

LEAD Journey

Growing leaders with
a deep, bold, consequential faith in Jesus Christ.

LEAD for Leaders

waytolead.org

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SOUTHWESTERN TEXAS SYNOD



The Missional River 2.0:

LEADING IN THE MISSIONAL RIVER

An invitation for congregations
to strengthen leadership
as they join in God's mission

Leading in the Missional River emphasis is on resourcing congregational leadership with new behaviors and tools to build on LEAD's best research, Missional River 1.0's learnings, and the congregation's assets.

This is a new invitation to congregations who may or may not have experienced the Missional River 1.0. All are encouraged to join in this year. This is a specific journey customized for the Southwestern Texas Synod.

Participating congregations will experience:

- ⊕ LEAD's Congregational Digital Assessment.
- ⊕ LEAD Coaching for one year, introducing a 3 to 4 year journey of transformation.
- ⊕ Three LEAD Learning Seminars in year one adding new skills and tools for leaders.
- ⊕ LEAD's 10-step process for creating behavior change, starting with the Tune In Process or the Wake Up Process based on the individual Congregational Assessment Report.

LEAD ASSESSMENT

This digital assessment measures LEAD's four growth indicators as vital behaviors. It includes a Congregational Overview to be completed by the pastor or council president. You will receive:

- ⊕ Access to the online Assessment tool for an unlimited number of participants per congregation.
- ⊕ Congregational Assessment Report identifying your congregation's strengths and opportunities for growth in LEAD's 4 Growth Indicators.
- ⊕ A consultation with a LEAD coach who will walk you through the results, answer any questions you may have, and help you think about what your next step(s) may be.
- ⊕ One copy of the book, *The Sacred Valley*.

LEAD COHORTS

New Cohorts start every six months for the next two years. Networked leaders enter into a three to four year journey to transform their congregations through intentional processes. This pilgrimage walks a congregation into their local neighborhood; clarifies purpose and values, seeks to align ministry; explores staffing, governance, and stewardship; and finally connects learning groups, hospitality, outreach, and communication over the course of a few years.

It all starts in year one with the LEAD Assessment, the LEAD Process, and a coach. LEAD resources will continue to be available beyond this first year but we know a good start makes all the difference. The benefit of this invitation is the shared learning that comes from local leaders engaged in mission together as a learning community.

LEAD COACHING

Making new behaviors normal takes practice and is faster with a coach. These behaviors are a lot like a workout program—they are easier to commit to if we have a coach alongside us. In Missional River 1.0 we learned the criticality of coaching. Through coaching we learn how to share God's stories, how to move from attractional to missional ways of being the church, practice the threefold listening to God, increase our capacity for experimenting and action-reflection learning. This is learning in the context of the ups and downs of ministry, customized for your own goals or using one of our LEAD Processes.

We believe every leader—and every congregation—can grow! Growth is a choice that begins with leaders taking seriously their own faith formation and capacity building. Coaching includes LEAD Process Coaching for the pastor, facilitator, and communicator for each Congregational Team. LEAD's Coaching Team is made up of trained, experienced leaders—yet we know the real impact of coaching depends on the congregation's commitment to the process.

LEAD LEARNING SEMINARS

Leading in the Missional River includes three strategic seminars.

- ⊕ Seminar 1—introduces the 10-step process identified for your congregation through the LEAD Assessment, makes a coaching plan, and launches this experience.
- ⊕ Seminar 2—shares God stories, adds leadership skills needed for the 10-step process at the mid-point of year one, and builds intentional faith practices for leaders.
- ⊕ Seminar 3—shares God stories, continues to add leadership skills, and results in a strategic plan for the next two or three years.

Where do we start?

Leaders often wonder, is my congregation ready to join a LEADership Cohort? Can we successfully do the Tune In Process or the other processes? We are glad you asked! There are seasons in a congregation's life that are right for leading transformation. There are also seasons where making changes in the system may be unhelpful, or worse, cause extreme conflict and crisis. Where is your congregation right now?

Use the questions to the right as you assess your congregation's readiness to enter into a LEAD process.

Scoring: If your congregation's staff and council can honestly say yes to 9 or more statements, then you are ready now. If they say yes to 5 or less, then this is not the time. 6-8? That's a maybe, and we can suggest other first steps to help you prepare for a LEAD process. Email us at LEAD@waytolead.org for help making this decision. We are here to support your congregation in the best next steps.

My congregation:

- ___ has high trust in our leadership.
- ___ is in a pastoral leadership transition with a hope to become more missional.
- ___ has a pastor (or pastors) who are ready to do something new.
- ___ is ready to join in God's mission by connecting with our neighbors.
- ___ realizes that what we are doing is not working.
- ___ is wondering what to do next.
- ___ manages disagreements in a healthy, respectful manner.
- ___ is ready to learn how to make changes.
- ___ generally agrees on important issues.
- ___ has a history of setting and completing goals.
- ___ wants to grow and welcomes people from other cultures and ethnicities.
- ___ has a lot of energy and passion for mission.
- ___ is committed to faith practices that deepen the faith of worshipers.
- ___ is reaching young families, children, and youth.
- ___ sets goals and follows through.

OUTCOMES: LEADING IN THE MISSIONAL RIVER

Success includes equipped leaders with deepening faith, capacity to lead adaptive change, and a renewed energy and passion for the Gospel. Just as joining Weight Watchers cannot guarantee weight loss unless you work the system, we know that the real results will depend on your congregation's commitment to following through and practicing new behaviors. The intended outcomes include:

THE TUNE IN PROCESS

- ⊕ Listen to God in scripture, in prayer, in the congregation, and in the neighborhood using threefold listening to God
- ⊕ Clarity on how the congregation is called to join in God's mission
- ⊕ Sharing the Gospel and doing justice with a

renewed outward focus

- ⊕ Practicing action-reflection learning
- ⊕ Experimenting with new partnerships

THE WAKE UP PROCESS

- ⊕ Clarity of congregational purpose and values
- ⊕ Alignment of the congregation for mission
- ⊕ Moving from an attractional to missional ways of being the church
- ⊕ Building on action-reflection learning
- ⊕ Experimenting with innovative ministry for effective mission

These new strategic efforts build on the Missional River 1.0 to strengthen congregational leaders as they join in God's mission in the world.



Christian leadership is a gift of the Holy Spirit — God uses ordinary people to engage the needs in our world, neighborhood or home. LEAD believes that all leaders can grow—and that **LEADERSHIP is HOPE!**

The LEAD Team sees the impact growing leaders can have on growing congregations every day. In a little over three years, we have learned a lot about moving leaders from Out of Breath to Growing, one step at a time. So what is the secret sauce? Four things we call Growth Indicators for Vital Behaviors:

1. Listening to God in scripture, prayer, the congregation, and the neighborhood.
2. Centering for deeper discipleship that clarifies call, values, and voice.
3. Exploring pathways forward with a shared vision.
4. Connecting with greater diversity, intentionality, and care.

Shifting our own behavior as leaders is more than a personal improvement plan—it is hope for those who count on us to lead. All growing congregations have leaders who are growing. No question about that. It starts with one step at a time. This is the year!

Please join us as we move from frustration, low confidence, exhaustion, and fear to being people of hope. Hope that trusts God’s Spirit is working in each of us and in our congregations. As people of faith, we are anchored in this hope. “And not only that, but we also boast in our sufferings, knowing that suffering produces endurance, and endurance produces character, and character produces hope, and hope does not disappoint us, because God’s love has been

poured into our hearts through the **Holy Spirit that has been given to us.**” (Romans 5:3-5)

This partnership with LEAD and the Southwestern Texas Synod is important. Together we are saying that our Lutheran Christian witness matters in our context and we want this to grow. We understand that this is a time of great change in our world but the same God that was present in the First Century Church is with us now. We have HOPE!

Bishop Ray Tiemann, Pastor Sue Briner and Pastor Judith Spindt , Bishop’s Associates, are supporting you through this next season of leadership—Missional River 2.0. It is our prayer that you and your congregation take this invitation seriously as you lean in to the future of your congregation’s ministry.



*Peggy Hahn, Executive Director
LEAD—Living every day as disciples
Waytolead.org*

STEPS TO JOINING COHORT 1

Let Pastor Sue Briner (sbriner@swtsynod.org) know you are ready for detailed information that will include:

- ⊕ An Intro Kit for your congregation that includes a video introduction to LEAD.
- ⊕ A Congregational Covenant outlining time and resource commitments.
- ⊕ An Application, due to Pastor Sue by **June 3, 2016.**
- ⊕ Planning for your congregation to take the LEAD Assessment between Aug. 1—Aug. 15.
- ⊕ Building your congregational LEAD Team.
- ⊕ Mark your calendar now for Learning Seminars: **August 26-27 2016, February 17-18 2017, August 25-26 2017.**

For more information, go to waytolead.org