



## LEADERSHIP FOCUS

# PROGRAM OVERVIEW SUMMARY

Leadership Focus from start to finish



## QUICK FACTS

### Mission Statement

Partnering to develop healthy, growing missional leaders to expand the Kingdom of God in the present age

### Core Values

Leadership Focus exists to provide easy access to valuable missional resources, training, and coaching that will prepare and credential a new generation of bold, Christ-centered leaders through an emphasis on the following four core values:

#### 1. **Spiritual Formation:** *Understanding the source of strength for ministry*

A sacred environment that encourages each candidate to define their journey with God as a growing and vibrant relationship out of which ministry flows every day in every place you find yourself

#### 2. **Competencies:** *Honing the skills necessary to succeed*

Understanding one's own leadership style, skillfully developing and leading teams, and accurately identifying and diagnosing the health of a congregation or ministry

#### 3. **Missional:** *Outreach and Commissioned Leadership*

The primary emphasis of all that we present in Leadership Focus is to clarify that our lives and ministries in Christ are only truly biblical and authentic when they are orchestrated in light of the Great Commission through sacrificial Great Commandment living.

#### 4. **Community:** *Commitment to accountability, growth, and excellence*

The coach and members of each cluster understand their community to be the present body of Christ where they have been placed by divine appointment for divine purposes.

## Program Overview

Leadership Focus (LF) is a 6-course curriculum to support the credentialing requirements as prescribed by the Credentials Manual of the Church of God and is designed to prepare leaders for ordination.

LF operates two sessions each year: a spring and a fall session. Each session is six months in duration; candidates will have access to course materials for approximately 4 ½ months while the remainder of the session time is used for maintenance of the program at state/assembly and national levels. Candidates will complete one course per session.

All LF candidates are assigned to a cluster group with whom they will "journey" throughout the nearly 3-year process. Clusters are comprised of three to six individuals from a diverse variety of backgrounds, ministry experiences, and locations across North America. An experienced coach is assigned to a cluster for each specific course; clusters will have a different coach for each course.

Candidates will review and complete assignments, access general course resources, and track progress using Canvas, a state-of-the-art learning management system. Each course will have five 2-hour cluster meetings with the exception of the first course, *Commencement*, which is primarily an orientation course divided into two parts: a self-paced registration and the actual coursework. At the end of the LF process, a candidate will have spent a little more than 2.5 years with their cluster group members, guided by 6 different coaches and will be prepared to meet with their credentials committee who will evaluate and recommend the candidate's readiness for ordination. Completion of LF does not automatically guarantee granting of ordination; that is the responsibility of the credentials committee.

## Associated Fees:

Enrollment (Pre-LF)	\$25
Course 1 – Commencement	\$275
Course 2 – Character	\$150
Course 3 – Competencies	\$150
Course 4 – Confessions	\$150
Course 5 – Connectivity	\$150
Course 6 – Celebrations	\$150

**TOTAL INVESTMENT:** \$1,050

## Enrollment

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The enrollment course is provided by Leadership Focus (LF) but is administered by a State Administrator. Potential candidates complete an online registration at [www.choglf.org](http://www.choglf.org). These individuals stay in a "pending" status until accepted by their assembly to participate in LF. Once accepted, the candidate is placed in the Enrollment Course. They will need to pay a \$25 registration fee and complete the following "Big 4" To Do items in the portal:

1. Ministerial Reference
2. Application for Ministerial Credentials
3. Release of Information Form
4. Authorization for Background Screening

**NOTE:** Some states may require additional items; these are state or assembly specific and are administered locally.

**All four To Do items must be completed prior to being moved into Course 1, Commencement.**

The following items must be completed **prior to a candidate being enrolled in their first LF course, Commencement**, in Canvas:

- Course 1 fees must be paid (\$275)
- Begin the *Candidate Guide to Canvas* training course
- Attend a mandatory online Canvas Training meeting hosted by LF Staff

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## Course 1: Commencement

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**ἐπίσταμαι – epistamai** - Knowing God's will for me (Calling) – LF is a pursuit of knowing in the fullest sense – using all of our senses.

This initial course is designed to help candidates gain an understanding of Leadership Focus (LF) and some of the foundational tools utilized throughout to help them get the most from LF. Candidates will begin to explore connectivity within LF and take the first steps toward establishing strong community bonds in their cluster. Finally, because they are about to commence on a significant life journey, cluster members will explore the divine call to ministry, what it means to submit to that call, and the cost of pursuing it.

The key word for this course is ἐπίσταμαι - epistamai. This word simply means "to know, to understand; epistamai expresses 'what comes from close and familiar acquaintance'" (Strong's #1987). It supports the **theme for this first course, Commencement: "knowing God's will for me."** That is, knowing, understanding, and responding to the divine call. Candidates will discover that LF is a pursuit of knowing in the fullest sense – using all of our senses. Objectives:

- Gain the tools to be successful in Leadership Focus
- Begin building community with cluster members
- Articulate a personal call to ministry and affirmations of that call
- Explain and illustrate the concepts that this is (1) God's call, (2) for His purpose, (3) carried out in community, and (4) highly missional

## Assignments

### CANDIDATE GUIDE TO CANVAS

Candidates will first be enrolled in a self-paced training course to experience what an LF course in Canvas looks like. This course walks them through using Canvas to complete assignments. Additionally, they are **required** attend an online training meeting with LF staff to walk through using Canvas and

receive an overview of some of the particulars of the software. Upon completion of the online training meeting with LF staff, candidates will be enrolled in *Commencement*. Attendance at a training session is **mandatory prior to being enrolled** in *Commencement*.

## COMMENCEMENT: SELF-PACED MODULES

Within the *Commencement* course are several self-paced modules that candidates will need to complete. A module is just a section of the course. These modules are as follows:

- Welcome and Orientation
- Bible Reading Plan
  - All candidates will complete a reading plan of the Bible. When they finish Course 6, they will have read the entire Bible and made personal observations throughout.
- Understanding Credentialing
  - This is a lengthy module that requires candidates to read portions of the Credentials Manual and take 20 short quizzes throughout the reading. The purpose of this is to familiarize them with the requirements of credentialed ministers in the Church of God.
- Completion of Leadership Profile Assessments
  - Instructions on completing their assessments administered by True Wiring
- Bible and Theology Assessment (BTA)
  - Walks candidates through the requirements for the BTA and contains a sample BTA for practice
  - Candidates are enrolled in a separate course to take their actual BTA.
- End of Course Requirements and Survey
- BOOK: *A Work of Heart*, by Reggie McNeal. This is a required reading for Course 1. Must be completed prior to Cluster Meeting 2. [https://www.goodreads.com/book/show/251769.A\\_Work\\_of\\_Heart](https://www.goodreads.com/book/show/251769.A_Work_of_Heart)

## TWO ONLINE CLUSTER MEETINGS AND GUIDING SCRIPTURE

- Meeting 1 Building Community: 1 Corinthians 12:12-31
- Meeting 2 The Call: Hebrews 11:8-12

## ASSIGNMENTS PROVIDED TO STATE/ASSEMBLY

Assignments provided to credentials committees are identified to candidates in Canvas by a double asterisk (\*\*).

- Connect to Portfolium and send profile link to State Administrator
  - **NOTE:** Candidates have this assignment at the beginning of every course to ensure that the State Administrator is notified if there is a change to the candidate's profile or privacy setting.
- Candidates write *Call to Ministry* paper
- Book Review: *A Work of Heart*, by Reggie McNeal
- Candidates upload *Assessment Debrief Report* from True Wiring
- Bible and Theology Assessment scores
- Candidate's Report for Credentials Committee

## THEOLOGICAL STATEMENTS WRITTEN IN THIS COURSE

Theological statements will be combined into one document and turned in at the completion of Course 4, *Confessions*.

- Statement #7 – SALVATION

## Course 2: Character

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**יָדָע** – *yada* - Knowing the personal me and aligning with the Holy Spirit for missional purpose

**The goal of the Character course is understanding the “personal me” and aligning with the Holy Spirit and the Word of God for missional purpose.**

The key word for Course 2 is the Hebrew root for “know,” **יָדָע** – *Yada*. “It has a wider sweep than our English word ‘know,’ including perceiving, learning, understanding, willing, performing, and experiencing. To know is not to be intellectually informed about some abstract principle, but to apprehend and experience reality. Knowledge is not the possession of information, but rather its exercise or actualization” (Baker’s Evangelical Dictionary of Biblical Theology).

In the Character course, candidates will begin exploring foundational topics for missional leadership that draw on perceiving, learning, understanding, willing, performing, and experiencing. Candidates and their clusters will look at the following:

- The significance of spiritual formation as a habitual practice in the life of a leader
- Understanding from your True Wiring assessments how “Motivators” and “Emotional Intelligence” (EQ) influence your leadership style
- Understanding Biblical stewardship from a theological perspective; challenging those you lead
- How holiness and ethics inform character formation
- How holiness guides and directs our thinking, actions, and relationships on current social issues
- The purpose and need for maintaining appropriate boundaries

### **FIVE ONLINE CLUSTER MEETINGS AND GUIDING SCRIPTURE**

- Meeting 1 Spiritual Formation: Luke 4:1-14
- Meeting 2 Biblical Stewardship: Matthew 6:19-24
- Meeting 3 Holiness/Ethics: 1 Timothy 4:12-16; 1 Peter 1:13-23; Galatians 5
- Meeting 4 Holiness and Relationships: 2 Chron. 7:14; Is. 58; Micah 6:8; Acts 2:42–47, 4:32–35
- Meeting 5 Boundaries: Ephesians 5:15 – 6:9

### **ASSIGNMENTS PROVIDED TO STATE/ASSEMBLY**

Assignments provided to credentials committees are identified to candidates in Canvas by a double asterisk (\*\*).

- Connect to Portfolium and send profile link to State Administrator
- Candidates write Personal Code of Ethics
- Candidates complete 24-hour Retreat of Solitude and write reflection summary
- Candidates write video summary of the 6-series *Guardrail* videos
- Bible and Theology Assessment scores (if candidate requires reassessment)
- Candidate’s Report for Credentials Committee

### **THEOLOGICAL STATEMENTS WRITTEN IN THIS COURSE**

Theological statements will be combined into one document and turned in at the completion of Course 4, *Confessions*.

- Statement #4 – THE HOLY SPIRIT’S CLEANSING AND GIFTING WORK IN THE BELIEVER’S LIFE
- Statement #6 – HUMAN NATURE, SINFULNESS, AND DESTINY
- Statement #8 – HOLINESS
- Statement #11 – LIFE, MARRIAGE, FAMILY, AND SEXUAL PURITY
- Statement #14 – CHRISTIAN STEWARDSHIP OF LIFE AND FINANCIAL RESOURCES

## Course 3: Competencies

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γινώσκω – **ginosko** - Knowing the public me and interacting with others to unlock their potential for missional kingdom impact

**The goal of the Competencies course is to know the public me & interact with others to unlock their potential for missional kingdom impact.** It is understanding the outward expression of your calling.

The key word for this course is γινώσκω – Ginosko. This word simply means “to learn to know, come to know, get a knowledge of, feel” or “to know, understand, perceive, have knowledge of” (Strong’s #1097). In the Competencies course you will be learning how external actions align with godly missional actions for missional impact. Candidates and clusters will explore the following:

- Understanding your DiSC® profile and how all profile types support the missional nature of the Kingdom
- The impact that internal values have on ministry and the importance of core values for a ministry or organization
- Identifying the lifecycles of a church, organization, or ministry and your role in the lifecycle process
- Distinguishing between healthy and unhealthy conflict with an emphasis on the need for skilled conflict management
- Applying team building strategies and concepts in a practical team building exercise

### FIVE ONLINE CLUSTER MEETINGS AND GUIDING SCRIPTURE

- Meeting 1 Biblical Leadership Perspectives: Candidates share their “life verse”
- Meeting 2 Biblical Ministry: Choose and read about one character (Hezekiah, Ruth, Samson, Hannah, or Saul)
- Meeting 3 Biblical Lifecycles: Acts 11:19-26 and 13:1-3
- Meeting 4 Biblical Team Building: Exodus 18:13-27
- Meeting 5 Biblical Conflict Management: Acts 6:1-7

### ASSIGNMENTS PROVIDED TO STATE/ASSEMBLY

Assignments provided to credentials committees are identified to candidates in Canvas by a double asterisk (\*\*).

- Connect to Portfolium and send profile link to State Administrator
- DiSC® Assessment Video Review
- Book Review. Candidates will select a book from the following list to read and submit a review
  - *Lead Like Jesus: Lessons from the Greatest Leadership Role Model of All Time* by Ken Blanchard & Phil Hodges
  - *Spiritual Leadership: Moving People on to God’s Agenda* by Henry and Richard Blackaby
  - *Preparing for Change Reaction: How to Introduce Change in Your Church* by Bob Whitesel
  - *Tribal Leadership: Leveraging Natural Groups* by Dave Logan, John King, Hallee Fischer-Wright
  - *Developing the Leader Within You 2.0* by John Maxwell
  - *Next Steps in Ministry* by David Markel
- Church Lifecycles Video Review
- Bible and Theology Assessment scores (if candidate requires reassessment)
- Candidate’s Report for Credentials Committee

### THEOLOGICAL STATEMENTS WRITTEN IN THIS COURSE

Theological statements will be combined into one document and turned in at the completion of Course 4, *Confessions*.

- Statement #9 - THE NATURE OF THE CHURCH AND CHURCH MEMBERSHIP
- Statement #10 - THE MISSION AND ROLE OF LEADERSHIP IN THE CHURCH
- Statement #12 - THE STATUS OF WOMEN IN MINISTRY AND LEADERSHIP
- Statement #13 – THE NATURE AND IMPORTANCE OF CHRISTIAN UNITY

## Course 4: Confessions

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εἶδω – eidó - Knowing the professional me and developing skills to communicate missional truths that transform lives

**The goal of the Confessions course is to know the "professional me" and develop skills to communicate missional truths that transform lives.** It is understanding an outward expression of your calling.

The key word for this course is the Greek word εἶδω – eidó. This word carries the idea of perceiving, understanding, and knowing. It has overtones of discovery and experience; of inspecting and examination (Strong's #G1492). In Confessions, candidates will be learning how perceiving and discerning the truths of God, and then aligning themselves to them, can bring missional transformation. Candidates and clusters will explore the following:

- The importance of a solid, biblical theological foundation and the pastor's role as the "key theologian"
- Different theological perspectives both outside and within Christianity
- The history and theological perspectives of the Church of God
- The purpose of theology and the importance of its missional focus and impact
- Modeling and communicating theological perspectives

### FIVE ONLINE CLUSTER MEETINGS AND GUIDING SCRIPTURE

- Meeting 1 Why Theological Perspectives: Deuteronomy 6
- Meeting 2 Understanding Theological Perspectives: Acts 17:22-34
- Meeting 3 Church of God Theological Perspectives: Candidates Identify four major passages of scripture that represent Church of God doctrine and theology
- Meeting 4 Missional Theological Perspectives: Matt. 22:36-40, 28:18-20; Acts 1:8; Jn. 20:21, 22
- Meeting 5 Excellence in Modeling and Communicating Theological Perspectives: Choose either The Sermon on the Mount, the Seven Kingdom of God parables in Matthew 13, or Peter's sermon on Pentecost in Acts 26:2-23

### PRIMARY ASSIGNMENTS

Assignments provided to credentials committees are identified to candidates in Canvas by a double asterisk (\*\*).

- Connect to Portfolium and send profile link to State Administrator
- Candidates complete video review for the video, *A Conceptual Framework for Ministry in the Wesleyan Spirit*
- Candidates write summary paper comparing differences between TULIP-Calvinism and Wesleyan-Arminian theological perspectives
- Candidates complete response form detailing their eschatological views on the book of Revelation and events surrounding the end times
- Candidates combine ALL theological statements into one document and upload them for review by their credentials committees
- Book Review. Candidates select a book from the following list to read and submit a review
  - *I Will Build My Church* by John W. V. Smith
  - *Following Our Lord: Understanding the Beliefs and Practices of the Church of God Movement (Anderson)* by Barry Callen
  - *Theology for Disciples* by Gil Stafford
  - *The Optimism of Grace* by Cliff Sanders
  - *A Closer Look at God's Church: A Biblical Evaluation of Key Beliefs of the Church of God* by Mark Jackson
  - *I Saw the Church: The Life of the Church of God Told Theologically* by Merle Strege
- Bible and Theology Assessment scores (if candidate requires reassessment)
- Candidate's Report for Credentials Committee

## **THEOLOGICAL STATEMENTS WRITTEN IN THIS COURSE**

All 16 theological statements will be **combined into one document** and turned in at the completion of **this** course.

- Statement #1 - THE NATURE AND REVEALING ACTIVITY OF GOD
- Statement #2 - THE NATURE AND SAVING MISSION OF JESUS CHRIST
- Statement #3 - THE NATURE AND AUTHORITY OF THE BIBLE
- Statement #5 - ORDINANCES OF BAPTISM, LORD'S SUPPER, AND FEET-WASHING
- Statement #15 - THE KINGDOM OF GOD
- Statement #16 - THE SECOND COMING OF JESUS CHRIST AND RELATED EVENTS

## Course 5: Connectivity

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**נָכַר – nakar** - Knowing the partnering me and intentionally developing healthy kingdom relationships that produce missional expansion

**The goal of the Connectivity course is to know the “partnering me” and intentionally develop healthy kingdom relationships that produce missional expansion.** It is understanding how your calling intertwines with the calling of others for Kingdom purposes.

The key word for this course is the Hebrew word נָכַר – nakar. This word carries the idea of looking intently at something, to acknowledge, to be acquainted with, care for, respect, or revere. Conversely, it can also be used to describe disregard – with suspicion implied – or to ignore. All of these demonstrate a relational aspect of knowing. During this course, candidates and clusters will explore the concept of biblical connectivity along these lines:

- What biblical connectivity is and why a proper understanding of it is important
- Understanding how connectivity to our roots influences who we are
- What our role in global, state/national, and local connectivity looks like

### FIVE ONLINE CLUSTER MEETINGS AND GUIDING SCRIPTURE

- Meeting 1 What is Connectivity?: Identify a scripture in both the Old and New Testaments that demonstrate the connectivity God desires for his people
- Meeting 2 Connecting with Our Roots: Candidates choose a passage from the list below:
  - Abram and Lot (Genesis 13)
  - Moses and Miriam (Exodus 1, 2, & 15; Numbers 12)
  - Ruth and Naomi (Ruth 1-4)
  - David and Saul (1 Samuel 9 – 31)
  - Paul and Barnabas (Acts 15)
  - Peter and Paul (Gals 2:11-16 & 2 Peter 3:15-16)
- Meeting 3 Your Role in Global Connectivity (Ends of the Earth): Acts 1:8 and Matthew 28:18-20
- Meeting 4 Your Role in State/National Connectivity (Judea/Samaria): Acts 1:8 and Acts 15:1-35
- Meeting 5 Your Role in Local Connectivity (Jerusalem): Acts 1:8 and Acts 2:42-47

### ASSIGNMENTS PROVIDED TO STATE/ASSEMBLY

Assignments provided to credentials committees are identified to candidates in Canvas by a double asterisk (\*\*).

- Connect to Portfolium and send profile link to State Administrator
- Candidates complete video response form that covers 4 connectivity videos
- Candidates required to spend 8 hours completing a service project and write a summary about their experience
- Candidates watch two videos that connect with the roots of the Church of God (Jeff Frymire's devotion opening a 2019 General Assembly Session and Jim Edwards, Church of God Heritage Reflections presentation to Anderson University Board of Trustees, 2007) and then complete the *Connecting With Our Roots: Video Review & Response Form*
- Book Review. Candidates select a book from the following list to read and submit a review
  - *Views from the Mountain* by James Earl Massey, Barry L. Callen and Curtiss Paul DeYoung (Editors)
  - *Tortured for Christ* by Richard Wurmbrand
  - *Ministry at the Margins: The Prophetic Mission of Women, Youth & the Poor* by Cheryl Sanders
  - *Coming Together in the 21st Century: The Bible's Message in an Age of Diversity* by Curtiss Paul DeYoung
  - *Invitation to Cross-Cultural Theology* by William A. Dryness
  - *Coming Together in Christ* by Barry Callen & James North
  - *Walk with the People: Latino Ministry in the United States* by Juan Francisco Martinez
- Candidate's Report for Credentials Committee

## Course 6: Celebrations

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**γνώριζω – gnorizo** - Knowing the integrated me and articulating God's will (calling) for me in a missional focused LAMP

The key word for this course is the Greek word γνώριζω – gnorizo and the focus statement is, “**Knowing the integrated me and articulating God's will (calling) for me in a missional Life and Ministry Plan (LAMP).**” This word speaks directly to your current position in the ordination process; you have come to a point where you know a great deal more about yourself and your calling based on your work throughout the previous five courses. Gnorizo means, “to make known or to become known; to be recognized.” It connotes the idea of gaining knowledge of or having a more thorough knowledge. Additionally, it means to cause information to be known by someone or communicating things before that were unknown or reasserting things already known. And going hand in glove with your divine call, it is used especially of something unknowable by natural means but communicated by divine initiative (see Ephesians 1:9). All that you have learned, and now know, has brought you to where you are... and it's time to celebrate what God is preparing you for!

In Celebrations, candidates will be integrating all of the work they have completed in the preceding courses and CELEBRATING together! Candidates and clusters will explore and celebrate the following:

- The impact of the LF journey on your life and calling
- Discovering what you have learned about yourself through the CliftonStrengths Assessment
- Why the four LF core values are significant to ministry
- Setting S.M.A.R.T. goals for all four "arenas" of life
- Writing your Life and Ministry Plan (LAMP) and providing feedback for each cluster member

### FIVE ONLINE CLUSTER MEETINGS AND GUIDING SCRIPTURE

- Meeting 1 Celebrating the Journey: 2 Samuel 7:18-22
- Meeting 2 Celebrating the Integrated Life: John 10:1-10
- Meeting 3 Celebrating and Setting Milestones: Proverbs 16:1-3; Hebrews 12:1-2
- Meeting 4 Celebrating and Challenging Milestones: Proverbs 27:17; Ecclesiastes 4:9-12; Hebrews 10:23-25
- Meeting 5 Celebrating Our Commencements: Candidates bring a “life verse” (open meeting with this); close meeting with Ephesians 3:14-21

### ASSIGNMENTS PROVIDED TO STATE/ASSEMBLY

Assignments provided to credentials committees are identified to candidates in Canvas by a double asterisk (\*\*).

- Connect to Portfolium and send profile link to State Administrator
- Candidates complete 24-hour Retreat of Solitude and submit summary response form
- Candidates read the book, *Never Go Back: 10 Things You Will Never Do Again* by Dr. Henry Cloud and complete book review summary
- Candidates write detailed Life and Ministry Plan (LAMP) and upload it for review by their credentials committee
- Candidate's Report for Credentials Committee

