



LEADER IN TRAINING PROGRAM

Outline & Application

Updated September 2022

LEADER IN TRAINING PROGRAM

*Freedom In Christ Church
Kitchener, ON*

The Purpose:

To offer practical training in servant leadership to emerging leaders.

The Participants:

Volunteers who meet the qualifications and are accepted into the program.

The Program:

An opportunity for the participant to develop servant leadership attitudes and skills under pastoral supervision for a predetermined term with the option of applying for further terms.

QUALIFICATIONS FOR A LEADER IN TRAINING

1. Proven spiritual leadership in a local church.
2. Working knowledge and use of personal ministry gifts.
3. Ability to be financially self-supporting.
4. Ability to commit the predetermined hours to the program each week.
5. Evidence of growing spiritual maturity and a servant's heart.

THE PROCESS

1. An application form will be completed.
2. Time will be taken to evaluate the application, to follow up with references and to determine the candidate's potential for the program.
3. An interview with a member of the Pastoral Staff will take place to discuss the application, to clarify the qualifications and requirements and to consider a potential placement and time frame for participation. A recommendation will be made to the Lead Pastor.
4. With the Lead Pastor's approval to proceed, a meeting with the LIT Leadership Team will then take place for final approval of the candidate's participation.

5. The LIT Leadership Team will then present the candidate's application to the board of deacons for its approval.
6. Following the board's approval, the candidate will be announced to the congregation as a Leader in Training.

THE REQUIREMENTS

The Leader in Training:

1. Must spend the mutually agreed upon and predetermined hours in the program each week. This includes preparation, study and participation in assigned ministry areas. This is a demanding requisite that requires a disciplined lifestyle to accommodate and accomplish.
2. Must consider Freedom in Christ Church as his/her regular place of worship. Exceptions will be considered on a case-by-case basis. Attendance is required at Sunday services, training meetings and assigned ministry programs.
3. Will attend staff and/or leadership meetings as needed.
4. Must practice confidentiality with all staff-level information.
5. Must practice support and loyalty to the Lead Pastor and all staff members at all times.
6. Must prepare for and attend scheduled reviews with supervisor.
7. Must read and present reports for assigned leadership books.
8. Must complete First Steps training within the first six months.
9. Must complete one micro-course from Master's College and Seminary or equivalent.

WITHDRAWAL FROM THE PROGRAM

1. Failure of participants to fulfill any of the above requirements as determined by the LIT Leadership Team will result in disqualification from the LIT program.
2. If at any time the LIT determines that meeting these program requirements is no longer possible, the LIT may leave the program gracefully as arranged with the LIT Leadership Team.

3. The first three months of the program will be a probationary period. A review between the LIT and the LIT Leadership Team will take place to confirm continuation in the program

OTHER IMPORTANT CONSIDERATIONS

1. After the one-year term is completed, consideration will be given, if the participant expresses interest, for continuation of the LIT Program. Application for another year of participation can be made during the last quarter of the current program year.
2. The LIT benefits greatly through experiencing hands-on, supervised ministry, being exposed to the daily operations of the church, having access to leadership for mentoring and receiving the encouragement of a supportive church family.
3. Successful completion of this program will grant the participant a letter of reference for future ministry opportunities based on personal growth, ministry accomplishments and leadership potential demonstrated during the program. Also, credit towards ordination credentials may be earned as provided for by the PAOC for licensed ministers engaged in an appointed part-time church position (if 20 hours or more).
4. Public ministry exposure will be arranged on the basis of the skills and abilities of the LIT.
5. Other tasks that extend beyond the written job description will be assigned occasionally to the LIT as necessary.
6. The LIT will be assisted in developing as a person and a leader in these key areas:
 - Worship, both personal and corporate
 - Personal devotional life
 - Goal setting and self-starting
 - Time management
 - People skills of approach, communication and conflict resolution
 - Financial competency, both personal and ministry
 - Integrity, by growing a good reputation
 - Reading quality books
 - Disciple-making and mentoring
 - Team building

APPLICATION

freedomkw.com/impact-leadership-training