



2020 Leadership Development Cohort Application

Applications due December 5, 2019

TRP's three-month Leadership Development Cohort is designed to equip LGBTQ-affirming Christians who love God, love the Bible, and love the church with the tools and theological knowledge they need to lead and grow an effective local chapter.

The cohort **starts on February 3, 2020**, with three months of in-depth, online study about the Bible and LGBTQ inclusion, and it culminates in a four-day, in-person training summit from **May 13-16, 2020, in Seattle, Washington**. This year, we are accepting applications from the nine locations where we have existing or emerging chapters: **Seattle, Los Angeles, Phoenix, Dallas, Chicago, Atlanta, Orlando, Sydney, and Latin America**.

Carefully read ALL of the information below to make sure you understand the program, are aligned with TRP's Statement of Faith and values, and can commit to the schedule before filling out the application.

Note: We recommend downloading the application in PDF form first to work through your answers and save them on your computer before reviewing and submitting them. To submit your completed application, please copy and paste your answers to the online Google form [HERE](#). You will be unable to return to the online form, so please make sure you have reviewed the entire application and are ready to submit your full application when you begin the online form.



What do TRP chapters do?

The Leadership Development Cohort is specifically for Christians who want to serve as leaders in a local TRP chapter. The overarching goal of our chapters is to help shift local Christians and churches from non-affirming to affirming on LGBTQ inclusion.

Chapters use three primary pathways to further that goal: visibility and advocacy focused on reaching Christians in non-affirming churches, education about the Bible and LGBTQ inclusion, and community support for LGBTQ Christians and allies—and as chapters grow, support for parents and pastors in process as well. All of that work is grounded in TRP's core values of love for God, love for the Bible, and love for the church.

In order to be eligible to apply, you must be at least 18 years old by May 13, 2020. If you have questions about your eligibility, please contact us at apply@reformationproject.org.

How does the cohort work?

The Reformation Project will select 30 to 40 LGBTQ-affirming Christians to participate in the 2020 Leadership Development Cohort. Applications are due by December 5, 2019. We will notify selected applicants by the end of December.

We will then send our class of reformers their preparatory materials for the cohort. These will include a wide range of study materials and supplementary video content, including leading works of biblical scholarship and popular-level writings on the theological debate about LGBTQ inclusion. If selected, applicants must be able and willing to devote a significant amount of time (12-15 hours a week) from February 3, 2020, through mid-May 2020 to studying these materials and actively participating every week in online discussions about them with other reformers. Online discussions will include weekly posts on message boards as well as occasional group video conversations.



At the end of the three-month study period, the reformers will gather in Seattle, Washington, for a four-day intensive summit, where they will learn from The Reformation Project's staff and guest teachers and speakers. They'll worship, share meals, and participate in evening activities together, helping them build relationships that we hope will last for years to come. Our goal is that, when they head home at the end of the cohort, they'll do so with renewed confidence, clarity, and commitment, and with the tools they need to help launch or grow a local TRP chapter. The in-person gathering is an integral step in forming the network of reformers that graduates come to depend upon long after their cohort has ended.

All selected applicants must be available to attend the entire summit, starting on the evening of Wednesday, May 13, and ending on the night of Saturday, May 16. From Thursday through Saturday, the conference will begin around 8:30 a.m. and finish around 9 p.m. Participants may not leave the summit until the program has concluded at 9 p.m. on Saturday, May 16.

TRP's Values

We are ecumenical in nature and mission, inclusive of Protestant, Catholic, and Orthodox Christians alike. Our [Statement of Faith](#) reflects our beliefs in:

- The inspiration of the Bible, the Word of God.
- The Triune God, eternally existent as Father, Son, and Holy Spirit.
- The supremacy of God, who created all things seen and unseen through Christ our Lord.
- The deity of Jesus Christ, only begotten Son of the invisible God, firstborn over all creation, fully God and fully man, head of the church, author and finisher of our faith; His death for our sins; and His resurrection and eventual return.
- The regenerative power of the Holy Spirit, whose fruit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control.

As a Bible-based, Christian organization, The Reformation Project is grounded in [three core values](#): love for God, love for the Bible, and love for the church.



1. Love for God: We love God, and it's because of our love for God that so many of us have wrestled so prayerfully and deeply with our sexuality, our gender identity, and our faith. We seek to honor God with everything we do, with our lives, and with our relationships. We seek to follow Jesus, worshiping him as God and emulating his life, teachings, and ministry, especially in his treatment of those who were downtrodden and outcast.

2. Love for the Bible: We love the Bible and revere it as the Word of God, inspired by God and authoritative for Christian life and practice. It is because of our love for Scripture that we have studied it so carefully, seeking to discern the heart of God and the most faithful understanding of the text for the church today. Our love for Scripture is also what drives us to help the church interpret and apply it as faithfully as possible when it comes to gender and sexuality.

3. Love for the Church: We love the church, and we are compelled by our love for the church to help the body of Christ truly be the hands and feet of Jesus to the world, especially to those who only have heard messages of condemnation from the church. Our love for the church includes a love for fellow Christians who disagree with us theologically or are still seeking to discern their views about LGBTQ inclusion.

Those three values are at the heart of all of TRP's work and everything that our chapters do. They also shape [two other important values](#) for us:

Monogamy and Covenant: As a Christian organization with a deep love for the Bible, we believe that our values about sexuality must be shaped by Scripture, the communion of saints, and the Christian tradition. We honor the link that Scripture and the Christian tradition make between sex and lifelong commitment, and therefore, we embrace the principle that we should seek to say with our bodies what we are able and willing to say with the rest of our lives. That is why we are specifically asking churches to bless monogamous, covenantal same-sex relationships. (See *Bible, Gender, Sexuality* by Dr. Jim Brownson to learn more about our understanding of Scripture and sexual ethics.)



Diversity and Inclusion: Jesus's life and ministry were marked by his love and concern for people on the margins of society, and as a Christian organization, we believe we are called to follow Jesus's example by prioritizing diversity and inclusion in our work. LGBTQ Christians have too often experienced the pain of exclusion from the church, and that reality compels us to care about and address the ways in which the church has also fallen short of honoring other marginalized people as equal image-bearers of God. We strive to foster belonging and inclusion for everyone regardless of their race, ethnicity, age, class, gender, gender identity, sexual orientation, or disability.

As local extensions of TRP, it's important that TRP's chapters are aligned with our Statement of Faith and our values. Consequently, we are looking for future chapter leaders who are aligned with—and passionate about—both our Statement of Faith and our values.

What is the cost?

All cohort expenses are raised as a collaborative effort between cohort members and The Reformation Project. TRP will enlist the support of donors to help offset the costs of the cohort, while cohort members are expected to raise support from their own communities as well. Cohort expenses include travel, lodging, food, and programming materials. Funds that are raised are pooled among all participants. The most important factor is each reformer's effort in fundraising, not the individual amounts raised.

This process is important both for covering the expense of the program and because it offers participants the opportunity to engage the very community they are being trained to go home and work within. It's a valuable process that fortifies and prepares participants for the work ahead.

That said, we also recognize that, based on a variety of factors, some reformers will not be able to raise funds from their friends, family, or community, and we are committed to helping ensure that they will still be able to participate fully in the cohort. On the application, there is a section where you can communicate your ability to participate in fundraising. No answers are disqualifying; your responses



simply help us calibrate expectations and ensure we have appropriate balance in the group.

Commitments

By submitting this application, you are committing to:

- Be aligned with and honor TRP's Statement of Faith and values as outlined above.
- Be available to attend the entirety of the in-person summit from Wednesday, May 13, through Saturday, May 16. Please confirm with your employer or school administrators before applying that they will permit you to attend.
- Dedicate 12-15 hours every week from February through May to prepare. If you are selected, we will send you a large packet of reading material focused primarily on the Bible and LGBTQ inclusion. All reformers will need to read it carefully and contribute to discussions online every week.
- Participate in the fundraising efforts to the best of your ability in order to increase the pooled amount raised by the cohort.
- Appear in videos, pictures, and general media. The cohort may be open to select media outlets, so reformers should be willing to appear in articles, photos, and videos.
- Serve as an active leader in your local TRP chapter for at least one year after the cohort concludes in May 2020.

Recommendation Letters: In addition to this completed application, we must receive two recommendation letters for you. Both recommendations must be **received by December 5, 2019**, in order for us to consider your application. Please share this link—<https://tinyurl.com/trprec>—with the two people recommending you and ask them to fill out the form. Friends, mentors, family members, and others are welcome to recommend you. If you have any questions about the application process, please e-mail us at apply@reformationproject.org.



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About You

Full Name:

Mailing Address:

Phone Number:

Age:

Marital/Relationship Status:

Sexual Orientation:

Gender Identity:

Race/Ethnicity:

Denomination:

Company/School:

Occupation (title/etc)::

- 1.** What church do you attend? How long have you attended? Do you or have you held any leadership positions in the church?
- 2.** How would you describe your church's policy/culture regarding LGBTQ inclusion?
- 3.** What community organizations are you a participant in and how do you participate? Do you or have you held any leadership positions in these organizations?



4. List some of your strengths as a leader, and share how you would like to grow as a leader in this program.

Short Response Section

Please answer each question in 50 words or less.

1. Have you attended any of The Reformation Project's previous events? If so, please share about your experience and what motivated you to apply for the cohort. If not, how did you hear about the cohort?
2. What are your current time commitments? How will you adapt your schedule to ensure you are able to dedicate 12-15 hours every week to the TRP cohort from February through May 2020?

Fundraising Section

Please select which of the following statements best characterizes your ability to participate in cohort fundraising:

1. I am enthusiastic about fundraising for the cohort and am optimistic about my ability to raise funds for the group.
2. I am nervous about fundraising for the cohort but am committed to trying my best, and I believe I will be able to succeed with guidance from TRP.
3. I am doubtful I will be able to raise funds by asking individuals to make donations, but I would be willing to try alternative approaches to fundraising (e.g., holding a bake sale, a yard sale, or a local concert/recital) with guidance from TRP.
4. Based on my situation, I do not think I can participate in any form of fundraising at this time.

Feel free to elaborate on your response below:



Video and Links Section

*Please include a link to a video of you speaking for 2-5 minutes in response to the prompt below. Use the video to give us a sense of who you are and why you are passionate about this work. We recommend uploading the video to YouTube or Vimeo and then pasting the link; alternatively, you can record a video on your phone and e-mail it to us. On YouTube or Vimeo, make sure the video is either set to public or unlisted; if it is set to private, we won't be able to see it. **Videos longer than 5 minutes will not be viewed in their entirety.***

1. Share your story in under 5 minutes, either as an LGBTQ Christian or an LGBTQ-affirming Christian. Why do you want to be part of the cohort, and why do you think you're well-positioned to be an agent of change in your faith community? Link to video response:

2. Optional: Include up to three links to help us get to know you better. Examples could include an article about you, a blog post or essay you've written, music you've made, or design work you've done.

- Link 1 with short description:
- Link 2 with short description:
- Link 3 with short description:

Essay Section

TRP's Leadership Development Cohort is intended to train and equip Christians who are seeking to become leaders of local TRP chapters—strengthening and expanding our network and impact.

1. Please describe your alignment with each of the values listed on our website: love for God, love for the Bible, love for the church, monogamy and covenant, and diversity and inclusion. *(Please answer the prompt in 75-125 words.)*

2. What are the greatest needs in your local Christian community when it comes to reform on LGBTQ inclusion? As a prospective future TRP chapter leader, what are your specific goals and plans for effecting change? Why do you think you are



well-positioned to accomplish these goals through a TRP chapter? *(Please answer the prompt in 400-500 words.)*