

**OTHER**

## Developing Leadership Roles, Now and into the Future

### Three Important Questions

#### What will participants come away with?

They will have spent a concentrated time with other dedicated high-performing colleagues discerning what God is calling the Church to be and do in these particular times and what roles God is asking them to take up in relation to this discernment.

Denominational leaders will gain a renewed sense of the purpose of their organization and what they can do to fulfill it. They will have experienced first hand the conflicting expectations and demands within the Church and beyond that they contend with daily. They will gain a good grasp of their organization, its culture and the impact its environment, including God's activity in the world, is having on it and begun to create roles for themselves that support organizational purpose.

By the end of the conference leaders will have a multi-dimensional, conceptual framework to use in making decisions about how to lead their organization to further God's mission.

#### Comments from participants in role conferences or consultations

- *Of all the leadership development work I have done, role consultation has been the most lasting and transferable. I learned to conceptualize my leadership role within the complex dynamics of an ever-changing organization and I developed the skills to work proactively within the interconnected web of congregational needs and bureaucratic agendas.*
- *I gained more from this conference than any conference I can remember. I look at the future with more confidence for myself and my institution.*
- *The conference has given me valuable tools which help to make sense of the relationships I encounter and how I can take my rightful place as a leader in these situations.*
- *In the conference I discovered how my role overlaps many systems: it was helpful to see how the boundaries overlap and make sense of the difficulties and struggles I have been having.*
- *The most immediate effect has been to give me much greater confidence in my role as leader and, in turn, to see that this offers security to the Church.*

## **How is this conference different from other conferences for Bishops, Executives, and Conference Ministers?**

The conference is designed to honor and utilize what participants bring to their work that is unique and the particularities of their situation. Participants spend the entire conference focusing on their organization, its purpose and their leadership roles within it. Much of the work will take place in a very small group of colleagues with the same senior consultant. This will lead to a depth of understanding of each other's work situations and offer opportunities for them to receive and give constructive help. Since there is a very low participant/senior consultant ratio (5:1), consultants will be able to concentrate on each participant's unique work situation.

Because the large majority of the participant's work is experiential, they will not go home with a written plan that may or may not be instituted. They will most likely leave having made an internal shift that will guide and energize them in what they need to do to be an effective Christian leader in their particular situation. They also will go home with a conceptual framework that will provide a basis for sustainable agile leadership. In addition at the end of the conference they will have a way to understand the forces and factors driving critical incidents that arise in their work and, therefore, a way to ascertain the underlying causes and address them systemically.

After the conference Senior Consultants will be available through The Development Center to work with participants who desire to further develop and apply what they have learned at the Conference.

## **What difference will this conference make to the Church today?**

A small cadre of leaders from all three polities who work in the upper level of their denominations will have had experiential learning and acquired a conceptual framework that can provide a basis for spiritual, emotional and intellectual grounding. Leadership role work can be an anchor for one's daily professional responsibilities and help one withstand the political and emotional pressures inherent in denominational work. If these conferences continue, there will be a group of denominational leaders with a common language and approach to address the challenges of ministry and provide a stabilizing force for their denominations.

A second benefit for the Church is that the conference design has spaces for two apprentices to begin to learn systems psychodynamic consulting. Each be experienced consultants, active in the life of the Church, who wish to broaden their perspective and deepen their approach in working with leaders and their organizations. These apprenticeships would increase the pool of persons available to work with the deep spiritual and emotional undercurrents inherent in Christian institutions and their leaders.

## Developing Leadership Roles, Now and into the Future

Today Bishops, Executives, and Conference Ministers are required to do more difficult work with diminishing financial and personnel resources. Since they are often no longer in a good position to offer monies to projects, they, themselves are increasingly becoming the main resource to church bodies, congregations, and clergy. Their positions of responsibility can feel very isolating. They are bombarded with multiple and conflicting pleadings, petitions and protests -- while at the same time having to maintain many confidences. No one can take the responsibility for them that this post entails.

While these leaders may sometimes harbor a deep desire to return to the past when their denominations were more predictable and growth was assured, the world we live in indicates that this will not happen. The unique place these Christian leaders hold puts them in a position to help others discern what God is calling the Church to be and do.

Since their position is located in the upper leadership level of their denominations they are also often caught up in the maelstrom resulting from the Church's involvement in the major social and political issues of our day.

Bishops, Executives, and Conference Ministers make decisions and help church bodies set policies that will affect the life and work of a large number of congregations. These congregations and church bodies often have conflicting priorities and views of how the Gospel should be lived.

All this results in the imperative for these Church leaders to be cognizant of the organizational system they lead and the religious bodies to which they relate. They must also take into account the context of each of these.

Living in this context, Bishops, Executives, or Conference Ministers find themselves asking:

- How can I best use my energy, time, knowledge, and skills to further God's new creation?
- Why do I sometimes not feel authentic in my work?
- How can I be a spiritual and organizational leader and not just an administrator and bureaucrat?
- What would it mean to take up my authority and responsibly use the power afforded me by my position?
- How can I withstand the pressure to revert to the status quo?
- Are spiritual disciplines influencing the way in which I carry out my ministry?
- Where can I find resources for the work of the future Church and help other people find them?

***Who this Conference is for***

This residential conference is designed for Bishops, Judicatory Executives, and Conference Ministers, with at least three years of experience in their position who want to discover ways to continue to be faithful to God's calling in their positions of leadership. It is for leaders who wish to take a clear-eyed look at the realities of the world, the denominations they serve, and how they can best use themselves in their ministries.

***Conference Aim***

To discover what I as a Bishop, Judicatory Executive or Conference Minister can do to reshape my leadership roles so that the Church can more effectively respond to God's activity in the world.

***By the End of the Conference***

You will have an understanding of:

- your organization as a system working to fulfill its purpose
- how you can lead more effectively
- what you should do and free others to do
- a framework and tools to create appropriate adaptive roles
- a deeper sense of the emerging spiritual, human, and material resources available to you in your ministry

***Conference Method***

The Conference will provide Bishops, Executives, and Conference Ministers with the space, time, framework, concepts and tools to examine their current working experience from different standpoints, using systemic and psychodynamic thinking and applied theology. Through working with the "Transforming Experience Framework", participants will be able to bring to consciousness the assumptions they use in their work, clarify and deepen the principles they act upon, and be more present to emerging spiritual and human resources. Worship will be an integral part of the conference.

This program offers structured opportunities for participants to explore their unique leadership experiences in their work contexts and within the Conference, reflecting on them in the light of God's activity in the world.

The entire Conference is devoted to the exploration by participants of their work situations. A significant amount of time will be spent in small group work with a senior consultant.

**The Development Center 203. 655.9414 DevelopmentCtr.com**

**5 Brook Street – Suite 1A, Darien, CT 06820**

-----Original Message-----

From: Robert Radtke

Sent: Tuesday, October 13, 2009 9:20 PM

To: Clayton Matthews; Brian Sellers Petersen

Cc: Mary Carr (ERD)

Subject: College of Bishops

Dear Bishop Matthews -

Greetings from Episcopal Relief & Development. We are in the process of implementing a new strategic plan that includes the audacious goal of "engaging all Episcopalians in the work of Episcopal Relief & Development as the compassionate response of the Episcopal Church to help heal a hurting world." As a part of reaching this goal we are starting to develop programs and curriculum to be used by all sectors of the Church. Our hope is that we can develop programs and curriculum suitable for use by the College for Bishops.

We would like to discuss the best format for providing educational programs for both new and long serving bishops that focus on the ministry of Episcopal Relief & Development. We would also like to explore possible overseas study trips. At the suggestion of Dena Harrison, an Episcopal Relief & Development board member, I would like to schedule a conversation that includes our Director of Church Engagement, Brian Sellers-Petersen, who is based in Seattle. Other members of the House of Bishops who serve on our board of directors include our chair, Rob O'Neill, Bill Persell and the Presiding Bishop. All bishops play an important leadership role in helping Episcopal Relief & Development fulfill our mission of "healing a hurting world."

Sincerely in Christ,

Rob Radtke