

Ministry Development Certificate Program Instructor Qualifications

The American Fellowship of Cowboy Churches is looking for qualified instructors for its newly established Ministry Development Certificate Program (MDCP). The MDCP is a high quality, credible, and interactive program designed to greatly enhance the theological depth, breadth, and competency of those truly called by God as they passionately serve God with all their heart, soul, mind, and strength. Our goal is to find at least 6 to 12 well-qualified instructors among cowboy pastors. AFCC is prayerfully requesting that anyone interested in becoming an instructor consider the guidelines and submit applications if the guidelines are met:

1. Examine the qualifications & responsibilities of instructors and the program carefully which includes the following.

- 1) The MDCP should match the level of instruction/learning/application of a regionally accredited institution's certificate program.
- 2) Instructors must have earned a minimum Master's degree in an applicable ministry concentration from a regionally accredited institution of higher learning (e.g., SACS, ATS, etc.) and recognized by CHEA.
- 3) Must have successfully completed a minimum of 18 hours at the Master's level or above in the area(s) of Bible/theology.
- 4) Must have accumulated a minimum 3.25 GPA at the Master's level or 3.50 GPA at the Doctoral level if needed for additional instructor qualification hours.
- 5) All instructors must have served as a senior pastor for a minimum of 10 years.
- 6) Instructors must develop a course plan within 4 weeks prior to starting dates for courses, as well as have available in writing to all registered participants any and all frontload assignments within 3 weeks of start date. PLEASE KEEP IN MIND THIS IS A CERTIFICATE PROGRAM – NOT A DEGREE PROGRAM. Course plan should be submitted to the director of the program 4 weeks prior to start dates for courses.
- 7) As a general rule, make yourself reasonably available and accessible by responding to participants' questions or needs within 48 hours or less.
- 8) Instructors are to come alongside the participants as colleagues in personal development, spiritual growth, theological training, and academic development as we embark on a journey together to strengthen, deepen, and broaden our ministries. We should strive to develop ourselves and lead participants to look upon ministry as an adventure in excellence with God. PREPARE WELL & know your stuff. Do not waste their time by "winging it."

2. Contact the MDCP director, James "Mac" McLeod for additional details (location{s}, compensation, scheduling fall/spring breaks, etc.) or questions you have (903) 249-2701.

3. Fill out required applicant forms.

- 1) Instructor Application Form (please note that we do take this seriously, therefore be thoughtful – facetious responses and empty platitudes are less than favorable).
- 2) Vetting forms are required. Request from the MDCP director (903) 249-2701 (Mac), a signed and dated Review Team & Instructor Vetting form to be completed prior to sending to your college's, university's or seminary's registrar's office. You will need to clarify whether you need vetting forms for Master's level, Doctoral level, or both.

4. **Submit a request to the director for the course(s) which you prefer and feel qualified to teach by marking them in order of first, second, and third choices.** You may send preferences via text to Mac at 903-249-2701, or by email to mdcp@americanfcc.org. Feel free to contact Mac for further questions.
5. **Submit to an interview (may be by phone or in person).** When possible, interviews will be conducted by the MDCP director, assistant director, and a lead team member.
6. **Be willing to submit textbook(s) to director and assistant director for review and rationale for use at least 6 weeks prior to a course start.** It is important that the program retain a high level of accountability, integrity, and transparency.
7. **Make it worth their time and effort.** This is not an “all participants get a ribbon” program. They can fail. There are assignments but the program is not designed to be punitive. It is designed to encourage and empower them. Such is the tension placed in the responsible hands of the instructor. Instructors are to design their classes commensurate to the courses taught, the purpose of the program, and their gift and high calling of teaching - teaching disciples who desire to grow and further develop their own gift of teaching.

The program is designed to be a superior certificate program. The instructors are the ones that bring quality and credibility to the program, as well as making the interactive element much more than simply disseminating information. We have an opportunity to invest in the lives and minds for the glory of God and His Kingdom. I strongly encourage every instructor to be purposely conscious of a three-way connection with participants.

First, all instructors either are, or have been senior pastors for at least ten years. We have been where these people are. We understand the good, the bad, and the ugly of ministry, yet we are not experts. *Second*, we are in the culture. We are able to connect with them because we understand the culture. Some of us are past or present rodeo cowboys, ranchers, horse people, stock-show junkies, crop/hay producers, etc. We’ve been through blood, sweat and tears of hard work with some dreams realized while others have crashed down around us as we tried, worked hard, gave it our all, and sometimes failed, but sometimes succeeded – just like them. The *third* connection must be earned. We must make the most of our time with the participants as we journey together with them. Although the academic work we have done helped shape us, our titles, degrees, and awards are not what make us, nor will it make them. We are asking them to put forth worthwhile effort for a worthwhile work for a worthwhile cause. May we build relationships as mentor-colleagues coming alongside them in an adventure in excellence with God!

James “Mac” McLeod	or	Werth Mayes
MDCP Director		MDCP Assistant Director
903-249-2701		254-688-0181
mdcp@americanfcc.org		

“In the mind and heart of a true servant leader is the perpetually residential ethos of consciously and purposely adding value to other people’s lives.”