

Leadership Development Course : Frontline _____

Purpose. This course is designed to prepare current and future leaders for greater responsibility in the local church through deepening them in:

- Orthodox, historic theology
- Cultural counter-formation
- Integrated leadership and grace-paced living
- Embodying the five distinctives of Frontline Church

Selection. ____ men and ____ women will be personally invited as course participants, who, along with ____ development group leaders, will make up a total of ____ people.

Participants will be drawn from the pool of those serving in a Frontline _____ ministry at a high level, or from within the community groups ecosystem (hub leaders, community group leaders, apprentices, and discipleship group facilitators). They will be organized into cohorts—groups of twelve men or twelve women—each with two development group leaders, who will serve as their mentors, shepherd-coaches, and facilitators throughout.

Commitment.

- One kick-off retreat the evening of Friday, August 27th to Saturday, August 28th
- Three 90-minute trainings (6:30p to 8:00p on Wednesdays)
- Four development group gatherings (final development group gathering will also be a dinner celebration)
- Approximately 40 to 50 pages a week of reading and accompanying integration exercises

Monthly gathering flow.

- Linger in worship (20 mins)
- Strategic stories (10 min)
- Teaching (30 min)
- Q & A or break into cohorts (30 mins)

Development group leader goals. Draw out the heart and move to prayer on the spot, as you're prompted and empowered by the Spirit. In preparation, development group leaders will listen to "[Aiming for the Heart](#)," and read "[A Guide for Sharing Life Stories](#)" and "[A Guide to Facilitating Prayer](#)."

Homework. Reading will not exceed 40 to 50 pages per week (approx. 5 to 7 pages per day). The primary text, spanning all four months, to be read at the pace of 20 pages per week, will be *Concise Theology*, by J. I. Packer (a total of 255 pages). The content of the additional 20 to 30 pages of reading per week will vary according to each person's customized monthly projects.

Resources. Participants will be responsible for purchasing:

- Packer's *Concise Theology*
- Scazzero's *The Emotionally Healthy Leader*
- Welch's *A Small Book about a Big Problem* or *A Small Book for the Anxious Heart*
- McLaughlin's *Confronting Christianity*



Onboarding. The majority of proposed course participants tend to possess at least one of three broad leadership weaknesses. (1) First are those who need to find a more sustainable pace of life, and of leading in the local church. If they don't make some changes, they'll burn out. (2) Second are those who need to be invited to consider the cost of discipleship at a deeper level than they yet have. They've stepped into leadership in the local church, but not necessarily into ownership of God's mission through the local church. If they don't make some changes, they'll rust out, or, when their kids hit middle school, maybe even step out altogether. (3) Third are those who love Frontline and serve faithfully, but who do not yet deeply believe all five of Frontline's distinctives for a myriad of reasons—past wounds, misconceptions, lack of understanding, etc. In light of those common weaknesses in our leadership community, our goal is to take the opportunity before the course launches in August to assess every participant for: (1) sustainable pace, (2) stirring up a desire to give their lives away in the local church, and (3) certainty about our distinctives.

▶ **Health Assessment.**

- They will take Frontline's online "[Reality Check Self-Assessment](#)." Development group leaders will receive a copy.
- They will read Frontline's one-page "[A Guide for Sharing Life Stories](#)."

▶ **Leadership Assessment.**

- They will read the teaching notes on the five distinctives from the Frontline Membership Class (23 pages or 9,400 words).
- They will take Frontline's online "[Leadership and Distinctives Self-Assessment](#)." Development group leaders will receive a copy.

▶ **Onboarding Follow-Up.**

- One of their development group leaders will follow up accordingly, after receiving both homework assignments. (This could be a phone call, a sit-down meeting, or a brief face to face interaction.)
- Their development group leader can hone in on, and focus discussion around any or all of the onboarding homework.
- The two development group leaders can divide the twelve participants between them, so they only have to conduct a total of six follow-up conversations each. They can then compare notes after the fact.



Costly Sacrifice—Giving Our Lives Away in the Local Church.

AUGUST

- ▶ **Rhythms of Grace Project.** Participants will read through “Part 1: The Inner Life” of *The Emotionally Healthy Leader*, by Peter Scazzero, which consists of the four chapters entitled “Face Your Shadow,” “Lead Out of Your Marriage or Singleness,” “Slow Down for Loving Union,” and “Practice Sabbath Delight.” Participants will then turn in to their development group leaders their brief written responses to the following self-assessments (one per week):
 - *How Healthy Is Your Approach to Your Shadow?*
 - *How Healthy Is Your Ability to Lead Out of Your Marriage or Singleness?*
 - *How Healthy Is Your Experience of Loving Union with God?*
 - *How Healthy is Your Practice of Sabbath Delight?*
- ▶ **Social media fast.** As part of their Rhythms of Grace Project, participants could also engage in a social media fast for the month of August—perhaps preparing by watching Sherry Turkle’s famous TED Talk entitled “Connected, But Alone.”
- ▶ **First development group meeting.** Begin sharing life stories.
- ▶ **Overnight Retreat: Costly Sacrifice—Giving Our Lives Away in the Local Church.**
 - The evening of Friday, August 27th to Saturday, August 28th
 - St. Crispin’s Conference Center and Camp, Wewoka, OK
 - Approximately \$_____ for lodging, food, and meeting space (approx. \$_____ per person)
 - Consider charging participants a registration fee to offset the cost

Friday night.

- A shared meal
- Worship and prayer
- Teaching
- Free time

Saturday.

- Morning prayer
- Breakfast
- Continue sharing life stories in cohorts
- Lunch
- Conclude sharing life stories in cohorts
- Free time
- Head home

Bleeding the Three and the Five.

SEPTEMBER

- ▶ **First of three monthly gatherings.** A potential teaching topic could be “Why the Three and the Five Matter So Much,” and would thus hold hands with the distinctives project each participant will be working through in September, as crucial preparation for future consideration for eldership or the diaconate.
- ▶ **Second of four development group meetings.**
- ▶ **Distinctives Project.** This project is based on our desire that our covenant members *understand* our distinctives, our community group leaders *believe* our distinctives, and our elders and deacons *bleed* our distinctives. With the help of their development group leaders, and reviewing their “Leadership and Distinctives Self-Assessment” from onboarding in July, they will choose one of the five Frontline distinctives that is an edge of growth for them personally, or that is an edge of growth as it relates their ability to answer the questions of their friends who carry fears, wounds, or misconceptions around that distinctive. They will then read, reflect, and engage in some integration work around that particular challenge as assigned to them in the *Distinctives Track* of their choice. Each of the five tracks contains four weeks worth of Bible reading, reflection, self-assessment, and action.

FRONTLINE’S FIVE DISTINCTIVES

1. Gospel-Centered
2. Bible-Honoring
3. Spirit-Filled
4. Kingdom-Focused
5. Gender-Redeeming



Anger, Anxiety, and Anxious Systems.

OCTOBER

- ▶ **Second of three monthly gatherings.** A potential teaching topic could be peaceful, non-anxious presence.
- ▶ **Third of four development group meetings.**
- ▶ **Self-Counseling Project.** Participants, with the help of their development group leader and those who know them best, will choose to work on either anger, anxiety, or shame, and will then spend four weeks, beginning October 1st, working through one of the following three resources. Each week they'll email their development group leaders a brief written reflection on one of that week's seven daily entries in the book they've chosen. (Each daily entry typically provides directions for an integrated response to the content.)
 - *A Small Book about a Big Problem: Meditations on Anger, Patience, and Peace*, by Ed Welch
 - *A Small Book for the Anxious Heart: Meditations on Fear, Worry, and Trust*, by Ed Welch
 - *A Small Book about Why We Hide: How Jesus Rescues Us from Insecurity, Regret, Failure, and Shame*, by Ed Welch

Cultural Counter-Formation.

NOVEMBER

One of the primary goals of this course design is to start strong in August and wrap up by Thanksgiving, in order to steer clear of the holiday rush and the inevitable scheduling challenges that begin at Thanksgiving and continue into the New Year.

- ▶ **Third of three monthly gatherings.** This can be scheduled any time between November 1st and 21st.
- ▶ **Fourth of four development group meetings and celebration dinner.** This final standalone development group meeting will be a celebration dinner, coordinated and hosted by the development group leaders, and also scheduled prior to Thanksgiving. Development group leaders should plan to "eulogize" each participant.
- ▶ **Cultural Counter-Formation Project.** Each week, participants will personally select and read one of the twelve chapters out of Rebecca McLaughlin's *Confronting Christianity: 12 Hard Questions for the World's Largest Religion* (see sidebar). They will choose three chapters/questions that they think will be most helpful for them personally—either because of questions they are wrestling with, or because of questions people close to them are wrestling with. They will then fill out the [online weekly reflection](#), first indicating which chapter they chose. The largest part of the weekly reflection involves answering the following question: "Think of someone close to you (or imagine someone close to you) wrestling with this issue. Write a paragraph of just some of the things you might say if they asked for your thoughts." Afterwards, they will forward to their development group leaders a copy of their submission when they receive it in their email inbox.

CULTURAL COUNTER-FORMATION

1. Aren't we better off without religion?
2. Doesn't Christianity crush diversity?
3. How can you say there's only one true faith?
4. Doesn't religion hinder morality?
5. Doesn't religion cause violence?
6. How can you take the Bible literally?
7. Hasn't science disproved Christianity?
8. Doesn't Christianity denigrate women?
9. Isn't Christianity homophobic?
10. Doesn't the Bible condone slavery?
11. How could a loving God allow so much suffering?
12. How could a loving God send people to hell?

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MONTH / THEME	MONTHLY PROJECT	WEEK		DATES AND DEADLINES	CONTENT AND/OR ASSIGNMENTS DUE	READING DUE
July _____ Onboarding	Onboarding and pre-assessment	–	–	Complete both onboarding readings and both onboarding pre-assessments by Sunday, August 1st, at 10:00p.	- Take Frontline’s online “Reality Check Self Assessment.” Your development group leaders will be forwarded a copy. - Take Frontline’s online “Leadership Self-Assessment.” Your development group leaders will be forwarded a copy.	- Read <i>Overview of Frontline’s Five Distinctives</i> (8,500 words, 20 pp.) - Read Frontline’s one-page “Guide to Sharing Life Stories”
August _____ Costly Sacrifice: Giving Our Lives Away in the Local Church	Rhythms of Grace Project: You will read through “Part 1: The Inner Life” of <i>The Emotionally Healthy Leader</i> , by Peter Scazzero, which consists of the four chapters entitled “Face Your Shadow,” “Lead Out of Your Marriage or Singleness,” “Slow Down for Loving Union,” and “Practice Sabbath Delight.” You will then turn in to your development group leaders your brief written responses to the following self-assessments (one per week): <i>How Healthy Is Your Approach to Your Shadow?</i> <i>How Healthy Is Your Ability to Lead Out of Your Marriage or Singleness?</i> <i>How Healthy Is Your Experience of Loving Union with God?</i> <i>How Healthy is Your Practice of Sabbath Delight?</i>	1	Mon, Aug 2 to Sun, Aug 8	You will receive hard copies of Packer and Scazzero at the retreat. For the readings for the first three weeks of August prior to the retreat, links to PDF readings are provided here.	- After reading chapter entitled “Face Your Shadow,” complete brief self-assessment on p. 58 entitled “How Healthy Is Your Approach to Your Shadow?” and email a brief written response to your development group leaders. Let the suggestions beginning on p. 79 guide you (entitled “Understanding Your Shadow Assessment”). - As part of your Rhythms of Grace Project, you will also engage in a media fast of your choice for the month of August (e.g., all social media, or binge-streaming shows, or online shopping, etc.). Approach your fast positively. How will you feast on better things, with the time and attention you free up? Consider reviewing a couple of these resources as you prayerfully plan your fast. - Sherry Turkle’s famous TED Talk entitled “Connected, But Alone.” “Infographic: How Is Your Phone Changing You?” “10 Things You Should Know about Your Smartphone” “3 Reasons We’re Addicted to Digital Distraction” “Why You Should Consider a Social Media Fast”	- Read pp. 21–36 of <i>Concise Theology</i>, by J. I. Packer - Read chapter entitled “Face Your Shadow,” in <i>The Emotionally Healthy Leader</i>, by Scazzero
		2	Mon, Aug 9 to Sun, Aug 15		After reading chapter entitled “Lead Out of Your Marriage or Singleness,” complete brief self-assessment on p. 88 entitled “How Healthy Is Your Ability to Lead Out of Your Marriage or Singleness?” and email a brief written response to your development group leaders. Let the suggestions beginning on p. 114 guide you (entitled “Understanding Your Assessment of Leading Out of Your Marriage or Singleness”).	- Read pp. 37–52 of <i>Concise Theology</i>, by J. I. Packer - Read chapter entitled “Lead Out of Your Marriage or Singleness,” in <i>The Emotionally Healthy Leader</i>, by Peter Scazzero
		3	Mon, Aug 16 to Sun, Aug 22		After reading chapter entitled “Slow Down for Loving Union,” complete brief assessment on p. 121 entitled “How Healthy Is Your Experience of Loving Union with God?” and email a brief written response to your development group leaders. Let the suggestions beginning on p. 141 guide you (entitled “Understanding Your Loving Union Assessment”).	- Read pp. 53–68 of <i>Concise Theology</i>, by J. I. Packer - Read chapter entitled “Slow Down for Loving Union,” in <i>The Emotionally Healthy Leader</i>, by Peter Scazzero
		4	Mon, Aug 23 to Sun, Aug 29	Overnight Retreat - Friday, August 27th to Saturday, August 28th <i>St. Crispin’s Conference Center and Camp</i>, Wewoka, OK	Review Frontline’s one-page “Guide to Sharing Life Stories” as you prepare to share your life story with your development group at the retreat. (Many people find it helpful to write their story down.)	Read pp. 69–86 of <i>Concise Theology</i>, by J. I. Packer
		5	Mon, Aug 30 to Sun, Sep 5		After reading chapter entitled “Practice Sabbath Delight,” complete brief assessment on p. 149 entitled “How Healthy is Your Practice of Sabbath Delight?” and email a brief written response to your development group leaders. Let the suggestions that begin on p. 172 guide you (entitled “Understanding Your Sabbath Assessment”).	- Read pp. 87–102 of <i>Concise Theology</i>, by J. I. Packer - Read chapter entitled “Practice Sabbath Delight,” in <i>The Emotionally Healthy Leader</i>, by Peter Scazzero
September _____ The Three and the Five	Distinctives Project: With the help of your development group leaders, and with insights drawn from your onboarding self-assessments, you will choose one of the five Frontline distinctives that is an edge of growth for you personally, or that is an edge of growth as it relates your ability to answer the questions of your friends who carry fears, wounds, or misconceptions around that distinctive. You will then read, reflect, and engage in some integration work around that particular challenge as assigned in the Distinctives Project tracks . Refer back to the results of your “ Leadership Self-Assessment ” to help guide your choice. The five distinctives are: <i>Gospel-Centered</i> <i>Bible-Honoring</i> <i>Spirit-Filled</i> <i>Kingdom-Focused</i> <i>Gender-Redeeming</i>	6	Mon, Sep 6 to Sun, Sep 12		Refer to your respective Distinctives Project track for the week one Scripture readings, study materials, reflection questions, and integration exercises.	- Read pp. 103–119 of <i>Concise Theology</i>, by J. I. Packer - Week 1 Distinctives Project assignments
		7	Mon, Sep 13 to Sun, Sep 19		Refer to your respective Distinctives Project track for the week two Scripture readings, study materials, reflection questions, and integration exercises.	- Read pp. 120–138 of <i>Concise Theology</i>, by J. I. Packer - Week 2 Distinctives Project assignments
		8	Mon, Sep 20 to Sun, Sep 26		Refer to your respective Distinctives Project track for the week three Scripture readings, study materials, reflection questions, and integration exercises.	- Read pp. 139–155 of <i>Concise Theology</i>, by J. I. Packer - Week 3 Distinctives Project assignments
		9	Mon, Sep 27 to Sun, Oct 3	Monthly Gathering Monday, September 27th6:30p–8:00p	Refer to your respective Distinctives Project track for the week four Scripture readings, study materials, reflection questions, and integration exercises.	- Read pp. 159–175 of <i>Concise Theology</i>, by J. I. Packer - Week 4 Distinctives Project assignments

MONTH / THEME	MONTHLY PROJECT	WEEK		DATES AND DEADLINES	CONTENT AND/OR ASSIGNMENTS DUE	READING DUE
October ———— Anger, Anxiety, and Anxious Systems	Self-Counseling Project: With the help of your development group leaders and those who know you best, you will choose to work on either anger, anxiety, or shame, and will then spend 28 days, beginning October 4th, working through one of the following three resources, reading one daily entry each day. Each week you'll email a brief written reflection of your choice on one of that week's seven entries. • <i>A Small Book about a Big Problem: Meditations on Anger, Patience, and Peace</i> , by Ed Welch • <i>A Small Book for the Anxious Heart: Meditations on Fear, Worry, and Trust</i> , by Ed Welch • <i>A Small Book about Why We Hide: How Jesus Rescues Us from Insecurity, Regret, Failure, and Shame</i> , by Ed Welch	10	Mon, Oct 4 to Sun, Oct 10	Email written reflection by Sunday, October 10th, at 10:00p.	Email your development group leaders a brief written reflection on one of that week's seven daily entries in the book you've chosen (i.e., <i>A Small Book about a Big Problem</i>, <i>A Small Book for the Anxious Heart</i>, or <i>A Small Book about Why We Hide</i>).	- Read pp. 176–194 of <i>Concise Theology</i>, by J. I. Packer - Read seven daily entries (one per day) from either <i>A Small Book about a Big Problem</i> or <i>A Small Book for the Anxious Heart</i>.
		11	Mon, Oct 11 to Sun, Oct 17	Email written reflection by Sunday, October 17th, at 10:00p.	Email your development group leaders a brief written reflection on one of that week's seven daily entries in the book you've chosen (i.e., <i>A Small Book about a Big Problem</i>, <i>A Small Book for the Anxious Heart</i>, or <i>A Small Book about Why We Hide</i>).	- Read pp. 195–217 of <i>Concise Theology</i>, by J. I. Packer - Read seven daily entries (one per day) from either <i>A Small Book about a Big Problem</i>, <i>A Small Book for the Anxious Heart</i>, or <i>A Small Book about Why We Hide</i>.
		12	Mon, Oct 18 to Sun, Oct 24	- Email written reflection by Sunday, October 24th, at 10:00p. ----- Monthly Gathering - Monday, October 18th, 6:30p–8:00p	Email your development group leaders a brief written reflection on one of that week's seven daily entries in the book you've chosen (i.e., <i>A Small Book about a Big Problem</i>, <i>A Small Book for the Anxious Heart</i>, or <i>A Small Book about Why We Hide</i>).	- Read pp. 212–229 of <i>Concise Theology</i>, by J. I. Packer - Read seven daily entries (one per day) from either <i>A Small Book about a Big Problem</i>, <i>A Small Book for the Anxious Heart</i>, or <i>A Small Book about Why We Hide</i>.
		13	Mon, Oct 25 to Sun, Oct 31	Email written reflection by Sunday at 10:00p.	Email your development group leaders a brief written reflection on one of that week's seven daily entries in the book you've chosen (i.e., <i>A Small Book about a Big Problem</i>, <i>A Small Book for the Anxious Heart</i>, or <i>A Small Book about Why We Hide</i>).	- Read pp. 230–247 of <i>Concise Theology</i>, by J. I. Packer - Read seven daily entries (one per day) from either <i>A Small Book about a Big Problem</i>, <i>A Small Book for the Anxious Heart</i>, or <i>A Small Book about Why We Hide</i>. (At this point, you'll have read no more than 28 entries out of the 50 total in either book. You are not required, but encouraged and welcome, to read to completion on your own.)
November ———— Cultural Counter-Formation	Counter-Formation Project: Each week, you'll personally select and read one of the twelve chapters out of Rebecca McLaughlin's <i>Confronting Christianity: 12 Hard Questions for the World's Largest Religion</i> (see below). Choose three chapters/ questions that you think will be most helpful for you personally—either because of questions you are wrestling with, or because of questions people close to you are wrestling with. You will then fill out the online weekly reflection , first indicating which chapter you chose. The largest part of the weekly reflection will be answering the following question: "Think of someone close to you (or imagine someone close to you) wrestling with this issue. Write a paragraph of just some of the things you might say if they asked for your thoughts." Afterwards, forward to your development group leaders a copy of your submission when you receive it in your inbox. <i>Aren't we better off without religion?</i> <i>Doesn't Christianity crush diversity?</i> <i>How can you say there's only one true faith?</i> <i>Doesn't religion hinder morality?</i> <i>Doesn't religion cause violence?</i> <i>How can you take the Bible literally?</i> <i>Hasn't science disproved Christianity?</i> <i>Doesn't Christianity denigrate women?</i> <i>Isn't Christianity homophobic?</i> <i>Doesn't the Bible condone slavery?</i> <i>How could a loving God allow so much suffering?</i> <i>How could a loving God send people to hell?</i>	15	Mon, Nov 1 to Sun, Nov 7		Submit the online Weekly Reflection for the Counter-Formation Project.	- Read pp. 251–266 of <i>Concise Theology</i>, by J. I. Packer - One chapter of your choice from Rebecca McLaughlin's <i>Confronting Christianity: 12 Hard Questions for the World's Largest Religion</i>
		16	Mon, Nov 8 to Sun, Nov 14	Monthly Gathering Monday, November 8th, 6:30p–8:00p	Submit the online Weekly Reflection for the Counter-Formation Project.	- Read pp. 267–276 of <i>Concise Theology</i>, by J. I. Packer - One chapter of your choice from Rebecca McLaughlin's <i>Confronting Christianity: 12 Hard Questions for the World's Largest Religion</i>
		17	Mon, Nov 15 to Sun, Nov 21	Small Group Celebration Dinner - This final standalone small group meeting will be a celebration dinner, coordinated and hosted by the small group leaders. - Can be scheduled any time prior to Monday, November 22nd. - Small group leaders should plan to "eulogize" each participant.	Submit the online Weekly Reflection for the Counter-Formation Project.	One chapter of your choice from Rebecca McLaughlin's <i>Confronting Christianity: 12 Hard Questions for the World's Largest Religion</i>