



The win

To train future pastors as described in 2 Timothy 2:1-2 (CSB):

Initiative: ***Be strong in the grace that is in Christ Jesus,***

Academics: ***what you have heard from me***

Hands on: ***in the presences of many witnesses***

Character: ***commit to faithful men***

Discipleship: ***who will be able to teach others also.***

The why

The church needs to be assertive and primary in training and sending future pastors. We are not saying Bible Colleges and Seminaries are wrong or unhelpful. They fulfill a critical role for the kingdom. We are saying the church needs to repent and actively fulfill her role in discipling future pastors.

Synopsis:

Pastors Academy(PA), is a 2 year intensive program to equip qualified men to be pastors. This is done through a formal vetting process to examine the students' initiative. Once accepted into the program there are three elements to equipping students: Academics, Hands on learning, and Character development. This will require 20 hours a week during each quarter, plus hands on, and character development when academics are not in session to look for initiative. The entirety of PA is discipleship. The River Church is pouring into the students with an eye to see if the students are able to disciple others. Students who demonstrate the five characteristics of PA will graduate with a growth plan to continue development, as well as being ready to be sent into ministry whether at The River Church or another ministry.

Academics- Academics is 40% of the time requirement. Students will go through 12 courses to equip them with the Bible and knowledge. Students will also have a Leadership Lab each week to learn how a church operates as well as what the pastor does. The first year is course focused.

Hands on- Hands on learning is 40% of the time requirement. Students will follow a process of review and development under a ministry coach to develop in their assigned ministry. Students will start off being assigned tasks, moving on to assignments, and then students will be given a ministry load. Handling a ministry load effectively is required to pass PA. The second year is hands on learning focused.

Character- Character development is 20% of time requirement. Students will walk through the pastoral epistles with a mentor. The mentor will also act as a cheerleader for the student as well as help them process their time and learning in PA. The win is shaping their students' heart for ministry.

Initiative

Be strong in the grace that is in Christ Jesus

Admissions process

- 1) Identify ordainable men who are strong in Christ.
 - Fit the Bible's qualifications for pastors: Once complete, can we ordain them?
 - Demonstrates initiative: Are they already ministering?
 - Character: Are they humble and teachable enough to learn how to lead?
 - Available: Financially and schedule wise are they able to handle the program?
- 2) Complete Entrance course. (Two Saturdays, 6 hours, including lunch)
 - Writing workshop: Communication and learning skills.
 - Bible Study workshop: Critical tool for all other courses.
 - Time management workshop: Life and time management skills.
- 3) Interview.
 - Team interviews candidate: PA Director, Location Pastor, and one other pastor.
 - Background checks.
 - Spousal/ girlfriend agreement.
- 4) Acceptance.
 - Sign PA plan & assign mentor.
 - Mentor meet & greet.
 - Give first ministry tasks.
 - Classes start Week of Aug 5th

Academics

...what you have heard from me...

(40% of time expectation)

Bible & Theology

Classes	First quarter	Second Quarter	Third Quarter	Fourth quarter
Year 1	- Preach & Teach - Epistles	- Human Growth - Gospels	- The Torah - God Speaks & Helps	- The Prophets - God Saves & Sends
Year 2	- God Restores	- The Writings	- God Glorifies	- God Is & Relates

Class format:

- 1) Action plans will be content focused, explain what is being taught, reading schedule, assignments, required books, recommended books, and eval process.
- 2) Class discussions will focus on preaching, teaching, and discipleship elements of studied content.
- 3) There will be a two hour class on the course content each week for eight weeks.
- 4) There will be two hours of reading and assignments given each week to prepare for the next class.
- 5) The text books will be utilized to help the student prepare for the next class sessions and future ministry. Recommended books are just that and not a part of the four hours per week course work. Many textbooks will be used for multiple classes.
- 6) There will be two classes per quarter for a 1st years, one class per quarter for 2nd years.
- 7) Evals will be based on mastery of content and ability to communicate the content.

Leadership Labs

. Labs	First quarter	Second Quarter	Third Quarter	Fourth quarter
Year 1	Week 1-Vision 2-6- Reach 7-8- Gather	Week 1-3- Gather 4-8 Grow	Week 1- Vision 2-6 Family 7-8 Ops	Week 1-3- Ops 5-8- Locations
Year 2	Week 1- Vision 2-5- Pastoral Care 6- Directed Lab 7-8- Comm.	Week 1-2 Comm. 3- Directed Lab 4-7- Events 8- Directed Lab	Week 1- Vision 2-5 "Land Mines" 6- Reach 7- Gather 8- Grow	Week 1- Family 2- Ops 3- Directed Lab 4-7 Building Locations 8- Vision

Lab format:

- 1) Leadership Labs will help the students live out the church's vision of making disciples who Reach Gather Grow, and to understand how the church operates.
- 2) Leadership Labs will be taught by the Elder Team or who they designate to lead a particular lab.

- 3) Each lab will connect the importance of the subject at hand to the Bible, though teaching the biblical aspect is not the focus of the lab, application is. 10% Bible, 40% application, and 50% discussion.
- 4) Labs will be an hour workshop per class week with followup material for reference reading and future development.
- 5) Students at the end of their time in Pastor's Academy will have a manual on how to operate a church or location.
- 6) Evals will be based on participation, organization of materials, and observed application of what was taught.

Hands on

“...in the presences of many witnesses...”

(40% of time expectation)

Hands on learning is critical to pastoral development. The ministry plan will be unique to each student based on ability and experience. Students will gain experience on every team to gain understanding of Reach, Gather, Grow, Operations, Family, and Locations. Special emphasis will be on the area of their calling and gifting. Hands on learning is the focus, though documentation will be used for development. Training may be required for the ministry in which they are involved.

Coaching: For each ministry assigned the student will have a coach for the purpose of setting goals & objectives, accountability, training, and feedback. This will be the action plan for that ministry assignment. The preference is that coach will not also be the student's mentor.

Tasks: For the first couple of ministry assignments students will perform specific things assigned to them because course work will be heavy. The focus is on doing one specific thing. Example: Stand by the door as a greeter for guest services.

Students will have multiple assignments, likely from different ministries to give them as much exposure to the church as possible.

Assignments: Assignments are a part of a ministry that needs to be done. There may be numerous tasks involved in that. Example: Run guest services for a gathering.

Students will have multiple assignments, but will be more carefully chosen based on church needs and student abilities.

Loads: Loads are ministries to be run or built. For 2nd year students, loads will be a higher priority as the class load will be less. They included numerous assignments and tasks under those assignments. Example: Build guest services for a new location.

Students will have a few loads. Loads will evaluate the student's ability to lead and shepherd. Handling loads is critical to passing Pastor's Academy.

Example of tasks to assignments to loads

Qualifications: Gaining understanding

1st year	1st Quarter	2nd Quarter	Summer	3rd Quarter	4th Quarter
Tasks	Greeter	Greeter		Welcome Desk	Welcome Desk
Assignments				GS- 9am DAV	GS- 9am DAV
Loads					

Expertise: Gaining skill in area of calling and gifting

2nd year	1st Quarter	2nd Quarter	Summer	3rd Quarter	4th Quarter
Tasks	Welcome Desk	Welcome Desk		Greeter	Welcome desk
Assignments	GS- 9am DAV	GS- 9am DAV		GS- 10am	GS- 11am
Loads				GS- New Location	GS- New Location

Character

“...entrust to faithful men...”

(20% of time expectation)

Student focus:

- Meet with mentor one hour a week. At least one of these meetings needs to be face to face each month.
- Work through Pastoral Epistles aiming for heart more than knowledge.
- Debrief teachable moments and concerns.

Mentor focus:

- Meet with your student one hour a week.
- Regular communication and follow up with PA Director.
- Help student apply Pastoral Letters to their life and ministry.
- Be the student's cheerleader: Encourage, challenge, and be present for them.
- Teach them to pray, and pray with them and for them.

Church focus:

- Facilitate discipleship relationships.
- Equip and regularly communicate with mentors.
- Make sure we are developing the whole person, not just workers or academics.
- Make sure the marriage and family is strong for ministry.

Note: The soul, not the content, is the driver!

Character	1st Quarter	2nd Quarter	Summer	3rd Quarter	4th Quarter
Year 1	1 Timothy	1 Timothy		1 Timothy	1 Timothy
Year 2	2 Timothy	2 Timothy		Titus	Titus
Year 1 addition			- Emotionally secure couple - Parenting		
Year 2 addition	Disciple new believer		- Intimacy with the Almighty - Zeal without burnout		Prep new 1st years

Format:

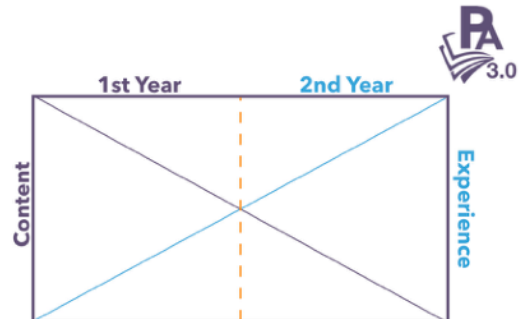
- 1) Action plans for discipleship will focus on initiative and character development.
- 2) Documentation will be for accountability and growth.
- 3) First year additions for marriage and parenting is for the purpose of strengthening the family as first ministry, as well as preparing them to help couples in the future.
- 4) “Emotionally Secure Couple” covers marriage, emotional intelligence, and peacemaking.
- 5) Second year additions will be to disciple someone with involvement of their mentor.
- 6) Evals will be on initiative, character development, teachability, and ministry calling.

Discipleship

“...who will be able to teach others also.”

Program Layout

First year students will focus on content and development. Second year students will focus on experience and ability. As Paul tells Timothy to study to show himself approved unto God a workman, that's the interest payment on becoming a pastor. That allows us to rightly divide the Word of Truth, which is the principle we pay to be a pastor.



Everything in Pastor's Academy is teaching. While 20% of the program is mentoring, part of the mentoring process will be pouring into another Christian. Discipleship is often more caught than taught. While content is extremely important, classes will focus on using the content in ministry situations. This is especially true of leadership labs. Leadership labs will bridge classroom to real ministry settings. Pastors Academy is designed to be 20 hours a week, though study and writing ability may add to that time, or potentially lessen it.

Weekly Time	1st Year	2nd Year
Academics:	10 Hours	6 Hours
Hands on:	7 Hours	10 Hours
Character:	3 Hours	4 Hours
Discipleship Total:	20 Hours	20 Hours
Year Total:	640+ Hours	640+ Hours
+ = Summer hours of ministry	Program Total:	1,280+ Hours
Academics per week		
Classroom Instruction	4 Hours	2 hours
Leadership Lab	1 hour	1 hour
Prep Work	4 Hours	2 hours
Misc	1 hour	1 hour
Hands on per week		
Gathering	2 hours	2 hours

Weekly Time	1st Year	2nd Year
Growth Community	2 hours	2 hours
As assigned	3 hours	6 hours
Character per week		
Meeting with mentor	1 hour	1 hour
Discipleship work	1 hour	1 hour
Staff Connection	1 hour	1 hour
Mentoring other	0 hour	1 hour

Quarter: 8 weeks with 1-2 weeks between quarters.

1st Quarter Week of Aug 16 to Oct 4. Week of Oct 11 off.

2nd Quarter Week of Oct 18 to Nov 15; Nov 29 to Dec 13. Week of Nov 22 off.

3rd Quarter TBA

4th Quarter TBA

Summer:

There is no classwork during the summers, however there are many learning opportunities for ministry and some assigned reading. Initiative will be a key thing looked at during the summers.

Graduation:

Successful students will go before a Graduation Council. Successful students will have demonstrated the following:

- Initiative: Are they strong in the Lord?
- Academics: Do they know the Gospel?
- Hands on: Are they teachable while doing ministry?
- Character: Are they faithful men who can be trusted with Christ's church?
- Discipleship: Can they preach and teach the Word?

Graduation Council:

The Graduation council is a formality to go over a successful student's character, competency, and doctrine. The student will provide the council his testimony, ministry portfolio, and doctrinal paper for review. After review the council will interview the student for the purpose of setting him up for success, clarification on doctrine, and suggesting a growth plan as he starts out as a pastor. The council will consist of the PA Director, Student's mentor(s), and an Elder Team member.

The council will arrive at one of three conclusions:

- 1) Student is a great lay leader, but not called to pastoral ministry.
- 2) Student can be ordained, but more observed maturity or experience is required. A growth plan will be provided to help student work towards ordination. This outcome is likely for younger students or students new to The River.

- 3) Student is called and able to fulfill the office of Pastor. A growth plan will be provided to help the student continue to grow in his calling. Ordination will occur at the Student's location after graduation.

Successful students will receive a certificate of completion. **Lack of ordination is not failure!** To ordain is a solemn and holy occasion to be taken seriously. The Bible instructs us to appoint elders for every city, but it also calls for caution by not laying on hands too quickly. The goal is to ordain pastors, but the win is effectively equipping men so they can lead Christ's church. To pass Pastors Academy is an honorable accomplishment.

Send:

The River will help send the student to his next ministry assignment or place the student with one of The River's locations.