



## Pastoral Training Program Overview

One of the ways we acknowledge the men on staff that minister directly to our church body in a pastoral capacity is to grant them the status of pastor. As we move forward, we want to do a better job of investing in our staff by training them to become more fruitful, effective, godly pastors, especially in large church, multi-campus setting. In order to achieve these objectives, we are initiating a new process for them to participate in pastoral training here at Harvest.

### **NEW TRAINING:**

The new training process will include five specific modules that can be completed within one ministry year if taken aggressively (Sept-May) or over 2-3 years if taken a little more slowly (this process needs to be completed in three years maximum).

### **PROCESS OF TRAINING:**

In order to begin the process of attaining pastor status, one should fill out the enclosed *Pastoral Training – Registration Form* and send to the administrator (Mary Oliver). Each module has a four or five month window in which the training, reading, and application projects can be completed. Once all five modules are completed, the pastor will officially be recognized and granted status of pastor.

### **MODULES OF TRAINING:**

There are five specific modules that need to be finished in order to complete the training process including Leadership, Integrity, Pastoral Duties, Doctrine, and Preaching/Teaching. Each of the modules of training will include attending lectures by key staff members (at APAC meetings and Harvest Training Center events), reading 2-3 books, and an application project(s). The goal of these projects is integration of the training material within one's area of ministry. Required texts can be purchased on one's ministry account. Note: dates and instructors on the teaching module descriptions are subject to change. You will be notified if a schedule change occurs.

### **MAKEUP SESSIONS**

Lecture sessions are mandatory. Sessions are available for online viewing on the APAC Training Video Library Web site [www.harvestrollingmeadows.org/apactraining](http://www.harvestrollingmeadows.org/apactraining). Request password from administrator.

### **PRESENT PASTORS:**

Those who are presently pastors will be asked to complete this new training within the next three years both to sharpen and refresh their ministry capacity as well as make sure each pastor has been exposed to the same materials and training.

### **EXEMPTIONS:**

If a pastor or potential pastor has already completed the required reading or other aspects of the training (such as taking Small Group 101), there is no need to do it a second time; simply indicate your exemption on the *Pastoral Training – Registration Form*. Provide information on how and when the reading/training was completed. Note: the following modules are mandatory – Doctrine, Leadership and Preaching and Teaching.

### **BENEFITS OF COMPLETING THE TRAINING/ATTAINING PASTORAL STATUS:**

- Recognition at All Staff
- Certificate of pastoral status different from certificate of licensing
- Extra week of vacation
- Special graduation celebration with spouse, campus pastors and executive staff
- Title
- Special calf-skin bible



Teachers: Rick Donald, Garrett Higbee, Dave Learned, and Jeff Donaldson

Topics may include:

- Counseling
- Weddings, Funerals, and Hospital Visits
- Assimilation, Baptisms and Dedications
- Small Group 101 – As scheduled through Adult Ministries

Required Reading:

- Mahaney: *Why Small Groups?* (*Bookstore*)
- Higbee: Various Material/Papers related to Soul Care Training (*will be provided*)

Application:

- Participate in Pastoral Duties

Completion Assignment

- a) Observe or participate in three of the four following pastoral duties:
  - ✓ Wedding
  - ✓ Baptism
  - ✓ Funeral
  - ✓ Hospital Visit
  
- b) Write a one page summary on how Pastoral Care and Soul Care training has impacted your counseling and small group leadership.



Teacher: James MacDonald

Topics may include:

- Developing Preaching Content (Biblical foundation, structure, illustrations, application)
- Communication in Preaching

Required Reading:

- MacDonald: Preaching: 25 Things You Can't Learn in School  
*(booklet available through administrator)*
- Spurgeon: Lectures to My Students *(Bookstore)*  
(Chapters 1-5, 8-16, 19, 21-24, 26)
- Downpour DVD (APAC Training Video Library Web site)

Application:

Preach/Teach 2 times (in ministry setting). Each sermon will be evaluated and feedback will be given by 2-3 pastors. Improvement should be evident by the final teaching/sermon.

View the Downpour DVD and watch for the principles you learned in the Preaching and Teaching lectures.

Completion Assignment

- a) Write one page paper discussing how training and required reading was integrated into teaching and how that improved your capacity.
- b) Turn in copies of sermon evaluation sheets (S:\Pastor Training\Preaching and Teaching)
- c) Write a one page summary of how the principles presented in the teaching lectures were demonstrated in the Downpour video.



Teachers: David Jones, Gerald Hiestand

Topics may include:

- Basic Doctrines (covered in required reading)
- Harvest Distinctives (Woman in Ministry, Charismatic Movement, etc)
- Contemporary Issues (Homosexuality, Divorce, etc.)

Required Reading:

- Grudem: Systematic Theology (*Bookstore*)  
(Chapters: 4-6, 8, 11, 14-16, 22, 26-27, 30, 35-36, 38, 40, 52-56)
- Jones: Papers on Homosexuality, Gifts of the Spirit, and Woman in Ministry  
(S:\Pastor Training\Doctrine)

Application/Completion Assignment:

- Basic Bible Knowledge and Contemporary Issues (S:\Pastor Training\Doctrine)



Teachers: James MacDonald and Leo Klus

Topics may include:

Leadership session I (foundation, casting vision, creating culture)

Leadership session II (Criticism and the Pastor's Heart)

Required Reading:

Sanders: *Spiritual Leadership (Bookstore)*

Loritts: *Leadership as an Identity (Bookstore)*

Marquardt: *Leading with Questions (Bookstore)*

Application (choose one):

- a) Staff member should develop a case study on reproducing new leaders within his area of ministry that is lacking or needs new leaders over the course of two-three months. The case study should be developed and approved in consultation with staff member's supervisor.
- b) Staff member should identify a significant problem within his/her area of ministry that requires leadership and a leadership approach to solve (supervisor must sign off on fact that the problem is worthy of a project). Develop an action plan to address the problem, implement the solution, and follow up on progress made.

Completion Assignment

Write a one page summary describing the case study or leadership solution, what was learned, and how the application of leadership training and required reading on leadership impacted the practical work of ministry as it relates to reproducing new leaders or solving a significant problem. Supervisor must sign off on summary of the case study and that required reading was completed.



**HARVEST**  
BIBLE CHAPEL

## Training Module: Integrity

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Teachers: (Rick Donald)

Topic: Characteristics of an Effective Ministry Leader

Required Reading: TBD

Application: None

Completion Assignment: None

## Pastoral Training 2009 - 2010 Calendar

August	September	October	November	December
Pastoral Ministry: Counseling (08/25-27 - Elgin) - Garrett	Pastoral Ministry: Wedding and Funerals (09/15 - Elgin) Jeff D. Dave L.	Pastoral Ministry: Baptisms, Baby Dedications, Hospital Visits (10/28 - RM) - Rick, John S. Jeff D.	Doctrine: Harvest Distinctives (Women in Ministry, Charismatic Movement, etc.) (11/18 - Elgin) - Gerald	Preaching and Teaching: Communication in Preaching (12/16 - RM) - James
	Preaching and Teaching: Developing Preaching Content (09/23 - Elgin) - James			Pastoral Ministry: Completion Date (12/31)

January	February	March	April	May	June
Doctrine: Contemporary Issues (Homosexuality, Divorce.) (01/20 - Elgin) - David J.	Leadership: (foundation, casting vision, creating culture) (2/17 - RM) _James	Integrity: Topics are being reviewed (3/17 - Elgin) - TBD	Leadership: (personal inventory, people skills, delegation, multiplication, strategic planing, time mgmt, staff mgmt.) (4/28 RM) - Leo		Graduation - June
	Preaching and Teaching: Completion Date (02/28)	Doctrine: Completion Date (03/31)		Leadership: Completion Date (5/31)	