



Leadership Development Opportunities September 12, 2023

Tonight's Outcomes:

- Do you believe?
- Learn about Leadership Development Stages
- Discover Leadership Development Opportunities and Resources



Do you believe?

Jesus said to him, “If you are able! All things can be done for the one who believes.”

Immediately the father of the child cried out, “I believe; help my unbelief!”
Mark 9:23-24



LIFE



Key Leadership Stages



Lead Self

Lead Others

Lead
Organizations

Adaptive Christian Leadership



Lead Others

Lead Self

Lead
Organizations

Leads Self

Is Characterized by:

- Deepening Discipleship
- Intercultural Competency
- Non-Anxious Leadership

Practices for Leading Self



- Self Awareness
- Boundary Setting
- Habit Formation
- Deepening Discipleship through Spiritual Disciplines
- Continuous personal and professional development
- Using the IDI to grow in cultural humility

Is Characterized by:

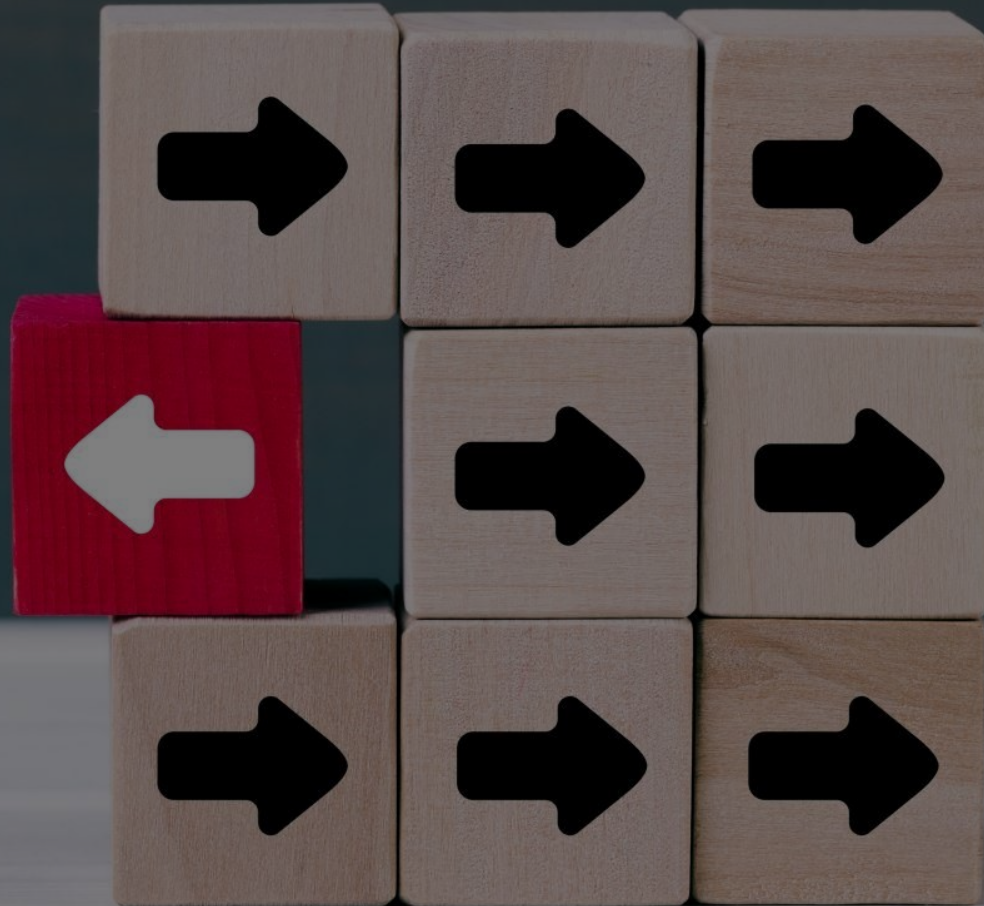
- Trust/Team Building
- Positive Intelligence
- Agile/Design Thinking



Leads Others

Practices for Leading Others

- Leadership through Self-Differentiation
- Relationship building
- Gathering people
- Building resilience
- Empathetic experimentation
- Curiosity, Empathy and Humility





Is Characterized by:

- Vision Casting
- Missional Alignment
- Adaptive Leadership

Leads Organizations



- Clear and succinct communication
- Strategic Focus
- System building
- Sustainability
- Hero Making

Practices for Leading Organizations

Leadership Development Learning Opportunities



Journey to Beloved Community





Cultivating Beloved Community with Cultural Humility

Rev. Dr. Stacey Cole Wilson. Executive Minister of Beloved Community

Honoring and building upon the work of the Rev. Dr. Martin Luther King, Jr., Beloved Community is a place where all people experience a profound sense of belonging and worth. And, it reaches beyond that circle of belonging to courageously confront harm and injustice.

Ensure that we provide and maintain spaces that are faithfully inclusive, diverse, equitable, and practicing antiracism where persons are safe and respected...

Journey to Beloved Community Course: 6 Actions for Belonging and Becoming



JOURNEY TO BELOVED COMMUNITY
SIX ACTIONS FOR BELONGING & BECOMING



Journey to Beloved Community (8-week Course) - Spring 2024

You will learn how to have contextual brave conversations that matter, learn evidence-based strategies for bias reduction, become rooted in Theological and Wesleyan principles that undergird this work, and participate in brief spiritual practices that are designed to deepen your capacity to better build bridges, heal divisions and participate in holy reconciliation as disciples of Jesus Christ.

COVENANT TO CREATE BELOVED COMMUNITY

I WILL:



SEEK
RELATIONSHIP



RESPECT
DIFFERENCES



EXAMINE
MY OWN
PERCEPTIONS



ASSUME
POSITIVE INTENT



LISTEN FOR
UNDERSTANDING



PRACTICE
CULTURAL
HUMILITY

BWC Covenant

I WILL [Seek Relationship](#) because this is how we should live.

I WILL [Respect Different Forms of Expression](#) understanding that I may not really know what is going on.

I WILL [Examine My Own Assumptions and Perceptions](#) so that I might avoid projecting my cultural values onto others.

I WILL [Assume Positive Intent](#) as we are all moving onto perfection.

I WILL [Listen for Understanding](#) because agreement is optional.

I WILL [Exercise Cultural Humility](#) understanding that the world in which I was born is just one model of reality.

**What does God expect of us
here...**

**What does loving God well
feel like here...**

What must change so that...

**What do you need to thrive
in this environment?
What do others need..
What does this community
need..**

Developmental Model of Intercultural Sensitivity (Milton Bennett 1981)

ETHNOCENTRIC

Denial

Polarization-
Defense/Reversal

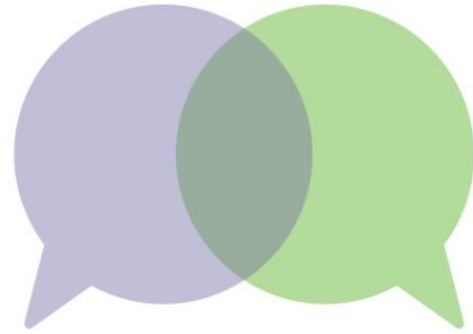
Minimization

Acceptance

Adaptation

Integration

ETHNORELATIVE



BRAVE **CONVERSATION**
RESOURCERS

The Brave Conversation Resources are a group of persons trained to help congregations across the Baltimore-Washington and Pen-Del Conferences have brave contextual conversations that foster beloved community. Topics include navigating new or strained relationships, embracing differences, and advancing inclusion, diversity, equity, and antiracism in your community. The resourcers are individuals who have facilitation experience, are culturally aware, emotionally intelligent, are a non-anxious presence in times of challenge, and are good listeners.

Power of Conversation “The Neuroscience of Conversation” Psychology Today

One of the most powerful ways to build knowledge, awareness, and empathy and ultimately effect change is conversation.

Neuroscience research has shown that people become connected on a neural level during conversation and that even imaging conversation with others can increase the likelihood of cooperation in difficult social situations.

Attribution: By Nicklas Balboa and Richard D. Glaser, Ph.D.

Level I: Transactional Conversation

Transactional conversations include interaction dynamics such as asking and telling. These types of conversations confirm what we know and give people a platform for giving and receiving information.

Level II: Positional Conversations

Positional conversations include interaction dynamics such as advocating and inquiring. These conversations allow us to defend what we know; they give people a platform for having and expressing a strong opinion about something. In these conversations, we are less open to influence and more interested in selling our ideas.

Level III: Transformational Conversation

Transformational conversations, also called co-creating conversations, include interaction dynamics such as sharing and discovering. This means asking questions for which you have no answers, listening to the collective, discovering, and sharing insights and wisdom. This generative way of communication leads to more innovative insights and deeper listening to connect to others' perspectives.

Invitation:

- 1. Visit the BWC website and connect with us.**
- 2. Register for A Diverse Church by Design**
- 3. Sign-up for a conversation with a BCR**
- 4. Mark your calendar to sign-up for Journey to Beloved Community Course in the Spring.**

The Center for Vital Leadership





Church Planters Discernment Academy

A glass jar containing lit sparklers sits on a dark surface. The background is dark with blue bokeh lights, and the foreground has warm yellow bokeh lights. The text 'Fresh Expressions Academy' is overlaid on the right side of the image.

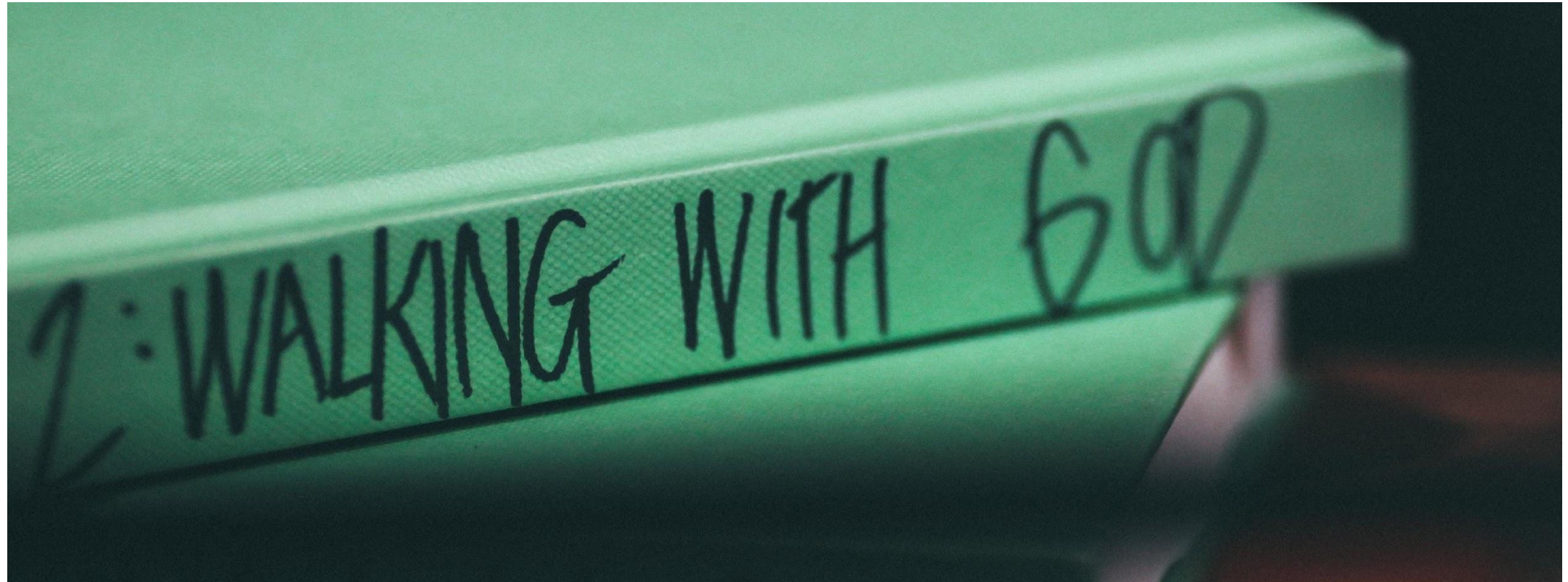
Fresh Expressions Academy

A glass jar containing several lit sparklers sits on a dark, reflective surface. The sparklers are bright and glowing, with sparks falling around them. In the background, there are out-of-focus blue and white lights, creating a bokeh effect. In the foreground, a string of warm white lights is visible, partially obscured by the jar.

Fresh Expressions Academy

A collection of various tools including a compass, ruler, pen, magnifying glass, and graph paper. The tools are arranged on a purple background. A white banner is overlaid across the middle of the image.

Leadership Development Resources



Question time!