

Breakout #2: January 13/March 16, 9:15 am STAFF LEADERSHIP DEVELOPMENT

Leadership, Advanced, Volunteers - Alan E. Nelson, EdD

Children's ministry is the most volunteer-intensive ministry in the church, and yet far too many children's pastors are not trained as leaders. You will learn how to identify your unique leadership style and capacity, as well as how to tap into the influence of others toward a well-led ministry. The most under-utilized gift in the Church today is leadership. Now you can tap into that potential.

- Defining Leadership: Leadership is the social process whereby people work together to accomplish what they could not as individuals. Leaders get leadership going.
- A Theology of Leading
 - Exodus 18
 - Jesus & the 12
 - Eph. 4, Rom. 12, Acts 5
 - Type of gifting
 - Capacity of gifting (Mat. 25; Ex. 18)
- Styles & Strengths (Director, Inspirer, Strategist, Collaborator/ Capacity: 1-5)
 - Yours
 - Theirs
- Identifying leaders around you
 - 5 indicators of people with social influence
 - 3 dumb things ministry managers do re: leader-dealings
- Leading Up & Laterally
 - Leading your lead pastor
 - OPI (Other People's Influence)
- 10 commandments of effective team builders
 - 1. Thou shalt empower leadership
 - 2. Thou shalt ID others with influence gifts
 - 3. Thou shalt clearly define tasks & talents
 - 4. Thou shalt not micro-manage
 - 5. Thou shalt lead up (that thy ministry might be blessed)
 - 6. Thou shalt do everything in teams
 - 7. Thou shalt not pursue trivia
 - 8. Thou shalt facilitate leadership training
 - 9. Thou shalt manage by wandering around
 - 10. Thou shalt not neglect thy soul

Sign up for "Control Freak" article.

Recommended Reading: Primal Leadership (Goleman), 21 Irrefutable Laws on Leadership (Maxwell)

NOTES:



Breakout #5: January 14/March 17 9:15 am WHY I LEFT THE PASTORATE

Pastors, Advanced, Leadership - Alan E. Nelson, EdD

You do not have to be the Children's Pastor to champion children's ministry. After twenty years of pastoring and serving as the Executive Editor of Rev! magazine, Alan Nelson "left the ministry" to focus on child leader development. Although pastors say they believe in kids, many place it low on the totem pole. This breakout is for pastors to better understand how critical children's ministry is to the kingdom as well as local ministry and outreach. Plus an update on the family life ministry movement will be provided.

One frustrated leader's story.

Empowering the next gen (Deut. 6)

- Put a lot of your tangible eggs in the next gen basket (budget, staff, time)
- Elevate the value intangibly as well (visibility, tribal stories, affirmation)
- Empower parents to take the leading role
 - Hire staff with equipping skills
 - Fire staff unwilling/unable to change paradigms
 - Provide events for parents to succeed
 - Desegregate the church (power of intergenerational focus/ ...it takes a village)
 - Empower non-parents to see their responsibility
 - Combo of 3 family life strategies:
 - Parent training/equipping (Family 1st, family devo, seminars, books)
 - Events with parents (missions, service, milestone events)
 - Events for kids w/ kids

How to become a champion of champions

1. Catch a vision for good stewardship (100X)
2. Identify those who can lead a new gen ministry.
3. ID young leaders
 - a. Define leadership narrowly
 - b. Look for indicators
 - c. Test drive for verification
4. Disciple the influencers (WDJD)
5. Liberate opportunities
 - a. Earlier than later
 - b. Progressive confidence
 - c. Champion connections

Recommended reading: Raising Spiritual Champions (Barna)



Fri., Jan. 14, 11:30AM-1PM lunch: **Multiply Your Ministry** with Alan E. Nelson, EdD
How to lead when you're not a leader and how to unleash the potential of your team to the next level. Ever hear people say, "Oh I'm too busy." "I don't really like kids." "I don't have time to make the meeting." None of these necessarily describe the state of your volunteers or parents. On the other hand, they do frequently describe the quality and strength of the person leading the ministry. In this gut-honest, no-nonsense talk, Alan Nelson, with 20 years of experience as a pastor and a doctorate (EdD) in leadership, will help you identify and measure your leadership aptitude, as well as provide best practice ideas for creating a leadership team that will rock your current ministry.

Ministry Madness: Why Add When You Can Multiply?

- If it's going to be, it's up to "we."
- Adding leads to burnout and frustration; multiplication results in results (Exodus 18)
- Forget WWJD; think WDJD (12 vs. masses)
 - Give up possessiveness (It's not your ministry!)
 - Give up insecurities (Let go my ego.)
 - Give up need for limelight (Be honest about end-user strokes.)
 - Give up need for control/ micro-managing kills team spirit; is a poor substitute for lousy leading:
 - Recruit better
 - Train better
 - Motivate better
- Create a Team Culture
 - Training meetings
 - Get rid of your excuses: (Everyone's too busy. No one shows up. I can't ask for so much commitment)
 - Make them fun (a can't-miss-event): Don't under-estimate friendship. If you're not a "fun" person than recruit them to emcee. Provide door-prizes, funny stories. Affirm, affirm, affirm
 - Make them empowering: Cast the vision (keep the big picture in mind). Give them skills beyond children's ministry. Elevate your best practitioners to train others
 - Run them well: Stay on time. Prepare/rehearse. Follow up on absentees positively
- Lead up
 - Know your pastor's personality and preferences
 - Make it YOUR job to feed him/her info, updates, and praises
 - Invite your pastor to get involved (make him/her a hero)
 - Develop an advocate who is a gatekeeper to the pastor
 - Become invaluable: come w/ solutions and keep the *mothership* in mind
- Lead laterally
 - Empower your peers (lay or paid) (Silo's thrill, but they also kill.)
 - How can we help you?
 - Affirm: "Nice job!"
 - Hang time.
 - Play well with others
- Think higher math: exponential leadership: focus on developing new gen leader
 - Define leadership properly (not discipleship or service)
 - ID those most gifted to lead (SIS)
 - Don't minister out of fear (elitist, political correctness); Jesus didn't
 - Develop and unleash your young leaders

Read: Me to We (Nelson), Emotional Intelligence (Goleman), From Good to Great (Collins); sign up for columns on Me To We, Are You A Control Freak, and KidLead: Growing Great Leaders.

Breakout #6: January 15/March 18, 8:00 am: Creating Spiritually Intelligent Kids

Kids' Spirituality, Large Church, Preteen - Alan E. Nelson, EdD

Jesus produced spiritual intelligent disciples after only three years with them. Unfortunately, most churches produce very few high SQ people because they fail to implement the methods Jesus used. This breakout will give you an overview of the book, *Spiritual Intelligence*, presented by the author who served as a pastor for twenty-five years. The same four methods work for children as they do for adults.

Defining SI

Brainstorm ways of doing this for kids

- Impotency of Westernized spiritual formation
 - Content driven
 - Classroom pedagogy
 - Audio oriented
 - Economy oriented
 - Non-parent focused
 - Failure to incorporate a relational model

- 4 Elements
- Travel Teams
 - 3-12
 - MEA
- Direction
- Experience
 - Active learning internally
 - Learn by doing externally
- Path Finding/Coaching
 - Recruiting for "their" sake
 - Unleash mentoring early

Synergy of all 4

Make this your default pedagogy

Jesus @ 12

- Moral development
- Faction of adolescence
- Youth adults by 14

Family Life Ministry

Read: *Spiritual Intelligence* (Nelson), *Raising Spiritual Champions* (Barna)

