



*We call and develop transformational leaders to make disciples
and grow vital congregations to transform the world*

Clergy Leadership Development Initiative

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Clergy Leadership Development Initiative

Introductory Session

August 22, 2017

- 9:00 Gathering and Refreshments
- 9:30 Worship
- 10:15 Clergy Leadership Development Initiative
- Introductions
 - Why we are here
 - Understanding the feeler, thinker & doer
 - The types of leadership we will call/recruit and develop for
 - Fruitful
 - Transformational
 - Apostolic
 - GNJ Leadership Expectations
 - Table Conversation
 - The Resourcing Plan
 - Seminar
 - Management Team
 - Coaching
 - Evaluation
 - Quarterly Church Council Conversation
 - Team Vital
 - PaCE
 - Reverse Learning
 - Seminar Structure and Competencies
- 11:00 Covenant Making
- 12noon Reading and Resources for September 26
- 12:30 Lunch and Sending Forth

CLERGY DEVELOPMENT INITIATIVE

Every leader fruitful and becoming more transformational and apostolic

Clergy have been called, trained, mentored and supported for the roles of pastor, priest, and prophet/preacher. These roles focus on pastoral care, liturgy, worship, teaching, witness and preaching. Doing them well in the past kept congregations engaged and sustainable. But the culture, the times and the church have changed.

Over the last several decades, as the culture changed, church became one of many options. This change calls for a different type of leadership and new strategies. Leading effectively using the roles of pastor, priest and prophet will not sustain congregations today and into the future. Today the church needs leaders who are Spirit centered and Spirit led. They must be leaders who are fruitful, meaning their congregation is growing in each of the five areas of vitality. The best leaders go on to be transformational and even apostolic.

- **Fruitful Leaders** – at a minimum, all clergy are to have fruitful leadership, which means
 - a. Connecting and relating well with church leadership and membership and community residents.
 - b. Developing leaders within the congregation.
 - c. Leading the congregation to deeper faith and service in the world.
 - d. Increasing vitality through inspiring worship and messages, attracting and making new disciples, and engaging disciples in small groups, community hands-on mission and generous giving.
 - e. Raising sufficient funds for community and world mission, ongoing congregational ministry, shared ministries and salary and benefits.

Fruitful leaders grow congregations and create sustainable ministry.

- **Transformational Leaders** – These are clergy leaders who are fruitful and their leadership inspires changed lives, communities and the world. These leaders not only demonstrate growth within the congregation but transform the attitude, culture and outlook of the congregation.

Because of their leadership, the church is changed and there is greater connection with the people in the community. Their legacy lives beyond them because they have planted Christ within the people and the church and nurtured disciples into maturity.

- **Apostolic Leaders** – These are mission driven leaders who find and make a way when others do not see a way forward. They multiply people, gifts and resources for the continued growth and expansion of the Kingdom of God.

Peter, Paul, John Wesley, Francis Asbury, Harriett Tubman, Mary McCloud Bethune, Anna Howard Shaw, Henry Appenzeller, Wilbert Mitchell, and Pat Brugler are apostolic leaders.

When others did not see a way, through the guidance of the Holy Spirit, they found a way. Their ministry and mission lasts beyond their years. They create movements, organizations and systems to sustain the mission. For these leaders, the mission is always more important than them. At the time, you hardly notice what they are doing but years later you look back and say wow! It is not their heroics but how the Spirit works through them to organize people, resources and systems to create life changing and lasting mission.

GNJ Leadership Expectations

GNJ leaders stir up, anchor and release boundless hope, passionate faith, courageous mission, transformational leaders, vital congregations, and regenerative resources.

1. *Boundless Hope* – **Positive vision** of current and future ministry
 - Bible passage – “Very truly, I tell you, the one who believes in me will also do the works that I do and, in fact, will do greater works than these, because I am going to the Father.” – John 14:12
 - Question – Does the congregation have a hopeful view of its future?
2. *Passionate Faith* – **Fearless disciples** that others want to emulate
 - Bible passage – “Now when they saw the boldness of Peter and John and realized that they were uneducated and ordinary men, they were amazed and recognized them as companions of Jesus.” – Acts 4:13
 - Question – Do the people of the congregation have an enthusiasm for following Jesus Christ and are committed to the church and serving others?
3. *Courageous Mission* – **Risk-taking community connection** and engagement
 - Bible passage – “But you will receive power when the Holy Spirit has come upon you; and you will be my witnesses in Jerusalem, in all Judea and Samaria, and to the ends of the earth.” – Acts 1:8
 - Question – Do people in the community believe and experience the congregation’s mission as bold and courageous? Do they experience the radical love of Jesus in the congregation’s mission and ministry?
4. *Transformational Leaders* – **Difference makers** in people’s lives, the congregation and the community
 - Bible passage – “For if you keep silence at such a time as this, relief and deliverance will rise for the Jews from another quarter... Perhaps you have come to royal dignity for just such a time as this.” – Esther 4:14
 - Question - Are the leaders of your congregation making a significant difference through their leadership? Do the leaders work with all members of the congregation and relate well with the community?

(continued)

5. *Vital* Congregations – **Indispensable ministry** with people and the community
 - Bible passage - “All who believed were together and had all things in common; they would sell their possessions and goods and distribute the proceeds to all, as any had need. Day by day, as they spent much time together in the temple, they broke bread at home and ate their food with glad and generous hearts, praising God and having the goodwill of all the people. And day by day the Lord added to their number those who were being saved.” – Acts 2:44-47
 - Question – Are people in the community drawn to participate in your worship, small groups and ministry?

6. *Regenerative* Resources – **Cultivate generosity** to increase mission
 - Bible passage – “The point is this: the one who sows sparingly will also reap sparingly, and the one who sows bountifully will also reap bountifully. Each of you must give as you have made up your mind, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work.” – 2 Corinthians 9:6-8
 - Is your congregation achieving its full potential financially in order to bless God and others?

Clergy Leadership Development Initiative

The GNJ Clergy Leadership Development Initiative (CLDI) is designed to develop clergy to grow into fruitful, transformational and even apostolic leaders. We are looking for willing clergy who are ready to take the next steps in their leadership. Clergy who chose to participate will engage in reverse learning and work collaboratively through workshopping, teaching and facilitating discussion. The Clergy Development Initiative will be led by the bishop, effective transformational leaders and apostles, connectional ministry staff and superintendents. Specialists from church, nonprofit and corporations will also be used to lead sessions and activities.

**Clergy Development Seminar and
Additional Resources to Excel in Congregational Leadership**

Activity	Focus	Strategy	Outcome
Development Seminar	Skill and performance enhancement	12-month seminar to improve leadership understanding, skill, and practice. The seminars will be reversed learning and participants will be teachers and create resources for developing leaders and congregations.	Pastors leadership will improve the quality and fruitfulness of a congregation's ministry
Management Intervention	Tactical focus and problem solving	6 month weekly 20-30-minute check in with the pastors on tactics and follow through	Successful implementation of a leadership development plan and congregational vitality plan
Coaching	Bring out the pastor's creativity, resourcefulness and wholeness	Assist the pastor with thinking through approach and engagement to leadership	Improved confidence, people engagement, goals setting, prioritization, communication and prioritization
Quarterly Evaluation	Assess progress and identify areas for growth	Provide feedback and set benchmarks. Use quarterly guide with questions.	Pastor, SPRC, and Superintendent agreement on areas of strength and areas for improvement
Quarterly Church Council Conversation	Congregational goals and progress	Identify what is going well, what is not going as planned, changes needed	Progress toward stated goals and vitality growth
Team Vital	Congregational Vitality Plan	Work with the pastor and a team of eight laity to develop a plan and action steps for vitality	Congregation takes concrete steps to grow in worship, new disciples, small groups, mission and giving
PaCE	Peer group learning	Small group of clergy gather with a facilitator to learn about an aspect of ministry	Clergy grow with and support one another

Clergy Leadership Development Initiative Seminar

Time: 9:30am – 3pm

Dates: September 26, October 24, November 14, December 19, January 23, February 27, March 13, April 17, May 8, June 19, July 17

Seminar Agenda

- Opening worship
- Review the reading and resourcing assignment for the day
- Work in groups on leadership development competencies
- Lunch
- Work in groups on congregational competencies
- Review reading and resources for next seminar date

Leadership Competencies

- Emotional Intelligence
 - Leadership styles
 - Personal health and spiritual vitality
- Communication
 - Audience, tone, medium
 - Intercultural competency
- Leading through Change
 - Establishing a vision and strategy
- Planning, Organizing & Evaluating
 - Prioritization and focus
 - Time management techniques
- Leading to Resolve Conflict
 - Understanding feelings
 - Identifying behaviors to be changed
 - Developing consensus for next steps

Congregational Competencies

- Worship
 - Creating inspiring worship series
 - Effective sermons and delivery
- Small groups
 - Creating clear objectives and sharing the vision
 - Equipping and empowering lay leadership
- Giving
 - Conducting an effective stewardship campaign
 - Developing a year round stewardship calendar
- Professions of Faith
 - Effective hospitality and visitor follow-up
- Mission
 - Understanding mission: service and evangelism
- Leader's Soul
 - Means of Grace

Covenant for 2017-2018 Clergy Leadership Development Seminar

1. The Purpose: The GNJ Clergy Leadership Development Initiative is designed to develop pastoral leaders who excel in fruitfulness and grow vital congregations. Fruitful leadership means:
 - Leading a congregation to vitality
 - Developing and growing lay leadership
 - Building connections and relations well with the church leadership, members and community residents
 - Leading the congregation to deeper faith and service in the world, and
 - Raising sufficient funds for salary and benefits, shared ministries, ongoing congregational ministry and community and world mission
2. Our seminar will meet for 12 months, after which we will evaluate our direction.
3. We will gather one Tuesday a month from 9:30am - 3pm at the Mission Resource Center unless otherwise prearranged. September 26, October 24, November 14, December 19, January 23, February 27, March 13, April 17, May 8, June 19, July 17.
4. We will agree to the following primary values for our group:

Participation: *What do you expect of yourself, your colleagues and the facilitators in preparation for our gathering and when we gather?*

Confidentiality: *What do we hold in confidence within the group, so that we can encourage people to speak openly? What can we share with others outside the group about our time together?*

Growth and Development (action orientated): *What commitments will we make for the fruitful growth of ourselves and for the group as a whole? How can we provide helpful feedback in a positive way so that growth and development occur?*

Relationship Building: *What will we do to foster positive and supportive relationships within the group so that trust is built?*

Reading and Resourcing Assignments for September 26, 2017

1. If you do not have a coach, sign-up for a coach through the conference office by September 8th. <https://www.gnjumc.org/clergy-coaching/>
2. Review video on S.M.A.R.T. Goals.
<https://www.youtube.com/watch?v=HUecXDys-ZA>
3. Using S.M.A.R.T Goal Worksheets develop 4 S.M.A.R.T. Goals. At least one of the goals should be personal and the others should be related to your ministry in the congregation. Consider the “GNJ Leadership Expectations” when writing your goals. Goals will be shared in small groups at our next meeting. (The first half of chapter 8 in *Primal Leadership* relates to goal setting.)
4. Read chapters 1-4 of Primal Leadership: Realizing the Power of Emotional Intelligence by Daniel Goleman, Richard Boyatzis, and Annie McKee.
5. Review reading guide for Primal Leadership and prepare for teaching and conversation.

SMART MINISTRY GOALS Planning Form

SMART goals help improve achievement and success. A SMART goal clarifies exactly what is expected and the measures used to determine if the goal is achieved and successfully completed.

A SMART goal is:

Specific (and strategic): Linked to a particular ministry area with a person responsible for leading their team to reach the goal.

Answers the question— Who? and What?

Measurable: The success toward meeting the goal can be measured.

Answers the question—How?

Attainable: Goals are realistic and can be achieved in a specific amount of time and are reasonable.

Answers the question—Is it reasonable?

Relevant (results oriented): The goals are aligned with current tasks and projects and focus in one defined area; include the expected result.

Answers the question—What is the expected result?

Time Sensitive: Goals have a clearly defined time-frame including a target or deadline date.

Answers the question—When is it to be completed?

Example:

Not a SMART goal:

- We will be a friendly church.

Does not identify a measurement or time frame, nor identify why the improvement is needed or how it will be used.

SMART goal:

- The Welcome Team will create a method to track and record member and guest attendance that includes a system to follow up with those who are absent and first time guests by November 15, 2017.

(based on Ministry Action Plans by Dr. Marty Cauly)

SMART Ministry Goal Planning Form

Specific – WHO? WHAT? WHERE? HOW MUCH? HOW MANY?

Measurement/Assessment – HOW WILL YOU KNOW IF IT IS A SUCCESS?

Attainable/Achievable – REASONABLE?

Relevant – EXPECTED RESULT?

Timed – BYWHEN?

Reading Guide for *Primal Leadership* Chapters 1-4

As you read chapters 1- 4 of *Primal Leadership* consider the following questions. *You will be responsible for sharing answers to the content questions in small groups and then presenting a summary of the chapter to the larger group.* Personal reflection questions may be shared during discussion.

Chapter 1: Primal Leadership

Content Questions

- What is the definition of emotional intelligence?
- Do you agree with the authors premise that emotions play a powerful role in the workplace? Why or why not?
- What are your thoughts regarding the leaders role in driving emotions and the role of being the group's emotional guide?
- What role does open-loop play in leadership?

Personal Reflection

- When have you seen the open-loop at work in you as a leader? When have you seen it at work (for better or worse) in an organization or church?

Chapter 2: Resonant Leadership

Content Questions

- What is the difference between dissonant leadership and resonant leadership? What impact can each have on a leader's results?
- What advantages does a resonant leader enjoy?
- What are the Four Core emotional intelligence domains? What do they mean?

Personal Reflection

- When have you had to lead with both your head and your heart?

Chapter 3: The Neuroanatomy of Leadership

Content Questions

- What is the power of laughter?
- What is your reaction to the emotional intelligence competencies outlined in this chapter?
- Do you feel a leader should be effective in all competencies? Why or why not?

Personal Reflection

- Which of the competencies would best characterize you? Which competency could you further develop, and what positive change could it make in your ministry?

Chapter 4: The Leadership Repertoire

Content Questions

- What is your reaction to the leadership styles laid out in this chapter? Specifically, what are your thoughts about how each makes an impact on climate and when to utilize the particular style?
- How do the visionary, coaching, affiliated and democratic styles impact resonance?

Personal Reflection

- What style comes most naturally to you? Which style could you grow in, and what positive change could it make in your ministry?