



*Learn. Emulate. Assess. Deliver.*

There is no greater way to learn than to learn by doing. The LEAD Program at Southwestern Assemblies of God University (SAGU) provides the greatest opportunity for a future leader and current college student to learn how to lead.

A student in the LEAD Program will be given opportunities to learn from experienced, successful ministry practitioners, develop a portfolio of experience of 2-5 years, and, if desired, received both a Bachelor of Arts Degree in Church Leadership and a Masters of Organizational Leadership in ONLY 5 years.

## HISTORY

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The LEAD Program was birthed by SAGU and The Oaks Fellowship by identifying 5 essential training needs for interns in the local church and 5 corresponding solutions to those needs: **collaboration**, **partnerships**, **assessments**, **affordability** and **resource efficiency**.

- Could we create a sustainable program model that **collaborates** with other churches and gives other students who are serving in those churches an opportunity to participate in a dynamic leadership program?
- Could we develop a program that is attractive enough for **partnerships** to own and thereby invest, in the form of scholarships, for future students that will return to work with the same leaders who lead the partnering organizations?
- Could we train and prepare 1<sup>st</sup> year students (many who are out of high school) for position of leadership as future interns and teach them how to **assess** their own individual performances, the success of their projects and the effectiveness of their colleagues?
- Could we separate the elements of the program via each entity (SAGU and The Oaks Fellowship) to create maximized resource **efficiency** by allowing each entity to focus on what they do best?
- Could we create an **affordable** degree model that gives a student with leadership experience a chance at “Fast Tracking” their way to a master’s degree in organizational leadership (MOL) in just 5 years, saving more than \$10,000?

## GENERAL SNAPSHOT

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- Serve alongside the Oaks Fellowship Staff + High-capacity Leaders
- Learn life-long leadership skills by DOING leadership
- Build a personal network or relationships with like-minded future leaders through established internship programs and a variety of different churches
- Specialize in your chosen area of ministry
- Receive necessary training for ministry credentials
- Receive college credit for attendance at the LEAD Seminar Series, the Jesus-Leader Conference and Leadership Chapel
- Qualify for entry into a competitive Protégé Program, potentially allowing you to receive scholarships and compensation while you're a college student
- Access to graduate level organizational leadership classes that count for shared credit at both the undergraduate and graduate levels
- Complete both a Bachelor of Arts in Church Leadership and a Masters in Organizational Leadership in 5 years, via the FasTrak Method
- Potentially save up to \$10,000 of tuition costs by completing a master's degree, receiving scholarships, and perhaps even occupational opportunities

## GENERAL OVERVIEW

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<b>WHERE:</b>	<a href="#">Southwestern Assemblies of God University</a> + <a href="#">The Oaks Fellowship</a>
<b>DEGREE EARNED:</b>	Bachelor of Arts in Church Leadership and a Master of Arts in Organizational Leadership
<b>COMMITMENT:</b>	8 – 60 hours per month depending on your stage of the program
<b>ELIGIBILITY:</b>	Students who have met the general requirements for admissions into SAGU, as well as, meeting admissions requirements for the <a href="#">Oaks School of Leadership</a> .

## PROCESS

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- Complete an application to SAGU and designate “**The LEAD Program**”
  - You can find a copy of the application online at [www.sagu.edu/apply](http://www.sagu.edu/apply).
  - You can also contact the SAGU Admissions Office at 1 (888) YES-SAGU (937-7248).
- Schedule a visit opportunity at one of our visit experiences.
  - You can personalize your visit or attend one of our corporate visit opportunities such as Campus Days or SAGU 1Day.

- Complete all admissions documents and be accepted to both SAGU and The LEAD Program
  - You can find a list of all needed admissions documents here:  
<http://www.sagu.edu/admissions/enrollment-application/undergraduate-enrollment-application>.
- Select a Potential Program Track within the LEAD Program with your admissions counselor
- Attend the initial course opening for the program and the Launch Class at the Oaks Fellowship

## THE PROGRAM

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The LEAD Program consists of the following three phases:

- **The Preparation Phase** (Phase 1)
- **The Internship Phase** (Phase 2)
- **The Protégé Phase** (Phase 3)

Each phase is characterized by distinguishing benchmarks. Each student completes each phase by fulfilling the requirements of phase benchmarks and concurrently maintaining a reputation above reproach, a true mark of a leader.

## ASSESSMENT

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The LEAD Program incorporates the invaluable tool of assessment throughout the duration of the program. Students learn how to evaluate themselves, evaluate others and evaluate and measure the success, improvements or failure of their projects and programs. Considerable attention is paid to personal evaluation through the StrengthsFinder 2.0, Styles of Influence and DISC assessment tools. Additionally, students have the option of participating in a spiritual gift analysis and personality inventory.

All student assessments will be kept on file and each student's progress will be tracked throughout the duration of the program. For maximized effective placement opportunity in the local church, students in the protégé phase can choose to retake assessments and make those assessment available to inquiring employers.

## THE PREPARATION PHASE

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Students in the preparation phase will build a foundation for their future leadership experience, while receiving college credit towards their degree. The Preparation Phase is developed around the LEAD Seminar Series, hosted by The Oaks Fellowship in Red Oak, Texas, and in conjunction with Southwestern Assemblies of God University in nearby Waxahachie, Texas. Students will participate in the LEAD Seminar Series in both the fall and spring semesters of each student's first year. Further, for elective credit,

students can participate in reoccurring LEAD Seminar Series throughout the duration of their LEAD Program experience.

Upon completion of the preparation phase, students will learn how to **SERVE** the vision of the pastor, pastoral staff and the local church and to **ASSESS** their individual performances, the success of their projects and the effectiveness of their colleagues.

Each student will take 12-15 hours per semester of General Education study for the 1<sup>st</sup> and 2<sup>nd</sup> semesters, totaling 24-30 hours of General Education requirements for the year. 1<sup>st</sup> year classes are taught on the SAGU campus by SAGU faculty and are NOT in a cohort model. Further, each student will take the LEAD Seminar Series in both the fall and spring semesters, totaling 3 credit hours (1 credit hour in the fall; 2 credit hours in the spring).

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### THE LEAD SEMINAR SERIES

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The LEAD Seminar Series takes place every fall/spring semester. Each student at SAGU has the option to take the LEAD Seminar Series for credit; however, each LEAD Program student **MUST** take the LEAD Seminar Series for credit. 1 credit hour will be offered in the fall semester and 2 credit hours offered in the spring semesters recurrently.

Varying subjects on Christ-centered leadership will be available each semester. The cost of the LEAD Seminar Series is billed at the current SAGU residential undergraduate rate. Each seminar will require a certain amount of "seat" time based on the prescribed amount of class credit given. The following ratio will be observed:

- 1 credit hour = 15 hours of "seat" time
- 2 credit hours = 30 hours of "seat" time
- 3 credit hours = 45 hours of "seat" time

As a result, the fall LEAD Seminar Series will require 15 hours of "seat" time and the spring will require 30 hours of "seat" time for credit.

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### THE JESUS-LEADER CONFERENCE

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Each fall semester, The Oaks Fellowship in Red Oak, Texas, will host the *Jesus-Leader Conference*. Attendance at the conference will be **required** for students enrolled in the LEAD Seminar Series. There is no cost of attendance for those students enrolled in the LEAD Program. All students in the LEAD Program are encouraged to attend, as well as, other current students at SAGU. Up to 6 hours of "seat" time will be given for attendance at the Jesus-Leader Conference in order for the student to receive credit.

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### SAGU LEADERSHIP RETREAT

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In addition to The Jesus-Leader Conference, students enrolled in the LEAD Seminar Series will have the opportunity to attend the SAGU Leadership Retreat for college credit. Each student **MUST** attend 11 hours of the SAGU Leadership Retreat, which

occurs every spring semester. Students enrolled in the LEAD Seminar Series will be required to attend. Students enrolled in the LEAD Program are encouraged to attend.

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## SAGU LEADERSHIP CHAPEL

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SAGU Leadership Chapel (LDSHP Chapel) occurs throughout both the fall and spring semesters. Students enrolled in the LEAD Seminar Series will be required to attend. Students enrolled in the LEAD Program are encouraged to attend. The fall semester will consist of 10 LDSHP chapels and the spring semester, 8 LDSHP chapels, for a total of 18 LDSHP chapels for the academic year.

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## THE INTERNSHIP PHASE

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Upon completion of the internship phase, students will learn how to **COLLABORATE** with other leaders, co-workers and volunteers and to **EQUIP** volunteers with the proper resources for effective ministry. Collaboration and equipping are the two pillars of the internship phase of the program.

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## SCHOLARSHIPS

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Students in the LEAD Program have access to all the scholarship opportunities provided by SAGU. Additionally, other opportunities have been provided specifically for students in the Internship Phase of the LEAD Program.

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### THOMAS E. WILSON SCHOLARSHIP - \$15,000

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The Thomas E. Wilson (TEW) Scholarship is a scholarship fund established by the Oaks Fellowship in Red Oak, Texas. It is available to LEAD Program students participating in the Oaks School of Leadership during either their 2<sup>nd</sup> or 3<sup>rd</sup> year. TEW Scholarships are good for one year and are limited to one per student. The deadline for applying for the TEW Scholarship is July 1.

Students interested in applying for the Thomas E. Wilson Scholarship must meet the following requirements:

- Student has applied and been accepted to Year 2 of the LEAD Program.
- The student has chosen to participate in the LEAD Program at the Oaks School of Leadership.
- The student has a current college GPA of 3.75 or greater.

In order to be considered for the TEW Scholarship, students must submit the following:

- 750 word essay answering the following question: "What are your dreams, and how will the Oaks School of Leadership assist you in accomplishing those dreams?"
- List all accomplishments and awards he/she received.

- List all involvement in school, community and ministry.

Letter of recommendation with name, and contact information (guidance counselor, teacher, pastor, employer or mentor – no family).

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### OSL ACHIEVEMENT SCHOLARSHIPS - \$1,500

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Each spring, three Oaks School of Leadership students who are completing their 2<sup>nd</sup> year of the LEAD Program are awarded an achievement scholarship of \$1,500 (\$750/semester). OSL Achievement Scholarships are good for one year. They must remain in the LEAD Program the following year in order to receive the scholarship. The three scholarships are as follows:

- **Outstanding Academic Student** – This scholarship is awarded to the LEAD Program 2<sup>nd</sup> year student with the highest GPA of all 2<sup>nd</sup> year students.
- **Outstanding Ministry Student** – This scholarship is awarded to the LEAD Program 2<sup>nd</sup> year student who has exemplified the greatest amount of servant leadership during the duration of both the 1<sup>st</sup> and 2<sup>nd</sup> years.
- **Outstanding Discipleship Student** – This scholarship is awarded to the LEAD Program 2<sup>nd</sup> year student who has exemplified the greatest amount of spiritual growth throughout years 1 and 2.

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### THE PROTÉGÉ PHASE

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Upon completion of this protégé phase, students will learn how to **LEAD** others, including a staff/ministry team and to **MULTIPLY** others for the building up of the body of Christ. Additional scholarship opportunities are available to students who have reached the protégé phase of the LEAD Program.

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### PROTÉGÉ PROGRAM

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Students receive maximum opportunity to lead varying kinds of ministries through the Protégé Program. A student can apply to be selected for the Protégé Program, which may also include scholarship through the partnering organization. A student can complete the Protégé Program in Phase 3 (year 4 and 5). Current partners include but are not limited to:

- The Oaks Fellowship (Primary) – Red Oak, Texas
- North Texas District Council – Maypearl, Texas
- New Community Church - Mesquite, Texas
- Living Church – Mansfield, Texas

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## MINISTRY ASSOCIATE PROGRAM

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Currently, there are 13 open Ministry Associate (MA) positions available at the Oaks Fellowship for each academic year. Each MA at the Oaks Fellowship receives a \$3,000 annual scholarship from the Oaks Fellowship plus an additional \$1,500 annual matching scholarship from SAGU. Ministry opportunities are subject to change in any given year.

### QUALIFICATIONS

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1. Student must have completed both the LEAD Seminar Series and the first year of the internship phase to qualify for a Ministry Associate (MA) position.
2. Students must be a full time student at SAGU; and
3. Student must live on-campus at SAGU for their 3<sup>rd</sup> year.

### PROCESS OF SELECTION

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1. Students interested in MA positions will apply via WuFoo Form or in person in the office of the LEAD Program Director;
2. Pastors will coordinate with the LEAD Program Director to determine which MA's they would like for the upcoming academic year;
3. MA's choosing to stay in their current positions are given first priority; and
4. Incoming MA's must compete with other incoming MA's over remaining spots.

Students not selected for MA opportunities will have additional opportunities to pursue an MA position at a strategic partnership church or another organization. If no opportunity avails, the LEAD Program Director will work with the student on a viable opportunity to create an MA position at a non-affiliated church or organization.

## DEGREE REQUIREMENTS

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Total program requirements for the BA in Church Leadership: 126 Hours

Each student in the BA in Church Leadership Degree Program will have the option to pursue three tracks: the Ministry Track, the LEAD Track, or the LEAD/MOL Track. The LEAD and the LEAD/MOL Tracks offer the highest amount of internship-based credit. A student in the LEAD Track can earn up to 18 hours of internship-based college credit. A student in the LEAD/MOL Track can earn up to 21 hours of internship-based college credit.

### ADDITIONAL UNDERGRADUATE DEGREE PROGRAM REQUIREMENTS:

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1. Thirty (30) hours of the student's overall program must be 3000-4000 level courses.
2. All course prerequisites must be met according to the academic catalog before taking any course.

3. Consultation with the student's program coordinator is highly recommended in the development of this major.
4. Students are encouraged to take one or more minors in relation with this degree program.

### ADDITIONAL UNDERGRADUATE PROGRAM STIPULATIONS:

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1. All full-time students are to include one Bible, theology, or religion course each semester until degree requirements have been satisfied.
2. First-year students enrolled full-time are to include GES 1122 in their first semester schedule.
3. First-year students are to enroll in activity physical education courses each of their first two semesters at SAGU. Exceptions will be granted only with approval of the College Dean.
4. Veterans with at least 6 months of service may apply for and receive 4 hours of credit for physical education. Contact the Registrar's Office.

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### ACCELERATED GRADUATE PROGRAM OPPORTUNITY:

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The LEAD/MOL track requires formal admittance to the Harrison Graduate School in a timely manner. Students who successfully complete this track will graduate from SAGU with a bachelor's degree in Church Leadership and a 36 credit hour Master of Arts in Organizational Leadership (MOL). This accelerated Master's degree consists of 12 hours of graduate level "shared credit" and an additional 24 hours of graduate course work identified in the graduate catalog. All graduation requirements in the graduate school must be met to receive the MOL. Please see the Harrison Graduate School Catalog.

### ORGANIZATIONAL STRUCTURE

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The LEAD Program director will oversee assessments of students who seek formal admissions into Internship Phase (Phase 2) of the LEAD Program. The program director will assume responsibility for assigning student internships within the LEAD Track. The program director will also be responsible for providing internship performance data to the department for the purpose of recommending grades.

Oversight of the LEAD Program falls under the supervision of the Dean of the College of Bible and Church Ministries and the Chair of the Practical Ministries Department at SAGU.

The LEAD Program director will work with the College Dean and the Department Chair to design useful criteria to declare "benchmark" church status for those churches and organizations who wish to participate in the internship and protégé phases of the LEAD Program.



## FREQUENTLY ASKED QUESTIONS

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- **Is the LEAD Program accredited?**
  - Yes. The LEAD Program is accredited through SAGU's regional accrediting agency, Southern Associations of Colleges and Schools (SACS). Further, all internship courses and the internship program at The Oaks Fellowship is accredited as well.
- **What are the minimum admissions requirements for entry into SAGU and the LEAD Program?**
  - You can find a detailed listing of all requirements at <http://www.sagu.edu/admissions/undergraduate-on-campus-admissions/undergraduate-admissions-requirements>.
  - Each student must complete and sign an application for admission.
  - The minimum scores for unconditional acceptance are a minimum ACT composite score of 19, or a combined SAT score of 1350.
  - Each student have a pastor or church leader complete a [Christian Character Reference Form](#).
- **Can I participate in athletics and student organizations?**
  - Yes; however, as you move farther along through the program the more difficult it will be to participate in athletic opportunities due to time constraints and higher responsibilities of leadership in the local church.
- **Can I do my internship through another church other than the Oaks Fellowship and remain in the LEAD Program?**
  - Yes; however, each student will go through the preparation phase at the Oaks Fellowship. Additionally, each participating church in the internship program must be approved by both SAGU and The Oaks Fellowship.
- **What is my average weekly commitment to the program in Year 1 (The Prep Phase) beyond my academic classes?**
  - You will participate in 18 – 25 hours of service at the Oaks Fellowship in your first semester and 36 – 45 hours of service your second semester, averaging out to 1 – 2 and 2.5 – 3 hours a week, respectively.
- **What are internship tracks are currently offered through the Oaks School of Leadership in Phase 2 (The Internship Phase)?**
  - We currently offer 7 tracks: Worship, Pastoral Leadership, Media, Care Strategy, Youth, Children and Academic Leadership
- **Will there be an orientation to the LEAD Program when I arrive?**
  - Yes. There will be a specific orientation for all new students in the program at the beginning of year one—the orientation will be the responsibility of the LEAD Program Director and staff. Further, there will be a course

opening for the LEAD Seminar Series that will provide an opportunity for the student to learn how to be successful throughout the duration of the program.

- **What is the LEAD Seminar Series?**
  - The LEAD Seminar Series takes place every fall/spring semester. Each student at SAGU has the option to take the LEAD Seminar Series for credit; however, each LEAD Program student **MUST** take the LEAD Seminar Series for credit. Varying subjects on Christ-centered leadership will be available each semester.
  
- **Is the LEAD Seminar Series a prerequisite for entrance or progression into the Internship Phase (Phase 2) of the LEAD Program?**
  - No. The LEAD Seminar Series is not a prerequisite for entry into the LEAD Program; however, any student in the LEAD Program must take the LEAD Seminar Series during their first academic year of the program.
  
- **What is the Jesus-Leader Conference?**
  - Each fall semester, The Oaks Fellowship in Red Oak, Texas, will host the *Jesus-Leader Conference*. Attendance at the conference will be **required** for students enrolled in the **LEAD Seminar Series**. There is no cost of attendance for those students enrolled in the LEAD Program. All students in the LEAD Program are encouraged to attend, as well as, other current students at SAGU. Up to 6 hours of "seat" time will be given for attendance at the Jesus-Leader Conference in order for the student to receive credit.
  
- **What are the living stipulations for being a student in the LEAD Program?**
  - Students participating in the first 3 years of the LEAD Program are required to live on-campus at SAGU, unless the church they are fulfilling their internship requirements is more than 1 hour away. The student may choose which dorm he/she wants to live in. Housing rates for LEAD Program students are the same as that of full-time traditional undergraduate students.
  - More info regarding the cost of housing can be found here: <http://www.sagu.edu/admissions/tuition-and-fees>.
  
- **What is the current tuition cost per hour and are scholarships available?**
  - The current tuition cost per hour is \$619. LEAD Program students have access to all SAGU scholarship opportunities. The average student received a 26% discount for 2013-2014 off their total bill. A detailed review of all scholarship opportunities for new students can be found here: <http://www.sagu.edu/financial-aid>.

- **What are the admissions requirements to participate in the graduate level organizational leadership classes for college credit?**
  - Early admission into the Graduate Studies program occurs just prior to the 1<sup>st</sup> graduate course in the rotation of the curriculum. The GPA requirement for early entry is a 2.75 UGPA. Full entrance into the graduate program occurs at the completion of the undergraduate degree.
  - To graduate with a Master of Arts in Organizational Leadership (MOL) a 3.0 GPA is required across the graduate curriculum.

## HOW TO CONTACT SAGU | LEAD AND/OR OSL

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### Office Hours

- Monday through Friday from 8:00 AM – 5:00 PM CST

### Contact Information

- Phone: 1 (888) YES-SAGU (937-7248)
- Email: [admissions@sagu.edu](mailto:admissions@sagu.edu)
- Mail: Attn. to SAGU Admissions 1200 Sycamore St. Waxahachie, TX 75165
  
- Bryan Brooks, MDiv  
Assistant Dean, Admissions – SAGU  
Assistant Dean, Oaks School of Leadership – OSL  
[bbrooks@sagu.edu](mailto:bbrooks@sagu.edu) or [bbrooks@theoaksonline.org](mailto:bbrooks@theoaksonline.org)  
(888) YES-SAGU or (214) 376-8208
  
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