



**LEADERS AREN'T BORN.
LEADERS ARE MADE.**

New Ground Academy Leadership Programme for Jubilee Community Church

Vision

The New Ground Academy Leadership Programme is to develop current and future leaders across all three of the Jubilee congregations. Many of the participants will already be leading in areas of church life such as life groups and specific ministry areas but this programme is also intended for those who are showing leadership potential. The purpose of the Leadership Programme is for participants to grow in:

- **Personal relationship with God.** The foundation of Christian leadership is our own personal relationship with God. At the Academy, we want to challenge and equip participants to deepen their relationship with God.
- **Understanding of the Bible and how to read it well.** Christian leadership should always be based on the teaching of Scripture. Across the two years of Academy, we help participants gain a good grasp of the Bible's overarching narrative and equip them to read the Bible for themselves.
- **Leadership character.** Character takes priority over skill in Christian leadership, so we put a strong emphasis on helping participants grow in godly character.
- **Leadership competence.** We want to help leaders develop skills and the confidence to better lead within the church and their places of influence outside the church.
- **Connection to New Ground.** We are a family of churches caught up in God's great mission to see many churches planted across the world and communities transformed by the love of Jesus. We help participants catch something of who we are and connect with people across the New Ground family.

Programme elements

This promises to be a world class programme which is modelled on the UK New Ground Academy leadership programme content but tailored for a Jubilee South African context and our academic year.

There are four key elements to this Jubilee version of the New Ground Academy which will be delivered from March to November in 2025 and 2026.

1. **Monthly Saturday afternoon Leadership Workshops** – On the second Saturday of each month from March to November, participants will attend a workshop (including a light working lunch) at Jubilee to be presented live by various Jubilee leaders and guest speakers.
Commitment - 18 Saturday afternoons (12.00-16.30) over two years.
2. **Monthly Thursday evening mentoring sessions** - Participants will physically meet at Jubilee on the third Thursday of each month from March to November to discuss in their mentoring groups what they have learnt primarily from the home learning materials but also to address any questions arising from the Leadership Workshops.
Commitment – 18 Thursday evenings (19.30-21.00) over two years.
3. **Home learning Bible modules** – Over the course of each month, participants will engage at home with online video/audio learning materials covering the Old and New Testament.
Commitment: 3.5 hours of videos per month.
4. **Bible reading plan** – Participants will be encouraged to follow a Bible reading plan that pairs with the home learning modules. Across the two years, participants will read the majority of the Old Testament and the entirety of the New Testament.
Commitment – daily reading 6 days a week as your daily devotional time.

This will be an exciting Bible-based leadership learning adventure requiring a high level of sustained commitment from Academy participants – not unlike stepping up to lead in any context really!

A minimum investment of **10 hours a month** from March to November for two years will be required from all participants.

Mentoring

One of the elements of the New Ground Academy Leadership Programme that will be fundamental to its success is mentoring. Participants will join a mentorship group for the two year duration of the programme. This group will comprise three to four participants with a mentor who will facilitate mentorship group discussions each monthly Thursday evening and also encourage and support their mentees along the journey.

Mentoring WhatsApp groups will be formed to ensure effective communication, to encourage and celebrate one another, to share questions that arise from the Bible reading programme/ Saturday workshops and for participants to post their monthly formal reflections for peer review by other mentees in their mentoring groups.

Staying committed

We will track attendance at each Saturday and Thursday session and provide monthly feedback to mentors on attendance of their mentees. In July 2025 and May 2026, anyone who has attended fewer than 75% of Thursday sessions and 75% of Saturday sessions up to those points will be asked to leave the programme. Mentors will be provided with the attendance records of their mentees and should communicate with their mentees well in advance to determine reasons for poor attendance and recommend solutions so as to minimise the chances of them being asked to leave.

Catching up

We will not be recording any of the Saturday input sessions in this pilot programme. If participants miss a Saturday session for unavoidable reasons, we can provide access to the UK New Ground Academy material for the session they have missed.

Fees and Funding

Successful programme applicants will need to invest **R1,000 per year** payable in two tranches - R500 by 15 February and R500 by 15 August of each year. This fee covers the costs of materials and catering. Jubilee will cover all other costs.

Jubilee will make available a small number of scholarships to cover a portion of programme fees for qualifying participants. We believe it is important for all participants to contribute at least some portion of the fees from their own pockets.

Formal reflections

To enable participants to fully engage with the material, they will submit a formal reflection each month on their learnings from the previous month's content and practical ways in which it is changing their lives. These reflections will take the form of a written 300-400 word (less than a page of typed/written A4) or a 2 minute voice note and will be submitted on each participant's mentoring WhatsApp group by 17.00 on the Friday prior to the monthly Saturday workshop. Participants in each mentor group will take turns to peer review each other's reflections. As with attendance requirements, mentors will at the same checkpoint dates provide the Academy Team with those participants who have not submitted at least 75% of their reflections.

Application process

There will be a maximum of 40 participants on this initial Jubilee New Ground Academy Leadership Programme.

Applications opened on 16 October 2024. The application deadline is 29 November 2024. For any remaining spaces there will be a second round of applications from 1 to 24 January 2025.

The Academy Team will review applications and recommend a list of participants to the eldership team for final invitation to participate in the programme.

Apprenticeship and changing the world

Jesus best modelled how to develop leaders in gathering a group of people around him whom he trained and disciplined on an apprenticeship programme that changed the world. Participants in our programme will be encouraged to seek out leaders with whom they can partner in being supported in practical leadership experiences within Jubilee. This will grow Jubilee's leadership capacity, provide a training base for future leaders of churches we will plant and enhance participants' leadership skills, wisdom and confidence for also leading in their places of influence outside the church.

Timetable

The following monthly timetable shows the New Ground Academy topics for the Saturday leadership workshops and Bible Home-based Learning Modules which Jubilee will follow although we may elect to change one or two of the Leadership topics:

Day & Date	Time	Topic
Sat 15 Feb 2025	12.00-14.30	Academy Launch Lunch with Dave Holden as guest
Sat 08 Mar 2025	12.00-16.30	1A. The devotional life of a leader
Thu 13 Mar 2025	19.30-21.00	1B. How to read the Bible well
Sat 12 Apr 2025	12.00-16.30	2A. Wisdom for leaders
Thu 17 Apr 2025	19.30-21.00	2B. Genesis & Exodus
Sat 10 May 2025	12.00-16.30	3A. Emotionally healthy leadership
Thu 15 May 2025	19.30-21.00	3B. Leviticus, Numbers & Deuteronomy
Sat 7 June 2025	12.00-16.30	4A. Who is God?
Thu 12 June 2025	19.30-21.00	4B. Joshua to Ruth
Sat 26 July 2025	12.00-16.30	5A. Worship and Prophecy
Thu 31 July 2025	19.30-21.00	5B. Samuel & Kings
Sat 09 Aug 2025	12.00-16.30	6A. Battle for the mind
Thu 14 Aug 2025	19.30-21.00	6B. Exilic literature
Sat 13 Sept 2025	12.00-16.30	7A. Christians on the frontline
Thu 18 Sept 2025	19.30-21.00	7B. Psalms
Sat 18 Oct 2025	12.00-16.30	8A. Building a missional lifestyle
Thu 23 Oct 2025	19.30-21.00	8B. Wisdom literature
Sat 08 Nov 2025	12.00-16.30	9A. Apologetics
Thu 13 Nov 2025	19.30-21.00	9B. Prophets
Sat 14 March	12.00-16.30	10A. The Doctrine of Humanity
Thu 19 March	19.30-21.00	10B. The Synoptic Gospels
Sat 11 April 2026	12.00-16.30	11A. Sexuality and Gender: The Bible's Good News
Thu 16 April 2026	19.30-21.00	11B. Hebrews
Sat 09 May 2026	12.00-16.30	12A. Embracing Racial Diversity
Thu 14 May 2026	19.30-21.00	12B. James and 1 Peter
Sat 13 June 2026	12.00-16.30	13A. Invisible Divides: Poverty and Social Class in the
Thu 18 June 2026	19.30-21.00	13B. Acts

Sat 11 July 2026	12.00-16.30	14A. Caring Well: Mental Health and Pastoring
Thu 16 July 2026	19.30-21.00	14B. Romans
Sat 15 August	12.00-16.30	15A. Thriving in Complementarity: God's Plan and
Thu 20 August	19.30-21.00	15B. 1-2 Corinthians
Sat 12 Sept 2026	12.00-16.30	16A. The Spirit-filled Church
Thu 17 Sept 2026	19.30-21.00	16B. Paul's Shorter Letters (Galatians – Titus)
Sat 10 Oct 2026	12.00-16.30	17A. The Church and Mission
Thu 15 Oct 2026	19.30-21.00	17B. John's Gospel and Letters
Sat 14 Nov 2026	12.00-16.30	18A. Life Beyond Academy
Thu 19 Nov 2026	19.30-21.00	18B. Revelation
Thu 26 Nov 2026	18.30-20.30	Graduation dinner

Saturday session format

The monthly Saturdays provide an opportunity for participants to get to know one another, to worship God together, to pray and to grow in their spiritual gifts. The plan for each Saturday session will be:

Timing	Activity
11.45-12.00	Connect over drinks
12.00-12.25	Worship and prayer
12.25-13.00	Input session 1
13.00-13.45	Discussion groups over a light lunch
13.45-14.30	Input session 2
14.30-15.00	Discussion groups
15.00-15.20	Coffee and tea break
15.20-16.00	Input session 3
16.00-16.20	Discussion groups
16.20-16.30	Programme updates and Close

Apply now

Please scan the QR code below or visit <https://tinyurl.com/4xj265cm> to complete the application form.

For any more information please email academy@jubilee.org.za



We will inform applicants between 1 December 2024 and 15 January 2025 whether or not they have been accepted onto the 2025/2026 programme.



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