

*"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."*

Participant in similar program 2019



## Specific Outcomes

- 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
- Improved self-awareness leads to increased emotional intelligence
- Increased emotional intelligence allows clergy to better perceive, understand and manage emotions in themselves and others.
- Strengthen contextual leadership competency through experiential learning and application

*"I had another job before being a pastor and I worked in a very complex environment, but I decided to become a pastor and now I know being a pastor is the hardest thing I have ever done. People are volunteers, you cannot fire them, you cannot give them a raise, they said things to me that one would wonder if they were a Christian and I need more tools in my toolbox and being exposed to PIP helped me personal growth and to work more efficiently and that for a pastor goes hand in hand." CHI 2022*

- Clergy in similar programs, working with a development coach, report "lower anxiety, gaining coping tools, increased motivation and feeling like a real person, not just a pastor." CHI Research, PIP Coaching 2022

*"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..."*

Participant in similar program 2018

## The Process

### Assessment

Assessments set the baseline for the clergy invited into the program. They include assessments for Learning Agility, Emotional Intelligence, 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

*"The process leads to an opportunity to develop a specific plan that uses your God given profile to then move forward to maximize your leadership potential to both. To really understand who you are and how you function and then to begin to apply that with wherever you are, but also in the big picture of [ministry]. Not just in, you know whatever context you're in, but how you can apply that across the board at all different levels of your leadership. You actually have a plan for in a specific way to continue to develop yourself." Participant in similar program 2020*

### 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.