

Pastoral Leadership Development (PLD)

SESSION 1 “The World Has Changed- The New Face of Ministry”

I. Introductions/Orientation to PLD (60 mins.)

1. Opening scripture/devotion/prayer (15 mins.)

Teacher or Mentor: It will be good to start the focus of PLD on the Lord and our calling to be leaders and building the Kingdom of God. So begin the time, with some focus on scripture and prayer for this experience and for our opportunities and challenges to grow ourselves and our ministries.

2. Getting acquainted and overview of PLD (45 mins.)

Since the pastors gathered for this class of PLD may not know each other, it is good to have some brief introductions, but it is good to keep it brief as they will get acquainted better as we go along.

You might just go around the room with some simple questions (2 minutes for each person):

Name:

Location:

How long there:

How long in ministry?

Family:

Biggest challenge in ministry:

Main expectation (hope) for this PLD experience:

This getting acquainted time should run about 30 minutes, leaving you with 15 to give an overview of PLD.

Overview of PLD:

Each session will be 4 hours with basically two parts.

Overall Learning Objectives:

1. To develop a good understanding of how our culture has changed and how the church can change to be “mission driven,” and reach the culture for Christ.
2. To learn and use practical ways to develop yourself as a stronger leader and to develop your laity leadership.
3. To learn and be able to use new tools for doing ministry that is “faithful” and “fruitful.”
4. To develop strong collegiality with other pastors as “life long learners.”
5. To prepare the pastor and the church to move into the Healthy Church Project or other continued growth experiences.

Part 1 (2 hours) – Gathering, Prayer, and Teaching

(Give a summary of these points to the group in a short version.)

Some time is needed to gather and focus, and the Mentor (or Teacher) can lead a time of spiritual formation and prayer. This can vary in length, but needs to be fairly short and focused perhaps on needs of the group or the theme of the day.

The Teaching time would be after the Prayer time, and run for about an hour and 30-45 minutes. A break for lunch or just a break follows the Teaching time.

The Teaching is focused mainly on a Topic with a book supporting the main theme of the day. It would always be a combination of lecture and discussion. The discussion could be questions as you go along, some that might be solicited or others that people have. Or the discussion could be to take a few minutes to talk with each other (twos) or to even just write down some personal thoughts. Then some sharing with the whole group would be helpful. The point is to make the time engaging and involving all in the group. Sometimes the session will cover the book for that month in more depth.

Part 2 – Mentoring (2 hours)

The mentoring time is for integrating learnings and applications from the teaching time. It is peer mentoring and can be led by a designated “mentor” as well as the teacher. It is best to divide the group into two groups of 4-6 people (if the overall group is 8 or more people). The best division is by similarity in size, with the 4-6 largest together as well as the 4-6 smaller. We have found this is really best since the learnings and applications will be so much similar with churches that are similar.

At the first session, pass a sheet around in each group to have them sign up to do a “case study” in a given month. This will not fill up all the months, but will give each person a chance to do one. (A separate sheet is included in this manual with details of how to do a “case study.”)

If you have a case study for the month, have the person who is presenting bring copies for each person in the group (the 4-6 people). Start the mentoring time with the case study and limit it to 30 minutes so the others will have some time. The leader of the mentoring session (the teacher of PLD or a designated mentor) needs to keep an eye on time for each person and the total time, so as to give each a chance to share unless someone really needs extra time.

After the case study is presented (usually it is best to just read it aloud), have the group ask questions to understand what the person might be struggling with or what the person needs help on. The discussion will be good if the group understands the situation and the needs of the pastor, not just giving “opinions or advice.” There may need to be some ideas, some specific suggestions, etc. since we are submitting to sharing something that we are stuck with or not happy about or an area where we are not being effective as a pastor. Don’t have this case study just be a report of a situation that is being handled well.

After the 30 minutes of the case study, go ahead with some time for each person. For the sake of good learning, and again not “just reporting” ask the following questions for each person:

1. Report of any “action steps” from last session...what you did, result, and your learning’s?
2. What are your learning’s/takeaways from the “teaching time,” that we just had with the whole group?

3. Specific applications to your local church...what will you “do” as a result of this session or the book we read? It’s best if this question can be an “action step” for the person to take, and for future follow up.
4. Be sure to ask...How’s your soul?
5. After the Third Session of PLD, ask for an Update on their work to get the three teams in place from the Direct Hit (which you will study on the Third Session) each month.

Close off the Mentoring session at the closing time. Some PLD groups have gathered back for a brief closing prayer or send off, others have just dismissed from their groups. Be sure to close out on time, and folks can linger or have more questions but don’t go over time if possible.

KEY POINT:

The Third Session of PLD will focus on the book *Direct Hit* and the process of “Aiming Real Leaders at the Mission Field.” Don’t do a book review, but be sure to lift up key points, and principles from the book. Be sure to go over the three teams that each pastor is asked to develop in their church going forward:

- Prayer Team
- Vision Team
- Leadership Team

This will become very important in the future and you will want to bring these up in future mentoring sessions, for them to report progress briefly or trouble in getting these going.

One of the key objectives of the PLD is to prepare the pastor as well as the church for moving forward into the Healthy Church Project process.

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SESSION 2 “The New Face of Ministry” (cont.)

This session will be more “normal” as we get into the flow of the PLD process following last month’s Introduction/Orientation session. You will have passed out the book *ReCreating the Church- Leadership for the Postmodern Age* by Richard Hamm last month and that will be the background reading for this session.

I. Gathering/prayer/admin (15-20 mins)

As with last session, people will gather and you will want to focus on the Lord’s calling us to be effective leaders in this time of change. Again, do your best to start on time, knowing some will come in a few minutes late. After the time of prayer, there might be some questions...about the coaching, or the case study, or whatever, a little bit of admin time might be helpful. The PLD process is a lot of learning experiences rolled into one so take a

few minutes as needed to answer questions and keep people focused and working “on the same page.”

Teaching (1 hour and 35-45 minutes)

Notes for this Session:

Key Resource: *ReCreating the Church- Leadership for the Postmodern Age*, Richard Hamm

The first segment will build on last month’s discussion of the changes in our culture and our world, as well as our churches. The second segment will focus on the kind of leadership needed for today’s churches.

Next book: Direct Hit by Paul Borden

Material by Jim Blue- Process to See How “The World Has Changed”

Use a flip chart or white board:

1. At the top list the decades from 1968 to 2018 as follows:

1968 1978 1988 1998 2008 2018

2. Discuss changes:

- World
- Community
- Our Church
- Denomination

3. Self

4. Explore demographics of community vs. congregation makeup:
5. How do we reflect our community and how are we different? Could do this for the decades above, or maybe just for past 20 years, and into the next 10 years?
6. What's adaptive change? And what's technical change? Some discussion so we understand the basics.
7. What about our church's governance over the past 20 years, and into the future?
8. Discuss the difference in "permission-giving" and "permission withholding" (control) decision making.

Key Point is to understand where we have been in the past 40 years or so, and where that has gotten today???

NOW shift gears into the outline below which is more focused on "restarting an established church" covering a number of different areas.

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SESSION 3

"Aiming Real Leaders at the Mission Field"

I. Gather/Prayer/Admin. (15-20 mins.)

As we are doing each time, have some time for spiritual formation, reading a text or asking for prayer needs, or just taking time to pray. Deal with any administrative issues....the books, coaching (has everyone had a session or two with their coach), any questions, case study questions, etc. Any other needs, but move along to the teaching as soon as you can.

II. Teaching (1 hour 35-45 mins.)

Notes for this Session:

Key Resource: Direct Hit- by Paul Borden

This is a key lesson since it is about the Direct Hit book and the material that begins to get a church and the pastor looking toward getting into the Healthy Church Initiative after completion of the PLD.

There is a lot of material in the book that is applicable to any church or pastor, as well as the specifics of the "process" of the HCI.

You will be getting more material on the three teams but be sure to lift them up, and the Teaching outline does a great job on this...

Vision team, Prayer team, and the Leadership team. These are very important for beginning now and moving along as the PLD goes along. This is important “preparation” for the HCI, and is good for any church to be doing, too. There is a PowerPoint for this session as well as the handout included in this notebook.

Next Book: Shaped by God's Heart- Milfred Minatrea

III. Mentoring (2 hours)

Case study and discussion of “takeaways and action steps.”

“Aiming Real Leaders at the Mission Field” By Geoff Posegate

- I. In Direct Hit...
 - A. Paul Borden not only lays out a process (not necessarily *the* process) for congregational transformation
 - B. He raises key questions each pastor must ask before leading a church to become *movemental*
 1. There are no right or wrong answers
 2. Each pastor's circumstance is unique, each appointment's dynamics are unique
 3. We should not attempt the next part of the journey without wrestling with these questions
- II. First and foremost – **Is it worth it?**
 - A. May seem elemental, but nothing else makes sense until this is addressed
 - B. If I decide it is worth it, then I'm saying that I recognize the presence of seen and unseen costs to me and potentially to those I love. I probably should do an extensive, personal examination of everything in scripture that talks about or alludes to the *cost of discipleship*
 - C. If it is not worth it, there's no shame in that. Sometimes circumstances are just that way
 1. I once took training to be a new church planter, something I really wanted to do
 2. Realized I did not have the innate entrepreneurial disposition and skills for this, and it would take monumental learning
 3. Also, I was bluntly told my family would have to give up first place in my life for a year or two. I was unwilling to pay that price at that time.

D. Each of us need to seriously weigh all we've encountered and ask if it is worth it?

III. Are the barriers surmountable?

A. Attendant to this, I guess, is to ask if Borden has identified the correct ones.

B. (I'm inclined not to second guess him, as he's been a part of congregations actually doing the hard, *movemental* work

C. This has a subset of questions

1. **To what degree are we trained more to be chaplains, preachers, theologians, and one-on-one disciple builders than we are trained to be leaders?**

2. **Are we limited by a paradigm that rewards faithful endeavor, but not fruitful results?**

a. Probably the major push-button issue

b. I'm concerned this will become the deflecting issue – chew up time and energy here, so we can't move forward. (Like homosexuality for denomination or worship wars for congregations)

c. Let's just each answer this for ourselves and move on

3. **To what extent do our churches have "leaders by default," dedicated to defending the status quo?**

4. **Are we governed by a "theology of smallness"? Are our churches structured accordingly?** (See quote on page 25)

a. Aren't there biblical examples of "small" being in God's will?

b. Isn't there the equal danger of a theology of "bigger is better"?

c. Again, answer and move on

5. **To what degree are we conditioned by a worldview that avoids pain at all costs?**

a. Therefore, "We spend so much time and money on healthcare and medication that a therapeutic bias emerges, and we believe we should avoid suffering and sacrifice at all cost." (Page 97)

b. Borden believes this permeates our church view – "hospital for sinners, not a club for saints" becomes a place to insulate the converted from the larger, evil world

c. Prevents us from seeing churches as a base camp for training, from which to infiltrate the world

6. **Which changes first, structure or people?**

a. Borden is blunt about this (This is probably a very United Methodist tendency)

b. Structure never changes first – page 112.

IV. Is the leadership necessary for congregational turnaround more inborn or taught?

A. Borden's simple definition of leadership: Those who see a need and take responsibility to see that the need is met.

B. Borden believes the necessary traits, skills can be developed

1. **Passion**

- a. **Can passion be developed?**
 - b. Hope for those who can't find it or feel they've lost it
 - c. **“Passion arises when we are focused on God and we are able to see the needs that people have because of the great chasm between them and God.”**
 - 2. **Courage.** Cost (quote, page 93)
 - 3. **Flexibility.** Chaos is normal
 - 4. **Missional focus**
 - 5. **Wisdom**
 - 6. **Positive**
 - 7. **Responsibility**
 - 8. **“Double-life” - enough chaplaincy to enable vision**
 - 9. **Resource builder**
 - 10.. **Conflict resilient.** (quotes on page 92)
- V. One method to address this. (Borden's)
 - A. A three-tiered process
 - 1. **Cosmic Praying**
 - a. Team 1 – starting on page 72
 - b. I want to underscore the *central* and *primary* role of this
 - c. (Our evangelism team's experience)
 - d. Underscored by Henry Blackaby and Martha Grace Reese (from conservative and more mainline perspectives, respectively)
 - e. Success depends on this; failure can be traced to lack of this
 - 2. **Exegete the church and community**
 - a. Team 2 – page 73 & following
 - b. Formal and informal structures, formal and informal leaders
 - c. The community's *real* impression of the church
 - d. DO NOT ASSUME ANYTHING!
 - e. This is where elephants in the room go to die. Expect resistance.
 - 3. **Build leaders**
 - a. Team 3 – pages 75 and following
 - b. Assume people change before structure
 - c. In my observation – three things are key – Spiritual gifts discovery, biblical inquiry, grace immersion experiences
 - B. **Consultation or Intervention?**
 - C. **Strategic plan, agreed upon by the pastor(s), the staff, the congregation, and denominational leadership**
- VI. **How urgent is all of this?**
 - A. Borden says it's not just that congregations are dying. It's that Jesus-followers are being disobedient. (Matthew 28:19) This is where we separate it from being merely a matter of institutional survival.
 - B. See Borden's suggestions on communicating urgency (The REV magazine article is doing it here!)
- VII. Other key questions identified or inferred by Borden.
 - A. **Given a choice, is it better to succeed at short-term maintenance or fail at a movemental attempt?**
 - B. **Will the Bishop and Cabinet FULLY support pastors who risk this?** (Quote on page 34-35 – This is absolutely pivotal!!)

- C. Can any of us be retrained for this?** (Borden says yes, and has the observed data to back it up.) **If so, what will I need to sacrifice to make this happen?** (If I am protecting the health of my relationship with God and with the significant others in my life, what adjustment will I need to make?)

VIII. OTHER QUESTIONS OR ISSUES?

Additional Resources:

- *Finding the Missional Path-* by Barry E. Winders
- *Three Simple Rules – A Wesleyan Way* by Reuben P. Job
- *If You Want to Walk on Water, You've Got to Get Out of the Boat* by John Ortberg
- *When Better Isn't Enough- Evaluation Tools for the 21st Century-* by Jill Hudson (Alban)

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SESSION 4 "Personal Leadership"

I. Gather/Prayer/Admin. (15-20 mins.)

Continue with the pattern of beginning with some prayer and spiritual formation time. PLD has not always spent a lot of time on "spiritual formation" but it certainly is important in the life of the pastor. You may work with this as you see fit given that PLD is primarily learning and developing pastoral leadership skills.

II. Teaching (1 hr. 30- 45 mins.)

See notes in lesson text- Key Resource: *Shaped by God's Heart-* Milfred Minatrea.

The lesson does not go over the book, so you may want to take time at the end to talk briefly about the key points in it. What spoke most to people? What can they use? Would this be good to read with laity leaders? What key points help a pastor as a leader?

Next Book: *Simple Church-* Thom Rainer, Eric Geiger

III. Mentoring (2 hours)

By now, you have the flow of the PLD and the value of the Mentoring time. Key points are to always ask, "What are the key takeaways from the teaching or the book?" "What will you do, what action will you take, as a result of this session? Remember each

week; start with each person and their report on “action steps” they committed to the previous session...how did it go? What was the result? Etc. It is easy to manage these questions, with each person, if you don’t have any one person talk too long and you keep moving things along.

Also, check on progress on developing their Three Teams that were introduced last month, from Direct Hit.

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SESSION 5 “Focusing for Transformation”

I. Gather/Prayer/Admin. (15-20 mins.)

By now your group has been together for quite some time so you will probably know the best use of this first section of PLD. It is important to use some “centering” time and prayer, but the extent of it depends on your group, the needs you wish to address and your leadership. We do not deal with “spiritual formation” as a full topic in the PLD, partly because there are many other workshops on this area, as well as the PLD is geared to developing our leadership as pastors. Of course, spiritual formation is important, so you may want to talk about this from time to time at the beginning of the session.

II. Teaching Time (1 hour 35-45 mins.)

Notes for this Session:

Key Resource: Simple Church by Thom Rainer, Eric Geiger

This is another very important lesson to be sure that folks understand the key points of being a “simple church.” We have tended to be very program driven and keeping programs alive even when they don’t really meet needs, are hard to staff, and people don’t attend much. The “simple church” approach puts things into the perspective of a “discipleship process.” This would be a simple approach to making and growing people as disciples of Jesus Christ. It’s really a different way of “doing church” and not easy to move to if a church has been in a traditional approach, which most churches are. We have had a great response to this material in other PLD classes, and pastors ready to implement, at least some of it, as soon as possible. Hopefully, there will be spirited discussion, especially around the “implementation” of the simple church concepts.

Next Book: The Externally Focused Church- Rick Rusaw, Eric Swanson

III. Mentoring Time (2 hours)

Hopefully, you are able to do a case study each time, and remember to be asking about how they are coming with their teams- Prayer, Vision and Leadership for the Healthy Church Initiative???

“Focusing for Transformation”
By Geoff Posegate

- I. HOW I ENCOUNTERED THOM RAINER AND ERIC GEIGER’S SIMPLE CHURCH
 - A. Trip with First UMC staff to North Point Church (Andy Stanley) in Alpharetta, Georgia in November, 2006
 - B. North Point – clearly focused on GenX and younger disciple making. (Video-games, WiFi in all the hallways)
 - C. Book display – the title jumped out at me
 1. In process of sorting out a complicated, somewhat troubled new congregation
 2. Idea of making it all *simple* appealed to me
 - D. Starting to read – complete identification with Pastor Rush – and here is the line that got me: *“Are the people in his church being transformed? Is his church making real disciples, the kind of disciples Jesus made? Or is everyone just busy? Did anyone else identify with Pastor Rush?”*
 - E. I was hooked.

- II. AS WE SEEK TO BE TRANSFORMATIVE IN OUR LEADERSHIP, AND FOR OUR CHURCHES TO BE TRANSFORMATIVE – MOVING FROM MAINTENANCE TO MISSION – I INVITE US TO CONSIDER WHETHER OR NOT THE “SIMPLE” APPROACH WOULD AUGMENT THAT EFFORT. Things to address today.
 - A. Setting the stage for a critical examination of simplicity as a missional approach
 - B. Understanding the four-fold process Rainer and Geiger suggest
 - C. Considering some key bullet points from Simple Church
 - D. Examining one simplifying process in progress
 - E. Considering how this might impact us and our settings of ministry

- III. Examining the “Simple” approach
 - A. What is worth noting from the Apple, Googal, Southwest Airlines, and PapaJohn’s examples? Simple focus and process.
 - B. How is “simple” different than “dumbing down”? “Simple” refers to process, not content.
 - C. Is “simple” the same as “simplistic” or “easy”? No.
 - D. Which is a better metaphor for a church’s trajectory– a shotgun or a rifle? A rifle. Aim for the one right thing, and hit it!

- IV. The basic concept: *CLARITY-MOVEMENT-ALIGNMENT-FOCUS*

- V. Some foundational concepts
 - A. Pastors need to be designers instead of program managers.
 1. Managers maintain what is
 2. Designers lead the creation of what needs to be, in order to address the central, disciple-making process
 - B. Change is difficult without crisis – addressed this before; Rainer and Geiger concur
 - C. Mission statements should be short, simple statements of process

1. Most are too wordy, hard to remember
 2. Need image as much as verbage
 - D. Being busy is not the same as being effective
 1. From an outside perspective, it comes across as confusion
 2. Simple churches do less
 3. Worship announcements should only be those things associated with the next step in the process
 - E. Measure horizontally, not vertically
 1. Movement through a discipling process is the main thing
 2. If this is addressed, vertical categories will be wherever they need to be at any given time
- VI. THE PRIMARY ELEMENTS IN A SIMPLE CHURCH DESIGN: CLARITY-MOVEMENT-ALIGNMENT-FOCUS
- A. The role of the church leader is to put people in the pathway of God's transforming power.
 - B. Begin with the process, not with programs
- VII. CLARITY – The ability to communicate a process in the way that people understand.
- A. Ask first – what kind of disciples do you want to produce? (FIRST UMC-SIKESTON EXAMPLE – Committed to Christ, Daily Walk, Anchored in the Word, Growing through Small Groups, A Servant's Heart, Worshipping, Tithing, Sharing Faith with Others)
 - B. Use Illustration, to reflect the process, show progression, help simplify (See first UMC process image)
 - C. Be “tour guides” instead of “travel agents”
- VIII. MOVEMENT – The ability to move people through the process without congestion.
- A. Again, begin with the process, not with programs.
 - B. Choose one focus program for each point in the process.
 - C. Capitalize on relationships
 - D. Have a clear “entry point” into the process.
 - E. In the discipling process, no one should have to ask, “What do I do now?”
 - F. Image of the raft – learn rafting, connect with others, contribute
- IX. ALIGNMENT – The need to have every aspect of the church support the process.
- A. The example of the 1980 US hockey team
 - B. Without alignment, energy draining complexity is assured
 - C. We are a confusing organism to ourselves, much less to those around us!
 - D. Avoid the extremes of micromanagement and neglect
- X. FOCUS - The ability to aim at a singular goal.
- A. The biblical principle of “one thing” Philippians 3:13-14

- B. Elimination of excess and extraneous is a stewardship matter – works best when the process is clear.
 - C. CLUTTER indicates lack of focus – EVIDENCE OF CLUTTER IN THIS ROOM?
 - D. Most often need new programming, not just new options in existing programming.
 - E. Say no to things with wisdom and timing – balance the tension between immediate and incremental change
- XI. AN EXAMPLE OF A STEP TOWARD SIMPLICITY (First UMC- Sikeston) View with a critical eye – it is NOT the perfect example.)
- A. The process stated – God has called us to be a church of people who are connected to Christ, shaped by Christ, sent by Christ, and connecting others to Christ.
 - B. Entry point to each
 - C. Revving up the crisis
 - D. Pros and cons on this as an example?
- XII. WHAT WOULD BE ONE MEASURABLE STEP YOU COULD TAKE TOWARD MISSIONAL SIMPLICITY?

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**Session 6
“Focusing Outward”**

I. Gather/Prayer/Admin. (15-20 mins.)

Hopefully, this is meaningful time for your group as you focus and get ready to “go to work.” It’s so important to always remember we are doing ministry for the Lord following our calling. Take time to pray and be focused.

II. Teaching Time (1 hour 35-45 mins.)

Notes for this Session: This session does not follow the book, Externally Focused Church, so you might need to take time to ask, “What are key learnings you got from the book?” It does support the outline from Bob Farr, and you are able to use your own resources and examples to expand the basic points. We know that most churches are “inward focused,” and so this is a very difficult session from an “application” standpoint. You could end the session with “what 2-3 things are you going to do, as a result of this session, to help your church be more focused outward?” Bob’s outline is a great way to deal with the underlying values that have caused us to be “inward focused,” and realize that is not what God wants us to be doing and it is not effective in our world today. Thus, we are dealing in this session with our motive for “making disciples,” and being in the world to make a difference....deal honestly with the issues and help people move to not only a theological understanding of reaching out, but a desire to develop a plan or plans for “radical outreach.”

III. Mentoring (2 hours)

Remember to check in on the three teams for each pastor as well as follow up each time on any “action steps” they committed to last session. Be sure each person has some time to share. Key questions for each, “what are your takeaways and action steps” from the teaching or the book?

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SESSION 7 “Passionate Worship”

I. Gather/Prayer/Admin. (15-20 mins.)

We are coming down the home stretch for PLD, with three sessions left (including this one). Hopefully, you will be finishing strong, thanking God for the blessings of learning and growth through this process. Also, there will need to begin to be discussion of “next steps,” especially if pastors are getting geared up for getting into the Healthy Church Initiative, a peer group that will start in the near future. Take a few minutes to mention “next steps” but don’t deal with it at length at this point.

II. Teaching (1 hour 35-45 mins.)

Notes on this Session

KEY RESOURCE: *An Hour on Sunday*- Nancy Beach

This session is one of the Five Practices of Fruitful Congregations and is really the center of the life of the congregation. Some of our PLD groups have used Bishop Schnase’s book, and the section on Passionate Worship. This is a good study and very helpful and practical. The book by Nancy Beach will open up new, practical ways to do worship, even though there usually will need to be hard work on the “application” since Willow Creek is so much larger than most (well all ☺) of our churches. So look for the key principles and focus on those. This is a key lesson since many churches really don’t do “passionate” worship and the experience of worship is really a huge negative aspect of the church reaching new people and “leading people to an active faith in Christ.” You can use examples you may have, or find some on the internet, there are many great resources out there. Even small churches can be “creative” and relevant and make changes that will bring new vitality, meaning and excitement to their worship services and the overall life of the church.

Next Book: *Unbinding the Gospel* by Martha Grace Reese.

III. Mentoring (2 hours)

This time will be good to see who is developing their three teams for the HCI and who is struggling or just not doing it. The PLD is a first step in a process of transformation for churches, and the Healthy Church Initiative is the next step. Some churches will want to move into the peer learning group and the Intervention process and others may go toward the Small Church Academy. Talk briefly about these and make sure you are offering good

mentoring around the opportunity to keep moving their churches forward, and continuing the journey of transformation.

Hopefully, you have had good “case studies,” and each person has a chance to do one. This needs to be only a 30 minute time to go deeper and to deal with specifics that are challenging to the pastor as shepherd/leader. Otherwise, the mentoring is a check in and brief time to share how one is growing and learning from the PLD sessions. The key questions each time are: What are key learnings/takeaways from the session or the book? And what will you be doing as a result at your church? What “action step(s)” can you commit to doing in the next month?

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SESSION 8 “Real Life Evangelism”

I. Gather/Prayer/Admin. (15-20 mins.)

PLD is just about finished, you have one more session after this week, so be sure to mention the “next steps” and how people need to be thinking about what they will be doing next. This might be dealt with after the Teaching, as you move into the Mentoring.

II. Teaching (1 hour 35-45 mins.)

Notes on this Session:

Key Resource- Unbinding the Gospel, by Martha Grace Reese

“Evangelism” is a very tough topic even to discuss among pastors. The book by Martha Grace Reese does a great job of opening the doors to understanding, further discussion, learning and certainly prayer. This is something of a book review since the materials are so good, but open up the whole topic of how do we do evangelism and help our parishioners to do so, since we have the Great Commission that “commissions” us to do so. Help the pastors wrestle with the key issues and to open up new ways to approach the subject in their churches. The book itself is excellent for congregational study and has a whole process, including a 40 Day all congregational E vent.

Next book: Seven Practices of Effective Ministry by Andy Stanley

III. Mentoring (2 hours)

Finish up any case studies that need to be done.

Discuss “next steps” to some extent, and make sure folks have been thinking ahead and working to be prepared when PLD is completed.

Give each person time, as you ask the Key Questions.

**“Real Life Evangelism”
By Geoff Posegate**

- I. Motivation for Evangelism has morphed much in our lifetime
 - A. To save people from hell (Foreign to our upbringing)
 - B. To make people into good, well behaved people (As much evangelism as we knew as a child)
 - C. To turn them into Spirit-filled Christians (charismatic movement of college years)
 - D. To insure church growth
 - E. To save the church

- II. Martha Grace Reese presents the “what” and “why” of evangelism in a way that, I believe, is biblically grounded, theologically correct, and missionally focused.
 - A. The heart of evangelism is a vivid relationship with God.
 - B. The “why”
 - 1. People matter to God. People matter more than church does. (The pathway to a church thriving is to make the yet-to-be reached people in its mission field more important than its own survival)
 - 2. Seeing and loving people through the eyes of God, we seek for all to know this relationship.
 - 3. It’s not about church membership, church growth, or even where you’ll spend eternity.
 - 4. It’s about a relationship with God.

- III. Reese’s keys to healthy evangelism
 - A. NOT
 - 1. Programs
 - 2. Pastor (though needs to lead the congregation in healthy evangelism)
 - 3. Buildings (purge completely “If you build it, they will come!”)
 - B. TWO THINGS
 - 1. Relationship
 - 2. Prayer

- IV. RELATIONSHIP – Threefold
 - A. With God
 - 1. Church people can’t give what they don’t have
 - 2. United Methodists tend to equate church busyness with a relationship with God
 - 3. Help people meet God as a living presence – How has this been done in local churches?
 - B. With each other in the Body of Christ
 - 4. Philippians admonition “Esteem others better than yourselves”
 - 5. Church atmospheres are readable.

6. How can local churches practice that?
- C. With yet to be reached people
- i. Schuller's principle to find a need and fill it
 - ii. More than that – Find people with the need, and build relationship with them as you join them to meet the need
- b. Reese suggests this is like a stool with three legs – all needed; the absence of any one calls the stool to fall.
- D. BANDWIDTHS, BARRIERS, AND BRIDGES - Very analogous to Direct Hit
- a. Barriers
- i. Absence of Prayer
 1. Central, seeking the heart of God and the will of God prayer – see quote at bottom of page 42
 2. Need a “prayer 101” in most churches – Reese's instructions to the Benton Street Disciples of Christ Church – page 43 ff.
 3. Remember, this is the first of Borden's recommended three teams
 4. Something done consistently for 21 days
 - ii. Unhealthy relationships. Which legs of the stool above need attention?
 1. One stat that never changes – 60% of those who came to congregation and stayed did so because of personal invitation. (page 76)
 2. Return because of warmth of participants
 3. People are most open to the Gospel at crisis/change seasons of life when relationships most needed
 - iii. Unclear motivation. See previous.
 - iv. No sense of urgency.
 1. We're being disobedient to our marching orders. (Matthew 28:19.)
 2. People are lost.
 - v. Self-vision is unclear.
 1. Long term church people think church IS the culture. (p. 14)
 2. Borden's second team – the Vision/Urgency team.
 - vi. others?
- b. Bandwidths
- i. Key questions (Simple Church – measure success horizontally...)
 1. Are we helping this person move into relationship with God?
 2. Are we helping this person move into relationship with community?
 - ii. Specific bandwidths
 1. Children and youth of the congregation
 2. Children and youth's friends
 3. People attached to your church who never joined
 4. Committed Christians from similar church backgrounds
 5. Committed Christians from different church backgrounds
 6. People raised in church who drifted away. (COR bandwidth)
 7. People raised in church who were hurt

8. Unchurched people who are LIKE current church members
9. Unchurched people who are DIFFERENT than church members

c. BRIDGES

- i. Most evangelism will happen via relationships
- ii. “Natural bridges” of contact (Chuck Hunter)
 1. F.R.A.N. – friends, relatives, acquaintances/co-workers, neighbors/networks
 2. Reese
 - a. Needs of people in your neighborhood
 - b. Logical opportunities to meet new people
 - c. Gifts and passions God has placed in the congregation (Such as healing here at First UMC)
- iii. The need to leave the church ghetto. (See Bill Hybels – Just Walk Across the Room)

DI The value of having a woman’s voice and heart in the field of evangelism:

- d. Stereotypical male – task focused, fix-it
- e. Stereotypical woman – midwife, birth it – quote on page 93.

VII. Final word – quote on page on page 110 (Item 7)

Additional Resources:

- *Unbinding Your Church* by Martha Grace Reese
- *Unbinding Your Heart* by Martha Grace Reese
- *A.K.A. Lost- Discovering Ways to Connect with the People Jesus Misses Most* by Jim Henderson
- *Jim and Caspar go to Church* by Jim Henderson, Matt Caspar

Pastoral Leadership Development (PLD)

SESSION 9 “Structuring for the Mission”

This is your final session of PLD and it will be important to do an “evaluation” in the session since that will get us the best return. We will supply you a standard evaluation form, and ask that you give it to the folks, have them fill it out and return it. Please return these to the

Conference office, Rev. Bob Farr.... It might be best to hand the evaluation form out just as you go into the Mentoring time, and have them complete it then. That will cut into the time for mentoring but it is important to do this evaluation for the participant as well as for the planning for the future of PLD.

There will need to be some further discussion of “next steps” though you don’t have to spend a lot of time on this.

Thanks so much, we hope it has been a great experience for you as the leader as well as the participants!

I. Gather/Prayer/Admin. (20-25 mins.)

You might spend a little extra time in prayer, giving thanks for the journey you have shared with the people in this PLD group. And pray for understanding of what God wants you to do for your “next steps.”

II. Teaching (1 hour 35-40 mins.)

Notes on this Session:

Key Resource: Seven Practices of Effective Ministry- Andy Stanley

This is a very good lesson for practical impact on your church. The seven practices will make for more effective and “proactive” ministry. This is something of a “nuts and bolts” session and gives some very good tools for pastors to use with their laity leaders. Take time to understand key points, as you can go through all seven or spend a lot of time on the first one or others that seem most important.

III. Mentoring (2 hours)

You could actually do the evaluation before you begin the mentoring so as to get good return. Some pastors like to take it home and reflect on the experience and prefer not to fill it out there, so you might have to deal with this.

You may have case studies left to do. You may have key issues that people are dealing with that they might like to share. It will be good in the mentoring time to give each person some time to think about the

value of PLD for them, to talk about specific progress in their church, to look ahead to what is coming next for them. You should be able to give each 15-20 minutes, but keep time and make sure all get a chance.

It would be great to come together and have a closing commitment time and prayer of thanks and discernment for the future....this could be meaningful since this is the completion of this group being together.

Additional Resources:

I Refuse to Lead a Dying Church by Paul Nixon

Entering the World of the Small Church by Anthony G. Pappas

II. Teaching (50-55 minutes, for this first session)

You are now ready to do the first teaching time, hopefully the first section of introductions and overview of PLD have taken about 60 minutes (be flexible if more or less).

Key points for this first teaching section:

1. Be familiar with what you hope to cover. We have included a short outline, with answers, so you can hand out the sheet with blanks to the participants. But you will need to expand and present a lot more than is included in the outline. You may even present extra points that you type out ahead of time if you'd like, but the outlines provided are the basics.
2. Be sure to include folks for feedback and brief discussion. Don't let anyone dominate. And be sure to mention there are differences in localities, like metro areas, and small towns, and ex-urban areas, etc, and parts of the state. But there are some similarities for all....such as "the attractional model of getting new members really does not work anywhere." Some changes in culture are similar for everyone and some are different depending on where you live and do ministry.
3. The PLD will be presenting a fairly different approach to doing ministry that is "mission-driven," meaning the "mission" drives what we do, not tradition or personality of the pastor or power people in the church!!! This will get clearer in sessions 2, 3 and beyond, so this session focuses on how the "world has changed," and why things don't work the way they used to. Don't worry about working on the focus on the mission too much in this session....many pastors will not even be aware that the "world has really changed," and so churches and ministry must change.
4. PLD represents a different way of "doing ministry" for which we are not trained. The Conference is asking pastors to be much more accountable, giving ongoing measurements from their churches, and the landscape of the Conference is changing. For some this creates anxiety, some healthy and some probably unhealthy. PLD is to be a supportive and prayerful experience of colleagues, with safety and challenge. The emphasis will be on "learning to do ministry focused on God's mission to 'make disciples,' and all that this means." For most pastors this means very big shifts and lots of change (even for them), and using new tools, methods, resources, etc. Be aware and lay some foundation in this very first teaching session for what is coming in subsequent sessions.
5. Complete the teaching by a few minutes before the 2 hour mark so as to take a break and leave time for almost 2 hours of mentoring. If doing a meal, just get the food and go into the mentoring time as soon as you can.

“The New Face of Ministry of the 21st Century Church”
By Bob Farr

What will the church look like?

1. Paradigm _____.
We are experiencing enormous structural changes in our communities and populations
2. America is spiritually _____.
While the church was busy adapting secular church.
3. The way we learn has profoundly _____ from lecture to entertainment.
4. The Great _____: Relevant and irrelevant.
We are losing the battle for the heart and souls of the people.
5. The making of a _____ nation.
We are moving toward a nation with many Gods.
6. The church became comfortable and the Gospel shifted from a church
“_____” to a church that “_____”.
“Our motto” we are the church, here to serve, what does the church have to offer me?
7. Prepared for _____, while the world wants
_____.
“We’ve spent millions preparing ourselves to deliver Biblical exegesis, while the world wanted to know how to apply Spiritual matter to life.
8. Too many of us entered the ministry hoping this was a _____ and
_____ place to have a career, while the world was demanding
leadership willing to lead the church into dangerous places.
9. _____ has set in.
 1. “A wasting away of the body or an organ part.”
 2. “Degeneration or decline from disuse.”
 3. “Decrease in size, deterioration or a withering away.”
10. Adds up to the _____.
“The church must raise her sails and move with the Spirit or be left behind.”
“You can change the name, but if you don’t change the heart the atrophy will kill you in the end.”

Case Study Guidelines
PLD
2008-09

Case Studies will be an important part of our learnings and experience as growing/learning leaders. A case study is a way to bring applications “home” and deal with a situation that is real for you.

Suggestions for case studies:

Keep to page and a half or two; single space is OK (14 pt. preferable)

Give us a little bit of background about the church, and the situation that creates the case study. Give us the key details of the “case” and what is going on. Then identify where you might be stuck, or are not sure what to do, you could identify your options, some of your feelings, of course, and if there is a timetable/deadline for the situation.

This case study can be about a person or person(s) (use caution of course), or about a programmatic aspect of your church, or an issue of leadership, or really anything that involves you as a leader of your church, even personal issues you are willing to share about leadership.

We will limit the total time for a case study to 30 minutes, so do bring a copy for each in your group, and cover the basics pretty quickly so we can discuss the issues and options/actions as much as possible. It is great if the case is directly related to one of your goals.

We’ll ask each person to do just one case study, and sign up on the sheet for your month. This can be a great learning experience for you and the whole group!