

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

9am – Refreshments

9:30am – Worship

11am – New Year’s Smart Goal

- As a review, define what is a SMART goal. See handout.
- Name one ministry goal you have for the New Year. Write it as a SMART Goal with the handout provided.
- Show your goal to a partner for feedback.
- 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.

11:30am – Peer Consultation through a Leadership Challenge by Two or Three Team Members

- Share a leadership challenge you are currently 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.
- 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 they heard. The leader’s chair is turned facing the cohort.

12:30pm – Lunch

1:15pm – Discussion on Chapter 1 of “Class Meeting”

- “Class Meeting” by Kevin Watson on Small Group Ministry (numbered pages 3 – 15 in below link)

<http://ats->

[newroom.s3.amazonaws.com/368/original/CLASS MEETING PREVIEW.pdf?1459980599](http://newroom.s3.amazonaws.com/368/original/CLASS_MEETING_PREVIEW.pdf?1459980599)

With a partner, then as a class, consider the following questions.

1. What were your general thoughts or reactions to this chapter? Was there anything particularly exciting or challenging to you? Why?
2. Discuss the strengths and weaknesses as you see them from the three types of small groups discussed at the beginning of this chapter (affinity groups, information driven groups and transformation driven groups).
3. Of these three types of small groups which one do you have the most previous experience with? Describe what this group did well and what it may not have done well?
4. What is the next step for the small group program in your church?
5. In what way are laity involved in the leadership of small groups in your congregation?

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

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

- SMART Goal
 - Edit New Year's Smart Goal as need.
 - Then name the leaders or committees that need to be involved for this SMART goal to take place.
 - Share this goal 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 Goal.
 - Be ready to share this smart goal, timeline and next steps in January.
- Read "Small Group Workshop" packet. What resources "Small Group Workshop" packet could you use in your local church? Based on your experience, what are 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
- Complete reading the text, "Developing an Intentional Discipleship System" which was provided at the October session. It is also found in downloadable form via this link: <https://www.seeallthepeople.org/resources-downloads/>

"What portion of the text did you find particularly helpful? What would be a definition of a disciple that resonates with you and your church?" This will be a background for our conversation about "Discipleship Pathways."