

Proposal to First United Methodist Church Council

Proposed by the Developing New Leaders and Servants Team

We were charged as follows:

The Lead Pastor, in consultation with the coaches, will form a team of five persons by February 28, 2015. The purpose of the team is to create a plan to develop new leaders and servants across the spectrum of the congregation. The plan will include helping each person:

- understand and endorse the church's vision and core values,
- become knowledgeable about all the potential areas of leadership and service throughout the church,
- study the book, Ultimately Responsible by Sue Nelson Kibby and other resources deemed to be helpful,
- identify and develop their own spiritual gifts,
- be teamed with a leader in their area of giftedness to explore leadership in that area,
- be evaluated for potential fruitfulness in their identified area.

The plan will be fully developed by April 30, 2015. Eight to ten persons will be identified as potential leaders and will be contacted to join in this process of becoming a leader in the church. Every six to eight months a new group will be formed.

We propose the following as a structure for a new leaders and servants training.

General outline:

We propose an intensive five week course in a "flipped" mode of instruction, in which participants will have significant (1-2 hour) workloads per week outside of class as well as a 1 – 2 hour face to face meetings (similar in structure to Disciple bible study but much shorter in duration). (There would be the possibility of doing this as an intensive weekend retreat as well.)

The course will be conducted with the goals that individuals who participate:

- Identify their own core values and reflect on them in meaningful ways throughout the entire experience
- Understand the core values of FUMC
- Identify areas of alignment between their own core values and those of FUMC
- Practice leadership skills by piloting a mission idea within the safe zone of the course
 - Skills practiced include:
 - Identifying a vision
 - Building credibility
 - Acting on values
 - Articulating vision
 - Recruiting partners in mission
 - Building trust
 - Leading by example
 - Encouraging others

Texts:

We suggest that the primary resources used for this Leadership Development (**which really needs a better, more compelling name by the way**) seminar are Christian Reflections on The Leadership Challenge by Kouzes et al. This resource is a biblically based reflection on a book titled "The Leadership Challenge", which is based on 20 years of academic research into fundamental principles of leadership. This blending of both Christian faith and academic research struck the FCJ team as particularly well suited for our church culture. It is an easy read but is also compelling and interesting.

Other resources:

Class resources may also include podcasts such as the Andy Stanley Leadership podcast, readings from scripture and other resources identified as appropriate for the topic each week.

Custom resources:

We are also interested in developing case studies of ministries that developed here at First United Methodist Church, highlighting how they exemplify best practices of leadership. These case studies will be developed from interviews and then may be communicated in either short videos or written cases for discussion in class and use in other FUMC groups as well. If this proposal is accepted, these resources should be developed immediately so that they are in place when the other pieces of the curriculum are also available and ready to be presented.

Outline of content

Week 1

Introduction

1. Model The Way

Individual Core Values Assessment

Core Values of FUMCWL as developed by the Core Values and Mission team

Alignment of Core Values between individual and church

Week 2

2. Inspire a Shared Vision

Envision project based on personal values/shared values of church

Week 3

3. Challenge the Process

Session about small wins and learning from mistakes

*Explanation of church administrative/mission structure

Week 4

4. Enable Others to Act

Enlist others by brainstorming/developing "elevator pitch"/articulating vision to church leadership

Session on ideas to foster collaboration, cooperative goals

Week 5

5. Encourage the Heart

Session on accountable and communicative leadership

The content has not been developed in full at this time. At the time when a teaching team for this session has been selected, the content could then be developed in collaboration with them.

Recruitment of classes:

We suggest small cohorts for this experience, no more than 8 individuals per session.

Ultimately Responsible recommends that individuals be recruited from small groups. It identifies that likely groups of individuals who are ready to increasingly engage in the church and to develop a sense of ownership or personal mission within the church could be identified successfully through personal relationship. Therefore we recommend that the team that is charged with recommendations for spiritual development also consider how to foster relationships that will identify potential leaders.

*The recruitment of classes is an area that will have to be fully developed at a later date after other recommendations have been submitted.

Course scheduling:

We anticipate that this could be offered in the Fall and Spring. If needed in Summer as well, we suggest an intensive weekend retreat covering all of the content.

Additional recommendations:

We recommend that First United Methodist Church recognize individual leadership excellence annually, particularly those individuals who have mastered quiet excellence at ministries that are not obviously leadership roles but who have contributed to the core values of FUMC.

We recommend that First United Methodist Church recognize victories as an organization as measured by our core values. These victories may be declared institutional priorities or they may be unexpected victories that happen when "popcorn" or unofficial ministries that align with the core values of the church push the mission of the church forward.

We recommend that First United Methodist Church identify individual teams that are flagging due to leadership issues and intervene with coaching. This type of accountability will assist FUMC to attain goals more quickly and prevent hard feelings from getting worse over time.

Commented [SNM1]: Develop a suite of possible activities that leaders could choose from. Identify scripture foci for each session.