



New Pastor Development Program

The New Pastor Development Program has the following general features:

- The content of this program is based on the assumption that each participant has completed the orientation of the presbytery conducted by the General Presbyter or his/her designee.
- The program is for all newly ordained pastors and all other pastors, including commissioned lay pastors, who are beginning service as a pastor in their first church. Attendance is required by the calls and contracts between these pastors and churches they are serving in this presbytery.
- The program is lead by two pastors (Co-Leaders): one male and one female, and one from a small church and one from a large church. This is to provide an overall broad perspective to all discussions and counseling.
- These Co-Leaders are normally paid a stipend of \$100 per month.
- The participants meet as a group with the program's Co-Leaders once a month. Each eligible pastor participates with the group for twelve monthly sessions.
- Each eligible pastor begins participation in the program as soon as practical but not later than three months from the effective date of his or her call or contract. The program does not have a chronological beginning or end and material covered in one session is not dependent on the material in any other session. This design allows a participant to enter the program at any time and "graduate" after attending twelve sessions.
- The twelve sessions may contain some or all of the following topics:
 - Compensation and Benefits
 - Clergy taxes
 - Conflict identification, management, and resolution
 - When to call on others for assistance and/or advice such as COM, fellow pastors and members of the congregation
 - Mistakes new pastors often make and how to avoid them
 - Budgeting
 - How to moderate a successful meeting
 - *Robert's Rules of Order* and other methods for running a meeting
 - The art and necessity of delegation
 - Stewardship
 - Politics of the church and how to understand and manage them without becoming a victim

- Visioning
 - The things they don't teach in seminary about how to deliver an effective sermon
 - The importance of communicating with leaders and the congregation as a whole, and effective methods for doing so
 - Training in Leadership
 - Training to develop skills in successful interpersonal relationships
 - The advantages of, and how to relate with, a Personnel Committee
 - Developing functional structures for successful ministry and administration of the church
 - How to keep fit spiritually, mentally and physically
 - The importance of learning and understanding how to successfully work with the culture and history of the congregation
 - How to deal with change
 - How to be an effective change agent
 - How to build an effective team
 - Additional topics may be added resulting from the on-the-job experiences of the participants
- Each session also provides an opportunity for each participant to describe a situation, either real or hypothetical. This may be accomplished by requiring each participant to write a one or two page description of a situation he or she has encountered in the church he or she serves. The Co-Leaders may respond with comments and/or counsel. The Co-Leaders also may seek comments from the group.
- In each session the Co-Leaders may discuss a different topic under the general heading of "What do you do when...?"
- The sessions also may provide an opportunity for each participant to relate how things are going in his or her ministry and indicate any areas of discomfort or unease.