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September 2011 Newsletter Specialized Training for Pastors, Church Leaders and Coaches

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Today's Churches Need Leaders, Not Just Followers

There's an important leadership distinction that's been on my mind:

Recruiting followers versus developing leaders

So many of the leaders I work with talk almost exclusively about recruiting followers – increasing membership numbers or getting people to buy into a vision. It's a little like being the Pied Piper; when the pastor says "Let's do this," or "You do that," people agreeably comply.

"It is a terrible thing to look over your shoulder when you are trying to lead and find no one there." – Franklin D. Roosevelt

And pastors do need a following, or followship as it's sometimes called. When other people are following our vision of leadership, it makes us stronger.

Yet the missing piece is often to develop leaders within the congregation. And that's the whole theory behind the [coach approach to ministry](#) – to develop other people and their leadership qualities.

And be clear – this takes courage and a certain level of emotional maturity. You're positioning others for success, without feeling threatened by that.

How does a pastor identify potential leaders?

First it has to be on their radar – it all begins with awareness. The pastor must realize that there are leaders out there to be developed, and must be committed to doing that.

Yet not everyone in your congregation is a potential leader, so where do you start?



J. Val Hastings, MCC, is the Founder and President of Coaching4Clergy, which empowers today's spiritual leaders through coaching, consulting and coach training. Val has a global vision of providing coaching and coach training to all of today's spiritual leaders.

Recent Blog Post

Of all the social media networks I've been exploring, Twitter took me the longest to warm up to.

Yet finally, I'm starting to get it! It really is a different animal. For starters, in each message you're limited to a certain number of characters – 140, to be exact – so you've got to be [...]

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What I love about coaching is that when I take a coaching approach, leadership bubbles up to the surface. I can spot it almost immediately.

Try approaching your next conversation as if the person was already a leader; living out their potential (Benjamin Zander calls this [giving someone an A](#)). Notice what qualities and gifts you see in that person from this new perspective.

There is a season of leadership

Can people move from being followers to being leaders? Absolutely! In fact I would say that we need to be fluid – there are times when leaders need to step out of leadership as well.

When it's time for congregant leadership

- To support the pastor
- To empower individual congregants
- To stretch [the church's dollars](#)
- To get things done

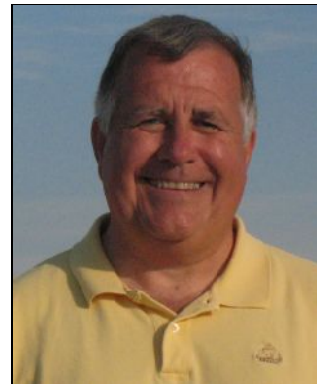
When it's time for congregant followership

- To rotate leadership and give someone else a chance
- To experience retreat and rejuvenation
- To avoid burnout
- To allow for a fresh view of whatever you were leading

In the next great awakening of ministry, all pastors will empower others in their congregation with a coach approach to ministry. Are you with us?

Meet Our Faculty Member - Jim Robey

Dr. Jim Robey, an Elder in the North Alabama Conference, was the first clergy in the UMC to be officially endorsed for the Ministry of Life Coaching. He is appointed to extension ministry as the Executive Director of ATTENTIONAL GROWTH INC, a non-profit organization which he founded. Jim is a renowned speaker, seminar leader, teacher and coach with a profound commitment to help others grow in their ministry and connection to God. He earned his Doctor of Ministry degree from Emory University and is a graduate of the Co-Active Leadership Program of the Coaches Training Institute.



Jim brings a passion for helping people become more of who they are

called by God to be. Included in his coaching is his humor, life experiences, 39 years serving churches, love for God and the church, and a profound commitment to partnering with others in their own ministry. Dr. Robey coaches ministers, District Superintendents, Directors of Connectional Ministry and others who are motivated to grow in life and ministry. He is also a Mentor Coach for the UMC's Path 1 program for new church start pastors, and is coaching a pastor in Montana. His clients are from the USA, Canada and Europe. Jim and his wife Betty live in Gulf Shores, Alabama.

Meet Our Trainer - Becky Biser

Becky Biser is a certified coach through Coaching4Clergy. She has worked in the church and non-profit environment for 33 years in many different roles. She currently serves as Director of Leadership Development for a large association of churches. Becky's passion is to inspire, encourage and empower leaders to be all they can for God. Whether you are a pastor or another paid or volunteer leader in the church or ministry setting, or a Christian leader in the secular world, Becky's desire is to inspire, encourage and empower you as YOU make an impact for God.



Some of the issues Becky has coached leaders with are: Spiritual vitality, Balanced life, Health and weight, Leadership skills and dynamics, Vision casting, Personal relationships, Staff and team development, Child rearing, Educational choices, Ministry options, Career choices, and many more. Additionally, Becky excels at coaching ministry staff teams focusing them on achieving effective results.

Upcoming Events

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|---------------------|--|---------------------------|
| Sept.7-8,
2011 | Basic Coach Training Event –
Lancaster, PA-Class | More Info |
| Sept.14,
2011 | Avoiding the Most Common (and costly)
Mistake in Revitalization –
FREE Teleclass | More Info |
| Sept.19-22,
2011 | Accelerated Coach Training – Lancaster,
PA | More Info |
| Oct. 5-6,
2011 | United Methodist Coaching Initiative:
Peninsula-Delaware Annual Conference
2011 | More Info |
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