

a personalized course of study to reach his/her vocational goals. These studies will likely include class work from accredited educational institutions either online or in a classroom over a two to four year period. This track prepares participants for vocational ministry as a Commissioned Pastor, Youth Director, Christian Education Director, Worship Leader, etc.

**Year 3, Enriching Leaders** provides for the ongoing development of persons already in vocations of ministry. Through mentoring clusters, participants move from concentrating on their present leadership developmental needs to designing a personal growth strategy resulting in a sharper personal and ministry focus, in order to finish well in a life-time of effective service.

This phase also seeks to expose vocational leaders to the paradigm shift from being effective leaders to becoming efficient developers of leaders for the ongoing work of the Kingdom.



**“A Christian leader is a person with a God-given capacity and a God-given responsibility, who is influencing a specific group of God’s people toward God’s purposes for the group.”**

**(J.R. Clinton)**

To learn how your church might become a local Leadership Center or to enroll as a student, please contact a Heartland Synod staff member or the Leaders for the Harvest Coordinator:

Daniel DeVries  
612 8th St. SE  
Orange City, IA 51041  
Phone: (712)737-4953  
Fax: (712)737-3076  
Email: [ddevries@heartlandsynod.org](mailto:ddevries@heartlandsynod.org)

Synod of the Heartland  
Reformed Church in America



*A Leadership Movement in response to God’s call to raise up leaders for the harvest.*



Synod of the Heartland  
612 8th St. SE  
Orange City, IA 51041  
(712)737-2028

# Do You Ever Wonder?

Who are the church's leaders? Where are they found? How are they developed? Is there a way to multiply their numbers?

Jesus raised these same questions in his conversations with his disciples when he said, "The harvest is plentiful, but the laborers are few." Luke 10:2

"Leaders for the Harvest" offers an intentional approach to the critical task of multiplying disciples through leadership

formation. Through participation in regional leadership centers, emerging leaders will be identified, equipped and empowered for service in the ministry to which they have been called.

The Regional Synod of the Heartland is developing a three year process to help local churches identify, recruit and develop both present and future leaders for a life-time of fruitful ministry.

**"For we are what He has made us, created in Christ Jesus for good works, which God prepared beforehand to be our way of life."**

**Ephesians 2:10**

## GUIDING VALUES

**Biblically based:** learning what it means to be a Bible-centered leader.

**Local church based:** primary base of leadership development.

**Life-long in approach:** giving attention to various stages of development.

**Relational in methodology:** significance of mentoring relationships.

**Flexible in delivery:** meeting people where they are with delivery systems.

**Contextually appropriate:** focusing on unique developmental needs.

**Transferable:** providing transferable development in learning from each other.

## A THREE STEP APPROACH

"Leaders for the Harvest" addresses leadership formation from a life-long approach by giving attention to three categories of development. Participants may end their involvement at any of the three stages.

**EMERGING Leaders:** for disciples who reflect leadership potential as laity or who are desiring to confirm their call to ministry.

**EQUIPPING Leaders:** for disciples seeking deeper leadership development as laity or plan to move into formal theological education in preparation for vocational ministry.

**ENRICHING Leaders:** for ongoing development of disciples already engaged in vocational ministries, who desire to sharpen their focus in order to become a leader of leaders and to finish well in a lifetime of service.

## THE PLAN

**Year 1, Emerging Leaders** will participate in a four-stage curriculum of six to ten weeks per stage, addressing significant issues related to character formation of an emerging leader. Each participant commits to weekly, two-hour instructional sessions plus mentoring relationships for discipleship and spiritual formation, hands-on ministry experiences, and team-building large group events.

**Year 2, Equipping Leaders**, participants will continue in instructional, mentoring, and experiential learning as well as entering into a personalized course focused on a specific area of ministry to which they believe God is calling them.

At this point, students choose one of two tracks. **Track one**, the "lay track," provides a high level of leader-

ship training focused in a specific area, to better equip the participant for a particular ministry in his/her own congregation. **Track two**, the "vocational ministry track," assists the students in designing a (continued)

**"Helping leaders discover who God is, who they are, and what God can do through them as they develop in ministry and produce the next generation of Christ-like leaders."**