

1 a. Recruitment of Professional Leaders

2 There are three kinds of professional (paid) pastoral leaders available to serve small membership
3 congregations: ordained clergy, local pastors, and district superintendent assignees. In some
4 cases, Certified Lay Ministers may also be compensated for their leadership. There is a need to
5 recruit persons to give professional pastoral leadership to support the ministries of small
6 membership churches in rural and transitional urban neighborhood settings. Therefore, in
7 cooperation with the Boards of Ordained/Professional Ministry, the Revitalization Task Force
8 will care for the following functions:

- 9 1) Develop appropriate, high-quality print and electronic recruitment materials (including
10 website)for ministry recruitment in the Kansas Area.
11 2) In cooperation with other annual conference groups, develop appropriate “Call Events” to be
12 held in conjunction with conference gatherings. Such call opportunities will highlight the
13 variety of ministry opportunities available along with the variety of ways of responding to
14 these opportunities.
15 3) Develop a plan to support clergy who elect to specialize in ministry with small membership
16 congregations.

17 b. Training of Professional Leaders

18 There is a need to train ordained clergy, local pastors, Certified Lay Ministers and district
19 superintendent assignees to specialize in supporting the ministries of small membership
20 churches in rural settings and urban neighborhoods. The following steps address training
21 leaders for the specific context of the small membership church.

- 22 1) The Boards of Ordained/Professional Ministries and the Area Cabinet will seek a
23 conversation with the leadership of Saint Paul School of Theology and with the leadership
24 of the three United Methodist Colleges in Kansas to discuss possible curriculum choices
25 and delivery systems for training seminary students, ordained clergy, local pastors, and
26 district superintendent assignees to serve small membership churches in rural and
27 transitional neighborhood settings.

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29 2. Development of Lay Leadership for Small Membership Churches

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31 In small membership churches local laity must often assume a wide range of leadership roles and
32 responsibilities for ministry in their churches and communities. Opportunities for the local lay
33 leadership of small membership churches must address general leadership proficiency and help prepare
34 a next generation of leaders to step up to the task of leading their churches in the future.

35
36 a. General Leadership Proficiency

37 Beginning in 2007 a Small Membership Church Summit shall be held in the fall every two years. It
38 will feature key speakers, preachers, and workshop leaders who will inspire vision, provide training,
39 and facilitate networking opportunities for laity of small membership churches throughout the
40 Kansas Area.

41 b. Next Generation Leadership Program

42 The Next Generation Leadership Program will be a one-year training program for members of small
43 membership churches who are between the ages of 25 and 45. It will consist of a series of
44 workshops covering leadership skills, spiritual gifts, and United Methodist heritage and mission.
45 Participants will be nominated for the program and sponsored by their local church and expected to
46 complete a mission project of their own design during the year. A class of 20-40 Next Generation
47 Leaders will be formed every two years.

48
49 3. Small Membership Church Shared Leadership Pilot Project

50 The Kansas Area has entered into a partnership with the General Board of Discipleship to develop a
51 Shared Leadership Pilot Project for Small Membership Churches. The Project seeks to create a pilot

1 Small Membership Church Affinity Group in the Kansas Area. The Affinity group will consist of a set of
2 small membership churches whose pastoral leadership functions will be provided by a team of local
3 Certified Lay Ministers under the support and guidance of an Equipping Elder. Guidance and training for
4 the construction of the pilot as well as for the training and supervision of personnel is provided by the
5 General Board of Discipleship and the Area Cabinet. The General Board will provide tools for research and
6 evaluation of the program. The Kansas Area partnership with the General Board for the pilot is for a three
7 to four year time period, with the target launch date for at least one affinity group being July 2007.
8 Participation in the pilot project will enable the Kansas Area to explore and develop sustainable and
9 replicable models for providing competent and revitalized pastoral leadership to small membership
10 congregations in the state.
11

12 **B. Leadership Development and Congregational Transformation**

13 Available for churches with full-time pastors.
14

15 Leadership Incubators offer a specific model, developed by Craig W. Robertson of Spiritual Leadership
16 Inc., to address clergy leadership development, spiritual growth and congregational transformation. (See
17 Appendix A: "SLI Leadership Incubators"). The process will include lay leadership as laity support their
18 pastor's renewal and as pastors return to lead incubator groups in their own congregations.
19

- 20 1. The Kansas Area shall contract with Craig W. Robertson and Spiritual Leadership Inc. to create in
21 Kansas "Leadership Incubators" for the purpose of revitalizing both churches and leaders in charges that
22 have a fulltime pastor appointed. The focus will be on those clergy beyond the first three years in
23 fulltime service and not in the last three to five years prior to retirement. In addition, it will be expected
24 that a pastor and church willing to participate anticipate a minimum of three years together to fully
25 implement the process.
- 26 2. The initial stage of this process will include three "Leadership Incubators" led by Craig Robertson.
 - 27 a. For the bishop and appointive cabinet so that they will be familiar with the process that Area
28 churches and ministry settings will be experiencing.
 - 29 b. One group in each of the two Conferences, consisting of approximately 10 persons who will lead
30 their churches through this effort as well as agree to lead additional "Leadership Incubators" in a
31 second generation of the program, as well as 2 persons who will lead additional "Leadership
32 Incubators" made up of district and/or conference lay leadership.
- 33 3. Churches (charges)/ pastors will be nominated by the appointive Cabinet and approved by the
34 Bishop.
- 35 4. Churches (charges) that are nominated will meet the following criteria.
 - 36 a. Desire to become a more effective congregation.
 - 37 b. Affirmative church council vote.
 - 38 c. Commitment to a three- to five- year process.
 - 39 d. Commitment to the United Methodist mission of making disciples both in and beyond the
40 local church.
 - 41 e. Diverse group of churches.
- 42 5. Clergy who are nominated will meet the following criteria.
 - 43 a. Desire to become a more effective leader
 - 44 b. More than three years away from retirement
 - 45 c. Expected tenure of three to five years in current church or ministry setting
 - 46 d. Possess the gift of teaching
 - 47 e. Diverse generations, ethnicity, geography, gender, and category of appointment setting
 - 48 f. Full member (elder or deacon), associate member, or full-time local pastor who has completed the
49 Course of Study.
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51

1 (Plan to serve a total of 212 fulltime charges. Kansas East and West currently have 321 fulltime charges. In
2 Kansas East, Church of the Resurrection and 8 charges in the Topeka District have already participated in an
3 Incubator Group. This sets us to about 70% of fulltime charges by the year 2009.)
4

5 6. This effort will be guided by the following timeline:
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|----|------------------------------|----------------------------------------------------------------------------------|
| 7 | <u>Spring 2006</u> | Pastors/churches nominated by the appointive Cabinet and approved by the |
| 8 | | Bishop. |
| 9 | | |
| 10 | <u>May/June 2006</u> | Nominated churches/pastors approached one at a time about participation by |
| 11 | | Conference staff or volunteers in order to orient them to the opportunity. |
| 12 | | |
| 13 | <u>September 2006</u> | Initial three “Leadership Incubator” groups begin. |
| 14 | | |
| 15 | <u>January 2007</u> | Clergy who are a part of the initial groups initiate a “Leadership Incubator” in |
| 16 | | their own congregation or ministry setting. These will run concurrently with |
| 17 | | the balance of the clergy person’s participation in their own “Leadership |
| 18 | | Incubator” so that the clergy person might have the accountability and support |
| 19 | | needed as they implement the process locally. |
| 20 | | |
| 21 | <u>January 2008</u> | Those clergy persons who, upon completion of their local church “Leadership |
| 22 | | Incubator,” are willing and capable of teaching others, lead a second generation |
| 23 | | of “Leadership Incubators” for approximately 12 clergy persons. |
| 24 | | |
| 25 | <u>May 2008</u> | Participants in the second generation “Leadership Incubators” initiate a |
| 26 | | “Leadership Incubator” in their own congregations or ministry settings. |
| 27 | | |
| 28 | <u>January 2008</u> | One or two persons who possess the necessary gifts and skills from each of the |
| 29 | | initial groups lead a “Leadership Incubator” consisting of twelve laypersons. |
| 30 | | |
| 31 | <u>May 2008</u> | The laypersons participating in these incubators, to be designated as lay |
| 32 | | volunteer facilitators, facilitate “Leadership Incubators” for key district and |
| 33 | | conference lay leadership in both conferences. These incubators may meet for |
| 34 | | four hours per month over a 24-month period. |
| 35 | | |

36 7. Any clergy person and ministry setting participating in a “Leadership Incubator” will be expected to
37 continue in the process for at least one additional year, taking advantage of educational processes
38 described in the “Continuing Education” portion of this document.
39

40 **C. Congregations with greater than 50 average attendance in worship and with a less-than-full time**
41 **pastor may participate in either the Small Membership Congregation track or the Leadership**
42 **Incubator track, or may participate in parts of both.**
43

44 **D. Continuing Education**

45 Available for all churches and clergy.
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- 47 1. During the second year of the “Leadership Incubator” clergy participants in the incubator group, along
48 with a team of laity from their ministry setting, participate in four seminars. Clergy participants invite
49 each lay participant because that lay participant is a leader who can help effective ministry happen
50 within the setting. Leadership Incubator participants will be required to participate in these; the
51 seminars will be open to all interested clergy and laity.

- 1 a. Each seminar consists of a process-oriented section and a content-oriented section, with the two
2 sections relating to one another. Process-oriented topics will include:
3 • You and healthy relationships
4 • Understanding your congregational system
5 • When Christians disagree
6 • Making time for ministry.
7 b. Content-oriented topics will include:
8 • Vital worship
9 • Evangelism
10 • Christian education
11 • Stewardship.
12
- 13 2. Continuing education for ministry and ongoing spiritual formation and growth are crucial to sustaining
14 vital ministry in the Kansas Area. In addition to the “Leadership Incubator” component, the following
15 ongoing continuing education elements will be implemented.
16 a. In cooperation with the Boards of Ordained/Professional Ministry, a *Continuing Education*
17 *Resource Group* composed of five persons from each annual conference will be formed to
18 strengthen clergy continuing education. This *Resource Group* will perform the following functions.
19 1) Assemble and publish an updated list of resources and events in which clergy might participate
20 for continuing education purposes.
21 2) Establish criteria for acceptable continuing education events and determine, upon application
22 from sponsoring groups or individuals, whether continuing education credit may be awarded for
23 participation in specific events.
24 b. Each clergy person will develop an ongoing three-year plan (to be revised each year) for his or
25 her own continuing education. The plan will be developed in consultation with his or her Staff-
26 Parish Relations or Personnel Committee. District Superintendents will play a key role in
27 developing this system; an assessment of how the plan is being followed will be added to the Clergy
28 Evaluation process.
29 c. Congregational culture will be transformed and congregations will become more effective in
30 carrying out their mission as congregational leadership engages in opportunities for ongoing
31 education. Quality opportunities will be lifted up and congregational leaders will be encouraged to
32 participate. These opportunities will include events that regularly happen already, such as:
33 • Church of the Resurrection (Leawood) Leadership Institute
34 • Saint Mark (Wichita) Institute, Wichita
35 • Fanning the Flame (Kansas East)
36 • Christian education trainings
37 • Lay Ministry Training (Kansas West)/Lay Speaking Seminars (Kansas East)
38 • The Academy for Lay Training and Preaching
39 • Professional Ministry Seminar
40 • Seminars sponsored by the Reuben Job Center
41 • PERCEPT training
42 • Center for Pastoral Effectiveness training
43 • Distance learning opportunities
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1	IV. BUDGET AND FUNDING			
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4				Cumulative
5	2006	Craig Robertson consulting fee – 3 groups of 12	\$ 58,000	
6		Transportation, room & board – 2 consultants (\$1,500/month)	\$ 6,000	
7		Print and electronic recruitment materials re “call to ministry”	\$ 6,200	
8		“Call to Ministry” event s	\$ 2,500	
9		Expenses for coordinating committee(s)	<u>\$ 7,500</u>	
10			\$ 80,200	\$ 80,200
11				
12	2007	Transportation, room & board – 2 consultants (\$1,500/month)	\$ 12,000	
13		GBOD Pilot Project School for Certified Lay Ministers	\$ 10,000	
14		Small Membership Church Summit	\$ 10,000	
15		Grants to churches to be used toward purchase of books	\$ 5,000	
16		Focused continuing education events - 2	\$ 10,000	
17		Print and electronic recruitment materials re “call to ministry”	\$ 6,200	
18		“Call to Ministry” event s	\$ 2,500	
19		“Next Generation” Leadership Program workshop series	\$ 5,000	
20		Expenses for coordinating committee(s)	<u>\$ 7,500</u>	
21			\$ 68,200	\$ 148,400
22				
23	2008	Focused continuing education events – 4	\$ 20,000	
24		Honoraria for group leaders (\$1,000) – 8	\$ 8,000	
25		Grants to churches to be used toward purchase of books	\$ 10,000	
26		GBOD Pilot Project School for Certified Lay Ministers	\$ 10,000	
27		Print and electronic recruitment materials re “call to ministry”	\$ 6,200	
28		“Call to Ministry” event s	\$ 2,500	
29		“Next Generation” Leadership Program workshop series	\$ 5,000	
30		Expenses for coordinating committee(s)	<u>\$ 7,500</u>	
31			\$ 68,200	\$ 216,600
32				
33	2009	Focused continuing education events – 4	\$ 20,000	
34		Honoraria for group leaders (\$1,000) – 8	\$ 8,000	
35		Grants to churches to be used toward purchase of books	\$ 10,000	
36		GBOD Pilot Project School for Certified Lay Ministers	\$ 10,000	
37		Small Membership Church Summit	\$ 10,000	
38		Print and electronic recruitment materials re “call to ministry”	\$ 6,200	
39		“Call to Ministry” event s	\$ 2,500	
40		“Next Generation” Leadership Program workshop series	\$ 5,000	
41		Expenses for coordinating committee(s)	<u>\$ 7,500</u>	
42			\$ 79,200	\$ 295,800
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44		GRAND TOTAL	\$295,800	
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1 **INCOME**

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3	2006	Church fees (\$250 - \$1,000 based on budget) – 20 churches (ave. - \$625)	\$ 12,500		
4		Pastor fees (\$100) – 20 pastors	\$ 2,000		
5		Kansas Health Foundation Grant	\$ 76,000		
6			<u>\$ 90,500</u>	\$ 90,500	+10,300
7					
8	2007	Kansas East Conference	\$ 7,500		
9		Kansas West Conference	\$ 7,500		
10			<u>\$ 15,000</u>	\$105,500	-42,900
11					
12	2008	Kansas East Conference	\$ 7,500		
13		Kansas West Conference	\$ 7,500		
14		Church fees (\$250 - \$1,000) – 8 new groups of 12 (ave. - \$625)	\$ 60,000		
15		Pastor fees (\$100) – 8 new groups of 12	\$ 9,600		
16			<u>\$ 83,000</u>	\$188,500	-28,100
17					
18	2009	Kansas East Conference	\$ 7,500		
19		Kansas West Conference	\$ 7,500		
20		Church fees (\$250 - \$1,000) – 8 new groups of 12 (ave. - \$625)	\$ 60,000		
21		Pastor fees (\$100) – 8 new groups of 12	\$ 9,600		
22			<u>\$ 84,600</u>	\$273,100	-22,700
23					
24		GRAND TOTAL	\$273,100		

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26 *(Budgeted to serve a total of 212 fulltime charges. Kansas East and West currently have 321 fulltime*

27 *charges. In Kansas East, Church of the Resurrection and 8 charges in the Topeka District have already*

28 *participated in an Incubator Group. This gets us to about 70% participation by fulltime charges by the year*

29 *2009.)*

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32 **V. IMPLEMENTATION**

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34 A new Area-wide Revitalization Task Force will be created with responsibility for implementing, evaluating,

35 and adjusting this plan. This Revitalization Task Force will be named by the Bishop and will serve from 2006

36 through 2010.

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