



Leadership Development Program (LDP)

Frequently Asked Questions

Q: When will LDP start?

A: The Leadership Development Program will be launched in the fall with the first cohort of students meeting on September 7, 2016. Subsequent cohorts (Cohort#2 and Cohort#3) begin January and May, respectively, of the following year.

Q: What are the prerequisites for entering the LDP?

A: Some of the basic admission requirements are: (1) completion of BUILD; (2) having served (or in the process of serving) on a City Church Team and/or participating in a Life Group for at least one year; (3) consistent giver through tithe and/or offerings; (4) submitted application; (5) recommendation letter from the current leader under whom you are serving. If you want to serve as a leader for a **different** team, you will need to postpone L.E.A.D. courses and serve as a member of that team first; **(6) approval for admission by senior pastors; and (7) ability to attend and participate** in all live sessions (courses, discipleship meetings, and shadowing experiences).

Q: When is the application due?

A: Applications will be accepted starting June 1, 2016 until August 1, 2016 for Cohort#1.

Q: When will I be notified about my application?

A: You will be notified by e-mail within two weeks of submission of a completed application. If applications are submitted before June 1st, an early decision may be made.

Q: What is the time commitment?

A: You are expected to attend all 4 classes that are scheduled for a chosen leadership track. Each class is 1 ½ hours and you must attend the entire class. You are also expected to complete your shadowing and discipleship plan. Discipleship is a 4-month, 2x/month commitment (1-hour meetings). The length of time involved in shadowing depends heavily upon the particular team. For example, the Welcome Team leader may require less time in shadowing than a Media Team leader. In general, those involved in more technical areas of service can anticipate requiring more leadership shadowing.

Q: How long does it take to complete the program?

A: The length of time any person is a part of LDP depends on the chosen leadership track. All cohort members begin in L101 (put on a horizontal track) and are trained to be team leaders in 3 months. Those who want to become life group leaders, administrators, pastoral leaders, and/or reach ordination will be in LDP longer (continuing their journey



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Senior Pastors David & Sumer Norris

on the horizontal track). The highest point of leadership is ordination, taking between 18-24 months.

- Q: What if I'm already a leader at City; do I need to attend L.E.A.D. to change positions?
A: YES but current leaders enter L.E.A.D. on a vertical (rather than horizontal) track as long as they have met all of the previously noted admission requirements. The vertical track refers to entering LDP for a particular course (rather than starting at L101, unless you want to become a Team leader).
- Q: What is the relationship between L.E.A.D. and OSM?
A: OSM will transition into an on-line school for those outside of City Church (primarily for those wanting to become pastors in other churches). L.E.A.D. classes incorporate the topics from OSM into their course materials in order to maintain a high standard of Christian accountability for future leaders.
- Q: Is there homework?
A: Yes and no. At times, there will be opportunities for you to answer questions outside of the classroom. Those topics will then be discussed at future classroom meetings. You are not expected to turn in these types of responses for grading. There is one book assignment for each L.E.A.D. class where a typed report is due by the end of the 4-week term.

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