# **Required Preparation:**

* **Read** so that you will be prepared to discuss:
  + *Uproar* by Peter Steinke
  + *How to Lead When You Don’t Know Where You Are Going? Leading in a Liminal Season* by Susan Beaumont
* **Skim/review** so you are aware of key transitional tasks:
  + *Interim Ministry in Action: A Handbook for Churches in Transition* by Norman B. Bendroth
* **Take** Inventories
  + You will receive an email from LeaderWise.org with links to take the Thomas Kilman Inventory and the Intercultural Development Inventory online.
  + In the same email from LeaderWise you will be invited to sign up for a thirty-minute appointment with a LeaderWise consultant for receipt/interpretation of your IDI results prior to class.
* **Consider** change theories
  + Think of a situation in which you led or tried to lead change.
  + Watch four videos on Change Theories presented by the faculty and think about the application of each to your case/situation. Which give you deeper insight or ah-has into the case you are considering?
  + Be prepared to reflect on your case/situation with 1-2 others.
    - Adaptive Change presented by Jeff Japinga: <https://us02web.zoom.us/rec/share/TLCvw8YKgLccsWHHaMqZk2WHn7YoCC61Aukez4L3dbr_2PvVJi9reYDMKDGcnl3r.eiOmdbGs-XNxhQCl?startTime=1599850506000>
    - John Kotter’s Process for Leading change presented by Deb DeMeester: <https://youtu.be/AG_SMl18ABs>
    - William Bridge’s Change Theory presented by Rachel Yates: <https://youtu.be/XEAaYn4ZI6I>
    - The Roller Coaster of Change by SanDawna Ashley: <https://youtu.be/_QL3mDZBQBA>

# 2021 The Art of Transitional Ministry Training

# **Equipping transitional leaders to promote the vitality of the church.**

NOTE: All times are Central Time.

**Monday, November 8: Joining the System with Self-Awareness**

9:00 **Welcome & Introductions**

**Call to Worship**

9:25 **Orientation to Tools we will use in this class and Zoom etiquette**

9:45 **Norms**

10:00 **Stretch Break**

10:10 **Get Acquainted breakout**

10:45 **What it means to be in Transitional Ministry**

**Overview of Focal Points and Process Tasks**

11:30 **Break**

Monday PM Goals: In the context of tremendous change, students will be self-aware regarding:

1. “Go to” conflict style
2. Cultural proficiency
3. Leadership in systems
4. Emotional Intelligence OR Self-Differentiation

1:30 **Showing up for ministry -- How do we show up and join the system? What we bring to our ministries?** – Includes conversation from *Uproar*

2:50 Break

3:00 **Self-Awareness and intercultural proficiency -** Okokon and IDI results

4:20 **Discernment of Call as a Transitional Leader**

4:50 **Worship continues: Music**

**Tuesday, November 9: Understanding Systems and Assessing Context**

Goals: Students will gain a working understanding of:

* + 1. Basic Systems Theory
    2. Cultural Competence in Congregational system
    3. Articulating heritage and how to identify Congregational Norms

9:00 **Worship continues: Prayers of the People**

9:15 **Joining the System and Systems Leadership**

11:30 **Break**

1:30 **Healthy Congregations are Culturally Competent**

2:30 **Break**

2:40 **Heritage and Systems** – Includes discussion of Beaumont book

4:00 **Case Study**

4:55 **Worship Continues: Confession & Assurance**

**Wednesday, November 10: Leading Change**

Goals: Students will gain a working understanding of:

Liminal Leadership

Holding the Space/Dealing with Grief

Adaptive Leadership

Discernment Tools

Congregational Size

Using change theory through video case studies

9:00 **Worship continues: Scripture Reading**

9:15 **Leading in Times of Change** – More from Beaumont

10:20 **Break**

10:30 **Adaptive Leadership**

11:30 **Break**

1:30 **Four Tools for Leading in Times of Change**

**Identifying Constituents**

**Understanding Congregational Size for Change**

**Re-Framing**

**Power of Metaphors**

2:45 **Break**

3:00 **Case Studies on Change** – homework assignment with change videos

4:50 **Worship continues: Reflection on the Reading**

**Thursday, November 11, 2020: Journeying Amidst Conflict**

Goal: Students will build a deeper understanding of conflict and how to get to reconciliation

9:00 **Worship continues:** **Statement of Faith from Belhar Confession**

9:15 **Overview and Tools for thinking about Church Conflict**

9:50 **Break**

10:00 **Transforming Church Conflict** -- Theresa Latini – **non-violent communication**

11:30 **Break** (indicate which workshop you want after lunch prior to leaving)

1:30 **TKI and conflict styles**: Mark Sundby from LeaderWise to interpret TKI – theoretical with emphasis on self-awareness of our “go to” conflict style. Q & A time. How to work with people with different styles?

3:00 Break

3:15 **Workshops on Conflict**: Round One

1. Having hard conversations: Dealing with bullies, back-stabbers & other belligerent people
2. The Third Way
3. Digging into the TKI
4. Polarity Management

4:00 **Break**

4:05 **Exec** **Panel Discussion – Deb moderates**

4:50 **Worship Continues: Offering**

**Friday, November 12**

9:00 **Worship Continues: Music**

9:05 **Self-Care**

9:50 **Break**

10:00 **Panel Discussion on Transitional Process** – Anne, Dave, Sara and Deb – Video

11:30 **Lunch**

1:30 **Workshops/Conversations**

1. Transitional Ministry Tool Box
2. Board of Pensions
3. Mission Studies
4. Right sizing ministry

2:30 **Practical Realities: Contracting/Negotiating**

2:50 **Break** (reminder to get communion elements)

3:00 **Discerning Together**

4:00 **Peaks and Valleys**

4:10 **Communion, Presentation of Certificates, Charge & Benediction**

4:30 **Conclusion**