



A three-year process of adaptive leadership development and spiritual formation that empowers church leaders and the congregations they serve by interrupting church decline and accelerating church vitality

Vision

Empower leaders and their congregations to Dream Like Jesus®, enthusiastically tackle new initiatives, launch fresh ministries, and re-connect congregations with their communities.

Outcomes

Participants master skills in emotional intelligence, spiritual growth and leadership best practices in order to:

- Pivot quickly in changing ministry conditions.
- Uncover unspoken messages unknowingly communicated that hamper spiritual growth.
- Reduce the unintentional dynamics at play in their congregations that prevent change.
- Disarm bullies and manage conversations with strong-willed individuals.
- Energize people by learning to cast unifying and inspiring Kingdom-oriented visions.
- Avoid mistakes that sabotage their natural capacity to lead.
- Confidently engage their people to motivate them in new directions of ministry.
- Gain buy-in for their visions to prevent all the work falling back on their shoulders.
- Experience renewed energy for ministry!
- Earn a Certificate of Congregational Renewal.

Scriptural Grounding

“Taking the five loaves and the two fish and looking up to heaven, Jesus gave thanks and broke the loaves. Then Jesus gave them to the disciples, and the disciples gave them to the people. They all ate and were satisfied, and the disciples picked up twelve basketfuls of broken pieces that were left over. The number of those who ate was about five thousand men, besides women and children.” – Matt. 14:19-21 (NIV)

“Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God – what is good and acceptable and perfect.” – Romans 12:2 (NRSV)

“For, in fact, the kingdom of God is among you.” – Luke 17:21 (NRSV)



Overview

A cohort of 8-12 individual leaders journey together through three years (three tracks) of in-depth online learning. Groups can include clergy and laity, as well as District, Conference, Presbytery, Diocese, or Judicatory leaders, or other faith-based leaders.

The layered learning model includes these individual, paired, and group experiences:

- Online opening and closing retreats facilitated by certified faculty (3 days each)
- Monthly online group meetings led by Certified Faculty (90 minutes each)
- Monthly peer to peer conversations (45-60 minutes each)
- Monthly conversations with a mentor (45-60 minutes each)
- State-of-the-art learning platform
- Personalized Everything DiSC® profiles, professionally designed workbooks, and practical applications

Each of the **Creating a Culture of Renewal** tracks focuses on specific outcomes; each year builds on the previous track's content.

Track 1: Congregational Intelligence

Track 1 lays the foundation for the process by expanding emotional intelligence. You gain insight into your communication styles and the styles of those around you. You discover hidden messages encoded in worship and in the ministries of the church that conspire to keep things stuck.

You choose a group of up to ten persons from your ministry setting who also complete a DiSC profile. This shared knowledge empowers you and your people to work together more effectively and reduces resistance to change. A Culture-Shifting Matrix tracks quantitative and qualitative shifts of your ministry setting.

Track 1 Content

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| <ul style="list-style-type: none"> • <i>Envision a New Future</i> • <i>Apply the Four DiSC Dimensions of Human Behavior</i> • <i>Refine your Communication with Adults</i> • <i>Discover the Culture of Your Congregation</i> • <i>Acknowledge Children and Youth</i> | <ul style="list-style-type: none"> • <i>Recognize Unspoken Messages in the Worship Service</i> • <i>Maximize the Ministries of the Church</i> • <i>Motivate Four Styles of Giving</i> • <i>Connect Across the Generations</i> • <i>Celebrate Your Growth</i> |
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Track 2: Leadership Smarts

Track 2 builds adaptive leadership capacity through practical, hands-on tools and practices. You discover how to turn polarizing conflict into productive conflict that unifies rather than divides the congregation. Through this process, you develop the capacity to transform self-sabotaging fears into new-found faith. Using Jesus' ministry as a model for innovative leadership, you gain skills in disciple-making and solidify your learnings by mentoring Track 1 participants. You learn leadership best practices of casting a vision, gaining alignment and championing execution, all of which enable you to act on your Jesus-sized dreams. You continue to build and celebrate quantitative and qualitative shifts in your ministry setting with the Culture-Shifting Matrix.

Track 2 Content

- *Fear, Faith and the Courage to Lead*
- *The Art and Practice of Mentoring*
- *Deepen Your Spirituality*
- *Engage Conflict Productively*
- *Enlarge Your Listening*
- *Dream Like Jesus*
- *Hold the Big Picture*
- *Cultivate Boldness*
- *Test Assumptions*
- *Celebrate Courageous Faith*

Track 3: Culture Shift

Track 3 teaches you how to move your congregation toward Kingdom-oriented visions with intentional action steps and goals. Using an Apostolic Action Plan, you learn to champion the execution of your vision and gain the alignment of your congregation and community. As you advance from discipleship to apostleship, a sustainable shift in culture takes root. You practice apostle-making empowerment skills and solidify your learning by mentoring a Track 2 participant. You expand and celebrate the quantitative and qualitative shifts in your ministry setting with the Culture-Shifting Matrix.

Track 3 Content

- *Advance from Discipleship to Apostleship*
- *Envision the Miracle Now*
- *Gain Alignment*
- *Communicate with Clarity*
- *Engage and Inspire*
- *Realize the Impossible*
- *Be a Rolling Stone*
- *Structure Success*
- *Feedback Loop*
- *Thy Kingdom Come*



Commitments

You commit to participating in the three-year process. This includes attending six three-day retreats over the course of the three years. Additionally, from October-April, you invest 8-12 hours per month for 90-minute monthly webinars, 45–60-minute monthly buddy calls, and 45–60-minute monthly mentor calls.

You select a team of up to 10 people with whom you meet throughout year one, and a vision team with whom you meet in years two and three.

We partner with you to ensure high-impact results for you, your people and your investment.

We provide a proven and workable curriculum facilitated by passionate, knowledgeable Faculty. The process is supported by professionally designed workbooks, a suite of Everything DiSC® profiles along with integration exercises, spiritual grounding, monthly mentoring, mentor training, structures for high accountability, online meetings, retreat programming, tech support and individualized action plans.

We also provide 15 CEUs for your successful completion of Creating a Cultural of Renewal.® Additionally, you can be awarded a Certificate of Congregational Renewal, and be designated a Certified Renewalist, upon successful completion of a Congregational Renewal Portfolio.



Together, we agree to the Commitment and Transfer Policy.

Funding

The Virginia Annual Conference is subsidizing the normal cost of your participation. As a result, the cost to you is \$6600 for the three-year program. Additionally, Virginia Clergy Development funds are available for up to \$3,000 of your cost, and congregations are encouraged to contribute \$600 a year, leaving your personal cost at \$600 a year net, over the three years.

Your registration fee of \$6600 is payable in one lump sum, or through 36 monthly payments of \$183.33 each. Register online at rebekahsimonpeter.com. Be sure to use promo code VACCR.

About Rev. Rebekah Simon-Peter

- Developer of the award winning **Creating a Culture of Renewal**® program and ordained Elder in the Mountain Sky Conference of the United Methodist Church.
- Author of many books, including *Forging a New Path: Moving the Church Forward in a Post-Pandemic World*, *Dream Like Jesus*, *The Jew Named Jesus*, *Green Church*, and *7 Simple Steps to Green Your Church*.
- Master facilitator and workshop leader of *How to Do More with Less; Jesus-Sized Dreams for Small-Sized Churches*; *Platinum Rule Leadership for Changing Times*; and *From Polarizing Conflict to Productive Conversations*.
- Featured contributor at Ministry Matters, the United Methodist News Service, United Methodist Insight, and keynote speaker at conferences around the country.

Leadership Advances

Each leader enters the program with unique needs and expectations. Advances we have seen include the following leadership opportunities and accomplishments.

- Appointed District Superintendent
- Appointed from Associate Pastor to Senior Pastor in the same location
- Previously ineffective leaders become more effective or discover alternate callings
- Enhanced ability to manage change and conflict effectively
- Expanded number of people participating in ministry
- Increased number and size of active ministries
- Established and enlarged youth ministries
- Upgraded missional impact
- Launched new church starts
- Initiated cross-cultural ministries
- Created greater staff cohesion
- Defused conflicts which might otherwise thwart ministry
- Renewed sense of mission and vision
- Re-energized confidence for bold leadership
- Increased financial vitality and decreased anxiety asking for money



We look forward to supporting the growth and empowerment
of *your* current and future leaders.

“My call and my vision for ministry is renewed. I am energized!”