

# Strategic Implementation Plan 2015-2020

## Clergy Excellence Team

The Clergy Excellence staff provides direction, input and support for the entire ministerial process and life-cycle of a pastoral career, from call to active ministry and through retirement.

### Missional Priorities

Clergy Excellence has a role in the first missional priority of the conference to enhance the ministry of the local church. Life-changing ministry at the local church level is greatly enhanced with clergy who are capable leaders. Specifically, clergy excellence cares about having the best preaching and the most engaging worship that is possible in every congregation to bring the good news of Christ into the local community.

The third missional priority, leadership development, is the major emphasis of Clergy Excellence staff, the Board of Ordained Ministry, and Transition into Ministry program. BoOM and the District Council on Ministries (DCOM) have the role of the credentialing of clergy, developing a culture of call, continuing education and effectiveness in ministry. Together with the BoOM, Clergy Excellence staff focus on assisting clergy in developing the skills and the spiritual focus that enable them to be the best pastors and leaders they are capable of. We are committed to having clergy who are life-long learners who demonstrate growth in professional competence and effectiveness and, in the process, stay connected to God and their call to ministry.

### Vision for Clergy Excellence in the Great Plains Conference in 2020:

Clergy in the Great Plains Conference are able to lead congregations to be healthy, vital places of worship, mission, and spiritual growth. United Methodist clergy will be committed to maturing spiritually and to life-long learning to improve ministry skills, especially preaching, worship leadership and design, and collaboration with laity. Clergy will lead with integrity throughout their careers.

- Clergy will be intentional at improving ministry, leadership, and personal skills to become effective leaders. Preaching and worship will be a primary focus
- Length of appointments will increase
- A culture of call will be prevalent in the conference

### Goals for 2020 (parenthesis indicate teams with which staff will collaborate):

#### ***1. By 2020, 80% of the clergy will have participated in at least one continuing education program on preaching and/or worship.***

This will be measured by the attendance/participation in the following:

- Great Preaching for the Great Plains (BoOM Covenant Team)
  - 2015: Evaluate current Great Preaching for the Great Plains early in 2015 to determine continued benefit and appropriate frequency of hosting the seminar.
  - Offer Great Preaching for the Great Plains in fall 2015 in Nebraska.
- Focus on Preaching at Orders & Fellowship (O&F) in 2017 or 2018
  - 2015 Identify gifted presenter for preaching
  - 2016 or 2017: determine ways to reinforce learnings from O&F so that preaching is improved

- Transition into Ministry (TiM) program
  - 2015: incorporate a preaching seminar into phase two of the TiM program that will be continued each year following.
- Support small-church pastors through the development of training and resources specific to their needs that will increase creativity in worship, encourage the exchange of ideas, and expand the outreach in the community. (Small Member Church Coordinator)
  - 2015 Small Wonders conference, focus on Worship
  - 2015 Identify unmet needs of pastors in small congregations
  - 2016 Develop landing page on the website for resources

**2. By 2020, all clergy will achieve the minimum of 20 contact hours of continuing education each year.**

- Process Communication Model (PCM)
  - 2015 Offer PCM training beginning fall 2015 in two locations (see above).
  - 2015 District Superintendent's participate in a one-day PCM training. (BoOM)
  - 2016 PCM offered in one location
- Great Preaching for the Great Plains
- Support districts programs
- Identify resources
  - 2015 create landing page on the webpage to locate resources
  - 2015 solicit recommendations of effective continuing education programs for the webpage
  - 2015 solicit recommendations of books to read for the webpage
- Orders and Fellowship
  - Each year O&F will focus on one of the missional priorities or on a specific skill of ministry

**3. By 2020, there will be a 5% increase in the number of appointments that exceed five years.**

Achievement of this goal also means there will be corresponding reduction in the number of clergy who require a move in the first five years of an appointment because of difficulties. This will be measured by examination of the initial inventory reports of the DS provided in January and the record in the Journal each year. It is believed that each of the items listed below will have a positive impact on clergy effectiveness and the length of appointments:

- Process Communication Model. PCM increases self-awareness of one's personality, strengths, abilities and psychological needs. An individual becomes able to identify communication styles of others in order to maximize collaboration and communication. (BoOM)
  - 2015: Offer PCM training fall 2015 in two locations. This is a 6-month program, from October to March so the cost for participants could be spread over two years.
  - 2015 District Superintendent's participate in a one-day PCM training.
  - 2016: one PCM training event

- lay/clergy partnerships
  - 2015 establish a format for expansion of the TiM lay committee model to all who graduate from seminary in 2015
  - 2016 expand lay committees to all first-time clergy, including local pastors
  - 2015 Staff-Pastor Relations Committee (SPRC)/pastor training in collaboration with DS for churches experiencing a change in pastor
- Healthier moves
  - 2015 develop resources to distribute to all clergy who are moving to a new appointment
  - 2015 Clergy moving into a new appointment will be required to develop a 90-day plan with DS follow-up
- Boundary training (BoOM Covenant team)
  - 2015: Train a minimum of 10 people to lead Boundary Training across the conference so that all new clergy receive the training. Trainings will be held spring and fall 2015.
  - 2015: Determine a plan for Boundary Training renewals.
  - 2016: Begin requirement of Boundary Training renewal every 4 years and offer 6 opportunities for renewal in 2016.
- Clergy coaching and renewal leaves (BoOM Covenant team, Cabinet). District Superintendents are able to identify clergy who are struggling in an appointment or are close to burnout. Coaching and renewal leaves are likely ways to reduce stress and help clergy to become more effective.
  - 2015: Develop a process for providing grants for clergy coaches and clergy renewal leave and determine a funding goal.
  - 2015: Recruit retired clergy who are willing to fill in during renewal leaves
  - 2016: Begin offering grants for renewal leave
  - 2016: Pilot program of clergy coaching
- Improve the functioning of SPRC to better support and evaluate a pastor to identify targeted areas for development and skill attainment (Cabinet, BoOM Covenant team)
  - 2015 SPRC/pastor training in collaboration with DS for churches experiencing a change in pastor
  - 2015 provide support for Hays District Church Vitality grant,
  - 2016 SPRC training for healthy relationship development and effective assessments
- Covenant groups. Specific goal would be to have 80% of clergy in a functioning support group by 2020
  - 2015: Identify existing groups
  - 2016: Facilitate formation of covenant support groups for those who desire one
- Identify clergy who are competent in specific skills and willing to help someone else learn.
  - 2015: Send survey asking clergy to self-identify their gifts in ministry and their willingness to be a mentor
  - 2015: Cabinet members give input on the gifts of clergy for mentoring/teaching skills of ministry
- Develop and resource a Response Team/Advocates to respond in congregations when there have been allegations of clergy misconduct. (BoOM Covenant Team)

- 2015: Have training for new response team and advocates
- 2015: Send two people to the Do No Harm conference in October who will be trainers for the conference so we can maintain a functioning response team
- Maintain an up-to-date list of members of the response team in the Director of Clergy Excellence/Assistant to the Bishop and Executive Assistant to the Bishop offices.
- Spiritual Formation retreats
  - 2015 Use the model from Dodge City district (2014) or the previously offered (NE conference) shortened 5-Day Academy to offer three spiritual formation retreats across the conference by identifying individuals willing to organize
  - 2016: Offer 5 spiritual formation retreats across the conference
  - Continue to support and encourage participation in the 5-Day Academy
- Continue to encourage participation in the Center for Pastoral Effectiveness

**4. Each year we will have a minimum of 40 people who are entering ministry.**

- Develop culture of call (BoOM call team; Young Adult Coordinator; Camping Coordinator; Cabinet; Campus Ministry Coordinator; Youth Coordinator)
  - 2015: Culture of call will be the theme for Orders & Fellowship 2016. Begin developing resources to have available to clergy and congregations in January 2016
  - 2016: Culture of call will be the theme for Orders and Fellowship. Resource development for cultivating a culture of call include a Bible study of call stories; SPRC training; camping curriculum; confirmation; campus ministry.
  - Each year: support BoOM in needed ways to organize Candidacy Summit and Licensing School
  - 2016 offer grants to campus ministries, churches, or districts who host a culture of call event
- Seminary visits: (BoOM Call Team, Cabinet)
  - Each year: Coordinate visits to seminaries so that every seminary with Great Plains students is visited at least once. Seminary students will receive at least one additional contact each semester (email, birthday card, etc). This involves creating a database of seminary students, collaboration with Cabinet and BOOM to arrange visits; and identifying persons with the gift of recruiting.
- Pastoral interns (Young Adult Coordinator, BoOM Call Team)
  - 2015: Begin a pilot program of summer pastoral interns for college students. There will be two or three intern positions in 2015. The pastoral interns will spend time at the beginning and end of the summer with all other summer interns focusing on vocation and listening to the call of God on their lives.
  - 2016: Expand the number of pastoral interns to four or five. Eventually, this could expand to 10 or more pastoral interns
  - By 2020: Hire a seminary student or retired clergy to provide the supervision and training.
- Mentor training for TiM, Candidacy, Local Pastors, and Provisional (BoOM)
  - 2015: Mentor training in spring 2015. We will utilize the best resources available to strengthen our training program, and begin identifying the qualities and characteristics that lead to the healthiest mentoring relationships.
  - 2016: Mentor training in spring. Write a manual on mentor training and Mentor

resources

- Discover Ministry
  - Target for each year is to have 3 events across the conference to encourage people to consider ministry as a profession
- Course of Study improvements (BoOM)
  - Work to improve Course of Study program at St. Paul School of Theology. This is accomplished by serving on the Advisory Board
  - 2015: Support the development of a satellite course of study (COS) location in the western part of the conference to begin fall 2015
  - 2015 survey of COS students

### **Budget resources required for 2016:**

- PCM training will require a total of \$16,000 per class (begins in the fall, continues through early spring of following year) to cover the cost of a trainer and lodging and meals for 25 (maximum) participants. Participants will be asked to pay \$600 over two appointment years, which covers the materials and a portion of lodging and meals. A portion of this funding could come from the Ministerial Education Fund, if approved by BoOM.
- Renewal leave grants up to \$2,000 per pastor for a 6- to 8-week leave. Pilot year expectation, awarding 10-12 grants: \$20,000
- Coaching pilot program for 10 pastors: 20 hours of coaching at \$100/hour = \$20,000
- Pastoral interns \$12,000-\$15,000
- Culture of call programming and resources: \$20,000
- By 2017, hire a summer coordinator for the pastoral interns: \$5,000. This likely would be a seminary student
- By 2020, hire an additional staff person responsible for clergy development. The Coordinator of Clergy Recruitment and Development would continue to focus on TiM, culture of call, and recruitment. The new position would be responsible for continuing education, retirement ministries, supervision of the pastoral interns, and the events sponsored by BoOM: candidacy summit, licensing school, and residency

