
(Annotations in Italics)

This study program was designed in consultation with _____, mentor Minister of Word and Sacrament. It was agreed, following review of CP applicant's training and skills, that the following provides a summary of strengths and areas requiring further study.

Preaching, specifically hermeneutics/exegesis for sermon preparation is one of the focus topics for the study program. Refining and evaluating understanding of Reformed Theology and Sacraments, Administration and Presbyterian Polity will also be areas of focused study. Additionally, there will be a learning activity completed in Worship. See each learning activity in bold under the appropriate heading.

_____ evidences substantial preparation in a number of competencies as noted below.

See following for details, including working definitions of the competencies:

Bible: *"The church confesses the Scriptures to be the Word of God written, witnessing to God's self-revelation. Where that Word is read and proclaimed, Jesus Christ the Living Word is present by the inward witness of the Holy Spirit. For this reason the reading, hearing, preaching, and confessing of the Word are central to Christian worship." W-2.2001 As such a strong preparation in the reading and interpreting the Word of God is critical for the leading of a congregation.*

Have completed class work in both Old and New Testament as well as book studies in small groups and Sunday school programs. Have lead studies in Psalms, Jeremiah, John, Acts, Ruth, etc. Additionally, have taken formal and informal coursework in the development of the Canon as well as theories behind methods of interpretation.

Pastoral Care: *"All Christians are called to care for one another in daily living, sharing joys and sorrows, supporting in times of stress and need, offering mutual forgiveness and reconciliation...Ruling elders, deacons and pastors are called to special responsibility for this common pastoral care." W-6.3002 As such it is critical that a commissioned pastor demonstrate the willingness and capability to provide support as well as to encourage others to take up this common responsibility.*

Satisfactorily completed 1 unit of Clinical Pastoral Education and was assigned to Hospice for practicum. Following completion of the unit, _____ was offered the position of Chaplain Assistant for Hospice and worked with them while continuing work as a clinical educator. During CPE training, and for a time as an employee, facilitated a drop-in grief support group. Later, facilitated a support group for cancer patients dealing with long-term disabilities.

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Have conducted memorial, funeral and graveside services as well as provided grief, marital and premarital consultation. Have read extensively in the areas of grief, recovery and ethics. Have also worked with ordained pastor to conduct two weddings. This included preparation and design of the service with bride and groom.

Leadership: *Effective leaders possess several different kinds of skills. O'Brien, in his book "The Strategically Small Church" includes the following: a strong relationship with Christ as well as good general character. He also looks for people to whom others go to for advice, with a demonstrated presence of wisdom and an ability to teach. These skills may be in early development but must be present to some degree. The potential leader should be encouraging. (1 Thess.4:11 "...encourage one another and build one another up...")*

Leadership experience includes program manager at _____ Hospital as well as Director of Rehabilitation at _____ Home Health. Additionally, completed graduate studies in personnel management, finance, and marketing and served as board member for several community agencies. Also served as summer camp Assistant Director.

Worship: *"Mutual ministries to one another in the church spring from and are nourished by the Word proclaimed and heard, by the Sacraments celebrated and received, and by prayer offered and shared in worship." W-6.1002 Those seeking to become pastoral leaders should demonstrate skills in planning and leading worship including preparation in choosing and leading worship elements such as music, readings, prayers and the celebration of the Lord's Supper in the Reformed tradition. (See Reformed Theology and Sacraments)*

Led worship in non-PCUSA church for 8 years and have taken formal and informal training in emerging worship, as well as designing and leading a contemplative service. A planning activity is required to demonstrate an understanding of classic Presbyterian worship.

LEARNING ACTIVITY:

Plan and assist in conducting two services at _____ Presbyterian Church. Following the services, will meet with mentor to evaluate and plan further learning activities if required.

Teaching: *The Northwest Coast Presbytery seeks to "engage, equip and encourage" leaders throughout the region in both large and small congregations. A good teacher has the skills to do the same for the congregation they serve. It is imperative that a commissioned pastor embraces these values as well and possesses the ability to carry them out. Previous experience as well as the learning plan may both contribute to the candidate's acquisition of these skills.*

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_____ has 17 years of experience as a teacher at _____ University with very good to excellent reviews from students. Have taught Sunday school, small groups, workshops and retreats in a wide variety of settings from Hospice volunteers to weekend retreats. Additionally, I served as a teacher trainer for the Mt. Baker Baptist Association. This was not an area of focus, however I will be teaching a class in the basics of the Reformed Faith. See learning activity under Reformed Theology and Sacraments.

Preaching: *“The preached Word or sermon is to be based upon the written Word. It is a proclamation of Scripture in the conviction that through the Holy Spirit, Jesus Christ is present to the gathered people, offering grace and calling for obedience. Preaching requires diligence and discernment in the study of Scripture, the discipline of daily prayer, cultivated sensitivity to events and issues affecting the lives of the people, and a consistent and personal obedience to Jesus Christ. The sermon should present the gospel with simplicity and clarity, in language which can be understood by the people.” W-2.2007 Candidates for commissioned pastor should demonstrate a level of skill in accordance with the “Book of Order” as above.*

Have completed a formal course in preaching, spoken occasionally at _____ Church as well as lead devotional services for several years at two different long-term care facilities. This is an area of focus for further development.

LEARNING ACTIVITY: I am scheduled to preach at _____ two more times in the next 9 months. Will meet with mentor in preparation for each sermon and will demonstrate the ability to research, outline and deliver an appropriate message as judged by mentor.

Other related activities to be completed in the next 9 months include: Completion of Daryl Johnson’s course in preaching on cd, taking advantage of opportunities to preach elsewhere, the reading of Gordon Fee’s book, *New Testament Exegesis*, completing a series of sermon outlines from the book of James utilizing learned techniques. These will be reviewed by and discussed with mentor.

Reformed Theology and Sacraments: *Reformed theology, as a stream of the Christian faith, presents with a strong view of the sovereignty of God out of which comes a distinctive view of how to practice the faith. It forms the basic foundation of how to administer the Sacraments in a Presbyterian congregation as well as influencing the interpretation of Scripture. The successful candidate for commissioned pastor should demonstrate a basic understanding of the Reformed stream of Christianity as well as a willingness to be led by the Book of Order and the Book of Confessions.*

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Have read the *Book of Order* and the *Book of Confessions* as well as recommended book/s on Reformed theology. In addition, participated in both the new members and new elders classes at _____ Church. This is another focus area.

LEARNING ACTIVITY: Will meet monthly with mentor to review and discuss the principles of Reformed faith. Will demonstrate the ability to teach these principles in an adult class for members and attendees at _____ Church focused on the basics of Reformed faith. Will prepare a course outline and have it reviewed and approved by mentor. Additional reading material will be assigned by the mentor as required for the discussions. Authors such as Bart, Rogers, Bonhoeffer, etc. may be utilized as discussion material.

Presbyterian Polity: *The successful candidate for commissioned pastor must be an ordained Ruling Elder, having served the congregation as an elder in the Session. Additionally, they must be able to respond in the affirmative, to the Constitutional Questions asked during his/her ordination and installation. W-4.4003*

Has been a member of session through the tenure of an interim pastor, the calling of a new pastor as well as during “ordinary time”. Additionally, have moderated advisory boards utilizing Roberts Rules of Order and have recently been asked to moderate the visioning process for professional organization.

LEARNING ACTIVITY: Take a class on Presbyterian polity through the Presbytery. Attend Presbytery Leadership Summits at least two times in the next nine months.

Administration: *“Mission determines the forms and structures needed for the church to do its work...Administration enables the church to give effective witness in the world to God’s new creation in Jesus Christ and strengthens the church’s witness to the mission of the triune God.”*
G-3.0106

Strengthening the ministry includes leading and guiding the congregation in the principles of good stewardship, providing an atmosphere of encouragement and creativity for volunteers and staff as well as demonstrating and fostering the appropriate use of time, talent and resources.

The successful candidate for commissioned pastor should demonstrate the ability to encourage and lead the congregation in their administrative skills.

LEARNING ACTIVITY: Candidate will interview a church treasurer as an introduction to church finances, several volunteers (at least one from the church education dept., musician, Session member, and small congregation pastor) to learn about the challenges of being a

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congregation based volunteer. The results of the interviews and implications for candidate's ministry to be discussed with their mentor with candidate giving examples of how the learned material influenced recent decisions.

Missional Thinking: *"The Gospel of Jesus Christ announces the nearness of God's kingdom, bringing good news to all who are impoverished, sight to all who are blind, freedom to all who are oppressed, and proclaiming the Lord's favor upon all creation." "The mission of God in Christ gives shape and substance to the life and work of the Church. In Christ, the Church participates in God's mission for the transformation of creation and humanity by proclaiming to all people the good news of God's love, offering to all people the grace of God at font and table, and call all people to discipleship in Christ." F-1.01*

Modern missions pioneer, David Bosch reminds his reader "Christian mission gives expression to the dynamic relationship between God and the world." He goes on to say, mission "refers to the missio Dei (God's mission), that is God's self-revelation as the One who loves the world, God's involvement in and with the world, and in which the church is privileged to participate. Missio Dei enunciates the good news that God is a God-for-people." As such, mission is both God's yes and his no to the world. "Therefore neither a secularized church (that is, a church which concerns itself only with this-worldly activities and interests) nor a separatist church (that is, a church which involves itself only in soul-saving and preparation of converts for the hereafter) can faithfully articulate the missio Dei." (Transforming Mission: Paradigm Shifts in Theology of Mission)

The successful candidate for commissioned pastor should be prepared to teach and lead the congregation in greater understanding of their responsibility to be a part of God's mission.

Having grown up in the Pacific Northwest, the need for missional thinking is an important and personal issue. Experience in a "none" family provided strong preparation to think beyond the traditional to new ways of living out the gospel.

Additional reading and interviewing those in the Presbytery will provide a stronger background in Missional leadership.

LEARNING ACTIVITY: Interview Executive Presbyter with goal to understand Northwest Coast vision for missions as well complete assigned reading from the following: *The Mission of the Church: Five Views in Conversation* by Craig Ott, *The Mission of Preaching: Equipping the Community for Faithful Witness* by Patrick Johnson, and *Transforming Mission: Paradigm Shifts in Theology of Mission* by David Bosch. Also participate in discussion group on Missional Leadership to be offered by Presbytery.

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Character and Call: *“To those called to exercise special functions in the church-deacons, ruling elders, and teaching elders-God gives suitable gifts for their various duties. In addition to possessing the necessary gifts and abilities, those who undertake particular ministries should be persons of strong faith, dedicated discipleship, and love of Jesus Christ as Savior and Lord. Their manner of life should be a demonstration of the Christian gospel in the church and in the world. They must have the approval of God’s people and the concurring judgment of a council of the church.” “Standards for ordination (and in this case commissioning as a pastor) reflect the church’s desire to submit joyfully to the Lordship of Jesus Christ in all aspects of life...”G-2.0104 a,b*

It is critical that the candidate demonstrate not just the desire but the ability to demonstrate the gospel in his/her daily life as they move deeper and deeper into the life they are called to live; encouraging others, forgiving and forbearing, willingly receiving counsel and direction, seeking spiritual friends and mentors and recognizing strengths as well as growing edges with a will to continue to grow in the likeness of Christ.

Assessing these characteristics is more difficult than assessing Bible knowledge. In order to do so, interviews, recommendations and personal reflection on the part of the candidate can assist but it must be acknowledged that this is a lifetime process and the candidate must commit to continued discipleship work for the length of the commission.

LEARNING ACTIVITY: Candidate will identify a spiritual mentor in addition to the supervising Teaching Elder and commit to meeting with him or her regularly in person, by phone or on-line by zoom or similar format. Additionally, the candidate should maintain a pattern of prayer, reflection, biblical study and Sabbath throughout the commission.