

Learning Modules for Christ-Centered Pastoral Formation (CCPF) Program

There should be more to preparation as pastors than focusing upon the theology of our church. Jesus challenged the people to love God with heart, mind, body and soul. Indeed, pastors need to be theologically trained to high standards; however, pastors need to be healthy in all four areas of their life: heart, mind, body and soul in order to be effective leaders in our congregations...a holistic approach to preparation. The CCPF program is intended to help pastors examine these four important areas of their life prior to entering into parish ministry.

Heart

1. Story

Using insights from Dr. Robert Clinton's work, *The Making of a Leader*, this module helps a person understand the general phases of life development, and how God works in the leader through their lifetime. Students are given a tool to help them reflect deeply over their life and chart it onto a one-page diagram for interpretation. Students see the path their life has taken, the lessons they have learned, and the people and experiences that shaped them. Students are helped to see the sovereign hand of God through it all. Following this self-analysis, we use a well-tested method that encourages people to share their life transparently with one another. This exercise is one of the most powerful bonding experiences for people; it sets the tone for the rest of the entire course.

2. Insights Personality Profile

Certified instructors help students understand their God-given personality, appreciate their strengths and weaknesses, and understand others better. Students take an online assessment that is surprisingly accurate in describing who they are. Self-understanding is a critical component of effective leadership; understanding others and knowing how to work with them is fundamental to leadership success.

3. Genera's

This module helps leaders become aware of family tree influences, and enables them to analyze their social networks. Using simple and practical genogram tools, leaders draw a diagram of the relationships and influences in their family tree. Spiritual tools are introduced that help a person stop the negative influences, and start a generation of blessing. This module helps students understand their story deeply and the influences on them.

4. Johari window

This module helps leaders become aware of their blind spots, and how to minimize them. It also delves into the inner fears and restraints that hinder a leader from being all that God meant them to be. This module enables the leader to become more aware of their inner life, and gives them practical steps to get past the hindrances that hobble their leadership effectiveness.

5. Emotional Intelligence (EQ)

More important than IQ is EQ. The most effective leaders are not necessarily those with the highest IQ, but those who have a healthy Emotional Quotient. Leadership is all about people, and

people are more impacted by emotional intelligence than intellectual brilliance. This is good news -- because we can do very little to change our intellectual brilliance, but there is much that can be done for our emotional intelligence.

6. A Theology of the Heart

“Above all, guard your heart.” When leaders lose heart, they lose everything. This module deals with a theology of the heart, that deep inner fountain that must be nourished in order to lead well. Inspiring leaders are those who lead from an overflow of joy from their heart.

7. Failure Is Not Final

All leaders must know how to handle failure. Without an adequate perspective and theology on failure, leaders can be derailed by the bumps and jolts in life. A proper perspective on failure can help leaders see that failure, handled correctly, is a stepping stone to success.

8. Purpose and Values

This module helps students gain a clarity of the purpose for which God made them. Values are the beliefs that shape our behavior and choices as we pursue our life purpose. Leaders are taken through an exercise that helps them surface some of their primary values. Understanding values helps leaders comprehend the message of their emotions that surface in the course of human relationships. This module helps leaders discern the deeper messages of people around them.

Mind

1. Working with Boards

Leading an organization means working with a board of directors. One of the inevitable responsibilities of leaders is working with the board, either as a staff member reporting to a board, or serving on a board. And yet board meetings are often the place where the worst behaviors come out. There are ways to transform board meetings into productive, inspiring times together. Excellent governance is one of the most important keys for effective organizations, and yet one most often not functioning optimally. Beyond just theory, this module gives leaders practical models and tools to govern well.

2. Conflict Management

In leadership, conflict is inevitable. This module helps leaders understand what healthy conflict is, and what is destructive. Understanding the levels of conflict and the appropriate strategies to deal with them is crucial to navigate the times when organizations go through conflict. Your leadership goes up or down, depending upon how well you handle conflict. Conflict is the landmine that can destroy your leadership -- you had better know how to navigate through it safely.

3. Personal Organization

Personal organization is essential for leaders to get things done. Unless one has a system to handle the stream of information, decisions and tasks that come to your desk, you will be overwhelmed and rendered ineffective. Leaders who do not carry through on their commitments are not intentionally doing so, but simply are “too busy.” Leaders must discipline themselves to manage the details of life. This module helps leaders get a grip on this frustrating side of life.

4. Leadership Behaviors

It is through their visible behaviors that leaders impact people. Kouzes and Posner, in *The Leadership Challenge*, have identified five key behaviors that all effective leaders must exhibit to be truly successful. Knowing these five key behaviors and working on displaying them well increases a leader's impact significantly. This set of five modules unpacks these key behaviors in practical ways that can be applied immediately back in the workplace.

5. Strategic Planning

This module helps leaders take a vision and wrap a business plan around it. Mission without practical implementation is frustrating to followers. The best leaders go beyond vision casting to implementation. Understanding how to take a group through a planning process that results in effective steps of action is a key skill set. Processes and tools are given in this module.

6. Jesus Christ-CEO

In this session we will learn to lead by examining and reflecting upon the life and death of Jesus Christ. Jesus was the greatest leader in human history. He was able to teach, motivate and cast a vision with authority. He captured the hearts of people, changed their minds and followed 'His Way' into a new kind of living and interacting with God. In this session we will learn about the character, practicing and promotional qualities of Jesus Christ.

7. Marketing 101

Learn simple marketing and promotional skills that will help you lead your congregation and put into place a communication program and strategy that will help "sell" the message of the Gospel.

8. Evangelism of Hope

Our message of salvation is unique. Paul says we grieve with hope. Discover important evangelistic tools as we promote our message not only from eternal life perspective but how to live, die and grieve well in order to live life to the fullest. This is a timely topic for an aging demographic world.

Body

1. Energy Management

Instructors help leaders manage their energy levels in four domains: physical, emotional, mental and spiritual. Effective leadership performance is much more than time management -- it is *energy* management. Adult leaders must operate at their optimum in order to lead well. Energy management is crucial for adult leaders. Practical tools are given that help leaders improve their energy in these four domains.

2. Personal Finances

Ironically, even though we have to deal with money every day, financial IQ is low in our culture. This series of modules helps leaders get a grip on their personal finances, and transform this practical side of life that must be dealt with. Going beyond simple budgeting, these modules help people become aware of financial strategies that can provide for them and their family in ways they never realized.

3. Marriage

The relationship of a Pastor's spouse within the church body presents challenges to both a congregation and for his/her husband. Discover and speak openly about some of the possible challenges that make a pastor's spouse a unique relationship.

4. Diet

Pastor's need to have a high regard for their bodies health and so should be paying attention to nutrition, rest, exercise and stress levels. Meet with our parish nurse to examine your eating and diet pattern in order to maximize your energy for ministry. Take the personal diet evaluation test and discover how you can improve your health for great physical production...all for Jesus and effective ministry.

5. Taking Care of My Body

The body is a temple of the Holy Spirit. Learn through a personal trainer how to put into place a disciplined physical fitness routine that will energize you and keep you healthy and physically fit ready for your ministry challenges. Get ready to implement this exercise routine during your 3-month formation period and then to take it into your ministry.

6. Family

A pastor's family perhaps more than for any other profession is under the telescope of a congregation and community. What are we saying to our children and what should we be saying to help them live a happy life as a P.K. (pastor's kid)

7. Life Outside the Church

How important is it to have friendship, activities, and hobbies outside of the church you serve. Discover ways to bring balance and happiness to your life without feeling guilty about life being 'all about' church. Learn time management skills that incorporate and give a sense of balance in life. Take time for family, friends, collegial relationship and the joy of life.

8. Retirement

Whether a pastor is 30 or 60, it is important to put into place a plan for a pastor's retirement. While everyone faces questions about retirement, a pastor has some unique issues that need to be addressed. A good plan for the future helps a pastor have peace of mind as they 'finish well' in ministry.

Soul

1. Journaling

Students are introduced to practical ways to experience and benefit from the ancient spiritual discipline of journaling. This is one way the ancients found that helps them connect deeply with God's working in their inner life.

2. Caring of Souls

The caring of souls does occur when we preach the word, administer the sacrament, give pastoral care, administer the community of faith and when we teach and *when we give spiritual direction*. Begin to learn the skills of providing spiritual guidance to your sheep.

3. Focusing on Jesus and Prayer

Nothing is more important in our spiritual formation and ministry than our need to focus on Jesus. Discover new ways through the gift of prayer to keep Christ centered in your ministry and life.

4. A Contemplative Life

What is a contemplative life? Is it important for an effective and productive ministry? Can we implement a contemplative life in the midst of parish ministry and the busyness of life?

5. *Lectio Divina*

Rediscover the ancient practice of *Lectio Divina* which means to pray in and with scripture for understanding, worship and intimacy in God's presence to benefit our faith, character and spiritual growth.

6. What did Jesus do?

Discover the patterns of discipline that Jesus chose during his life on earth in order to connect with his Father in heaven. Begin to reflect and put into practice your unique model of placing yourself in the pathway of God's grace.