



West Virginia Conference
The United Methodist Church

CONGREGATIONAL VITALITY LEADERSHIP DEVELOPMENT

Our Mission is

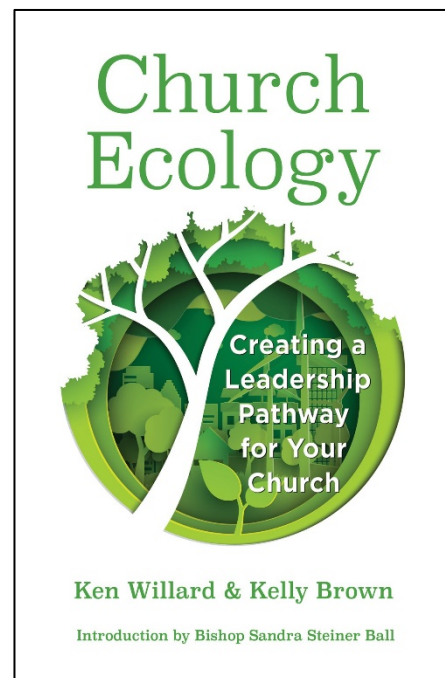
to . . .

DISCOVER

DEVELOP

DEPLOY

passionate
spiritual leaders
who make
disciples of
Jesus Christ for
the
transformation
of the world



CREATING A LEADERSHIP PATHWAY

PARTICIPANT WORKBOOK

OBJECTIVES AND AGENDA

Our core purpose in this session is to equip you to develop an intentional process of leadership development for your ministry.

To achieve this core purpose, you will:

- Review the key concepts from *Church Ecology: Creating a Leadership Pathway for Your Church*
- Establish at least one Next Step based on the learnings from today

Agenda

- Welcome, Objectives & Agenda
- Prayer & Spiritual Formation
- Leadership Development Process
- Key Learnings & Next Steps

“You are more than what you have become.”

Mufasa to Simba

PRAYER & SPIRITUAL FORMATION

“Be dressed for service and keep your lamps lit. Be like people waiting for their master to come home from a wedding celebration, who can immediately open the door for him when he arrives and knocks on the door. Happy are those servants whom the master finds waiting up when he arrives. I assure you that, when he arrives, he will dress himself to serve, seat them at the table as honored guests, and wait on them. Happy are those whom he finds alert, even if he comes at midnight or just before dawn. But know this, if the homeowner had known what time the thief was coming, he wouldn’t have allowed his home to be broken into. You also must be ready, because the Human One is coming at a time when you don’t expect him.”

Peter said, “Lord, are you telling this parable for us or for everyone?”



The Lord replied, “Who are the faithful and wise managers whom the master will put in charge of his household servants, to give them their food at the proper time? Happy are the servants whom the master finds fulfilling their responsibilities when he comes. I assure you that the master will put them in charge of all his possessions.”

Luke 12:35-44, CEB

LEADERSHIP PROCESS

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

The local church is an ecosystem.



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

LEADERSHIP PROCESS

Prayer

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



How is the prayer life of your church?

How would you rate the prayer life of your leaders and the key teams/committees in your church?

What is ONE step you can take now to grow the prayer ministry of your church?

LEADERSHIP PROCESS

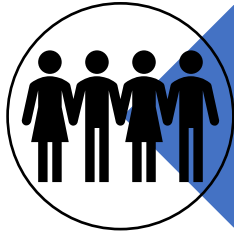
Study the System



- What is your current leadership development process?
- How would you describe the current state of your church?
- Do you know the “Origin Story” of your church? Does the congregation know it?
- Have you used MissionInsite to learn about your mission field? If so, what have you learned?
- How have most of your current leaders gotten into those positions?
- What is the most important thing about where your church has been and where it is now that needs to be factored into your leadership development process?

LEADERSHIP PROCESS

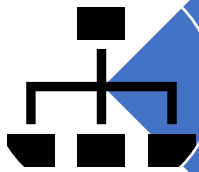
Leadership Development Approaches



Random



Pain



Organizational



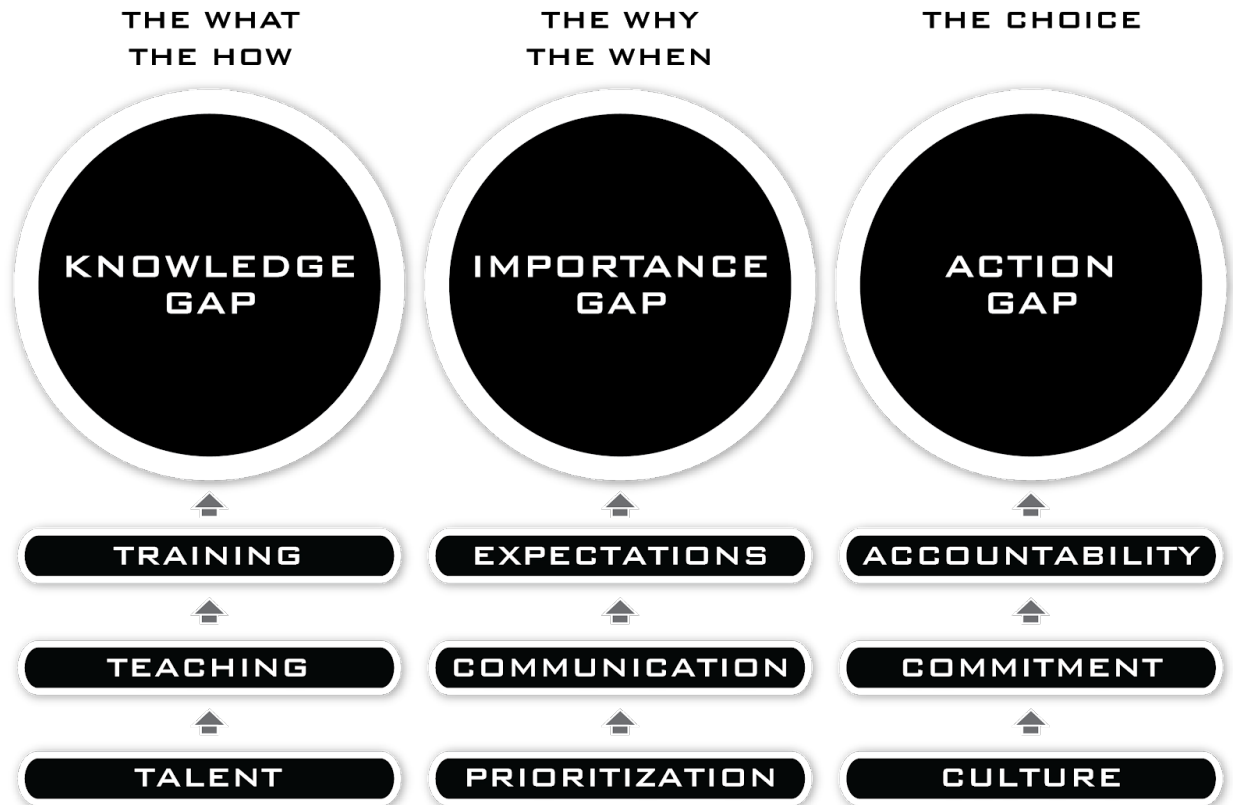
Individual



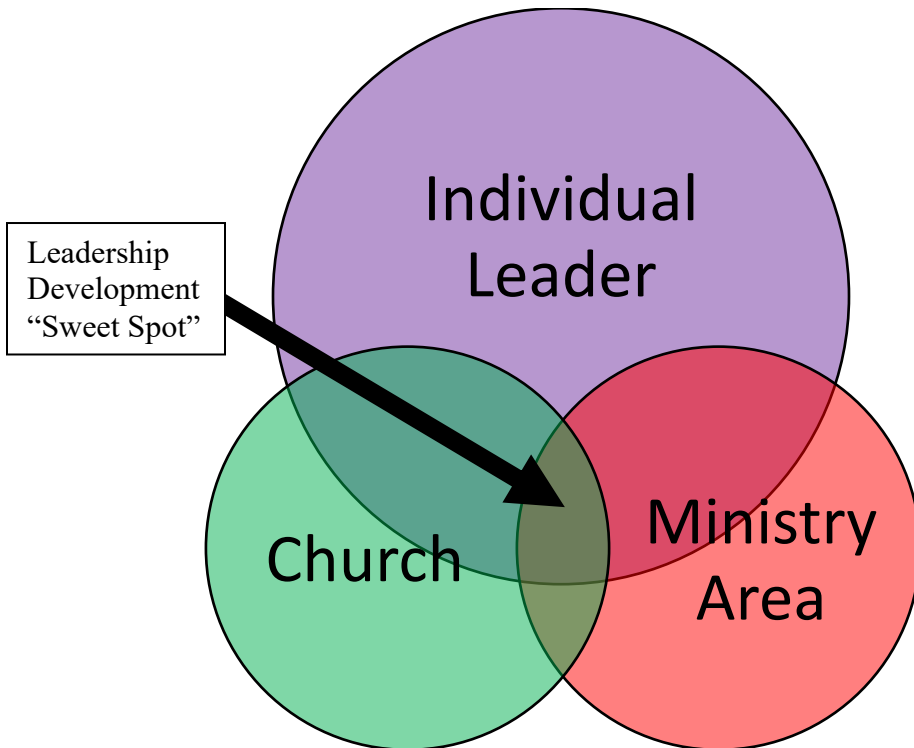
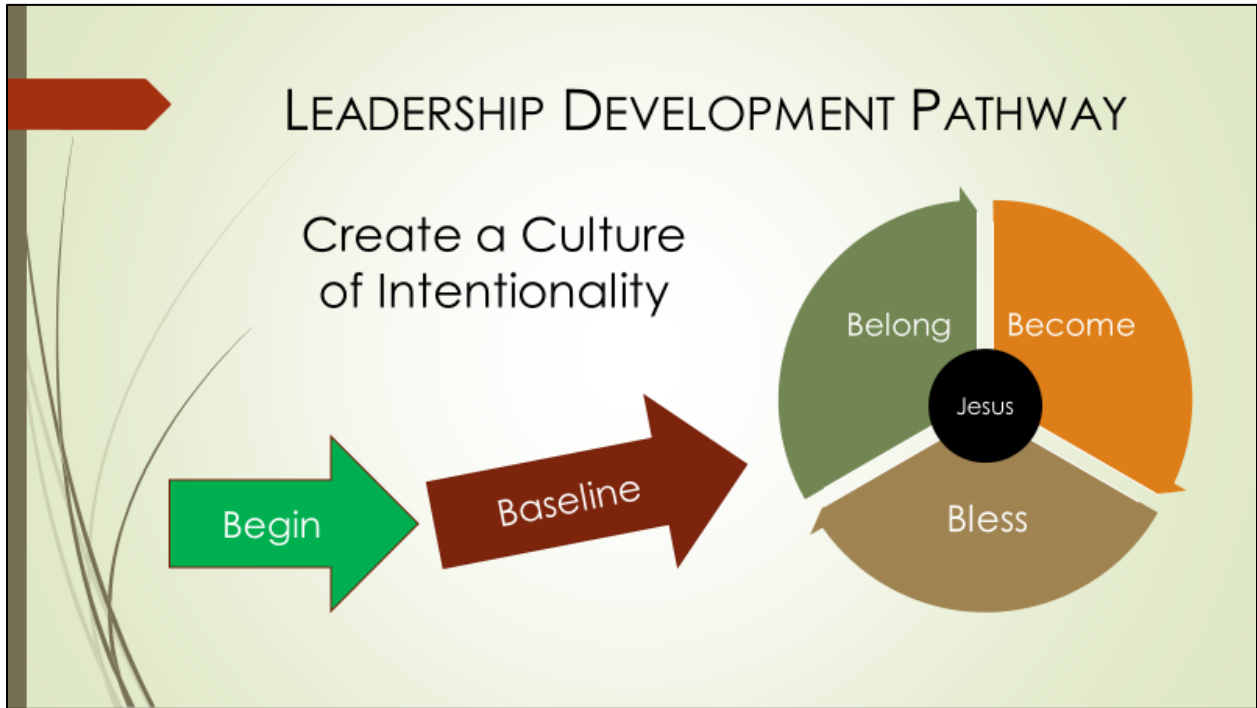
Strengths

LEADERSHIP PROCESS

GAPOLOGY



LEADERSHIP PROCESS



LEADERSHIP PROCESS

Begin

- How do new leaders get in the game?
- What form of orientation do they receive?
- What are the church's beliefs about leadership?



Foundational Elements of Leadership

1. Leadership is a gift AND it can be learned
2. Leadership flows out of discipleship
3. We are never done growing as leaders
4. Churches need servant leaders
5. As leaders, our focus must always be on the mission
6. God has provided all the resources we need to carry out the ministry God wants us to do
7. The local church must have a focus on its mission field
8. Healthy leadership positively impacts all ministries
9. Leaders learn best from other leaders
10. Leaders are able to translate and adapt concepts to their context and situation

LEADERSHIP PROCESS

Baseline

Minimum level of understanding - - - Basics - - - 3-4 Classes

Leadership Competencies are skills and behaviors which contribute to the success of both the individual and the organization.



LEADERSHIP PROCESS

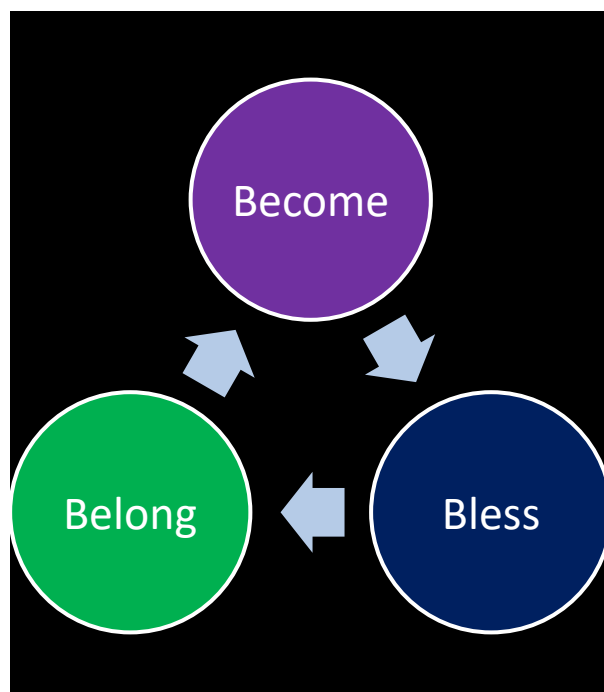
Pathway

Belong to a community of leaders

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

Become a leader like Jesus

- Grow as a disciple first
- Read all you can
- Go where leadership is taught
- Learn more about yourself as a leader



Leaders set the example . . . Growing as disciples first!



LEADERSHIP PROCESS

Pathway

Bless others through your leadership

- Lead something—in the church—in the community
- Focus on being fruitful for the Kingdom

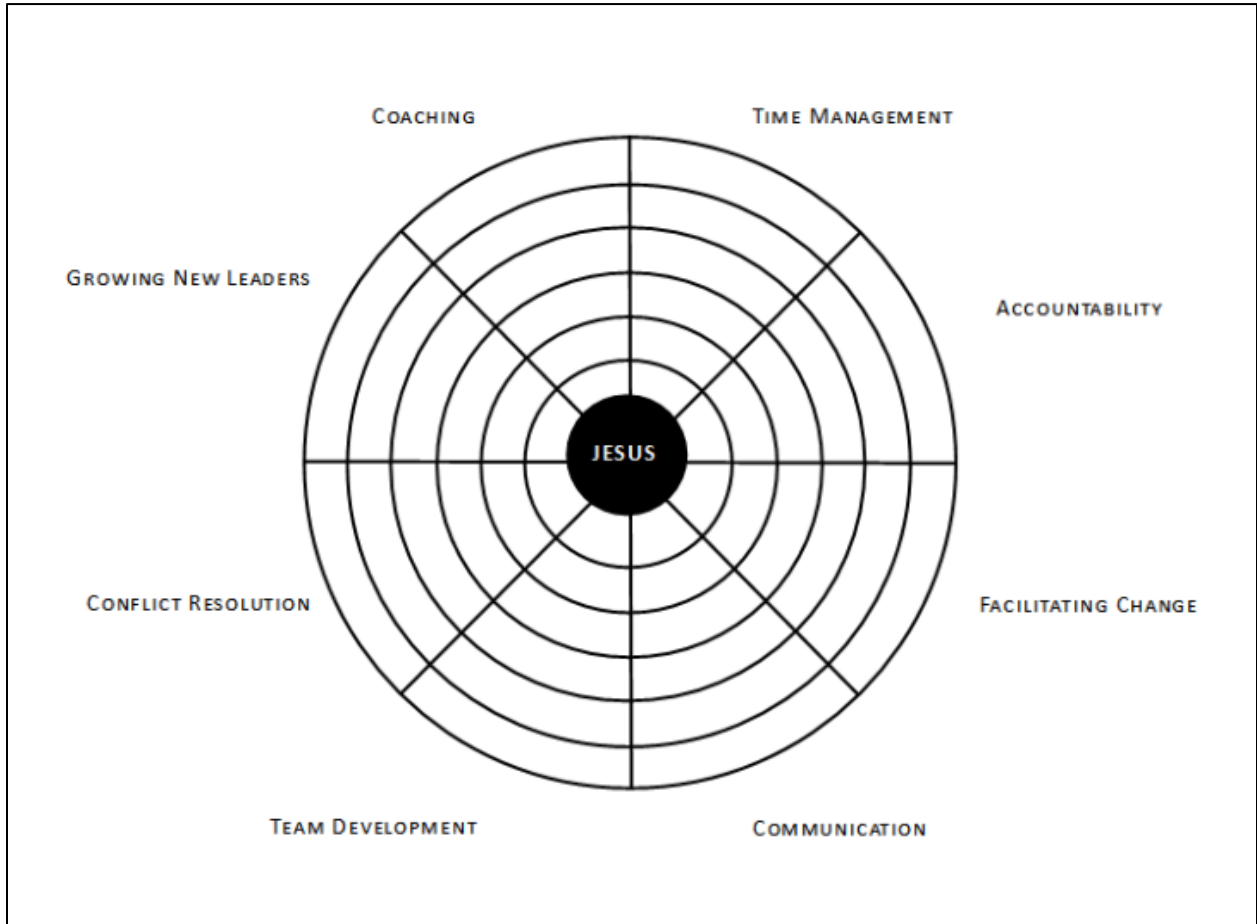
Committee on Nominations and Leadership Development [2016 Book of Discipline, ¶258.1]



LEADERSHIP PROCESS

Pathway

Leadership Coaching Wheel



LEADERSHIP PROCESS

Mentoring: where a more experienced person shares with and helps a less experienced person learn and deal with challenges they may face. The mentor is the expert since they have done the role or position before and can share learnings from their experience. The mentor guides the new person through the challenges with encouragement, support, prayer, etc. . . with helpful suggestions of what could or should be done.

1. I Do / You Watch / We Talk
2. I Do / You Help / We Talk
3. You Do / I Help / We Talk
4. You Do / I Watch / We Talk
5. You Do / Someone New Watches / We Talk



LEADERSHIP PROCESS

Small Church Leadership



SMALL CHURCH LEADERSHIP

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

Do not let the attendance numbers of your worship service limit you or your impact for the Kingdom.

LEADERSHIP PROCESS

Leadership Replenishment

Position	Name	Turnover Probability
Ad. Board Chair		
Trustees Chair		
Finance Chair		
Staff/Parish Relations Chair		
Youth Leader		
Treasurer		
Lay Leader		
UMW Chair		
UMM Chair		
Children’s Ministry Leader		
Worship / Music Leader		
Communications		
Connections		
Hospitality		

KEY LEARNINGS & NEXT STEP

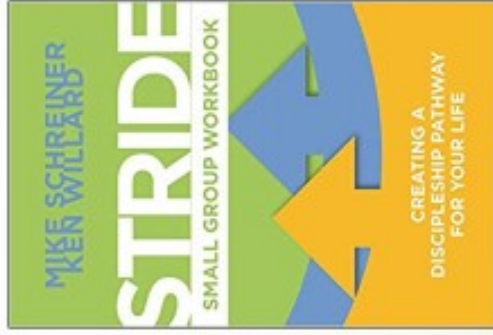
What were your top one or two key learnings from today?



What is ONE small step you would like to take in the next 30-90 days based on what you learned from today's session?

Who will you share this step with to help hold you accountable?

Resources



[Amazon.com](https://www.amazon.com)

| [Marketsquare.com](https://www.Marketsquare.com)

| ken-willard-pcc.square.site