

THE BARNABAS LEADERSHIP COHORT

ENHANCING YOUR LEADERSHIP CAPACITY FOR MINISTRY

*Are you the leader you would like to be?
Are you utilizing all your leadership gifts?
Would you like to improve the health and vitality of your congregation?*

Come grow your leadership capacity to more fruitfully lead the people you serve. One key to the health and vitality of congregational life is pastors and leaders who are effective in their ability to lead in the midst of adaptive challenges of our day.

BOOST YOUR LEADERSHIP CAPACITY

Many of us have little formal study of the practice of leadership, especially in organizations as complex as congregations. Yet, every one of us has some level of leadership capacity and competence. The Barnabas Leadership Cohort aims to develop a greater capacity, capability, and fruitfulness in ministry leaders. The result is a marked increase in your leadership ability and a pronounced impact in your church.

Barnabas was a remarkable transformational leader in the early church. He was deeply devout, generous, a developer of people, a team-builder, and a visionary of great courage. Barnabas lived in a rapidly changing world similar to ours today. Our opportunity is to learn from Barnabas, Priscilla, Aquila, and other leaders we see in scripture, while incorporating key ideas from outstanding leaders of today.

PARTICIPANTS WILL COME AWAY EQUIPPED!

COHORT PARTICIPANTS WILL:

- Grow in their understanding of the essential practices of effective leaders and their application in today's adaptive environment.
- Discover leadership strengths and areas for growth using relevant assessment instruments and Cohort-based feedback.
- Enhance the effectiveness of their leadership capacity with the specific leadership challenges of their current ministries while growing their congregation's fruitfulness.
- Reinforce leadership competencies and capacities through online Peer Cluster discussions and Cohort gatherings. Additional input and support will be offered by Vital Churches Institute team members.
- Include pastors, associate pastors, Commissioned Lay Pastors (CLPs), Christian Educators, interested congregational leaders, and denominational regional leaders.

THE PLAN

PRACTICAL APPLICATION IN YOUR SETTING

We learn to lead by leading. - E. Stanley Ott

“Research from both secular and religious environments strongly suggests that the classroom model found in seminars and other academic settings is largely ineffective in developing leaders,” state Conger and Benjamin in *Building Leaders*.

The implications of this for pastors and church leaders are profound. The Barnabas Leadership Cohort engages participants in study, reflection, and specific experiences in the actual practice of leadership concepts where they serve. These experiences will be built upon by further reflection and additional leadership experiences.

One way to consider the church and its people is the three-dimensional perspectives of:

- Doxological (the God who loves us),
- Koinonial (the people of God),
- Missional (the work of the people of God).

The Barnabas Leadership Cohort will pursue all three dimensions as fields for the practice of fruitful ministry.

THE COHORT AT A GLANCE

The Cohort will meet for two days, twice a year, for two years as a *Guided Learning Community*.

Each Cohort gathering will combine direct instruction, reading assignments, and a reflection on leadership theory and the experienced results of using studied leadership practices in ministry.

PEER CLUSTERS BUILD SUPPORT

Peer Clusters will meet twice a year in person or through online video conferencing for mutual support, reflection, and reinforcement of the leadership concepts as practiced in multiple contexts.

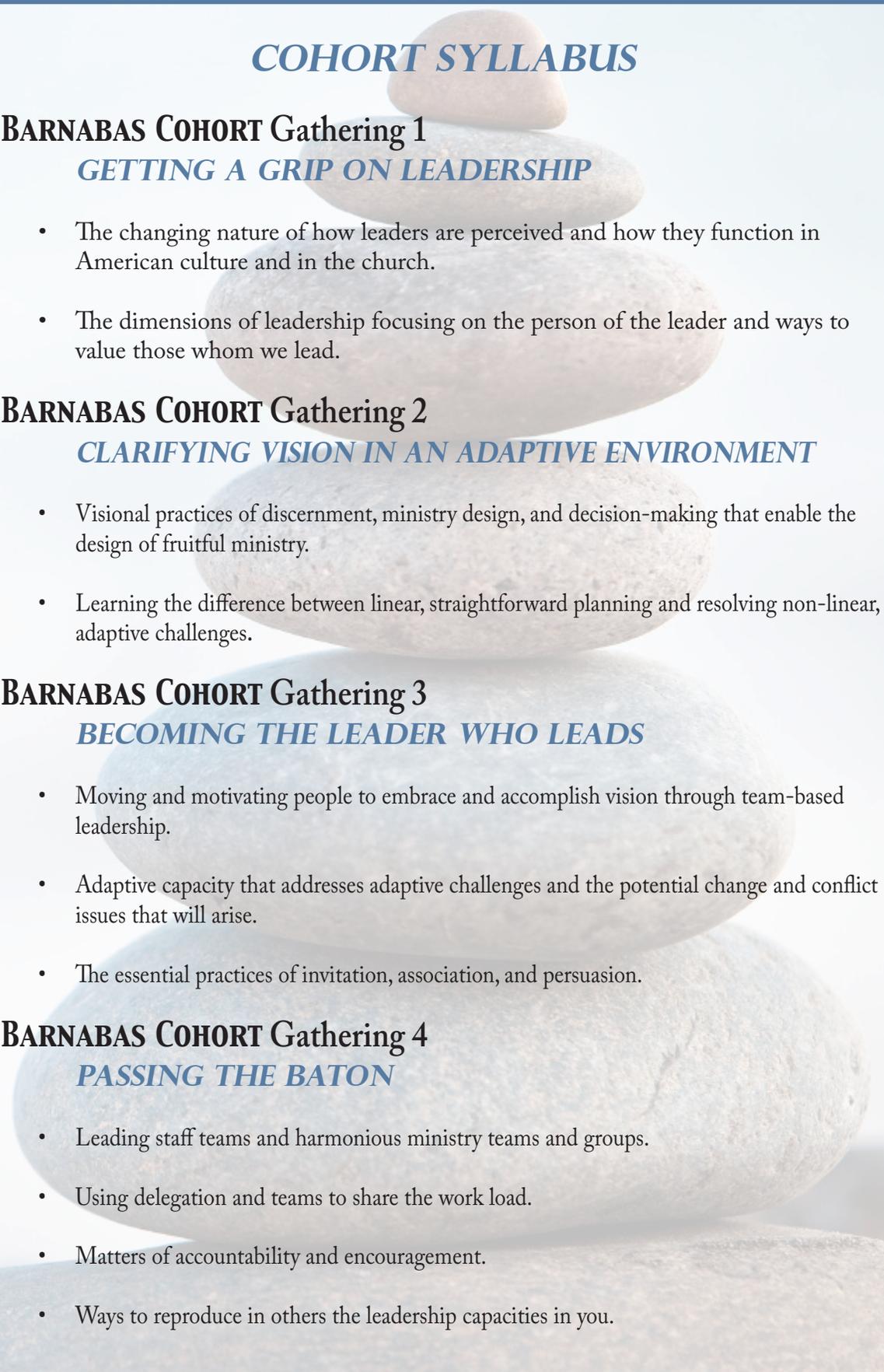
The Cohort experience combines outside expertise with the ingenuity, input, and inquiry of the participants.

READING ASSIGNMENTS

Participants will be asked to complete relevant survey instruments in addition to reading assignments of three to four books a year.

OPTIONAL MISSION TRIP

An optional “add on” is participation in a mission trip to Haiti where the needs of the people offer many opportunities to *learn to lead by leading*.



COHORT SYLLABUS

BARNABAS COHORT Gathering 1

GETTING A GRIP ON LEADERSHIP

- The changing nature of how leaders are perceived and how they function in American culture and in the church.
- The dimensions of leadership focusing on the person of the leader and ways to value those whom we lead.

BARNABAS COHORT Gathering 2

CLARIFYING VISION IN AN ADAPTIVE ENVIRONMENT

- Visional practices of discernment, ministry design, and decision-making that enable the design of fruitful ministry.
- Learning the difference between linear, straightforward planning and resolving non-linear, adaptive challenges.

BARNABAS COHORT Gathering 3

BECOMING THE LEADER WHO LEADS

- Moving and motivating people to embrace and accomplish vision through team-based leadership.
- Adaptive capacity that addresses adaptive challenges and the potential change and conflict issues that will arise.
- The essential practices of invitation, association, and persuasion.

BARNABAS COHORT Gathering 4

PASSING THE BATON

- Leading staff teams and harmonious ministry teams and groups.
- Using delegation and teams to share the work load.
- Matters of accountability and encouragement.
- Ways to reproduce in others the leadership capacities in you.

COSTS

PRESBYTERY-SPONSORED BARNABAS COHORT:

- Participant cost is \$1,200 per year. The basic cohort includes twelve members or \$14,400 per year. This includes books, published materials, and assessment instruments.
- The travel, lodging, and meal expenses of the leader from the Vital Churches Institute.
- The travel, lodging, and honorarium of an additional theologian, if desired.
- Cost of a ropes course, a mission trip to Haiti, or other adaptive experiences to create leadership learning opportunities will be determined upon expression of interest.
- Modifications may be made to the proposal depending on the needs and preferences of the presbytery.

OPEN ENROLLMENT BARNABAS COHORT:

- Participant cost is \$1,200 per year. This includes books, published materials, and assessment instruments.
- Travel costs for each participant and lodging and meal expenses of the meeting site.
- A share of extra expense involved if a specialty facet is added such as a mission trip to Haiti or other adaptive experience.
- Modifications can be made to this proposal depending on the needs and preferences of each group.

LEADERSHIP

PROVEN SUCCESS ACROSS DECADES OF MINISTRY

Primary leadership for this project will be E. Stanley Ott, Ph.D., President of the Vital Churches Institute along with other proven leaders in congregational vitality. Through the *Acts 16:5 Initiative*, Stan and the VCI team have worked with over thirty presbyteries and hundreds of congregations. They have also moved their own congregations to greater vitality using principles of **THE BARNABAS LEADERSHIP COHORT**. Now they bring you the richness of their experience with the best methods of ministry to impact your leadership capacity.



Additional consultants with expertise in theology and leadership will be introduced as fitting the particular Cohort.



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