



Church of the Good Shepherd

June 28th, 2009

Grace to You and Peace from Our Lord and Savior Jesus Christ,

It is an exciting time in the life of Good Shepherd! As we continue to actively live into our mission as expressed in the document *Mission2018*, we are seeking to broaden the leadership and responsibility which previously was exercised primarily by the rector and Vestry. A new position of leadership is now being created to help us develop of scaffolding for Mission that supports God's call to us as individuals.

This position, the ***Mission Imperative Leader***, will work to inspire and enliven our community to live into each of the seven areas of mission (entitled Mission Imperatives). These are expressed in *Mission2018* and represent God's calling to Good Shepherd.

As discussed in our "Next Steps" seminar this past Spring, this transition to a shared leadership model had begun approximately five years ago. We are now at an exciting time where we are asking the congregation to join us in a process of discernment to find an individual from the Good Shepherd community that is called forth to become the *Outreach Mission Imperative Leader*. As with a position on the Vestry- an individual must be willing to serve at least a three year term, in order to establish continuity.

As you will see in the attached material, this is a creative, organic, and innovative position. We certainly do not have all of the answers, but we know that God is with us in our new venture.

In addition to prayerfully considering whether or not God is calling you forth at this time to serve in this role, the following materials will be instrumental in your discernment-

- † Mission Imperative Leader Roles and Responsibilities (attached)
- † Qualities for Leadership at Church of the Good Shepherd (attached)
- † *Mission2018* (attached)
- † "Next Steps" Seminar blog entries April-May 2009 (www.goodshepherdadulthood.blogspot.com)

If you are feeling called to serve in this capacity, please contact either Julie Gullett or Rick Thomas to indicate your interest. In addition, please join the Vestry on July 26th following the 11:00 AM service for a Question & Answer session. After careful prayer and discernment, the Vestry will announce the individual that will serve as the first ever *Outreach Mission Imperative Leader* on August 4th. Additionally, the first Outreach meeting will be held on August 11th with all those who feel a calling toward outreach ministries.

Thank you again for your interest and enthusiasm! Know that as you prayerfully consider whether or not your gifts are being called forth at this time for this position, the Vestry is holding you and our congregation in prayer.

Should you have any questions please feel free to contact Julie Gullett (jlgullett@gmail.com, 750-8819) or Rick Thomas (rickpthomas@comcast.net, 503-860-0822).

In Christ,

The Church of the Good Shepherd Vestry

Fr. Tom Warne, Rector
Carl Wilson
April Surman-Oliger

Rick Thomas, Senior Warden
Heidi Rhodes
Jan French
Mike Tompkins
Alan Grube

Julie Gullett, Junior Warden
Sue Buratto

Mission Imperative Fractal Leader

Roles and Responsibilities

A Mission Imperative Fractal Leader plays a very important role in the ministries and missions of Church of the Good Shepherd. A Mission Imperative (MI) leader has the wonderful opportunity to be part of an integral part of driving one of the 7 MI pillars of Good Shepherd: *Community, Spiritual Growth, Evangelism, Resource Growth, Leadership, Diversity, and Outreach*. Although the MI Fractal Leader will be responsible for driving the direction and success of a MI, they have the opportunity to practice and infuse all the MI pillars within the individual MI itself.

The church leadership sees the MI Fractal Leader as critical piece to Good Shepherd living the commandments of Jesus Christ within ourselves and the community. Below are a list of MI Leader Qualities and Tasks that the MI Fractal Leadership should embrace and tasks that they should be prepare to support.

MI Fractal Leader Qualities

- The MI Fractal Leader should have a passion for the Mission Imperative for which they oversee
- The MI Fractal Leader should be passionate about successful ministry
- The MI Fractal Leader should possess a loving and teaching spirit
- The MI Fractal Leader should embrace change
- The MI Fractal Leader should be encouraging to team members
- The MI Fractal Leader should understand the Fractal Model in order to support successful ministry structure
- The MI leader strives to live into the Good Shepherd Qualities of Leadership including: vision, flexibility, teamwork, loyalty, motivation
- The MI leader will prayerfully support the mission, vision, and the people of Church of the Good Shepherd

MI Fractal Leader Roles and Tasks

- A MI Fractal Leader will facilitate the authoring of a “Statement of Purpose” which connects to Mission 2018 Mission Imperative to an overall Vision with Scripture basis
 - In addition to a statement of purpose, the Mission Imperative Fractal Leader must be able to facilitate a discussion within the group regarding how they can address each of the Mission Imperatives within the context of addressing their specific imperative so that they might *transform the world through the love of Jesus Christ*.
- The MI Fractal Leader should be prepared to be an active participant in the Leadership Fractal
- The MI Fractal Leader should have a very good understanding of the Fractal Model of ministry in order to help facilitate healthy MI Fractal ministries.
 - Identify roles for Fractal members
 - Be able to articulate ministry progress and structure
 - Help to map the existing individual ministries into the Fractal model to better understand the sustainability factor of the ministry within the Fractal model structure.
- Assist in recruiting members to work within the MI fractal groups/teams
- The MI Fractal Leader should encourage bottoms-up communication of individual Fractal ministry needs
- Publish Ministry opportunities to the parish through standard communication methods (e-mail, web site, bulletin, the Good News, etc)
- When needed, assist individuals seeking to get involved in ministries by guiding them to the appropriate Fractal Ministry Leader.
- Plan ministry budgets. Act as a coordinator of Fractal ministry budgets.
- The MI Fractal Leader should encourage and maintain Small Group Practices
 - Build up members
 - Prayer requests
 - Encourage seeing Christ in our everyday activities (“Where have you seen Christ in your life?”)

Qualities for Leadership at Church of the Good Shepherd

March, 2004 Revised June, 2009

Strong effective leadership is among the Church's greatest needs. This paper details five qualities of good leadership for the church and describes some of the ways these qualities can be recognized.

Vision

Leaders:

- *Embrace the future as an adventure*
- *Give voice to the deepest aspirations of the community they serve*
- *Work for a present and future in which the needs of the people and the programs of the Church are connected to the gospel*
- *Honor and support the ethos of the Episcopal Church and Church of the Good Shepherd, including:*
 - centrality of grace -unity of diversity -faith and community life as a journey, not a fixed destination
- *Embrace one ministry, the ministry of Jesus Christ, fulfilled by many ministers*
- *Devote time and other resources to preparing for the future*
- *Make decisions with both the present and the future in mind*
- *Are committed to fulfillment of Mission2018*

Ability to Motivate Others

Leaders:

- *Carry out their ministries with enthusiasm and passion*
- *Accept the authority and responsibility delegated to them*
- *Seek broad-based participation in decision-making*
- *Keep the focus on fulfilling the group's purpose*
- *Recognize and encourage the gifts for ministry in others*
- *Expect, encourage and support excellence in ministry*
- *Affirm persons; criticize only ideas or behaviors*
- *Model healthy behavior and attitudes*

Flexibility

Leaders:

- *Encourage new ideas and willingly try new approaches*
- *Accept change as a normal part of congregational life*
- *Employ collaborative processes for change*
- *Seek better ways to accomplish existing tasks*

Teamwork

Leaders:

- *Build diverse communities in which participants fit together rather than fitting in*
- *Respect the ideas and competencies of others*
- *Find ways to support the ministries of other team members and parish volunteers*
- *Seek areas of agreement before discussing areas of disagreement, building on common ground*
- *Collaborate rather than dictate*
- *Employ the principles of small group process in every group context*

Loyalty

Leaders:

- *Respect and support those in authority in the Church*
- *Affirm others in their persons and in their ministries*
- *Handle disagreements directly with those involved*
- *Encourage healthy disagreement, confront manipulation*
- *Ask for help when it is needed*

MISSION

2018

MISSION STATEMENT

We are people of God,
Committed to acting
in love,
Seeking and serving Christ
in the world, one another
and ourselves.

MISSION IMPERATIVES

Spiritual Growth - We will support and honor each person's faith journey by seeking to awaken, deepen and empower our faith in Christ and the faith of others.

Evangelism - We will equip and encourage our congregation to reach out to the unchurched with the Gospel of Jesus Christ.

Diversity - We will reach out to all, recognizing and celebrating our similarities and differences as we remove barriers to fellowship and build a diverse, inclusive community.

Community - We will foster joy-filled, supportive relationships across all generations.

Leadership - We will develop, sustain and advance excellence in leadership.

Resource growth - We will prayerfully and creatively develop the human, financial and physical resources necessary to carry out our ministries.

Outreach - We will share our abundance by responding to those in need throughout our community and the world.

Our VISION

A world
transformed
by the love
of Jesus
Christ.

CORE VALUES

Responsive to Members • Integrity • Compassion • Leadership • Responsive to the Community