

Clergy Leadership Development Seminar
Fruitfulness Cohort
Session 4 – December 18, 2018

9am – Refreshments

9:30am – Worship

11:00am – WWW

- What went well in your life or ministry in 2018? What would you like to celebrate?

11:15am – Primal Leadership

- Boyatzis’s Theory of Self-Directed Learning. In pairs leaders, will take turns sharing their self-directed learning handout.
- In pairs, share your responses. Be an active listener. Consider statements such as:
 - “I really like...”
 - “Share with me more about...”
 - “Tell me more about that.”
 - “I am curious about...”

11:30am – Smart Goals

- Review Smart Goal Handout
- A cohort facilitator will present a SMART GOAL that they are working on and explain why it is SMART.
- Each table develops a SMART goal about local church ministry. Some topics might be around worship attendance, small group involvement, launching a January worship series, working with your nominations and leadership development team, meeting community leaders, etc.
- Once the goal is written, one table representative from the group remains at the table while other table members go to other tables.
- The table representative presents the table’s SMART goal to a table full of new people. They provide feedback on whether it is a SMART GOAL or not.
- Then, original table members return to their table and edit the goal if necessary.
- Each table shares their SMART goal with the Class.
- In your congregation, what type of ministry or work in the church (individual or committee) would benefit from the use of SMART goals?

12:30pm – Lunch

1:15pm – Exploring the Six Types of Small Groups with Rev. Gina Yeske, Director of Small Groups

- Types of Small Groups from “How We Gather”
<https://caspertk.files.wordpress.com/2015/04/how-we-gather.pdf>
 - **Community**: valuing and fostering deep relationships that center on service to others
 - **Personal Transformation**: making a conscious and dedicated effort to develop one’s own body, mind, and spirit
 - **Social Transformation**: pursuing justice and beauty in the world through the creation of networks for good
 - **Purpose Finding**: clarifying, articulating, and acting on one’s personal mission in life
 - **Creativity**: allowing time and space to activate the imagination and engage in play
 - **Accountability**: holding oneself and others responsible for working toward defined goals

- The article “How We Gather” identifies six themes by which people come together. Find a partner who has been a part of a group different than you. Answer the questions below.
 - What type of small groups (church or secular) have you belonged to? Which of the six themes did they exhibit?
 - How did you become a part of the group?
 - What happens at the group?
 - Who led/leads the group?
 - What’s made you a better person because of the group?Consider your congregation/community.
 - Who are you serving?
 - What would be their overall interest in each of the 6 themes of small groups listed above?

- Now, share one insight about the value of small groups with your table.

- What new small groups might bring new life to your church this year? For those with small groups that have a more flexible structure, do you need some defined groups (ie. sermon series, book study etc.). For those with small groups that have a more defined structure, might you add some more flexible groups (ie. dinner party, painting party etc.)?

2pm – “Breakthrough” Small Group Series Outline with Rev. Gina Yeske

- Whether you will be using the “Stop Being Nice” series or another series in the Breakthrough format in the future, let’s take a half hour to become familiar with the small

group materials. The small group materials are designed so that they can be led by congregational leaders with the support of the pastor.

- Each table will be assigned a week of the small group series, then lead the table through the small group as directed by Gina.

2:55pm – Wrap-up and Resourcing for January

3pm – Adjourn

Primal Leadership

Boyatzis's Theory of Self-Directed Learning

First Discovery: My ideal Self

I want to be...

Second Discovery: My Real Self

Who am I really?

What are my strengths, where my ideal self and real self overlap?

What are my gaps, where my ideal self and real self differ?

The Third Discovery: My Learning Agenda

I can build on my strengths by....

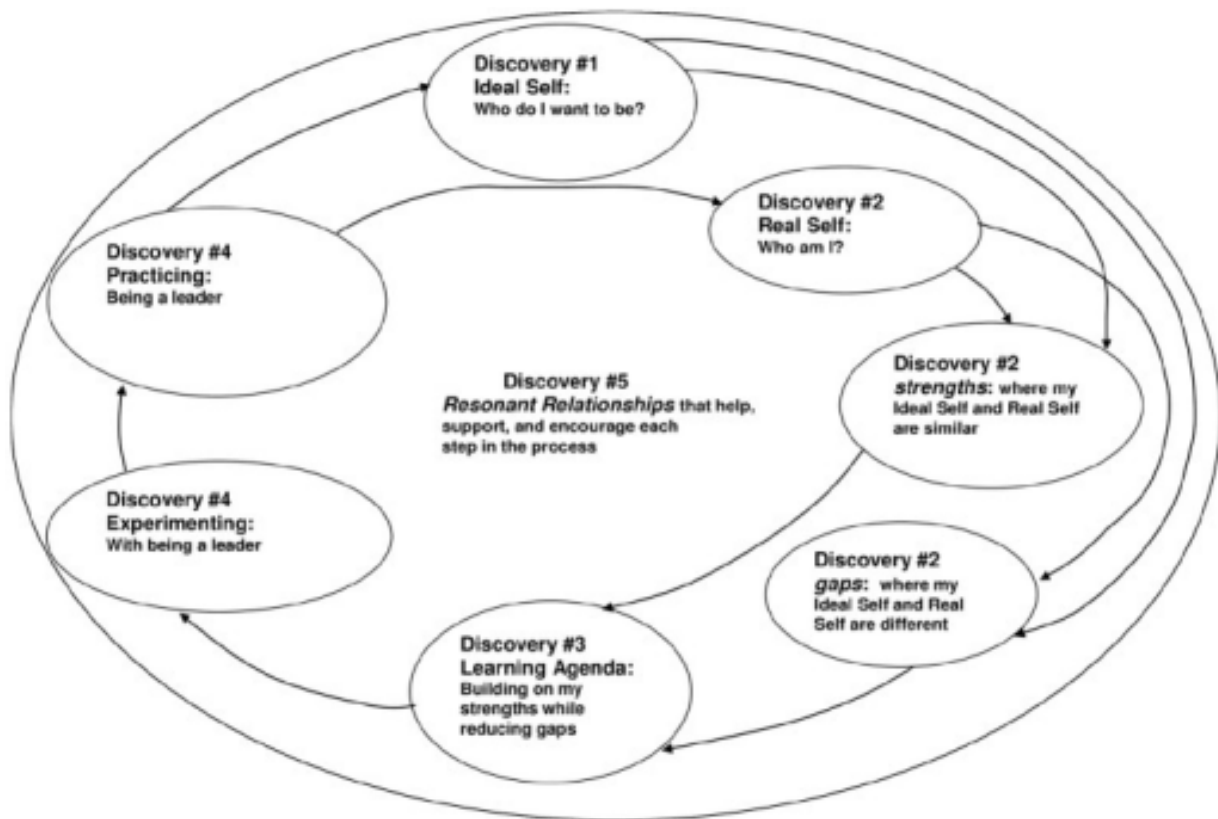
I can reduce my gaps by....

The Fourth Discovery: Experimenting with and practicing new behaviors, thoughts, and feelings to point of mastery.

What new behaviors, thoughts and feelings will I embrace to grow closer to my ideal self?

The Fifth Discovery: Developing Relations

I will develop supportive and trusting relationships with whom and by doing what?



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 implement their newly designed method to track and record member and guest attendance, which includes a system to follow up with those who are absent and first time guests by February 15, 2017.

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

SMART Ministry Goal Planning

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 – BY WHEN?

Resourcing for January 15th

- Write two SMART goals, at least one of the two should be related to your ministry. Goals will be shared in small groups at our next meeting.
- For your own consideration, if your church recently provided you feedback through the worship feedback form from October and November's sessions:
 - Did you learn something unexpected?
 - What is one strength and one area of growth?
 - What is the next step you and your church leadership can take to grow in one area? (Might this be one of your SMART goals?)
- Read "Small Group Workshop" packet. Based on your experience, what characteristics make good small group leaders? Also, what is the role of a pastor in small groups development in the local church?
- If you are planning on participating in the "Stop Being Nice" worship series in January or in the future and would like to be included in the emails and Facebook group regarding this sermon series email Rev. Gina Yeske, Director of Small Groups gyeske@gnjumc.org