



## SALEM LEADERSHIP RETREAT

March 8, 2008

**The New York Conference Center  
White Plains, New York**

9:30 am – 10:00 am	Gathering
10:00 am – 10:15 am	Praise and Worship
10:15 am – 10:30 am	Welcome and Retreat Overview
10:30 am – 12:00 noon	Plenary Sessions
12:00 noon – 12:45 pm	Lunch
12:45 pm – 3:15 pm	Plenary Sessions (Summary Processing and Reporting) Plenary Sessions (Review, Assessment, and Plan Development) Development of Long and Short Term Goals
3:15 pm – 3:30 pm	Closing Devotion

### AGENDA

- I. Discovering A New Identity For God's People
  - a. Who are we?
  - b. Who do we hope to be?
  - c. Who is God calling us to be?
- II. Discovering God's New Future Vision In/Through Our Present Realities
  - a. Creating a positive context for change
  - b. Creating a spirit to move and build by the power of the Holy Spirit
- III. Discovering Connections In The Body Of Christ
  - a. Fulfilling our call in the Body of Christ
  - b. Creating opportunities for ministry in the Body of Christ
  - c. What is God's calling for you in the community, in the church, in the world?
  - d. Discovering God's order in building the Kingdom of God
- IV. Discovering God's Destination For Our Church – Where Do We Go From Here?
  - a. Developing strategic plans
  - b. Listening to the Holy Spirit's leading
- V. Closing Devotion

# I. DISCOVERING A NEW IDENTITY FOR GOD'S PEOPLE

## The Relationship of Christ-Christianity and the Church

### A. Who Are We?

Grace to you and peace from God our Father and the Lord Jesus Christ:

Thank you for your cooperation and participation in this momentous occasion in the life of our church.

This is a critical moment in the life of our family, our home, and our church. It is a moment that calls for critical decision making, critical action and critical follow-up.

We the church, the people of God, and servants of God can either remain in a state of perpetual (status quo) or we can be on the cutting edge of becoming (transformation change) what God has called us to be. We can be in a prison of paralysis and stagnation or in a liberated, free state of movement, action and growth. It is our decision both individually and collectively to move out of the boundary of self and into the uncharted waters of service to God and humanity. It is your choice. It is my choice. It is our choice. The difference between a dead church and a church that is alive is the choice we make. When we make Jesus our choice, it is a church in which we are transformed and changed into new creations, and participants in God's new order. We become part of the New Jerusalem.

As Christians, believers in Christ, members of the body of Christ, the church – we are all called to ministry. We are all ministers with different and diverse talents, skills, gifts, abilities (1 Cor. 12; Matt 25:14-30) that are to be used in the ministry of God's will and purpose.

### Characteristics of Our Christian Identity

#### The 6 C's

- Commitment – Surrender of Self;
- Compassion – Love, fellowship, communion with fellow Christians and Christ;
- Creativity – Expression and openness to different ideas;
- Clarity – Focus, discipline;
- Covenant – Agreement, promise, contract with God and each other;
- Celebration – Share in feelings of achievement, share in uplifting the gifts and graces of others, express gratitude, thanksgiving to God.

#### Words to Define:

- Minister: A servant of God
- Church: The body of believers in Christ
- Christian: A follower of Christ
- Servant Leader: A servant who uses their gifts to lead in accordance to God's purpose
- Worshiper: Persons who act upon their love and devotion for God

reads as his  
know to  
"Salem is"  
"have not been"  
"we are enough"  
but

call it a woman  
at his side  
change things  
"you are getting  
idea & dying out"  
take to the disness  
love from  
and limitations  
"If you want us to be  
efficient?  
R: "like on J.C. like  
"ambassadors"  
"we mean  
everything together  
same or am I an  
agent of change"

2K: "does it mean  
that we are not  
Christ if we stay the  
same?"  
"What should we  
always be?"  
"why change?"

## B. Who Do We Hope To Be?

1. Am I committed to Jesus Christ or am I committed to doctrine, church or denomination?
2. Do I speak of faith as experience or as heritage to be proclaimed?
3. Is ministry making disciples or making decisions?
4. Do we design ministry for the public or for the members?
5. Do we eagerly gasp unexpected opportunities or worry about rules and procedures?
6. Do we promote mentoring relationships or nominate people to offices?
7. Do we build small groups or wrestle with power cliques?
8. Do we worship with excited expectancy or do we worship to discharge a duty?
9. Do we expect new comers to be invited to our church or to just show up?
10. Do we value changing lives or belonging to an institution?
11. Do we ask for radical commitment or not expect much from people?

## C. Who Is God Calling Us To Be?

1. What should the church I serve look like in the future for you and the people of God?
2. Will my church become a far more diverse congregation in light of the Cultural shifts that are around us?
3. How will my ministry be required to change?
4. What is the most pressing need of our congregation and our community – housing, education, economic development, (health) — is most important that we can do
5. Are the issues of the congregation and community necessarily the same or, amazingly, could it be that we live in different worlds?
6. Is it past time for the churches to be more collaborative finding creative ways to use facilities and resources to be better stewards of the gifts we receive?

11:25  
just have new  
what said from  
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just ministry  
Ministry Office  
in the  
in the  
to midday  
Wednesday  
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apt. in the  
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represents  
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with  
will  
or will  
not  
- none

## II. DISCOVERING GOD'S NEW FUTURE VISION IN/THROUGH OUR PRESENT REALITIES

### Creating A Christ-Centered Context For Change

2 Corinthians 5:16-21



Who Says Change Has To Be Painful?



#### Do Now

- Think through your past to pinpoint change in your church that you experienced.
- Take a few minutes to organize your thoughts about that change.
  - How did it happen?
  - How did you feel before, during and after the change?
- Share your thoughts with your group.



#### Essential Questions

- How do we currently manage change?
- What are some possibilities for managing change?
- What will we do to guide and manage the change that are in store for our church community?



#### What Changes Are Coming?

- What changes would you like to see in your church/community?
- What changes are scheduled to happen?



### **Changes requires...**

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- Unfreezing
  - Changing, reducing, or eliminating
- Moving
  - Bringing in new practices
- Freezing
  - Making sure the new practices "stick"



### **Unpacking Unfreezing**

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- Step One: Introduction of the information or data that leads to dissatisfaction with the current state
  - *Why should we change?*
- Step Two: Acceptance of information or data, as valid, which leads to anxiety
  - *Oh, that's why, but what can I do about it?*
- Step Three: Overcoming anxiety
  - *Don't worry, we'll help you*



### **Three Types of Change**

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- Adding New
- Changing Existing
- Throwing out existing



### **A Quick Inventory**

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- Looking at your list of changes that are happening, which...
  - Are new practices?
  - Will require change to current practice?
  - Will require throwing out existing practices?



### **One thing is for sure...**

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**...there will be some resistance to change in your church.**



### **In any organization...**

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- 8% of the people will be innovators
- 17% will be leaders
- 29% will be early adapters
- 29% will be late adapters
- 17% will be resisters



Don't waste time  
fertilizing rocks or  
watering weeds!



## Why Do People Resist Change?



## Why Do People Resist Change?

- Don't know what to do
- Don't know how to do it
- Don't know why
- Too much work
- Can't see the benefits
- Worried
- Satisfied with the way things are
- Past negative experience



Work with your group to list strategies to  
overcome the resistance.



## Learn From Your Peers

- As a team, do a gallery walk  
around the room to gather ideas  
to take back to your church.



## Planning for a Change

- Select an item from your list and  
as a team, put together a plan for  
introducing the new practice to  
your church community.



**Everyone of us can change something;  
none of us is dispensible in this process  
of change.**

Virginia Satir



## Change Management Plan

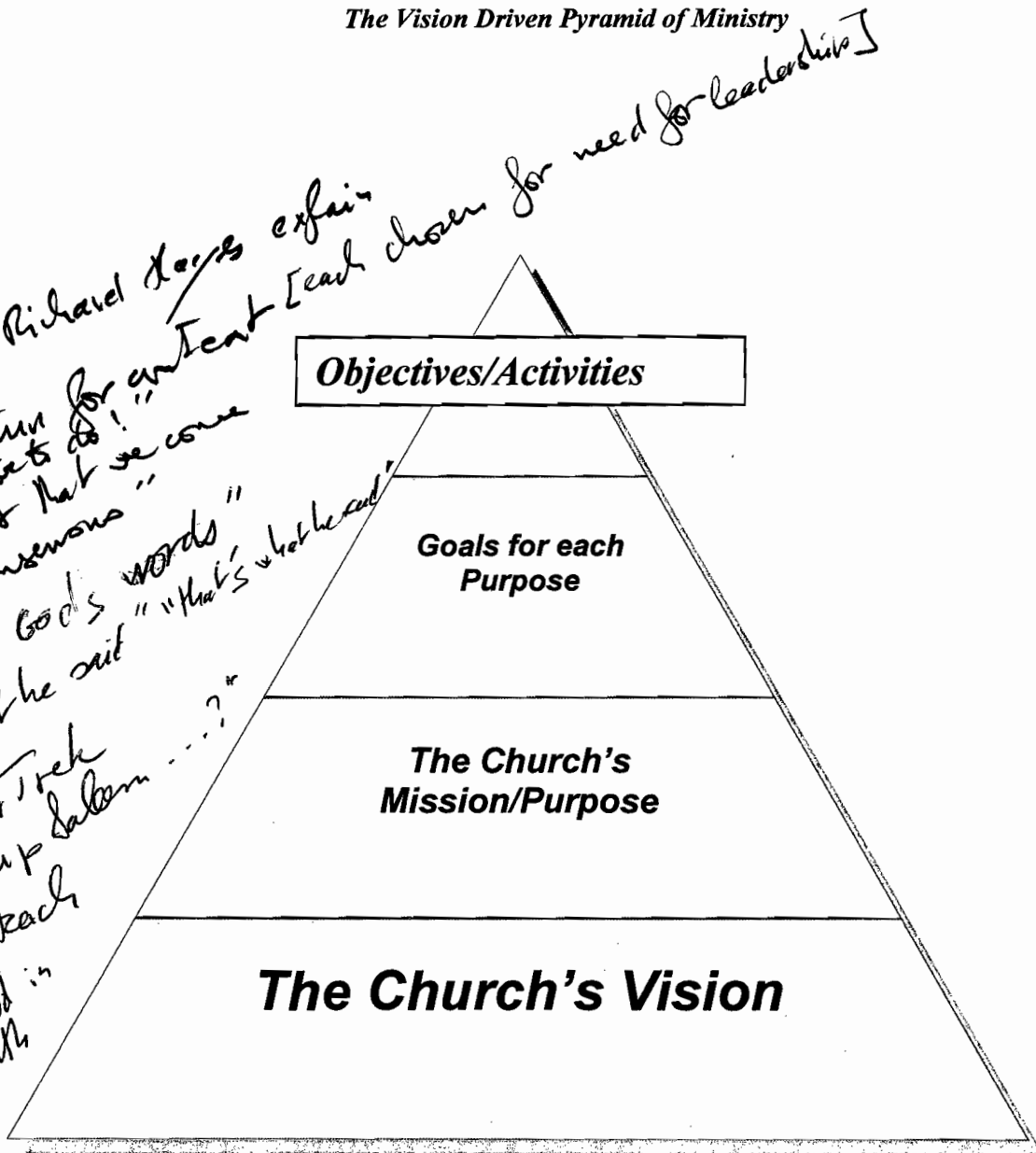
Change We'd Like to See	Who needs to "unfreeze"?	What data and information do they want?	Ideas for planning for the change to happen
<p>Take it one change at a time. Review your list of post-its for ideas.</p>	<p>Not all changes impact the entire church family. Who does this particular change impact?</p>	<p>What data do you need to collect to help them see that change is needed?</p>	<p>Brainstorm here. You may not do them all but get your ideas down. It might be helpful to think in terms of the reasons people resist change.</p> <p>What can you do to help them overcome their resistance?</p>
<p>Members in fellowship, Worship, stewardship</p>	<p>Members stuck in the past. Ministries that are irrelevant and obsolete.</p>	<ul style="list-style-type: none"> <li>• Daily devotionals</li> <li>• Bible Study</li> <li>• Prayer</li> <li>• Fasting</li> <li>• Service</li> <li>• Celebration</li> </ul>	<ul style="list-style-type: none"> <li>• Share testimonies with members we think will be most on board.</li> <li>• Ask for their feedback and ideas.</li> </ul>

**The 4 I's**

- Information about the program and mission of the church;
- Integrity of oneself, honesty, sincerity, genuine respect for self and others;
- Inspiration of the Holy Spirit. The Holy Spirit inspires us to inspire others;
- Invitation of Christ to serve, invitation to others to share.

**VISION & MISSION DRIVEN MINISTRY**

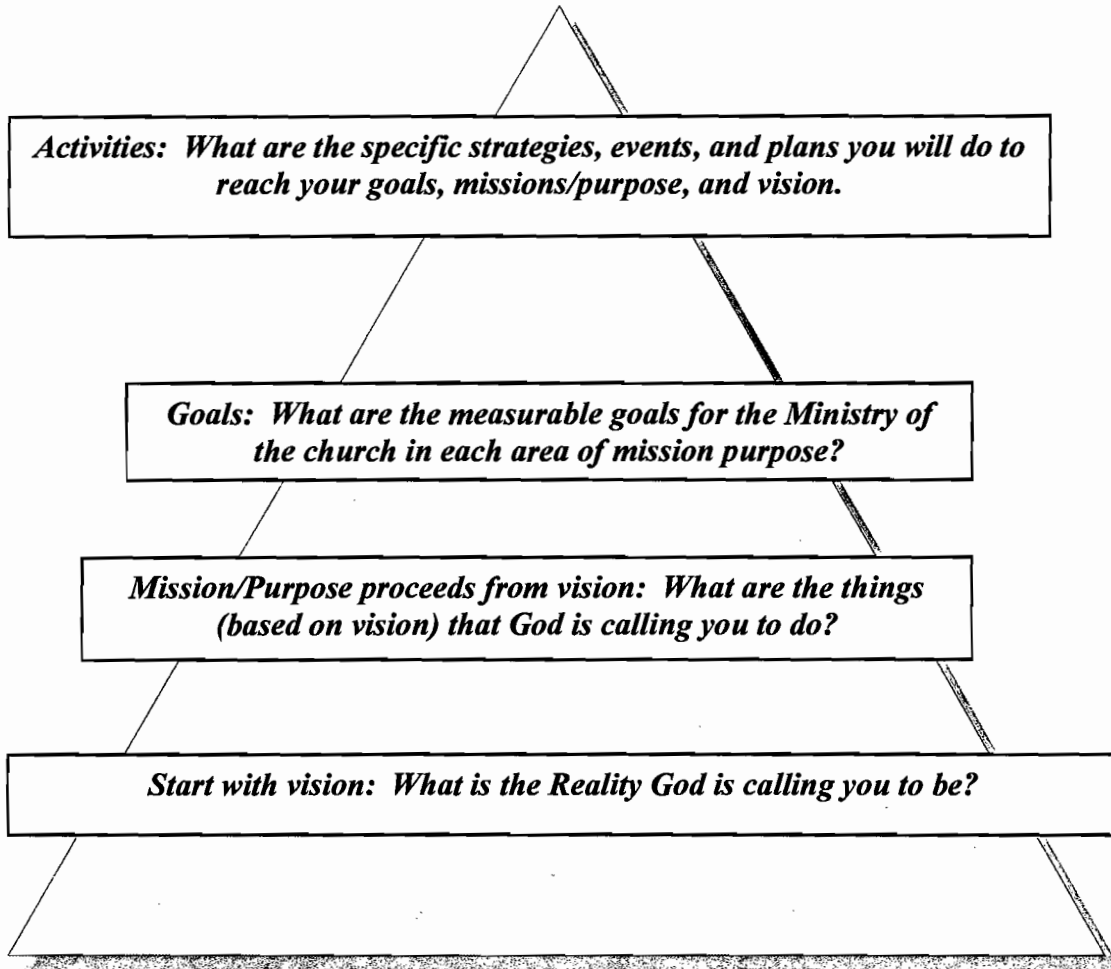
*The Vision Driven Pyramid of Ministry*





## VISION & MISSION DRIVEN MINISTRY

### *The Inverted Pyramid of Ministry*



#### **1) *Start with vision: What is the reality God is calling you to be?***

We are God's beloved children, joined together in authentic, Christ-centered fellowship, celebrating unity in our diversity and growing in faith, love and service to God through gifts and ministry of every person.

In these ways we work as partners in God's grace-filled movement toward the kingdom of heaven, gathering as a community of faith, scattering as a community of hope, spreading God's redemptive love as we go.

1:30 translate into action steps  
 what it really means  
 24 what activities  
 people who come in + out  
 24: after school program

2) **Mission/Purpose proceeds from vision: What are the things (based on vision) that God is calling you to do?**

- Reaching beyond our walls to welcome everyone, to share an open Communion table, and to embrace all with “open hearts,” “open minds,” and “open doors.”
- Empowering everyone for Christian living and witness through dynamic worship, Bible-based teaching, study and prayer.
- Encouraging each and every person in the discovery, development and use of his or her God-given gifts to do acts of kindness, compassion and justice locally and globally.
- Sending everyone forth to live out his or her faith actively, through mission and witness to our neighbors in this community and around the world.

3) **Goals: What are the measurable goals for the Ministry of the church in each area of mission/purpose?**

4) **Activities: What are the specific strategies, events, and plans you will do to reach your goals, mission/purpose, and vision?**

Note: A good place to start your objective/activity planning is with the church’s calendar. Don’t forget to include the general calendar of events that your members or those you want to reach are involved in; i.e. – A fellowship event for the youth, parents, church family.... Pastors [an often overlooked group when we consider schools, education, and the church’s evangelism efforts].

### III. DISCOVERING CONNECTIONS IN THE BODY OF CHRIST

**Theme:** *Many Members Working Together As Christ’s Body*

*“For just as the body is one and has many members, and all the members of the body though many, are one body, so it is with Christ.”*

1 Corinthian 12:12

#### Vision Statement

We the members of Salem United Methodist Church have been called as the body of Christ to live a life of service, worship, witness and love.

This requires that we all share our gifts, talents, time, energy and resources for the purpose of building God’s Kingdom and making disciples of Jesus Christ. As the body of Christ, each member is called to devote themselves to the spiritual disciplines of prayer, bible study, witness of their faith, expression in worship and praise and mission projects in the church community and the world. This is accomplished as we the church, by the power of the Holy Spirit, become prepared, trained, equipped and empowered for the ministry and mission of Jesus Christ.

Our mission is defined by our identity as Christians to love all of God's people, to care for God's creation, and to fulfill God's will in this contemporary context through our collective efforts as we by the power of the Holy Spirit witness our faith and serve God's people.

**Mission Goals and Objectives:**

To enhance the spiritual, intellectual, emotional and physical needs of our congregation and community;

To engage in making disciples of Jesus Christ in our community, church and world;

To fight homelessness, drug addiction, diseases and poverty in the community;

To enhance the stewardship, discipleship and spirituality of the members of the congregation;

To develop, train and cultivate children, youth and adult as servant leaders and spiritually mature Christians.

*3:20  
led by  
Carole Paynter  
[see attached]*

**Leadership Manual**

**Table of Contents**

- I. Mission Statement
  - a) Objective
  - b) Goals
  
- II. Table of Contents of Directory
  - a) Profile of the pastor and a message to the people of God
  - b) History of the church
  - c) Organizational structure of local church
  - d) Church organizations and committees
    - 1. Objectives
    - 2. Goals
    - 3. Meeting time and place
    - 4. Chairperson and telephone number

**Conducting Meetings**

Calls or cards of reminder to members to attend meetings, also to fellowship, support, encourage, prayer, re-establish ties, concerns, raise items for agenda.

- 1) Proper Procedure

Chairperson calls meeting to order – Limit time frame of meeting

- a) Moments of Inspiration
    - Devotional
    - Prayer
    - Scripture Reading
- Words of inspiration, support, encouragement  
Love, hope, faith, strength, courage

- b) Reading of minutes of previous meeting  
Corrections, amendments, changes. Minutes are voted upon to be accepted into records of church
- c) Review of old business
- d) Present agenda of new business
- e) Leave room for new items on agenda if necessary and at the discretion of the chairperson
- f) Announcements
- g) Closing prayer
- h) Motion for adjournment
- i) Benediction/prayer/singing of hymn

### **Understanding Your Role As Leader**

As a leader you have specific roles to perform.

- 1) Information base and referral resources  
Resources available in community. Resources available from other communities.  
Know who other leaders are.
- 2) Delegate authority and responsibility.
- 3) Motivator – Challenge members in committee and congregation.
- 4) Facilitator – Facilitate creativity and avenues to channel creative ideas, interchange dialogue.
- 5) Exhorter – Encourage positive thinking. Comfort. Share success.
- 6) Worship Leader.
- 7) Follow rules and procedures – Guidelines of operation.
- 8) Establish agenda: Goals, objectives, alternatives. Embody, define and restate the purpose of committee.
- 9) Express the mission statement and vision of the church.

The church is the Body of Christ, spirit of Christ, and hope of Christ. We are his hands. His instruments. Let your light shine!

## **IV. DISCOVERING GOD'S DESTINATION FOR OUR CHURCH – WHERE DO WE GO FROM HERE?**

Developing Goals and Objectives  
Short and Long Term Goals  
Focus Groups  
Prayer Reflections

Ephesians 4:1-6, 11-16

### ***Constituency***

#### ***Goals***

(Our work made visible in fulfilling our mission)

#### ***Mission***

(Reason for being)

To create a Church Family that is in love with God and committed to  
The command of making disciples for Jesus Christ.

#### ***Core Values***

(Our beliefs which shape and form us)

Family  
Spiritual Growth  
Mission