

THRIVING THROUGHOUT THE SEASONS OF PASTORAL MINISTRY

A Handbook for Potential
Mentors & Participants

EXECUTIVE SUMMARY

The International Pentecostal Holiness Church (IPHC) is a denomination of more than 1,700 congregations in the United States whose roots extend back to 1898 when, as a holiness movement, they emerged out of Wesleyan and Methodist traditions. The mission of the IPHC is “to multiply believers and churches, discipling them in worship, fellowship, and evangelism as we obey the Great Commission in cooperation with the whole body of Christ.” IPHC has a strong desire to strengthen mentorship for our pastors so that they might thrive, and see our mission fulfilled.

IPHC wants to see 150-180 of our pastor leaders – women, men, multi-ethnic/multilingual, church planters, pastors who have transitioned from a rural to urban or urban to rural ministry setting, as well as pastors of congregations who have transitioned from a rural to urban or urban to rural setting – involved in multi-year peer learning communities and mentorship along with pastoral leaders from similar sized congregations so they might thrive throughout the seasons of pastoral ministry. The \$1,000,000 grant for TTSPM will provide the means to move our dream from the whiteboards and planning tables of our councils to the pulpits and parishes of our denomination, embracing our pastoral leaders and supporting their inner yearnings to thrive.

A.D. Beacham, Jr.
General Superintendent

Thomas H. McGhee
Vice Chairman
Executive Director, Discipleship Ministries

J. Talmadge Gardner
Secretary
Executive Director, World Missions Ministries

Garry Bryant
Treasurer
Executive Director, Evangelism USA Ministries

Lou Shirey
Program Director

George Bullard
Program Consultant

Wesley Samuel
Program Coordinator

TABLE OF CONTENTS

Overview of TTSPM	5
Curriculum for TTSPM	11
Mentors for TTSPM	15
Participants in TTSPM.....	19
Mentor Nominations for TTSPM	23
Participant Nominations for TTSPM	25
Application to Serve as a Mentor in the TTSPM Program	27
Application to Serve as a Participant in the TTSPM Program.....	31
Covenant for Mentors	35
Covenant for Participants	39
Retreat Dates (All 3 Groups)	43

June 2019 Edition

OVERVIEW OF THRIVING THROUGHOUT THE SEASONS OF PASTORAL MINISTRY

The International Pentecostal Holiness Church (IPHC) is one of the recipients of a 2018 grant from the Lilly Endowment, Inc. (Lilly) of Indianapolis, Indiana, for Lilly's Thriving in Ministry Initiative. This grant was received based on an invitation by Lilly to apply, in addition to a proposal entitled Thriving Throughout the Seasons of Pastoral Ministry (TTSPM), prepared by the IPHC. The primary aim of this initiative as defined by Lilly is "to help pastors thrive in congregational leadership and thus enhance the vitality of the congregations they serve."

As outlined in IPHC's proposal, this program is designed to help pastoral leaders:

1. Thrive through an increased clarity of their call,
2. Continue to develop toward personal sanctification (holiness) while on their spiritual journey, and
3. Increase their leadership capacity for greater excellence and joy in service in their church setting.

The goals of TTSPM are to:

1. Involve 130-plus pastoral leaders of various demographics, seasons of ministry, and contextual settings in 12-15 multi-year peer learning communities,
2. Involve 35-45 pastoral leaders as mentors,
3. Create a movement of thriving pastoral leaders that will extend beyond the five-year program,
4. Increase the levels of ministry excellence and joy experienced by pastoral leaders,

5. Increase the health, vitality, and vibrancy of nearly 10 percent of IPHC congregations, and
6. Impact the entire IPHC movement toward greater health, missional engagement, and mission fulfillment.

TTSPM plans to focus on:

1. Four seasons of pastoral ministry,
2. Four sizes of congregations,
3. Five demographic characteristics of pastors or the context in which they serve.

Mentors from these various demographics and contexts will be recruited and trained to come alongside pastoral leaders throughout the process.

The four seasons of pastoral ministry are:

1. First Season Pastors - ministers who have served in pastoral ministry seven or fewer years,
2. Second Season Pastors - ministers who have served eight to 14 years,
3. Mid-Season Pastors - ministers who have served 15 to 28 years,
4. Late Season Pastors - ministers who are 57 or more years old and have served in pastoral ministry for at least 14 years.

The four sizes of congregations are:

1. Small Membership Churches - congregations with less than 100 active members,
2. Medium Membership Churches - congregations with 100 to 199 active members,
3. Large Membership Churches - congregations with 200 to 499 active members,
4. M-Initiative Churches - congregations with 500 or more active members.

Currently, pastoral leaders from congregations of all sizes are attending the IPHC revitalization program. However, this does not address issues that impact a specific size of congregation. Only M-Initiative congregations currently have a peer learning community specifically designed for their sized congregation. The new initiative will be a tremendous benefit for congregations within the Small, Medium and Large Membership context.

The five demographic characteristics of pastors or the context they serve are:

1. Women in pastoral roles,
2. Men in pastoral roles,
3. Multi-ethnic/multilingual pastors,
4. Church planters,
5. Pastors who have transitioned during their ministry from a rural to urban or urban to rural setting, or a pastor whose congregation has transitioned from a rural to urban or urban to rural setting.

Through a series of peer learning communities, pastoral leaders will strengthen collegial relationships with peers both in similar and dissimilar demographic settings.

This program is consistent with the mission of the IPHC, which is “to multiply believers and churches, discipling them in worship, fellowship, and evangelism as we obey the Great Commission in cooperation with the whole body of Christ.” Pastoral leaders are a key catalyst for multiplying believers and churches. It is vital that they are provided primary support and encouragement and are helped to develop their own capacities so they may joyfully thrive throughout their ministry.

Timeframe: The TTSPM program will operate from 2019 through 2023. The first group of peer learning communities will begin by fall 2019, a second group in the winter of 2020, and a third group in fall 2020. Each peer learning community will be active for approximately two and one-half years. - *See List of Dates at the end of the Handbook*

Peer Learning Communities: Approximately ten participants will be in each peer learning community, guided by a team of three mentors. Participants in each peer learning community will be a diverse mix of women, men, multi-ethnic/multilingual leaders, church planters, pastors who have transitioned during their ministry from a rural to urban or urban to rural setting, as well pastors of congregations who have transitioned from a rural to urban or urban to rural setting. Communities will meet twice a year for three days each time.

In addition to the two diverse peer learning community gatherings, a third gathering would encourage interaction among more homogeneous

groups on the matrix chart. Participants will have the opportunity to choose the homogenous group they prefer.

As part of the TTSPM program, each peer learning community participant will take part in a Galatians 6:6 marriage retreat with his/her spouse. Galatians 6:6, an ongoing emphasis of the IPHC, will offer an opportunity for renewal and encouragement to each couple.

One added element of the project is that each peer learning community may apply for a grant from IPHC (early thoughts are \$5,000). This grant is to provide a resource or experience of their choosing in which they will all take part, or that one or more representatives of their group will experience and report back to the full learning community. This is an open-ended offer for the group to consider.

Outcomes and Impacts

Short-term expectations: (1) to focus efforts of the denomination and its four educational institutions on creating a thriving culture among pastoral leaders in the U.S., (2) to increase affirmation for and recognition of the role of pastoral leader, (3) to raise the self-esteem both of pastoral leaders and their respective congregations by giving them a clear focus on helping them thrive, and (4) to involve a broadly diverse spectrum of pastoral leaders in the IPHC movement with special attention to pastoral leaders who are women, multi-ethnic, church planters, and pastors transitioning from urban to rural or rural to urban settings.

Long-term expectations: (1) to experience a measurable increase in pastoral leaders who consider themselves to be thriving in ministry, (2) to experience an increase in pastors who feel greater clarity about their call to ministry and their church setting, (3) to experience an increase in pastoral leaders who evidence progress in their spiritual journey towards personal sanctification (holiness), and (4) to experience an increase in pastoral leaders who evidence greater excellence and joy in leadership service in their church setting.

IPHC expects to experience obvious and measurable forward movement as a denomination by meeting each goal for the program. IPHC will

be a healthier, more robust, denominational movement as we help our pastoral leaders—and through them, our churches—thrive.

Nominating Mentors and Participants: The IPHC Clergy Development office is coordinating TTSPM. Dr. Lou Shirey serves as the program director and Wesley Samuel assists him. They are leading a nomination process for mentors and participants. Nomination forms are available by contacting Dr. Shirey at lshirey@iphc.org.

Nominating a Mentor: Those making nominations should review this section of the document, as well as the pages on “Mentors for TTSPM.” Nomination forms are available from the IPHC Clergy Development office. Applications for mentors will be sent to nominated individuals. Due to limited space, not all nominated persons will automatically be selected. However, there will be three groups of peer learning communities, so it is possible for a nominated mentor to be accepted into the second or third group.

Nominating a Participant: Those making nominations should review this section of this document, as well as the section entitled “Participants in TTSPM.” Nomination forms are available from the IPHC Clergy Development office.

Both mentors and participants will go through an application process managed by the Clergy Development office and will receive a formal invitation to participate following the successful completion of the process. Applications for participants will be sent to those nominated. Space is limited so not all persons nominated will be a participant. However, there will be three groups of peer learning communities so it is possible for a nominated participant to be accepted into the second or third group.

Diversity is an important aspect of this program. The Clergy Development office will be looking for people with characteristics that fit the categories described in this overview. All nominations are welcome. We anticipate many applications will be needed to develop the peer learning communities that fit the criteria for this program.

CURRICULUM FOR TTSPM

The TTSPM grant calls for curriculum content that supports the following three areas to help pastoral leaders thrive:

1. Thrive through increased clarity of their call,
2. Continue to develop toward personal sanctification (holiness) while on their spiritual journey, and
3. Increase their leadership capacity for greater excellence and joy in service in their church setting.

Therefore, the content should support these three areas.

1. To Thrive Through Increased Clarity of Their Call

It is believed that pastoral leaders function best as faithful, effective, and innovative leaders if they have an increased and progressive clarity of their spiritual call to minister. This addresses the question -- what is the call of God upon them that has caused them to be set apart as Christian leaders and pastoral leaders in the International Pentecostal Holiness Church family?

What was their original understanding of their call to minister? How has their call to minister become more clear to them in this role? How has their call to minister changed/evolved? Do they have a vision of how their call might become more clear and change over the next ten years? Will there be shifts in their ministry setting because of a clarity of their call that is on the edge of their ministry right now and may move to the center over the next ten years? What new skills sets will pastoral leaders need for their next stage?

2. To develop in personal sanctification (holiness) while on their spiritual journey

The assumption is that pastoral leaders function best as faithful, effective, and innovative leaders if they are growing in the grace and knowledge of our Lord and Savior Jesus Christ. This addresses the question — what is the evidence of spiritual growth, increased discipleship, and missional engagement in the life and ministry of pastoral leaders?

What is their core understanding of discipleship as a process in which Christians engage throughout their lives? What are their personal patterns of discipleship? What are their household patterns of discipleship? How are their household patterns of discipleship exhibited and deepened in their marriage and other family relationships?

What are the personal gifts, skills, and preferences which help them lead people to know Jesus as Savior and Lord, and then assist these new believers personally with the process to help them become fully devoted followers of Christ? What are the personal and process systems they need to develop?

Content will include material on the following: personal discipleship, an ethical system of life and ministry, marriage and family relationships, as well as processes for making disciples in their congregations which include evangelism, discipleship, and missional engagement

3. To increase their leadership capacity for greater excellence and joy in service in their church setting

The assumption is that pastoral leaders function best as faithful, effective, and innovative leaders if they understand the processes of helping their congregation reach their full kingdom potential in their context. This addresses the question — what is the call of God upon the congregation served by pastoral leaders, and do these leaders understand the processes for living in God's vision for the congregation, and are they focused on success, significance, and surrender to God's will in leading their congregation to fulfill God's vision?

What are the dynamics of size, context, age of the congregation, and God’s empowering vision that impacts the faithful, effective, and innovative service of the congregations led by these pastoral leaders?

Content will include material on the following: theology, sociology, organizational development, vision, strategies, programs, processes, and management of helping congregations reach their full kingdom potential

Thriving Pastoral Ministry—Future Story of Ministry:

Participants will be asked to work on their “Future Story of Ministry” throughout their involvement in TTSPM. If they live within the call of God with faithfulness, effectiveness, and innovation, each leader will describe how their “Story” will be characterized by ten years from the time of TTSPM. This is an ongoing project that will begin in the first season of their peer learning community and continue through the end.

MENTORS FOR TTSPM

The TTSPM grant calls for mentors who will guide peer learning community gatherings. An essential element for this project to work effectively, is the identification of key pastors who will serve as mentors. Each mentor will provide personal mentoring to three or four participants. The goal is to have three mentors for each peer learning community.

Qualities of the Mentors:

1. Mentors should be ordained ministers in the IPHC and demonstrate a positive commitment to the IPHC movement.
2. Mentors should be ministers who are perceived to have had or to be having a ministry that is faithful, effective, and innovative. In other words, they are examples of “thriving in ministry.”
3. Mentors should be seen as good role models for pastoral leaders in calling, character, commitment, and excellence. They are the type of ministers who one would look to for guidance.
4. Mentors should have experience with participating in, actively observing, and studying various types of congregational ministry. This is so they can help participants learn the principles of thriving in ministry, and not just mirror one ministry style.
5. Mentors should have a broad enough experience that they can synthesize the principles of ministry, and be able to reflect on various types of positive pastoral leadership. It is important to reimage pastoral leaders in God’s image and not the image of the mentor.

Characteristics of the Mentors:

1. Mentors may represent all sizes of congregations — Small Membership, Medium Membership, Large Membership and, M-Initiative.
2. Mentors may represent all seasons of ministry — First Season, Second Season, Mid Season, and Late Season.
3. Mentors should represent individuals who are women, men, multi-ethnic/multilingual, church planters, pastors who have transitioned during their ministry from a rural to urban or urban to rural setting, as well as pastors of congregations who have transitioned from a rural to urban or urban to rural setting.
4. Mentors may also represent people who are not currently in a local congregation, but perhaps serving on denominational staff, in a college or seminary, in some other type of parachurch ministry related to the IPHC, or even retired.

Commitment of Mentors:

1. Mentors must be able to commit to a peer learning community and remain with them throughout the season of their peer learning community.
2. Mentors should be able to work with a team of two or three other mentors to provide process leadership for a peer learning community.
3. Mentors should be able to provide personal mentoring to three or four pastoral leaders during the period of their peer learning community.
4. Mentors should be willing to attend a training session for mentors as “candidates for mentoring.” Each candidate will be assessed for service as a mentor. Official offers to serve as a mentor in TTSPM will be made following the training session.
5. Mentors will sign a covenant that states their commitment to serve as a mentor for Thriving Throughout the Seasons of Pastoral Ministry.

Process for Identifying, Recruiting, and Training Mentors:

1. Determine who to ask for recommendations for mentors. Examples include national IPHC staff, conference superintendents, leaders from the various schools, and the Clergy Development Advisory Board.
2. Ask for mentor recommendations. Share an overview of the TTSPM program and provide the qualities, characteristics, and commitments of mentors.
3. Collate the recommendations based on the number of times someone is recommended to be a mentor. Analyze the list, being aware of the number of individual recommendations, but also the subjective assessment of TTSPM staff leaders to determine the first group of people to be invited to be mentors.
4. Invite at least 50 percent more than the number of mentors needed to become “candidates for mentoring” to participate in a scheduled training session.
5. The goal is to have at least 20 percent more “candidates for mentoring” than will be needed for the first group to come to the training.
6. Following the training, officially invite “candidates for mentoring” to become mentors for the first group of peer learning communities. Match candidates with other mentor candidates for the best compatibility for leading a peer learning community.
7. The same process will be repeated to recruit and select mentors for the second and third groups of peer learning communities.

PARTICIPANTS IN TTSPM

The TTSPM grant calls for pastoral leaders to be from diverse backgrounds. While identifying key mentors for the initial stages of the program is an essential element, for the program to advance and influence as many IPHC pastors as possible, identifying, recruiting, assessing, and choosing peer learning community participants is also vitally important.

Qualities of the Participants:

1. Participants should be serving in a pastoral role in an IPHC congregation. They do not have to be the senior, lead, or solo pastor of a congregation, however, they should hold IPHC credentials: ordained or licensed and be serving in a local congregation. Some participants may be in between pastoral roles or serving in an itinerant capacity.
2. Participants should be able to articulate their current state of ministry and some of the factors of life and ministry they need to address that would help them thrive in ministry more.
3. Participants need to be interested in learning from their peers, various speakers, and conference leaders, as well as from mentors with wisdom in ministry.
4. Participants should be able to articulate good role models of thriving in ministry that they have observed during their personal/spiritual/ministerial journey.
5. Participants will sign a covenant that states their commitment to fully participate in the Thriving Throughout the Seasons of Pastoral Ministry.

Characteristics of the Participants:

1. Participants should represent all sized congregations – Small Member, Medium Member, Large Member and M-Initiative.
2. Participants should represent all seasons of ministry – First Season, Second Season, Mid-Season, and Late Season.
3. Participants should represent people who are women, men, multi-ethnic/multilingual, church planters, pastors who have transitioned during their ministry from a rural to urban or urban to rural setting, as well as pastors of congregations that have transitioned from a rural to urban or urban to rural setting.

Commitment of Participants:

1. Participants must be able to commit to a peer learning community and remain faithful throughout the season of their peer learning community.
2. Participants must sign a covenant regarding their participation.
3. Participants will need to pay an application fee of \$100 for participation in TTSPM and will be asked to contribute to their travel costs to attend gatherings during the TTSPM.

Process for Identifying and Recruiting Participants:

1. The Council of Bishops and the Clergy Development Advisory Team will recommend participants.
2. An overview of the TTSPM program will be shared with all potential recruits as well as the qualities, characteristics, and commitments requested of participants.
3. Recommendations will be collated based on the number of times someone is endorsed to be a participant. Analyze the list being aware of the number of individual recommendations, but also the subjective assessment of the TTSPM staff leaders to determine the first group of people to be invited to be participants.
4. Invite at least 20 percent more than the number of participants needed to become “candidates for participants” and issue them an invitation to participate.
5. The goal is to have at least 20 more “candidates for participants”

than will be needed for the first group.

6. Each peer learning community will consist of ten participants guided by a team of mentors. The make up of the final peer learning communities will, as closely as possible, follow the guidelines submitted by the IPHC proposal. Participants in each peer learning community will be a diverse mix of women, men, multi-ethnic/multilingual leaders, church planters, pastors who have transitioned during their ministry from a rural to urban or urban to rural setting, as well as pastors of congregations that have transitioned from a rural to urban or urban to rural setting.
7. This process will be repeated to recruit and select participants for the second and third groups of peer learning communities.

MENTOR NOMINATIONS FOR TTSPM

(SAMPLE)

As an IPHC national or conference staff member, we are asking you to recommend leaders to serve as mentors for the TTSPM program made possible by the Lilly Endowment grant. Please prayerfully consider leaders who could serve in this role. Please review the sections “Overview of Thriving Throughout the Seasons of Pastoral Ministry” and “Mentors for TTSPM” in this handbook before making your recommendations.

Please respond as soon as possible, but no later than _____.

Send your response to _____.

Limit your suggestions to six individuals.

Name: _____

Current ministry position: _____

Phone: _____

Email: _____

Name: _____

Current ministry position: _____

Phone: _____

Email: _____

PARTICIPANT NOMINATIONS FOR TTSPM (SAMPLE)

As an IPHC national or conference staff member, we are asking you to recommend ministers to participant in the TTSPM program funded by the Lilly Endowment. Please prayerfully consider ministers who could benefit from this program. Please review the sections “Overview of Thriving Throughout the Seasons of Pastoral Ministry” and “Participants in TTSPM” in this handbook before making your recommendations.

Please respond as soon as possible, but no later than _____.

Send your response to _____.

Limit your suggestions to six.

Name: _____

Current ministry position: _____

Phone: _____

Email: _____

Name: _____

Current ministry position: _____

Phone: _____

Email: _____

**APPLICATION TO SERVE AS A MENTOR IN THE
TTSPM PROGRAM
(SAMPLE)**

Name: _____

Current ministry position: _____

Phone: _____

Email: _____

Which season of your ministry are you in currently?

(Please check only one answer)

- You have served in an ordained/pastoral ministry role for seven years or less.
- You have served in an ordained/pastoral ministry role for eight to 14 years.
- You have served in an ordained/pastoral ministry role for 15 to 28 years.
- You are at least 57 years old and have served in an ordained or pastoral ministry role for at least 14 years.
- Other: _____

What size congregation(s) have you served in during your ministry? (Please check all that apply)

- Small Membership Churches with less than 100 active members.
- Medium Membership Churches with 100 to 199 active members.
- Large Membership Churches with 200 to 499 active members.
- Churches with 500 or more active members.

Which of the following demographics describe you?

(Please check all that apply)

- Woman in pastoral role
- Man in pastoral role
- Multi-ethnic/Multilingual pastor
- Church planter
- Pastor who has transitioned from an urban to rural or rural to urban congregation
- Pastor whose congregation has transitioned from an urban to rural or rural to urban setting

Why do you want to serve as a mentor for the Thriving Throughout the Seasons of Pastoral Ministry program?

**APPLICATION TO SERVE AS A PARTICIPANT IN THE
TTSPM PROGRAM
(SAMPLE)**

Name: _____

Current ministry position: _____

Phone: _____

Email: _____

Which season of ministry are you in currently?

(Please check only one answer)

- You have served in an ordained/pastoral ministry role for seven years or less.
- You have served in an ordained/pastoral ministry role for eight to 14 years.
- You have served in an ordained/pastoral ministry role for 15 to 28 years.
- You are at least 57 years old and have served in an ordained or pastoral ministry role for at least 14 years.
- Other: _____

What size congregation(s) have you served in during your ministry? (Please check all that apply)

- Small Membership Churches with less than 100 active members
- Medium Membership Churches with 100 to 199 active members
- Large Membership Churches with 200 to 499 active members
- Churches with 500 or more active members

Which of the following demographics describe you?

(Please check all that apply)

- Woman in pastoral role
- Man in pastoral role
- Multi-ethnic/Multilingual pastor
- Church planter
- Pastor who has transitioned from an urban to rural or rural to urban congregation
- Pastor whose congregation has transitioned from an urban to rural or rural to urban setting

Why do you want to participant in the Thriving Throughout the Seasons of Pastoral Ministry program?

COVENANT FOR MENTORS (SAMPLE)

Name: _____

As a mentor, I acknowledge the details provided in the covenant are intended to best benefit the mentors, the participants, and the movement of God in and through the International Pentecostal Holiness Church, and commit to the following provisions:

- ◆ I consider this a no-exit relationship; once I commit to this program, I commit to the program until my involvement is complete -- unless providentially hindered.
- ◆ I will faithfully attend all gatherings relevant to my participation in the process. I commit to all the dates of this process knowing they are unlikely to be negotiable. I will make these dates a priority.
- ◆ I acknowledge that IPHC will provide reasonable transportation costs directly related to the mentor gatherings.
- ◆ I acknowledge that IPHC will provide my meals, lodging, and other hospitality items directly related to the mentor and peer learning community gatherings.
- ◆ I will provide mentoring to the participants in the peer learning community assigned to me.
- ◆ I will work as a team with the other mentors assigned to my peer learning community.
- ◆ I commit to helping pastoral ministry participants address the three goals of TTSPM:
 - Thrive through an increased clarity of their call,

- Continue to develop toward personal sanctification (holiness) while on their spiritual journey, and
 - Increase their leadership capacity for greater excellence and joy in service in their church setting.
- ◆ I will cooperate with the guidelines of the TTSPM program so that it will successfully fulfill the commitments IPHC has made to the Lilly Endowment grant.
 - ◆ I will pray without ceasing for my sister/brother mentors, peer learning community participants, and the IPHC leaders of TTSPM.
 - ◆ I will develop a learning covenant for myself as a life-long learner and ask my mentor team to hold me accountable for fulfilling my learning covenant.

Mentor

Date

IPHC Representative

Date

COVENANT FOR PARTICIPANTS (SAMPLE)

Name: _____

As a participant, I acknowledge the details provided in the covenant are intended to best benefit the mentors, the participants, and the movement of God in and through the International Pentecostal Holiness Church, and commit to the following provisions:

- ◆ I consider this a no-exit relationship; once I commit to this program, I commit to the program until my involvement is complete -- unless providentially hindered.
- ◆ I will faithfully attend all gatherings relevant to my participation in the process. I commit to all the dates of this process knowing they are unlikely to be negotiable. I will make these dates a priority.
- ◆ I will provide, at my cost, transportation to the location where gatherings will be held.
- ◆ I acknowledge that IPHC will provide my meals, lodging, other hospitality items, and the cost of the agenda and speakers directly related to the peer learning community gatherings.
- ◆ I will accept the guidance of a mentor while in the peer learning community to which I am assigned.
- ◆ I will commit to the three learning goals of TTSPM:
 - Thrive through increased clarity of my call
 - Continue to develop toward personal sanctification (holiness) while on my spiritual journey, and

- Increase my leadership capacity for greater excellence and joy in service in my church setting.
- ◆ I will cooperate with the guidelines of the TTSPM program so that it might successfully fulfill the commitments IPHC has made to the Lilly Endowment.
- ◆ I will pray without ceasing for my sister/brother peer learning community participants, my mentor(s), and the leaders of TTSPM.
- ◆ I will develop a learning covenant for myself as a life-long learner and ask my mentor and sister/brother participants to hold me accountable for fulfilling my learning covenant.

Participant

Date

Mentor

Date

IPHC Representative

Date

RETREAT DATES

GROUP 1

RETREAT 1	September 3-5, 2019
RETREAT 2	February 18-20, 2020
RETREAT 3	September 8-10, 2020
RETREAT 4	February 9-11, 2021
RETREAT 5	September 7-9, 2021
RETREAT 6	February 8-10, 2022

GROUP 2

RETREAT 1	February 26-28, 2020
RETREAT 2	September 30-October 2, 2020
RETREAT 3	February 24-26, 2021
RETREAT 4	September 22-24, 2021
RETREAT 5	February 23-25, 2022
RETREAT 6	September 21-23, 2022

GROUP 3

RETREAT 1	September 2-4, 2020
RETREAT 2	February 17-19, 2021
RETREAT 3	September 1-3, 2021
RETREAT 4	February 16-18, 2022
RETREAT 5	August 31-September 2, 2022
RETREAT 6	February 15-17, 2023

LOCATION & EMPHASIS

WinShape, Rome, GA
The Cove, Asheville, NC
Sheraton Hotel, Myrtle Beach, SC
Post Oak Lodge, Tulsa, OK
The Cove, Asheville, NC
To Be Determined

Relationship Building
Soul Care & Worship
Galatians 6 Marriage Retreat
Leadership & Preaching
The Call
Finishing Well

WinShape, Rome, GA
The Cove, Asheville, NC
Sheraton Hotel, Myrtle Beach, SC
Post Oak Lodge, Tulsa, OK
The Cove, Asheville, NC
To Be Determined

Relationship Building
Soul Care & Worship
Galatians 6 Marriage Retreat
Leadership & Preaching
The Call
Finishing Well

WinShape, Rome, GA
The Cove, Asheville, NC
Sheraton Hotel, Myrtle Beach, SC
Post Oak Lodge, Tulsa, OK
The Cove, Asheville, NC
To Be Determined

Relationship Building
Soul Care & Worship
Galatians 6 Marriage Retreat
Leadership & Preaching
The Call
Finishing Well

Though one may be overpowered by another,
two can withstand him.

And a threefold cord is not quickly broken.

- Ecclesiastes 4:12 (NASB) -

Yet who knows whether you have come to the
kingdom for such a time as this?"

- Esther 4:14 (NKJV) -



IPHC

International Pentecostal Holiness Church
Thriving Throughout the Seasons of Pastoral Ministry

P O Box 12609

Oklahoma City, OK 73157

405.787.7110

lshirey@iphc.org