

THE INCUBATOR

2018 PROGRAM OUTLINE



City to City's Incubator aims to produce competency in four basic ministry areas.

Each Incubator learning module involves time for peer-to-peer coaching, personal spiritual formation, application of ideas to real-world problems and hands-on training that combines theology, church leadership theory and best practice in adult learning.

City to City Australia has partnered with Bible College SA, Christ College and Ridley College, affiliated colleges of the [Australian College of Theology \(ACT\)](#). These affiliated college employ appropriately qualified City to City staff to deliver the Incubator program as accredited units for graduate awards.



The program can also be taken for audit in these locations, as well as Perth, and the Gold Coast (commencing semester two 2018).

Module Descriptions

Research has shown that an effective church leader or planter must be proficient in four critical competency domains:

1. Living inter-connectedly with a gospel dynamic (Personal—Interpersonal domain)
2. Communicating grace and truth in a way that forms and engages disciples (Prophetic domain)
3. Creating a missional culture (Priestly domain)
4. Executing visionary leadership (Kingly domain)

The Incubator training curriculum is designed to help church leaders and planters develop proficiency in each of these four domains (as determined by research which discovered the 34 church planter competencies upon which we build our program). Each training module is aimed specifically at addressing one or more of the 34 church leader or planter competencies.

Module 1: Gospel Theology

This module focuses on understanding how the work of Jesus Christ changes everything we are and do—as individuals, as a community, and as ministers of God’s grace—as opposed to “just trying harder” to apply biblical principles to my life. Though the gospel is the life-giving message of redemption that we always preach, as well as the dynamic that causes on-going redemption in our lives and communities, few pastors understand how to consistently apply it to their life and work.

COMPETENCY OUTCOMES:

- Exhibits a grasp of the gospel of grace as a ‘dynamic’ in life, not just having sins forgiven.
- Can articulate the broad scope of the gospel as it relates to life and ministry
- Able to describe the “two thieves of the gospel” and which he/she tends toward
- Can describe the difference between “the gospel” and a moralism or self-esteem approach to personal growth
- Grasps how the gospel affects the ‘what’, as well as the ‘how’ of doing ministry

Module 2: Personal Life of the Gospel Centred Leader

Though we endeavour to care for the church leader’s personal life every time we meet, this module gives the topic special treatment. The effective leader knows how to do self-leadership and self-care before he or she leads others. This module focuses on the character of the leader as well as understanding your unique leadership style so you can manage yourself and others in order to more effectively engage in the work of the kingdom of Christ.

COMPETENCY OUTCOMES:

- Exhibits a bias toward action, consistently executing evangelistic, cultural and ministry plans.
- Constantly assesses the environment, sees needs, learns from failure, and gets the new information, skill set, resource or personnel that the job requires. (Though ‘learning agility’ cannot be trained into a person, we can encourage the development of some skills that help the planter to be a more agile learner)
- Knows the unique temptations of a leader and embodies a servant-model of leadership that encompasses the role of suffering, spiritual conflict, authority, humility and love in the leader’s life (Gospel-based leadership)

Module 3: Personal Grace Renewal Dynamics

It's not enough just to understand the gospel; we need to be constantly experiencing the renewing work of Jesus Christ, making us new and sending us as his people in his redemptive mission. This module helps participants experience gospel renewal through sharing, case studies, guided prayer and learning activities centred around the basic truths of our adoption and the reality of indwelling sin (idolatry).

COMPETENCY OUTCOMES:

- Continues to grow in personal transparency as well as gospel renewal in his own life
- Able to explain the role of idols and can identify his/her own tendency toward idolatry
- Practices a lifestyle of repentance and faith, growing confidence and joy in Christ
- Is able to lead others into a discovery of both their idolatry and what gospel repentance looks like
- Also understands how to use the CLI to develop personal learning motivation and objectives.

Module 4: Kingdom Centred Prayer

The heart of the ministry of Christ's kingdom is expressed in prayer. Since the Holy Spirit is the indispensable agent of any true ministry, the church is called to express its life, and do its work, through the agency of prayer. Through prayer the gospel renews us, we learn more deeply of God's priorities and we receive new empowerment for what he is sending us to do. These kingdom concerns are reflected in the model prayer of Jesus. This module trains church leaders in kingdom prayer by practicing it.

COMPETENCY OUTCOMES:

- Exhibits a passionate prayer life, both personally and corporately and trains others in kingdom prayer
- In his/her leadership, knows how to bring prayer to bear on strategic ministry initiatives
- Can develop a workable Action Plan that is realistic, comprehensive, and contextualised

Module 1: Gospel Contextualisation

This module focuses on understanding the unique globalised, urban context in which we live and how that understanding can help us communicate and develop ministry forms which are meaningful to the people we are reaching. Far from 'capitulating' to culture or 'watering down' the gospel, contextualisation aims to make Christ alive and dynamic in the given situation where you are planting your church.

COMPETENCY OUTCOMES:

- Has a positive view of culture and is eager to engage, and train others to engage, with the ideas and people who form culture
- Can employ ethnographic research skills and data to discern the values and key understandings of a given people and to determine the needs which the ministry of the church should address
- Can contextualise ministry forms (preaching, spiritual formation programs) and approaches (POM, evangelism, mercy ministry) in such a way that Christ comes alive in that culture
- Given an issue, is able to 'do theology' in such a way that allows God's word to speak to a specific culture
- Is growing personally as a 'contextualiser' of the gospel (being challenged by his/her own cultural bias and growing in love and understanding of his/her context, thus applying the gospel to it in new ways)

Module 2: Evangelistic Networking

This module aims to help learners develop the skill of consistently and winsomely presenting Christ to others in a host of new situations, so that communicating Christ becomes an integral part of the culture of the new church. Emphasis is placed on developing "evangelistic pathways" and networks of relationships which grow out of a culture of hospitality in the church as well as how to think about evangelistic events, process evangelism and the training of others in your church.

COMPETENCY OUTCOMES:

- Experiences increasing wonder in the all-sufficiency of the gospel for every need
- Exhibits consistency, creativity and winsomeness in regular, personal evangelism
- Knows how to 'network' evangelistically and use relational pathways
- Is able to engage the church in evangelistic endeavours (relationships, events, etc.) so that the church develops a missional culture

Module 3: Missional Ecclesiology

There is a lot of talk today about “being missional”. Practically, what does that mean for a church? This module helps participants understand the unique characteristics of ministry in the global city and helps them develop a balanced, missional culture in their church so that the good news of Jesus is expressed in every element of church life and reaches out in holistic ministry.

COMPETENCY OUTCOMES:

- Has a theologically driven vision for the church and city. (Church Planting Movements and a redemptive/historical theology of the city)
- Develops a strategic model (Philosophy of Ministry) of the church with ‘outward-faced’ and ‘balanced’ ministries

Module 4: Mobilising Others in Mission

The effective church leader knows they cannot grow a church by themselves. Instead, they become leaders and pastors of gifted Christians who do the work of ministry. Thus it is important for church planters to know how to assess people’s strengths and weaknesses and how to develop systems of relational training and oversight that guide people to their place of most effective ministry.

COMPETENCY OUTCOMES:

- Is able to read people, knowing their strengths, weaknesses, alignment to the vision, openness and loyalty
- Is able to design and implement an effective leadership training program that is gospel-based, relational, transformational, etc and provides the church with the leaders that it needs
- Knows how to recruit the right people and direct them effectively so that they are growing in their personal lives and productive in ministry

PC736: DISCIPLESHIP FORMATION THROUGH COMMUNICATING GRACE AND TRUTH

Module 1: Proclaiming Christ from all of Scripture

This hands-on preaching practicum aids participants in finding Christ in every text of Scripture and in developing the confidence that beholding Christ in the gospel is what transforms us. Participants analyse model sermons, as well as their own, and practice constructing gospel-based sermons that make Christ the resolution of the problems which affect our urban, and many times, skeptical listeners.

COMPETENCY OUTCOMES:

- Has a gospel understanding of the Scripture and can preach about many issues from many texts by showing Christ and not resorting to moralism, shaming, or passive antinomianism (theological content)
- Is able to bring people face to face with Christ. In confronting, comforting, encouraging, or challenging, the gospel is always the dynamic in how people change (how people change)
- Makes the gospel 'fascinating' with context-sensitive passion, argument, transparency, scholarship and application (sermon construction)

Module 2: Applying Christ to the Heart by Grace

This module is a hands-on practicum that helps learners develop the skill of "applying Christ" to listeners' hearts and minds so that they change in a biblical way, instead of through resorting to moralistic or 'feel-good' applications of Scripture. Issues such as "growth in communication skills", "finding your voice", "how to study" and other practical matters of homiletics are addressed.

COMPETENCY OUTCOMES:

- Able to explain the difference between preaching from a moralistic paradigm and a biblical one
- Is able to bring people face to face with Christ. In confronting, comforting, encouraging, or challenging, the gospel is always the dynamic in how people change
- Is a competent, engaging communicator. You are easy to listen to and you engage with an audience (mechanics of speaking)

Module 3: Dealing with Conflict in the Grace of Christ

In this module, church leaders practice how to understand the conflict and differences of perspective that so commonly disrupt the life of congregations and how to bring truthful and powerful communication skills to the people they work with. Time is given to practicing how to have a gracious and wise “difficult conversation” with a person with whom you need to interact.

COMPETENCY OUTCOMES:

- Graciously engages in conflict resolution and church discipline without avoidance or blame shifting and teaches others to do the same
- Able to develop a culture of gracious conflict resolution in the church and community that trains people how to engage the pain and wrong in personal and community areas and bring shalom

Module 4: The Grace Dynamics of Corporate Renewal

Every few years we recognise our need for renewal: physically, emotionally, relationally and spiritually. But we need more than personal renewal. Churches need renewal as well. This module equips participants in the continuous spiritual renewal of their congregation by understanding the theology and relational dynamics of renewal, as well as the practical ministry issues involved in effectively planning for and bringing renewal into the life of the congregation.

COMPETENCY OUTCOMES:

- Able to explain how the gospel fuels individual and corporate renewal
- Values living in honesty and transparency, makes choices that reveal his/her knowledge of his/her deep need for others in worship, personal change, ‘re-creative’ fun and effective ministry to the world
- Is able to develop and lead efforts/plans/programs that lead the church into renewal

Module 1: Spiritual Formation as a Leadership Task

Learners will develop skill in understanding how people change through the application of grace and truth (instead of the more common practice of religious moralism) as well as how to develop programs for spiritual formation and leadership development. They will jointly participate in actually developing one program of leader formation that they can use in their new church.

COMPETENCY OUTCOMES:

- Has a developmental approach to how people change (gospel and educational principles)
- Models a robust, holistic spirituality of gospel truth, deep, inclusive relationship and a bias toward ministry to others. He/she practices and leads in the disciplines of grace that promote corporate renewal
- Understands how to deal with the unique hindrances (pathologies) to spiritual growth, renewal, engagement with others and in mission
- Able to design ministry that spiritually 'forms' Christians in community as people in mission. Is able to capitalise on these spiritual formation efforts in order to recruit, train, deploy and care for new leaders into new and existing ministries
- Operates more relationally in pastoral work. Disciples, counsels, relates to other leaders, makes decisions, and handles conflict in ways that recognise how he/she has been wounded and tends to wound others.

Module 2: Leadership Through Others

Effective church leaders know the value of ministry teams—most of the work in growing a church is accomplished through a "willing few". This module addresses the specific skill set of recruiting, developing and directing teams that build the church and that reach out in service and evangelism.

COMPETENCY OUTCOMES:

- Effectively builds, leads systems which care for, develop, and deploy people in ministry teams and small groups; knows how to develop 'organic' or relational systems (cf. Alan Hirsch, *The Forgotten Ways*)
- Gathers and assimilates diverse people into the life of the church, making sure there are clear avenues for them to make significant contributions to the church
- Is adept at giving constructive, clear feedback and timely evaluation

Module 3: Leading a Church Through Growth Transitions

This module helps learners focus on specific growth obstacles and opportunities in order for the church to mature to “the next level” of ministry fruitfulness. Attention is given to personalising a plan as well as how to engage in strategic planning for sustaining ministry effectiveness.

COMPETENCY OUTCOMES:

- Recognises and understands the causes of missional barriers in the church
- Knows how to develop strategies to grow strategic ministries and systems
- Has a healthy view of church growth (neither idolatrous nor passive) and is active in pursuing outward-directed and balanced ministries
- Invests in the gospel ecosystem of the city with a humble and generous ‘catholicity’

Module 4: Leadership Through Organisation

This module helps learners develop the skills and understanding needed to manage vision and purpose in a growing church so that it keeps focused on what it’s supposed to be and do and achieves long-term fruitfulness. Time is given to developing purpose and mission statements, facing long-term challenges as well as developing personalised strategies for leadership in the new church.

COMPETENCY OUTCOMES:

- Able to manage the vision and purpose of the church so that the church consistently engages with its call
- Maintains alignment of all programs and leaders to the vision. Leads through the vision
- Develops ministries ‘in balance’: evangelism and worship, community formation, justice and mercy, and faith and work in such a way that the kingdom impacts the city
- Casts vision in a way that invites many to participate. Practices the art of persuasion

2018 INCUBATOR COHORTS

ADE

Bible College SA, Adelaide SA

For Audit, or Credit as MA units

(CRICOS Provider code: 02650E)

Led by Dr Cameron Munro, Senior Pastor, Trinity Bay

Semester 1: Discipleship Formation Through

Communicating Grace and Truth (PC736)

Semester 2: Executing Visionary Leadership (PC737)

GC

Newlife Uniting Church, Gold Coast QLD

For Audit only

Led by Rev Ralph Mayhew, Minister, Village Church

Semester 2: Gospel Spirituality for Leadership (PC740)

MEL

Ridley College, Melbourne VIC

For Audit, or Credit as MA units

(TEQSA Provider: PRV12010)

Led by Rev Andrew Katay, CEO, City to City Australia,

and Chris Swann, Director of Training, City to City Australia

Semester 1: Leading in Contextual Mission (PC739)

Semester 2: Discipleship Formation Through

Communicating Grace and Truth (PC736)

PER

Kingscross Church, Perth WA

For Audit only

Led by Mark Tapping, Pastor, Kingscross Church

Semester 1: Discipleship Formation Through

Communicating Grace and Truth (PC736)

Semester 2: Executing Visionary Leadership (PC737)

SYD

Christ College, Sydney NSW

For Audit, or Credit as MA units

(CRICOS Provider code: 02650E)

Led by Rev Andrew Katay, CEO, City to City Australia

Semester 1: Discipleship Formation Through

Communicating Grace and Truth (PC736)

Semester 2: Executing Visionary Leadership (PC737)

HOW TO REGISTER

Non-MA (Audit) Students

PROGRAM FEES

Individual Registration:

\$750 per semester

Church Group Registration**:

2 Participants	3 Participants	4 Participants	5 Participants	6+ Participants
\$600 per person per semester	\$450 per person per semester	\$375 per person per semester	\$330 per person per semester	\$300 per person per semester

The Incubator is a two-year program. Payment is due at the beginning of each semester.

**A 50% discount is available to approved affiliated church planters.*

***Church group registration is for participants from the same church only.*

REGISTRATION

Non-MA (audit) students can register for Semester 1, 2018 below.

NB: Bible College SA students - please register with the college directly.

REGISTER NOW

Christ College Sydney students also need to [complete this online form](#).

MA (Credit) Students

PROGRAM FEES & REGISTRATION

The tuition fees are set by ACT on an annual basis. More information about tuition fees is available at <https://www.actheology.edu.au/tuition-fees>

Enrolment in the ACT for our Adelaide, Sydney and Melbourne programs is through our partners listed below. Please contact each college directly for information on pricing and how to register for MA accreditation:

Christ College Sydney, NSW	Ridley College Melbourne, VIC	Bible College SA Adelaide, SA
Apply online at www.christcollege.edu.au/city-to-city T (02) 9744 1977 www.christcollege.edu.au	Contact Alison Flynn E registrar@ridley.edu.au T (03) 9207 4800 www.ridley.edu.au	Contact Kathy Fopp E registrar@biblecollege.sa.edu.au T (08) 8291 8188 www.biblecollege.sa.edu.au

FAQs

Why join the Incubator?

For ministers and pastors who are well established, this program is a great opportunity to focus on renewal in your current ministries. For planters, skills are gained in thinking theologically about ministry and growth in the various areas of ministry.

How is the Incubator structured?

The Incubator is a two-year program, divided into four semesters / ACT accredited units. Each unit comprises four learning modules taught over four full-day classes.

Is it possible to join even if I haven't completed the previous unit(s)?

Yes! The Incubator is structured in such a way that students are welcome to join at the beginning of any unit, and then continue until they have completed all four.

What happens if I can't make one of the classes?

We highly recommend coming to all classes to get the most out of the program. If you can't attend a class however, we would recommend meeting up with someone from your class who was able to attend to catch up on the material that you missed.

How much does it cost?

For **MA (Masters/credit)** students, the four ACT accredited Incubator units can be taken for credit and paid for via Fee-Help at the standard MA rate. The tuition fees are set by ACT on an annual basis. More information about tuition fees is available [here](#). Please contact our partners for further information, including how to register. For **Non-MA (audit)** students, the cost is \$750 per person per semester. Discounts are also available for CTCA-affiliated church planters, and church groups. Please contact us for more information.

How do I register?

MA (credit) students: Please enrol directly with our program partners.

Non-MA (audit) students: Please refer to page 11 for details on how to register.

NB: Participants at Bible College SA - please register with the college directly.

CONTACT

For more information or to get involved,
speak to Chris Swann

Chris Swann

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