

**Best Practices in Seminary/Governing Body Partnership
To Study and Act on Entrance into Ministry Concerns
The Synod of Living Waters and Louisville Seminary
First Call Summit and First Call Continuing Education Seminars**

The Louisville Presbyterian Theological Seminary, prompted by its own Formation for Pastoral Ministry program and inspired by the Entrance into Pastoral Ministry Task Force Report, began conversation in 2002 with the Synod of Living Waters on issues of first call and vocational services. Through a team of representatives from Presbyteries, the Synod, the Seminary, and the Entry into Pastoral Ministry Task Force, these conversations resulted in a plan for a “First Call Summit” which was held in the fall of 2002. Partners invited to participate in the event were the 12 Presbyteries, the Synod of Living Waters, Louisville Seminary, and the Churchwide Personnel Services of the General Assembly. Churchwide Personnel Services provided a grant to gather a planning team for the event. The event was held September 18-20, 2002 in Franklin, Tennessee, the usual location for Synod events. Each Presbytery was invited to send the executive or general presbyter, and a representative of the Committee on Ministry and of the Committee on Preparation for Ministry. Each partner covered the costs of its own participants.

The stated **focus and purpose** of the event were:

- To explore issues related to:
 - Strengthening of effectiveness of pastoral leadership in First Call congregations;
 - Call and entry into ministry as involving CPM, COM, seminary and governing body vocational services.
- To develop partnership (s) which would draw upon resources of all the partners to do something about these issues.

The **content** was to center on a proposed model of “enduring effectiveness in ministry,” as informed by the four dimensions of pastoral leadership identified by the Entrance into Pastoral Ministry Work Group:

- self-understanding in role as pastor,
- understanding the context for ministry,
- establishing appropriate pastoral relationship styles
- and support in dealing with conflict.

Desired outcomes for the Summit were identified:

- Identify a common list of issues in entry into ministry from first prompting to effective mature practice of ministry.
- Identify the perceived capacities and limitations of each player in the process.
- Recognition that the seminary can’t do it all; that there are things that can’t be learned until they present themselves as issues in ministry
- A new image of the process as “apprenticeship.”
- Identify next steps, including programs for new pastors in partnerships of presbyteries.
- Partnership proposals submitted to Synod Budget Committee for inclusion in next year’s budget.

Eleven of the twelve Presbyteries were represented. The design of the summit is attached. Task groups were set up at the end of the event to follow up on:

- First Call Continuing Education Seminars for pastors in their first-call congregations
- Training and Coordination for CPMs.
- Development of Mentoring programs for the Presbyteries of the Synod.
- Intentional Recruitment of Racial Ethnic candidates for ministry
- Participation of Synod representatives in the curriculum review at Louisville Seminary.

As of this report, the first group has accomplished its goal. The first First Call Continuing Education Seminar was held in Nashville at Scarritt-Bennett for one week. Twenty-three pastors in their first call congregations attended. Leadership included a Presbytery Executive as the “dean,” a seminary professor as the “keynoter,” two mature, experienced pastors as mentors/presenters, and four small group leaders. The Schedule is attached. The group of first-call pastors bonded quickly, were eager to learn, and were enthusiastic about returning for their second of three seminars the following year. The first seminar focused on issues of the self-definition of the pastor and of reading the context of ministry. The second seminar year will focus on the issue of conflict utilization. Those who attended the first seminar will return and will be joined by a new group of pastors in their first call congregations. They will be in separate small groups, but will study the same content.

**Synod of Living Waters First Call Summit
September 18-20, 2002,
Franklin, Tennessee**

Wednesday 9/18

ARRIVE

1 p.m. Opening Worship
C Knight
Welcome & Intro
D Snellgrove

1:15 How We Got Here
McAtee Moderates
D Snellgrove
Lew Wilkins
Bill McAtee

1:45 Small Groups
6 mixed groups
“What do I have to contribute to this conversation and where did I get it?”

3:00 Break

3:30 A Fresh Map of the Call Process
Wilkins

5:30 **DINNER**

7:00 Small Groups
B Meadows
“What are the capabilities and limitations of the partners in the process?”
Report

Thursday 9/19

MORNING

9 a.m. Morning Worship
Garnett Foster

9:30 Umbrella Issues
Original Groups

- Leadership
- Peer Mentoring
- Mentoring
- Developmental Tasks
- Context/congregations
- Women in Ministry

“What needs to happen in ___ to develop mature, effective ministries 5 yrs after ordination?”

10:30 Break

10:45 Reports of Groups

12:00 LUNCH

1:30 4 Role Groups Reflect on Umbrella Issues
(Execs, COM, CPM, LPTS)
“What are the capabilities /limitations of each partner in each of the 6 issues?”

3:00 Break

3:30 Presbytery Caucuses
“What do we want/need to do? What deals do we need to make to do these things?”

5:30 DINNER

7:00 Open Space Meeting
D Sawyer
Partners put what they want to do or deals on wall. Then in an open space partnerships can form and deals can be made.

Friday, 9/20

MORNING

9 a.m. Ratify Agreements and Partnerships.

Messages to other Entities.

Needed Follow up

11 a.m. Closing Worship
Jana Hall

11:30 Adjourn

GO HOME

**First Call Event
Synod of the Living Waters
January 28-February 3, 2004**

Wednesday, 1/28

4-6 Registration

Terry
5:30-6:30 Dinner
7-7:30 Introductions,
Outline of Week, Housekeeping
Terry
7:4-8:40 Small Groups

Faculty
8:45-9:00 Evening Prayer

Deborah
Theme: entry

Thursday, 1/29

7:30-8:30 Breakfast
9-9:15 Morning Prayer

J. Herbert
theme:
covenanting
9:15-9:30
Announcements

9:30-10:30 Plenary

David
"Seeing Things
Whole: Understanding the
Church as a Human System"
10:30-11 Individual
Reflection Time

11-12 Plenary

Faculty
y
Q and A on
Systems
Thinking
Lunch
1-3:30 Free Time
3:30-5:30 Small Groups

Faculty
5:30-6:30 Dinner
7-7:30 Worship

J. Herbert
theme:
covenanting
7:30-9:30 Small Groups

Faculty

Friday, 1/30

7:30-8:30 Breakfast
9-9:15 Morning Prayer

Deborah
theme
: call
9:15-9:30
Announcements
9:30-11:30 Plenary

David
"Becoming a
Wise, Mature Pastor: Self-
Differentiated Leadership"
11:30-12 Individual
Reflection
12-1 Lunch
1-3 Plenary

Faculty
y
"Getting Real:
Struggles and Some

Successes with Self-
Differentiation"
3:30-5 Small Groups

Faculty
5:30-6:30 Dinner on-site
or on your own
Evening free for socializing,
entertainment

Saturday, 3/31

7:30-8:30 Breakfast
9-9:15 Morning Prayer

J. Herbert
What does it
mean to be human?
9:15-9:30
Announcements
9:30-10:30 Plenary

David
"Growing in
Clarity, Decisiveness and
Courage"
10:30-11:00 Individual
Reflection Time
11:00-12:00 Plenary

Faculty
Values and
Goals
12-1 Lunch
1-3:30 Free Time
3:30-5:30 Plenary

J. Herbert
"Getting Real:
Self-care"
5:30-6:30 Dinner
7-8 Worship

J. Herbert
theme: service
of healing
8-9:30 Small Groups

Sunday, 2/1

7:30-8:30 Breakfast
 8:45-9 Announcements
 9-10 Worship with communion

Deborah
 10-10:30 Plenary
 Discussion: Entry Issues

Faculty
 10:30-11:30 Plenary

David
 "Reading the Context for Ministry: Building a Structural Hypothesis"
 11:30-12:00 Individual Reflection
 12-1 Lunch
 1-3:30 Free Time
 3:30-5:30 Plenary

Faculty
 "Getting Real: Building relationships of love and trust in your context"
 5:30-6:30 Dinner
 7-8:30 Small Groups

Monday 2/2
 7:30-8:30 Breakfast
 9-9:15 Morning Prayer

J. Herbert
 9:15-9:30 Announcements
 9:30-10:30 Plenary Presentation

David
 "Adapting Your Leadership Style to the Context"
 10:30-11 Individual Reflection Time

11-12 Plenary

Faculty
 Identity and Integrity in Context
 12-1 Lunch
 1-3:30 Free Time
 3:30-5:30 Plenary

Faculty
 "Getting Real: Adapting to Context Without Losing Myself"
 5:30-6:30 Dinner
 7-8:15 Small Groups

Faculty
 8:30-9:30 Worship

J. Herbert
 theme: renewal of baptismal vows

Tuesday 2/3
 7:30-8:30 Breakfast
 9-10 Finish Packing, check out
 10-11 Small Groups: Farewells, Covenants, and Evaluations
 Faculty
 11-12 Closing Worship

Deborah
 12-1 Commissioning Lunch

Submitted by
 David Sawyer