

## **Academy for New Ministry Development**

### Definitions and Expectations

The Academy for New Ministry Development is a two year long leadership development community of learning and practice, specifically designed for clergy and other professionals in ministry within the Iowa Conference. The Academy meets four times each year at teaching churches throughout Iowa, as well as occasionally at nationally known churches. The core curriculum of the Academy follows the eight Quality Characteristics of Natural Church Development (NCD), along with various related books, and provides times at each Academy session for classes to meet and share their learning. Blogging among class members is also part of this “cross pollination” experience. There is no cost to participate in this program, other than to purchase the books we use and travel to and from the host teaching churches.

The Academy involves not just the pastor/professional in ministry but also their local church. Each local church will actively participate with their pastor/professional in ministry in the creation of a local church “Joel Council” (health team) to oversee the learning of the pastor/professional in ministry, as well as work with him or her and the whole congregation in the implementation of this learning within the life of the local church.

At the beginning of the Academy, each church will take a Natural Church Development survey (involving about 30 members paid for by the Academy) diagnosing the natural strengths (maximums) and areas for growth (minimums) of that church. The focus of NCD is for a church to leverage its maximums in order to raise its minimums. To help each pastor/professional in ministry and church work their way through the five stages of NCD, a coach will be provided from among the Academy Commission members. At the end of the Academy process a second NCD survey (again paid for by the Academy) will be taken in order to measure areas of growth a congregation has experienced during the Academy process. (A church is welcome to begin a second round of NCD even after the Academy has ended.)

In order for a pastor/professional in ministry to participate in the Academy for New Ministry Development, they and representatives of their church, as well as the Academy Commission Chairperson, must all sign a “Ministry Covenant” expressing their mutual understanding of the benchmarks of the Academy process (including those listed above) and a commitment from each of them of their full participation in it. This event is approved by the Board of Ordained Ministry for three (3) Continuing Education Units (CEUs) per year.

Upon “graduation” from the Academy, a pastor/professional in ministry may make application through the Academy Commission to attend a “graduate Academy” where they can specialize in either church redevelopment or new church/ministry starts. Admission to the graduate Academy will be based on “selection only” as determined by a graduate Academy assessment team (composed of Commission members).

For more information, please contact Chad Jennings, Academy Commission Chair at [ccrev@gmail.com](mailto:ccrev@gmail.com) or 319-929-1867.