

Transformation 2018 Ministry Event  
Minnesota Valleys Presbytery  
First Presbyterian Church, St. Cloud, Minnesota

**Transformation**  
**...going beyond change**



April 5-7, 2018



**WHAT:**

Minnesota Valleys Presbytery is partnering with Midwest Initiative for Leading Transition to host a two and half day transformation training event. The event is designed for congregation teams and will focus on the complexity of leading churches through a transformation process. The faculty will address the misconceptions of the one size fits most concepts of church growth strategies. Trained in building the capacities of leaders to enter systems, coach change and resourcing various congregational systems this event will assist participants in retooling for ministry in the 21<sup>st</sup> century.

Participants can expect to return home with a greater understanding of:

- ❖ Leading change in the 21st Century Church
- ❖ Working within systems
- ❖ Cultural and systemic challenges to ministry today
- ❖ Transformation models
- ❖ Vocational Discernment
- ❖ Visioning for the future

## CONFERENCE LEADERS:



**Rev. Dr. SanDawna Ashley**

SanDawna is the Executive Director of Presbytery Mission for the Minnesota Valleys Presbytery. She has served as Assistant Stated Clerk, Manager for Call Process Support and Teaching Elders Ministries in the Office of the General Assembly. In her work, she provided training, consultation, coaching, and resources for presbyteries in support of congregations, COMs, call seekers and calling organizations. Her pastoral service includes serving as senior pastor and solo pastor of congregations in Pennsylvania, Delaware and Illinois. SanDawna holds degrees from Pittsburgh Theological Seminary, Doctor of Ministry (DMIN) with a concentration in leadership development and congregational transformation, Johnson C. Smith Theological Seminary Masters of Divinity in the Psychology of Religion and Pastoral Care (MDIV) and Georgia State University Bachelor of Social Work (BSW). She is married to Murphy Ashley, Jr., the mother of Jay, mother-in-law of Rachel and grandmother of Christian and Olivia. Our family is completed by our 4-year-old Keeshond Joy.



**Rev. Mitch Coggin**

Mitch has been a hospital chaplain, installed pastor, and transitional pastor for 37 years since his ordination in 1981. Mitch lives in Bristol, Tennessee and serves as pastor of Salem Presbyterian Church, celebrating their 238-year ministry in Limestone, TN. He is also certified through the International Coach Federation and the Columbia Partnership as a life, ministry and congregational coach. Mitch is a co-founder of the Presbyterian Coach Network, a partnership of PC(USA) coaches working to create a coaching culture within the denomination. In addition to the MALT Transitional Ministry Education faculty, sponsored by the Synods of Mid-America and Lincoln Trails he is also a member of the faculty of Montreat and Ghost Ranch. Mitch believes that Transitional ministry is vital to the success of any congregation, whether or not they find themselves in an intentional interim season or not. Mitch is an avid walker logging at least 5 miles per day, 100K steps and 50 miles per week.



**Rev. James L Gale, Jr.**

James is a graduate of The University of North Carolina at Chapel Hill and Columbia Theological Seminary. He served churches in North Carolina and Kansas before transitioning to his current position as Associate Executive of the Synod of Mid-America. James has completed Interim Ministry Training through Union Theological Seminary and most recently completed McCormick Theological Seminary's Certificate in Executive Leadership. He and his wife are the parents of two girls and all four are proud TarHeels.



**Rev. Dr. Jeffrey Japinga**

Jeffrey was elected executive presbyter for the Presbytery of the Twin Cities Area in May, 2017, for a five-year term, after serving two years there as transitional executive presbyter. He previously was a member of the faculty and dean of the doctor of ministry program at McCormick Theological Seminary, a PCUSA seminary in Chicago, and before that served for two decades as a member of the national staff of the Reformed Church in America. As a Northwestern University graduate, with a wife holding degrees from Iowa and Wisconsin and children with degrees from Michigan State and Wisconsin, he's a Big Ten mismatch with Minnesotans, but still an okay guy.



**Rev. Beth Wagner**

I have just started my seventh transitional/interim position as Head of Staff/Lead Pastor at Yorkfield Presbyterian Church in Elmhurst, IL. Transitional work makes life interesting, it means a new location and new challenges every two years or so, and that is exciting for me and my family. I believe that at this time every church is in transition, my time with churches is just more defined as I fill in the in-between time of pastors. I have an umbrella and suitcase that sit in the chancel area of the different churches I serve as a reminder that we are all placed in particular places for a time, and eventually the winds will change and God will call us to another location. I am also blessed to serve the larger PC(USA) church by being team lead and faculty for The Art of Transitional Ministry. Free time for Sir Dusty the cat, Honey Bear Cat and me often includes hanging out with a family that loves to camp included an adorable grandson and precious granddaughter or perhaps crafting (sewing, knitting and other fun creative things) or reading; everything from business books to mysteries to rhyming children's books.



**Rev. Mary Wright**

Mary E. Wright discerned a call into transitional ministry as we know it in these days about 13 years ago, and is now serving in her sixth position as a transitional/interim pastor. Before beginning this career pathway, Mary served as the Installed Pastor of a downtown "redeveloping" church for almost 10 years, which offered plenty of opportunity to deal with resistance, change, visioning, looking at new opportunities and other dynamics related to serving Jesus Christ in contemporary settings. She has a heart for smaller congregations, and strongly believes that all churches are in transitional positions. Most of all, Mary believes that God will lead and empower us to live into the new thing that God is doing with and through people of faith.

## WORKSHOP DESCRIPTIONS:

### Mary Wright

#### 01. The body of Christ is a system, too! Recognizing and working with systems theory

A quick review of the basics of system theory will lead us into a time of play as we learn and strengthen our understanding of how systems, or Mary likes to say, living organizations, work, how to deal with certain dynamics, and how to recognize when a system is actually making a transformation or simply re-asserting past behaviors. A suggested resource for those unfamiliar with systems theory is “The 8 Concepts of Bowen Theory” by Roberta Gilbert. If you are familiar with systems theory, you might like “Extraordinary Leaders” by the same author.

#### 02. Common Ground: Helping to transform conflict into constructive and productive opportunity.

People disagree. That is life. Especially in these days can the church become a model of the ways in which our disagreements can be dealt in a respectful, grace-filled manner. This interactive workshop will offer ideas and approaches for leadership to deal with disagreements, and strategies to deal with conflict when it escalates.

### SanDawna Gaulman Ashley

#### 03. Getting on the Balcony...Seeing an Adaptive Future

Where a leader metaphorically stands as they assess their ministries dramatically impacts their ability to make accurate ministry assessments. This workshop will explore the role of the leader moving from the floor (field of action) to the balcony (the place of prayer, contemplation, and discernment). Participants will engage in conversations around developing the capacity to provide ministry assessment and plan accordingly for ministry transformation.

#### 04. Transformation for the Small Church

One size does not fit most. Although all congregations are in transition, smaller churches have particular challenges that many church growth strategies do not address. This workshop will highlight the specific needs of small church ministry. Participants will explore best practices for transforming family and pastoral size congregations. Participants explore the kitchen sink of developing new leaders, increasing giving, leadership expectations, and building enthusiasm.

#### 05. A Biblical Change Agent

This workshop will examine Nehemiah, the change agent. What can we learn from the prophet’s methods of team building, identifying presenting issues, working with stakeholders, overcoming resistance and implementing the vision.

James Gale

## 06. Getting To The Why?

As Presbyterians, we are good at telling folks what we do and especially how to do it correctly. Our church websites are full of programs and policies and our Book of Order is hundreds of pages long. How often do we really think about the reasons why we do what we do as the church? Using Simon Sinek's TED talk, we will explore how to drill down and identify our ultimate "why" as an organization. Then together we will explore some strategies of how to begin to share that vision with others.

## 07. Why Change, When Change Is Hard?

The theme of the Reformation *Ecclesia reformata, semper reformanda* lifts up the church as reforming and always being reformed. Indeed, the world we live in is constantly changing. Why then do churches find it so hard to embrace lasting change? Too often, we fail to change or give up because the task seems insurmountable. In this workshop, we will look at what it means to live in a culture of change. Then using the framework from Dan and Chip Heath's New York Times Bestselling book *Switch*, we will learn how to create sustainable models for successful change in our church. If you feel change is too hard, come and find some tools to make it a little easier.

Mitch Coggin

## 08. Assessment Tools for Congregational Transformation

### 3 Levels of Congregational Transformation Using Congregational Coaching Assessment

This workshop will lead participants through a process of assessment and discernment of all church systems, processes and current ministry functions. Participants will learn to formulate a working model in moving from assessment to transforming old and outdated ministries to new markers for ministry. All paid staff, volunteers and officers of congregations will benefit from this workshop.

## 09. Coaching Change – Learning to Ask Powerful Questions of Ourselves and Congregations

Learning to recognize and to identify the strength and vitality of a congregation that values a "Questioning Culture." Knowing When and How to ask Powerful Questions, recognize the difference between Good Questions and Bad Questions and How and When to Use Good Questions for Growth and Change.

## 10. Collaborative Intelligence: Working with People Who Think Differently

This workshop is designed to enable the participant to develop strategies for thinking with people who think differently. Learn the "Me" of "We," new ways to bridge differences and together create a more collaborative future.

## Beth Wagner

### 11. Transforming What We Already Have

It works with small churches, it works with large churches, using the Power of Asset Mapping churches can embrace the sense of abundance that every church has, but is often forgotten in these times of shrinking budgets and volunteers. Bring your team to get a sampling of this simple process, where we begin with what we have, your gifts and interest, and connect the dots to create new ministries with the resources we already have.

### 12. Taking it Home, Planning a Strategy for Transformation

We all get excited at conferences, but how often do we return and somehow that amazing conference material sits on a shelf or in a bag until it collects an inch of dust. We remember that there was something really great at the conference so we dust off the bag, and somehow we can't quite get it to happen like it seemed to at that conference. This workshop will allow you to highlight what you have found really helpful, and then create some strategies to prevent the dust from settling. Walk away with a Ready, Set, Go plan.

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#### Plenaries:

- What is Transformation?
- A Theology of Leadership – Rev. Dr. Jeff Japinga

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#### Schedule:

##### April 5, 2018

Registration	8:00 a.m. (setup and registration)
Meeting Begins	9:00 a.m.
Opening Plenary	
Lunch	Noon
Workshop Sessions	1:30 p.m. – 3:30 p.m.
Large Group Discussion	3:30 p.m. – 5:00 p.m.
Dinner	5:30 p.m. – 6:30 p.m.
Workshop Sessions	6:30 p.m. – 8:00 p.m.

##### April 6, 2018

Opening Worship	9:00 a.m.
Plenary	9:30 a.m.
Workshop Sessions	10:30 – Noon
Lunch	Noon – 1:00 p.m.
Workshop Sessions	2:30 p.m. – 4:00 p.m.
Large Group Discussion	4:00 p.m. – 5:00 p.m.
Dinner (out in town)	5:30 – 8:00 p.m.
Evening Prayers	8:00 p.m.

##### April 7, 2017

Breakfast	8:00 a.m.
Morning Prayer	8:30 a.m.
Closing Plenary	9:00 a.m. – 11:30 a.m.

## Registration and Lodging

Name \_\_\_\_\_ Gender \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone \_\_\_\_\_

E-mail Address \_\_\_\_\_

Presbytery \_\_\_\_\_

Congregation/City \_\_\_\_\_

Special needs - including dietary \_\_\_\_\_

### WORKSHOP SESSION CHOICES: Please list workshops in order of preference

#### Thursday

Afternoon Session  
Available: 01, 03, 08

A1 \_\_\_\_\_  
A2 \_\_\_\_\_  
A3 \_\_\_\_\_

Evening Session  
Available: 05, 06, 09

B1 \_\_\_\_\_  
B2 \_\_\_\_\_  
B3 \_\_\_\_\_

#### Friday

Morning Session  
Available: 07, 11

A1 \_\_\_\_\_  
A2 \_\_\_\_\_

Afternoon Session 1  
Available: 02, 04

B1 \_\_\_\_\_  
B2 \_\_\_\_\_

Afternoon Session 2  
Available: 10, 12

C1 \_\_\_\_\_  
C2 \_\_\_\_\_

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## Registration (March 15 deadline) and Lodging (March 5 deadline)

The \$60 registration fee includes lunch on Thursday and Friday, dinner on Thursday and breakfast on Saturday.

Lodging Block Name: MN Valleys Presbytery, Hotel Reservation Deadline is March 5

- Best Western Plus Kelly Inn, single or double occupancy (\$109 plus tax)  
100 4<sup>th</sup> Avenue South, Saint Cloud – 320.253.0606
- Quality Inn, double occupancy (\$104 plus tax)  
4040 Second Street South, Saint Cloud – 320.251.9116

Please send check (made out to Minnesota Valleys Presbytery) and registration form by March 15 to:  
Minnesota Valleys Presbytery  
4055 Abbott Drive  
Willmar MN 56201