletics.
 - Attend all PVC equipping classes and write a reflection paper.
 - Do reading on gender, sexuality, and biblical manhood & womanhood.

Character

- **Spiritual Formation**
 - How can the intern intentionally work on the spiritual disciplines and spiritual growth?
 - Examples
 - Meet with a mentor for modeling and practice of spiritual disciplines.
 - Active participation in the life of the church, especially a community group.
 - Read and practice the disciplines in a good book on this topic.

- Meet with someone younger in the faith and teach them how to pray, etc.
- **Personal Development**
 - How might the intern be encouraged to grow in other areas of life and leadership?
 - Examples
 - Explore call to ministry. Work through the internal and external call of God.
 - Identify sin areas or character areas of weakness and work on them with a mentor.
 - Start a small group of guys to meet for encouragement and accountability.
 - Read a book on personal growth issues - conflict management, *Respectable Sins*, *Counterfeit Gods*, finances and health.

Competency

- **Skills Learning**
 - How will you help interns learn about and observe what pastors do?
 - Examples
 - Observe church meetings (elder, membership, deacon, staff).
 - Sit in with pastors or elders as they counsel and lead.
 - Interview a pastor in town or an elder.
 - Read a good book or two on pastoral ministry.
- **Skills Practice**
 - How can you help the interns practice the important skills of a pastor?
 - Examples
 - Practice sermons or give a sermon: prepare, deliver, and receive feedback.
 - Set up a supervised ministry experience with one of the pastors or staff.
 - Teach a lesson in the Membership Class.
 - Read *Discipling* and disciple a younger believer. Read *Evangelism* and go out witnessing with a friend.
 - Have some training meetings on pastoral skills and practice them - such as doing the Lord's Supper and performing a baptism.