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**Pastoral Leadership Compass Academy Syllabus 1.3**

**Course Description**

This course covers Pastoral Leadership. Topics include Jesus’ teachings on pastoring, The 5-fold Ministry, Spiritual Gifts, Paul’s first missionary journey, Historic Revivals, and current practices. Students will be equipped with sound teaching on the biblical nature of pastoring. The student will also be given practical tools on How to Endure as a Pastor, How to Set Boundaries, and the Basics of Pastoral Care. Subjects such as Bearing Fruits and Ordination will also be discussed. This course gives exposure to Compass pastors and helps the student focus on developing a distinct understanding of pastoral leadership, pastoral responsibilities and intentional growth as applied at Compass.

**Compass Academy Mission Statement**

* Encouraging people to grow and lead at Compass
* Equipping the Body of Christ with the knowledge and skills to go deep
* Expanding the reach of Compass by navigating more people to God

**Compass Academy Objectives**

* Multiply Compass Leaders to navigate *more* people to God
* Leadership and discipleship training for an expanding, geographically-diverse church
* Elevate and equip believers for the urgent call of God to grow in action for the Kingdom

**Leadership Academy Meta-Objectives**

* To train bible-based Compass-specific leaders
* To inspire believers to discover and operate in their leadership giftedness

**Leadership Academy Yr1 Objectives**

* Know the Compass leadership philosophy/model
* Apply leadership in context
* Demonstrate increasing leadership competence
* Demonstrate increasing leadership self-awareness

**Course Objectives**

* To give students an understanding of sound pastoral practice
* To help students better identify pastoral giftedness in self or others
* To help students develop pastoral leadership competencies

**Leadership Academy Student Expectations**

* 2-3 hours minimum of learning/writing per week
* 3-5 hours of volunteering per week under direction of a pastor or director
* Immediate and prayerful application of concepts and content covered
* Coaching with your Staff Supervisor and/or the Academy Facilitator
* Assessment (detailed for each course)
* Accountability (good grades are expected from all Staff and Scholarship Students)

**Course Text book**

Select one text from a pre-approved list available on the Compass Academy website under ‘Recommended reading’

**Topic and Assignment Schedule**

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| Wk | Topic | Homework |
| 1 | Biblical Leadership | *Compass Pastoral Leadership*: Submit five questions you have regarding Compass Pastoral Leadership for session with Lead Pastor Drew Sherman.Review the 4-parts of Pastoral Development Plan and schedule a phone call/meeting with Ministry Direct Report (MDR) to review and ask them to give input/guidance on your ideas. Also, review the SMART goals you established for this new year with your MDR for accountability and progress.  |
| 2 | The Role of the Holy Spirit in Pastoral Leadership | **Part 1 Pastoral Philosophy**: Submit a 250 word or less document with reflections from the Lectio Divinia movements over 1 Peter 5 as well as the beginnings of your written pastoral philosophy. |
| 3 | Endurance in Pastoral Leadership | **Part 2 Personal Retreat**: Submit a 250 word or less document with reflections from your Spiritual Retreat Half Day. *What challenges did you face? What obstacles did you have to overcome? What did you learn about God? What did you observe about yourself?* |
| 4 | Leading as a Pastor | **LIVE Session with Drew Sherman**. Submit your 3 big take-aways from the session with Pastor Drew.  |
| 5 | Compass’ Pastoral Philosophy | **Part 3 Practical Ministry Experiences:** Submit a 250 word or less document with observations from your ministerial experience. *What did you learn from your participation? What are the practical aspects of pastoral work you didn’t anticipate? What made your time meaningful? What are some of the small contributions you see pastors make in their Kingdom work?* |
| 6 | Dealing with Messy People – and we ALL are messy people! | **Part 4 Practical Care and Support:** Submit a 250 word or less document with reflections from attending a Care and Support experience. *What were your expectations before attending the session? After attending an experience, from your perception, what were the Strengths/Weaknesses/Opportunities/Threats (S.W.O.T) of this ministry?* |
| 7 | Boundaries for Leaders | *Book Review**CA3 Questionnaire and Summary* |

All assignments are due by 10pm on the Sunday of each week. Late assignments are not accepted.

**Assignments**

**Weekly Assignments**

* + Watch video recordings and answer T/F video-related questions (graded)
	+ Complete Specific Leadership Assignments (graded)
	+ Leadership Forum Contributions (graded)
	+ Immediate Practical Application (ongoing assessment)

**Book reading**

Select your own book on the subject of Pastoral Leadership or Pastoral Care. This should be a book which you have not read before. There is a list of pre-approved books under the recommended reading section of the Compass Academy website. You may also select a book of your own choice but if you elect to do so you must have this approved by the course instructor before proceeding. There is no word limit for this assignment. Please be aware of your fellow students and the centrality of effective communication of ideas as a Leader, when providing your both notes/review. As always student assignments are assessed based on thoroughness, professionalism, originality of ideas, appropriate communication.

**Pastoral Leadership Assignment Details**

**WK 1**

*Biblical Leadership*

Assignment:

* Review the 4-parts of Pastoral Development Plan and **schedule a phone call/meeting with Ministry Direct Report (MDR)** to review and ask them to give input/guidance on your ideas. Also, review the SMART goals you established for this new year with your MDR for accountability and progress.
* DUE: Submit 5 Questions you have specifically regarding Compass Pastoral Leadership Philosophy. After submission, your questions will be answered by Compass Pastoral Staff on the Compass Academy Leadership LIVE experience.

**WK 2**

*Role of the Holy Spirit in Pastoral Leadership*

**Pastoral Development Plan Part 1: Philosophy.**A pastoral philosophy can be a brief description of why you do ministry the way you do it. It's not *what* you do in ministry, it’s the *why* - your vision and purpose.

Assignment:

* Using a Lectio Divinia guide (use form below or from your own research), practice divine reading through 1 Peter 5 in several different translations of scripture*. Let the words from scripture read your heart and mind as you go through the 4 different movements (Lectio, Meditatio, Oratio, Contemplatio*). As youmeditate over the important work of “shepherding a flock” found in 1 Peter 5., journal your insights.
* Using what you learned in the Week 1 videos as well as the insight you gained from 1 Peter 5, prayerfully begin to identify, then write your own pastoral philosophy (this will be ongoing).
* DUE: Submit a 250–500-word document containing 2 parts.
	+ (I) reflections from the Lectio Divinia movements
	+ (II) Your pastoral philosophy.

**WK 3**

*Endurance in Pastoral Leadership*

**Pastoral Development Plan Part 2 – Personal.**An aspect of pastoral work is personal spiritual renewal so participate in your own Spiritual Retreat Half Day.

Assignment:

* Plan at least a 4-hr spiritual retreat experience – away and alone!
* Research a Spiritual Retreat guide you would like to try such as:
* (<https://learningandtalent.intervarsity.org/spiritual-formation-prayer/retreat-guides/finding-rest-our-souls>)
* <https://resources.wesleyan.org/wp-content/uploads/Unhurried-Living-Retreat-Schedule.pdf>
* <https://lisaappelo.com/plan-a-personal-spiritual-retreat-just-god-and-you-with-free-guide/>

*or plan your own experience – you know best what you need!*

* Determine: (1) What you will do? (2) When will you go? (3) Where will you go? (4) How will you make the most of this experience? Review plans and get input from your MDR.
* DUE: Submit a 250–500-word document with reflections from your Spiritual Retreat Day. *What challenges did you face? What obstacles did you have to overcome? What did you learn about God? What did you observe about yourself?*

**WK 4**

Attend the LIVE event on Tuesday, Feb 8th with Pastor Drew Sherman from 6:30-8:30PM at the Colleyville Campus. The assignment will be linked to the Compass Academy Live event.

**WK 5**

*Compass’ Pastoral Philosophy*

**Pastoral Development Plan Part 3 – Practical (Ministerial Experiences.)**Plan to participate and/or observe a pastor’s role in ONE or more of the following experiences (choose something that is new to you). We prefer if you can plan this experience WITH your MDR or another pastoral staff member, but at least plan to observe.

Possible Ministry Experience options:

* Visit someone in the hospital, nursing home, or prison,
* Feed the hungry,
* Meet with a person struggling in their faith to listen, observe, and speak truth
* lay hands, pray with someone who is sick/hurting,
* participate and/or observe a conversation about baptism and/or baptism experience,
* observe closely the minister’s role when you attend a wedding/funeral,
* participate in message preparation session with your MDR
* make plans to attend a weekly review meeting and/or a budget review meeting in the ministry you serve
* sign up for the weekly prayer report emails, following up in prayer with one person per week
* *determine your own ministry experience*

Assignment:

* DUE: Submit a 250–500-word document with observations from your ministerial experience. *What did you learn from your participation? What are the practical aspects of pastoral work you didn’t anticipate? What made your time meaningful? What are some of the small contributions you see pastors make in their Kingdom work?*

**WK 6**

*Dealing with Messy People*

**Pastoral Development Plan Part 4: Practical.** (Care and Support). Build awareness of Care and Support ministries by attending one (or more) session(s) and giving a SWOT analysis of the experience.

Assignment:

Choose from the Care and Support ministries listed below and notify the appropriate contact with the date(s) you plan to attend. *Please keep confidential all personal info that participants share during meetings.*

* Upcoming Care & Support meetings: <https://compass.church/events?ministryid=2908>
* Contact: Shelly Smith, Care Team Coordinator, shellysmith@mycompasschurch.com ·
* Special Needs ministry (<https://compass.church/buddy>) or talk to your campus’ children’s director
* Marriage ministry (<https://compass.church/events?ministryId=2900>)
* Contacts: Rich Green, Colleyville Campus Pastor, richgreen@mycompasschurch.com or Josh Akers, Roanoke Community Groups Pastor, joshakers@mycompasschurch.com
* Stewardship experiences (<https://compass.church/fpu>)
* Contact: Jeremy Hardwick, Communications Director, jeremyhardwick@mycompasschurch.com
* One-to-One Care ministry: (<https://compass.church/onetoone>) meets on the first and third Thursday of each month, 7pm – 8pm, Compass Center
* Contact: Shelly Smith, Care Team Coordinator, shellysmith@mycompasschurch.com
* *Determine your own care and support experience*

*For Tuesday support groups, childcare is available for children ages 3 mos. through 10 years. Please register your children in advance with the appropriate ministry contact.*

Assignment:

* DUE: Submit a 250–500-word document with reflections from attending a Care and Support experience including a S.W.O.T. analysis. What were your expectations before attending the session? After attending an experience, from your perception, brainstorm, and list:  Strengths/Weaknesses/Opportunities/Threats (S.W.O.T) of this ministry.

**WK 7**

*Book review*

A submission of your notes on your Pastoral book of choice is due wk 7. Please include all of the following sections FOR EVERY CHAPTER of your book. This review is due wk7. Your book review will be made available to all Compass Academy students as a resource.

Book Review Sections (for every chapter) as follows

1. My Chapter Notes:
2. I most agree with:
3. I most disagree with:
4. Favorite quotes (please identify page number for ease of reference):
5. Take home/most valuable message:

*CA Questionnaire and Summary*

Please answer questions and provide feedback regarding CA3. You will also be asked to review your learning during this course. Including completing a description of the delineating elements of Pastoral Leadership, your view regarding your own Pastoral capabilities, and a Pastoral Exercise whereby you identify 4 people (up, sideways or down) and what you would have to do to be pastoral towards them.

**Rubric**

We are looking for effort, basic retention of material, the ability to self-reflect, the ability to articulate learning and the capacity to exhibit leadership and leadership growth. Written assignments are graded based on the sophistication and organization of thought and the viability/originality of ideas.

**This syllabus is subject to change at the discretion of Compass Academy**

**LECTIO DIVINA “SACRED READING”**

**INTRODUCTION**

The simple prayer practice of Lectio Divina takes us through four movements, as we are drawn closer to The Father through each prayerful reading of the Scriptures. Choose a short Bible passage that is just a few verses long. We recommend the Book of Psalms or a story from one of the Gospels.

**PREPARATION**

Make yourself comfortable in a place that is as free from interruptions as possible. Begin with silence for a few minutes, humbly asking the Father to quiet your heart and make you aware that you are in His loving presence.

When you are ready, begin reading and praying through the four movements, described below. With time and practice, these movements will become simple and easy as they flow naturally from one to the other.

**1 LECTIO (READ)**

On the first reading, simply open yourself to the presence of God. Read the passage slowly and prayerfully, allowing short pauses between sentences. Over time you will discover whether it is more helpful for you to read silently or out loud. Try them both. As you read, take in the words and the overall flow of the passage. Then allow a time of silence following the reading continuing to open yourself to God’s Spirit.

**2 MEDITATIO (RECEIVE)**

On the second prayerful reading of the passage, listen for a particular word or a phrase through which the Father wants to speak to you. You will notice your attention being drawn to something. Once you have "received" the word or phrase, begin to silently meditate on that. Reflect on why the Father would highlight this for you today, ask Him any questions that come to mind, and note things that seem important as you meditate on what He has given you. Remember that the focus is on listening to what the Father has to say to you.

**3 ORATIO (RESPOND)**

On the third prayerful reading of the passage, listen now for the Father's invitation, and respond from your heart. The Father is always inviting us in some way... to let go of something, or to take up something; to do something or be something. The invitation can take innumerable forms. Following the reading, continue to listen for His invitation and then respond silently or out loud from an honest heart.

**4 CONTEMPLATIO (REST)**

The focus of the fourth prayerful reading of the passage is to simply rest now in the love that the Father has for you. Let the words wash over you. There is no further need to reflect or respond as you simply allow the Spirit to draw you close and fill you with His love, grace and peace. Linger in this place of deep connection. You are being filled and refreshed for your continuing journey.

Take your word, phrase or image with you. It is something to which you can return throughout the day. A reminder of the love of the the Father for you and the special word He had for you today.