

# Session info

# Executive Skills for Church Leaders

## Sessions

### Day 1: Enneagram Essentials for Leadership with Desta Goehner

Church leaders will spend this day understanding the pattern they bring to every conversation they lead, and why the person across the table can experience the same meeting completely differently. Desta Goehner will guide participants through the Enneagram as a wisdom tradition that maps motivation rather than behavior, present in every conversation, every conflict, every decision, every action taken and every action postponed. Participants will complete an online assessment before arriving, under thirty minutes and \$45, and will work privately with a detailed 23 page report, which also offers a way to begin reflecting before you arrive, *even if you have worked with the Enneagram before*. Desta will take the group into the three instinctual subtypes, social, one to one, and self preservation, which is where leaders who never felt found in this work often recognize themselves at last. What begins as self knowledge does not stay there. Leaders who understand their own pattern begin to recognize the people they serve alongside with more compassion, and gain new ways to engage relationships that have been repeating the same unhealthy course for years. Participants will leave with one habit they can interrupt that same week and with a map that offers a way out of the pattern they keep running into, grounded in the reality that self knowledge is not a detour from executive work but the ground that work rests on. This enneagram wisdom will follow throughout the week with the other days and will provide an important framework for understanding yourself as a leader.

### Day 2: Human Resource Essentials with Felecia Boone

Church leaders will spend this day building practical, people centered HR skills that protect both their staff and their congregation (or institution?). Felecia Boone will guide participants through **writing inclusive job postings** and **reducing bias in hiring**, so churches can build teams that reflect the full breadth of gifts and communities they serve. Leaders will also learn how to use **progressive discipline and performance improvement plans** with clarity and care, how to conduct **employee performance reviews** that are honest, fair, and growth oriented, and how to maintain sound **document retention practices** that protect their congregation and staff alike. Participants will leave with concrete tools they can apply the following week, not abstract theory, grounded in the reality that healthy HR practices are an expression of good stewardship and care for the people entrusted to their leadership.

### **Day 3: Financial Foundations for Faithful Leadership with Terri Robertson**

Church leaders will spend this day building financial literacy and confidence, moving from the systems that protect ministry resources to the reports that communicate ministry impact. Terri will open with internal controls, showing leaders how sound financial practices protect both their resources and the people entrusted to manage them, removing suspicion and building trust between staff, treasurers, and councils. From there, the day moves into stewardship as a practice that sustains ministry over the long term, exploring the full range of income sources available to a congregation and the planning that keeps mission funded rather than reactive. Leaders will then build a budget that shares their vision, learning to read a budget not as a constraint but as a document that names what a congregation values enough to fund. The day grounds itself further in the financial foundations of ministry funds, giving leaders clear definitions and uses for the restricted, designated, and general funds they steward, language that removes confusion at the council table. Participants will close the day demystifying and sharing financial reports, learning to translate numbers into a story a congregation can understand and trust. Participants will leave with a working knowledge of the financial systems they steward and a language for talking about money that builds trust rather than distance, grounded in the reality that financial clarity is an act of care for the whole community, not a technical exercise reserved for a few.

### **Day 4: Leading Through A Grace Driven Lens with ELCA Secretary CeCee Mills**

This time will explore the role of a leader through the theological lens of grace. This will equip leaders through the foundational idea of grace to lead by example with trust and forgiveness to encourage mission forward motion while making space for success and missteps.

# Bios and Photos



**The Rev. Lucille “CeCee” Mills** grew up in Greensboro, N.C. She completed her seminary studies at The Lutheran Theological Center in Atlanta, Georgia. Ordained on March 20, 2004, she served her first ten years of ministry in the Virginia Synod. Pastor Mills then served several congregations as an interim in the NC Synod while also serving as an Associate Program Director for African Descent Ministries in the ELCA Churchwide Offices over five years. She served six years on the synod staff of the North Carolina Synod. Initially, she was the Associate Director for Evangelical Mission and but later transitioned to serving as an Assistant to Bishop. Just this past August, she was elected to a six-year term as the Secretary of the ELCA. She relocated to Chicago with her family, which includes her father

Willie L. Mills and her thirty-two-year-old son Joshua Mills and began her new call on November 1, 2025.



**Terri Robertson** has more than 42 years of experience in finance and administration across public and nonprofit sectors. Before joining the Office of the Bishop staff for the Pacifica Synod of the ELCA in 1999, she served for 15 years as Controller for a property management corporation, serving the Southern California region. As the Executive Assistant for Finance and Administration for the Pacifica Synod, Terri oversees the synod’s financial operations and the administration of the synod office and staff. She also mentors and supports congregational leaders in financial management, helping strengthen sound fiscal practices throughout the synod. She also provides financial support for Region 2 of the ELCA.

Terri holds a Bachelor of Science in Business Administration with an emphasis in General Accounting from California State University, Long Beach. Her extensive experience and commitment to serving congregations have made her a trusted resource within the Pacifica Synod.



**Felecia Boone** is vice president of the Minneapolis Area Synod of the ELCA and served on the ELCA Commission for a Renewed Lutheran Church. Ms. Boone has spent 30 years in local government with over 10 years in Human Resources and is currently a senior diversity, equity and inclusion consultant, which includes strategic planning, supporting departmental diversity and inclusion committees, and investigating respectful workplace discrimination complaints. She is also a Qualified Administrator of the Intercultural Development Inventory. In 2023 she completed a Master of Arts in leadership from her alma mater, Wartburg College, and is a proud member of the college's board of regents.



**Desta Goehner** (she/her) serves as Director of Thriving Leadership Formation, a ministry of Region 2 of the ELCA, and as Assistant to the Bishop for Anti-Racism Coordination in the Pacifica Synod. She has served the church for 30 years and works with leaders across Region 2 in leadership formation, spiritual formation, and anti racism. She is a spiritual director and an accredited Enneagram professional through the International Enneagram Association, with training in mediation and conflict management and trauma informed leadership. Desta teaches the Enneagram as a working tool for real ministry situations rather than as a personality quiz, and considers it a resource everyone can use for self development, leadership, and spiritual formation. She brings particular care to leaders who have encountered this material before and never quite recognized themselves in

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