

Chair/Contact Tony Dutzik - chair/ Melinda Collins - contact

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Action - **Include both current and potential.**
 - **Include programs, education, spiritual experiences, attitudinal changes, and other experiences you think and feel would actively further our mission and vision.**

At the end of five years, have in place a well developed leadership development program, flexible enough to meet the changing needs of the congregation over time. This program would help skills develop, skills resources and spiritual and business practice for church administration and for efforts undertaken by the congregation in the greater community.

The model used should have the following attributes:

- learning available through multiple modalities (e.g. group training, individual learning; videos; reading material; art forms such as music, literature, poetry & fine art)
- self sustaining, in that little, if any additional time is required from staff
- modular; small, power-packed bites
- respectful of people's time
- well organized resources & delivery
- useful to people (hopefully in multiple areas of their lives)
- contribute to personal, professional & spiritual development
- energizing
- able to track both how much something is accessed & subsequently employed by people
- have a face & a home
- billed as part of the benefits of membership
- be a regular feature of what lay leaders do to minister with excellence

Staff role: guidance & help in training

PC role: at least initial program ownership; implementation with help from other lay leaders; oversight

Time frame or steps	Spring 2012 - assess needs based on typical requirements & 5 year plan; develop resources; decide where Leadership Program will reside in organizational structure for purposes of accountability & access to help from an actual person
	Summer 2013 - develop program & evaluation criteria based on routine needs & needs relating to 5 year plan, concentrating on internal needs & largest needs of reaching for outer-connection; identify those pieces that can be implemented using current financial & other resources; identify beginning budget needs for 2014 - 2015; begin collecting resources for lay leadership to use in group & individual learning opportunities; develop central repository for learning tools & resources
	Fall 2013 - begin implementation; budget for 2014-2015
	Winter 2013 - begin assessment & revisit program needs; develop resource list & budget
	Spring 2013- make changes & plan for 2015-2016, concentrating increasingly on skills needed to engage in a leaderful way outside our walls
	Fall 2014 - continue development, implementation, & evaluation based on experience & data collected about previous year and developing needs of congregation & community
	Winter 2014 - develop budget
	Spring 2014 - assess & plan for full implementation
	Fall 2015 - full flexible implementation

Priority Rating _____ Based on action's potential to help achieve the vision.
Scale: 1 = highest priority, greatest potential

1 This action furthers the mission and work of our committee and the mission and vision of the church in the following ways.

Please, explain these in terms of your committee's work and mission as they support the vision and mission of the church, keeping mind specifically:

- Carry our gifts and message into the world
- Understanding and celebrating difference as wisdom, inside and outside our walls
- Empower people to create loving, fulfilling relationships

Leadership training designed to support the church's vision and mission can help the congregation ...

- manage change in a constructive way
- ask ourselves & each other the hard questions
- help us support each other as we learn
- feel confident

so that we may ...

- embrace and employ the wisdom available in our differences
- carry our gifts into the world & become part of that world in a life-affirming and celebratory way
- offer what is needed
- be nourished by our experiences, even the difficult ones
- be courageous

2 This action will contribute to the church's institutional health in the following ways.

Use as much detail as possible, including numbers, such as targets and estimates. For example, number of people reached, number of hits to a web posting, number of members completing a training and committing to an action, dollars raised, lay work hours on something ...

Start with the following basic contributions, but add those not listed.

- Generate new energy or tap existing energy
- Create new fundraising opportunities or help use financial resources more efficiently
- Attract new members or deepen the experience of existing members

Consistent, well-developed lay leadership skills will help us do all of the above. In addition, the standardization of appropriate skills across leadership will allow for smoother running of the church; a more holistic expression of the values and aspirations of our congregation; more seamless flow of members through various leadership posts. We can be more proactive and forthright in meeting challenges, more flexible, creative and innovative, because we won't be chasing candidates for roles as an afterthought spurred by the annual meeting.

3 This action will draw on the following resources.

Include as much detail as possible, including numbers. Try your best to define resources already present in the congregation, as well as those that would need to be developed or secured in some way. Resources include quantifiable things, such as money, time, space; as well as things such as knowledge, skill (teaching), gifts (dynamic worship), orientation (openness), awareness (physical and other needs of people vary according to our current and changing abilities) and enthusiasm for a particular idea (visiting people detained by immigration authorities) or activity (pot lucks).

Current resources -

- platforms for group learning
 - All Church Council
 - District Workshops
- knowledge base - ministers and professionals within the congregation have both training and good experience
- willingness to learn and work together
- some experience helping people with discernment

New resources -

- more robust mechanism for identifying potential leaders and helping people to discern calls
- platforms for group learning
 - Leading Edge Conference
 - others to be determined, perhaps tailored to the committee, group or task at hand
- platforms for individual learning
 - video
 - webinar
 - library of material, along with condensed versions and material tailored to our needs
 - experiential & reflective learning
- expectation & acceptance of new practice to engage in ongoing development that links directly to congregational goals
- unknown financial resources