**Coaching as Paradigm for Working with Congregations, Pastoral Leaders and Candidates**

**2021 Virtual Leadership Summit**

**Synod of Lakes and Prairies**

**Tuesday, April 27**

9:00 -10:15 a.m. Presentation: *The Transformative Impact of Coaching*

10:30-12:00 p.m. Workshop Session I

2:00 - 5:00 p.m. COM and CPM Gatherings with National Staff

6:00-8:00 p.m. Optional training for CPMs to understand the competency for ministry model designed by LeaderWise and used with candidate assessments. Lead by LeaderWise.

**Wednesday, April 28**

9:00 -11:30 a.m. Presentation & Demo*: Coaching for Leadership Effectiveness*

 *Small Group Demos: Live situations addressed with coaches*

1:30-3:00 p.m. Workshop Session II

3:15-4:30 p.m. Presentation: *The Supervisory Application of Coaching Emphasis*

# Leadership Summit 2021 Workshops

**Workshop Session I Tuesday, April 27 10:30-12:00**

**Coaching & Visioning Team: Your Presbytery can have one, too!**

This workshop will focus on the establishment, training, and ongoing management of a coaching and visioning team in your presbytery that works with congregations. It is a group that is available to any congregation seeking assistance, whether it's for conflict, for pastoral transition, or simply feeling dead in the water. The work is entirely based around a coaching model. The Presbytery of South Dakota put this in place two years ago and are reaping the benefits.

*Rev. Kevin Veldhuisen is the Stated Clerk and Mission Coordinator for the Presbytery of South Dakota.*

 **Dynamics of the Long Pastorate**

 There are uniquenesses to a long pastorate. This workshop will explore habits and ethics involved in long pastorates and their implications for the retiring pastor, the pastor’s former congregation, Presbytery staff, Sessions, and the Committee on Ministry.

 *Rev. Dr. Terry A. Purvis-Smith, interim pastor at First Presbyterian Church, Iowa City, IA, has served in fifteen transitional congregations including two that followed pastors who served 25 years, another two pastors who served 27 years, one who served 40 years, and another with a 42-year tenure. He has also been a Foreign Service Officer (US Department of State) and a pediatric hospital chaplain.*

**Transforming Church Conflict through Non-Violent Communication**

This model of addressing church conflict approaches the situation with the intention to connect and actually build authentic community. Working with individuals and congregations to understand a conflict as gift and possibility is at the heart of non-violent communication.

*Rev. Dr. Theresa Latini is the Executive Director of Mt. Olivet Retreat and Conference Center in Farmington, MN.* *An ordained pastor of the Presbyterian Church (USA), she holds advanced degrees in pastoral care and has taught Congregational and Community Care and Leadership at several seminaries, including Luther Seminary in St. Paul. She also has significant administrative experience, serving both as an assistant dean at Western Theological Seminary (Holland, MI) and most recently as president of United Lutheran Seminary (Philadelphia/Gettysburg, PA). She has received advanced training in facilitating conflict resolution and has worked with numerous congregations and other organizations as a consultant and resource. She is the author of several books related to congregational leadership, small group development, and conflict resolution.*

**CREs/CPs: What have what we have learned about training, deployment, and support.**

We estimate that about 15% of the congregations in the Synod are currently served by a CRE/CP and that percentage is growing. In some presbyteries over 50% of congregations are served by these pastoral leaders while other presbyteries have only a few. What are some best practices for training, using and supporting CRE/CPs? What does the Synod offer in terms of training and support for CPs?

*Rev. Dr. Tim Cargal, Assistant Stated Clerk, Ministry Preparation and Support,*

*Mid Council Ministries of the Office of the General Assembly, will share learnings.*

**Workshop Session II: Wednesday, April 28 1:30-3:00 p.m.**

**Having Hard Conversations: Dealing with Bullies, Back-stabbers & Other Belligerent People**

In the two Art of Transitional Ministry classes led by the Synod, an issue brought by the participating pastors was how to deal with and recover from working bullies, backstabbers and other belligerent people.

*Rachel Yates, Presbytery Executive for the Presbytery of Milwaukee, will share learnings, ideas and lead conversation on this topic.*

**Realistic Part-Time Calls: A tool for defining such a call**

Sand Bur Consulting has created an innovative work to help congregations define part-time work in a realistic way.  Through their years of working with congregations, they have developed a set of cards which have a basic component of ministry and its hours. These cards can be useful with a Session or a PNC in ranking the essential components of a job description and being honest about hours and the reality of what they want.  It is a great tool!

*Revs. Linda Kuhn & Dave King, Sand Bur Consulting, bring years of pastoral experience to their consulting work that focuses on congregations. They offer skills in conflict resolution, mission planning and strategy, transitional ministry, clergy support, and helping churches “at risk.”*

**Examining Policies with an Eye Toward Equity**

What should we be attentive to in our CPM and COM policies to be sure we are not perpetuating white supremacy in our policies and procedures? What do we need to consider in terms of policies as we seek to be more inclusive and welcoming to a variety of leaders/pastors?

*Molly Casteel, Assistant Stated Clerk, Manager for Equity and Representation, PC(USA), is helping the denomination explore our policies for systemic racism and ways to be more inclusive.*

**Leading with Discernment: Tools to Adapt for Congregations**

Making difficult decisions can be a time of great anxiety for congregations, especially when they involve the future of the congregation. In working with a series of small congregations Deb developed a process to engage as many people as possible in decision making. This tool and others have proved effective in other settings, too, as a way to determine ways forward, work through distrust, and help a group think critically about its options.

*Rev. Dr. Deb DeMeester, Director of Leadership Development, has been consulting with congregations for a number of years, often in uncertain or difficult times. Finding a common way forward is usually the goal. Deb will share some of her favorite tools in this workshop.*

**Tuesday Evening, 6:00-8:00 p.m.: Special Opportunity for those who work with candidates:**

On **Tuesday April 27, 6:00 to 8:00 pm Central**, join several LeaderWise psychologists to learn about the LeaderWise candidate assessment model. Dr. Dan Nelson, who recently completed a yearlong study of competencies for ministry, will discuss how his research has informed the LeaderWise approach to candidate assessment. If you already use LeaderWise for candidate assessments, you will learn more about our process, what candidates experience, and how to use our reports for decision making and development of candidates. If you are unfamiliar with LeaderWise, or use another provider, we hope it will be an opportunity to reflect upon your candidate assessment process, what you value in it and what you would like to improve. [Click here to register for the free workshop.](https://leaderwise.us3.list-manage.com/track/click?u=b3bdebd6971cc87daac5ac613&id=a2ee50c898&e=bb097bc0b3) OR register by registering for the Leadership Summit (your information will be forwarded to LeaderWise).