

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

9am – Refreshments

9:30am – Worship

11:00am – 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 - Peer Consultation through a Leadership Challenge by 2 Cohort Members

- Share a leadership challenge you are having in the local church to receive immediate feedback. Consider Richard Osmer's framework for the 4 movements of practical theology as we examine each leadership challenge. These are as follows:
  - i. **Descriptive-empirical task** (What’s going on?) – Answered by the leader.
  - ii. **Interpretive task** (Why is it going on?) – Answered by the leader and cohort.
  - iii. **Normative task** (What ought to be going on?) – Answered by the cohort.
  - iv. **Pragmatic task** (How might we respond?) – Answered by the cohort.
- Leadership Challenge format
  - Five minutes for the leader to explain the situation. The leader should remain fact focused rather than emotionally driven.
  - Five minutes for the cohort to ask clarifying questions of the leader. Then the leader turns their chair so that they listen to the conversation in the room.
  - Ten minutes for the cohort to discuss and provide the leader feedback and insights.
  - Then five minutes for the leader to respond to what heard. The leader’s chair is turned facing the cohort.

12:30pm – Lunch

1:15pm – Discussion on Article “Towards a Theological Basis for Urban Ministry”

- How is this article helpful?
- What makes your ministry context urban?
- What aspect of constructing an urban theology process was helpful?
- How do you respond to the "subcultures of spiritual darkness and oppression" in your city?
- How can you celebrate the city?
- Which theme is an invitation to stretch you?
- In what ways can you continue to keep the theology of urban mission central to the work of the ministry?
- Would the cohort be interested in designing a worship sermon series based on life in the city?

2pm – Cohort Project with Smart Goal Setting

- In November we decided each cohort leader would develop a short 1 – 2 month project of in his or her own local congregation around the theme: “Leading the Church to See the Community”
- We listed many ways that one might connect with the community some suggestions were:
  - Walk the community
  - Meet the neighbors
  - Make an appointment to meet with community leaders
  - Learn another language
  - Develop partnerships with someone bilingual/bi-cultural
  - Creating an asset map of church and community
  - Trauma ministry training
  - Finding ways to identify and name racism
  - Lead leaders to a deeper understanding of systematic poverty and oppression in the community
  - Train leaders to be uncomfortable
  - Train leaders to understand they have a part in the community
- What practice will you focus on so that you help lead your church to see the community?
- Is there a step that you took towards connecting with the community since our last gathering?
  
- Review Smart Goal Handout
- The cohort will write one SMART goal that reflects the ministry project as an example.

- Take a few minutes and develop a SMART goal that will lead you towards “Leading the Church to See the Community.”
- Share your goal with your table for their feedback on whether it meets the SMART goal criteria.
- For homework you will work on editing the goal, identifying those who need to be involved for the goal to take place and create a timeline for the goal.

2:50pm – 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....

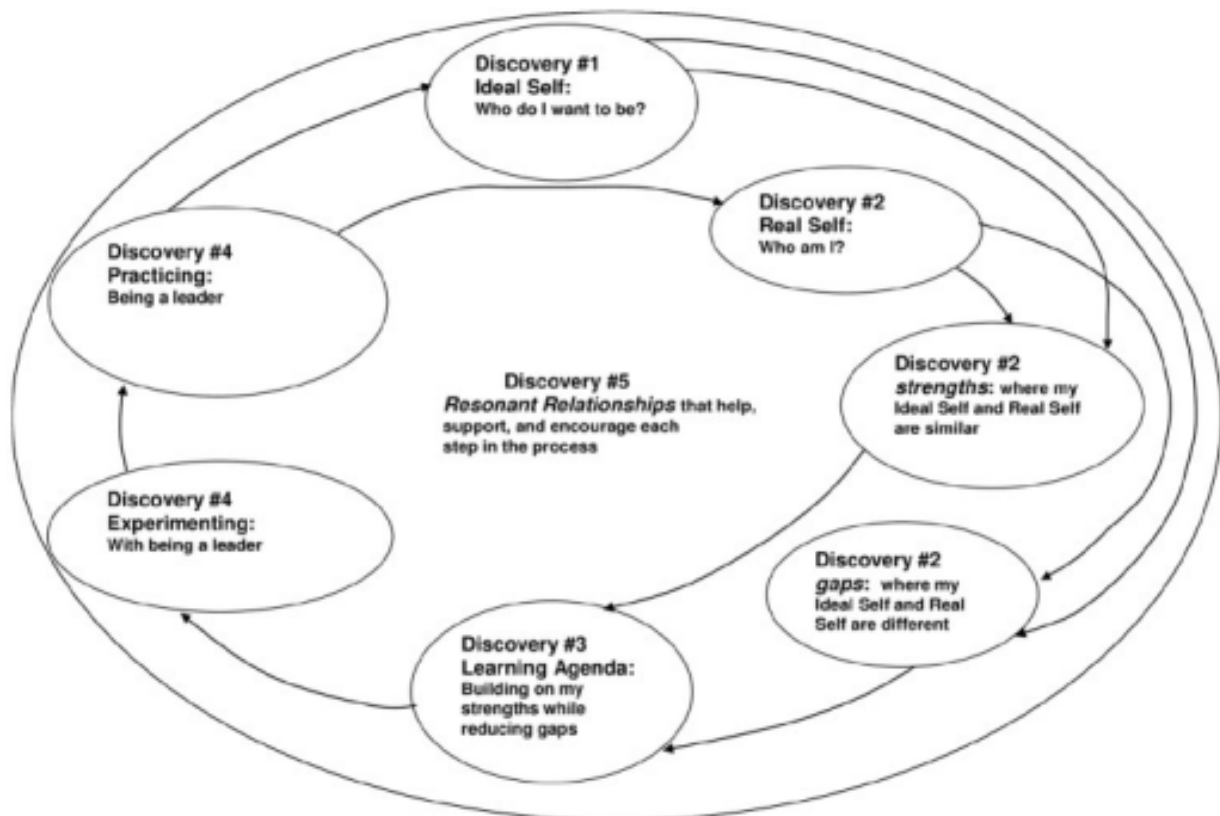
I can reduce my gaps by....

**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?

By

Timed – WHEN?



## Resourcing for January 15<sup>th</sup>

- SMART Goal
  - Create two Smart Goals that align with your class project.
  - Name the leaders or committees that need to be involved for this SMART goal to take place.
  - Share these goals with one of the leaders that you named who need to be involved in the SMART goal
  - Create a timeline with specific dates for reaching the SMART Goals.
  - Be ready to share the SMART goals, timeline and next steps in January.
  
- Read the following two articles and be prepared to discuss

[https://www.neighborhoodtransformation.net/pdfs/What %20is Asset Based Community Development.pdf](https://www.neighborhoodtransformation.net/pdfs/What%20is%20Asset%20Based%20Community%20Development.pdf)

[https://resources.depaul.edu/abcd-institute/publications/publications-by-topic/Documents/A%20Basic%20Guide%20to%20ABCD%20Community%20Organizing\(3\).pdf](https://resources.depaul.edu/abcd-institute/publications/publications-by-topic/Documents/A%20Basic%20Guide%20to%20ABCD%20Community%20Organizing(3).pdf)