



LEAD Ministry Training

North Hills Community Church, Taylors, SC

And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also. II Timothy 2:2 (NKJV)

Paul's words to Timothy express the vision and commitment of *LEAD* Ministry Training at North Hills Community Church (NHCC). NHCC is convinced that the local church can be an effective and desirable venue for the formal training of the next generation of disciple makers. Future elders and pastors, youth and children's ministers, counselors, missionaries, and an array of other ministry leaders can receive a comprehensive training experience through *LEAD* Ministry Training with North Hills Community Church serving as the base.

This three-year training program encompasses three facets of preparation: Head (theological education), Heart (spiritual formation) and Hands (practical ministry experience), all of which receive equal emphasis.

Leaders with

Education – **Head** – Scholarship – *“the things you have heard”*

Affection – **Heart** – Mentorship – *“commit to faithful men”*

Direction – **Hands** – Internship – *“who will be able”*

A commitment to leadership development is among NHCC's philosophy essentials, and *LEAD* Ministry Training is an important avenue for accomplishing this aspect of the church's purpose.

For more information, go to www.nhcconline.com/lead.html

HEAD—Scholarship

Not only is it the privilege and responsibility of the local church to train people in the truth of scripture, but today that mission can be accomplished without sacrificing the quality of the instruction. *LEAD* Ministry Training combines the biblical philosophy of North Hills Community Church with the expertise of outside scholarship by employing NHCC elders along with visiting seminary professors to teach a variety of academic courses in a modular format.

Each *LEAD* student must complete a total of 10 classes, including required, proficiency and elective courses. *LEAD* students must also complete college level Old Testament Survey and New Testament Survey courses, which are not offered at NHCC. Information about various correspondence courses is available for students who have not completed this requirement prior to entering the program.

Required Courses

Six required classes provide an educational foundation for all *LEAD* students, regardless of his or her area of ministry proficiency. Two of these classes are offered each year on a three-year rotation.

Biblical Counseling

Instructor: **Jim Phillips**

Counseling has become synonymous with American culture, both outside and inside the church. This course explains the importance of a holistic church-based approach to counseling within the context of a local church community. This class also provides basic principles that equip believers to minister to others who are hurting or struggling in the sanctification process.

(15 hours of instruction)

Class lectures are supplemented by assignments including reading, videos, open-notes practical theology exam, and open-notes basic counseling methods exam.

Jim Phillips is Pastor of Community Care at North Hills Community Church where he oversees the biblical counseling ministry and provides oversight for the small group ministry.

Hermeneutics

Instructor: **Mike Canham**

How ministry leaders interpret and apply the Bible affects every aspect of what they do. This important course provides an orientation to biblical hermeneutics that begins with introductory material about the Bible itself as well as important definitions. The class emphasizes the three primary steps in the hermeneutical process: observation, interpretation and application. The material concludes with a survey of specialized hermeneutical principles as would be employed in interpreting parables, figurative language, symbols, types and prophecy. (15 hours of instruction)

Class lectures are supplemented by assignments including reading, observation and investigation projects, and a paper applying hermeneutical principles to a difficult passage of scripture.

Mike Canham is completing his PhD in Hermeneutics from Westminster Theological Seminary (East) and is scheduled to join the faculty of The Master's Seminary in Sun Valley, California, beginning fall of 2004. Mike also has pastoral experience.

Introduction to Christian TheologyInstructor: **various**

This course introduces Christian theology from a systematic approach, with lectures introducing both historical and current theological issues related to Theology Proper, Christology, Pneumatology, Anthropology, Hamartiology, Soteriology, Ecclesiology and Bibliology.
(15 hours of instruction)

Class lectures are supplemented by assignments including reading in each area of theology being covered and the completion of a doctrinal statement including all eight areas.

Each area of theology is taught by an NHCC pastor or elder or by a visiting instructor.

Philosophy of MinistryInstructor: **Ross Robinson**

This course emphasizes the “why” of ministry, beginning with an important discussion of identity, purpose and mission. Students learn and practice how to move from understanding mission to assessing culture to developing a biblical ministry plan. The class also presents the importance of biblical character qualifications for church leadership and provides a model for a plurality of servant-leaders to make decisions by consensus. The material concludes with a discussion of maximizing areas of strength as a minister, as well as helping other believers maximize theirs.
(12 hours of instruction)

Class lectures are supplemented by assignments including reading, developing a 3-year plan for personal and spiritual growth, and writing a personal philosophy of ministry paper.

Ross Robinson is Pastor of Leadership Development at North Hills Community Church where his responsibilities include overseeing LEAD Ministry Training and Church Planting.

PrayerInstructor: **Bill Thrasher**

This class establishes dependence on God as the foundation for any fruitful ministry. Students will be confronted with the dangers of investing in service to the neglect of prayer, and they will explore the role of prayer in the work of God. This course also emphasizes meditation, intercession and defines what it means to pray “in the Holy Spirit.”
(10 hours of instruction)

Class lectures are supplemented by assignments including reading, journaling, scripture memory, surveying all NT prayers and teachings on prayer, and planning an individual or group prayer experience.

Bill Thrasher serves on graduate faculty at Moody Graduate School in Chicago, IL, where he oversees the program on spiritual formation. He also has pastoral experience.

RomansInstructor: **Peter Hubbard**

This course introduces Christian theology from a biblical approach through an exposition of the themes and teachings in the book of Romans including sin, salvation, sanctification, sovereignty, and service. Special emphasis is given to a genuine understanding of the gospel personally and in terms of the work of the ministry.
(15 hours of instruction)

Class lectures are supplemented by assignments including reading, scripture memory, word study, and a theological paper with practical application.

Peter Hubbard is Pastor of Teaching/Preaching at North Hills Community Church.

Proficiency Courses

Each *LEAD* student chooses an area of ministry proficiency based upon his or her spiritual giftedness and ministry desires. Proficiency classes provide specialized training in these areas of individual ministry burden. These classes are often, but not always, accomplished through conferences, seminars, or courses offered away from North Hills Community Church. Each class includes assignments designed by NHCC leadership and connected to the topic being studied.

Examples of the proficiency classes we have utilized outside NHCC include:

Pastoral Ministry Proficiency:

Expository Preaching

Kent Hughes, etc.
Expository Preaching Conference/Workshop
College Church, Wheaton, IL

Foundations for Pastoral Ministry

John MacArthur, etc.
Shepherd's Conference
Grace Community Church, Sun Valley, CA

Single Parent Ministry Proficiency:

Foundations for Single Parent Ministry

Wayne Grudem, John Piper, etc.
Biblical Manhood & Womanhood Conference
Dallas, TX

Music and Worship Proficiency:

Psalms

Mark Futato
Graduate School course
Reformed Theological Seminary, Orlando, FL

Counseling Proficiency:

Counseling Techniques and Practicum

Stuart Scott
Graduate School Course
The Master's Seminary, Sun Valley, CA

Children's Ministry Proficiency:

Foundations for Children's Ministry

John Piper, etc.
Children Desiring God Conference
Bethlehem Baptist Church, Minneapolis, MN

Missions Proficiency:

Perspectives on the
World Christian Movement

various instructors
various locations

Elective Courses

A myriad of elective classes are offered at NHCC for the purpose of expanding the educational experience of each *LEAD* student. Students must select any two elective classes for their educational program, but may complete as many other electives as they desire. Elective classes include approximately 9-10 hours of classroom instruction as well as assignments designed by NHCC leadership to be completed outside of class.

Elective classes offered during the first four years of the program include:

Apologetics	D. A. Carson, A. K. Kuruvilla
Church History	Jay Lucas
Communication	Janiece Robinson
Corporate Worship	Jim Lowry, Ross Robinson
Evangelism	Marty Schoenleber
God-focused Ministry	John Piper
Instruments of Change	Paul Tripp
Marriage & Family	Peter Hubbard
Parenting Teens	Paul Tripp
Spiritual Leadership	Wayne Hopkins

Note: We have permitted LEAD students to use their two elective classes to gain a second area of proficiency, in which case they would take all six required classes, two classes in one area of proficiency, and two classes in a second area of proficiency for a total of 10 classes to complete the academic requirements of the program.

Class Costs

All *LEAD* Ministry Training Classes are offered for \$39 each. The program is designed to be affordable without sacrificing the quality of the instruction or the ministry experience.

At least one proficiency class experience (away from NHCC) is funded by the program and provided to each *LEAD* student at no charge.

Class Assignments

LEAD Ministry Training Classes are offered in a modular format, which means instructors teach in a concentrated manner over a few days rather than in classes spread out over the course of a semester. To maximize the learning experience for the student, both pre-class and post-class assignments are required. These assignments are designed to

- (1) expose the student to information beyond the material that will be covered in the classroom setting, and
- (2) require the student to make practical application of the material that he or she is learning into his own life and/or ministry.

Each assignment is challenging, relevant, and practical for ministry leadership purposes. The class work begins approximately six weeks before the class and continues for approximately six weeks after the class.

HEART—Mentorship

The mentorship component of *LEAD* Ministry Training is focused on developing a spiritual relationship. Someone must know the heart of the potential ministry leader, and the mentor assumes that responsibility and privilege. The *LEAD* student will have every opportunity to open his heart—to learn that ministry leadership cannot be synonymous with duplicity, and to find real help and hope with struggles and fears.

The elders of North Hills Community Church are committed to providing mentorship for every *LEAD* Ministry Training Student. Each student will help select his mentor. (Capable women, rather than elders, are identified as mentors for female students.) The mentor and the *LEAD* student commit to this relationship of prayer, openness, and accountability for the duration of the training program, which is typically a minimum of three years.

During this period of time, the mentor and *LEAD* student meet at least twice a month to consistently address areas of spiritual formation including prayer, personal Bible study, marriage and family issues, personal temptation, etc.

The mentor does not need to be an expert in the student's area of ministry proficiency. In fact, the mentor does not have to participate in the student's academic training or ministry experience at all. The student will receive that training through other components of the program. The mentor is someone who is consistently accessible to and transparent with the student. The mentor helps identify areas of personal spiritual development that need to be addressed. By the time the student finishes the program, he has a spiritual leader who has been intimately involved in his life and who can knowledgeably recommend him as a ministry leader. At the *LEAD* student's graduation during a church service, the mentor gives a public testimony and recommends the graduate to the church family for ministry leadership.

The attached Mentor's Manual serves as an aid to mentors as they begin this experience, possibly for the first time. While the mentorship component is not intended to be a time of assignments and book studies, we do ask that each pair complete one study together related to leadership. Men complete *The Measure of a Man* by Gene Getz with study questions developed by NHCC leadership. Women complete *The Spiritual Woman* by Lewis and Betty Drummond with study questions developed by NHCC leadership.

HANDS—Internship

The local church setting is the ideal place for practical ministry skills to be learned, developed and refined through experience and hands-on investigation. As a part of *LEAD* Ministry Training, students participate in specific ministries related to their proficiency area. Each student accomplishes ministry experience goals that provide the opportunity for education and theory to meet real life. These goals are designed individually for every *LEAD* student with input from the student about his or her specific ministry burdens and desires.

The nature of the ministry experience progresses as the student's program continues. The student will begin with ministry observation and survey. Then he will move to actual ministry participation with the oversight of someone more experienced. Eventually he will become more fully involved and handle more complex and challenging ministry situations. Finally he will advance to leading in ministry himself, which will include some aspect of equipping others who are eager to serve.

By the time the student completes the program, he should be practiced, proven and effective in ministry leadership. *LEAD* graduation does not signal success at merely acquiring information, but indicates that the student is now effectively operating as a ministry leader in some respect and he is recommended for that role by the church leadership.