

Church Ecology



Creating a
Leadership
Pathway
for Your
Church

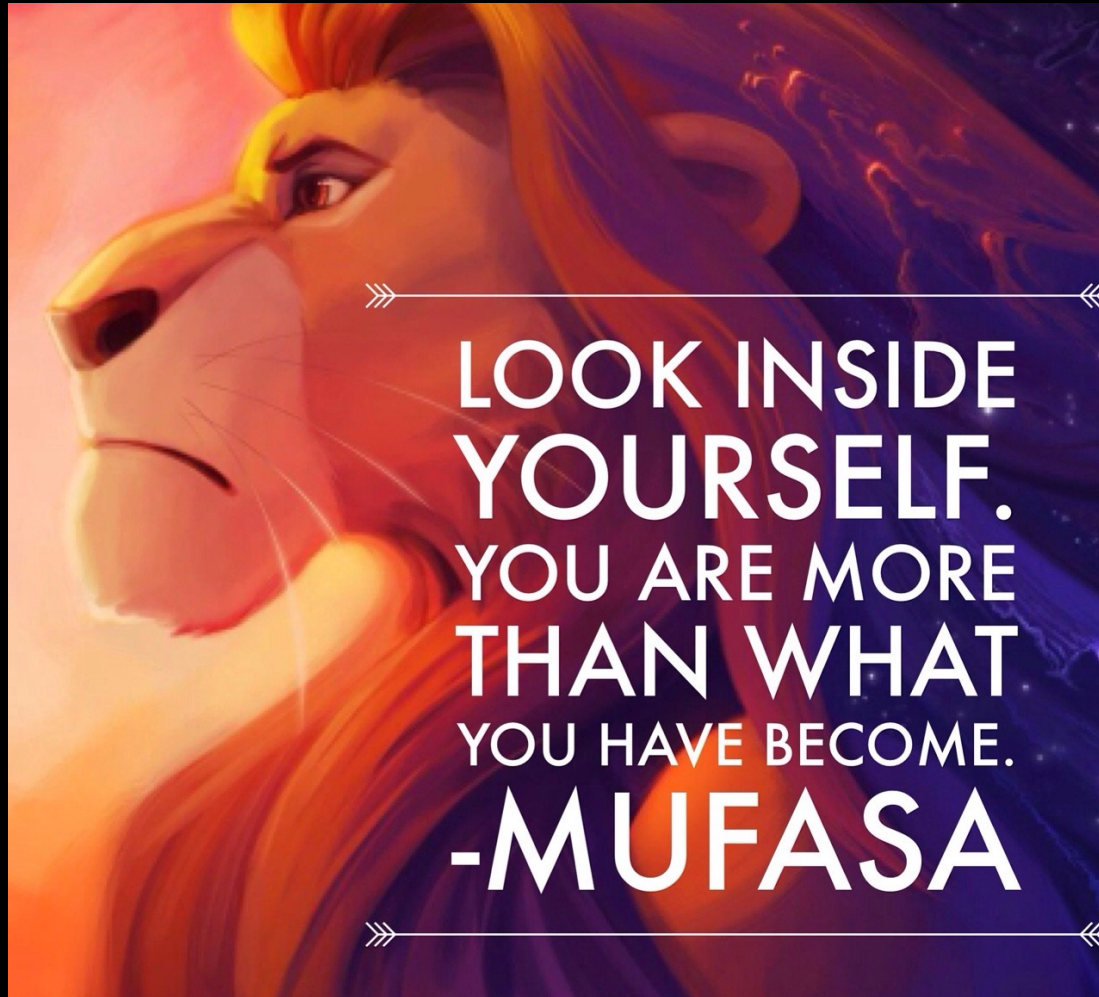
Ken Willard & Kelly Brown

Introduction by Bishop Sandra Steiner Ball

Training Tuesday

Ken Willard, PCC
Director,
Congregational Vitality
– West Virginia UMC

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LOOK INSIDE
YOURSELF.
YOU ARE MORE
THAN WHAT
YOU HAVE BECOME.
-MUFASA

Objectives & Agenda

Spiritual Formation

“...to equip the saints for the work of ministry, for building up the body of Christ.” Ephesians 4:12

Equip God's People to
Expand God's Kingdom



MISSION

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

Matthew 28:18-20, NIV

A photograph of a lush green forest. A stream flows through the center, cascading over numerous large, rounded rocks covered in vibrant green moss. The surrounding vegetation is dense and varied, with many different shades of green. The lighting is soft and natural, suggesting a shaded forest environment.

ECOSYSTEM

What is an ecosystem?

A photograph of a dense, green forest. In the center, a stream flows over a series of large, rounded rocks covered in bright green moss. The surrounding vegetation is thick and vibrant, with various shades of green leaves and branches visible. The lighting is soft, suggesting a shaded forest environment.

ECOSYSTEM

A community of living organisms in conjunction with the nonliving components of their environment, interacting as a system.

A photograph of a lush green forest. A stream flows through the center, cascading over numerous large, rounded rocks covered in vibrant green moss. The surrounding vegetation is dense and varied, with many different shades of green. The lighting is soft and natural, suggesting a shaded forest environment.

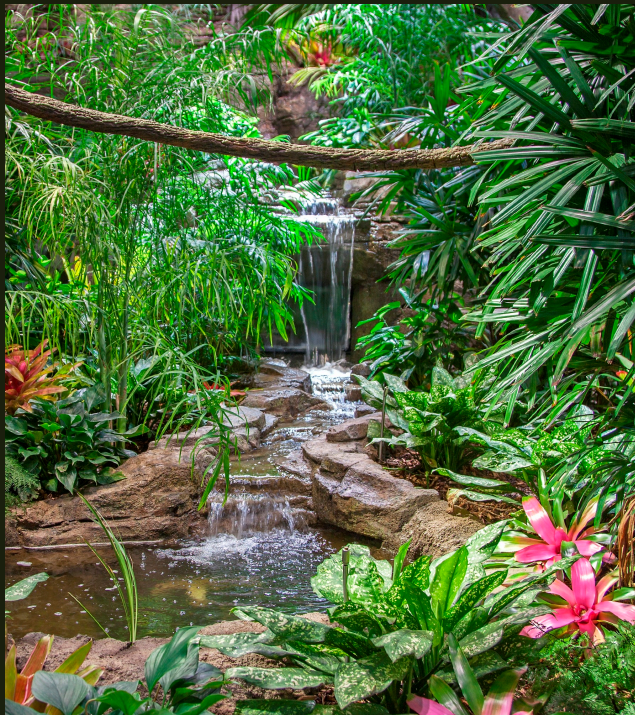
ECOSYSTEM

The church is an ecosystem.



ECOSYSTEM

Which
ecosystem is
“healthy?”



ECOSYSTEM

The church is an ecosystem.


The health of a church is measured, maintained, and improved by its leaders—the ecologists.





PRAYER

- Set the foundation
- Prayer retreat
- Praying for leaders
- Prayer walking



P₃ R₁ A₁ Y₄ E₁ R₁

A close-up photograph of wooden letter blocks spelling out the word 'PRAYER'. The blocks are arranged in a row on a dark, textured surface. The letters are black and the numbers below them are also black. The background is blurred, showing a dark, textured surface.

STUDY THE SYSTEM

- Where are you now?
- Church history—Origin Story
- Mission Field (MissionInsite)
- Current leaders
- Ministry situation





LEADER

“Leadership is the capacity to influence others by unleashing the potential and power of people and organizations for the greater good.”

The Ken Blanchard Companies

LEADERSHIP DEVELOPMENT APPROACHES



Random



Pain



Organizational



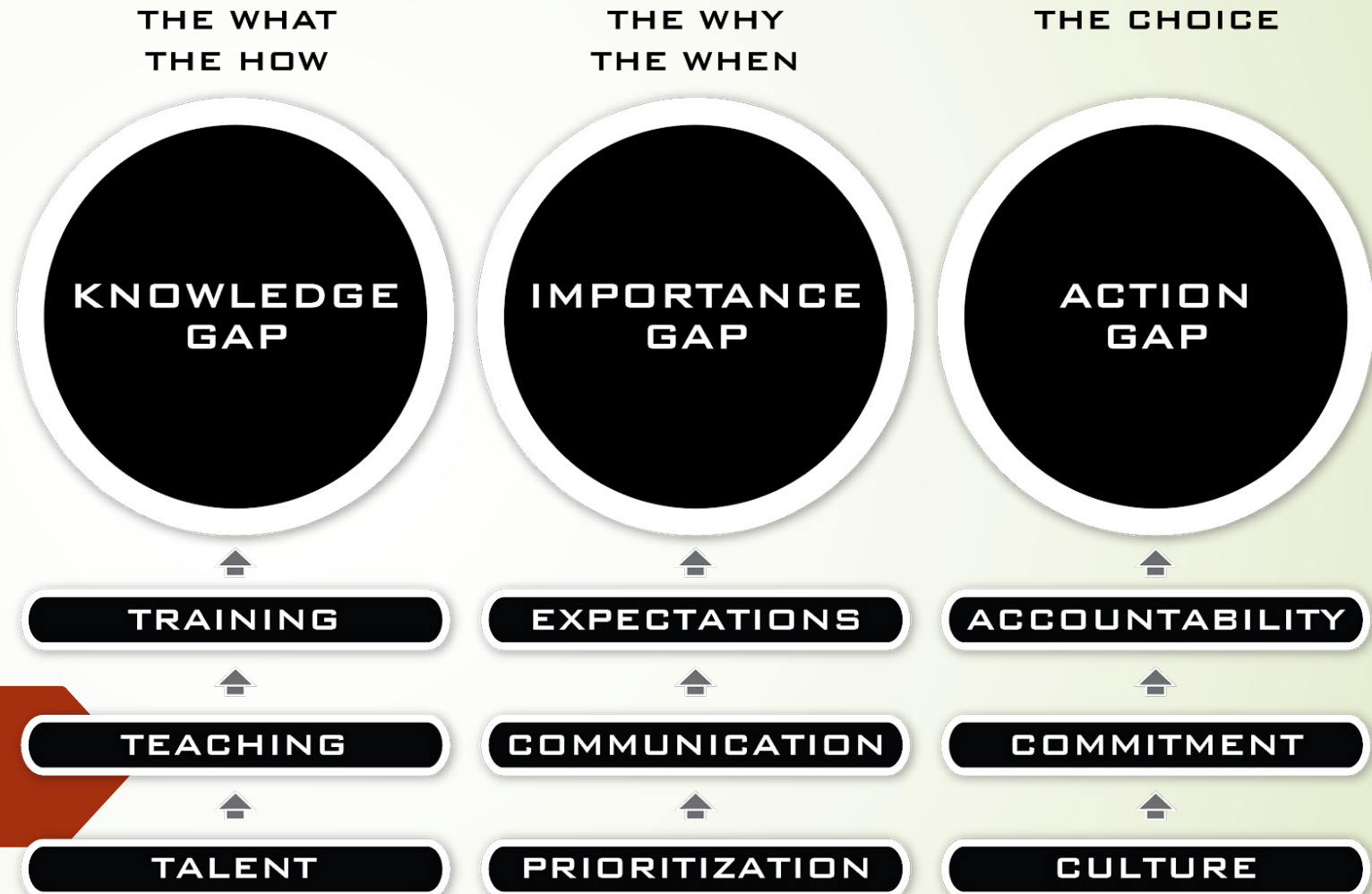
Individual



Strengths

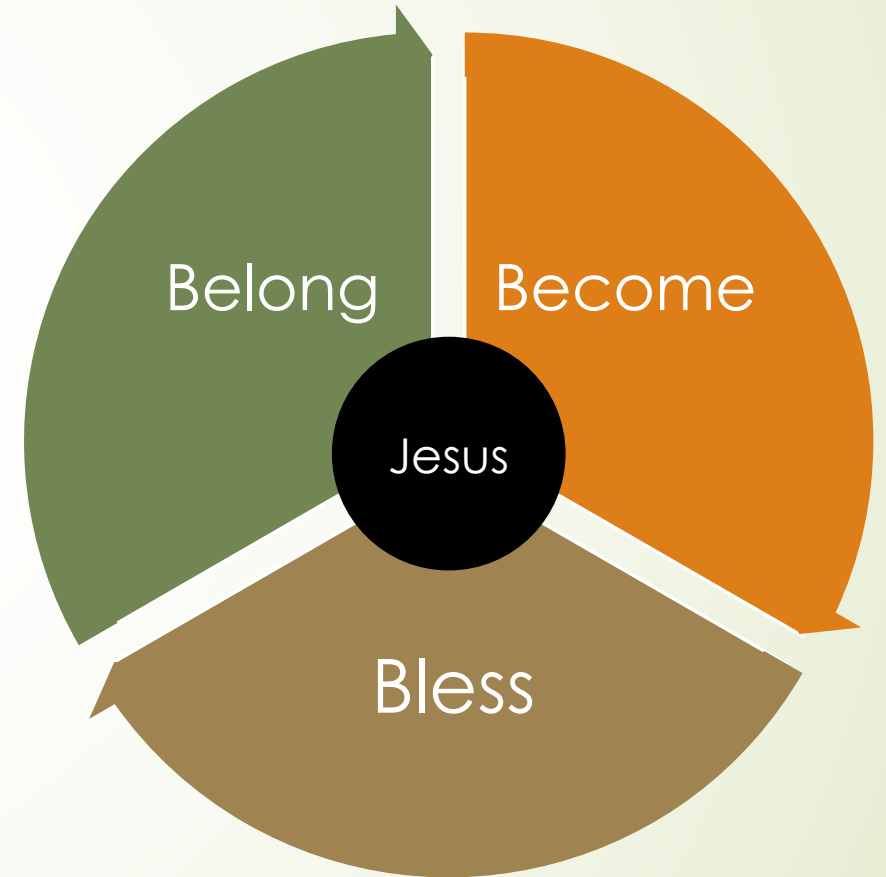
LEADERSHIP
DEVELOPMENT
APPROACHES

GAPOLOGY



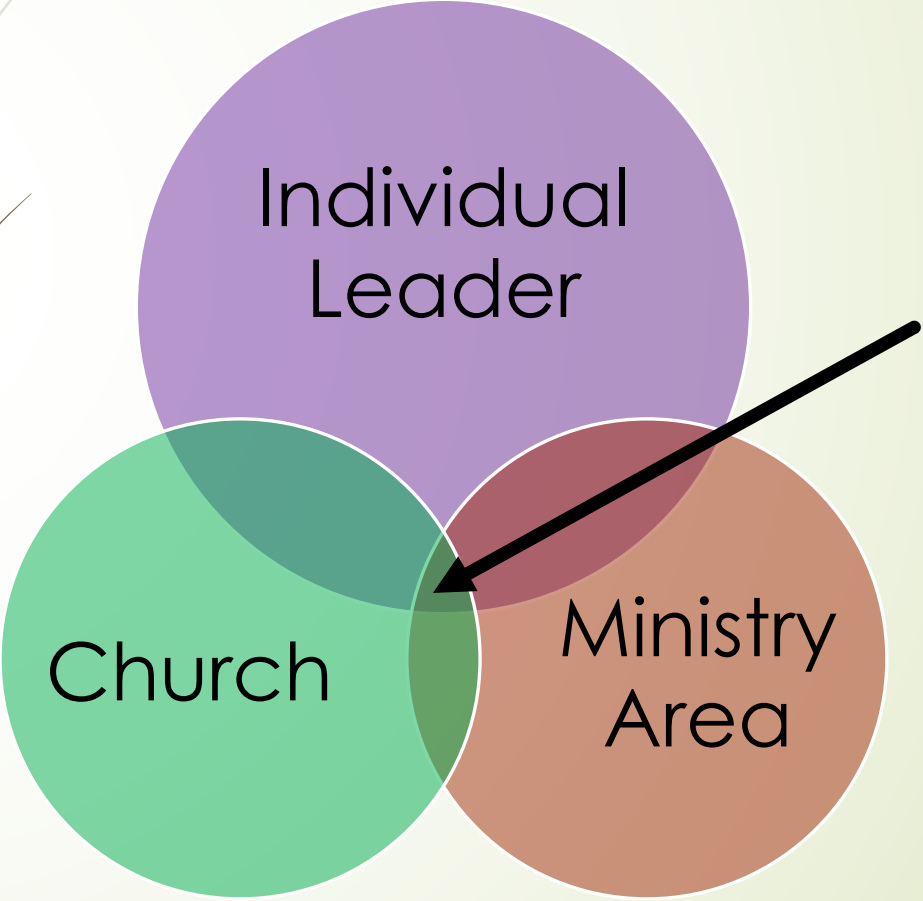
LEADERSHIP DEVELOPMENT PATHWAY

Create a Culture
of Intentionality





Creating Your Leadership Pathway



CREATING YOUR LEADERSHIP PATHWAY

Begin

- Where can leaders get in the game?
- Orientation
- Beliefs about leadership





CREATING YOUR LEADERSHIP PATHWAY

FOUNDATIONAL ELEMENTS:

1. Gift AND Learned
2. Flows out of Discipleship
3. Never done
4. Churches need servant leaders
5. Focus on our Mission
6. God has provided
7. Local church / mission field focus
8. Positively impacts all ministries
9. Leaders learn from leaders
10. Leaders translate

CREATING YOUR LEADERSHIP PATHWAY

Baseline

- ➔ Minimum level
- ➔ Basics
- ➔ 3-4 classes
- ➔ Leadership Competencies



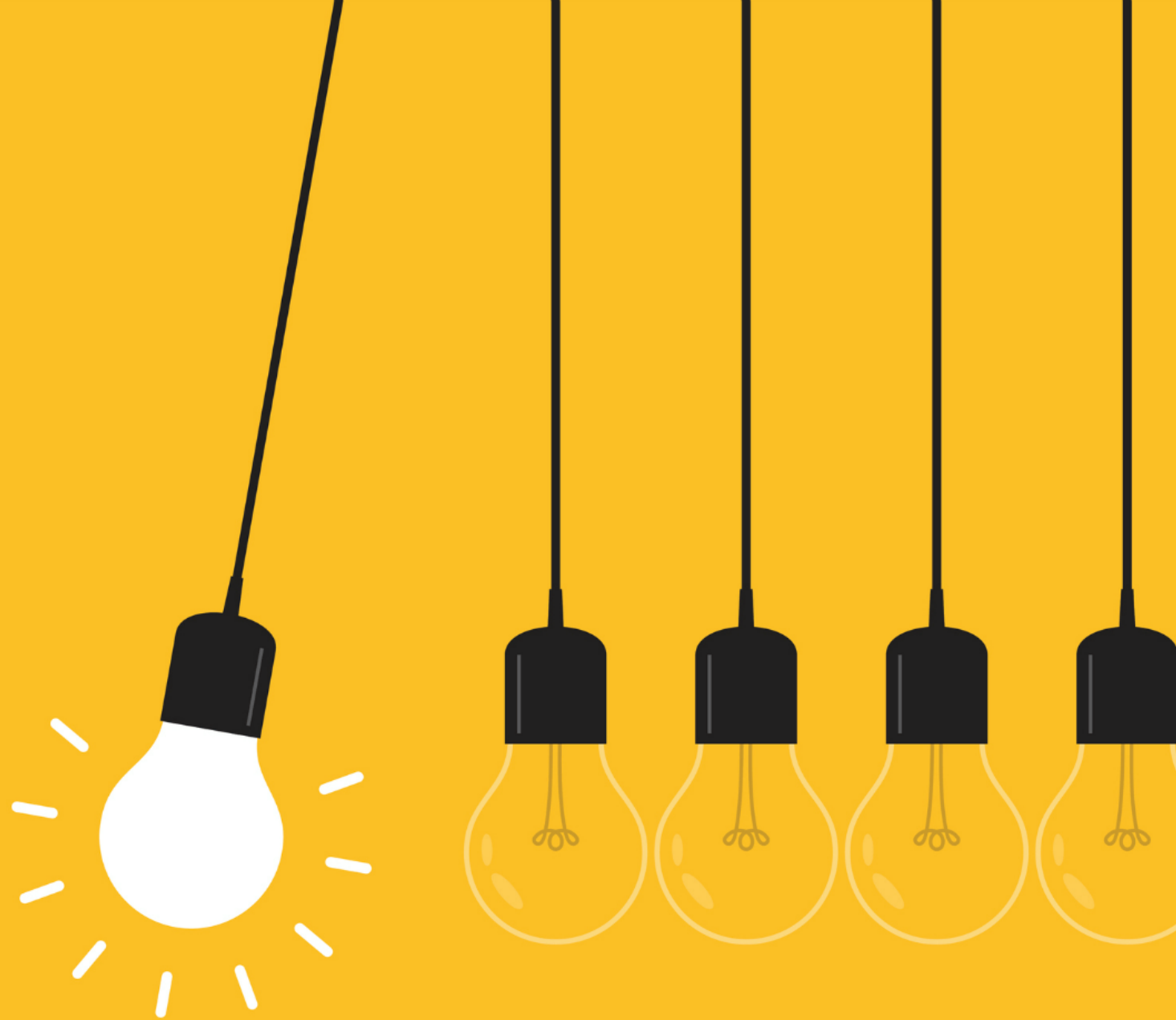
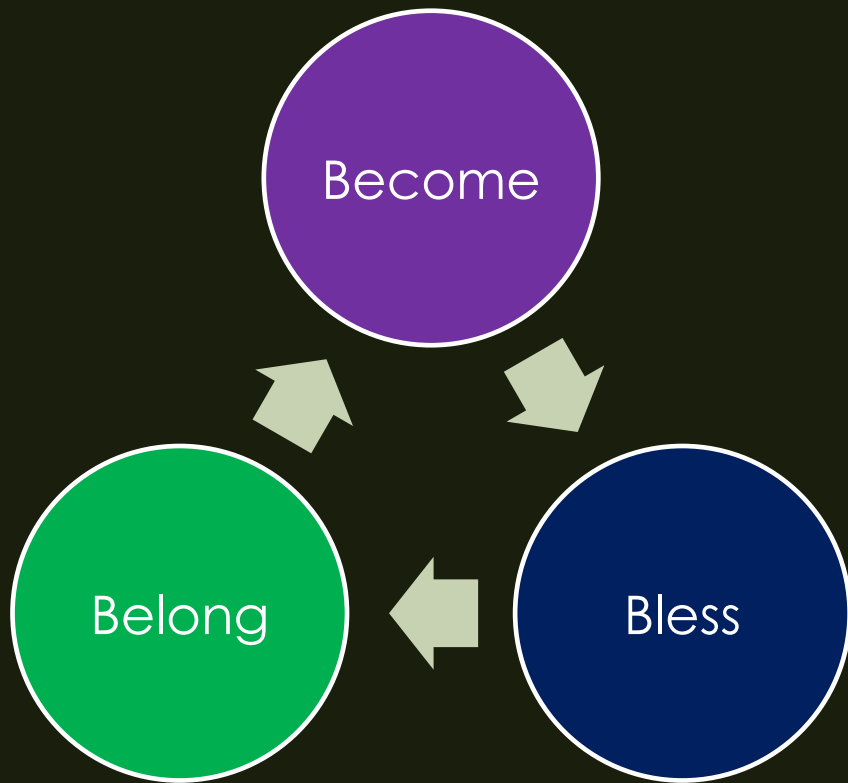


LEADERSHIP COMPETENCIES



- Coaching skills
- Facilitating change
- Growing new leaders
- Decision making
- Risk taking
- Communications
- Planning & organizing
- Accountability
- Time management
- Managing conflict
- Servant leadership
- Emotionally healthy
- Valuing diversity
- Cultural proficiency

CREATING A LEADERSHIP PATHWAY



CREATING A LEADERSHIP PATHWAY

Belong to a community

- ▶ Leadership group
- ▶ Learn and grow—accountability
- ▶ Leadership Bands – John Wesley



CREATING A LEADERSHIP PATHWAY

Become

Become a
leaders like
Jesus

Grow

Grow as a
disciple first

Read

Read all
you can

Go

Go where
leadership
is taught

Learn

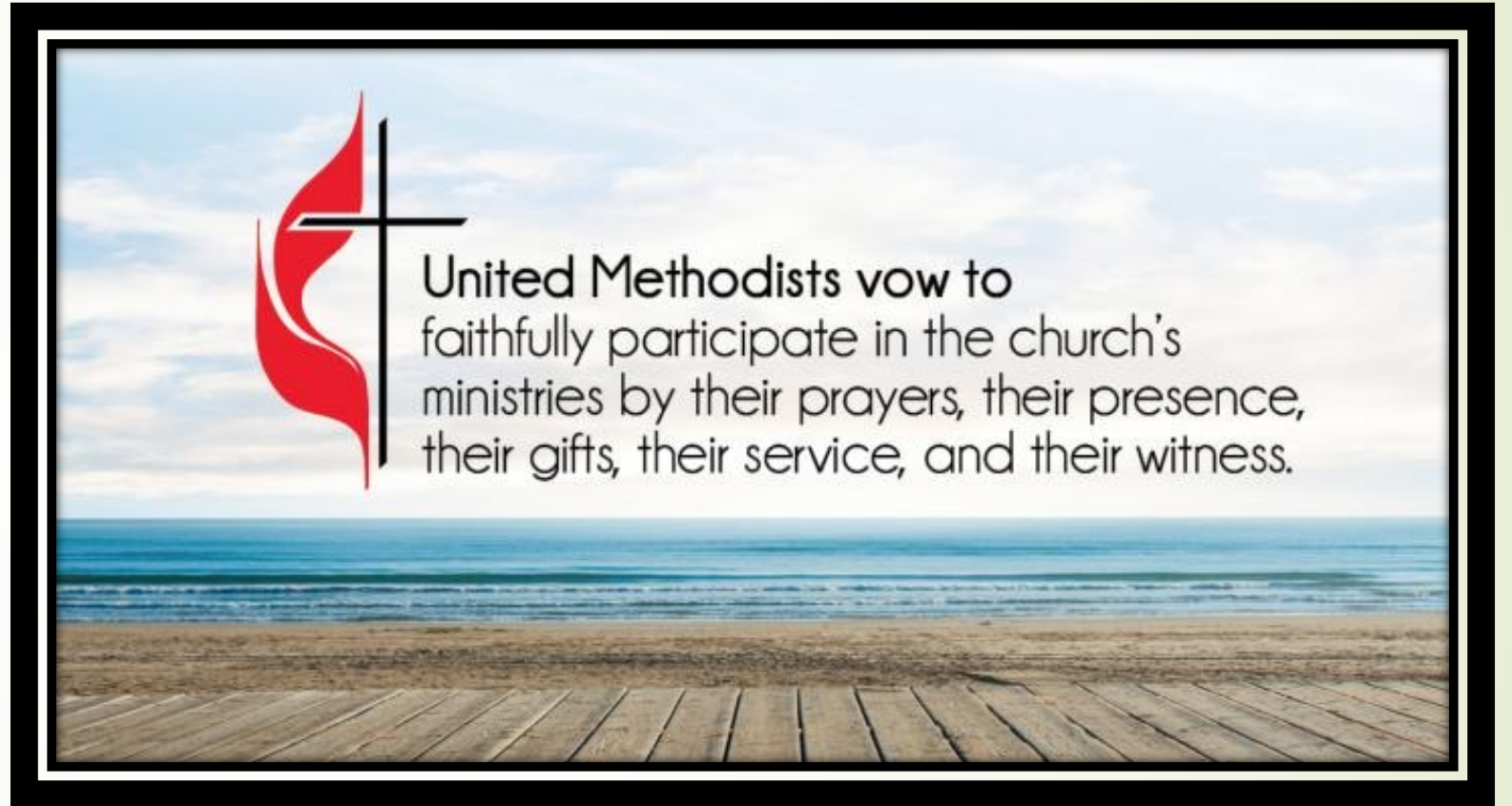
Learn more
about
yourself



DISCIPLES FIRST

Leaders set the
example . . .

Growing as
disciples first!



CREATING A LEADERSHIP PATHWAY

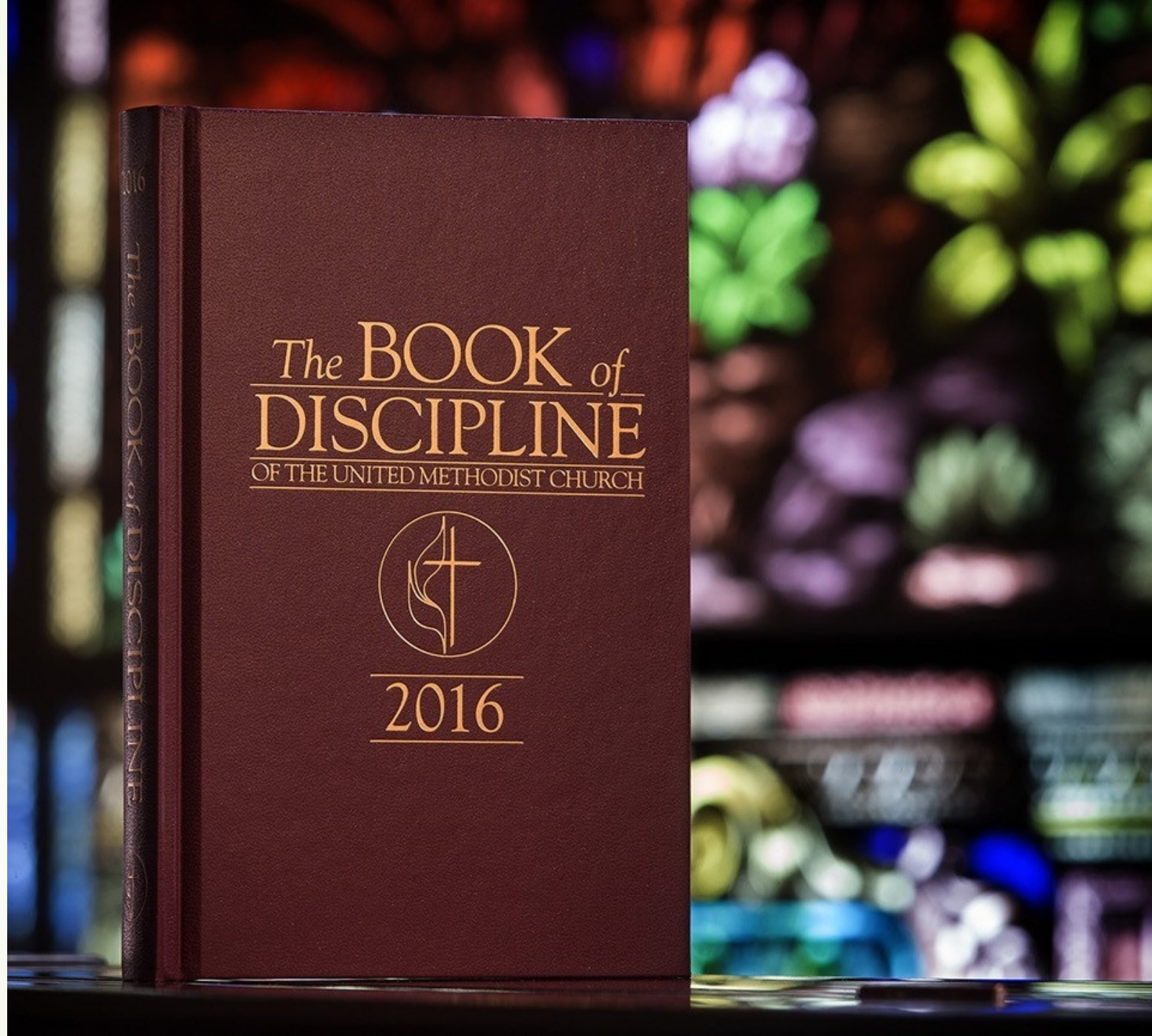
Bless others through your leadership

- ▶ Lead something
- ▶ Fruitful for the Kingdom



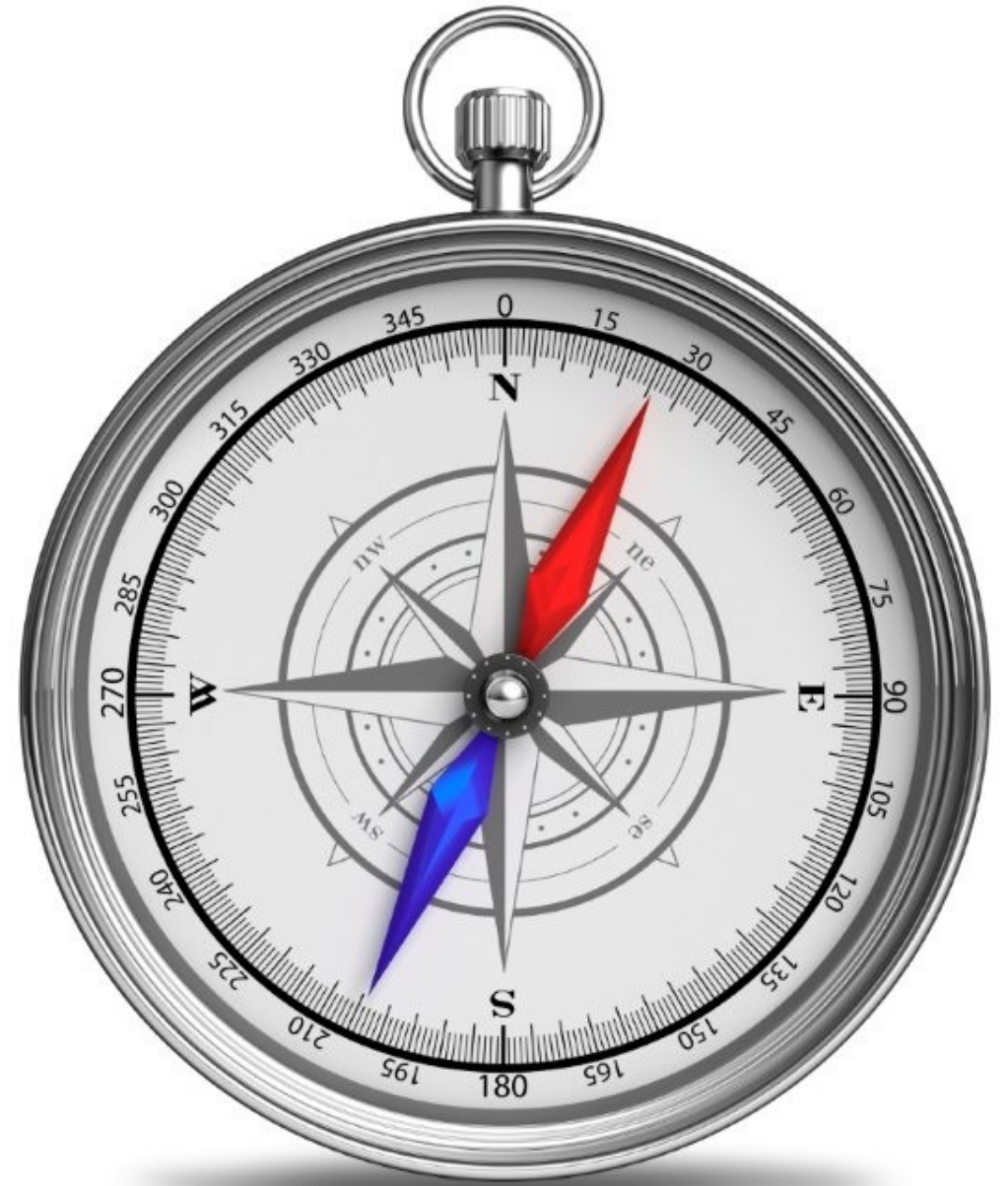
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- ▶ Committee on
Nominations and
Leadership
Development

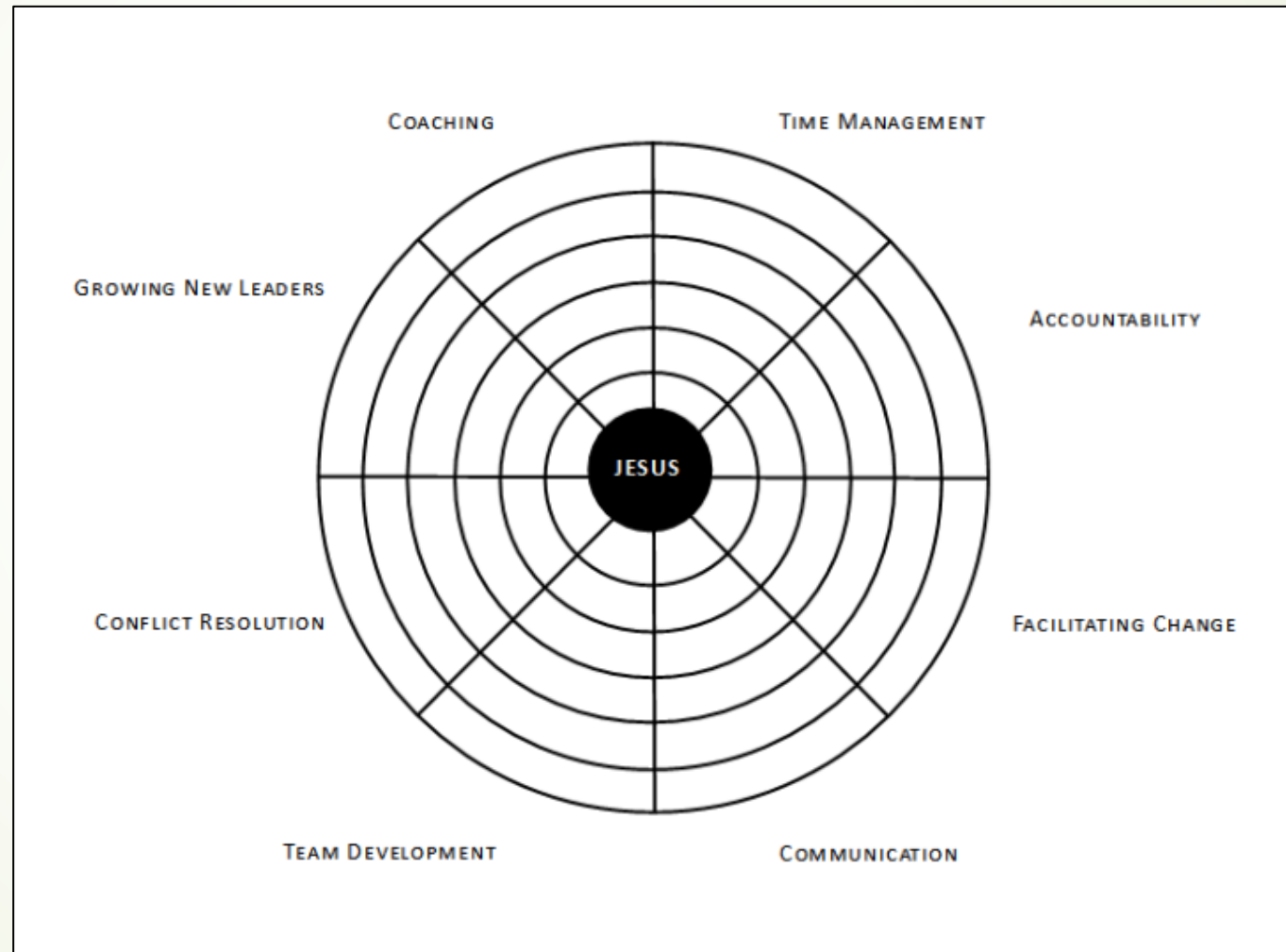


CREATING A LEADERSHIP PATHWAY

- Covenants
- Coaching
- Culture



LEADERSHIP COACHING WHEEL



MENTORING

- I Do / You Watch / We Talk
- I Do / You Help / We Talk
- You Do / I Help / We Talk
- You Do / I Watch / We Talk
- You Do / Someone New Watches / We Talk





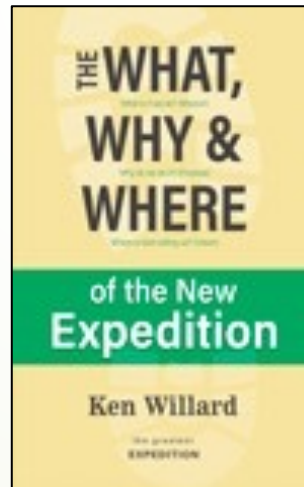
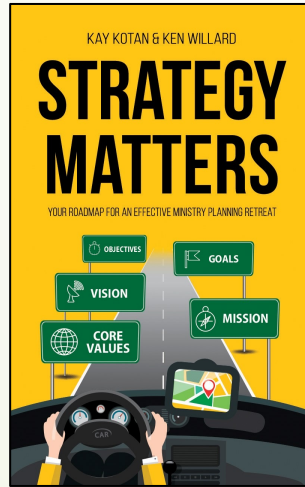
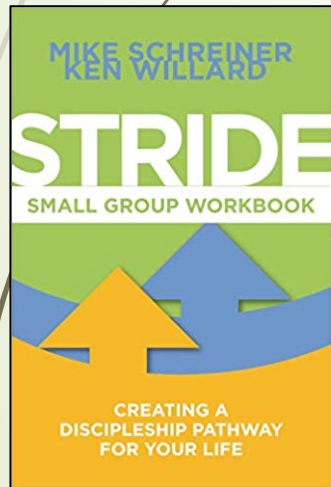
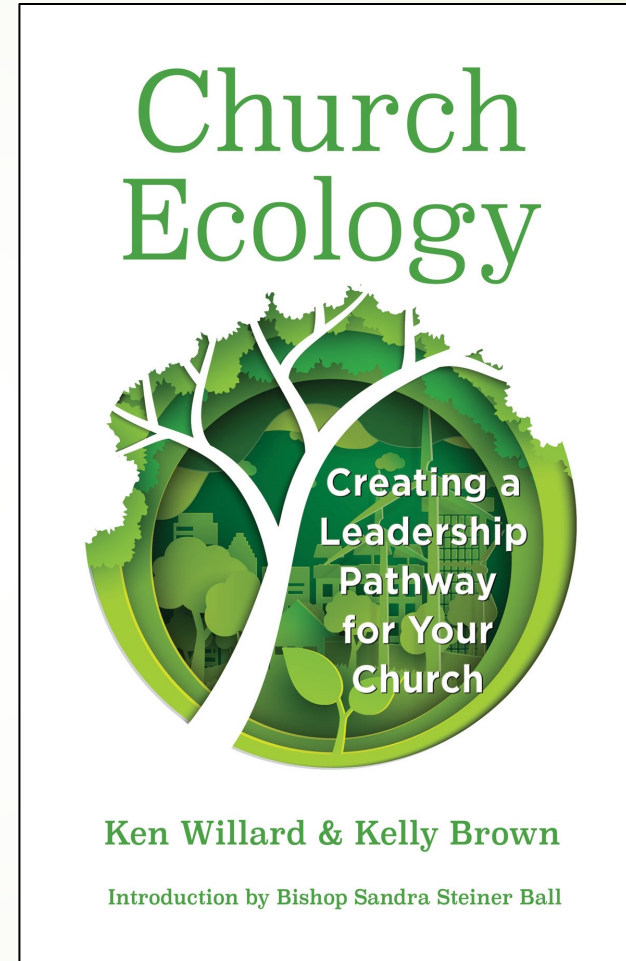
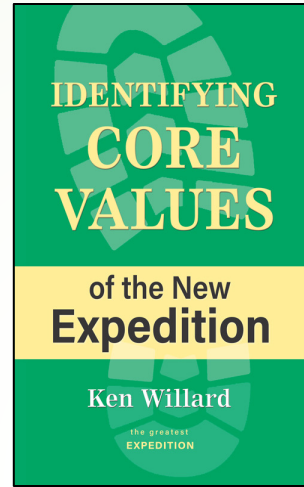
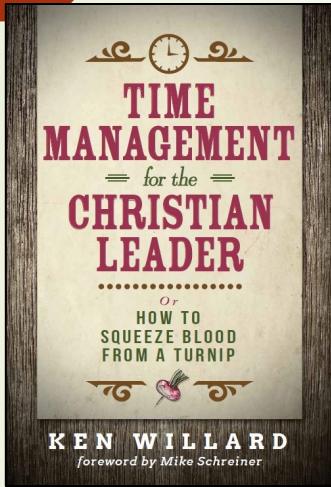
SMALL CHURCH LEADERSHIP

- Contextualize
- Focus on what's the same, not different
- Take ONE step



Leadership Process

Resources





QUESTIONS?

KEY LEARNINGS

NEXT STEPS

