

Program Aims

The LDP aims to develop leaders who:

- Are thankful to God for their family and personal history, gifts and opportunities
- Reflect on their gifts and weaknesses, gender, preferences, stressors, reactions and temptations
- Articulate Christ-centred convictions, virtues and aspirations in major areas of life
- Exhibit well-developed interpersonal skills
- Recognise and respond effectively to conflict
- Know how to lead positive change that honours Christ and promotes Christ's mission
- Develop appropriate strategies and plans to promote maturity in light of relevant theological, theoretical and empirical research
- Make and develop disciples and leaders in their local ministry context
- Lead, empower and serve with individuals, small groups, teams and larger communities
- Maintain healthy relationships, especially in family, and seek appropriate help for their own support and growth

These program aims are embedded deeply into the structure of the LDP. They shape the learning goals, content and assessments of all classroom units, along with the design and assessment of the field-based leadership project.

Program Design

The LDP is based on clear biblical and theological foundations. It also draws on the best of contemporary leadership and organisational theory, adult education, and training and development. The foundations of the LDP were formed in 2012 after a six-month research project that investigated global best-practice leadership development. Jonathan Pratt worked with the Christ College Faculty to develop from first-principles, and the major findings of his prior-completed research project, a proposal for a Christ College leadership development program. This proposal also required the creation of entirely new units for the Australian College of Theology (ACT). The Leadership Development Program was ultimately approved by Faculty, and all new units were approved by the ACT. The first students enrolled in July 2013. Since that time, further improvements have been introduced each year, based on formal and informal student evaluations, and ongoing research and development.

The six classroom units¹ and field project that comprise the LDP are theologically-driven, research-based, practically-orientated, and personally formative. They fit together as a coherent program and can be completed as a separate ACT award, or as part of a larger ACT award. Please speak to the Registrar for further details regarding ACT awards.

Relationship to the Internship

The LDP is now fully incorporated within the Christ College Internship. Candidates for the ministry, and those completing the Course of Training, are required to complete the Internship, not the LDP. All other eligible students can complete the LDP as a standalone ACT award, or as part of a larger ACT award.

¹ The program is made up of two ACT units and four quarter-sized units that together form the equivalent of three ACT elective units.

Intensive Delivery Mode

All classroom units in the LDP are offered by intensive mode. That means classes are not scheduled on a weekly basis, but are offered over a limited number of full days, arranged together in larger teaching blocks. This delivery mode is more accessible to students living outside Sydney, as well as part-time students with other commitments during the week. It is also more appropriate pedagogically as it enables the program to ‘front-end’ formal face-to-face learning in anticipation of individualised application over the duration of the church-based project. Learning each semester is further reinforced through one-day retreats after the examination period every semester. A summary of the usual timing of LDP classes is found in Figure 1 below. Please download a copy of the relevant Timetable and Calendar from the Christ College website for the scheduled dates for all classroom units.

Figure 1: LDP Units and their Usual Timing

YEAR 1	FEB-JUN	School Holiday Period	JUL-NOV SEMESTER A
		Frameworks for Christian Leadership Leading in Different Contexts (7 days in July)	Retreat 1 day
YEAR 2	SEMESTER B		SEMESTER C
Developing Disciples & Leaders Leading Skills 1 & 2 (6 days in January)	Retreat 1 day		Leadership Project (January to November) Retreat 1 day
YEAR 3	SEMESTER D		
Lifelong Leadership (2 days in January)	Retreat 1 day		

Ongoing Coaching or Mentoring

All students who begin the LDP are required to meet with a mentor of their choice to support their personal and professional development. If students already have a mentor or coach on entering the LDP, they are welcome to continue that relationship. Students who do not have a mentor or coach will be encouraged strongly to find one, and will be provided with a list of trained and experienced mentors that they can approach. Students can approach anyone they deem fit to be a mentor. Christ College will not appoint mentors, but will leave the responsibility to find a mentor and to negotiate the basis of an ongoing mentoring relationship in the hands of the student. To encourage students to pursue an ongoing mentoring relationship, one of the assessments in the first semester will require students to outline the nature of their mentoring relationship as part of a larger project proposal.

Participation in Session and Pastoral Team Meetings

Throughout the program, students will be encouraged to learn about leadership by observing their own leaders in action. Most students who graduate from college will eventually assume significant leadership responsibilities in their local church or other ministry organisations, often within the Session in Presbyterian churches.

It is therefore recommended that student applicants be given opportunities to participate regularly in ordinary² meetings of Session (or the equivalent body) and the staff/pastoral team, as an *observer* (if

² Those meetings that are deemed appropriate for them to attend, excepting extraordinary meetings in which Session operates intentionally as a ‘closed court’.

not a staff member already). Attending these meetings regularly will help students to discern relevant spiritual, political and sociological dynamics within their church community, form authentic relationships with their church's leadership community, and over time make more valuable contributions to the broader church and its overall mission. The required hours spent in observation will count formally towards the Leadership Project in Semesters B and C of the program only. However, church leaders are encouraged to invite their students to observe their Session and staff/pastoral team meetings throughout their enrolment in the LDP.

Approved female students will need to identify with their church leaders appropriate forums within which they can observe the practice of leadership.

Church Commitment to the Approved Project

Once the local ministry Supervisor (as relevant) and Session (or the equivalent senior leadership team) formally approve the student's project proposal towards the end of Semester A, they are expected to do all that they can to support and defend the student's implementation of their approved project during Semesters B and C. Changes made to the student's project at this late stage put the student's successful completion of the LDP at risk.

No Changing Churches during the LDP

As a result of the very significant time commitment required to develop and then deliver the Leadership Project in Semesters A to C of the program, along with the relational capital required to develop an observer relationship within Session and the relevant staff/pastoral team, it is required that students remain in the same local church during Semesters A to C of the program.

Acceptance into the Program

Acceptance into the program is conditional upon the approval of the Director of the Centre for Pastoral Leadership, taking into consideration the following:

- Submission of a complete, compliant and timely application form
- Commitment by the student to the aims and expectations of the program
- Completion of other relevant units at a satisfactory level, if a student in another ACT course
- Evidence of a living faith in Christ, basic Christian character, and a foundational capacity for establishing and maintaining healthy relationships
- Commitment of the student's Supervisor (as relevant) and Session (or equivalent senior leadership team) to support the student's participation in this program

Conflict Resolution

If problems arise between a student and their church leaders during the program, they will be encouraged to discuss and resolve the matter between themselves in the first instance. Should these matters, or aspects of them, be unresolvable to the satisfaction of the student and/or church leaders, the following staff from Christ College can be contacted for further assistance:

Dr Jonathan Pratt, Director of the Centre for Pastoral Leadership
Email: jpratt@Christcollege.edu.au

Application closing date: 30 June

Note: new students are also required to submit a general application form relating to their particular ACT course (e.g. Diploma of Ministry). These forms can be found on the Christ College homepage. Candidates for the ministry and students completing the Course of Training should enrol into the Internship, not the LDP.

PART A: CONTACT DETAILS

Dr/Rev/Mr/Mrs/Ms/Miss:	Gender (male/female):
Given names:	Family name:
Preferred name:	Date of birth:
ACT no. (if known):	Date of this application:
Home phone:	Mobile phone:
Email:	
Address:	
Marital status:	Spouse's name (if relevant):
Names and ages of dependent children:	

PART B: CANDIDATURE STATUS

<p>Have you been <i>accepted</i> as a Candidate for the Ministry within the PCNSW? (Yes/No)</p> <p><i>Note:</i></p> <ol style="list-style-type: none"> <i>The GAA-approved Course of Training requires Candidates to complete the Internship, not the LDP.</i> <i>If you are a Candidate, the Clerk of your presbytery should have emailed a formal minute to Christ College. Students who have applied to be a Candidate are applicants in process and are not yet Candidates.</i>

PART C: MENTORING

<ol style="list-style-type: none"> Are you meeting regularly with a mentor or coach to support your ongoing personal and professional development? (Yes/No) <p><i>Note: you are not required to have an existing mentoring relationship to join the LDP, but you will be required to meet regularly with a mentor of your choice once you start the LDP.</i></p>
<ol style="list-style-type: none"> If you are not meeting regularly with a mentor or coach, are you willing to begin meeting with a mentor of your choice as a condition of entry into the LDP? (Yes/No) <p><i>Note: further resources and suggested names of mentors will be provided to new LDP students.</i></p>

PART D: MINISTRY EXPERIENCE

Start year- finish year	Church or Group Name	Role Title and Brief Description	Supervisor's Name, Email and Mobile Number³

PART E: PAID EMPLOYMENT

Start year- finish year	Employer	Role Title and Brief Description

³ Your most recent supervisors may be contacted by the Director of the Centre for Pastoral Leadership.

PART F: TERTIARY EDUCATION

Start year- finish year	Educational Institution	Qualification/Award Completed

Please attach copies of academic records and testamurs in support of all claims made in Part F.

PART G: MOTIVATIONS

Motivation to Enrol

Why do you wish to *join* the LDP?

Developmental Needs

In what ways do you hope to *grow* over the next two years within the LDP?

Desired Outcomes

What do you hope to *accomplish* after the completion of the LDP?

Future Ministry

What kinds of roles and/or service opportunities do you hope to pursue after the completion of the LDP?

PART H: REFERENCE 1 OF 2 FROM A PAST OR PRESENT MINISTRY LEADER

Instructions: Please ask two ministry leaders who know you well to complete the below reference. Please ensure that at least one of these referees is in your current local church (ideally they are a minister). Please attach both signed references to your final application.

Student's name:	Leader's name:
Ministry name:	Role:
Relationship to student:	Mobile number:
Signature:	Date:

<p><i>Instructions: the following statements are designed to assess the emerging character, competence, and suitability of this student for the Christ College Leadership Development Program. Perfection is not expected, however basic Christian character and a foundational capacity for establishing and maintaining healthy relationships should be evident. Please indicate the extent to which you agree or disagree with each statement about the student by marking a single 'X' on the scale for each statement.</i></p> <p><i>If you do not have an opinion or do not know, please leave your answer blank.</i></p>	Strongly Disagree	Disagree	Tend to Disagree	Neither Agree nor Disagree	Tend to Agree	Agree	Strongly Agree	Not Applicable
1. He/she has a living faith in Christ								
2. He/she has a mature faith in Christ								
3. He/she is not a recent convert								
4. He/she believes the Bible is the word of God								
5. He/she holds firmly to the truths of the whole Bible								
6. He/she prays and reads their Bible regularly								
7. He/she has a repentant attitude towards sin								
8. He/she models Christ-like living								
9. He/she is level-headed and emotionally stable								
10. He/she is self-controlled								
11. He/she is disciplined and organised								
12. He/she is free from addictions (e.g. gambling, drinking)								
13. He/she is gentle								
14. He/she is not quick-tempered or violent								
15. He/she is not overbearing or arrogant								
16. He/she is humble								
17. He/she is not a lover of money								
18. He/she is honest								
19. He/she is hospitable								
20. He/she develops healthy relationships with a broad range of people								
21. He/she is able to work effectively with people from different generations and cultures								

22. He/she speaks regularly to non-Christians about Jesus									
23. He/she has a healthy marriage									
24. He/she is faithful to their spouse									
25. His/her children obey and respect them									
26. He/she leads their own family well									
27. He/she is aware of their own strengths and weaknesses									
28. He/she is able to receive and respond well to critical feedback from others									
29. He/she is able to reflect critically on themselves and take appropriate action									
30. He/she is able to work effectively in a team context									
31. He/she is able to lead others effectively									
32. He/she works well with other leaders									
33. He/she is able to teach others effectively									
34. He/she prays with and for others regularly									
35. He/she is effective in supporting others pastorally									
36. He/she inspires others to trust Jesus more deeply									
37. He/she has a persistent desire to serve Christ as a Christian leader									
38. He/she is respected as an emerging leader within our ministry or church									
39. He/she has a good reputation outside the church									
40. I believe he/she would make an effective church leader in the future									

Open Questions

41. How well do you know this student?

42. Describe the dominant characteristics of this student.

43. What are this student's major strengths/gifts?

44. In what areas does this student need to develop further over the next two years?

PART H: REFERENCE 2 OF 2 FROM A PAST OR PRESENT MINISTRY LEADER

Instructions: Please ask two ministry leaders who know you well to complete the below reference. Please ensure that at least one of these referees is in your current local church (ideally they are a minister). Please attach both signed references to your final application.

Student's name:	Leader's name:
Ministry name:	Role:
Relationship to student:	Mobile number:
Signature:	Date:

<i>Instructions: the following statements are designed to assess the emerging character, competence, and suitability of this student for the Christ College Leadership Development Program. Perfection is not expected, however basic Christian character and a foundational capacity for establishing and maintaining healthy relationships should be evident. Please indicate the extent to which you agree or disagree with each statement about the student by marking a single 'X' on the scale for each statement.</i>	Strongly Disagree	Disagree	Tend to Disagree	Neither Agree nor Disagree	Tend to Agree	Agree	Strongly Agree	Not Applicable
1. He/she has a living faith in Christ								
2. He/she has a mature faith in Christ								
3. He/she is not a recent convert								
4. He/she believes the Bible is the word of God								
5. He/she holds firmly to the truths of the whole Bible								
6. He/she prays and reads their Bible regularly								
7. He/she has a repentant attitude towards sin								
8. He/she models Christ-like living								
9. He/she is level-headed and emotionally stable								
10. He/she is self-controlled								
11. He/she is disciplined and organised								
12. He/she is free from addictions (e.g. gambling, drinking)								
13. He/she is gentle								
14. He/she is not quick-tempered or violent								
15. He/she is not overbearing or arrogant								
16. He/she is humble								
17. He/she is not a lover of money								
18. He/she is honest								
19. He/she is hospitable								
20. He/she develops healthy relationships with a broad range of people								
21. He/she is able to work effectively with people from different generations and cultures								
22. He/she speaks regularly to non-Christians about Jesus								
23. He/she has a healthy marriage								
24. He/she is faithful to their spouse								

25. His/her children obey and respect them								
26. He/she leads their own family well								
27. He/she is aware of their own strengths and weaknesses								
28. He/she is able to receive and respond well to critical feedback from others								
29. He/she is able to reflect critically on themselves and take appropriate action								
30. He/she is able to work effectively in a team context								
31. He/she is able to lead others effectively								
32. He/she works well with other leaders								
33. He/she is able to teach others effectively								
34. He/she prays with and for others regularly								
35. He/she is effective in supporting others pastorally								
36. He/she inspires others to trust Jesus more deeply								
37. He/she has a persistent desire to serve Christ as a Christian leader								
38. He/she is respected as an emerging leader within our ministry or church								
39. He/she has a good reputation outside the church								
40. I believe he/she would make an effective church leader in the future								

Open Questions

41. How well do you know this student?

42. Describe the dominant characteristics of this student.

43. What are this student's major strengths/gifts?

44. In what areas does this student need to develop further over the next three years?

PART I: DETAILED SELF-ASSESSMENT

Instructions:

The following questions are designed to assess your emerging character, competence and Christian confession. Perfection is not expected, however a living faith in Christ and basic Christian character is expected of all students. This information will be used to assess your suitability to join the Leadership Development Program. Please be as honest as you can in your responses.

1. When did you become a Christian?
2. When were you baptized and where did this take place?
3. Give a brief history of your church attendance, beginning with the present, and including those times when you have been a formal member in a congregation.
4. What influences has God used in your life to shape your character, doctrine and your approach to ministry? Identify significant individuals, organisations, books and movements etc.
5. List organisations and groups (Christian and others) where you have been able to exercise leadership within a team context effectively.

6. What experience have you had caring pastorally for other people (e.g. leading a regular small group Bible study)?

7. Describe what you consider to be your particular gifts or strengths?

8. In what areas of life, thought and skills do you consider that you need further development in order to be a more faithful and effective leader in Christ's Kingdom?

9. The Biblical qualifications for leadership in the church (eldership) include that an elder should be "above reproach" (1 Timothy 3:2, Titus 1:6) and have a "good reputation with outsiders" (1 Timothy 3:7). Are you aware of any matters concerning your personal life and history that may affect your suitability for public ministry? This may include episodes of significant sin in the past or ongoing struggles with sin, even if these are not widely known. Any such matters should be declared in the application process. Give at least some indication of any areas of concern here.

10. Are there any matters in your family situation, ministry skills or aptitude for study which may be obstacles to you completing the LDP and serving in a possible ministry context in the future? These may include family or health concerns.

11. Have you ever been convicted of, or charged with, or participated in an unlawful activity which involved:

- An act of violence towards another person: Yes/No
- Sexual assault: Yes/No
- The use of or provision of prohibited drugs: Yes/No
- Child pornography: Yes/No

If so, give details.

12. Are you a "prohibited person" under the Child Protection (Prohibited Employment) Act 1998?

If Yes, give details:

13. What is the attitude of your spouse, fiancée or family to your application?

PART J: PERSONAL STATEMENT

Give a brief outline (no more than 1,000 words) of God's work in your life, including:

- Your spiritual background
- How you came to faith in Christ
- Times of particular growth
- Any significant times of spiritual struggle
- The convictions and circumstances that led to your decision to apply to join the Christ College Leadership Development Program.

Note: this personal statement is not required if the student is a minister in the PCA.

PART K: CHURCH AND STUDENT COMMITMENTS

Church Commitment

Students intending to apply for entry into the LDP require the formal commitment of their church's proposed Supervisor and Session (or equivalent senior leadership team). If the student is the senior pastor or Moderator the permission of their Session is sufficient. The Supervisor (as relevant) and Session will be expected to:

- a) *Support and defend* the development and implementation of an approved church-based leadership project involving substantial change or the creation of a new venture, which i) furthers Jesus' agenda for whole-of-life discipleship; ii) involves large-scale and small-scale training and development; and iii) requires the student to form and lead a new team.
- b) *Invite* the student to attend regularly ordinary meetings of Session (or the equivalent leadership body) and the staff/pastoral team throughout the student's enrolment in the program. Where the student is female, the church agrees to negotiate with the student participation in other appropriate forums within which they can observe leadership in action.

By signing below, the proposed Supervisor and Session (or equivalent senior leadership team) agree to honour the above stated requirements over the duration of the student's enrolment in the program (normally two years).

Church name

Name of proposed Supervisor

Signature

Date

Email address

Office Phone

Mobile Phone

Name of Session Clerk

Signature

Date

Email address

Office Phone

Mobile Phone

Student Commitment

By signing below, the student agrees:

- a) That the information they have supplied is true to the best of their ability.
- b) to give permission to Christ College to contact their referees and recent ministry supervisors to verify claims made regarding their suitability for entry into the LDP.
- c) To complete all required elements of the LDP over the next two years.
- d) Submit to and honour their local church leaders, especially in relation to sensitive or confidential information discussed within Session and/or staff/pastoral teams.
- e) Meet regularly with a mentor of their choice to support their ongoing personal and professional development.

Student name

Signature

Date

Please email a scanned copy of your completed application form to the Registrar of Christ College (Daniel.registrar@christcollege.edu.au) by June 30.