

Intentional Leadership Development DSLDP—Fall, 2013

Randy Craker
Northwest District
rjcraker@nwdistrict.org

1. Overview

⇒ Looking for good soil!

- The focus of Matthew 13
- The surprise of I Samuel 16

⇒ It begins with the leader

- Self-leadership
- Tools and experiences
- Philosophy—I'm a metaphor guy
 - My Life
 - ◇ *Story*
 - ◇ *Journey*
 - ◇ *Towel*
 - My leadership
 - *Rivers*
 - ◇ It does not help to begin talking about what we should do until we have a clear definition of what we want our activities to accomplish.
 - ◇ "So that" (Lovett Weems Jr.)
 - ◇ Outcomes not activity--river going someplace.
 - *Tables*
 - ◇ None of us are as smart as all of us (Ken Blanchard)
 - *Towels*
 - ◇ John 13, "the Father had put all things under his power...so he..."

2. Developing Leaders: The Few and the Many

⇒ Jesus model

- 3-12-70-120-multitude

⇒ Personal strategies

- **"Big Five"**
 - ◇ Five young pastors: "No agenda other than helping one another flourish in life as well as leadership"
 - ◇ Questions: "Where are you sprinting?" "Where are you limping?"
- **"One"**
 - ◇ Discipling relationship

⇒ District Strategies

1) A guiding document (handout)

- ◇ ***"behavior may be the clearest articulation of mission"***
- ◇ ***"Change the culture you must change the conversation"***
Pastor's reports: a story of a changed life; missional engagement in your community; how are you making disciples
- ◇ ***"Missional outposts"***

2) DAB

- ◇ ***"The first rule of change is knowing what not to change"*** (Dupree)
- ◇ Training and Modeling
- ◇ DAB Teams (handout)

3) Strategic Planning Retreat

- Alignment--correcting misalignment and creating new alignments (Jim Collins)
- Must have goals. Vision, mission, strategy talk is a cul de sac without goals.
- The real voyage of discovery consists not in seeking new landscapes, but in having new eyes. (Marcel Proust)

4) Dream Days with Auxiliary Leaders

- Listening to my leaders
- Encouraging them to work together
- Influencing direction

5) Cross Cultural Director

- Dream sessions

6) Six Clusters

- Coaches that I work with and through
- Annual 3 day retreat—my eyes and ears

7) Three missional area leaders

- Area leaders and helpers

8) Missional Outposts

- Work with 3 "congregations of promise" a year
- Provide resources

9) Church Boards

- Review process—a summary report and a method for ongoing discussions
- Call pastors—a book to guide them

10) Celebrating Generations

- 40+ Workshops
- “Call service” with the generations

11) January Conversations

- 18 hours by church size

12) Spring Enrichment Retreat

- Pastors and staff only
- 3 days with specific training

13) Fall Leadership Team Retreat

- Really retreat—simple schedule
- Space for renewal and community building

14) Ministers in Training (MITs)

- Single board of 24 with 4 regions
- Coaches
- DiscoveryPointe—assessment and encouragement
- Day with the DS—pre-ordination conversation



Northwest District Church of the Nazarene

equipping missional congregations to transform their communities

Our Mission

**"To equip missional congregations
to transform their communities"**

Our Core Convictions

1. **Passionate Disciples of Jesus**—

Pastors and laity across the Northwest District must be passionate in their desire to live in relationship with God. When our hearts are prayerfully shaped by the word and heart of God we will long to be authentic followers of his son Jesus. NWD will seek to create a climate where people are passionate about Jesus and living holy lives.

2. **Contextualized Strategies**—

In being missional people and congregations we must reach lost people in the places where we live and work. The Northwest District will seek to equip local congregations in developing strategies that are locally appropriate so they can truly impact their communities with Christ's transforming love.

3. **Empowering Structures**—

The way we organize ourselves on a district and local level to carry out our mission will cause us to equip and then free people to minister Christ's love to a broken and hurting world in the places where they live.

Our Vision

To see all of our churches healthy and missional which will cause them to be:

- aggressive in reaching the lost
- intentional in being and making disciples of Jesus
- passionate in praying and worshipping the triune God
- active in sending out transformational missionaries

Our Method

1. **Passionate Disciples of Jesus**

- to promote and encourage pastors to model for their churches how to be shaped by the heart of a holy God
- to encourage and train in the practices of prayer, evangelism and disciple making
- to provide opportunities for our pastors and people to come together to experience genuine worship
- to maximize the effectiveness of camping and retreats as a time to encounter God
- to engage in compassionate ministries to the marginalized of our society

2. **Contextualized Strategies**

- to offer equipping to all local churches to be both healthy and missional in their local context
- to organize around clusters to bring on-going support, training and encouragement to all of our pastors
- to create a resourcing climate that offers intentional training for all of our pastors and laity
- to identify and develop strategies to reach specific groups of people (e.g. Hispanics, Native Americans, University students)
- to identify projects in conjunction with clusters and local congregations that will advance the mission by starting new churches and reenergizing older churches
- to help local churches raise up and equip future leaders

3. Empowering Structures

- to organize at every level for effectiveness and efficiency
- to offer personnel who will coach and advance the mission
 - o **district superintendent** who will have the responsibility to help our leadership team cast the vision; give oversight to the development of all aspects of district work that the leadership team identifies as needful and helpful; to work with churches in calling and reviewing pastors; to oversee the operations of the district always working toward structures that empower rather than encumber
 - o **district office** which will be run by the Assistant to the D.S. to provide support and resourcing to all
 - o **district trainer(s)** who will work with churches in the strategic areas of assessment and visioning that will move them to church health and missional focus
 - o **cluster coaches** who will help in the equipping process and in assisting the DS in ways that free him to carry out his primary responsibilities
 - o **church health teams** who will be trained and ready to deal with local church issues that call for outside help
 - o **District boards and auxiliaries**—District Advisory Board (DAB), Ministerial Development Board, Sunday School and Discipleship Ministries International, Nazarene Missions International, and Nazarene Youth International will be key players in helping to accomplish the mission, goals, and vision of our district

- **Technology**—to explore and implement all of the modern methods that will enable us to do our work more effectively through the use of technology

Our Strategies

- To be specifically developed through an annual retreat of a district wide team of leaders and constantly monitored by the DAB at all of their scheduled meetings



District Advisory Board Teams Northwest District

Purpose: We have created a team concept for doing the work of the District. Several factors led us to take this approach.

1. We do our best work in smaller teams rather than trying to be a committee of the whole.
2. We can broaden our teams beyond the DAB, allowing us to tap into expertise that we may not have on the board.
3. We can create a broader representation from across our district.
4. We have the opportunity to raise up new leaders, which is a key strategy for the future growth and health of our district.

To facilitate our work for the church year we will use the following four teams.

1. Vision and Implementation Team:

- **Charge:** *To monitor the district's mission and vision document, seeking to implement strategies from the fall planning retreat as well as actions taken by the DAB at regular meetings. To give oversight to the Technology Taskforce.*
- **Chair:**
- **DAB members:**
- **At large members:**

2. Church and Pastoral Health Team:

- **Charge:** *To provide oversight and care of our District Leadership team—D.S. and pastors—as well as to provide appropriate engagement with our churches when outside resourcing or conflict resolution is needed.*
- **Chair:**
- **DAB Members:**
- **At large members:**

3. Finance and Insurance Team:

- **Charge:** *To provide oversight to the financial affairs of our district and to offer direction for health care needs for the district and our local churches.*
- **Chair:**
- **DAB members:**
- **At large members:**

4. Properties and Facilities Team

- **Charge:** *To give oversight to the development and advancement of our churches through property acquisitions and facility improvements.*
- **Chair:**
- **DAB members:**
- **At Large Members:**

5. Technology Task Force

- **Charge:** *To recommend to the DAB the implementation of technology to help facilitate and expand our work while reducing travel and time costs..*

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