



# LEAD



Growing leaders with  
a deep, bold, consequential faith in Jesus Christ.  
For Southeastern Minnesota Synod

**LEAD**

waytolead.org

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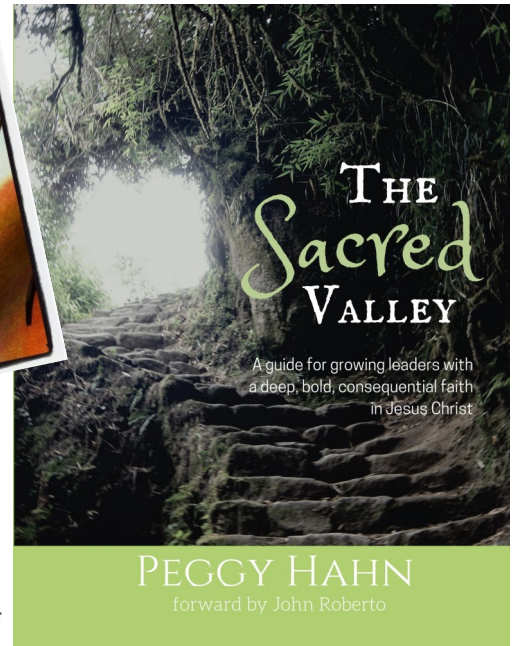
SUMMER 2015, VOLUME 3



One step at a time  
through

## The Sacred Valley

*Peggy Hahn,  
Executive Director*



A guide for growing leaders with  
a deep, bold, consequential faith  
in Jesus Christ

**PEGGY HAHN**  
forward by John Roberto

Welcome to LEAD. This is our watch. You and I are called to lead the Christian movement forward in our own small way—even as we search to find the path ourselves. In the book, *The Sacred Valley*, you will discover four primary behaviors that effectively shift our mindset as leaders and prepare our faith communities for leadership in a changing world.

As I research the differences between growing and stalled congregations, these four behaviors stand out as clear growth indicators. I am struck by how these four behaviors exist in thriving Christian communities around the world. I have personally witnessed these growth indicators as vital behaviors at work in communities of all sizes and geographies in the United States, El Salvador, Peru, and the Central African Republic. We can do this!

### **Making new behaviors normal takes practice and is faster with a coach.**

These behaviors are a lot like a workout program—they are easier to commit to if we have a coach alongside us. Think of this as a perfect Continuing Education opportunity that includes your congregation, synod partnership, and LEAD Coach. Together we will build on your strengths in the context of your own ministry. Most leaders admit they seldom use what they learn at conferences but evidence is clear: a coaching session, one hour a month in the midst of your real congregational and

personal life, is transformative. This is learning in the context of the ups and downs of ministry, customized for your own goals.

We believe every leader can grow—and every congregation can grow! Growth is a choice that begins with the leader taking seriously their own faith formation and capacity building and joining God in mission.

God’s mission has a church and your congregation is included. Nothing happens without the Holy Spirit working through leaders who are open to experimenting and following God into the future.

One easy way to start is by taking advantage of the Congregational Assessment which includes a 30 minute consultation with a LEAD coach and a copy of *The Sacred Valley*. The real question is, “How will you lead your congregation into the future one step at a time?” It takes dedicated leaders who are willing to grow in faith, learning new behaviors. Nothing happens without the Holy Spirit working through leaders who are open to experimenting and following God into the future.



## Listen

## Center

## Explore

## Connect

### Four Growth Indicators as Vital Behaviors

There are a lot of things we can do with our 24 hours each day yet some things matter more than others. We all make daily decisions, either pro-actively or reactively that create outcomes. LEAD's research has taught us that when congregations are growing, regardless of their location, there are four behaviors we see over and over. Leaders in these congregations may not use this same language or even realize they are doing this but after listening to literally hundreds of leaders the themes are clear.

We have also learned that there is no recipe or cookie-cutter plan for growth. In other words, every congregation has a different call, has unique gifts, and a particular culture. LEAD is convinced that purpose and values grow out of a congregation's story that is shaped by history, location, leadership, and

resources. Yet when we live into the four Growth Indicators (GI) as vital behaviors for leaders and the congregation, ministry unfolds.

The GI of Listen invites us to listen to God in scripture, prayer, our congregation, the neighborhood and world.

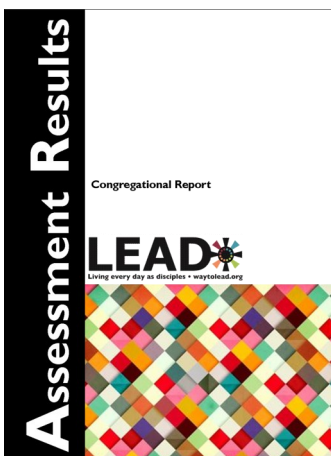
The GI of Center invites us into faith practices that grow out of our baptismal covenant.

The GI of Explore invites us to ask good questions, to create, to re-think governance, staffing, purpose, values, and more.

The GI of Connect invites us to intentional hospitality, for meaningful relationships that encourage a sense of belonging.

All four Growth Indicators are vital. LEAD encourages congregations to start by focusing on their strengths.

## LEAD Congregational Assessment



**This dashboard speaks to the adaptive changes needed in our church today.**

A congregation that is committed to growing can use LEAD's 20 question online Congregational Assessment to:

- Find its place on the [Leadership Landscape](#).
- Establish a baseline for the four Growth Indicators which are vital behaviors for growing congregations.
- Learn more about these Growth Indicators, see the 2015 Toolbox video entitled [4 Growth Indicators](#). ([waytolead.org](http://waytolead.org)) *Note: FREE registration is required.*
- Build on the congregation's strengths to respond to God's call within your congregation and your neighborhood.

**The Assessment includes 2 parts.**

Part 1: Basic demographic information about the person completing the Assessment.

Part 2: 20 statements about the congregation. Participants are asked to choose the response that they think best describes the congregation. More information is available at [waytolead.org/Assessment](http://waytolead.org/Assessment)