

Board of Pensions Middle Governing Body Grant Application Practical Skills Training for Pastors

Program Purpose

The purpose of this program is to provide skills training for pastors in the areas of congregational and staff leadership and in strategic planning.

A needs assessment survey was completed in the spring and pastors listed these areas as their priority needs. Among their requests were the following:

Developing effective leadership in the congregation

Learning skills to deal with change, growth and conflict

Using tools to understand communities and analyze congregations

Exploring biblical and theological models for understanding change and for responding to conflict

Developing vision and mission statements to set objectives, responsibilities, and accountability

Program Description

This program would be implemented through a series of training and follow-up sessions, two of which would be conferences with participants gathered from the presbyteries; with continued follow-up by teleconference to provide consultation, coaching, and shared support among the trainer(s) and participants throughout the presbyteries.

The program would provide for trainers to assist pastors in skill development so that they would be able to understand their own leadership style, to analyze their context of ministry, to provide vital leadership training to elders, and to engage their sessions in leadership development as an ongoing spiritual process.

Two conferences would be held to gather participants and trainers. These conferences would not only provide training in skill development, but also establish connections between the trainers and participants, and among participants, to develop and maintain a network of continuing support and mutual accountability. Some videoconference meetings would be scheduled for all participants. Others would be initiated both by trainers and participants for either individuals or for small groups that would focus on a specific skill, as they move forward in exploring their use of these new skills and share those results together.

Program Schedule and Outline

August 1-15 completion of training planning details among presbyteries

August 15 submission of proposal to BoP

September-October identify and make tentative engagements with trainers

September-October make preliminary announcements throughout the presbyteries of the proposal, application, potential benefits of the grant, proposed schedule for implementation, and introduction of networking through the conferences and videoconference consultation and follow-up.

November 15th announcement of notification of grant approval by BoP

November 15-December 30, confirm trainers' commitment; identify and confirm training sites for 2009; identify and recommend equipment and service providers for teleconferencing among participants.

January 2-30 mail/email registration brochures and details

Early March, first 3-day conference for skills training

Mid-June first series of teleconference follow-ups with each presbytery to monitor progress, share ideas, respond to specific concerns, and encourage mutual consultation among participants.

June-September continued contacts among participants at their own initiative

Late September, second series of videoconferences for each presbytery to provide consultation, support and specific skill development assistance as gathered through contacts throughout the period from June through September.

Also do tentative planning for skill training for workshops in November

Mid-November, second conference (two-days) to gather participants and trainers for follow-up group workshops in specific skills and to gather preliminary evaluation data on the program

January 2, 2009 distribute final evaluation instrument of the program

February 15 distribute evaluation results with proposed strategies for continued contact among the participants.

Total Program Cost and Budget

Trainers

\$1,000./day (Two conferences, 5 days)	\$5,000.
Consultation (videoconference, 18 hrs/\$100./hr)	1,800.
Airfare (two trips)	2,500.
Accommodations (4 nts.)	525.
Meals (5 days)	250.
Training costs sub-total	<u>\$10,075.</u>

Conference Cost

Meeting space (two conferences, 5 days)	\$3,750.
Refreshments/ snacks	1,000.
Materials	250.
Program/Event(s) promotion	250.
Conference costs sub-total	<u>\$5,250.</u>

Network Development

Teleconferencing equipment and webinar vendors	
Projector (3@ \$1,000)	\$ 3,000.
Cameras, six/presbytery (18@ \$75.)	1,350.
Conference microphones, six/presbytery (18 @ \$100.)	1,800.
Webinar/VOIP vendors, set up (\$1,000./presbytery)	3,000.
Service(\$15/seat@mo w/18 seats for 3 presbyteries, 12 mos.)	3,240.
Network development costs sub-total	<u>\$12,390.</u>

Total Program Costs \$27,715.

Board of Pensions Middle Governing Body Grant	\$13,857.
<u>Financial Commitment of the Presbyteries</u>	.
Presbyteries' Match	\$13,858.

Estimated Number of Attendees – 75-90

Estimated cost per attendee: \$369.53 – 308.94

Benefits pastors expected to gain from the experience

At the conclusion of the program it is expected that pastors will have gained valuable self-understanding about their leadership strengths and weaknesses, will have had successful experience in training elders within their congregations, will be able to recognize and respond to conflict situations with more confidence, will recognize their need for help from both their peers and from the presbytery's resources and will request help appropriately; will have clarity about their context of ministry within their community, and will have targeted some specific interventions in local mission; and will have the platform upon which to build their congregation's ministry, namely mission and vision statements, priority goals, and projected strategies for leading their congregation. Finally, pastors will be more strongly connected to a network of mutual support and accountability. They will be more open to other opportunities for distance learning in their continuing education, and they will be able to encourage and support their congregations in their participation in presbytery activities, because of their congregation's access through the teleconferencing network that the presbyteries will maintain.