

*"I gained better clarity of who I am as a pastor, of how God has been working in my life up to this point, what some of my gifts and graces and tendencies might be, so that I can identify that and start reflecting when situations happen."*

ELI Participant 2018



## Specific Outcomes

- Creation of a common language and expectation of clergy leader competency at the conference level
- Explore how specific clergy behaviors and decisions contribute to accomplishing the mission to which Christ calls the church
- Improve ability to provide adaptive leadership in their respective congregations based on improved self-awareness
- Strengthen contextual leadership competency through experiential learning and application

*"Clergy are able to apply learning in their local context to leverage the capacity for vital ministry as evidenced by stronger engagement of the laity, the ability to work "smarter not harder," and to lead the congregation to achieve ministry goals that are appropriate to the setting and congregation."*

WNCC District Superintendent

- Invite and equip laity to explore their own personal call for spiritual development, finding ways to serve that are authentic to them
- Continuously learn in the ministry setting
- Support in current major decisions in the life of the congregation as well as build experience for future decision making

*"There were key moments along the way where the hour I had in conversation with [my coach] was crucial for whatever was going on in the church. So as far as time was concerned it was almost like that one hour saved me three hours in floundering around trying to figure out a problem..."*

ELI 2018 participant

## The Process

### Assessment

Assessments set the baseline for the clergy invited into the program. They include: CLBI360, Korn Ferry viaEdge Learning Agility, WorkPlace Big 5 Traits and StrengthsFinder 34. These assessments provide the foundation for the behavioral plan for each clergy person to utilize during the one-year engagement and beyond.

### Development and Action Plan

*"It was particularly helpful for the participants to share their development plans with us as district superintendents so we can join them on this journey to provide both support and accountability to leverage their ministry and development goals. This interaction has further impacted our capacity to assist them in their current ministry settings to make significant changes that will strengthen both their calling and the congregation's ministry."* WNCC District Superintendent

### Accountability and Support

Reflection with a trained development coach is foundational as clergy are encouraged to reflect, retool and reimagine their ministerial practice. The development coach is a key clergy accountability partner alongside the District Superintendent and Cabinet.

### Measurement

Measurement of effective ministerial practice has been underway in the WNCC since 2014 as part of a research project designed and supported by The Duke Endowment and Queens University of Charlotte. Ongoing research is a vital part of this initiative. Over 140 participants have engaged in the program.

The General Conference of 2016 created a disciplinary requirement for clergy assessments every 8 years for personal and professional development. The Emerging Leadership Initiative (ELI) may fulfill this requirement.



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