Pastors Of Excellence

2015-2016 Information Packet

www.pastorsofexcellence.com
Program on Pastors of Excellence  
Ashland Theological Seminary

The Vision Statement of the Program on Pastoral Excellence:

Our vision is to sustain pastoral excellence by transforming the pastor from the inside out: Pastors will be better equipped to grow in spiritual vitality, personal well-being and ministry awareness resulting in anointed leadership.

The Core Values of the Program on Pastoral Excellence:

We value:

- Self Discovery
- Healthy Relationships
- Personal Well-being
- Spiritual Vitality
- Anointed Ministry

The Goals of the Program on Pastoral Excellence:

- *Empowered Pastors* – We will empower pastors through spiritual encounters and transformational teaching to renew their calling.

- *Quality Materials* – We will produce materials that express excellence in transformational teaching.

- *Meaningful Research* – We will conduct significant research that will deepen the church’s understanding of pastoral excellence.

- *Sustained Service* – We will build a ministry to pastors through Pastors of Excellence that will continue to multiply for the next two decades.

- *Spiritual Vitality* – We will model, mentor and enrich the pastors’ personal walk with God.

The following pages will introduce you to the program. The sections include:

1. Qualifications of the Pastors of Excellence
2. Expectations of the Pastors of Excellence
3. Description of the Retreat
4. Academic Credit Possibilities
5. Calendar of Events
6. What our Graduates are Saying
7. Leadership Team
I. Qualifications of the Pastors of Excellence

The Pastors of Excellence Program will select uniquely qualified pastors who are seeking pastoral excellence. This means they want to be authentic in Christ and competent in ministry. As such, these pastors are to pursue the following characteristics:

- **Self Discovery** – The pastor prioritizes self discovery for ongoing growth
- **Spiritual Vitality** – The pastor prioritizes the journey to spiritual maturity.
- **Personal Well-being** – The pastor prioritizes the journey to personal wholeness.
- **Ministry Awareness** – The pastor prioritizes healthy relationships as foundational to Christian ministry.
- **Leadership Experience** -- The pastor desires to lead (or plant) a congregation toward healthy renewal.

II. Expectations of the Pastors of Excellence

The selected pastors will grow toward authenticity in Christ, effectiveness in ministry, and will be equipped to provide ministry within the local church and to other pastors. The expectations for the Pastors will include the following:

**Receive personal development and equipping**

- You will receive equipping, materials and resources through four, three-day retreats as well as ongoing interaction with a spiritual mentor between retreats.
- Each retreat includes high quality instruction followed by relevant spiritual exercises designed to position participants for an encounter with Jesus, and small group processing in a community of pastors lead by a trained pastor/mentor.
- You will receive professional, personal assessment utilizing four separate instruments at the beginning of the program in order to customize each participant’s journey to maximize impact.
- Lunch is provided.

**Work in an assigned peer group of six pastors**

- Significant time is dedicated to processing the journey in a safe small group of peers with trained pastor/mentor.
- Peer group meetings, virtual email groups and/or face to face meetings
- Submit a report with your group at the end of each retreat

**Participate in the ongoing research of PoE**

- Participate personally in research by filling out surveys, etc.
- Participate with your team in requests for feedback
Meet the requirements of the Program

- Attend all retreats.
- Complete assignments as developed in the retreats.
- Provide your own transportation and evening meals.
- Work in a collegial fashion in your small group.
- Prayerfully prepare yourself to receive from God and from others.
- Respect guidelines and responsibilities from the Leadership Team.

III. Description of the Retreats

**Discovery Retreat:** Pastors attend a three-day retreat helping them develop a self-directed learning plan. They will be assessed with the following battery of instruments:

- *Leadership Practices Inventory (360)*
- *Stress Processing Report*
- *Spiritual Competencies Profile*

The retreat includes teaching, reflective conversation, peer advisement and assessment interviews based upon information received from the instruments listed above. Pastors begin the process of developing a personal action plan for spiritual development. Peer group meet after the retreat (virtual and/or actual) to assist in the development a personal action plan.

**Healthy Community Retreat:** Pastors spend three days together learning about and experiencing the dynamics of healing/supportive Christian community. The format for the retreat will include self-study, theological reflection, group discussion, advisement and peer support. However, community is learned mostly by experiencing it in a safe, small, peer group throughout the year. Post-retreat peer group meetings (virtual and/or actual) will focus on community building.

**Personal Well-Being Retreat:** Pastors spend three days developing a self-directed strategy for personal well being. Time will be spent discussing the common pitfalls pastors fall into that bring emotional instability, as well as discussing dysfunctional behaviors impeding personal health. Transformational times of personal healing for weary clergy commonly occur during our time together. Pastors will be encouraged to develop a plan for personal development that includes time apart from the church, spiritual direction and counseling as needed and desired. Post-retreat peer-group meetings (virtual and/or actual) will focus on personal well-being.

**Spiritual Vitality Retreat:** Pastors will spend three days together in teaching and experiential activities helping participants refill the spiritual well out of which they minister. Everyone will develop a personalized plan for ongoing spiritual discipline and personal renewal. The retreat will provide time for teaching, reflective conversation, advisement and spiritual renewal, as well as peer bonding and support. A peer-group meeting following the retreat (virtual and/or actual) will focus on spiritual formation.
IV. Costs and Academic Credit

Non-Degree Participant: Cost - $300 deposit when accepted and $100/month for duration of program (13 months). We offer a $100 discount for payment in full by the first retreat.

Pastors of Excellence is a self contained program that awards a Certificate of Completion to participants who finish all four retreats. Up to eight Continuing Education Units (two per retreat) can be awarded toward denominational requirements.

Degree Participant:
Because of the high level of instruction, we are able to offer Pastors of Excellence for either masters or doctoral level credit. In addition to retreat instruction and small group activities, students will be assigned a professor of record who will negotiate additional reading and assignments relative to the level of credit pursued. Credit is also contingent on meeting admissions or visiting student requirements for the respective program.

Masters Credit: Cost – Tuition for Pastors of Excellence is offered at Ashland Theological Seminary’s current hourly rate (3 credit hours/class) plus a directed study fee. Two courses are offered. The current hourly rate can be found here: http://seminary.ashland.edu/academics/admissions/tuition-and-fees.

Doctoral Credit: Cost – Tuition for Pastors of Excellence is offered at Ashland Theological Seminary’s current hourly rate plus a directed study fee. Two courses are offered. The current hourly rate can be found here: http://seminary.ashland.edu/academics/admissions/tuition-and-fees. The PoE experience can be used as a frame work for ten of the forty-five required hours in the Transformational Leadership or Spiritual Formation tracks. Additional assignments are tailored based on the student’s specific goals.

V. Calendar of Events: Ashland

<table>
<thead>
<tr>
<th>EVENT</th>
<th>DATES</th>
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<tbody>
<tr>
<td>Retreats</td>
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<tr>
<td>Orientation</td>
<td>September 14, 2015 (PM)</td>
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<tr>
<td>Discovery Retreat*</td>
<td>September 15-17, 2015</td>
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<tr>
<td>Healthy Community Retreat*</td>
<td>January 26-28, 2016</td>
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<tr>
<td>Personal Well-Being Retreat*</td>
<td>May 3-5, 2016</td>
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<tr>
<td>Spiritual Vitality Retreat*</td>
<td>September 13-15, 2016</td>
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*Retreats begin at 9:30 am on Tuesday and end at 12:00 noon on Thursday, with the exception of the Personal Well-Being Retreat which will end at 4:30 on Thursday. Small groups typically have dinner together on Tuesday night during the retreat. While evening hours are optional, many small groups choose to gather for informal times. Activities will vary depending on your group and your mentor.
VI. What Our Graduates are Saying

- It is difficult to express the mountain of emotions I feel. This one thing I know, I was headed for a pre-mature resignation and leaving the ministry with my head hung low in despair. Now, I have a spring in my step, a passion in my heart and a desire to finish the race God has set before me with excellence. Thank you – Pastors of Excellence, the staff and faculty of Ashland Seminary, and donors far and wide for the opportunity to find myself again through Christ. - George A. Gribben III Sr. Pastor, Elyria Community Church

- ...Then came the opportunity of PoE. It changed everything. As I was taught and given the tools to evaluate and get to know myself, in the midst of all the fears, and doubts, and the highs and the lows of ministry, an ability to accept me as I was, while wanting so much more for me began to grow. It was, and continues to be a God-thing, as I learn to accept and love myself while pursuing greater intimacy and love for myself. Because of this, I can better love and accept the people I am called to serve, even as I seek to motivate them to greater intimacy and love. - Pastor Thomas D. Snyder Sr. Pastor Shelby UMC

- POE drastically reshaped my ministry, my congregation and our community. Until the POE experience I was unwilling to reach out to other ministers, largely due to my own insecurities. After POE, I went back to my community with a passion to connect with other pastors. New relationships resulted in an upcoming crusade (July 8, 9, 10 of 2010) to reach Huntington county... an emergency men’s shelter we hope to have up and running by the fall of 2010... [and] work with area agencies to provide transitional housing, education and employment opportunities. I personally work to coordinate a monthly county wide interdenominational prayer service. In addition, my own congregation is transforming. These wonderful people grew with me in the POE experience. We are able to deal with conflict and every day business in an open, honest way. Dianna Teusch, Sr. Pastor Huntington First Brethren Church

- There are defining moments in everyone’s life, the birth of a child, marriage, making a commitment to Christ. All of these are major moments in a person’s life. While those positive events are defining moments, negative events can also be defining moments, such as growing up amid domestic violence, absent father (except when he was abusing my mother and terrorizing our home), parents divorce, being a father at 17, married at 19. My experience with the Leaders of Excellence program has been 18 months of a defining moment... it helped me face some realities and embrace some possibilities, the reality of my woundedness and the possibility of God’s healing and restoration... In closing, it has been a defining moment for me, my family and future grandchildren, a moment for which I am eternally grateful. Rick Isaiah – Sr. Pastor, Tabernacle of Praise Christian Church and Director of the NW Ohio Fellowship of Christian Athletes
Jeff is not the same pastor he was prior to the program… Jeff is a pastor who loves people deeply, and that can leave him vulnerable to being hurt. Prior to this program, he was reticent to open himself up. That is no longer the case. He is willing to be as compassionate with the people God has called him to serve, as he is with me. Jeff has learned to walk more closely with the One he serves, and is openly excited when members of the church begin to do the same. Praise and encouragement flow easily now…a change that most people are responding to. Jeff has always had a high standard for his life, and what he strives to achieve. He has, I believe, through this program learned that God deserves excellence, but is pleased with our best. My husband is now truly a pastor to the people God has asked him to serve. He is excited about the possibilities the future holds, and is able to encourage, invitingly, those around us to join the adventure. I am grateful for the enrichment brought to Jeff’s ministry. He was good before, but I have seen nothing but great things in the past year (stated with no bias at all!!!!). Diana Loach, wife of Pastor Jeff

VI. The Leadership Team

Long before the conception of the Sandberg Leadership Center, Ashland Theological Seminary was committed to recruiting exceptional leaders to guide programs in pastoral development. The leaders involved in this process are fully dedicated to the mission of the program and to the core values of spiritual vitality, personal well-being, healthy relationships, professional competency, and anointed ministry. The leadership team includes:

DR. MATTHEW A. LEWIS: DIRECTOR
Director for Excellence in Leadership
Assistant Professor of Practical Theology
The Charles and Anna Frey Brethren in Christ Chair

Education: B.A. magna cum laude, Messiah College; M. Div. 1st in class, North Park Theological Seminary; D.Min., Ashland Theological Seminary.

Service: Founding Pastor, New Vision Brethren in Christ Church; Regional Administrator BiC World Missions, Europe/Mediterranean Area; Curriculum Specialist; Adjunct Faculty, Trinity International University (Deerfield, Ill.); International Church Planting Coach; National Park Chaplin, Yellowstone/Grand Tetons/US Virgin Islands.

Matt has worked with Pastors of Excellence since its launch in 2003 serving as mentor, lecturer, trainer, and now Director. Matt wrote the Presenter’s Notebook for PoE in 2007 as well as the notebooks for two companion programs, one for para-church leaders and the other for church-planters.
DR. TERRY WARDLE: LEAD FACULTY RESOURCE

Professor of Practical Theology
J. Ray Klingensmith Chair in Church Planting
Director of The Institute of Formational Counseling


Service: Founding Director, Spring Meadow Retreat Center; Founding Pastor, Risen King Community Church; Chair, World Ministries Division, Simpson Graduate School; Executive Director, Alliance Theological Seminary; Director of the Center for Evangelism and Associate Professor of Evangelism and Practical Theology, Alliance Theological Seminary; Pastor, Westmont United Methodist Church.

Dr. Wardle has served as a church consultant and has led training seminars for church leaders throughout the United States. He has published resources on church growth, renewal, and evangelism. In recent years he has published several books about pastoral health and personal well-being.

VICKI PODJASEK: PROGRAM COORDINATOR

Pastors of Excellence Program Coordinator

Education: MA in Ministry candidate at Trinity Evangelical Divinity School

Service: Vicki is a pastor with the Brethren in Christ (BIC) and serves as the Director of Adult Education and Small Groups at New Vision Church in Pewaukee, WI. She also serves on the Council of Women in Ministry and Leadership for the BIC. Vicki’s history includes ministry in a variety of denominations including Lutheran, Episcopal, Congregational (simultaneously), non-denominational, and BIC. She has served as a youth minister, worship leader, contemporary worship coordinator, and church planter. She is a 2011 graduate of Pastors of Excellence.

Vicki and her husband Jeff have been married for 24 years. They were licensed foster parents for 10 years, which led to the adoption of their daughter, Alexis, who is now 19.

You can contact Ashland Theological Seminary at:

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