

A Review of Christian Leadership Curriculum

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A REVIEW: WHAT HAVE OTHERS DONE TO TRAIN KEY LEADERS?

The need for some sort of help or direction for elders in the local church is nothing new. Not only within the Restoration movement, but in all church fellowships, the need for eldership training has long been widely recognized. Where the church is highly institutionalized and ministry is seen as coming through professional clergy, professional training has been seen as paramount. As the importance of lay leadership has grown since the Reformation, the need for lay leadership training of some sort has been obvious. The format that any training has taken has varied widely, however. It has reflected both the period of history in which the training was developed and the theological bent of the denomination or fellowship.

The purpose of this examination is, to give an overview of some of the types of leadership training that have been and are available. It is not the intent of this chapter to give a thorough review of all of the different sorts of leadership training programs¹ available, either in the Restoration Movement or within the wider church. Such an examination is so large it is outside the scope of this study.

¹Within this e-book, I will refer to “leadership training” when denominational training programs are meant for church leadership of any kind, and will use “elder training” of those Restoration Movement programs designed specifically for elders.

Training Tools For Elders Throughout The History Of Christian Churches

Early Disciples of Christ (1809-1906)

From the very beginning, leaders in the Restoration movement have seen the need for the training of elders. The early spirit of the movement was formed by the written word: journals, particularly, but also printed debates and monographs. Because of the widespread and rapid spread of the movement in the early nineteenth century and the difficulty of transportation and communication, the most reliable form of widespread communication were journals distributed by the mail service.

In the first year of publication of the seminal journal of the early Restoration Movement, *Millennial Harbinger*, the role of elders was the focus of Alexander Campbell's attention. In a three page article entitled "Bishops" he wrote:

To lower the haughty pretensions of those who claim to themselves a politically patented episcopacy, as well as to put out of countenance the arrogant title of "Reverend" and to call things by their proper names, we recommend the term "bishop" as the common scriptural designation of all persons having the oversight of a Christian community.²

He was also on the lookout for the current trends and questions among elders around the country and reprinting articles he thought would be of help to them:

² Alexander Campbell "Bishops" *Millennial Harbinger*, 1, No. 9 (Sept. 6, 1830): 428.

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As Church Polity has become a grave and somewhat exciting topic of discussion amongst some of our Baptist brethren North and East, we submit to our readers the following essay on a 'Plurality of Elders'³

Not only were many articles written by the editors of these journals about the ways elderships should be organized and the ways they should function, they became the authoritative resource for the answers to questions.

As early as 1834, Alexander Campbell was being approached with questions:

Query 10. Is a person eligible to the bishop's office who before his conversion was of bad report among them who are without? -Ky.

Answer. If by 'bad report' we understand general bad character, as almost every person understands this passage: such a one is, in Paul's judgment, disqualified to receive the bishop's office....⁴

Twenty years later:

Several months ago I sent to your office the following query, and I should be much obliged for an answer.

Suppose a person ordained an Elder by prayer and imposition of hands, removes into another church and they desire him to serve them in the same capacity, is a second ordination necessary?"

Dubuque, Iowa, Feb. 29 '58

J.M. Bartlett

We think not. When set apart, as an Elder, by a solemn ordination... A.C.⁵

Alexander Campbell was not the only editor who freely gave direction to elders across the nation through his journals. Walter Scott often wrote or

³ Wheelock, A., "Plurality of Elders in the Apostolic Churches" *Millennial Harbinger*, Series V, Vol. 6, No. 7 (July, 1863): 310.

⁴ Alexander Campbell, "Queries," *Millennial Harbinger*, 11, No. 5 (November, 1834): 546.

⁵ Alexander Campbell, "Query," *Millennial Harbinger*, Series V, Vol. 1, No. 1 (April, 1858): 295.

reproduced sermons which helped to refine the young movement's concept of eldership. He, like Campbell, had Question and Answer columns addressing a local church's problems with elders:

From Bro. A. Forrard.—A difficulty exists in the Bracken church, Ky. In relation to the manner of ordaining elders. Does the church collective possess the right to separate qualified members for every office? And who are to lay on hands? [If, my dear Bro. the church has not the right, who has? And if the hands laid on are to be holy, I would advise to take the brethren's.]⁶

A second example:

Has an overseer a right to resign his office when he pleases? Or when his decision is made null and void by the church?

Beloved brother:--To these questions the scriptures afford no direct answer.⁷

Just as journals played a large part in the development and training of elders in the early days of the Restoration Movement, so a small number of books served the same purpose.

One of the most influential books on the eldership during this period was simply entitled "*A Treatise on the Eldership*" by J.W. McGarvey. McGarvey (1829-1911) was a leader in the second generation of the restoration movement. The articles which came to be "*A Treatise on the Eldership*⁸" were originally published in the periodical *The Apostolic Times*, of which McGarvey was the editor from 1850-1865.

⁶ Walter Scott, "Correspondence" *The Evangelist* 4 No. 1 (April 2, 1832), 95.

⁷ Walter Scott, "Questions Answered" *The Evangelist* 8 No. 4 (April 1, 1840), 96

⁸ Often shortened simply to "*The Eldership*"

During those early years great stress was laid upon the biblical precedent for anything which was done in the church. *The Eldership* stands as a biblical defense for the existence of the office in the local church. The titles, the duties, the qualifications, and the necessity for a plurality of elders were all addressed in depth. The last two chapters deal with the practical matters of meetings and the lack of time.⁹

Besides the experience that came from serving as an elder, the dissemination and personal study of similar books were the primary method of elder training.

Early Twentieth Century (1906-1945)

By examining the literature produced and used to train elders in the local church during a specific period of time, it is possible to discern the issues that were uppermost in the mind of the churches during that period. In the early years, much of the training stressed a clear differentiation of lay eldership from clerical leadership.

As a result of the Civil War, a fissure began which did not become an official division until early in the twentieth century. In 1906 the non-instrumental churches of Christ, predominantly in the south, requested that the Census Bureau list them as a separate religious body from the instrumental Christian

⁹ J. W. McGarvey, *A Treatise on the Eldership* (Murfreesboro, TN: DeHoff Publications, 1982 reprint of 1870 edition), 5.

Churches. This has caused some confusion, since some instrumental Christian Churches were and are also called Churches of Christ.

Then in 1927, a second fissure opened up that was just as serious, but it did not become official for another forty years. It arose out of the Fundamentalist-Modernist controversies of the 1920s. Most of the controversy centered around the reliability and inerrancy of the Bible.

For the most part the education of elders among all three groups continued to center on the distribution of monographs and periodicals. Much of the work was polemical and apologetic in nature.

The non-instrumental periodical *Word and Work* reflects the musical debates which had run rampant and even ties them into defending the work of elders:

The elders (and we would do well to use as many terms for this office as the New Testament does) are the overseers of their respective assemblies, God's under-shepherds upon whom He has placed the responsibility of such care as the church needs. We should no more be willing to change their office than we should to change the music God placed in the worship, or change the terms of pardon which Heaven has made or substitute sprinkling for baptism, or use cider for 'the fruit of the vine,' or otherwise alter the arrangements of our Father in heaven. The word of elders and evangelists are in some respects similar but they are by no means identical and it is a very serious and far-reaching error when the latter supercede the former.¹⁰

One commonly distributed series of books, *New Testament Christianity* reproduced sermons from famous preachers which gave instruction "1. To let

¹⁰ Don Carlos Janes, "God's Eldership" *Word and Work* 13 No. 1 (January 1920), 16-17.

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our preachers--especially our young preachers--get a clear insight into the aims of the Restoration movement. 2. To arm them for the defense of that movement.”¹¹

One of the articles in that series entitled “Ecclesiastical Polity” gave a full defense of the eldership, particularly a plurality of elders:

We learn from this passage that the Holy Spirit constituted or ordered over one congregation a plurality of bishops—overseers—by King James’ Episcopalian translation. Sectarianism, in order to sustain itself, in this place, as in some other, has dared to tamper with the utterances of the Divine Spirit. Why did not King James’ revisers translate episkopous bishops instead of overseers, as they did in every other place, only observing the nominal accident, number? Does the context forbid it? Oh no! What then? This is the reason: Episcopalianism must have one bishop over a plurality of congregations in order to maintain its diocesan episcopacy.¹²

Interestingly, in searching out specific eldership development training programs from that period of time, the most common reference is to a manual entitled, *Training for Service* by C.J. Sharp, published in 1934. *Training for Service* was not primarily an eldership training program. It was originally designed for Sunday School teachers. The main emphasis of *Training for Service* was knowledge of the contents, reliability and inspiration of the Bible as

¹¹ Z.T.. Sweeney, *New Testament Christianity*, vol. 1 (Columbus, IN: New Testament Christianity Book Fund, Inc., 1923), 5.

¹² A.I. Hobbs, “Ecclesiastical Polity” in *New Testament Christianity* vol. 3 (Columbus, IN: New Testament Christianity Book Fund, Inc., 1930), 538-539.

well as the person of Christ¹³. It was done in a formal classroom environment, complete with recitations and exams!

Mid- Twentieth Century (1945-1967)

During the middle of the twentieth century, the modernist-fundamentalist split in the movement was formalized. The lynchpin date for this division is usually seen as the formation of the Christian Church (Disciples of Christ) denomination in 1968. A great battle ensued, formalizing which churches were “in” or “out” depending on their theological orientation. Accompanying that was much acrimony and some of that is seen in the eldership development materials produced in that day. Three examples are *Elders and Deacons According to the Bible* by Seth Wilson, a professor at Ozark Bible College in Joplin, MO, “How to Be a Better Church Officer” by Guy Leavitt, editor of the *Lookout* magazine, and the “*Elders and Deacons Clinic*” promoted by the Christian Restoration Association (CRA) of Cincinnati and publishers of the *Restoration Herald* magazine. All three of these organizations are definitely on the conservative end of the division.

Elders and Deacons According to the Bible is actually a transcript of a series of lectures given at the Kiamichi Men’s Clinic in Honobia, OK in 1958. The transcripts include interruptions by questioners and diversions, which make the

¹³ C.J. Sharp. *Training for Service* (Cincinnati: Standard Publishing, 1934), 3.

book very difficult to read as well as teach. The appendices of the book are the extensive handouts that Wilson distributed at the workshop.

The *Elders and Deacons Clinic* produced by the CRA was a thick notebook of notes and resources designed to accompany a multi-day seminar held either for one or a number churches in an area. The book reflects the period of controversy over the formation of the new denomination, and the fear of loss of “faithful” churches or church properties to the new organization. The training included the expected instruction on functions of elders and deacons. It also continued, however, material on suggestions for calling a minister who would be “faithful,” and a sample legal resolution to insure the church stayed out of the Disciples of Christ denomination. There is information on incorporation, by-laws, and how to conduct church business meetings, all of which reflect the concern of the time that churches not be “stolen” and taken into the Christian Church (Disciples of Christ).

“How to Be a Better Church Officer” appeared as a series of articles in the *Christian Standard* magazine in 1961. The organization of churches both within the local church and between churches as a denomination was a hot topic of discussion. The *Christian Standard* desired to counter the emphasis on organization made by those forces promoting a structured denomination. This training, therefore, included a series of check-lists for a local church eldership to evaluate the church on how well it was organized. Then an informative article in question and answer format was designed to be read to give explanations for

how that part a of the church's life and ministry "should" be organized. Neither the spiritual work of eldership nor practical helps for elders beyond church organization is addressed.

Later Twentieth Century – Today (1967-2003)

Elder training in Christian Churches during the last third of the twentieth century and the first three years of the twenty-first have reflected a very diverse and eclectic philosophy of training. Some have arisen out of educational institutions, others have been home-made for local churches and a very few have found their way into published form.

The independent Christian Churches have thirty-some Bible colleges across the nation and many of the programs have been weekend seminars produced by Bible Colleges. An examination of three of these follows.

The Biblical Eldership Seminar is produced by Boise Bible College, a small conservative college in Idaho. It is presented at weekend retreats in western states, particularly in the northwest. While the seminar may be of some help to prospective elders, it is specifically designed for current elders to enable them to pick qualified and able future elders. A great deal of emphasis is placed on the scriptural material regarding elders, and how to identify and select those men who would be strong candidates for the eldership. Also a good deal of

attention is given in the discussion time to role playing regarding the handling of conflict resolution in the church.

“Strategic Planning and Goal Setting” is a weekend seminar for elders, presented by Steve Siemens, who was the president of Iowa Christian College when he began to present this material. Siemens continues to market the material under his own organization, “Siemen’s People Builders.” The purpose of the material is to train the eldership to be goal and results oriented. It arises from a business model of the church. It combines hands on sessions on strategic planning, vision, goals, and a master action plan with inspirational lectures on general principles of leadership. Most of these are simply taken, uncredited, from John Maxwell’s Injoy Life Club tapes. The seminar is of some value if it is a part of a much larger training effort, but it covers a very narrow focus.

“Elder and Deacon Training” is the name of a weekend seminar produced by Ken Cable, the president of Manhattan Christian College in Kansas. This is a part of a larger leadership development effort called “Scholarshare” which attempts to take practical training from the Bible college and present it to lay leaders in the church in a one-weekend format. There are multiple tracks going concurrently, so no one would be able to complete more than one of the tracks on any one weekend. The “Elder and Deacon Training” track combines lectures and worksheets to focus current elders on the purpose of the church, the purpose of their role as elders, principles for leading the church, and personal development of elders in their work. It is very focused on outreach and goal

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setting. Again, it is of some basic value only if combined with a more comprehensive training program.

Two contemporary training courses were examined which arose from a non-instrumental church of Christ perspective.

The first “Men’s Leadership Training Course” was published by Ron Willingham, a professional sales motivational speaker and leader in a church of Christ in Abilene, TX. The course involves weekly meetings for eight weeks. The material, while marketed for church use, is designed to build general public presentation leadership skills, and not specifically church leadership skills. It focuses heavily on public speaking and the public reading of scriptures. Elders are helped to gain cooperation from others, solve problems, make decisions and set meaningful goals.

The second Church of Christ published curriculum was originally entitled, “Leadership 2000” and published by Archie Luper and David Newberry. The course is currently titled “Biblical Leadership: Church Leaders Seminar.” It is intended to be a two or three day directed retreat, involving lectures and workbooks. It provides a balance between spiritual growth. Theological topics include The Holy Spirit and the Spirit filled Life, Spiritual Gifts, Leading the Church into the Presence of God, Personal Spiritual Renewal. Topics dealing more with practical helps include Understanding the Culture, Strategic Planning, Goals and Objectives, Teamwork Mentoring, Defining a Church’s Purpose Statement, etc.

A second type of eldership training within the Christian Churches is homemade programs, usually done for one specific church, but sometimes then taken to other churches.

The “Homer Church of Christ Leadership Development Program” began in the congregation which bears its name in Homer, IL. The program has been promoted particularly through the North American Christian Convention. It has a two-fold track. The first is to provide some basic training for men, and their wives, who are interested in eldership. The second track is an in-service continuing education involving all current elders.

The basic training track is a six week training session led by the minister of the church. It covers requirements and expectations of elders. Spouses are required to attend because they are expected to “buy-in” to the commitment of time and efforts needed for elders and deacons to be successful. In this particular church only males are permitted to be either elders or deacons. Current elders then meet one-on-one, once a week for a year with the prospective leader and they go through the “One Hour with God” material produced by John Maxwell. (See Appendix 1).

The in-service training involves the first hour of every elders’ and deacons’ meeting. They rotate through material such as *Biblical Eldership* by Strauch or *Joshua’s Men* by Reiland (See Appendix 1). In addition, John Maxwell’s Injoy Life Club tapes and a subscription to *Leadership* magazine are rotated among the elders, and they are required to take notes and discuss the tapes. The

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church pays for the expenses of any elder who desires to attend either the Injoy Leadership Conference in Toledo, OH, or the Elders' and Deacons' Seminar at Lincoln Christian College in Lincoln, IL.

A much simpler home-made program was designed by Jay Dever, at North Orange Christian Church, in Orange, CA. Like many other contemporary models, he uses a series of books read by the current or prospective elders and worksheets which ask predetermined questions. The elders pair up and read the pre-selected book on the monthly theme. See Appendix 1 for the specific themes. They meet for an hour a week the first three weeks of the month to discuss the material they have read. The fourth week the entire group gathers with the minister to discuss the material.

The last example of a home-made curriculum examined for this study was done at the Tigard Christian Church by the interim minister, Oris Doty, during his ministry in late 1998-1999. The material was not originally designed for TCC, but was easily adapted. The seven areas of elder eldership identified were spiritual leadership, successful leadership, prayer, overseeing, shepherding, leading, helping each believer find his or her ministry. definitions and scripture examples of each function were examined using worksheets distributed to all elders. Examples of what other elders have done in other churches to fulfill these responsibilities were examined. The group was then asked to brainstorm to which tasks the local eldership might commit themselves. The brainstorming list was then brought back the next meeting and elders were asked to make a

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commitment to what steps they would take either as a group or individually to accomplish those tasks. The material was designed to cover several months.

Leadership Training in Other Faith Contexts

Because the Christian Churches and churches of Christ are simply one stream in the river of the church of God, it is important to examine what types of leadership training are happening in other Christian groups. Some have arisen out of efforts to raise leadership within specific denominations, while others have been very intentionally interdenominational. As stated before, no attempt has been made to be exhaustive in this study. A more complete review of all of the curricula mentioned in this chapter can be found in Appendix 1.

Selected Denominational Resources

Basic Leader Skills (American Baptist): This material involves five two-hour weekly sessions based on reading done between sessions and then group activities. It involves functions and styles of leadership, effective planning, and managing conflict.

Christian Leadership Development (Christian and Missionary Alliance): This material was produced by a former officer-in-charge in the Canadian Naval Training Establishment, and it shows! It is a very extensive training manual of lectures for training leaders involving a very large amount of material: enough for a college-level course on leadership! It is designed to be covered in thirty-six sessions, but there is much more material than can be covered in that amount of time. Very few teaching methods are employed except lecture because of the tremendous amount of material to be communicated. It would be most useful as

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a resource to supplement a more varied program of training. The course was developed at the end of the 1960s and it places heavy emphasis on authority and obedience.

Episcopal Lay Leaders Course: This is one example of a home made leadership course from a very different religious background. When approached about what materials were used for leadership training, the local Episcopal rector produced a file folder of materials which is used to train all potential leaders in the church. The materials covered training in the liturgical year, procedures for the various services of the church, resources in helping lay readers become knowledgeable in how to read in public and how to read the Bible out-loud with understanding. Materials to be read at home and discussed as a group. There were occasional homework assignments such as crafting prayers to be used later in a service.

Golden Staircase (Mennonite): This course was developed by a Mennonite minister for training potential leaders of his own congregation and then was later published and widely marketed. The core of the course is the reading and discussion of twelve books over twelve weeks. The weekly sessions begin with breakfast, prayer support, the development of a prayer list, a Bible study on the ten steps to spiritual development found in 2 Peter 1:1-11, the sharing of spiritual autobiographies and the rotation of the books to be read. This course should provide a solid foundation in Christian character. There is no formal discussion of the books, and there is very little help in the practical skills of leadership.

Training Church Leaders and Using Job Descriptions (United Methodist Church): This course is for potential lay leaders in the United Methodist Church. The material reviewed was for use in the 1997-2000 Quadrinnium. A new edition for the 2001-2004 Quadrinnium has been published. The material has three parts, although the name implies only two. The first level is designed to be an orientation to the leader's specific tasks. A complete package of job descriptions is provided and lists what resources are available to help the leader do his or her task. The second level is designed to be presented in four parts spread over four consecutive weeks or a weekend retreat. It covers leadership behaviors, group dynamics, strategies for productive meetings and managing conflict. The third level, which is mentioned and stressed but for which no material is provided, offers the church leaders spiritual and personal enrichment. Why it is mentioned with no clear plan is not stated.

Timothy Training Program (Pentecostal, specifically Minister's Fellowship International): This curriculum arises out of the flagship of the Minister's Fellowship International: City Bible Church in Portland, OR. The course presumes all male leadership, but requires the wives to attend all sessions. The training material is based on the life of the Bible character Timothy. It involves classroom lectures with discussion questions suggested at the end of each lesson and deals heavily with doctrinal matters such as spiritual giftedness and election. The material, while good in what it covers, is very basic. Because it

limits itself to subjects arising out of the life of Timothy, of which not a lot is known, there are big holes in the training.

Selected Interdenominational Resources

A phenomenon of the last several decades has been the rise of interdenominational leadership training resources. Part of this is because of the on-going break down of hostility between many denominations. Part of it reflects the pervasiveness of para-church organizations which arose during the twentieth century. Cynically, one might suspect that some of the material actively seeks an interdenominational audience because of the more lucrative financial potential of that market.

Bible Training Centre for Church Leaders: This is a very extensive training course for use in the local church, in fact, in effect it establishes a lay training Bible institute in the local church. For elders and other church leaders and teachers there are eight modules completed in the entire course. With the addition of two more modules, the course is also designed to prepare men for the pastorate in the local congregation. Women are not allowed to take this portion of the course. The classes are mostly lecture and outside reading, heavily weighted toward Bible knowledge. There is a three-day leadership training seminar required for any who would teach the course. This is a very intense

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program with a high degree of commitment required. It is “intended to cover the basic core material of a Bible college curriculum.”¹⁴

Training Faithful Men: This course arose out of, and is closely tied with the materials from the Institute in Basic Life Principles (formerly the Institute in Basic Youth Conflicts) led by Bill Gothard. The course is designed for one-on-one mentoring between the pastor and prospective leaders in the church, lasting approximately eighteen weeks. The mentoree is given specific assignments each week and he and the pastor work through the materials together in their weekly meetings. The course states that its purpose is:

- Men Who Are Committed to the Lordship of Christ (Luke 14:27)
 - Men Who Are Committed to Obeying God’s Word (John 8:31)
 - Men Who Are Committed to Loving the Brethren (John 13:35)
 - Men Who Are Committed to Bearing Much Fruit (John 15:8)
- Three Types of Fruit:
1. Conversions-Fruit of Life (Prov. 11:30)
 2. Character –Fruit of the Spirit (Gal. 5:22-23)
 3. Conversations-Fruit of our Lips (Heb 13:15)¹⁵

The course is phenomenally expensive if the mentoree is expected to purchase the materials. In some cases just a few pages out of each resource is used. The cultic tendencies of this organization make the material very problematic (see Appendix 1).

Biblical Eldership: Arguably, this has been the most popular elder training program in recent years. References are made to it in many other curricula.

¹⁴ Dennis J. Mock, *Program Summary Manual* (Atlanta, GA: Bible Training Centre for Pastors and Church Leaders, 1989), 7.

¹⁵ Institute in Basic Life Principles, *Training Faithful Men: Seminar Workbook* (Oak Brook, IL: Institute in Basic Life Principles, 1984), 7.

Alexander Strauch is a teaching elder at the Littleton Bible Chapel in Littleton, CO. The basic manual contains an in-depth examination of the work of elders in the New Testament. The scriptural references are almost overwhelming. The first one hundred pages lay out the basic thesis of the book. The remainder of the book is basically a scriptural defense of the thesis. The material has been repackaged and marketed in a variety of formats. The reading book is designed so an individual elder can simply go through the book. A group study guide is available so that a group can go through the materials in forty-six lessons. A Mentor's guide is available as well as a twelve lesson personal study guide. The dogmatic tone of the work is something one will either love or hate!

Building Church Leaders: Your Complete Guide to Leadership Training:

This is the offering from CTi [sic], the publishers of *Christianity Today* and *Leadership* magazines. That tie-in is important because much of the material is reprinted from those magazines. The material is designed to cover twelve months. However, each topic could be covered in a variety of ways: as a part of a larger leadership meeting, a meeting specifically called for training, or as a part of a leadership retreat. Each topic has an interview with a specialist in that field, a key scripture with questions for that subject, assessment tools for the local church, case studies, devotionals, how-to-articles and even cartoons to be duplicated on each subject! This study is very easy for the leader to put together and would be a good in-service training tool.

Leadership: This simply titled video course is a series of lectures by the founding pastor of The Coastlands, which is a Foursquare Church, in Aptos, CA.

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It is not intended either to be a biblically intense study nor to be filled with practical techniques. It is designed to help current leaders think differently about leadership and church. It centers around a paradigm shift of how we see the church from seeing it as an institution to an ever changing organism constantly in process. This would definitely not be introductory material, but it has excellent content for higher level thinking and planning for established leaders.

Omega Course: This course is totally different from any of the others reviewed here. It is a training program for lay leaders enabling them to plant churches, particularly in the former Eastern bloc countries. This five manual course was written in conjunction with Peter Deyneka Ministries. Each manual is a different level and covers a series of topics on progressively deeper levels: Foundations Phase of the Church Planting Cycle; The Winning Phase of the Church Planting Cycle; The Establishing Phase of the Church Planting Cycle; The Training Phase of the Church Planting Cycle; and the Multiplication and Movement Phase of the Church Planting Cycle. such topics as the church, spiritual character, bible study methods, prayer, evangelism, cell groups, discipleship making, spiritual warfare are addressed at increasingly deeper levels. The material is excellent and very extensive. While designed for lay leaders in the former Eastern bloc, it could be adaptable for lay leaders planting churches in the U.S.

Injoy Leadership Training Program: The most prolific producer of church leadership training materials in recent years has been John Maxwell, former pastor of Skyline Wesleyan Church and currently the head of Injoy Life Ministries.

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They produce two different monthly leadership tape series: The Injoy Life Club, for Christian church leaders and Maximum Impact, for Christian business leaders. Maxwell has produced scores of books on Christian leadership. Three courses have been available in recent years from Injoy which teach leadership development. The first of these is:

Injoy Leadership Training Program: This course covers the material in two of Maxwell's books *Developing the Leader Within You* and *Developing the Leaders Around You*. The materials contain eight videotapes of Maxwell teaching the material covered in the book and adding further material. Transparencies, student activity pages and video outlines are provided for the leader. The preparation by the leader is minimal. It would have to be used, however, in conjunction with a more exhaustive leadership development training program,

Joshua's Men: This second resource from Injoy was written by Maxwell's long-time assistant, Dan Reiland. It is based on a leadership development course he led at Skyline Wesleyan Church when both of the men were on staff there. Like many other courses, it is book based. Each month the participants read a preselected book on the topic for the month. At the monthly dinner meetings the leader gives a lecture based on material provided in the leader's guide related to the subject for the month, and then the men discuss the book. It is designed to be a three to four hour meeting every month, which seems a bit excessive.

One Hour with God: This third resource from Injoy is of a different flavor from the first. It is primarily a devotional notebook and character-building program. Fifty-two different godly character traits are identified. The student is

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to have a daily devotion time on study or application of the character trait of the week. Then a group, usually comprised of two or three people, meets once a week to discuss the material and to provide accountability. This would be excellent in conjunction with more specific leadership development training.

Intentional Shepherding (Willow Creek Community Church): This material is specifically designed for developing small group leaders in a local congregation but promotes itself as useable for general leadership development in the local church. It is organized around the five traditional “Willow” areas: grace, growth, group, gifts and good stewardship. An assessment tool is provided, and the “mentor” gives the assessment to the student. A plan of books to be read and tapes to be listened to is negotiated and a three-month covenant is formulated. There are periodic accountability meetings for review and questions. At the end of three months a new covenantal agreement may be negotiated. While the material claims to be a leadership development course, it is incomplete for that purpose and works best as a one-on-one discipleship program.

How to be a More Effective Church Leader: Norman Shawchuck is a United Methodist writer teaching at an Assembly of God school teaching leadership to an interdenominational audience. This material is for leaders who are already in place. It teaches a survey of different leadership style and helps the student discover which leadership style he or she is most comfortable with. There are tools provided to help the leader discover which style works most effectively with any particular group. Case studies are given. This would be

very useable with an existing leader who has an identified group with which he or she is already working. It is not an introductory training at all, but an excellent resource to use with leaders who have some experience under their belt.

Conclusion

The variety of curricula available is overwhelming. Many are specific to a time, a denomination, or a place. Many are too short to be of much good or too long to be practical for busy elders. While most of the curricula surveyed had strong points, none is perfect for any and every situation of eldership training. The importance of knowing a place and a group of elders in selecting a curriculum, or combining several, or creating one's own cannot be overstated.

Basic Leader Skills

Author: Richard E. Rusbult

Date of Publication: Judson Press, 1981

Notes about Time Period: none.

Denominational Perspective: American Baptist

Materials Needed/Involved:

Handbook for each participant
Newsprint, markers, cards, etc depending on the teaching activity for each week.

Audience: Potential leaders and leaders seeking personal growth.

Areas of training included:

1. Who is a Leader?
2. Styles of Leadership
3. Functions of a Leader
4. Effective Church Planning
5. Managing Conflict in the Church

Methods:

Five two hour sessions, one per week is proposed as ideal.
Group activities and discussion based on the reading of material done between sessions.

Evaluation of Effectiveness:

Very simple and short term. Heavy emphasis on reading and group discussion.

Bible Training Centre for Church Leaders

Author: Denis J. Mock

Date of Publication: 1989

Denominational Perspective: Baptist

Audience: Non-pastor lay leaders and teachers in the congregation. Male and female students may take the course. Only male non-divorced leaders are allowed to take the parallel Bible Training Centre for Pastors material. Men and women may teach the course, but women teachers may only teach it to women. They may not teach if there are any men in the class.

Materials Needed/Involved

NIV Study Bible required –main textbook

Series of 8-10 manuals (\$15 a piece or \$4 a piece overseas) (the Pastors track involves all ten modules)

Teacher should have been through their leadership training course (3 days)

Areas of training included:

- Bible Study Methods & Rules of Interpretation (40 classroom hours)
- Old Testament Survey (60 classroom hours)
- New Testament Survey (60 classroom hours)
- Communicating Biblical Messages (preparing and delivery expository messages) (40 classroom hours) (the Pastors track substitutes “Preaching Biblical Messages and Pastoral Ministry for this course)
- Bible Doctrine Survey (60 classroom hours)
- Personal Spiritual Life (40 classroom hours)
- Church Ministry/Administration/Education (40 classroom hours)
- Mission/Evangelism/Discipleship (60 classroom hours)
- (Electives)
- Teaching Principles and Methods (40 classroom hours)
- Church History Survey (60 classroom hours)

Methods:

Classes should be 12-20 persons in size

Lecture based with some discussion.

Does not require practical hands-on experience.

Evaluation of Effectiveness:

Very Intense; high degree of commitment required

Intended to cover the basic core material of a Bible college curriculum.

“Biblical Eldership”

Author: Alexander Strauch

Date of Publication: 1986

Denominational Perspective: Author is a “teaching/preaching elder” at Littleton (CO) Bible Chapel.

Materials Needed/Involved:

Book “Biblical Eldership” for each participant

Optional:

46 Lesson Study Guide

12 Lesson Study Guide

Mentor’s Guide

Audience: Potential leaders and leaders seeking personal growth.

Areas of training included:

1. An Explanation & Defense of Biblical Eldership
2. Humble Servants
3. The Elders of Israel
4. The Jewish Christian Elders at Work
5. Praying for the Sick
6. Appointing Elders
7. Guarding the Church from False Teachers
8. Hard Working Men
9. The Relationship Between Elders and Congregation
10. Shared Brotherly Leadership
11. The Elders' Work, Attitudes and Rewards
12. Congregational Submission
13. Only Qualified Men Can Serve as Elders
14. A Noble Work Demands Noble Men: More Qualifications
15. Male Leadership
16. The Laying on of Hands & Ordination
17. Elders who Labor at Teaching: Worthy of Double Honor
18. Nonclerical Leadership
19. Protecting, Disciplining, and Assessing an Elder
20. Deacons
21. Making Biblical Eldership Work

Methods:

Like many of the marketing machines in Christian publishing today, the material in Biblical Eldership has been repackaged multiple times in various ways.

46-Lesson Study Guide: 46 lessons designed to be done during an elders meeting over a set period of time. Each lesson has from 104 application questions based on the material in the book. They are designed to take 20-30 minutes to discuss. Each elder comes having read the material, read the scripture and having thought about the questions for the day.

12-Lesson Study Guide: This is primarily to be used with prospective elders. It is designed for a mentoring elder to meet with the prospective elder multiple times and go through the material together.

Mentor's Guide: This is an expanded version of the 12 Lesson Guide, but designed for the use of the mentor. It has answers provided and expositions of particular verses of scripture. All of this material is designed to be used one-on-one or one-on-two.

Evaluation of Effectiveness:

In using this material with groups of elders, two major problems have arisen.

There is a sense of overkill in the material. He makes a point and then drives it home so much one tires of the point. The second problem is that Strauch sees no gray areas. Everything is black and white, to the point that the material is easy to disregard because it is worded so dogmatically. A discerning teacher/leader would have to sift through the chaff and bring the wheat to the groups attention.

Biblical Eldership Seminar

Author: Boise Bible College, Boise, ID

Date of Publication: 2001

Denominational Perspective: Independent Christian Churches/ Churches of Christ

Materials Needed/Involved: Weekend workshop Notebook

Audience: Current elders; Perhaps of some help to prospective elders, but it is mostly focused on the type of people elders should pick to be elders in the future.

Areas of training included:

Unit One

1. The Historical and Biblical References to Elders
2. Eldership as Described in the New Testament

Unit Two

3. The Qualifications for an Elder
4. The Type of Man Needed to Lead a Church
5. The Elder Selection Process

Unit Three

6. Restoring a Biblical Eldership
7. Doing the Right Things Well
8. The Elder and His Family
9. Surviving the Inevitable Firestorm

Methods:

Lectures based mostly on the qualification and work of elders

Evaluation of Effectiveness:

Of limited value. Very basic and presented in a difficult format to absorb. Heavy on apologetic for specific organizational plans and less on specific skills needed by elders.

Building Church Leaders: Your Complete Guide to Leadership Training

Author: David L. Goetz, general editor

Date of Publication: 1998

Denominational Perspective: Interdenominational Evangelical Protestant

Materials Needed/Involved:
Building Church Leaders Notebook

Audience: Leaders in service

Areas of training included:

1. Assessing Church Needs
2. Character of a Leader
3. Reaching People
4. Church Health
5. Spiritual Care
6. Handling Conflict
7. Recruiting and Staffing
8. Finances
9. Motivating Leaders
10. Worship
11. Vision
12. Building a Team

Methods:

Each general topic has an interview, assessment tools, case studies, devotionals, how-to-articles and cartoons to be duplicated.

Pick a topic and photocopy pages desired

Each article has a key scripture and discussion questions to be used with the article.

Could be used one topic a month for twelve months, or all of the resources could be used during a weekend retreat focusing on one of the twelve themes.

Evaluation of Effectiveness:

Very easy to put together for the leader.

A good in-service training tool.

Christian Leadership Development

Author: Peter G. Wiwcharuck

(former officer-in charge of [Canadian] Naval Training Establishment with “26 years of military training & experience”, missionary to Vietnam, director of Christian Lay Leadership Centre in Vietnam, professor of Christian leadership at Vietnam Bible College and professor of Christian Leadership Training at Skyline Christian Institute, San Diego, CA)

Date of Publication: China Translation and Printing Services (Hong Kong), 1970

Notes about Time Period:

Written at the end of the 1960's it makes numerous references to the cultural upheaval that was happening in that time period.

Denominational Perspective: Perhaps Christian and Missionary Alliance

Materials Needed/Involved:

The book is simply a collection of lecture notes.

Audience:

Potential leaders and leaders seeking personal growth.

Areas of training included:

1. Why Do We Need Christian Leadership Training?
2. What is Leadership?
3. Who Can be a Leader?
4. How are Leaders Made?
5. What is Good Leadership?
6. Leadership Qualifications
7. Functions of Leadership
8. Art of Creative Thinking
9. Authority
10. Responsibility
11. Organizational Charts—two sessions
12. Delegation
13. Organization
14. Administration
15. Problem Solving –three sessions
16. Decision Making
17. Setting Objectives
18. Leading and Directing Group Activities
19. Personnel Development

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20. motivation
21. Confidence
22. Communication
23. Public Relations
24. Group Behavior
25. Individual within the Group
26. Laymen in the Church
27. Pastoral Leadership and Responsibilities
28. The First Obligation of the Church
29. Leadership Means Going Forward
30. Christian Leadership Qualifications—in relation to self
31. Christian Leadership Qualifications—as it pertains to the world
32. Customs and Traditions
33. Stewardship and Christian Discipleship

Methods:

Lecture.

No format is suggested. A few other methods may be added (discussion, etc.) but the depth of the material makes anything else but lecture difficult to incorporate.

Evaluation of Effectiveness:

More material than thought possible in 36 sessions! Could be a very useable resource to supplement a more varied program of training. The outlines, while good, show their age with the time-bound references.

Duties of Elders

Author: Oris Doty

Date of Publication: 1998-1999

Notes about Time Period: This material was presented during the Interim period at Tigard Christian Church by the interim minister. It was designed to be training for the eldership

Denominational Perspective: Independent Christian Churches/Churches of Christ

Audience: Current elders in a local congregation

Materials Needed/Involved: Worksheets

Areas of training included:

- Spiritual Leadership
- Successful Leadership –by Ben Merold
- Prayer
- Overseeing
- Shepherding
- leading
- Helping Each Christian to Find their Ministry

Methods:

Worksheets are distributed on each topic which outline:

- Definitions of What each area entails for elders

- Examples of what elders in other churches have agreed to do to accomplish this task of eldership

Brainstorming on what this specific group of elders might agree to do.

This above list was then printed and distributed and each elder marked which of the ideas on each topic he was willing to commit to do. The lists were marked, signed, and turned in.

Evaluation of Effectiveness:

This is an example of a home-made training. While this was not designed specifically for this church, it quickly moves from what the task entails and what others have done to what will this local body of elders commit to do?

It is short in information and long on commitment.

Elders and Deacons According to the Bible

Author: Seth Wilson

Date of Publication: Bible Book Store Dallas, TX, 1958; Revised Edition, 1965.

Notes about Time Period: This material was produced and distributed during the height of the Disciples-Independent divisions in the Christian Church movement.

Denominational Perspective: Independent Christian Churches/ Churches of Christ

Materials Needed/Involved: Transcribed lectures

Audience: Current elders

Areas of training included:

The appendices include:

- Duties and Responsibilities of Elder
- Qualification of Elders
- Ordination of Elders
- Appointment of Elders and Deacons
- Review and Study Question on the material (“Use these for further study as well as for testing and review”)

Methods: This was originally an elder training workshop at the Kiamichi Men's Clinic in Honobia, Oklahoma. The material was transcribed, including questions that interrupted the lecture. The appendices were handouts given at the workshop.

Evaluation of Effectiveness:

Fairly difficult material to get through. The transcribed lecture format is tedious to wade through and does not flow because of the interruptions and “rabbit trails.” The handouts which are included as appendices are more helpful.

Elders and Deacons Clinic

Author: Christian Restoration Association

Date of Publication: 1968

Notes about Time Period: This was at the height of the debate over the formation of the Disciples of Christ denomination and so there is an emphasis on church structure, legal issues and securing a “safe” pastor.

Denominational Perspective: Independent Christian Churches /Churches of Christ

Audience: Current elders and deacons

Materials Needed/Involved: Notebook received at workshop

Areas of training included:

The Office of Elder and of Deacon

“How Do You Rate Yourself?”

The Eldership

The Deaconship

The Ordination of Elders and Deacons

Business and Administration

Incorporation

By-laws

Legal Resolution to Stay out of the Disciples of Christ denomination

Legal Obligations of the Church

Conducting the Business Meeting

Securing a Minister

The Work of a minister

Suggestions for Calling & Terminating a minister

Guide for the use of a Pulpit Committee

Information Guide for Interviewing Ministers

The Minister’s Budget

Minister’s Daily Organizer

Seven Basic Types of Men

Function of Elders and Deacons

Function of Elders & Deacons in the NT

Function of Elders & Deacons in the Church

A Method of Selecting Church Officers

Finding and Recruiting Leadership

A Departmental Organizational Chart

A Church Organizational Plan

Planning Section

- “My Annual Plans”
- Planning Steps for Programming
- Guide to Use of Map Section
- Aspirations and Ambitions
- Schedule of Activities
- Three-Year Church Progress Review
- Evaluation List for Church Membership
- Know Your Congregation
- Special Projects

Evangelism

- Evangelism in the Local Church
- A Schedule of an evangelistic Program
- Prospect Calling Schedule Work Sheet
- Instructing the Visitation Personnel
- The Gospel Plan of Salvation
- Effective Witnessing for Christ, Four Spiritual Laws
- Why Didn't the Prospect Say, “Yes”?
- Preparing for Christian Baptism

Nurture of church Members

- Suggestions for Shepherding the Membership
- Pastoral Calling
- Handling Grievances
- Handling a Disciplinary Interview
- A Bible reading program Schedule
- Stewardship in the Local Church
- Talent & Interest Sheet
- Progress Chart for Shepherds
- Shepherd's Plan Book
- Leadership Example is Challenge
- “Quit or Qualify”

Methods: Lecture and reading

Evaluation of Effectiveness:

Most of the material is time-specific. It speaks to needs at that specific time in the history of that particular fellowship of churches. Some general information is helpful (general information on biblical qualifications and responsibilities), but much is very culturally determined.

Elder and Deacon Training

Author: Ken Cable

Date of Publication: 1995

Denominational Perspective: Independent Christian Churches/Churches of Christ

Audience: Current elders in an local church

Materials Needed/Involved: worksheets

Areas of training included:

Beginning with the Basics:

The Purpose of the Church

The Purpose of Elders

Principles of Leadership for the Church

Steps in Leadership for Growth

Methods:

Worksheets and lecture

Evaluation of Effectiveness:

An example of a one-shot weekend training. Very basic. Focused on training the eldership to be results oriented. Focuses on outreach and goal setting. Of some value if combined with a more comprehensive eldership training.

The Eldership

Author: J.W. McGarvey

Date of Publication: 1870

Notes about Time Period: The “second generation” of the Restoration Movement. The period immediately after the Civil War was a time of deciding which direction the movement would take.

Denominational Perspective: Independent Christian Churches/ Churches of Christ

Materials Needed/Involved: Reading book

Audience: Current elders

Areas of training included:

- There is Such an Office?
- Titles of the Office
- The Titles Explained
- Duties of the Office
- How to be Examples
- How to be Shepherds
- How to be Overseers
- How to Withdraw the Disorderly
- How to be Teachers
- Primitive Mode of Teaching
- Qualification for the Office
- Intellectual Qualifications
- Plurality of Elders
- Selection and Appointment
- Regular Meetings
- Want of Time

Methods: Training through reading a book. While a discussion could be based around it, it is basically a book to be read for information.

Evaluation of Effectiveness:

This has been “the” classic on eldership for scores of years. It is still in print today. McGarvey was an excellent Greek student and scholar. The Biblical exegesis is very good. As might be expected, much of the specific

application of the work of eldership would have to be updated for the present day.

Episcopal Lay leaders Course

Author: various, compiled by Rector Mac Payne, St. Thomas Episcopal Church, Garden City, KS

Date of Publication: unknown, currently used in 1998.

Notes about Time Period:

Denominational Perspective: Episcopalian. (This writer asked the local Episcopal priest what materials he used to train lay leaders and this material was given in response.)

Audience: Prospective Leaders

Materials Needed/Involved: Articles to be read

Areas of training included:

Liturgical Year, including liturgical colors

Services of the Church

Alter Guild Duties/Check-Off List

Check off list for Eucharists

Definition of Different types of Masses

Holy Baptism --Alter Guild Duties for Baptism

Pastoral Offices --Alter Guild Duties for Confirmation

Marriage --Alter Guild Duties for Weddings

Unction --Alter Guild Duties for a Healing Service

Burial of the Dead -- Alter Guild Duties for Funerals; Alter Guild Duties for Requiem Mass

Daily Office --Alter Guild Duties for Morning or Evening Prayer

Ash Wednesday -- Alter Guild Duties for Ash Wednesday

Palm Sunday-- Alter Guild Duties for Palm Sunday

Maundy Thursday -- Alter Guild Duties for Maundy Thursday

Good Friday-- Alter Guild Duties for Good Friday

Alter Guild Duties for the Great Vigil of Easter

Episcopal Services

The Book of Occasional Services

Lay Reader Resources

Lay Reader Training

Creation, Redemption, Sanctification

The Church

Church History

Adult Study Scripture Course

Intro

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Old Testament

New Testament
Canonicity

Methods: Materials to Be Read. Some homework assignments to craft prayers etc. to be used later in services.

Evaluation of Effectiveness:

This training is strictly functional for the public services of the Episcopal Church. It trains the up-front lay leader and the behind the scenes preparation for the proper functioning of the service. It also includes some basics in understanding the form and content of scripture. Deals exclusively with public worship.

The Golden Stairway Discipleship Course

Author: Albert Epp

Date of Publication: 1985; Revised Edition, 1990

Denominational Perspective:
Mennonite

Audience:
Young men, potential leaders

Materials Needed/Involved:

- 1 Leaders Guide
2. Students Guide for each student
3. Collection of twelve pre-determined books to be rotated among students.

Areas of training included:

Six Areas:

- I. Prayer Support Groups
- II. Measurable Growth Steps (2 Peter 1:5-8)
- III. Gift Discernment Process
- IV. Sharing Spiritual Autobiographies
- V. Book Reading Assignments
- VI. Climax

Methods:

Twelve men meet weekly for twelve weeks
Total weekly Time –90 minutes
Begins with a complimentary meal
Six Areas:

- I. Prayer Support Groups (20-25 minutes)
 - a. Development of a Prayer List
 - b. Public (out-loud prayers)
 - c. Prayer for two others in the group

- II. Measurable Growth Steps (2 Peter 1:5-8) (20-25 minutes)
Quote 2 Peter 1:1-11 weekly in unison
Read printed Bible study on ten subjects followed by group discussion
 - a. Faith (Accept Christ)
 - b. Christ-likeness
 - c. Control Thoughts
 - d. Clear conscience

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- e. Achieve Self-control
- f. Handle Adversity
- g. Practice Stewardship
- h. Develop Giftedness (3 weeks devoted to this)
- i. Exemplify Kindness
- j. radiate Love

Each student marks Personal Growth Score Card

III. Gift Discernment Process

Covers three sessions

Personal identification of own gifts with affirmation or questioning by group.

Reading of Peter Wagner's "Your Spiritual Gifts Can Help Your Church Grow"

IV. Sharing Spiritual Autobiographies (20-25 minutes)

Each week one disciple shares his or her life-story with the group. (20-25 minutes)

Reading it from a full type-written copy & that is distributed to all members of the group.

V. Book Reading Assignments

Weekly reading of a discipleship book. (appx. 175 pages per week)

Subjects covered: Evangelism Great Conversions, Kingdom Priorities, Friendships & Relationships, Discipleship And Growth, Church Growth, Stewardship Of Resources, Marriage & Parenthood, Satan & Evil, False Cults, Denominational Emphasis, Reformation Heritage Current Global Issues.

Check on number of pages each participant read this week

Rotation of books to be read

VI. Climax

Banquet with lecture by leader on growth, testimonies by all, and responses by spouse/guest.

Monthly follow-up support group.

Evaluation of Effectiveness:

Probably more of a discipleship course than technically a leadership course.

Contains many elements common to others:

1. Scripture input/content
2. Prayer support
3. reading of helpful books

Homer Church of Christ Leadership Development Program

Author: David L. Burns

Date of Publication: 1998

Denominational Perspective: Independent Christian Churches/Churches of Christ

Materials Needed/Involved:

Depends on what parts of the program are used.

Audience:

Two fold:

1. For Leadership Training Track –all men interested in leadership and their spouses.
2. For Training in Services Track –current elders & deacons

Areas of training included:

Various

Methods:

Track One: Six week training session

Mentoring by a current elder using *One Hour with God* (Maxwell)

Track Two:

First hour of every elders & deacons meeting

They rotate through such material as *Biblical Eldership* by Strauch, *Joshua's Men* by Reiland

John Maxwell's Injoy Life Club tapes (monthly) are distributed to all leaders who are required to listen and take notes on the tapes.

Leadership magazine subscription is routed to all elders & deacons to review

All expenses are paid for leaders to attend Injoy's Leadership Conference in Toledo, OH and/or Lincoln (IL) Christian College's Elders & Deacons Seminar

Evaluation of Effectiveness:

An example of a "home-made" program. Blends material unique to the local congregation with packaged materials from commercial sources.

“How to be a Better Church Officer”

Author: Guy Leavitt

Date of Publication: 1961

Notes about Time Period: This was early-on in the intra-denominational struggles about organizing the independent churches into a structured denomination. Part of this was based on a desire to become better “organized.” This was the era of corporate organization and prosperity and the church sought to model itself after corporate organization.

Denominational Perspective: Independent Christian Churches/Churches of Christ

Audience: Current elders and deacons

Materials Needed/Involved: Series of articles in *Christian Standard* periodical

Areas of training included:

- The Church’s Organization
- The Selection and Training of Board Members
- The Church Board Meeting
- The Church Board Organizes
- Department of Evangelism
- Department of Conservation
- Department of Worship
- Department of Education
- Department of Finance
- Department of Property
- Department of Missions

Methods: Checklist for self-evaluation of church and then material to be read in a Q&A format giving advice on each of the areas in the checklist.

Evaluation of Effectiveness:

The emphasis of the training is strictly on organizational matters. It goes into great detail as to how each church should function and be organized. The spiritual “work of eldership” is not really touched on. Practical helps beyond how to organize the church efficiently are not discussed.

“How to Be a More Effective Church Leader”

Source: Norman Shawchuck (Irvine, CA Spiritual Growth Resources), 1981

Audience: Those who are currently in leadership, probably with a base of experience

Denominational Perspective: The author comes from a United Methodist background.

Materials Needed/Involved:

Expense: \$12.95 for this workbook; or 39.99 for *Church Leadership Resource Kit*, containing this workbook, a book “What it Means to be a Church Leader”, an audiotape: *How To Be A More Effective Church Leader* (audiotape); and analysis tool “How You Can Help Me To Be A More Effective Church Leader” and Group Assessment Worksheets 1 & 2.

Flexibility: Average

Does it address (and if so, how):

- **Character**
Partially—as character is displayed in our desire and methods we use to help the group reach its goals.
- **Biblical knowledge**
Not particularly
- **Practical Skills**
Very much so

Length of Program

Could be accomplished in one or two sessions

How often are meetings? Assignments between meetings?

Complete the Leadership styles survey in advance.

Includes teaching to others/mentoring?

No

Areas of training included:

- A Definition of Leadership
- A Survey of Your Leadership Styles
- The Leadership Styles Described

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- Concerns That Determine Leadership Styles and the Leadership Styles Matrix
- Tools for Determining a Groups Leadership Needs and Selecting the Most Effective Leadership Style
- Worksheets for Applying Your Learning to the Survey Situation
- Reflecting on Your Responses to the Twelve Situations

Methods: The material begins with an assessment

Evaluation of Effectiveness:

This would be a training that you would use with an already existing group. It helps sharpen the group leadership skills and helps the learner to understand groups dynamics much better. Not an introductory training, but an excellent resource to use with leaders who have some experience under their belt.

“How to Be an Effective Church Leader”

Source: Stone, Sam, E. (Standard Publishing, 1987)

Audience: Potential or Current Church Leaders

Denominational Perspective: Christian Churches/Churches of Christ

Materials Needed/Involved: Textbook

Expense: Cost of book per participant

Flexibility: Not very.

Length of Program: 12 sessions (weeks?)

How often are meetings? Assignments between meetings? There are assignments that can be done between meetings that would greatly enhance the material in the curriculum.

Includes teaching to others/mentoring? Only if the book were used in a group context with potential leaders/mentorees

Areas of training included:

- Who Runs the Church (Authority)
- What Makes a Good Church Leader? (Qualities)
- What's Most Important (Spiritual Growth)
- What's Expected of Me? (Perspective on the Task)
- How Can I Do it All? (Prioritization)
- What Keeps Us Going? (Motivation)
- Can I Skip the *Bored* Meetings? (Tips to help meetings go more smoothly)
- Is Everyone Watching Me? (Public Responsibilities)
- Does Anyone Notice? (Importance of the Unseen Tasks of Leadership)
- How Can We Work Together? (Church Leaders and Preacher Working Together)
- What's Happening Out There? (Evangelism and Reaching Outside the Local Church)
- Who's Leading Who? (Good followership & growing as a leader)

Methods:

Materials (chapters) to be read each week with discussion questions, suggested further projects, discussion question and further resources provided.

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Evaluation of Effectiveness: Very simple. Not a total program, or even one of the best. Has a few good insights. Best used as a supplemental resource.

“Injoy Leadership Training Program”

Author: John Maxwell

Date of Publication: 1998

Denominational Perspective: Interdenominational, but Wesleyan in background

Materials Needed/Involved:

- One copy of *Developing the Leader Within You* and *Developing the Leaders Around You* both by John Maxwell for each student
- 8 VHS cassettes containing sixteen 40-minute sessions of John Maxwell teaching the material
- Sturdy, library-quality binders
- Leader’s guides containing student activity pages, video outlines,
- Overhead transparencies

Audience: Potential leaders and leaders seeking personal growth.

Areas of training included:

“Developing the Leader Within You”

1. The Definition of Leadership: **Influence**
2. The Key to Leadership: **Priorities**
3. The Most Important Ingredient of Leadership: **Creating Positive Change**
4. The Quickest Way to Gain Leadership: **Problem-Solving**
5. The Extra Plus in Leadership: **Attitude**
6. Developing Your Most Appreciable Asset: **People**
7. The Indispensable Quality of Leadership: **Vision**
8. The Price Tag of Leadership: **Self-Discipline**
9. The Most Important Lesson of Leadership: **Staff Development**

“Developing the Leaders Around You”

1. The Leader's Key Question: **Am I Raising up Potential Leaders?**
2. The Leader's Toughest Challenge: **Creating a Climate for Potential Leaders**
3. The Leader's Primary Responsibility: **Identifying Potential Leaders**
4. The Leader's Crucial Task: **Nurturing Potential Leaders**
5. The Leader's Daily Requirement: **Equipping Potential Leaders**
6. The Leader's Lifelong Commitment: **Developing Potential Leaders**
7. The Leader's Highest Return: **Forming a Dream Team of Leaders**
8. The Leader's Greatest Joy: **Coaching a Dream Team of Leaders**
9. The Leader's Finest Hour: **Realizing Value to and From Leaders**

10. The Leader's Lasting Contribution: Reproducing Generations of Leaders

Methods:

Leader shows videotapes, distributes worksheets and leads discussions based on questions provided by Injoy.

Evaluation of Effectiveness:

Minimal preparation needed by leader.

Excellent content on these two topics. Could be used as part of a more exhaustive program of development.

“Intentional Shepherding”

Author: Sheryl Fleisher

Date of Publication: 1999

Denominational Perspective: Willow Creek Community church (Independent Evangelical)

Areas of training included:

Spiritual Growth Assessment which indicates areas for improvement in five traditional “Willow Creek” areas:

- Grace
 - Experiencing God’s grace
 - Extending God’s grace
- Growth
 - Word
 - Prayer
 - Worship
 - Identity in Christ
- Group
 - Shepherding People
 - Discipling People
 - Leading People
- Gifts (Spiritual Gifts)
- Good Stewardship

Materials Needed/Involved:

Extensive list of books & Tapes

Methods:

Mentor does extensive personal assessment of student to determine their fitness for leadership shepherding

Assessment is taken on above areas by student

Negotiate plan of reading books/listening to tapes

Sometimes the learning accompanies the mentor as he/she models particular areas

Taken in three months blocks –covenantal agreement

Periodic accountability meetings

Mentor encouraged to be familiar with Love Languages by Gary Chapman, Personality Plus by Florence Littauer & Please Understand Me by Keirse & Bates to be able to know how to reach this particular student.

Evaluation of Effectiveness:

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Best as a personal discipleship program
Claims to be good as a leadership development program, but incomplete for that

“Joshua’s Men”

Author: Dan Reiland

Date of Publication: San Diego: Injoy, 1996

Notes about Time Period:

Denominational Perspective: Interdenominational, but Wesleyan in background

Materials Needed/Involved:

Notebook with reproducible worksheets for monthly lectures and book discussions

Twelve books purchased by each individual:

Audience: Potential leaders and leaders seeking personal growth.

Areas of training included:

- Leadership
- Spiritual Discipline
- People Skills
- Purpose in Life
- Temptation & Male Issues
- Communication
- Being a Husband and Father
- What Is an Elder/What Does He Do?
- Personal Purpose
- Evangelism
- Character

Methods:

A hand selected group of potential male leaders meet each month for dinner followed by a two hour session. During the first hour a lesson on the month’s topic is given (usually some sort of lecture). The second hour usually involves the discussion of a book all have read on the subject for the month.

First Month--Theme: Leadership

- Developing The Leader Within You
- Lesson: "Leadership is More Than"

Second Month--Theme: Spiritual Disciplines

- Lesson: A Leader & His Prayer Life
- Read Celebration of Discipline

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Third Month--Theme: People Skills

- Read: How to Win Friends & Influence People & Caring Enough to Comfort
- Lesson: "Relationships that Work"

Fourth Month--Theme: Living on Purpose

- Read: "Half Time" or "The On Purpose Person"
- Lesson: Tombstone Testimonies

Fifth Month--Theme: Men's Issues

- Read: "Disciplines of a Godly Man"
- Lesson: "The 5 Greatest Temptations Men Face"

Sixth Month--Theme: Communication (Retreat)

- Read: "You Are the Message"
- Lesson: "Becoming a Good Communicator"

Seventh Month--Theme: Being a Dad

- Read: "The Seven Secrets of Effective Fathers"
- Lesson: "The Top Ten Gifts a Dad Can Give"

Eighth Month--Theme: Being a Husband

- Read: "If Only He Knew"
- Lesson: "Meeting Her Needs"

Ninth Month--Theme: Personal Potential

- Read: "Seven Habits of Highly Effective People"
- Lesson: "Servanthood...the Path from Success to Significance"

Tenth Month--Theme: Evangelism

- Read: "Becoming a Contagious Christian"
- Lesson: "A Bold Witness for Christ"

Eleventh Month--Theme: Character

- Read: (presentation of a Great Leader)
- Lesson: "The Character of a Great Leader"

Twelfth Month--Theme: Reflection & Celebration [Banquet]

Evaluation of Effectiveness:

This is mostly a character based program. It is not skill based. It is not biblically focused (although it contains many biblically based principles). It is for general leadership of any kind. Because of the focus of several of the subjects, it is definitely limited to males.

“Leadership 2000: Seven Essential Core Values for Church Leaders”

(currently entitled: “Biblical Leadership: Church Leaders Seminar”)

Author: Archie Luper, Jr. & David Newberry (now called “Church-Based Training International [CBTI]”)

Date of Publication: 1998

Notes about Time Period:

Denominational Perspective: Non-instrumental Churches of Christ

Audience: Current and potential church leaders

Materials Needed/Involved: A directed retreat using lecture and workbooks

Areas of training included:

Introduction (Three Basic Requirements for Church Leaders, Seven Essential Core Values for Church Leaders)

Prayer

Power (The Holy Spirit & the Spirit Filled Life)

Preparation (Qualities & Behaviors of Effective Leaders & Followers)

People (Understanding the Culture, Teamwork Mentoring, Spiritual Gifts, Managing Conflict)

Purpose (Importance of Defining Church’s Purpose & A Purpose Statement)

Planning (Strategic Planning, Vision, Goals & Objectives)

Praise (Personal Spiritual Renewal, Communicating Praise to Members, Leading Church into Presence of God)

Methods:

A two or three-day directed retreat

Lectures & workbook

Evaluation of Effectiveness:

The material reviewed was the 1998 version entitled “Leadership 2000.” It has been repackaged in more recent years. The materials covered, however, seem to be the same. It appears to be a very intense 2-3 day workshop. The topics covered are a good balance between spiritual growth and practical helps. Seems quite helpful.

“Leadership Development Course”

Author: Jay Devers

Date of Publication: 1988

Denominational Perspective: Independent Christian Churches/Churches of Christ

Audience: Current Leaders; “aiding the development of those Christians who show strong leadership abilities, Christians who show a desire to lead, or those in leadership positions already but are ill-equipped.”

Materials Needed/Involved:

Twelve books to be read and a worksheet for each book

Areas of training included:

1. Being a disciple of Christ (Cosgrove, *Essentials of Discipleship*)
2. The purpose of the Church (Ellis, *The Church on Target*)
3. Servant Leadership (Swindoll, *Improving Your Serve*)
4. Prayer (Myers, *Pray: How to be Effective in Prayer*)
5. Jesus’ example to follow (Coleman, *The Master Plan of Evangelism*)
6. Leadership (Hocking, *Be a Leader People Follow*)
7. Home Bible Studies (Jones, *Back to the Basics*)
8. Time Management (Dayton and Engstrom, *Strategy for Living*)
9. Making Disciples (Eims, *The Lost Art of Disciple Making*)
10. Communication (Bormann & Bormann, *Effective Small Group Communication*)
11. Inner-life growth (Bridges, *The Pursuit of Holiness*)
12. World mission (Wilson & Aeschliman, *The Hidden Half*)

Methods:

The students pair up. They read a preselected book monthly on a theme. They meet weekly for an hour to discuss the material in the book and the questions on the worksheet. Then the fourth week, all the students gather with the minister to discuss the material.

Evaluation of Effectiveness:

Like many, this uses interacting with leadership books as a basis. The weekly meetings seem to be its downfall. There is not enough material to cover four meetings in a month. Two would seem to be the maximum that would be beneficial. Good as far as it goes.

“Leadership Confidence”

Source: Bobb Biehl, (Laguna Niguel, CA: Masterplanning Group, Intl., 1988).

Audience: Current and Upcoming Leaders

Denominational Perspective: Interdenominational

Materials Needed/Involved: Notebook, including worksheets and audio tapes by Bobb Biehl

Expense: Cost of the notebook

Flexibility: Extremely. You choose how it is used. It could be used personally, in a small group, to train upcoming leaders, or more.

Does it address (and if so, how):

- **Every Leader Must be Equipped to COPE WITH:**
 - Change
 - Depression
 - Failure
 - Fatigue
 - Pressure

- **As your leadership matures, you BECOME MORE:**
 - Attractive (Appearance and Dress)
 - Balanced (in Life)
 - Confident (Faith in Yourself, your motives and your own recommendation)
 - Creative (Bringing new and workable solutions to problems)
 - Discipline
 - Motivated (self) (a result of goals and dreams)

- **Every leader needs to be SKILLED IN the following areas even when he/she has NO STAFF RESPONSIBILITIES:**
 - Asking Questions
 - Communicating
 - Decision Making
 - Dreaming
 - Goal Setting
 - Influencing
 - Money
 - Personal Organization

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- Prioritizing
- Problem Solving (Mastering Problem Solving Questions)
- Risk Taking
- **When a leader is WORKING WITH A STAFF he/she must also DEVELOP SKILLS in the following areas:**
 - Delegating
 - Firing
 - Masterplanning (a written statement of a groups assumptions about its direction, organization and resources)
 - Motivating Others
 - People Building
 - Recruiting
 - Reporting (Staff to supervisor)
 - Team Building

Length of Program

No set length. As long as it took to work through the worksheets either as an individual or as a group. The material claims that it is never complete—it is “a lifelong resource book.”

How often are meetings? Assignments between meetings?

Could be used as a group process. At whatever pace a group needed.

Includes teaching to others/mentoring? Possibly

Notes about Time Period: 1980's

Areas of training included:

1. Asking Questions
2. Attractive (Appearance and Dress)
 1. Balanced (in Life)
 2. Change
3. Communicating
4. Confident (Faith in Yourself, your motives and your own recommendation)
5. Creative (Bringing new and workable solutions to problems)
6. Decision Making
7. Delegating
8. Depression
9. Discipline
10. Dreaming
11. Failure
12. Fatigue
13. Firing

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14. Goal Setting
15. Influencing
16. Masterplanning (a written statement of a groups assumptions about its direction, organization and resources)
17. Money
18. Motivated (self) (a result of goals and dreams)
19. Motivating Others
20. People Building
21. Personal Organization
22. Pressure
23. Prioritizing
24. Problem Solving (Mastering Problem Solving Questions)
25. Recruiting
26. Reporting (Staff to supervisor)
27. Risk Taking
28. Team Building

Methods:

Worksheets Involve:

- Scriptures on the Topic
- Definition of Topic
- Questions to spark thinking on the topic
- Additional Questions I Have Found Helpful
- Notes and Quotes on the Topic
- Additional Resources on the Topic

Audio tapes give further information

The worksheets are designed to be worked through by an individual or a group.

Evaluation of Effectiveness:

For its purpose, it is incredibly helpful. But it is not a primary leadership training resource. It is more of a personal leadership training workbook, and to be used as a resource tool in the training of others.

“Men’s Leadership Training Course”

Author: Ron Willingham

Date of Publication: 1974

Denominational Perspective: Non-instrumental Churches of Christ

Audience: Potential Leaders

Materials Needed/Involved: Workbook. Book: “How to Speak so People Will Listen”

Areas of training included:

- How This Course Can Help You Develop Your Leadership Abilities
- How to Organize Your Talk
- How to Read Scriptures So Your Audience will Understand It
- How to Gain Cooperation from Others
- How to Develop Confidence When Talking to People
- How to Solve Problems and Make Decisions
- How to Set Meaningful Goals
- Awards Banquet

Methods: Weekly sessions for nine weeks. Regular public speaking and public reading requirements

Evaluation of Effectiveness:

This material written by a popular sales motivator who also is an active member of the non-instrumental churches of Christ is designed to build general leadership skills (not church specific skills) in Christian men. (There is a corresponding course for Christian women).

“Omega Course”

Author: The Alliance for Saturation Church Planting

Date of Publication: 1999

Notes about Time Period: The first decade after the collapse of communism in Eurasia.

Denominational Perspective: Interdenominational; Written in conjunction with Peter Deyneka Russian Ministries

Audience: This material is designed to train lay Christian leaders to plant churches in “post communist Eurasia”

Materials Needed/Involved: Five manuals, each with 26 hours of training material

Areas of training included:

Manual One: Foundations Phase of the Church Planting Cycle

- Saturation Church Planting Vision (Lessons 1-4-)
- The Church (Lessons 1-4)
- Spiritual Character (Lessons 1-5)
- Prayer (Lessons 1-3)
- Bible Study Methods (Lessons 1-7)
- Evangelism (Lessons (1-3)

Manual Two: Winning Phase of the Church Planting Cycle

- Saturation Church Planting Vision (Lessons 5-7)
- The Church (Lessons 5-8)
- Spiritual Character (Lessons 6-7)
- Prayer (Lesson 4)
- Leadership (Lessons 1-2)
- Cell Groups (Lessons 1-6)
- Bible Study Methods (Lessons 8-11)
- Evangelism (Lessons 4-7)

Manual Three: Establishing Phase of the Church Planting Cycle

- Saturation Church Planting Vision (Lessons 8-9)
- The Church (Lessons 9-11)
- Spiritual Character ((Lessons 8-10)
- Prayer (Lessons 5-7)
- Leadership (Lessons 3-5)
- Cell Groups ((Lessons 7-9)
- Evangelism (Lesson 8)
- Discipleship Making (Lessons 1-5)

Spiritual Warfare (Lessons 1-3)

Manual Four: Training Phase of the Church Planting Cycle

Saturation Church Planting Vision (Lessons 10-12)

The Church (Lessons 12-14)

Spiritual Character (Lessons 11-13)

Prayer (Lessons 8-9)

Leadership (Lessons 6-10)

Cell Groups (Lessons 10-11)

Discipleship Making (Lesson 6)

Stewardship (Lessons 1-5)

The Family (Lessons 1-2)

Manual Five: Multiplication and Movement Phase of the Church Planting Cycle

Saturation Church Planting Vision (Lessons 13-17)

The Church (Lessons 15-19)

Spiritual Character (Lessons 14-15)

Prayer (Lessons 10-12)

Leadership (Lessons 11-12)

Cell Groups (Lessons 12-13)

Preaching (Lessons 1-3)

The Family (Lesson 3)

Methods:

The class times are mostly presented as lectures. While the material suggests the use of discussion and role playing, there is none of that built into the curriculum. The sessions are designed for the student to be in class for a session (usually a week) and then out in the location of his/her church implementing what he/she has learned.

Evaluation of Effectiveness:

Extremely effective on the mission field. Primarily for church planters without a seminary education. Much of it is usable for elders, but not all.

“One Hour with God”

Source: John Maxwell (El Cajon, CA: Injoy, 1994).

Audience: Either current or prospective elders

Denominational Perspective: Interdenominational, but Wesleyan in background

Materials Needed/Involved: Notebook from Injoy

Expense: \$40.00

Flexibility: Fairly flexible in how it is used.

Does it address (and if so, how):

- **Character**
Absolutely
- **Biblical knowledge**
Fairly strong
- **Practical Skills**
Only as they relate to character.

Length of Program

52 Topics are covered, which implies one year.

Areas of training included:

Attitude	Forgiving Others
Becoming Holy	Gentleness
Brokenness	Grace
Commitment	Gratitude
Compassion	Holy Spirit
Confrontation	Humility
Contentment	Identity in Christ
Decision Making	Integrity
Discipleship	Intimacy with God
Failure	Joy
Faith	Kindness
Faithfulness	Life Purpose
Forgiving Myself	Lordship

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Love	Spiritual Dryness
Marriage	Stewardship
Pain & Hurt	Stress
Parenting	Success
Passion	Taming the Tongue
Patience	Temptation
Peace	Thought Life
Problems	Time Crunch
Pure in Heart	Truth and Lies
Self-Control	Values
Servanthood	Wisdom
Sharing Your Faith	Work
Sovereignty of God	Worship

Methods:

Monday: One hour with questions on the following subjects on each of the above topics:

- Preparation Time
- Waiting Time
- Confession Time
- Bible Time
- Meditation Time
- Intercession Time
- Petition Time
- Application Time
- Faith Time
- Praise and Thanksgiving Time

Tuesday—Saturday= “Reflection, meditation, memorization and application”

Evaluation of Effectiveness:

While this is designed to be used personally, it suggests meeting with a small group to discuss the questions as a group Bible study and to have someone to hold the student accountable to his/her One Hour with God

“Outline for an Elders Retreat”

Source: Chuck Blaisdell, Regional Minister-President, Christian Church (Disciples of Christ) of Northern California-Nevada (San Ramon, CA: n.d.)

Audience: Current elders

Denominational Perspective: The Christian Church (Disciples of Christ)

Materials Needed/Involved: Reproducible Worksheets included in the packet.

Length of Program: Three Hour Presentation in a Retreat Format

How often are meetings? One time presentation

Areas of training included:

Called as Elders to BE...

Who WE are: Elders in Scripture and Disciples Tradition

The Call of God to be Elders: What Gives Us Life and Energy? What Hinders Us?

Called as Elders to DO...

What is **MY** Mission? What Are My Gifts?

So What? Now What? What is **OUR** Mission as Elders in **OUR** Congregation?

Methods:

Lecture combined with breakout groups to discuss current problems issues going on in a local church.

Focuses on the personal mission of the individual elder.

Suggests that elders role now is:

Supporting the Pastor

1. Taking the lead in celebrating pastoral anniversaries
2. Being advocates that the pastor take adequate time off, have time with family.

Ministering to the Congregation

1. A ministry to shut sins. A card ministry. Homebound communion
2. The role of elders in congregational programming. How will you be leaders with the pastor? Can you be specific?

Teaching and Reflection

1. By example. What does that mean concretely in your congregation?
2. How do you use your Elders' meetings? For study?

Ministry in the Community

1. Evangelism—leading by example. Evangelistic calling?

2. Being advocates for ministries of justice and mercy in your community?
What does your [sic] community need? What could your congregation do?

Evaluation of Effectiveness:

Gives a good overview of Disciple history of eldership. Frankly discusses that modern Disciples of Christ do not know what to do with the eldership, with the pervasiveness of the “functional department model of church life.”

Very, very sad if this is all that leadership and eldership means in the Disciples of Christ denomination!

“Shepherding: Ten Ways to Be a More Effective Elder”

Source: Great Commission Resources (Lake Jackson, TX: 1999)

Audience: Current Elders

Denominational Perspective: Church of Christ (non-instrumental)

Materials Needed/Involved: Notebook

Areas of training included:

- Hospital visitation
- Prayer for the Congregation
- Shepherding Lists
- Blitz Visitation Program
- Shepherding Grieving Families
- The Care and Feeding of Preachers
- Getting to Know New Members (Ministering to and assimilating new members)
- Hospitality with a Purpose (Helping Others Get to Know Each Other)
- Passing the Torch (Mentoring)
- Guarding Your Own Spiritual Life (Personal Spiritual Growth)

“A Shepherd’s Guide to Caring and Keeping”

Author: Written by David Wood Edited by Charles Arn (Pasadena, CA Church Growth).

Date of Publication: n.d.

Notes about Time Period: A nine hour training course.

Denominational Perspective: Interdenominational

Audience: Current Elders

Materials Needed/Involved: Video tapes and workbooks

Areas of training included:

- The “Why” of Caring and Keeping (Importance of Incorporation)
- Incorporation Indicators
- The Importance of Relationships
- The Importance of Small Groups
- The Importance of Roles and Tasks (Meaningful Ministry)
- Critical Radios for Continuing Results (How to Keep It Going)

Methods:

Video tape Lectures

Group discussion

Homework Research Assignments

Evaluation of Effectiveness:

For this specific area of responsibility for elders, this is excellent material. It is becoming a bit dated now, but the principles are still vitally important for all elders to understand. An incomplete training program, but one that would work well as a segment in a larger training program.

“Strategic Planning and Goal Setting”

Author: Steve Siemens

Date of Publication: 1993

Denominational Perspective: Independent Christian Churches/Churches of Christ

Audience: Current Leadership

Materials Needed/Involved: Worksheets

Areas of training included:

Strategic Planning and Goal Setting

Five P's of Strategic Planning

Continual Dreaming

Understanding of Purpose

A Clear Vision

Well Written Statement of Mission

Written Down Goals

An Organized Master Plan of Action

A Method of Evaluation

An Eagle or a Chicken...Which are You?

The Other Side of Leadership: Power, Authority and Trust

Becoming a Contagious Congregation

You've Got to Step Across the Line

How to Craft a Can-do Mission Statement

Morale—Faith in the Leadership

Methods:

Lecture and discussion

Evaluation of Effectiveness:

An example of a one-shot weekend training. Focused on training the eldership to be results oriented. Focuses on goal setting.

Of some value if combined with a more comprehensive eldership training.

Much of the material comes (uncredited) from John Maxwell's Injoy Life Club tape series.

“The Timothy Training Program”

Author: Frank Damazio

Date of Publication: Portland: City Bible Publishing, 1994

Notes about Time Period:

Denominational Perspective: Pentecostal

Audience: Potential leaders AND THEIR SPOUSES (Spouses attendance required). Presumed male leadership.

Materials Needed/Involved: Leaders Guide, Student’s Guide

Areas of training included: Based on chronological life of Timothy

1. The Invitation (God invites us to specific tasks)
2. The Response (The condition of our heart in responding and excuses)
3. Local Church Proving and Preparation (Being planted, proven & submission)
4. Faithfulness
5. The Choosing: The Selection (Doctrine of election)
6. The Character Factor (Gifting and Character qualities)
7. The Equipping (Relational foundation for equipping and ministry experiences)
8. Placement (Criteria for placing a leader in a specific area of responsibility)
9. Promotion (The Fact of Divine Promotion and Purpose of Delays in Promotion)
10. Progress and Perseverance
11. Perspective (the demands of sacrifice and the leaders secret of success)

Methods: Classroom style lecture with discussion questions at end of lesson.

Evaluation of Effectiveness:

Very basic; not much teaching help/ideas

Very narrowly focused

Good in areas it covers, but because it limits itself to NT material on the character of Timothy, there are big holes.

“Training Church Leaders and Using Job Descriptions”

Author: Thomas R. Hawkins

Date of Publication: 1997 (Nashville, Discipleship Resources)

Notes about Time Period: This material is for use in Methodist churches in the 1997-2000 Quadrennium.

Denominational Perspective: United Methodist Church

Materials Needed/Involved:

One workbook with reproducible handouts and job descriptions

Audience:

For all lay leaders in a local congregation. The Resource section provides job descriptions for 38 different leadership responsibilities within the church. Everything from Administrative Board Chairperson to Youth Ministries Coordinator.

Areas of training included:

Three levels of training are identified:

Level One: Orients new leader to his/her task. Includes a review of a job description and some basic resource information.

Level Two: development of basic leadership skills such as how to build an agenda, deal with conflict, manage a meeting, solve problems or make decisions.

Level Three: Offers church leaders spiritual or personal enrichment.

Methods:

Level One: Orients new leader to his/her task—(2 hours in length)

Helps participants:

- Reflect on the church’s primary task of reaching out, inviting, receiving, nurturing and sending forth disciples into the world.
- Identify how their ministries and responsibilities fit into this primary task.
- Define the assigned goals of their committee, board, council or ministry group
- Explore how their personal goals and interests intersect with these assigned goals.

The first and second goals are fulfilled by having the participants read an article on “The Church’s Primary Task” and then gathering in discussion groups to answer questions on how the article applies to their area of leadership.

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The second and third goals are fulfilled by distributing job descriptions to all the participants that match their area of leadership. They are to discuss questions related to their understanding of the job description, available resources, their personal goals in this area, others' expectations, emotional reaction to differing expectations.

Level Two: development of basic leadership skills—four consecutive weeks or over a weekend retreat. (Four sessions of one hour thirty five minutes each)

Session One:

- a. Identify Leadership Behaviors
- b. Examine biblical foundations for leadership in Christian communities

Session Two:

- a. Examine the basic dynamics of groups and
- b. Explore strategies for team building with committees, boards or councils

Session Three:

- a. Design a meeting agenda
- b. Learn strategies for planning more productive church meetings

Session Four:

Participants will strengthen their abilities to analyze & to manage conflict within their committees.

Level three: Offers church leaders spiritual or personal enrichment.

Not a part of this curriculum plan

Evaluation of Effectiveness:

This appears to be a very complete and helpful tool for orienting new leaders to positions of structural leadership and giving them tools to work in committees to accomplish their assigned tasks.

It is brief enough to be inexpensive and flexible, and yet complete lesson plans and extensive reproducible handouts are included.

It is noticeable that nothing regarding “spiritual or personal enrichment” is included in the materials, not even a bibliography.

“Training Faithful Men”

Author: Institute in Basic Life Principles

Date of Publication: 1984

Notes about Time Period:

Denominational Perspective: Fundamentalist Protestant

Audience:

This seems designed for one-on-one mentoring. It is closely tied in with the materials from the Institute in Basic Life Conflicts (formerly Institute in Basic Youth Conflicts).

Materials Needed/Involved:

Seven books, all published by IBYC, are used along with the resource sheets from the “Resource Manual.” If each individual were expected to purchase these materials to have to study, the cost would be extremely high. In some cases just a few pages out of each resource are used. The other option is to photocopy the materials from the books for each student.

The needed books are:

- Resource Manual (\$3)
- Basic IBYC Seminar Textbook (not available without attending the seminar)
- Alumni Supplement The Secret of Success (\$2)
- The Eagle Story (\$8)
- Financial Freedom Seminar (\$250)
- Men’s Manual, Volumes I & II (\$25 each)
- Rebuilder’s Guide (\$15)
- The Pineapple Story (\$6)
- Life Notebook (\$15)

Areas of training included:

The IBLP covers seven principles:

- DESIGN: which begins with self-acceptance
- AUTHORITY: which begins by Scriptural submission to authority
- RESPONSIBILITY: which begins with a clear conscience
- SUFFERING: which begins by forgiving offenders
- OWNERSHIP: which begin by yielding personal rights
- SUCCESS: which begins by engrafting God’s Word
- FREEDOM: which begins with moral purity.

Four Stated Goals of this Course:

- Men Who Are Committed to the Lordship of Christ (Luke 14:27)

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- Men Who Are Committed to Obeying God's Word (John 8:31)
- Men Who Are Committed to Loving the Brethren (John 13:35)
- Men Who Are Committed to Bearing Much Fruit (John 15:8)

Three Types of Fruit:

1. Conversions-Fruit of Life (Prov. 11:30)
2. Character –Fruit of the Spirit (Gal. 5:22-23)
3. Conversations-Fruit of our Lips (Heb 13:15)

Methods:

After an initial period of “checking to see if the candidate is serious,” by giving him one-time assignments, the pastor & trainee meet weekly to review lesson sheets from the resource annual and supplemented by materials from IBYC on the following eighteen topics.

Training Topics:

1. How to Be Sure You are a Christian
 - Believe and Confess
 - Six Evidences of Salvation
2. How to Keep Your "First Love"
 - "First Love" is Kept by Realizing Our Daily Need for God
 - Twelve Evidences that I Have Left My "First Love" for the Lord
 - Doing "The First Works" with Deeper Understanding
3. How to Resolve Basic Conflict
4. How to Discover Purpose in Life
 - View Purpose in Life from God's Perspective
 - Begin Building a Life Message
5. How to Conquer Impure Thoughts
 - Realize that Victory is Possible
6. How to Conquer Destructive Habits
7. How to Meditate on Scripture
 - Learn How to Meditate
8. How to Deal with Discouragement
 - Steps to Conquer Discouragement
 - Identify and Avoid Discouragement Which Comes Because of "Blind Spots"
9. How to Understand Adversity
 - How God Uses the Adversity of Irritation
10. How to Benefit from Your Problems
 - How to Determine the Root Causes of Conflicts
 - Learn to Trace Surface Problems to Root Causes
11. How to Tame Your Tongue
 - Memorize Twelve Tongue Tamers
 - Do You Know the Difference Between Discernment and Judgment?
 - Basic Factors of Discernment vs. Judgmental Spirit
 - How a Judgmental Spirit Reveals Our Sins

- Do You Know the Difference Between Repeating and Reviling?
- Basic Factors of Repeating vs. Reviling
- Evaluating Evidences of Disrespectful Attitudes
- Taming Our Words by Guarding Our Thoughts
- 12. How to Be an Effective Spiritual Leader
 - Learn Why Wives React
 - Learn Why Children Rebel
 - Ten Scriptural Convictions
- 13. How Husbands Damage the Spirit of their Marriage
- 14. How to Make Your Wife a Radiant Person
- 15. How to Guard Your Sons & Daughters
- 16. How to Discover Scriptural Insights
- 17. How to Have Financial Freedom
 - Know the Evidences of Financial Bondage
- 18. How to Use the Life Notebook

They then discuss the principles,
Recite verses they are memorizing for each topic and pray together.

Evaluation of Effectiveness:

The material is designed to be used one on one, which is very effective in terms of discipleship, but not effective in training a group of leaders.

The curriculum is more character training than group leadership focused.

While the purpose of this evaluation is not to delve into areas of theology, the cultic emphasis on authoritarianism, scripture twisting and adding laws to scripture make the use of this material very problematic.

“Training for Service”

Source: C.J. Sharp (Standard Publishing, 1934, Revised edition, 1942)

Audience: “Teachers, prospective teachers, young people new members of the church and church officials” (p. 5)

Denominational Perspective: Christian Churches/Churches of Christ

Materials Needed/Involved: A Manual for each teacher and student

Expense: Under \$10. per manual.

Flexibility: Not particularly flexible.

Does it address (and if so, how):

- **Character**
- **Biblical knowledge**
Especially good at this.
- **Practical Skills**

Length of Program: The text suggests an hour per lesson. With forty lessons, that would be forty hours. The text acknowledges that some churches will want to cover it in twenty hours.

How often are meetings? Assignments between meetings?

One hour per lesson

Includes teaching to others/mentoring?

The material suggests using students in the teaching process.

Notes about Time Period: This was produced during the first part of the twentieth century.

Areas of training included:

- The Bible
- Evidences of Inspiration
- Old Testament Geography and History
- Old Testament Institutions
- The Christ
- The Church

Methods:

Each lesson is presented in written form, which could be read or done in a lecture. It is followed by questions for personal answer or group discussion. The text suggests that to “maintain an interest, give [the students] something to do. Wherever blackboard drills, charts or maps are to be used, assign one of the pupils a week or two in advance, to prepare these charts or drills on the blackboard or on large sheets of paper for us in the class. Assign each pupil to teach a portion of one session of the training class. Each pupil might conduct a review or give a special report.

Four written tests and a written final examination are available to be used with the material.

Evaluation of Effectiveness:

This would seem to be more teacher training than leadership training, but it bills itself as being one possibility for leadership training and has been used as such, at least in decades past.

It is heavy on a lay level knowledge of the Bible and basic doctrines. It places a great deal of emphasis on review and drills.