

THE LEADERSHIP INSTITUTE

Congregations, like every organization, have administrative systems. These systems greatly influence the numerical size of a congregation; the feeling of belonging by new and long-tenured members; participation in worship, study, fellowship, and ministry programs; and the relationship between the pastor and lay leaders.

The Leadership Institute has the purpose of helping pastors, lay leaders, and congregations to know and understand administrative systems and how to use them to increase the effectiveness of their ministry portfolio.

A typical Institute session is as follows: Saturday morning worship followed by a short debriefing session. A biblical/systematic theological introduction to the topic of the session will be presented by Bishop Kenneth Sauer. Lunch is followed by a four-hour session on the session's topic using insights from church and secular organizational experts. Sunday morning begins with worship followed by a continuation of Saturday's presentation. Lunch is followed by a final session.

EXPECTED RESULTS

The organizers of the Leadership Institute have great expectations for the congregations who participate in its course of study. These expectations include:

1. excitement and growth in a congregation's spirituality, in creating an environment of caring for members, and in outreach to the larger community.
2. Numerical growth in worship attendance and participation in ministry programs will follow the implementation of the principles and strategies of the courses in the Institute's curriculum.

FOR FURTHER INFORMATION

For further information or
to request an application form contact:

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Leadership Institute

*a program of the
Southern Ohio Synod, ELCA*



Leadership Institute

*Building Strong
Congregations
through Leadership*

Southern Ohio Synod
LEADERSHIP INSTITUTE

The Leadership Institute's purpose is to train leaders to grow their congregations spiritually, as nurturing communities, in mission to the world, and numerically through effective parish administration.

The Leadership Institute's Core Curriculum is for pastors and lay leaders who want to:

- **Learn** about the organizational components which encourage or inhibit ministry growth
- **Expand** ministry to both members and the outside community
- **Revitalize** a congregation that has plateaued
- **Reverse** numerical decline in their congregation

To participate in the Leadership Institute's Core Curriculum:

- Pastors and lay leaders need the endorsement of their Church Council.

- They must apply to the Bishop's Office.
- The Bishop chooses 15 congregations from the applicants to form a Core Curriculum group.
(A new Core Curriculum group will be formed every other year.)

To enable all sizes of congregations to be represented in the Institute, the Southern Ohio Synod will pay all presenter's honorariums, course materials, meals, and lodging of participants.

To insure full commitment on the part of participants, a \$500 deposit is required for congregations worshipping less than 100 per weekend and a \$1,000 deposit from congregations worshipping more than 100 per weekend. Deposits will be returned when a congregation's pastor has attend all eight sessions and completed all assignments.

COURSES AND DATES

Each session will begin with a biblical/systematic perspective of the topic. The presenter will be Kenneth Sauer, Bishop Emeritus of the Southern Ohio Synod.

1. Leadership (January 18-19, 2014)

This session examines two roles of a pastor; namely being a leader and being a chaplain. The session also examines three types of people within a congregation; namely, leaders, managers, and followers. Knowing which role a pastor prefers and types of lay members are key components in the delivery of effective ministry planning and implementation.

Presenter: Peter Rudowski, consultant, Director of the Leadership Institute.

2. Leader As Change Agent (May 3-4, 2014)

This session explores the reasons for pastors to lead change, including in strong and dynamic congregations. Attending pastors will also review and practice using proven strategies for leading change in organizations and communities.

Presenters: Mary Adams, IT and Transformation Consultant (and Procter & Gamble Retiree), Peter Rudowski

3. Leader and Spirituality (September 20-21, 2014)

This session examines the ways to raise awareness of God's presence and empowerment in the care of members and non-members alike. Personal and corporate spirituality are essential in congregational ministry.

Presenter: Wally Arnold, former Assistant to the Bishop of the Southern Ohio Synod

4. Leadership In Context (December 6-7, 2014)

This session examines six congregational settings, the dissonance caused within a congregation when its setting changes, and ways to stay current in an ever-changing world. This session raises the issue that every congregation ministers to its own unique setting; therefore, the setting determines what a congregation does and does not do.

Presenters: Kenneth Inskeep, Director of Research and Evaluation of ELCA and Peter Rudowski

5. Purpose, Vision, and Strategic Plan (February 7-8, 2015)

This session examines the discernment and implication of purpose, vision, and strategic plan. Healthy congregations have a known and accepted purpose, a vision for how that purpose will be lived-out in the next five years, and a strategic plan to ensure the vision is not just a wish. Purpose, vision, and strategic plan are prime ingredients in revitalizing a stagnate or declining congregation.

Presenter: Ed Williams, Assistant to the Bishop, Southern Ohio Synod

6. Governance and Decision Making (April 18-19, 2015)

This session examines how a congregation's size and personality determine its decision making process, the stages in a congregation's life-cycle, who has the power, and why there is harmony or conflict between a pastor and the governing board. The administrative structures of a congregation either encourage growth or create barriers to growth.

Presenter: Peter Rudowski

7. Communications (September 19-20, 2015)

This session examines how congregations communicate through all the technologies available today. Good communications encourages all members to be participants in ministry. Good communications reduces or eliminates negative gossip and misinformation.

Presenter: Susan Barton-Nonno, Communication Director, Southern Ohio Synod

8. Stewardship (December 5-6, 2015)

This session examines one dimension of stewardship; namely financial stewardship. The session defines three essential components in an annual stewardship campaign and approaches to increase contributions by members who have plateaued in their giving. This session will also examine budget forming as an important component of a stewardship program.

Presenter: Peter Rudowski