**Leadership Event Summary - July 14, 2019**

Our worship service included prayers, readings, hymns, and sermon based on the topic. Leadership is not just about one person leading the church, but also about how the many leadership roles within a church have to work within their individual groups and together. Leadership requires prayerful discernment of God’s leading. No one individual, or even a small group of leaders, alone, can do the ministry of the church. Leadership, in its many forms, is a spiritual gift. All of us, as Jesus’ disciples, are given authority to take on higher levels of responsibility in carrying out his ministries. Every parish needs four groups of leaders: its congregation, Vestry and lay leaders, staff, and clergy. Each group contributes an important piece that must fit in with the other pieces.

About 60 people gathered in Scott Hall for lunch, then grouped into eight tables.

All were asked to consider individually: Who comes to mind as a great example of a spiritual or religious leader? Why? Responses:

* a person well-centered
* a person who challenges our spiritual beliefs
* Michael Curry: authenticity; down to earth & deeply spiritual; not afraid to

speak his soul; enthusiastic

* Nadia Bolz Weber: traditional views delivered in non-traditional way to

non-traditional people; authenticity

* inclusiveness
* uplifting = more than inspiring
* Jack Spong: questioner, thinker, teacher
* Martin Luther King: put our best aspirations into powerful words
* William Barber: NAACP in NC; deep presence; Christ-centered; charisma that

draws you in; pure intellectual; deeply inspiring

* Bp. Barbara Harris: willingness to serve & bring that to others
* Elaine Pagels: historical and women’s perspective of Christianity

We discussed the Four Basic Leadership Styles handout. Each person was given four dots for voting, to place one dot on each of the four flip charts, in one leadership style quadrant, expressing their experience of the predominant leadership style, over time, with the four leadership groups. Responses:

Clergy: Directive = 19, Laissez-Faire = 5, Collaborative = 27, Bureaucratic = 4; the combination of directive and collaborative is seen as healthy; directive is needed at times to keep moving in a continuing direction, after collaborative input; people are most comfortable with the collaborative style and hope to keep this; inspire collaboratively, led by leader

Staff: Directive = 0, Laissez-Faire = 6, Collaborative = 28, Bureaucratic = 19; some staff have to be bureaucratic, and follow rules, by virtue of their responsibilities, but it is still important how they go about it; are staff too siloed?; even collaborative leadership requires content leadership; clergy and staff both need to listen carefully & incorporate that into their thinking, but have to stop somewhere and make a decision

Vestry & Lay Leaders: Directive = 9, Laissez-Faire = 1, Collaborative = 28, Bureaucratic = 16

Congregation: Directive = 3, Laissez-Faire = 19, Collaborative = 26, Bureaucratic = 4

It was noted that this exercise captures only the Congregation’s and Vestry & Lay Leaders’ responses; all of these groups relate to each of the others, and a full analysis would have to have each group rate all of the others.

What did these votes tell us about leadership patterns at St Paul’s? Generally good

Is this where we want to be? Yes

We reviewed the Ministry Involvement handout with its increasing levels: General Public, Window Shoppers, Customers, Workers, and Owners. Table groups discussed and listed one way each group of leaders could help lead people from any involvement level more deeply into ministry. Responses (by group):

Clergy

1. lead all three other groups; inspiration and vision; uplifting & teaching

sermons; education; pastoral care

1. spiritual leadership inside & outside of St Paul’s
2. no response
3. connect lessons & sermons to life & ministry
4. community; DCM+
5. be visible & available; collaborate; inspire!; use staff skills; outreach
6. spiritual leadership; listen; empathy; inspiration; inspirational; visionary;

inclusion

1. teaching & pastoral care

Staff

1. more understanding & definition of roles
2. no response
3. clear communication of activities at the church electronically; put prayer chain

back on website; electronic communication to the homebound

1. communications; connections; follow up; personal touch
2. training site for the hard to hire
3. communication; synthesize
4. cooperative; source of ideas; creative; provide cohesion
5. coordination of activities

Vestry and Lay Leaders

1. Vestry become encouraging to congregation; communicative and transparent;

more engagement with congregation

1. (summary for all 4 leader groups) all four categories need to actively invite

newcomers into collaborative ministry while continuing to nurture the

spiritual and intellectual growth of existing members; “we are all type A

personalities, so we didn’t get anything done”

1. direct request to be involved in a specific job, e.g. all member canvass
2. small group study; communal
3. find funding for programs, ex. grants
4. cultivation & identify new leaders; follow up
5. listen; communicate; synthesize; and decide & report
6. more communication (newsletter); Vestry selection process

Congregation

1. bring out of shell those who are in shell; welcoming to visitors; outgoing to one

another; better engagement away from criticism; more participatory

1. welcome newcomers at services; nurture existing members;
2. no response
3. non-traditional worship opportunities
4. support Rector’s programs; develop ideas for engaging new members &

serving the community

1. identify talent; engage; reach out
2. welcome warmly!; listen to how they want to be involved; it’s OK to be a

watcher

1. more intentional sharing between “factions;” e.g. 9 am vs. 11 am worshippers

& generational