



**STUDENT  
FORMATION  
HANDBOOK**

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# SECTION 1

## WELCOME TO E4:12 FORMATION

We hope this handbook will serve you during your spiritual formation journey with E4:12. It is a practical guide designed to clarify how spiritual formation works, what is expected of participants, and how growth and discernment take place within the life of the local church.

E4:12 is not a traditional degree program. It is built around shared life, obedience, and long-term faithfulness. The aim of this training is the slow, steady formation of Jesus-shaped disciples who strengthen churches and serve faithfully wherever God places them. Meaningful formation happens best in community and alongside pastoral wisdom.

In this guide, you will see an emphasis on *formation* over information, *character* over credentials, and *faithfulness* over quick results. These principles shape how we operate and how our students are assessed, encouraged, and guided over time. This handbook is meant to serve as a constant resource as you seek to walk this path with humility and joy.

It is our conviction that Ephesians 4:12 is Christ's grand vision for the church. Rightly applied, it unleashes God's people for the purpose of God. Every believer has the potential to be used mightily by the Lord, and E4:12 exists to help bring that potential to the surface for the glory of God and the advance of His kingdom through the local church.

*"And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ."* - **Ephesians 4:11-13**

# SECTION 2

## FORMATION IN THE LOCAL CHURCH

E4:12 serves the church by forming disciples and leaders within the life of the church, rather than apart from it. We believe spiritual formation is not something added onto church life. It should grow out of worship, community, service, and obedience in real ministry contexts.

For this reason, E4:12 does not function like a traditional educational program. While teaching and learning are central, they are not the end goal. *Learning* serves formation and *formation* serves *faithfulness*.

**Formation at E4:12 is marked by several key convictions:**

### **Formation Happens Over Time**

Spiritual maturity, leadership wisdom, and ministry skill develop slowly. E4:12 is structured to allow space for growth, struggle, reflection, and discernment. Faithfulness is cultivated patiently as God forms His people through ordinary obedience in their current season of life.

### **Formation Is Relational**

Growth happens in community. Students are formed through heartfelt discussion, prayer, shared life, and honest conversations with coaches and fellow disciples. Learning is processed in community, questions are wrestled with together, and formation is strengthened in long-term life-on-life relationships.

# SECTION 2

## FORMATION IN THE LOCAL CHURCH

### **Formation Is Church-Centered**

Our students remain embedded in their local churches throughout the training process. Calling, readiness, and next steps are discerned best under pastoral care and within the rhythms of church life. E4:12 does not replace the local church or assume authority over it, but instead comes alongside churches as they form disciples and leaders.

### **Formation Leads to Obedience**

Knowledge alone is insufficient. True formation is aimed at faithful obedience in everyday life—how we pray, lead, serve, love others, handle conflict, and persevere through difficulty. God’s Word is meant to be lived, tested, and applied, not merely understood.

### **Formation Requires Humility**

Participants are expected to pursue formation with humility, open to correction, and willing to be known. Defensiveness, comparison, and self-promotion undermine the work that Christ wants to accomplish in us. E4:12 is a space for honest growth, not pride and performance.

We walk patiently with our students as God shapes their conviction, character, and calling over time. The sections that follow will explain how this happens, what participation in E4:12 looks like week to week, and how next steps are discerned during the process.

# SECTION 3

## THE E4:12 FORMATION STRATEGY

E4:12 follows a simple strategy to form character and competency over time. This involves five daily lifestyle practices. These are not a sequence or a ladder to climb. Participants may need to grow in certain practices more than others, as God continues His work.

**The E4:12 Formation Strategy involves five lifestyle practices.**

### **Seek – Prayerful Dependence**

Formation begins with seeking God. Disciples learn to depend on the Lord through prayer, humility, and attentiveness to the Spirit's leading. Growth does not start with self-effort or strategy, but with dependence on God's grace. This posture of seeking is cultivated alongside every other practice, as prayer is central to faithful formation and ministry.

### **See – Vision and Gospel Clarity**

As disciples behold God's glory in Scripture, their vision is shaped. Participants grow in gospel clarity, learning to see everyday life as a mission field and people as image-bearers in need of grace. This is ultimately about learning to interpret life through the lens of God's purposes rather than through personal ambition or cultural norms.

### **Shape – Formation and Training**

God shapes His people through Scripture, community, and practice. Growing in conviction, character, and wisdom, involves both instruction and application. Teaching is processed in community, tested in real life, and refined through feedback and reflection. Growth is measured not by completion of a program, but by faithfulness and fruitfulness.

# SECTION 3

## THE E4:12 FORMATION STRATEGY

### **Serve – Everyday Obedience**

Serving is a way of life. Disciples learn to live faithfully where God has placed them—within the church and among their neighbors. This means practicing obedience in ordinary ministry contexts, while you learn to lead, serve, and love others with humility and perseverance.

### **Sustain – Long-Term Faithfulness**

Faithful ministry requires endurance. Disciples are sustained through spiritual friendship, pastoral care, and rhythms that guard against burnout, isolation, and spiritual drifting. Our training focuses on learning perseverance, wisdom, and the cultivation of habits that support long-term faithfulness rather than short-term effectiveness.



# SECTION 4

## THE TRAINING TRIANGLE

The Training Triangle provides a shared framework for how formation works week to week across our various learning pathways. It reflects how people actually grow—by learning truth, practicing it with others, and applying it faithfully in real-life ministry contexts.

**The Training Triangle includes three lifestyle practices.**

### **Information – Learning the Truth**

Formation begins with learning. Participants are grounded in Scripture and sound theology through teaching, reading, and study. This includes video teaching, assigned readings, and guided reflection designed to clarify biblical truth and establish theological conviction.

Information matters. Clear doctrine, careful interpretation of Scripture, and thoughtful engagement with God’s Word provide the foundation for faithful living and ministry. But information alone is not the goal.

### **Imitation – Practicing Together**

Truth must be practiced. We learn through modeling, repetition, correction, and shared life. The truth is processed in community through discussion, prayer, reflection, and ministry conversations.

Imitation allows participants to watch, learn, ask questions, and grow together. Wisdom is developed not only by knowing what is right, but also by learning to live rightly alongside others.

### **Innovation – Applying in Context**

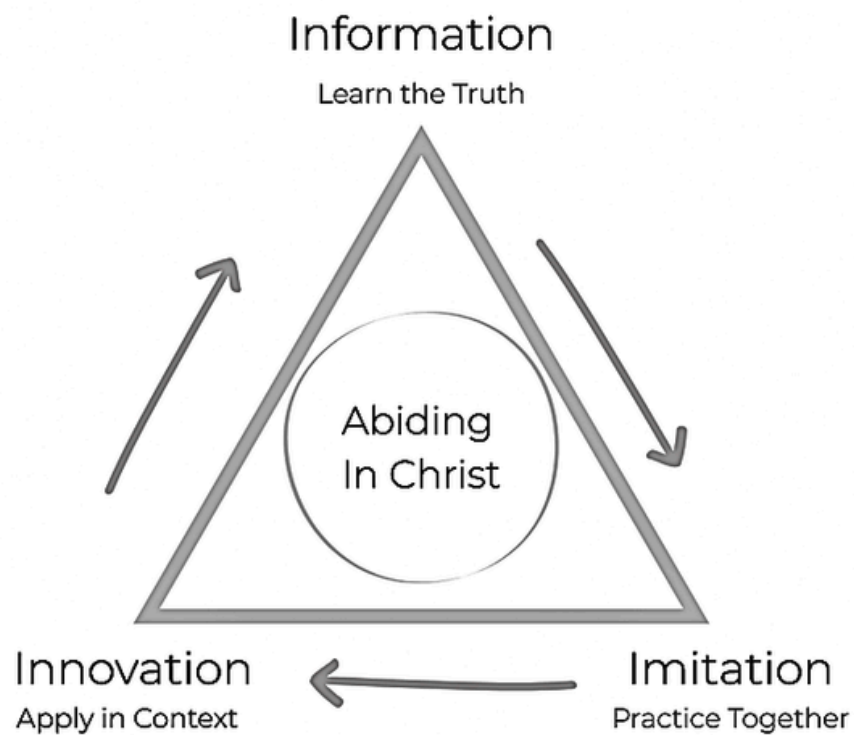
Faithful obedience always takes place in real life. Participants apply biblical truth wisely within the contexts where God has placed them—families, workplaces, churches, neighborhoods, and ministry settings.

# SECTION 4

## THE TRAINING TRIANGLE

### Innovation (cont.)

Innovation is not about novelty or self-expression. It is about biblically faithful application shaped by wisdom, humility, and discernment, learning to adapt wisely without abandoning biblical convictions.



This is an ongoing cycle. Faithful application raises new questions, which lead to greater growth, as teaching, practice, and application reinforce each other.

Together, our Formation Strategy and Training Triangle depict our framework for how we form disciples and leaders, patiently and relationally, with an aim toward long-term faithfulness and fruitfulness.

# SECTION 5

## PARTICIPANT COMMITMENTS

Participation in E4:12 is a commitment to pursue faithful formation within the life of a local church. While gifting, experience, and ministry roles may vary, participants are expected to engage the process with humility, consistency, and intentionality. The following commitments are not meant to burden you, but to create clarity for your growth.

### **Commitment to Presence and Preparation**

Formation happens in community and requires consistent presence. Participants are expected to engage the assigned teaching and reading in advance of each session and to participate in formation gatherings.

Faithful participation includes:

- Arriving prepared and on time
- Engaging attentively in discussion and prayer
- Ordering other commitments around your training when possible

Occasional absences may occur, but deep formation requires regular, intentional involvement.

### **Commitment to Humility and Teachability**

Growth requires openness. Participants commit to receiving instruction, encouragement, and correction with humility. This includes a willingness to listen carefully, ask questions, and reflect honestly on one's own life and leadership.

E4:12 is not a platform for comparison, self-promotion, or performance. Defensiveness and resistance to feedback will hinder your growth. Teachability, repentance, and grace are 100% essential.

# SECTION 5

## PARTICIPANT COMMITMENTS

### **Commitment to Relational Formation**

Formation is personal and relational. Participants are expected to engage honestly with coaches, pastors, and fellow participants, allowing others to know them beyond surface-level involvement.

This includes:

- Sharing life appropriately and truthfully
- Inviting counsel and prayer
- Practicing confidentiality and trust

Growth often requires vulnerability, and as Scripture reminds us, faithful life-on-life relationships are central to our formation in Christ.

### **Commitment to Local Church Faithfulness**

Participation in E4:12 assumes meaningful involvement in a local church. Formation is grounded in worship, service, and community within the church body.

Participants are expected to:

- Be regularly gathered with a local church
- Be known by pastors and leaders
- Serve faithfully in ways appropriate to their current season of life and calling
- Remain open to pastoral guidance and accountability

E4:12 does not replace the local church, nor does it operate independently of it.

# SECTION 5

## PARTICIPANT COMMITMENTS

### **Commitment to Obedience and Perseverance**

Formation in Christ is aimed at faithful obedience. Participants commit to pursuing obedience even when growth feels slow, difficult, or costly.

This includes perseverance through:

- Stretching conversations
- Unresolved questions
- Seasons of weakness or struggle

These commitments create the shared expectations that allow E4:12 to function as a formative environment marked by trust, patience, and gospel-centered growth. They are not conditions for personal worth, but invitations into a serious and joyful pursuit of Christlike maturity.

# SECTION 6

## FORMATION RHYTHMS

E4:12 prioritizes steady, sustainable rhythms that allow space for learning, reflection, prayer, and obedience. These rhythms are designed to support faithfulness in every area of life. Although the workload is intense for a season, it is not meant to compete with church life, family responsibilities, and vocational commitments, but to strengthen them.

Participants are encouraged to approach this training as a season of intentional focus that will bring lasting benefits to other responsibilities.

### **Formation Season**

E4:12 follows a September through April calendar. This academic year allows for periods of rest, family life, and summer ministry.

### **During the Week – Teaching and Preparation**

Participants engage with core texts and lectures, Bible study, podcasts, guided reflection, and journaling. Teaching during the week is designed to ground participants in Scripture, impart skills, clarify convictions, and prepare them for discussion and application.

### **Formation Gatherings – Discussion, Prayer, and Discernment**

In-person and livestream gatherings are devoted primarily to formation rather than lecture. Participants process what they are learning together through discussion, prayer, and real life ministry conversation.

These gatherings emphasize:

- Shared reflection on Scripture and teaching
- Case-based discussion and discernment
- Prayerful dependence on the Lord
- Mutual encouragement and accountability

# SECTION 6

## FORMATION RHYTHMS

### **Monday Evenings – Leadership and CPR Formation**

Monday nights focus on those pursuing ministry leadership, church planting, and church revitalization (CPR). These gatherings emphasize theology under pressure, leadership wisdom, and prayer.

### **Thursday Evenings – Disciple Formation Pathways**

Thursday nights focus on disciple-making pathways, including disciple-making, evangelism, worship, and spiritual friendship. These gatherings emphasize everyday obedience, relational disciple-making, and faithful practice within the life of the church.

Participants engage in the pathway most appropriate to their season and calling, guided by the advice of their pastor and local church.

### **Faithful Participation Over Perfection**

Growth is understood to happen over time through consistent faithfulness rather than attendance or performance. Participants are encouraged to communicate openly about life challenges, scheduling conflicts, or seasons of strain.

The goal of E4:12's formation rhythm is faithfulness. We want to grow up disciples who are rooted, encouraged, and faithful for the long haul.

# SECTION 6

## FORMATION RHYTHMS

### **Livestream Participation**

Participants joining by livestream are considered full participants in the formation process. Livestream involvement is interactive and relational, not passive observation.

Remote participants are expected to:

- Engage actively in discussion and prayer
- Prepare in the same way as in-person participants
- Maintain consistent presence and participation

# SECTION 7

## ASSESSMENT AND DISCERNMENT

Assessment at E4:12 is about discernment. The aim is to recognize how God is shaping conviction, character, and competency over time.

Growth is not rushed and outcomes are not assumed. Formation, readiness, and calling are discerned patiently in community, under pastoral care, and through lived obedience rather than through grades, timelines, or credentials.

**Assessment at E4:12 focuses primarily on four areas: Conviction, Character, Competency, and Calling.**

### **Conviction – Knowing What You Believe and Why**

Faithful ministry flows from deep, settled conviction. Participants are assessed on their growing clarity and confidence in biblical truth, including their ability to understand Scripture, articulate core doctrines, and explain why they believe what they believe.

Conviction is not measured by memorization, but by coherence, humility, and faithfulness. Participants are encouraged to wrestle honestly with Scripture, ask hard questions, and grow in theological clarity that shapes how they live, lead, and serve.

Growth in conviction is demonstrated as biblical truth increasingly informs your decision-making and obedience, and as it anchors your heart to persevere under pressure. Conviction shapes how character, competency, and calling are formed and discerned; it is foundational rather than sequential.

# SECTION 7

## ASSESSMENT AND DISCERNMENT

### **Character – Becoming Like Christ**

Character matters infinitely more than gifting or surface level results. Assessment of character focuses on the fruit of the Spirit, as well as patterns of repentance, faithfulness, humility, and integrity over time.

E4:12 looks at on how participants respond to correction, handle conflict, relate to others, and persevere through trials. Growth in character is often slow and uneven, but it becomes evident through consistency, teachability, and a growing likeness to Christ.

Character assessment is relational and ongoing throughout the year.

### **Competency – Developing Wisdom and Skill**

Participants should demonstrate a growing ability to serve with skill and wisdom in real life ministry contexts. This may include teaching, counseling, leadership, disciple-making, or other areas appropriate to the participant's learning pathway or life season.

Projects, conversations, and ministry experiences are assessed not simply for completion, but for clarity, faithfulness, and wise application. When work is lacking, it is revisited and revised to reinforce growth. This is the opposite of traditional schooling, which discards low-quality work and drives a shame and performance mindset through grades.

Competency is developed through practice, feedback, and refinement. It is understood as a stewardship exercised in dependence on the Lord.

# SECTION 7

## ASSESSMENT AND DISCERNMENT

### **Calling – Discerning Next Faithful Steps**

Calling is discerned in community and under pastoral care. It is a result of conviction, character, and competency. It is also clarified over time. Participants and their local church should discern next steps together through observation, conversation, and prayer.

Some participants may remain and serve more deeply in their current context. Others may be sent into new responsibilities or future ministry opportunities. Faithfulness, not placement, is the measure of success.

### **Conclusion**

Assessment at E4:12 is pastoral, intentional, and patient. It exists to support growth, encourage longstanding faithfulness, and assist the local church in discerning a candidate's readiness and direction. Discernment is an ongoing process, shaped by grace, and anchored in the truth that God will faithfully complete the work He begins.

At certain points, structured conversations—including written reflection, ministry observation, and oral examination—may be used to help clarify conviction, character, competency, and calling.

# SECTION 8

## CHARACTER FORMATION

Character is the moral and spiritual foundation of faithful disciple-making and leadership. Skill without character is dangerous, and conviction without character is unstable. For this reason, E4:12 places primary emphasis on the formation of Christlike character over time.

Character formation is not about personality, polish, or perfection. It is about becoming increasingly conformed to the image of Christ through repentance, obedience, humility, and love. Growth in character is often slow and uneven, but it becomes evident through patterns of faithfulness rather than isolated moments.

At E4:12, character is not assessed through isolated incidents or impressions, but through sustained observation within the life of the local church and formation community.

### **Why Character Matters**

Scripture consistently teaches that God is more concerned with who a person is becoming than how impressive they appear. Leadership influence flows from character, not gifting. When character is neglected, ministry eventually suffers—both personally and corporately.

Character formation is essential not only for leadership, but for long-term faithfulness in any form of service. Character sustains obedience when ministry is difficult, unseen, or costly.

# SECTION 8

## CHARACTER FORMATION

### **The 12 C's of Leadership**

To clarify goals and provide a shared language for character formation, E4:12 uses a framework called “The 12 C's of Leadership” (Appendix D, pg. 42). These qualities describe the kind of Christlike character that Scripture consistently commends and which faithful ministry requires.

The 12 C's are not a checklist to complete or a standard to achieve instantly. They function as:

- A lens for self-examination
- A guide for coaching and conversation
- A framework for pastoral discernment
- A tool for identifying areas of growth and maturity

Every course, pathway, and formation relationship within E4:12 will assess these qualities through reflection, prayer, and feedback.

### **How Character Is Formed and Observed**

Character is formed through:

- Regular engagement with Scripture and prayer
- Life-on-life relationships
- Faithful service in the local church
- Receiving correction and counsel
- Persevering through difficulty and disappointment

Character is observed not primarily in public moments, but in ordinary patterns—how participants treat others, respond to correction, handle conflict, steward responsibility, and remain faithful when unseen.

# SECTION 8

## CHARACTER FORMATION

### **Grace-Fueled Growth**

Character formation is grounded in grace, not human effort. Our growth flows from our union with Christ as we depend on His Spirit's work in us. Participants are encouraged to pursue character formation with honesty and hope, trusting that God is patient and faithful to complete the work He has started.

A full description of the 12 C's of Leadership, including definitions, Scripture anchors, and marks of growth, is provided in *Appendix D* and serves as a shared reference throughout the E4:12 formation process.

# SECTION 9

## MINISTRY COMPETENCY

Ministry competency refers to the growing ability to serve wisely and faithfully in real ministry contexts. While character and conviction are foundational, faithfulness in ministry also requires developing skill, judgment, and discernment over time.

Competency is not about natural talent, personality, or professional polish. It is about learning to apply biblical truth wisely in the lives of others and in the work of the church, always dependent on the Lord.

E4:12 understands competency as something developed slowly through practice, feedback, and reflection rather than assumed or granted through completion of coursework.

### **Why Competency Matters**

Scripture calls believers not only to sincerity, but to faithfulness and skill in the work God entrusts to them. Poor judgment, unclear communication, or untested methods can harm people even when motives are sincere.

Competency protects both the church and the disciple-maker. It helps ensure that ministry is carried out with wisdom, clarity, and care rather than haste or presumption.

For this reason, E4:12 treats competency as an essential area of formation alongside character and conviction.

# SECTION 9

## MINISTRY COMPETENCY

### How Competency Is Developed

Competency grows through:

- Faithful engagement with Scripture and sound teaching
- Practice in real ministry settings
- Observation of wise leaders and pastors
- Honest feedback and correction
- Willingness to revise, refine, and try again

Assignments, projects, and ministry experiences are designed to help participants grow in judgment, clarity, and faithfulness. Work is not simply evaluated and set aside, but revisited and improved as part of the learning process.

### Competency as Stewardship

Competency is always exercised as stewardship, not self-expression. Participants are encouraged to recognize both their limitations and responsibilities, serving within appropriate bounds and seeking counsel when needed.

Growth in competency is marked by increasing clarity, humility, and wisdom—knowing not only what to do, but when to act, when to wait, and when to seek help.

# SECTION 9

## MINISTRY COMPETENCY

### **Competency and Discernment**

Competency is assessed over time and in context. Readiness for increased responsibility is discerned through observation, conversation, and pastoral guidance rather than self-assessment.

E4:12 does not rush participants into roles or responsibilities. Instead, it seeks to help churches recognize when individuals are growing in wisdom and readiness to serve more deeply or in new ways.

Ministry competency develops best when rooted in conviction, shaped by character, and guided by pastoral wisdom. Together, these provide a strong foundation for faithful, fruitful service in the church and beyond.

# SECTION 10

## MINISTRY CALLING

Calling is clarified over time through faithful obedience. E4:12 does not assign callings, guarantee ministry outcomes, or fast-track participants into roles. Instead, it exists to help disciples and churches discern their next steps together under the authority of Scripture and pastoral care.

Discernment of calling flows out of conviction, character, and competency. As these areas develop, clarity often emerges gradually—sometimes confirming a sense of direction, and sometimes refining or redirecting it.

### **Calling Is Discovered Through Faithfulness**

Scripture consistently presents calling as something revealed through obedience. Participants are encouraged to focus first on faithfulness where God has presently placed them—within their local church, relationships, and responsibilities.

As disciples walk faithfully, serve humbly, and persevere through ordinary obedience, calling becomes clearer. E4:12 resists the pressure to name outcomes prematurely and instead prioritizes patience and faithfulness over certainty and speed.

# SECTION 10

## MINISTRY CALLING

### **Calling Is Discerned in Community**

Calling is not a private conclusion but one discerned in community. Pastors, coaches, and the church play a vital role in observing growth, affirming readiness, and offering wise counsel.

E4:12 encourages ongoing conversation between participants and local church leadership, recognizing that churches are best positioned to discern gifting, maturity, and readiness for increased responsibility or future ministry.

Church-based discernment protects against self-promotion, isolation, and misplaced ambition.

### **Calling Does Not Look the Same for Everyone**

Faithful calling may take many forms. For some, clarity may lead to deeper service and leadership within their current church. Others may be affirmed for future vocational ministry, church revitalization, or church planting. Still others may continue to grow steadily without a visible change in their roles or responsibilities.

E4:12 affirms that faithfulness, not position or placement, is the measure of success. Remaining, serving, and persevering are often as significant as being sent.

# SECTION 10

## MINISTRY CALLING

### **Next Steps Are Taken Wisely and Prayerfully**

When next steps become clear, they are taken thoughtfully and in partnership with the local church. E4:12 seeks to support churches as they send leaders wisely rather than quickly, ensuring that readiness is confirmed through observation, prayer, and counsel.

Some participants may continue with other E4:12 learning pathways. Others may step into new responsibilities within their church or pursue future training as appropriate. In every case, timing and direction are guided by pastoral wisdom rather than programmatic progression.

Calling is not a finish line, but an ongoing response to God's leading. E4:12 exists to help disciples and churches walk patiently, faithfully, and prayerfully as God clarifies direction over time, trusting that He is faithful to guide His people as they obey Him.

# SECTION 11

## PATHWAYS AT A GLANCE

This section will give you a high-level view of our learning pathways. Each pathway is grounded in the same convictions, rhythms, and assessment framework, but not all serve the same purpose or season. These training options can be placed into two categories.

### **Disciple Formation Pathways**

help believers to grow in everyday faithfulness, disciple-making, and ministry skill within the life of their local church, current relationships, and future ministry.

### **Leadership Formation Pathways**

help those who currently, or potentially will, carry the responsibilities of leadership, church planting, or church revitalization. They also serve to train future pastors.

### **Pathways Serve the Church**

E4:12 exists to strengthen local churches. Whether participants grow deeper in their current context or are sent into a new context, the aim is always faithfulness to Christ's mission and the health of His church.

Pathways are not tracks to be completed as quickly as possible, but rather, seasons of focused formation to guide believers in their calling and current stage of maturity. There is not a recommended sequence.

A detailed scope and sequence of all learning pathways is provided in Appendix E (pg. 46) as a reference tool for planning and discussion.

# SECTION 11

## PATHWAYS AT A GLANCE

### **Entering and Progressing Through Pathways**

Students enter E4:12 in a unique place that depends on their readiness, current life context, and their pastor's recommendations. Entry into a pathway should be guided by prayer, in partnership with your church.

Graduation from each pathway is not automatic. Growth and readiness are demonstrated in conviction, character, and competency over time.

It is important to remember that your participation in E4:12 is not your identity. It supports formation in Christ, but does not define your worth, status, or success. There is no expectation that you will progress through leadership pathways or enter ministry in an official capacity in the church when you graduate. Faithfulness to Christ is the only goal.

### **Transitioning Between Pathways**

Over time, participants may sense the Lord leading them toward new areas of formation or responsibility. Transitions between pathways are made thoughtfully and in partnership with your local church leadership and E4:12 coaches.

Transitions are guided by:

- Observed growth and maturity
- Affirmation from pastors and leaders
- Readiness for increased responsibility
- Prayerful discernment of your gifts

# SECTION 11

## PATHWAYS AT A GLANCE

### **Disciple Formation Pathways**

These pathways help ordinary believers grow in everyday faithfulness, disciple-making, and ministry skill within the life of their local church, current relationships, and future ministry.

At E4:12, you will learn:

- Faithful gospel witness
- Intentional disciple-making
- Christlike care for others
- Worshipful living and service

You will also stay actively engaged in the life of your local church, practicing what you learn in real ministry contexts and relationships.

### **Art of Disciple-Making**

will help you live on mission for Jesus where you live, learn, work, and play, investing in others through Scripture and shared life.

### **Art of Worship**

will help you grow as a worshiper of God and discover how you can use your gifts to encourage others to worship Him.

### **Art of Evangelism**

will help you gain clarity, confidence, and compassion in sharing the gospel in everyday conversations.

### **Art of Spiritual Friendship**

will help you walk wisely and compassionately with others through suffering, sin, and struggle, offering Christlike care rooted in Scripture.

# SECTION 11

## PATHWAYS AT A GLANCE

### **Leadership Formation Pathways**

These pathways are for those who carry leadership responsibilities in their church or who are considering a future in leadership. Because leadership formation requires time, depth, and wisdom, these training pathways take place over an extended 2 year season.

Leadership pathways emphasize:

- Theological clarity under pressure
- Pastoral judgment and wisdom
- Character tested over time
- Faithful leadership within real church contexts

### **Art of Ministry & Leadership**

will help you develop theological depth and clarity, practical wisdom, and endurance for official leadership responsibilities in the church.

This training can also be paired with one of the other year-long pathways to create a three year pastoral or leadership training with an emphasis in worship, evangelism, counseling, church planting, etc.

### **Church Planting & Revitalization (CPR)**

will prepare you for the demanding and joyful work of renewing existing churches or planting new ones. The emphasis of this pathway is on prayerful dependence, pastoral wisdom, and long-term faithfulness.

The church planting and revitalization emphases can be taken together or independently (as one year pathways). And, as mentioned, either can be paired with The Art of Ministry & Leadership for a thorough 3 year theological and leadership training. This is a great option for pastors.

# SECTION 12

## PARTNERSHIP, COVENANT, AND NEXT STEPS

E4:12 exists to serve the local church through partnerships marked by trust, clarity, and mutual responsibility. These partnerships are built on mutual respect, teamwork, and prayer.

This final section outlines how we partner with our students and with local churches. These relationships are built on shared commitments.

### **Partnership and Accountability**

E4:12 functions in partnership with the local church. Participants remain under the authority and care of their church throughout their journey with us. We do not assume authority over their calling, readiness, or direction, and do not aim to replace pastoral care.

Healthy partnerships involve:

- Clear communication between participants, their pastors, and E4:12 leadership, teachers, and coaches
- Mutual trust and shared discernment
- Honest and prayerful communication about students' growth, readiness, and next steps

Coaching within E4:12 is relational and pastoral. It is expressed through conversation, observation, encouragement, and, when needed, loving correction. The heart behind this is not control, but care. We want all our students to remain faithful, humble, and rooted in Christ.

# SECTION 12

## PARTNERSHIP, COVENANT, AND NEXT STEPS

### **Covenant of Participation**

I desire to grow as a disciple of Jesus Christ and to learn how to live faithfully under His lordship in every area of life. I enter this formation process with humility and hunger, trusting that God is at work to grow me in the grace and knowledge of Jesus.

I commit to pursue growth in E4:12 with openness and teachability. I understand that growth involves honest feedback, loving correction, and careful self-examination. By God's grace, I desire to receive counsel with humility, avoiding defensiveness, and welcoming the Spirit's work in shaping my character, convictions, and patterns of life.

I commit to engage in this season of formation with faithfulness and responsibility. I will participate, prepare as expected, and wisely order other life commitments so that I can consistently pursue this training. I understand that faithfulness, not perfection, is the goal, so I will communicate openly and honestly when challenges arise.

I commit to seek the Lord through His Word and prayer during this season, recognizing that true growth flows from dependence on God, not my efforts alone.

I commit to a relational formation marked by honesty, wisdom, and healthy transparency. I will share my life with those entrusted with my care—inviting prayer, counsel, and encouragement—while respecting boundaries, confidentiality, and the guidance of my pastors.

# SECTION 12

## PARTNERSHIP, COVENANT, AND NEXT STEPS

### **Covenant of Participation (cont.)**

If married, I affirm that I have discussed this commitment with my spouse and have their support. I desire that this season of formation strengthens my marriage, family life, and service to Christ.

Finally, I commit to living as a disciple who makes disciples. God entrusts me with a knowledge of Himself so I will share it with others. As the Lord gives me opportunities, I will invest in others for the building up of His church and the advance of His kingdom.

I enter this covenant trusting not in myself, but in the faithfulness of God, who promises to complete the work He started in me.

### **Next Steps**

Those considering or continuing in E4:12 formation are encouraged to take next steps prayerfully and in relationship with other believers.

Next steps may include:

- Conversation with your local church leadership
- Clarifying an appropriate learning pathway
- Completing the E4:12 online application
- Committing to the upcoming formation season

Participants are encouraged to move forward with patience and prayer, trusting that God will lead you through your daily obedience.

# APPENDIX A

## BIBLICAL FOUNDATION FOR E4:12

E4:12 patterns itself after the Jerusalem model. Jerusalem was the main hub church in the book of Acts, providing training through local church communities (Acts 2:42-47; 4:32-37). And this resulted in the very first church planters going out. It is vital to note that this first wave of leaders were not apostles but “laymen” who were filled with the zeal and Spirit of Jesus (8:1, 4; 11:19-21). As this new church plant took root in the bustling city of Antioch, the Jerusalem church sent other leaders like Barnabas and Silas to encourage them in their faith.

Barnabas in turn invested in Paul (11:22-26). And later, even more leaders flooded in from Jerusalem (11:27; 13:1; 15:22, 32). Similarly, when a new gospel work began in Samaria, the church of Jerusalem sent Peter and John to preach, teach, pray for, and encourage these new believers (8:14-17). Paul, following the same pattern, functioned as a one-man training and sending hub, taking Timothy, Titus, Luke, possibly Onesimus, and others, out of their own local church contexts, training them under his tutelage, and then placing them where they were needed most in the wider church (Ephesus, Crete, and Philippi).

All of this was done imitating their Savior. Jesus chose and trained His apostles through three years of life-on-life ministry. As these men lived with and learned from him, worked alongside him, rested with him, and worshiped with him, they experienced God as their Shepherd and they learned to be under-shepherds. Paul took this same approach in his disciple-making and evangelistic work, and he urges us to do the same. “Become imitators of me, as I am of Christ” (1 Cor. 10:31). At E4:12, we strive to imitate Christ both in mission and method, as we join with Him in the same gospel movement (2 Cor. 6:1).

# APPENDIX B

## HEALTHY CHURCH METRICS

We aim to strengthen local churches for long-term faithfulness and fruitfulness. For this reason, we evaluate our training and our students in light of what Scripture reveals about the structure and purpose of the local church. We believe the biblical teaching can be summarized in the following ten Healthy Church Metrics.

These metrics are not numerical and are not intended as performance benchmarks to compare churches. They are pastoral indicators—used to guide prayer, discernment, and leadership development.

Healthy church metrics help our participants, leaders, and partnering churches ask the right questions about faithfulness and fruitfulness.

While we recognize that this is not a comprehensive list of all the Bible has to say about church health, and that no church will flourish in all ten areas, we sincerely hope that our partnering churches are striving for them. These metrics saturate the training and coaching we provide.

# APPENDIX B

## HEALTHY CHURCH METRICS

### 1 GOSPEL-CENTERED

Healthy churches give the gospel of Jesus' life, death, and resurrection first importance in their preaching, teaching, application, and everyday life. The gospel is more than biblical advice. It is the announcement that Christ has accomplished our redemption through His perfectly righteous life, substitutionary death, and triumphal resurrection. When this gospel is in the center of a church, it creates a community of grace and holiness, humility and conviction, truth and love.

*(Mark 1:1; Luke 24:46-47; John 3:16-18; Romans 1:16-17; 3:21-26; 5:1-11; 1 Corinthians 1:18-25; 2:2; 5:1-13; 15:1-4; 2 Corinthians 4:1-6; 9:13; Galatians 1:6-9; Ephesians 1:7-10; 4:1-16; Philippians 2:1-11; Colossians 1:19-20; 2 Timothy 1:8-14; 2 Peter 3:11-13; Jude 3-4; Revelation 21-22)*

# APPENDIX B

## HEALTHY CHURCH METRICS

### 2 MISSIONAL

The Bible is the story of God on a mission to redeem His people and to reveal Himself to and through the church. A church with a missional ecclesiology embodies this in her structures, rhythms, budgets, and calendars, in thoughtfulness given to outsiders in worship, in welcoming non-Christians into the Christian community, and in providing members space to build relationships with those who do not yet believe.



*(Genesis 1–3; 12:1-3; Matthew 5:14; Ephesians 3:8-10; 1 Peter 2:9-10; Revelation 19–22)*

### 3 ELDER-LED

With Jesus as the Chief Shepherd, God has given the church elders to shepherd and oversee the church, who humbly provide direction, protection, and care. These elders are men whose character and faithfulness have been tested and proven. In healthy churches, multiple elders lead alongside each other as equals.

*(John 10:1-16; Acts 14:23; 20:28; Ephesians 4:11; 1 Timothy 3:1-7; Titus 1:5-9; James 5:14; Hebrews 13:20; 1 Peter 2:25; 5:1-4)*

# APPENDIX B

## HEALTHY CHURCH METRICS

### 4 DEACON-SUPPORTED

With Jesus as our Model Servant, God gives His church deacons to support the elders in caring for the church's needs. Deacons are faithful and mature Christians who free up the elders to focus on the ministry of the word and prayer. In doing so, they are empowering the church for maturity and mission.



*(Mark 10:45; Acts 6:1-6; Romans 15:8; 16:1; 1 Timothy 3:8-13)*

### 5 HOLY-SPIRIT EMPOWERED

The church is redeemed by Jesus' blood and sealed by His Spirit. A healthy church rests in this assurance while recognizing the necessity of the empowering work of the Spirit for all of life. As a result, a church that is intentionally dependent on the Holy Spirit has a spiritual vibrancy in worship, richness of prayer, love, joy, humility, unity, selflessness, holiness, and reverence for the scriptures.

*(Romans 8:14-16; 15:13; Ephesians 1:13-14; 3:16; 4:3-4; Philipians 2:1-4; 3:3; Colossians 1:8; 2 Thessalonians 2:13; 1 Peter 1:2)*

# APPENDIX B

## HEALTHY CHURCH METRICS

### 6 DISCIPLE-MAKING

Being a disciple of Jesus means the gospel has changed your life, and you are in a dynamic relationship with Jesus, progressing in your walk with Him. Disciple-making churches are committed to both; leading people to Jesus and helping them learn to follow Him. Healthy churches prioritize the making and maturing of disciples over gathering crowds. This shapes how we do life together.

*(Matthew–John; Acts 6:1-7; 11:26; 14:20-22; Ephesians 4:11-16; Colossians 1:28; Titus 2:1-14)*

### 7 CITY-REACHING

The *polis* (translated “city” and “town”) is missionally strategic and packed with theological meaning in the New Testament.



Used 70 times in Acts and Revelation, cities and towns are at the heart of gospel expansion and part of God’s language for His Kingdom. Thus, a city-reaching church is holistically engaged, meeting its neighbors' physical, mental, emotional, and, most importantly, spiritual needs.

*(Jeremiah 29:4-7; Acts; Hebrews 11:10; 11:16; 12:22; 13:14; Revelation 3:12; 20–22)*

# APPENDIX B

## HEALTHY CHURCH METRICS

### 8 LEADER-DEVELOPING

Much of the Old Testament is the story of Israel rising and falling with her leaders. Jesus proved to be the leader that God's people had been waiting for. The priority and necessity of leadership are inescapable in the Bible. Healthy churches understand that sharing the leadership load is necessary and commit time and ample resources to train and develop faithful leaders.



*(Exodus 18:13-26; Acts 5:31; 1 Timothy 3:1; 2 Timothy 2:1-2; Titus 1:5; Hebrews 13:7)*

### 9 MULTIPLYING

One great theme of the Bible is multiplication. From the call to Adam and Eve to be fruitful and multiply, to God's promises to Abraham, from Jesus' command to make disciples, to the word of God multiplying as His message broke into the hearts of Jews and Gentiles, God has always been about multiplication. In light of this, it's clear that healthy churches multiply disciples, and multiplying disciples leads to multiplying churches.

*(Genesis 1:22; 1:28; 8:17; 9:1; 9:7; 17:2; 22:17; 26:4; 26:24; 28:3; 35:11; 47:27; Exodus 1:7-12, 20; 32:13; Leviticus 26:9; Deuteronomy 6:3; 7:13; 30:16; Matthew 28:18-20; Acts 6:7; 9:31; 12:24; Hebrews 6:13-14)*

# APPENDIX B

## HEALTHY CHURCH METRICS

### 10 GLOBALLY-ENGAGED

From creation to new creation, God's plan has always been the redemption of the nations. From every tribe, tongue, and nation, God is forming one people united in the hope of Jesus' death and resurrection. We desire that our partnering churches would share God's heart for all nations, not just locally but globally, and actively participate in the gospel getting to the ends of the earth.

*(Exodus 18:13-26; Acts 5:31; 1 Timothy 3:1; 2 Timothy 2:1-2; Titus 1:5; Hebrews 13:7)*



# APPENDIX C

## 6 M'S OF DISCIPLE-MAKING

Making disciples in the way of Jesus to the glory of God is the greatest cause in the universe. As fire exists to burn, as hospitals exist to heal, as restaurants exist to serve food, as schools exist to teach, as fire departments exist to put out fires, so churches exist to make disciples.

*So what is a disciple?*

*What is disciple-making?*

- Disciple-making is both evangelism and disciple-making.
- Disciple-making is for everyone.
- Disciple-making has 4 core aspects (see Matthew 4:19-20):
  - **Relational**
  - **Transformational**
  - **Co-missional**
  - **Radical**

All of this and more is covered in the Art of Disciple-Making:

1. The Mission: The Greatest Cause in the Universe
2. The Man: Jesus, the Ultimate Disciple-Maker
3. The Message: The Gospel of Jesus Christ
4. The Method: Walk How Jesus Walked
5. The Motivation: The Delight of Disciple-Making
6. The Movement: Join the Movement

# APPENDIX D

## 12 C'S OF LEADERSHIP

Leadership development begins with prayerful discernment. Scripture calls the church to recognize faithful leaders, not just gifted ones. *The 12 C's of Leadership* serve as a framework to help pastors and coaches identify who may be ready for greater responsibility and investment.

These markers are observed over time, not all at once. They are not a checklist, but a guide for wise discernment and loving development.

### **1. Christ – The Power of the Leader**

Is this person genuinely walking with Jesus? Do they demonstrate dependence on Christ through prayer, humility, and obedience rather than self-reliance?

### **2. Calling – The Purpose of the Leader**

Is there growing clarity about where and how this person may serve? Is the timing appropriate for their current season of life and ministry?

### **3. Character – The Person of the Leader**

Does this individual demonstrate integrity, humility, consistency, and faithfulness? Are they willing to do the right thing regardless of recognition or reward? Do they show evidence of emotional, spiritual, and relational maturity—or a clear desire to grow in these areas?

# APPENDIX D

## 12 C'S OF LEADERSHIP

E4:12 cultivates leaders who are marked by FAITH:

- Faithful – Grounded in godly character and sound doctrine, with a deep commitment to the gospel and the authority of Scripture
- Available & Intentional – Willing and able to invest time and energy in formation and service
- Teachable – Learners who welcome correction and pursue growth
- Humble & Hungry – Eager to know God, enjoy God, and help others know Him, with a heart for the lost and love for the local church

### **4. Conviction – The Belief of the Leader**

Does this person hold biblical convictions with clarity and courage? Are they anchored in the authority of Scripture and the gospel? Can they articulate what they believe and why?

### **5. Commitment – The Resolve of the Leader**

Is this person dependable and faithful over time? Does their “yes” carry weight, reflected in follow-through and perseverance?

### **6. Care – The Love of the Leader**

Do they genuinely love people? Are they moved by the needs of others and willing to bear burdens with compassion and patience?

### **7. Chemistry – The Interaction of the Leader**

Do people enjoy serving with this person? Is trust present? Do they contribute to unity rather than tension, especially in challenging or spiritually difficult moments?

# APPENDIX D

## 12 C'S OF LEADERSHIP

### **8. Competency – The Practice of the Leader**

Does this person demonstrate growing skill and wisdom in ministry? Competency develops through training and experience and is always formed by character and conviction.

Core areas of competency may include:

- Leadership and administration
- Communication and teaching
- Equipping and team-building
- Evangelism and disciple-making
- Counseling and care
- Personal and practical theology
- Spiritual formation and self-leadership

Lack of polish does not disqualify a teachable leader.

### **9. Capacity – The Development of the Leader**

Does this person have the emotional, physical, and time capacity for leadership in the current season? Do they respond well under pressure?

### **10. Community – The Colleagues of the Leader**

Is this person affirmed by others? Do trusted leaders and peers recognize God's work in their life and ministry?

### **11. Coachability – The Posture of the Leader**

Does this person receive correction with humility? Do they actively seek counsel and demonstrate growth through feedback?

# APPENDIX D

## 12 C'S OF LEADERSHIP

### 12. Credibility – The Trustworthiness of the Leader

Over time, has this person built trust through consistent faithfulness?  
Do others willingly follow their influence?



# APPENDIX E

## SCOPE AND SEQUENCE

### P A T H W A Y S

<b>The Art of Disciple-Making</b> Make disciples where you live, learn, work, and play.	47
<b>The Art of Worship</b> Lead others to glorify God using your life and gifts.	54
<b>The Art of Evangelism</b> Share the gospel with depth and confidence.	59
<b>The Art of Spiritual Friendship</b> Provide help and hope from God’s Word.	62
<b>The Art of Ministry &amp; Leadership</b> Lead the church to know God’s Word and live for Him.	66
<b>Church Planting</b> Bring the gospel where it is desperately needed.	83
<b>Revitalization</b> Lead churches through gospel-centered change.	86

# APPENDIX E

## SCOPE AND SEQUENCE

### The Art of Disciple-Making

#### Weekly Formation Rhythm

Each week you will be required to:

- Read assigned texts from four learning strands: Spiritual Formation, Bible Interpretation, Foundations of Biblical Faith, and Disciple-Making.
- Listen to any episode of *E4:12 Catalyst* or another approved podcast that aligns with your current spiritual needs, ministry context, or disciple-making relationships. This will cultivate discernment, biblical reflection, and disciple-making skills.
- Submit a weekly spiritual journal reflecting on Scripture engagement, podcast listening, personal heart awareness, and current relationships. Journals will be assessed for faithfulness, thoughtfulness, and gospel-centered reflection and will be a primary tool in your spiritual coaching.
- Meet with a spiritual coach once every eight weeks for prayer, reflection, encouragement, and accountability. These meetings will help you process what you are learning, discern patterns of growth and concern, and identify next steps in becoming a wise and faithful disciple-maker.

These rhythms are designed to cultivate Scripture-shaped understanding, gospel-formed compassion, and reproducible disciple-making habits.

# APPENDIX E

## SCOPE AND SEQUENCE

### Required Reading

- *Discovering the Glorious Gospel* – Paul Washer
- *Gospel Fluency: Speaking the Truths of Jesus into the Everyday Stuff of Life* – Jeff Vanderstelt
- *Living by the Book: The Art and Science of Reading the Bible* – William Hendricks
- *Spiritual Disciplines for the Christian Life* – Donald Whitney
- *The Ways of the Alongsider: Growing Disciples Life to Life* – Bill Mowry

### First Quarter (September - October)

#### Spiritual Formation: Spiritual Disciplines for the Christian Life

- Week 1: (Ch. 1) The Spiritual Disciplines... for the Purpose of Godliness
- Week 2: (Ch. 2) Bible Intake (Part 1)
- Week 3: (Ch. 3) Bible Intake (Part 2)
- Week 4: (Ch. 4) Prayer
- Week 5: (Ch. 5) Worship
- Week 6: (Ch. 6) Evangelism
- Week 7: (Ch. 7) Serving
- Week 8: (Ch. 8) Stewardship

#### Bible Interpretation: Living by the Book

- Week 1: (Ch. 1-2) Why Study the Bible?
- Week 2: (Ch. 3-4) An Overview of the Process
- Week 3: (Ch. 5-6) The Value of Observation
- Week 4: (Ch. 7) You Must Learn to Read
- Week 5: (Ch. 8-9) Read Thoughtfully & Repeatedly
- Week 6: (Ch. 10-11) Read Patiently & Selectively
- Week 7: (Ch. 12-13) Read Prayerfully & Imaginatively
- Week 8: (Ch. 14-15) Read Meditatively & Purposefully

# APPENDIX E

## SCOPE AND SEQUENCE

### **Foundations of Biblical Faith: Discovering the Glorious Gospel**

- Week 1: (Ch. 1) The Divine Dilemma and the Gospel
- Week 2: (Ch. 2) God's Motive for Saving Man
- Week 3: (Ch. 3) The Son's Motive for Coming to Save
- Week 4: (Ch. 4) The Son of God in Glory
- Week 5: (Ch. 5) The Son Became a Man (Part 1)
- Week 6: (Ch. 6) The Son Became a Man (Part 2)
- Week 7: (Ch. 7) The Son Lived a Perfect Life
- Week 8: (Ch. 8) The Son Bore Our Curse

### **Disciple-Making: The Mission of Disciple-Making**

- Week 1: Our All-Consuming Mission
- Week 2: The Missionary Nature of God (Part 1)
- Week 3: The Missionary Nature of God (Part 2)
- Week 4: Advancing the Greatest Cause in the Universe
- Week 5: Disciple-Making Defined (Part 1)
- Week 6: Disciple-Making Defined (Part 2)
- Week 7: The Disciple-Making Journey
- Week 8: From Vision to Reality

Spiritual Coaching Check-In (Week 8)

### **Second Quarter (November - December)**

#### **Spiritual Formation: Spiritual Disciplines | The Ways of the Alongsider**

- Week 9: (Ch. 9-10) Fasting, Silence, Solitude
- Week 10: (Ch. 11-12) Journaling and Learning
- Week 11: (Ch. 13) Perseverance in the Disciplines
- Week 12: Rest/Catch-Up/Review
- Week 13: (Ch. 1) The Amateur: Do It From Love
- Week 14: (Ch. 2) Love: Live the Great Commandment
- Week 15: (Ch. 3) Intentionality: Think Big but Start Small
- Week 16: (Ch. 4) Prayer: Partner with God through Prayer

# APPENDIX E

## SCOPE AND SEQUENCE

### **Bible Interpretation: Living by the Book**

- Week 9: (Ch. 16-17) Read Acquisitively & Telescopically
- Week 10: (Ch. 18) Work with a Paragraph
- Week 11: (Ch. 19-20) Things that Are Emphasized & Repeated
- Week 12: (Ch. 21-23) Things that Are Related, Alike, & True to Life
- Week 13: (Ch. 24) Getting the Big Picture
- Week 14: (Ch. 25) Summarize Your Observations
- Week 15: (Ch. 26) “Facts are Stupid Things Until...”
- Week 16: (Ch. 27) The Value of Interpretation

### **Foundations of Biblical Faith: Discovering the Glorious Gospel**

- Week 9: (Ch. 9) The Son Became a Curse
- Week 10: (Ch. 10) The Son Suffered the Wrath of God
- Week 11: (Ch. 11) The Son Died
- Week 12: (Ch. 12) Christ Our Propitiation
- Week 13: (Ch. 13) Christ Our Redemption
- Week 14: (Ch. 14) Christ Our Liberation
- Week 15: (Ch. 15) Christ Our Reconciliation (Part 1)
- Week 16: (Ch. 16) Christ Our Reconciliation (Part 2)

### **Disciple-Making: The Man and Message of Disciple-Making**

- Week 9: Jesus Is God on Mission
- Week 10: Maturity Looks like Jesus
- Week 11: Jesus’ Identity (Part 1)
- Week 12: Jesus’ Identity (Part 2)
- Week 13: The Work of Jesus (Part 1)
- Week 14: The Work of Jesus (Part 2)
- Week 15: Faith
- Week 16: Repentance

Spiritual Coaching Check-In (Week 16)

# APPENDIX E

## SCOPE AND SEQUENCE

### Third Quarter (January - February)

#### Spiritual Formation: The Ways of the Alongsider

- Week 17: (Ch. 5) Relationships: Build Authentic Friendships
- Week 18: (Ch. 6) Depth: Go Deep in Relationships
- Week 19: (Ch. 7) The Word: Help Others Love and Live the Scriptures
- Week 20: (Ch. 8) Discovery: Ask Questions and Tell Stories
- Week 21: (Ch. 9) The Triple Play: Practice Application, Accountability, and Affirmation
- Week 22: (Ch. 10) Mission: Recruit People to Live as Insiders
- Week 23: (Afterward) What Do I Do Next? and The Pledge
- Week 24: Rest/Catch-Up/Review

#### Biblical Interpretation: Living by the Book

- Week 17: (Ch. 28) Handle with Care!
- Week 18: (Ch. 29) What Type of Literature Is This?
- Week 19: (Ch. 30-31) Content & Context
- Week 20: (Ch. 32-33) Comparison & Culture
- Week 21: (Ch. 34-35) Consultation & Coming to Terms
- Week 22: (Ch. 36) Figuring Out the Figurative
- Week 23: (Ch. 37) Putting It All Together
- Week 24: (Ch. 38) Don't Stop Now!

#### Foundations of Biblical Faith: Discovering the Glorious Gospel

- Week 17: (Ch. 17) Christ the Sacrifice
- Week 18: (Ch. 18) Christ the Lamb
- Week 19: (Ch. 19) Christ the Scapegoat
- Week 20: (Ch. 20) Christ Was Buried
- Week 21: (Ch. 21) Christ Has Risen
- Week 22: (Ch. 22) The Foundation of Our Faith in the Resurrection
- Week 23: (Ch. 23) Evidence for the Resurrection of Christ
- Week 24: (Ch. 24) The Nature of Christ's Resurrection

# APPENDIX E

## SCOPE AND SEQUENCE

### **Disciple-Making: The Method of Disciple-Making**

- Week 17: Intensity
- Week 18: Intentionality
- Week 19: Identify
- Week 20: Invest
- Week 21: Invite
- Week 22: Increase, Instruct, Imitate, Involve
- Week 23: Intercession
- Week 24: Inflame

Spiritual Coaching Check-In (Week 24)

### **Fourth Quarter (March - April)**

#### **Spiritual Formation: Gospel Fluency**

- Week 25: (Part 1) Gospel Fluency
- Week 26: (Part 2) The Gospel
- Week 27: (Part 3) The Gospel in Me
- Week 28: (Part 3) The Gospel in Me (Cont.)
- Week 29: (Part 4) The Gospel with Us
- Week 30: (Part 4) The Gospel with Us (Cont.)
- Week 31: (Part 5) The Gospel to Others
- Week 32: (Part 5) The Gospel to Others (Cont.)

#### **Bible Interpretation: Living by the Book**

- Week 25: (Ch. 39) The Critical Step of Application
- Week 26: (Ch. 40) Truth that Transforms
- Week 27: (Ch. 41) A Transformed People
- Week 28: (Ch. 42) Four Steps of Application
- Week 29: (Ch. 43) Customized Christianity
- Week 30: (Ch. 44-45) Nine Questions to Ask & Now and Then
- Week 31: (Ch. 46-47) Principle of the Thing & A Process of Life-Change
- Week 32: (Ch. 48) Three Suggestions to Get Started

# APPENDIX E

## SCOPE AND SEQUENCE

### **Foundations of Biblical Faith: Discovering the Glorious Gospel**

- Week 25: (Ch. 25) The Significance of Christ's Resurrection
- Week 26: (Ch. 26) The Essentiality of Christ's Resurrection
- Week 27: (Ch. 27) The Son Ascended
- Week 28: (Ch. 28) Our Exalted Savior
- Week 29: (Ch. 29) Our Exalted Mediator
- Week 30: (Ch. 30) Our Exalted Advocate
- Week 31: (Ch. 31-32) Christ Our King and Lord
- Week 32: (Ch. 33-34) Christ Our Judge

### **Disciple-Making: The Motivation and Movement of Disciple-Making**

- Week 25: The Glory of God
- Week 26: For the Fame of Jesus' Name
- Week 27: Love for God and Others
- Week 28: Joy for You and Others
- Week 29: Fear/Return of Jesus/Powerful Gospel of God
- Week 30: Obedience/Gaining by Losing/Strong Church
- Week 31: A.M.P.E.D.
- Week 32: Join the Movement

Spiritual Coaching Check-In (Week 32)

# APPENDIX E

## SCOPE AND SEQUENCE

### The Art of Worship

#### Weekly Formation Rhythm

Each week you will be required to:

- Read assigned texts from two learning strands: Worship Foundations and Leadership & Creativity.
- Complete weekly assignments.
- Engage with an album, film, or other piece of art related to each week's topic or theme.
- Listen to the *Sound + Doctrine* podcast or another approved podcast.
- Practice a skill in your unique area of gifting (writing, singing, preaching, public speaking, media, etc.).
- Submit a weekly spiritual journal reflecting on Scripture engagement, podcast listening, personal heart awareness, and current relationships. Journals will be assessed for faithfulness, thoughtfulness, and gospel-centered reflection and will be a primary tool in your spiritual coaching.
- Meet with a spiritual coach once every eight weeks for prayer, reflection, encouragement, and accountability. These meetings will help you process what you are learning, discern patterns of growth and concern, and identify next steps for growing as a faithful worshiper and leader.

These rhythms are designed to cultivate Scripture-shaped understanding, gospel-driven affections, and skills in leadership and creativity.

# APPENDIX E

## SCOPE AND SEQUENCE

### Required Reading

- *Worship Matters: Leading Others to Encounter the Greatness of God* – Bob Kauflin
- *A Gospel Primer for Christians: Learning to See the Glories of God’s Love* – Milton Vincent
- *Style: Lessons in Clarity and Grace* – Williams and Bizup
- *Family Worship: In the Bible, In History, and In Your Home* – Donald Whitney
- *Awe: Why It Matters for Everything We Think, Say, and Do* – Paul Tripp
- *Dark Clouds, Deep Mercy: Discovering the Grace of Lament and Dark Clouds, Deep Mercy Devotional Journal* – Mark Vroegop

### First Quarter (September - October)

#### Foundations for Worship

- Week 1: The Glory of God and the Necessity of Praise
- Week 2: The Heart of Worship: Knowing & Loving God
- Week 3: The Worship Leader
- Week 4: Learning to Behold
- Week 5: The Spirit and the Word
- Week 6: The Centrality of Singing
- Week 7: The Grand Story of Scripture
- Week 8: Cherishing God’s Presence
- Week 9: Leading People in God’s Presence

#### Lead Yourself

- Week 1: Class Introduction
- Week 2: Knowing Your Core Values
- Week 3: Distilling Your Life Principles
- Week 4: Crafting Your Personal Mission Statement
- Week 5: Strengths, Weaknesses, Opportunities, and Threats

# APPENDIX E

## SCOPE AND SEQUENCE

### **Lead Yourself (cont.)**

- Week 6: Choosing What You Focus On
- Week 7: Articulating the Gospel
- Week 8: Emotionally Healthy Leadership
- Week 9: Determining S.M.A.R.T. Goals

Spiritual Coaching Check-In

### **Second Quarter (November - January)**

#### **Principles for Leading Worship**

- Week 10: Leading with Expression
- Week 11: Staying Rooted and Relevant
- Week 12: Worship as Proclamation and Evangelism
- Week 13: Worship that is Artful, Authentic, and Accessible
- Week 14: The Beauty of the Body: Worship Across Cultures
- Week 15: Liturgies: Cultivating Habits of Worship
- Week 16: Liturgies in the Home
- Week 17: Prioritizing People
- Week 18: God's Design for the Church

#### **Principles for Communication**

- Week 10: Body Language as Speech
- Week 11: Principles of Clarity (Accessibility)
- Week 12: Establishing a Sense of Need
- Week 13: Simplicity and Redundancy
- Week 14: Principles of Beauty (Artfulness)
- Week 15: Principles of Passion (Authenticity)
- Week 16: Communicating Joy and Wonder
- Week 17: Communicating Care
- Week 18: Understanding Learning Styles

Spiritual Coaching Check-In

# APPENDIX E

## SCOPE AND SEQUENCE

### Third Quarter (January - April)

#### A Journey Through the Psalms

- Week 19: Introduction to the Psalms
- Week 20: Worshiping to Awe and Adore
- Week 21: Worshiping to Bring Our Need
- Week 22: Worshiping to Lament (Part 1): The Value of Lament
- Week 23: Worshiping to Lament (Part 2): How to Cultivate Lament
- Week 24: Worshiping to Remember
- Week 25: Worshiping to Confess (Part 1): A Humble Leader
- Week 26: Worshiping to Confess (Part 2): Corporate Confession
- Week 27: Worshiping to Hope
- Week 28: Worshiping to Grow
- Week 29: Worshiping to Rest
- Week 30: Worshiping to Call for Justice
- Week 31: Worshiping to Intercede
- Week 32: Worshiping to Praise

#### Skills Workshops: Basic Musicianship

- Week 19: The Beauty of Music and Line
- Week 20: Acoustics and Tuning
- Week 21: *Group Project Planning Session*
- Week 22: Rhythm and Meter
- Week 23: Intervals and Chords
- Week 24: *Group Project Planning Session*
- Week 25: Basics of Arranging and Balance
- Week 26: Keys and Scales
- Week 27: *Group Project Planning Session*
- Week 28: The Value and Dangers of AI and Social Media
- Week 29: Playing in a Band
- Week 30: Supporting the Melody
- Week 31: *Group Project Planning Session*
- Week 32: Changing Keys

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### Skills Workshops: Sound & Audio

- Week 19: Why AV Matters and the Fundamentals of Sound
- Week 20: Acoustics and Tuning
- Week 21: *Group Project Planning Session*
- Week 22: The Basics of Rhythm
- Week 23: The Basics of Pitch
- Week 24: *Group Project Planning Session*
- Week 25: Basics of Arranging and Balance
- Week 26: Understanding EQ
- Week 27: *Group Project Planning Session*
- Week 28: The Value and Dangers of AI and Social Media
- Week 29: Intro to AV Tools and Troubleshooting
- Week 30: Understanding Signal Flow and Compression
- Week 31: *Group Project Planning Session*
- Week 32: Tools for Creating Space (Panning, Reverb, Delay)

### Other Workshops

- Creative Writing
- Public Speaking
- Children's Ministry
- and more...

Workshops will be determined yearly based on the needs of our students.

### Summer Project

Participants will complete a summer project that puts what they learned into practice. Working together as a team, they will plan a strategic event that addresses an area of need through God-focused worship. This project will require teamwork, shared vision, and a skillful blending of their gifts. Example Projects: Writing and Recording a Song, Hosting a Children's Day Camp, Leading a Community Outreach, Crafting a Worship Gathering, etc.

# APPENDIX E

## SCOPE AND SEQUENCE

### The Art of Evangelism

#### Weekly Formation Rhythm

Each week you will be required to:

- Read assigned texts from Scripture and the required course readings.
- Complete weekly assignments.
- Memorize assigned Scripture passages. These passages shape biblical categories for understanding people, problems, and change, and will equip participants to share the Gospel in moments of care and counsel.
- Submit a weekly spiritual journal reflecting on Scripture engagement, podcast listening, personal heart awareness, and current relationships. Journals will be assessed for faithfulness, thoughtfulness, and gospel-centered reflection and will be a primary tool in your spiritual coaching.
- Meet with a spiritual coach once every eight weeks for prayer, reflection, encouragement, and accountability. These meetings will help you process what you are learning, discern patterns of growth and concern, and identify next steps in becoming a more wise and faithful evangelist.

These rhythms are designed to cultivate Scripture-shaped understanding, gospel-formed compassion, and Christlike care for others.

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## SCOPE AND SEQUENCE

### Required Reading

- *Telling the Truth* – Sam Frey
- *Evangelism Is . . .* – Dave Earley and David Wheeler
- *The Trellis and the Vine* – Colin Marshall and Tony Payne

### First Module (September - November)

#### Personal Evangelism

- Week 1: Being vs. Doing
- Week 2: Telling the Truth: What Is It?
- Week 3: The Need & Responsibility for Evangelism
- Week 4: What Do We Tell & What Do We Share Next?
- Week 5: How Do We Tell: The Do's & Don't's of Evangelism
- Week 6: Navigating the Gospel Conversation
- Week 7: Communicating Well
- Week 8: Using Assurance & Security to Clarify the Gospel

Spiritual Coaching Check-In

### Second Module (November - February)

#### Open-Air Evangelism

- Week 9: Street Evangelism
- Week 10: Understanding the Unbeliever's Perspective of Your Approach
- Week 11: Tools for Evangelism
- Week 12: Follow Up
- Week 13: Bridging the Gap Between the Gospel & the Unbeliever
- Week 14: Infiltrating Churchianity & Humanism with the Gospel
- Week 15: Introduction to World Religions
- Week 16: Your Team, Your Program, and Culture Change

Gospel-Sharing Assignment

Spiritual Coaching Check-In

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## SCOPE AND SEQUENCE

### Third Module (February - March)

#### The Evangelist, Disciple-Making, and Apologetics

- Week 17: Gifting, Calling, and Roles
- Week 18: Insights for Evangelists
- Week 19: Relating to Yourself, Churches, and Your Pastor
- Week 20: Counseling & Discipleship in Evangelism
- Week 21: Introduction to Discipleship
- Week 22: Introduction to Apologetics

Gospel-Sharing Assignment

Spiritual Coaching Check-In

Optional Evangelism Trip

#### Other Required Tools:

- Pocket- or purse-sized Bible (not just NT)
- Three Ropes illustration by OAC (visit [oacstaff.com/supplies](http://oacstaff.com/supplies))

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## SCOPE AND SEQUENCE

### The Art of Spiritual Friendship

#### Weekly Formation Rhythm

Each week you will be required to:

- Read assigned texts from Scripture and the required course readings.
- Memorize assigned Scripture passages. These passages shape biblical categories for understanding people, problems, and change, and will equip you to speak God's Word wisely in moments of care and counsel.
- Listen to any episode of *E4:12 Catalyst* or another approved podcast that aligns with your current spiritual needs, counseling development, or ministry context. This will cultivate discernment, theological reflection, and wisdom for spiritual friendship and soul care.
- Submit a weekly spiritual journal reflecting on Scripture engagement, podcast listening, personal heart awareness, and current relationships. Journals will be assessed for faithfulness, thoughtfulness, and gospel-centered reflection and will be a primary tool in your spiritual coaching.
- Meet with a spiritual coach once every eight weeks for prayer, reflection, encouragement, and accountability. These meetings will help you process what you are learning, discern patterns of growth and concern, and identify next steps in becoming a wise and faithful spiritual friend.

These rhythms are designed to cultivate Scripture-shaped understanding, gospel-formed compassion, and Christlike care for others.

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## SCOPE AND SEQUENCE

### **Formation Projects**

Participants will complete four cumulative projects during the year. Each project functions as a formative capstone, integrating Scripture, theology, self-awareness, and spiritual friendship practice. Projects are reviewed in conversation with a spiritual coach and assess growth, clarity, and wisdom.

**Philosophy of Counseling:** A paper articulating your convictions about the nature, purpose, and practice of biblical counseling and spiritual friendship.

**Philosophy of Biblical Change:** A theological and pastoral explanation of how God brings about lasting heart and life change through the gospel, Scripture, the Holy Spirit, and the local church.

**Case Study:** A written case study that demonstrates the participant's ability to understand a person biblically, interpret problems through Scripture, and propose wise, gospel-centered care.

**Spiritual Friendship Reflection:** A reflective paper that draws from weekly spiritual journals to identify patterns of growth, areas of struggle, and hopes for continued faithfulness in caring for others.

These rhythms are designed to cultivate Scripture-shaped understanding, gospel-formed compassion, and Christlike care for others.

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## SCOPE AND SEQUENCE

### Required Reading

- *Seeing with New Eyes* – David Powlison
- *Instruments in the Redeemer's Hands* – Paul Tripp
- *The Gospel for Disordered Lives* – Jones, Kellen, and Green
- *A Theology of Biblical Counseling* – Heath Lambert

### First Quarter (September - October)

#### Biblical Counseling – Basis and Beliefs

- Week 1: Mandate of Biblical Counseling
- Week 2: The Definition and Goal of Biblical Counseling
- Week 3: Who Can and Should Counsel?
- Week 4: How We Change: Progressive Sanctification and Change
- Week 5: How We Change: Progressive Sanctification and Change (Cont.)
- Week 6: Getting to the Heart
- Week 7: The Local Church Is the Best Context
- Week 8: What Makes Counseling Biblical

Capstone Project 1: Philosophy of Counseling  
Spiritual Coaching Check-In (Week 8)

### Second Quarter (October - January)

#### Biblical Counseling Practices

- Week 9: Investigate: Gathering the Right Data with Wisdom and Care
- Week 10: Interpret: Understanding the Problem Biblically
- Week 11: Initiate: Building Trust and Connection
- Week 12: Inspire: Awakening Gospel-Driven Change
- Week 13: Intervene: Addressing Sin and Applying Reproof
- Week 14: Infuse: Offering True Hope in Christ
- Week 15: Instruct: Teaching God's Path of Transformation
- Week 16: Integrate: Building Habits for Long-Term Growth

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## SCOPE AND SEQUENCE

Capstone Project 2: Philosophy of Biblical Change  
Spiritual Coaching Check-In (Week 16)

### **Third Quarter (January - March)**

#### **Marriage and Family Counseling**

- Week 17: God's Purpose for Marriage
- Week 18: Roles in Marriage
- Week 19: Communication in Marriage
- Week 20: Sex and Sexuality in Marriage
- Week 21: The Goal of Parenting
- Week 22: Parental Instruction
- Week 23: Parental Discipline
- Week 24: Kids and Social Media

Capstone Project 3: Case Study  
Spiritual Coaching Check-In (Week 24)

### **Fourth Quarter (March - April)**

#### **Common Problems in Biblical Counseling**

- Week 25: Guilt and Repentance
- Week 26: Forgiveness
- Week 27: Trials and Suffering
- Week 28: Fear and Worry
- Week 29: Anger
- Week 30: Depression
- Week 31: Sexual Sin
- Week 32: Medical Issues

Capstone Project 4: Spiritual Friendship Reflection  
Spiritual Coaching Check-In (Week 32)

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## SCOPE AND SEQUENCE - YEAR ONE

### The Art of Ministry & Leadership

#### Formation Rhythms (Year One)

Participants will commit to the following practices during their first year. These are designed to cultivate the theological clarity, Christlike character, and shepherding wisdom that are necessary for faithful ministry leadership.

#### Scripture Memorization

Memorize the assigned Scripture passages each week. Internalizing God's Word will shape your leadership instincts, wisdom, endurance, and faithfulness. This will be reviewed informally through journals and coaching conversations, with an emphasis on internalization and application.

#### Spiritual Journal

Submit a weekly journal reflecting on your Scripture intake, doctrinal formation, leadership pressures, obedience, and heart awareness. Journals will be assessed for faithfulness, thought, and gospel-centered reflection, and will serve as a primary tool in spiritual coaching conversations and leadership readiness discernment.

#### Ongoing Shepherding & Accountability (Year One)

##### Spiritual Coaching

Meet with a spiritual coach once every eight weeks for prayer, reflection, encouragement, and accountability. Coaching conversations will focus on spiritual health, leadership character, items from your journals, project development, and readiness for increasing responsibility in ministry.

##### Ministry Observation & Debrief

Once per quarter, observe a ministry context (e.g., elder meeting, counseling

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## SCOPE AND SEQUENCE - YEAR ONE

session, hospital visit, leadership meeting, conflict conversation, or teaching setting). Participants will submit a short written debrief reflecting on:

- What they observed
- What Scripture and doctrine were most relevant
- What they would emulate
- What they would approach differently

These observations are discussed with a coach and are intended to cultivate discernment and pastoral judgment.

### **Formation Projects (Year One)**

Participants will complete four core projects, which are due at the end of their first year. These projects will function as formative assessments, integrating doctrine, Scripture, and shepherding skills.

### **Personal Doctrinal Statement**

Participants must write a paper that articulates their doctrinal convictions covering the core loci of Christian theology (Scripture, God, humanity and sin, and Christ). This statement must be written in the participant's words, grounded in Scripture, and include brief pastoral implications for ministry. This will serve as a foundation for doctrinal review and oral examination.

### **Ministry Case Responses**

Participants will also write short responses based on ministry scenarios. Each response must demonstrate theological clarity, pastoral judgment, and shepherding instinct by addressing:

- The primary doctrinal issues at stake
- Key Scriptures shaping the response
- What should be said first
- What should not yet be said, and why

These cases are reviewed formatively and discussed with a coach.

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## SCOPE AND SEQUENCE - YEAR ONE

### **Exegetical Paper**

Participants will write an exegetical paper on a given text, completed in connection with *Grasping God's Word*. The paper must demonstrate:

- Faithful interpretation of the biblical text
- Awareness of context and structure
- Theological significance
- Pastoral application appropriate for preaching, teaching, or counseling

This project emphasizes handling the Word accurately and responsibly for the sake of the church.

### **Orals Preparation & Doctrinal Review**

During the final quarter of Year One, participants will engage in a focused season of doctrinal review. This includes:

- Revising their Personal Doctrinal Statement
- Clarifying explanations of key doctrines
- Identifying common doctrinal distortions and their consequences

This work functions as formal preparation for oral examinations at the conclusion of Year Two, where participants will be evaluated by pastors and ministry leaders on doctrinal clarity, conviction, and ministry instincts.

### **Spiritual Coaching Check-In's**

Formal spiritual coaching check-in's occur at the conclusion of each quarter:

- Week 8 – Review of spiritual formation and Personal Doctrinal Statement
- Week 16 – Review of ministry cases and leadership growth
- Week 24 – Review of exegetical work and ministry observations
- Week 32 – Doctrinal review and readiness assessment for Year Two

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## SCOPE AND SEQUENCE - YEAR ONE

### First Quarter (September - October)

#### The Gospel & Evangelism

- Week 1: What Is the Gospel
- Week 2: Creation and Sin
- Week 3: God's Faithfulness to His People and The Messiah Has Come
- Week 4: The Atonement
- Week 5: The Power of Your Salvation
- Week 6: The Gospel for All of Life
- Week 7: Challenges to the Gospel
- Week 8: Communicating the Gospel

#### Foundations of Biblical Faith: Studying the Holy Scriptures (Bibliology)

- Week 1: (Ch. 1-3) Christian Doctrine (Part 1)
- Week 2: (Ch. 4-5) Christian Doctrine (Part 2)
- Week 3: (Ch. 6-9) Divine Revelation and the Trustworthiness of the Bible
- Week 4: (Ch. 10-13) The History and Purpose of the Bible
- Week 5: (Ch. 14-16) The Power of God's Word
- Week 6: (Ch. 17-20) The Believer's Response to the Scriptures (Part 1)
- Week 7: (Ch. 21-24) The Believer's Response to the Scriptures (Part 2)
- Week 8: Catch-Up/Review

#### Bible Interpretation: Grasping God's Word

- Week 1: (Ch. 1) Bible Translations
- Week 2: (Ch. 2) The Interpretive Journey
- Week 3: (Ch. 3) How to Read the Book – Sentences
- Week 4: (Ch. 4) How to Read the Book – Paragraphs
- Week 5: (Ch. 5) How to Read the Book – Discourses
- Week 6: (Ch. 6) The Historical-Cultural Context
- Week 7: (Ch. 7) What Do We Bring to the Text?
- Week 8: Catch-Up/Review

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## SCOPE AND SEQUENCE - YEAR ONE

### Old Testament Survey: Part 1

- Week 1: Introduction to Old Testament Survey
- Week 2: Jesus Is the Theological Center
- Week 3: Thematic Framework Is the Kingdom of God
- Week 4: Order of Books of the Hebrew and English Old Testament
- Week 5: Covenantal Structure of the Christian Bible
- Week 6: Pentateuch Authorship and Date
- Week 7: Genesis Covenants, Creation, Day 6, and the Fall
- Week 8: Noah, Abraham, Abraham's Descendants, and the Exodus

### Second Quarter (November - December)

#### Christian Ethics

- Week 9: Introduction: Our Great Dilemma – To Be Like God
- Week 10: The Heart of the Matter – Christianity and Biblical Law
- Week 11: The Great Reversal – Yielding to the Divine Undoing
- Week 12: The Way of Wisdom – Cultivating Everyday Liturgies
- Week 13: A New Ethic – The Mystery of Godliness
- Week 14: Waiting and Hastening – Living in Light of God's Promise
- Week 15: Marked by Joy – Reveling in the Presence and Power of God
- Week 16: Putting It All Together

#### Foundations of Biblical Faith: Knowing the Living God (Theology Proper)

- Week 9: (Ch. 1-4) The Knowledge of God and The Doctrine of the Trinity
- Week 10: (Ch. 5-7) The Nature of God
- Week 11: (Ch. 8-15) The Excellencies of God (Parts 1 and 2)
- Week 12: (Ch. 16-19) The Holiness and Righteousness of God
- Week 13: (Ch. 20-25) The One True God and The Faithfulness of God
- Week 14: (Ch. 26-34) The Love of God and God the Creator
- Week 15: (Ch. 35-41) God the Sovereign, Lawgiver, and Judge
- Week 16: (Ch. 42-47) God the Savior (Parts 1 and 2)

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## SCOPE AND SEQUENCE - YEAR ONE

### **Biblical Interpretation: Grasping God's Word**

- Week 9: (Ch. 8) The Literary Context
- Week 10: (Ch. 9) Word Studies
- Week 11: (Ch. 10) Who Controls the Meaning?
- Week 12: (Ch. 11) Levels of Meaning
- Week 13: (Ch. 12) The Role of the Holy Spirit
- Week 14: (Ch. 13) Application
- Week 15: (Ch. 14) New Testament – Letters
- Week 16: Catch-Up/Review

### **Old Testament Survey: Part 2**

- Week 9: Leviticus and Numbers
- Week 10: Deuteronomy and Former Prophets
- Week 11: Joshua and Judges
- Week 12: Samuel and Kings
- Week 13: Latter Prophets
- Week 14: Isaiah and Jeremiah
- Week 15: Ezekiel
- Week 16: The Twelve and Introduction to the Writings

### **Third Quarter (January - February)**

#### **Apologetics**

- Week 17: Are All Religions Basically the Same?
- Week 18: How to Talk About Jesus Without Sounding Like an Idiot
- Week 19: Did Jesus Really Rise from the Dead?
- Week 20: Is Tolerance Intolerant?
- Week 21: Loving God with All Your Mind
- Week 22: The Problem of Pain and Suffering
- Week 23: Is There Any Evidence for the Historicity of the Bible?
- Week 24: Is the Bible We Have What the Original Authors Wrote?

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## SCOPE AND SEQUENCE - YEAR ONE

### **Foundations of Biblical Faith: Discerning the Plight of Man (Anthropology & Hamartiology)**

- Week 17: (Ch. 1-4) The Creation and Fall of Man
- Week 18: (Ch. 5-7) The Truth about Man (Part 1)
- Week 19: (Ch. 8-11) The Truth about Man (Part 2)
- Week 20: (Ch. 12-16) God's Disposition Toward the Sinner
- Week 21: (Ch. 17-19) God's Judgments in the Sinner's Life
- Week 22: (Ch. 20-22) God's Judgment of Death
- Week 23: (Ch. 23-26) Final Judgment, Hell, and the Hope of the Gospel
- Week 24: Catch-Up/Review

### **Bible Interpretation: Grasping God's Word**

- Week 17: (Ch. 15) New Testament – Gospels
- Week 18: (Ch. 16) New Testament – Acts
- Week 19: (Ch. 17) New Testament – Revelation
- Week 20: (Ch. 18) Old Testament – Narrative
- Week 21: (Ch. 19) Old Testament – Law
- Week 22: (Ch. 20) Old Testament – Poetry
- Week 23: (Ch. 21) Old Testament – Prophets
- Week 24: (Ch. 22) Old Testament – Wisdom

### **Old Testament Survey: Part 3**

- Week 17: Psalms
- Week 18: Job
- Week 19: Proverbs and Ruth
- Week 20: Song of Songs
- Week 21: Ecclesiastes and Lamentations
- Week 22: Esther and Daniel
- Week 23: Ezra-Nehemiah
- Week 24: Chronicles

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## SCOPE AND SEQUENCE - YEAR ONE

### Fourth Quarter (March - April)

#### Foundations of Biblical Faith: Christology

- Week 25: Pre-existence and Eternality of Christ
- Week 26: Deity of Christ (Part 1)
- Week 27: Deity of Christ (Part 2)
- Week 28: Humanity of Christ (Part 1)
- Week 29: Humanity of Christ (Part 2)
- Week 30: Earthly Life of Christ (Part 1)
- Week 31: Earthly Life of Christ (Part 2)
- Week 32: The Present and Future Ministry of Christ | Our Relationship with Christ

#### Required Reading (Year One)

- *Discerning the Plight of Man* – Paul David Washer
- *Encountering the Old Testament* – Arnold and Beyer
- *Grasping God's Word* – Duvall and Hays
- *Knowing the Living God* – Paul David Washer
- *Practical Christian Theology* – Floyd H. Barackman
- *Studying the Holy Scriptures* – Paul David Washer

#### Projects

- Personal Doctrinal Statement
- Ministry Case Responses
- Exegetical Paper
- Orals

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## SCOPE AND SEQUENCE - YEAR TWO

Some classes in Year Two offer distinct options for women. These are designed to equip women for the ministries they are most likely to steward within a local church.

### **Formation Rhythms (Year Two)**

Participants in Year Two will continue in structured formation rhythms with increased responsibility and integration. These rhythms are designed to prepare them for sustained leadership, ministry ownership, and vocational assessment.

### **Scripture Memorization**

Participants will continue memorizing one assigned Scripture passage per week, with emphasis on passages shaping endurance, leadership under pressure, pastoral courage, humility, and hope. Scripture is expected to increasingly surface naturally in preaching, counseling, and conversation.

### **Spiritual Journal**

Participants will continue their weekly spiritual journal, reflecting on Scripture engagement, doctrinal clarity, leadership experiences, ministry pressures, decision-making, and heart posture. Journals are evaluated for depth, honesty, integration, and gospel-centered reflection. Journals remain a primary tool for spiritual coaching and leadership readiness discernment.

### **Ongoing Shepherding & Accountability (Year Two)**

#### **Spiritual Coaching**

Each participant meets with a spiritual coach once every eight weeks. Coaching conversations in Year Two focus on:

- Leadership readiness
- Character under responsibility
- Ministry judgment
- Doctrinal clarity and conviction

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## SCOPE AND SEQUENCE - YEAR TWO

### Formation Projects (Year Two)

The Year Two projects serve as capstone-level assessments, integrating doctrine, leadership practice, and shepherding wisdom in preparation for oral examination.

#### Project 1: Personal Doctrinal Statement – Part 2

A revised and expanded doctrinal statement focusing on the remaining core loci of theology: Soteriology, Pneumatology, Angelology, Ecclesiology, Eschatology. Requirements:

- Written in the participant's own words
- Grounded explicitly in Scripture
- Includes brief pastoral implications for ministry and leadership
- Demonstrates clarity, conviction, and theological maturity

This document builds on the Year One doctrinal statement and serves as a primary reference for oral examination.

#### Project 2: Ministry Leadership Project

Each participant must lead or co-lead a ministry initiative (e.g., preaching rotation, disciple-making cohort, care ministry, outreach effort, leadership development initiative, or revitalization responsibility) under appropriate oversight. Requirements:

- Ministry proposal (purpose, theological rationale, goals)
- Ongoing reflection through journal and coaching
- Final written evaluation addressing:
  - What was undertaken
  - How Scripture and doctrine shaped decisions
  - Challenges, growth, and fruit
  - Lessons learned about leadership and self

This is meant to assess faithfulness, judgment, initiative, and humility in real ministry contexts.

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## SCOPE AND SEQUENCE - YEAR TWO

### **Project 3: Orals Preparation & Review**

Participants engage in intentional preparation for oral examination through:

- Doctrinal review and articulation
- Pastoral case reflection
- Shepherding scenarios
- Self-assessment of strengths, weaknesses, and readiness

### **Project 4: Oral Examination (Capstone Assessment)**

Participants complete a formal oral examination conducted by pastors and ministry leaders. Orals assess:

- Doctrinal clarity and conviction
- Ability to articulate and defend theological positions
- Shepherding instincts in complex ministry scenarios
- Wisdom, humility, and self-awareness
- Readiness for vocational ministry

Orals are not a test of trivia, but a discerning conversation evaluating whether participants can be entrusted with responsibility in God's church.

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## SCOPE AND SEQUENCE - YEAR TWO

### First Quarter (September - October)

#### Foundations of Biblical Faith: Soteriology

- Week 1: Introduction
- Week 2: Sola Scriptura: Salvation Communicated in the Word of God
- Week 3: Sola Gratia: Salvation Planned in Eternity Past
- Week 4: Solus Christus: Salvation Accomplished in the Person of Christ
- Week 5: Solus Christus: Salvation Accomplished in the Work of Christ
- Week 6: Solus Christus: Salvation Accomplished in the Work of Christ (Cont.)
- Week 7: Sola Fide: Salvation Applied and Experienced in Human History
- Week 8: Soli Deo Gloria: Salvation Celebrated in Eternity Future

#### Homiletics 1 (*Men Only*)

- Week 1: The Call and Purpose of Preaching (Part 1)
- Week 2: The Call and Purpose of Preaching (Part 2)
- Week 3: The Source and Effect of Preaching
- Week 4: The Style of Preaching
- Week 5: The Goal of Preaching
- Week 6: The Responsibilities and Blessings of Preaching
- Week 7: The Approach and Blessings of Preaching
- Week 8: Preaching with the Power of the Holy Spirit

#### Pastoral Care (*Men Only*)

- Week 1: The Heart of Pastoral Care – Understanding Your Role
- Week 2: Caring for Yourself – Preventing Burnout
- Week 3: The Pastor’s Home
- Week 4: Connecting with Members: Caring for the Broken, Marriage and Family Care, Hospital Visits
- Week 5: Connecting with Members (Cont.)
- Week 6: Planning Services: Funerals, Communion, Baptisms, Weddings
- Week 7: Planning Services (Cont.)
- Week 8: Conflict Resolution and Church Discipline

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## SCOPE AND SEQUENCE - YEAR TWO

### **Bible Teaching & Communication 1** (*Women Only – Substitute for Homiletics 1*)

This class will include hermeneutics and exposition, teaching Scripture faithfully, structuring lessons and series, teaching different age groups, teaching in women's gatherings, retreats, and disciple-making settings.

### **Women's Ministry & Care** (*Women Only – Substitute for Pastoral Care*)

This class will cover a theology of suffering and sanctification, Biblical Counseling foundations, trauma, abuse, grief, infertility, and miscarriage.

### **New Testament Survey: Part 1**

- Week 1: Preview and Introduction
- Week 2: How the Bible was Written and Can We Trust our Bible
- Week 3: How we Received the Bible and Mark 1–5
- Week 4: Mark 6–13
- Week 5: Mark 14–Matthew 5
- Week 6: Matthew 6–Luke
- Week 7: Gospel of John
- Week 8: Acts–Galatians

### **Second Quarter (November - December)**

#### **Foundations of Biblical Faith: Pneumatology & Angelology**

- Week 9: Angels, Satan and Demons (Part 1)
- Week 10: Angels, Satan and Demons (Part 2)
- Week 11: Spiritual Warfare
- Week 12: The Person of the Holy Spirit
- Week 13: Affirmations of the Spirit: His Deity and Trinitarian Relations
- Week 14: The Work of the Holy Spirit (Part 1)
- Week 15: The Work of the Holy Spirit (Part 2)
- Week 16: The Gifts of the Holy Spirit

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## SCOPE AND SEQUENCE - YEAR TWO

### **Homiletics 2** (*Men Only*)

- Week 9: Crafting a Sermon (Part 1)
- Week 10: Crafting a Sermon (Part 2)
- Week 11: Crafting a Sermon (Part 3)
- Week 12: The Delivery of Sermons
- Week 13: The Power of Application
- Week 14: Expository Preaching from the Old Testament Narrative
- Week 15: Expository Preaching from the Gospels
- Week 16: Expository Preaching from the Epistles

### **Bible Teaching & Communication 2** (*Women Only – Substitute for Homiletics 2*)

This class will cover advanced Bible teaching and communication in discipleship and ministry contexts.

### **Biblical Care & Counsel**

- Week 9: Introduction to Biblical Counseling
- Week 10: The Foundations of Biblical Counseling
- Week 11: The Goal of Biblical Counseling – Heart Change
- Week 12: Understanding Suffering and Trials
- Week 13: The Role of Scripture in Counseling
- Week 14: Confronting Sin Biblically
- Week 15: Common Issues
- Week 16: Counseling Those Who Have Been Sinned Against

### **New Testament Survey: Part 2**

- Week 9: Acts 15:36–1 Corinthians 6
- Week 10: 1 Corinthians 7–Romans 4
- Week 11: Romans 5–16
- Week 12: Acts 21:27–Philippians
- Week 13: Colossians–Philemon
- Week 14: Hebrews–James
- Week 15: 1 Peter–3 John
- Week 16: Revelation and Statement of Faith

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## SCOPE AND SEQUENCE - YEAR TWO

### Third Quarter (January - February)

#### Foundations of Biblical Faith: Ecclesiology

- Week 17: What Is the Church? Its Nature and Purpose
- Week 18: The Marks of a Healthy Church
- Week 19: Church Membership and Discipline
- Week 20: A Local Church Is Congregationally Governed
- Week 21: A Local Church Is Deacon Served
- Week 22: A Local Church Is Elder Led
- Week 23: Baptism and the Lord's Supper
- Week 24: Worship and Ministry

#### Healthy Church Metrics: Part 1

- Week 17: Gospel-Centered (Part 1)
- Week 18: Gospel-Centered (Part 2)
- Week 19: Missional (Part 1)
- Week 20: Missional (Part 2)
- Week 21: Elder-Led (Part 1)
- Week 22: Elder-Led (Part 2)
- Week 23: Deacon Supported
- Week 24: Holy Spirit Empowered

#### Pastoral Coaching (*Men Only*)

- Week 17: The Biblical Model of Leadership and Shepherding
- Week 18: The Call and Character of a Biblical Leader
- Week 19: Leadership Development
- Week 20: Developing a Leadership Culture in the Church
- Week 21: Overcoming Leadership Challenges and Conflicts (Part 1)
- Week 22: Overcoming Leadership Challenges and Conflicts (Part 2)
- Week 23: Leading with Vision and Mission
- Week 24: Multiplying Leaders

# APPENDIX E

## SCOPE AND SEQUENCE - YEAR TWO

### **Ministry & Spiritual Coaching** (*Women Only – Substitute for Pastoral Coaching*)

This class will cover the importance of listening and discernment in the context of leadership, disciple-making, and ministry teams.

### **Introduction to Church Planting & Revitalization**

- Week 17: Calling and the Work of God
- Week 18: Different Kinds of Churches, Different Kinds of Work
- Week 19: The Personal Cost of Planting and Revitalization
- Week 20: Leadership Pressure and Pace
- Week 21: Conflict, Resistance, and Change
- Week 22: Teams, Sending Churches, and Support Structures
- Week 23: Failure, Discouragement, and Perseverance
- Week 24: Discernment, Next Steps, and Prayerful Wisdom

### **Fourth Quarter (March - April)**

#### **Foundations of Biblical Faith: Eschatology**

- Week 25: The Rapture of the Church
- Week 26: The 70th Week of Daniel
- Week 27: The Second Advent of Jesus Christ
- Week 28: The Millennial Reign of Jesus Christ
- Week 29: The Resurrections
- Week 30: The Final Judgment
- Week 31: The Eternal Destinies
- Week 32: The New Heavens and New Earth

#### **Healthy Church Metrics: Part 2**

- Week 25: Disciple-Making (Part 1)
- Week 26: Disciple-Making (Part 2)
- Week 27: City-Reaching (Part 1)
- Week 28: City-Reaching (Part 2)

# APPENDIX E

## SCOPE AND SEQUENCE - YEAR TWO

### Healthy Church Metrics: Part 2 (cont.)

- Week 29: Leader Developing
- Week 30: Multiplying (Part 1)
- Week 31: Multiplying (Part 2)
- Week 32: Globally Engaged

### Biblical Leadership

- Week 25: Christ: The Power of the Leader
- Week 26: Calling: The Purpose of the Leader
- Week 27: Character: The Person of the Leader
- Week 28: Conviction: The Belief of the Leader | Commitment: The Resolve of the Leader
- Week 29: Care: The Love of the Leader | Competency: The Practice of the Leader
- Week 30: Capacity: The Development of the Leader | Chemistry: The Interaction of the Leader
- Week 31: Community: The Colleagues of the Leader | Coach: The Multiplication of the Leader
- Week 32: Credibility: The Trustworthiness of the Leader

### Required Reading (Year Two)

- *Encountering the New Testament* – Elwell and Yarbrough
- *Practical Christian Theology* – Floyd H. Barackman

### Projects

- Personal Doctrinal Statement – Part 2
- Ministry Leadership Project
- Oral Examination (Capstone Assessment)

# APPENDIX E

## SCOPE AND SEQUENCE

### CPR - Church Planting Pathway

#### Purpose

To form biblically grounded, spiritually resilient, and missionally wise church planters who can move from their sense of calling to a faithful and enduring ministry. This pathway prioritizes conviction over techniques, character over charisma, healthy reproduction over numbers, and faithfulness over results.

#### Formation Rhythms

##### Weekly Formation Practices

1. Scripture Memorization: One passage per week focused on mission, endurance, shepherding, humility, and faith under pressure.
2. Spiritual Journal: Weekly reflection on Scripture engagement, clarity of calling, leadership pressures, team dynamics, and dependence on Christ. Journals are reviewed for depth, honesty, and theological clarity.

##### Shepherding & Accountability

1. Spiritual Coaching (every 8 weeks). Coaching focuses on confirmation of call, family health, leadership judgment, and readiness for leadership.
2. Ministry Observation (every 8 weeks). Participants may observe a church plant, revitalization work, or sending church leadership meeting.

##### Required Study

1. Core Text: *Foundations for Fruitful Church Planting: Essentials Before You Launch* by Ken Davis
2. Weekly Podcast: *New Churches* by Send Network
3. Weekly Journal: Entries should include one insight, one caution, one question raised by the episode.

# APPENDIX E

## SCOPE AND SEQUENCE

### Required Reading

*What Jesus Started, Pioneering Movements, and Movements that Change the World* by Steve Addison. Also, *MultiChurch* by Brad House and Gregg Allison, and *Nine Marks of a Healthy Church* by Mark Dever and H. B. Charles.

### Formation Projects

1. **Project 1: Calling and Cost Discernment** (Due end of week 16)  
3-4 pages addressing sense of call, external affirmation, family implications, fears and ambitions, and financial cost.
2. **Project 2: Rule of Life and Endurance Plan** (Due end of week 24)  
3-4 pages and include spiritual disciplines, rest rhythms, family priorities, accountability structures, and warning signs of burnout.
3. **Project 3: Church Planting Master Plan** (Due end of week 28)  
8-10 pages including vision and mission, target community, planting model, disciple-making pathway, leadership development, funding strategy, and timeline and milestones.
4. **Project 4: Philosophy of Church Planting** (Due end of week 32)  
8-10 pages articulating theology of mission, ecclesiology, disciple-making philosophy, leadership multiplication, conflict and discipline, and long-term multiplication vision.

### Church Planting: Calling and Conviction

- Week 1: The Biblical Basis for Church Planting
- Week 2: Discerning a Call to Church Planting
- Week 3: Defining Church Planting Models
- Week 4: Understanding Cultural Context
- Week 5: Vision and Mission
- Week 6: Prayer as Strategy
- Week 7: Building a Launch Team
- Week 8: Counting the Cost

# APPENDIX E

## SCOPE AND SEQUENCE

### **Church Planting: Foundations that Last**

- Week 9: Biblical Ecclesiology
- Week 10: Core Theological Foundations
- Week 11: Disciple-Making and Leadership Development
- Week 12: Governance and Legal Foundations
- Week 13: Financial Philosophy and Planning
- Week 14: Preaching and Teaching Strategy
- Week 15: Community Engagement and Evangelism
- Week 16: Preparing for Growth and Multiplication

### **Church Planting: From Plan to Practice**

- Week 17: Developing a Church Planting Master Plan
- Week 18: Location and Venue Discernment
- Week 19: Launch Sunday Planning
- Week 20: Establishing Ministries
- Week 21: Digital Presence and Communication
- Week 22: Measuring Success Biblically
- Week 23: Navigating Conflict in a Young Church
- Week 24: Long-Term Vision and Multiplication

### **Faithfulness Under Fire**

- Week 25: The Planter's Character
- Week 26: Rhythms, Rest, and Burnout
- Week 27: Team Dynamics Under Pressure
- Week 28: Multiplying Leaders
- Week 29: Post-Launch Realities
- Week 30: Measuring Spiritual Fruit
- Week 31: Discipline and Shepherding Hard Cases
- Week 32: Endurance, Hope, and the Long View

# APPENDIX E

## SCOPE AND SEQUENCE

### CPR - Revitalization Pathway

#### **Purpose**

To form shepherd-leaders who can patiently, humbly, and faithfully lead declining or stagnant churches toward gospel renewal and outward multiplication. This pathway emphasizes character, judgment, endurance, and theological clarity under pressure, rather than quick fixes or techniques.

#### **Formation Rhythms**

##### **Weekly Formation Practices**

1. Scripture Memorization: One passage per week focused on shaping pastoral instincts, humility, courage, endurance, and hope.
2. Spiritual Journal: Weekly reflection on Scripture engagement, clarity of calling, leadership pressures, revitalization challenges, discouragements and hopes, and dependence on Christ. Journals are reviewed for depth, honesty, and theological clarity.

##### **Ongoing Shepherding and Accountability**

1. Spiritual Coaching (every 8 weeks). Coaching focuses on confirmation of call, family health, leadership judgment, and readiness for leadership.
2. Ministry Observation (every 8 weeks). Participants may observe an elder meeting, member's meeting, leadership transition, conflict conversation, etc. They will submit a short debrief addressing what they observed, what they would emulate, and what they would approach differently.

##### **Required Study**

1. Core Text: *Leading Church Revitalization* by Mark Hallock
2. Weekly Podcast: *Revitalize and Replant* by North American Mission Board
3. Weekly Journal: Entries should include one insight, one caution, one question raised by the episode.

# APPENDIX E

## SCOPE AND SEQUENCE

### Required Reading

*Church Planting Is for Wimps* by Mike McKinley, *Revitalize* by Andrew M. Davis, *Reclaiming Glory* by Mark Clifton, *From Embers to a Flame* by Reeder and Swavely, and *Autopsy of a Deceased Church* by Thom S. Rainer.

### Formation Projects

1. **Project 1: Calling and Cost Discernment** (Due end of week 16)  
3-4 pages addressing sense of call, external affirmation, family implications, fears and ambitions, and financial cost.
2. **Project 2: Leadership and Change** (Due end of week 24)  
5-7 pages including Biblical convictions about leadership, how trust is built, how change should be paced, what should not be changed quickly, how Scripture shapes decision-making.
3. **Project 3: Rule of Life and Endurance Plan** (Due end of week 28)  
3-4 pages and include spiritual disciplines, rest rhythms, family priorities, accountability structures, and warning signs of burnout.
4. **Project 4: Philosophy of Church Revitalization** (Due end of week 32)  
8-10 pages articulating theology of the church, shepherding convictions, change philosophy, leadership development, conflict and criticism, and multiplication and vision.

### Revitalization: Essential Heart Postures

- Week 1: What Is Church Revitalization, Why Is It Needed, and Understanding God's Heart for Revitalization
- Week 2: Counting the Cost of Revitalization, Its Joy, and Am I Ready
- Week 3: Humility: The Foundation of Leadership
- Week 4: Patience: The Wisdom of Leadership
- Week 5: Love: The Heart of Leadership
- Week 6: Faith: The Fuel of Leadership
- Week 7: Passion: The Contagion of Leadership
- Week 8: Joy: The Overflow of Leadership

# APPENDIX E

## SCOPE AND SEQUENCE

### **Revitalization: Pastoral Priorities**

- Week 9: The Nature, Calling, and Work of the Shepherd
- Week 10: Creating a Clear Shepherding Strategy
- Week 11: The Importance of Building Trust and Credibility
- Week 12: The Power of Persistent Prayer and the Urgency of Expository Preaching
- Week 13: The Wisdom of Word-Driven Leadership
- Week 14: Developing and Deploying Leaders
- Week 15: Raising Up Pastors and Deacons
- Week 16: Making Membership Meaningful

### **Revitalization: Ministry Practices**

- Week 17: Developing a Ministry Strategy
- Week 18: Leading Gospel-Centered Sunday Mornings
- Week 19: Creating Transformational Community
- Week 20: Reimagining Sunday School
- Week 21: Reaching Your Community
- Week 22: Mobilizing Your Congregation for Evangelism
- Week 23: Ministering to Children and Teenagers
- Week 24: Maximizing the Use of Your Church Building

### **Joyful Perseverance**

- Week 25: Cultivating a Heart for Long-Haul Ministry
- Week 26: Putting Your Marriage and Family First (Part 1)
- Week 27: Putting Your Marriage and Family First (Part 2)
- Week 28: Facing Criticism in a Godly Manner
- Week 29: Handling Conflict Biblically (Part 1)
- Week 30: Handling Conflict Biblically (Part 2)
- Week 31: Managing Your Schedule
- Week 32: Rooting Your Life and Ministry in the Gospel

# APPENDIX F

## SPIRITUAL COACHES

### What is a Spiritual Coach?

#### Introduction

Selection of the right mentor is crucial to the success of your development and God-given potential (Proverbs 27:17).

#### What is a Coach?

A coach is a short-term mentor who empowers you for disciple-making effectiveness. Coaches help you reach your highest level of effectiveness and ministry competency by asking challenging questions, offering practical advice, and providing ongoing encouragement and accountability.

Ogne and Roehl in *Transformational Coaching* define a great C.O.A.C.H.:

- Comes alongside – as one who wants the best for the person and the project
- Observes carefully – with the objective of a specialist
- Asks questions wisely – and resists being a "teller"
- Communicates options and resources
- Holds accountable – keeping the trainee focused, growing, improving performance, solving problems – all for maximum ministry effectiveness

#### Coaching is Biblical

- Jethro and Moses – Exodus 18
- Moses and Joshua – Deuteronomy 31:1-8
- Elijah and Elisha – 1 Kings 19:16-21; 2 Kings 2:1-16
- Barnabas and Paul – Acts 4:36-37; 9:26-40; 13:2-13, 50; 15:13-40
- Paul and Timothy

#### Biblical Encouragements for Coaching

- Wise Counsel is vital for success – Proverbs 20:18
- Encouragement – Proverbs 4:10
- Leaders need godly models – Philippians 3:17; 4:9

# APPENDIX F

## SPIRITUAL COACHES

### Why Find a Coach

1. The Bible says often that wise counsel is the key to success.
2. You need a safe sounding board for your ideas.
3. A coach can provide inspiration and perspective.
4. A coach can keep you sharp and on the cutting edge.
5. A coach can keep you from driving off cliffs you can't yet see.
6. A coach provides companionship as they understand you, know your pain, share your joys, and more.
7. A coach provides accountability to keep you on the straight and narrow.

### Shared Values Between Coach and Student

- **Honesty:** We will speak the truth in love to each other.
- **Vulnerability:** We will openly share life and ministry issues.
- **Punctuality:** We will be prompt for all appointments.
- **Preparation:** We will come to coaching sessions prepared.
- **Prayer:** We will pray for each other on a regular basis.

### Purpose of Meetings

Formally meet once a month with your student. The purpose of the monthly meetings is to:

- **Connect:** Spend the first several minutes connecting with the person. Ask about their family. See how work is going. It's okay to mention the score from the ballgame that week. Make a connection with them.
- **Celebrate:** Take a moment to affirm them and the work they do. Encourage their growth or the time they spend helping with ministry. This is a chance to remind them of your gratitude for them. Thank them. Share positive ways God has been at work in their life and ministry. Inspire them!

# APPENDIX F

## SPIRITUAL COACHES

- **Coach:** This is the teaching portion. Select one topic and spend a little time explaining it. Think about a competency you want to instill (teaching, delegating, counseling, leading a meeting, etc). Share relevant Scriptures. Keep in mind that you don't have to say everything that could be said. This isn't meant to be exhaustive. Focus on one key thing. Discuss ministry, theology, life issues relevant to individual situations.
- **Care:** This is your chance to minister to them. Ask how you can pray for them. See if there are any issues they may want or need to share about. This is a chance to shepherd their hearts after we have equipped their heads and hands. Specifically inquire into the following:
  - Bible Reading: What did you learn in your Bible reading this month?
  - Prayer: How is your prayer life?
  - Church Engagement: How are things going at your church?
  - Evangelism: Who have you identified and how are you getting involved in their life?
  - Service: How are you serving? And what are you learning?
  - Family: How is your relationship with your wife? Your kids?
  - What are you learning about God?
  - What are you learning about yourself?
- **Cultivate:** At the end of each quarter, the coach will write a brief summary of their disciple's strengths and weaknesses, the quality of their ministry involvement, and other intangibles such as their heart attitude, discipline, promptness, etc.

### Qualities of a Spiritual Coach

- **Missional:** A spiritual coach understands God's mission, has laid down their life for heaven's cause, and has a track record of making disciples.
- **Spiritual:** A spiritual coach demonstrates a passion to know, love, and become like Jesus Christ, and to help others do the same. They know and live from God's Word – regularly learning from it, talking about it, and passing it on to others.

# APPENDIX F

## SPIRITUAL COACHES

### Qualities of a Spiritual Coach (cont.)

- **Relational:** A spiritual coach is intentional to seek, pursue, and create community that spurs others toward love and good works, recognizing that the Lord designed us to live in community.
- **Encouraging:** A spiritual coach is able to identify spiritual good in others and praise the qualities God is building into their life.
- **Vulnerable:** A spiritual coach recognizes the grace of God in their life and they are willing to share their struggles and areas of weakness.
- **Doctrinal:** A spiritual coach has a strong biblical foundation.

### Expectations of a Spiritual Coach

- Pray daily for those you are coaching.
- Touch down monthly to check-in, celebrate, coach and provide spiritual care. This is critical as E4:12 will stretch them immensely.
- Do life together. Invite them into your life and ministry as much as possible so they can learn by your example. Be vulnerable and open about your own life.
- Attend Monday or Thursday nights if possible.
- Be curious: Ask good questions. Learn as much as you can about their personal walk, their home life, their church life, their joys and sorrows, etc. Listen well. Explore their responses. Point them toward Christ.
- Evaluate: At the end of each semester, please write a brief summary of the participant's strengths and weaknesses, the quality of their ministry involvement, and other intangibles such as their heart attitude, discipline, promptness, etc. Please use the 12 C's (pg. 42-45) and 5 H's (Head, Heart, Hands, Habits, Habitats) for your framework.

### Three Reasons to Be a Spiritual Coach

What will it take for you to become the kind of person who is named as someone else's greatest influence in ministry? Start investing in the ministry development of someone else.

# APPENDIX F

## SPIRITUAL COACHES

Aspiring disciple-makers and ministry leaders need mentors who can talk to them and do life with them. They need mentors who can encourage, rebuke, confirm, and correct them. They need mentors they can see not only at their best but also at their worst.

Here are three reasons you should be a spiritual coach:

- It will bring you incredible joy. The apostle John described his spiritual children and said that watching them walk in the truth produced the greatest joy in life (3 John 3). This resonates with me because now that I am in my 40's, I can honestly say that my greatest joys in ministry are related to the success of those I had a hand in discovering, developing, and deploying.
- You have unique gifts to offer. One of the most powerful things you can do for someone is demystifying ministry for those who only see it from a distance. A window into your home and personal life will allow those aspiring to ministry to see both the normalcy and intentionality with which you live. You also have many ministry experiences to share such as things you have learned about preaching, counseling, or navigating challenging theological issues.
- Your ministry bandwidth will increase. The simple reality is that if more people are unleashed for God's purpose through immersive training and in-depth theological training, then more gospel ministry will happen in your church and eventually in your community. If you increase the amount of time and energy you put into helping those who are humble and hungry to learn and grow, then you will find that more needs are met, that more gospel conversations take place, and that more disciple-making happens. Overall, your church will be a healthier place.

# PROGRAM HISTORY

## PARTNERING FOR THE GOSPEL

E4:12 emerged through the prayerful collaboration of church leaders in West Michigan who are seeking to address a growing need for faithful disciple-making and leadership formation within the church. This training developed as a church-centered effort to cultivate disciples who strengthen churches and serve faithfully in their communities.

From its inception, E4:12 has been shaped through partnerships between pastors and leaders who share a commitment to the Scriptures, long-term formation, and the multiplication of healthy churches. In this, we recognize the gap between theological knowledge and lived obedience.

E4:12 is overseen by a team of pastors led by Andrew Manwarren and coordinated through the ministry of Orangeville Baptist Church in partnership with the following local churches:

**Berean Baptist Church, Portage, MI**

**East Side Baptist Church, Crawfordsville, IN**

**First Baptist Church, Lapeer, MI**

**First Baptist Church, Mt. Pleasant, MI**

**First Baptist Church, Otsego, MI**

**Good News Baptist Church, Grand Rapids, MI**

**Grace Baptist Church, Canton, OH**

**Midway Baptist Church, Watervliet, MI**

**Montrose Baptist Church, Montrose, MI**

**Wayside Gospel Chapel, Greentown, PA**



# LET'S GROW

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## TOGETHER

### E4:12 CONTACT



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SCAN QR CODE  
FOR MORE  
INFORMATION

