

PERSONAL PLAN FOR LEADERSHIP DEVELOPMENT

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I'm Jenny Rone and this is my Personal Plan for Leadership Development. I grew up on a beef cattle farm in southern Kentucky so I'm a farm girl at heart. With that has come a high sense of responsibility and a committed work ethic. Farm life taught me that we depend on the "powers that be" for success or destruction and that we need for the help of others. But it was also isolating at times. I also grew up with no spiritual background and was a self-proclaimed atheist who made fun of Christians by high school. I was gifted with high intelligence as a kid so I became self-reliant, prideful and arrogant. By the time I graduated from high school, I had already displayed keen intellect, natural leadership abilities, good organizational skills, determination and drive.

When I came to Christ my freshman year of college, God gave me His gifts and began growing new ones. He began growing me into a strong servant leader with high leadership credibility. My spiritual gifts include teaching, leadership, helps, administration, faith and encouragement. Through high school and college, I had developed a myriad of abilities and skills. I learned to lay out and edit newspapers, fly airplanes, was a published author, an artist versed in various medias, played three musical instruments well, dabbled in biology, and figured out that farming and cooking were in my genes. By my third year of college, God had laid 2 Corinthians 5:14-15 on my heart in such a way that I wanted to serve in full-time ministry. Through the ministry of Campus Crusade for Christ, God further developed me as a follower of Christ with good Biblical teaching and as a servant leader. I had opportunities to disciple, evangelize, lead, coach and shepherd others.

In serving full time with Cru for over 8 years, God continued to provide opportunities to grow me as a leader. He also used that time to more clearly define my spiritual gifts of

teaching, leading, administration, helps and encouragement. The calling God has placed on my life is to help make Christ known to those who don't know him and to help those who do know him better. Because of my work with Cru, some passions emerged for working with college students, with women and internationally, particularly in Sweden. I love helping people learn to study the Bible for themselves, dig into theology, and serve God out of who he uniquely created them to be.

As God in his grace has developed in me the ability and heart to work with people, my years in ministry with Cru, and now for the past six years with my church, have provided opportunities to focus on my task abilities and passions. My passion for strategic thinking and my gifting in administration have been used to help organize and lead teams of people on the mission field internationally and in the local church. I love creating environments and opportunities for others to serve God and his mission out of who he uniquely created them to be.

The weaknesses that still show up are the struggle with performance based worth, a tendency toward a lack of mercy, compassion and empathy. My Meyers-Briggs personality type as an INTJ, with a very high preference toward thinking, provides me with the constant struggle to be more caring, intentionally process how others are feeling about a situation, and to look for ways to make myself more relatable. I wrestle with pride, self-reliance, busyness and a lack of patience.

In summary, God has made me, Jenny Rone, a versatile, resourceful person who is task driven by nature and values people by the power of his Holy Spirit. I am a helpful and encouraging teacher/leader with administrative gifts. I am a problem solver, direction setter, and coach. I can align resources and motivate people for a mission. I plan and implement ideas and strategies making dreams a reality. I love helping people know God better and how they can serve him as a unique person who bears his image.

My personal ministry vision seems to be in conflict these days. I have had a passion for helping women be equipped to study the Bible for themselves, have good theology and to

serve God out of their unique design and season of life. I have had the opportunity to work in an environment that has allowed for that. I have been working in a local church with a diverse group of women varying in age and life phase. For the last 6 years, I have been a part of developing a leadership team and a leadership structure for our women's ministry. We set out six years ago to create a culture that is loving, authentic, developmental and catalytic. Our church prioritizes team leadership and our women's ministry leadership has seen this as a necessity. It has been counter intuitive for a lot of people who have come from mainline church denominations. But having been with Cru for over 13 years, team leadership and servant teams have been a big part of my development of a leadership philosophy. The team is comprised of 6 of various ages and life phases that represent well our church and community demographics.

My heart for women to be grounded in Scripture, to have good theology and to be confident in where and how they are to serve developed over the years as I worked with college students and then in the local church. In the Bible belt, many people grow up in church but have no solid basis for what they believe and why they believe it. They are unaware of the tools God has given us to live out his best for us. I want to offer good Bible study methods training and theological studies to women, to make the resources of seminary in a way more accessible to women. I want to help women discover that they have something to offer to the kingdom of God no matter the season of life they are in. I also want to help women be equipped to champion their homes in a world that continues to call them away from ministering to the home front. Over eight years ago, I envisioned a place I jokingly called "The Institute for Biblical Womanhood," (or IBW) It became a bit of reality two years ago when one of the women on our leadership team wanted to invest in a young college-aged woman in our church. She reminded me of my "dream" and challenged me to take a baby step. I developed a 15 week curriculum, that has grown into a 17 week one, where I call young women to a deep commitment to walk out learning the inductive Bible study method that I learned from Dr. Howard Hendricks years ago, the basics of the faith and theology, and practical life skills. They commit to meet for two hours two times a week. The first part of the week we focus on the spiritual growth element of our curriculum, and

the second part of the week we have workshops lead by various women in our church body. Those workshops include topics that all of us need to care for our homes and ourselves regardless of life phase: home care, auto care, cooking, sewing, understanding insurance, understanding the health care system, budgeting and finances, conflict resolution, fitness and nutrition, and several other topics. I have now taken two groups, each consisting for four college and post-college-aged women, through this curriculum. I have enjoyed ministering to this group as they face what I consider a difficult life transition: to the real world. I have loved seeing them interact with older women and even see some mentoring opportunities come from those. I am excited to see the commitment of these young women to the cause of Christ grow not just from their engagement with the material, but from the bonds of friendship forged in the midst of doing life in community.

I am now at a place where the question of growing this dream begins. First, older women in our church body are asking for me to provide the same type of opportunities for them. I face the challenge of figuring out what it would take to provide that for women who have been walking down the path of life a bit longer and who have more demanding schedules as they balance husbands, kids, a home and for some a job outside of the home. And secondly, there are so many topics that we just skim the surface on and really need more time to dig down deeper in. When I envisioned the IBW, I really thought it could be a school of sorts where a cooking class would be much more than a two hour session, but a four to six week class. It could adopt great existing classes like Dave Ramsey's Financial Peace University. I would love to see other women in our body teaching the inductive study method and investing in discipling relationships with each other. I believe it could be a highly practical alternative to college for young women. So, I wrestle with what it is to look like next knowing it will take a team of leaders to make it happen.

Then, on another front, I have come face to face with what it would look like for me to do something totally different and work out of by gifts as an administrator, strategic planner, and organizer. For the past eight months, I have been working with the organizational structure

and systems of our local church. In August, our thirteen year old portable church moved into its new permanent facility. Back in March, I was tasked with preparing us, as much as possible, for the move and for the expected growth that comes with a permanent presence. I was tasked with evaluating and refining our assimilation process. Preparing job descriptions and job charts for all areas of ministry within the church, developing and coaching leaders in new areas of ministry as well as in areas that needed significant overhaul, and coordinating the move, set up and inventory of the facility. I have done things I never thought I would do from writing a twenty-one page proposed security plan and grand opening press releases to coordinating furniture purchases for our children's ministry and having conversations with the city codes department on monument sign restrictions.

I have really enjoyed the work I have been doing in this temporary role of what some call an executive pastor. It has been very similar to when I served as operations director of international summer projects with Cru. I love setting people up for ministry success by getting the plans laid and implemented. The right resources in the hands of the right people can be invaluable for the mission. Currently, the elder team of my church is considering making the change permanent and filling our need for an executive pastor with someone already on staff with our church and familiar with who we are. If I were to take this role, I envision mobilizing more resources and volunteers to accomplish the mission of our church: to exalt Jesus Christ as a worshiping community of influence by engaging our world with genuine spiritual life.

Finally, I need to consider goals for development toward each of those visions. I know either way, I will need to develop as a leader to see the vision of an Institute for Biblical Womanhood come closer to fruition or to step into an executive pastor role. The former will require leading a lot of moving parts and people. The later will require growing as a leader in areas that I am not very familiar with: organizational psychology, human resources and corporate finances.

I will start with developing what I call the Institute for Biblical Womanhood within my church. I need to learn more about running a school, accreditation, and other educational opportunities in general. I want to find more people trained in the specific areas of Bible study methods, theology and the workshop topics to help create content and curriculum as well as to serve as consultants or a board of directors. I hope to find more women in our church body, and even in the great Christian community around us, who already have these gifts, skills, and the passion to teach.

I will begin by researching the nut and bolts of running a school at a church. By March 1st, I would like to have a list of requirements for having an accredited program. This will mean that within the next three months, I will need to find people who know how to do this and what is required. I will begin with internet searches as well as talking to some friends who work in higher education. I expect this will lead me to compiling a list of people who can answer the technical questions of what will it take to develop an accredited program. Then, by March 1st, I can begin seeking them out and gathering more information to create my plan. I will be praying that some of these people I talk to would come along side of me as consultants.

Meanwhile, I will begin dreaming of all of the classes I would like to offer to my students. I will involve my women's leadership team, phase one of a board of directors, in the dreaming and brainstorming process of who are some qualified people to possibly teach in those areas. I will then ask all of us and our elders to commit to praying for the program, the future students and the teachers for three months. By April 1st, I would like to have a completed proposal of the classes and teachers. I would spend April and May casting vision and inviting these teachers into the dream of developing young women for the cause of Christ. I expect to have several of them be a part of our board of directors or serve a consultants within the first two years.

As I begin involving women from our church and the community as teachers, consultants or a board of directors, I will be looking for those to build up as leaders. During the six months after the completed list, April to September, I will be meeting with these women from

to learn more about their skills, gifts, passions and experience. I want to develop a team of leaders who will be able to continue the program on in my absence. I will be looking for women who are faithful to God and his Word, available to invest in others and teachable, realizing that they are in process themselves. By the end of September 2015, I will have regular meetings with these women in place to help with their continued development as leaders. I plan to include small group meetings, large group meetings, personal development materials, leadership training (similar to what we have in this class), and guest speakers and workshops.

I believe that developing these leaders will be key in the development of the women in our church body regardless of the development of the Institute for Biblical Womanhood. One of the questions I have been faced with is how to offer a similar type of program for older women who already have established jobs and families. I think this team of leadership women will be instrumental in providing the solution to pouring into these women. Part of the program, or even just a part of our women's ministry, can be equipping these older women in the Word, in theology and practical life skills. I would like to see some of the women who are currently teaching the workshops in the Biblical Womanhood Bootcamp expand their lesson to teach a four to six week class on the skill. For example, two ladies co-teach the sewing workshop. I want to help them develop a plan to teach a six week sewing class in the fall of 2015 that would be open to all the women in our church body and even to the community. I also plan to develop three other women to teach Bible study methods by the fall of 2015. I commit to pray through 2015 for at least one other lady, besides me, to be raised up and equipped to teach through some basic theology. By the summer of 2016, I want to be able to offer a theology class, a Bible study methods class and three life skills classes for the fall of 2016 and not have to teach any of them myself.

Depending on how things play out, I hope to spend the fall semester of 2015 meeting with the teachers and planning the course offerings for an August 2016 launch. During this time and the spring of 2016, we will be recruiting students. I will also want to spend that year in deep prayer with the leadership team/board of directors, consultants and teachers.

I will also need to develop ministry partners to provide funding to start the program. In January of 2015, I will begin meeting with my former Cru donors and begin the process of networking with other businesses in Murfreesboro and Nashville. Once I get down the tracks enough with those helping me to develop my plan, I expect I will be able to create a budget that will adequately reflect the financial needs of the up-start and the first two years to run the program. I can then take this number to the ministry partners I have been developing with the expectation of raising at least \$50,000 within the first 12 months. I will have a financial administrator in place by August of 2015.

In the meantime, I will continue to offer the Biblical Womanhood Bootcamp in the spring of 2015 and the spring of 2016 as a place to cast vision, a training ground for teachers, and a way to keep the momentum up while the bigger project is still being created. For me personally, I will finish my Master of Arts in Christian Leadership at Dallas Theological Seminary by May of 2017. I will talk to advising next summer about taking CE210: Designing Biblical Instruction, CE215: Teaching in Christian Higher Ed, CE435: Effective Ministry with Women, and CE450: Women Teaching Women.

On the other hand, if I step into the executive pastor role, there are a lot of moving parts and people that I will need to lead. Currently, I am waiting on the elders to make the decision of my role. If that happens, and I hope it will happen before Christmas, the first thing I will do in 2015 is to meet with my boss to clarify what specific parts of the job I will be taking on. I may not take on human resources.

I will begin in January researching the executive pastor role as well as how other churches function from an organizational stand point. I will meet with at least 5 executive pastors at a variety of churches to gain some insight and advice. My goal would be to have a solid job description in place by the end of January so that the elders and I are on the same page. I will also spend that first month looking at organizational systems of other churches. I would like to spend the first few months meeting with the staff and elders to find out how I can help carry the vision of the church to others and to be an encouragement to them.

I will read a book a month on organizational leadership beginning in January continuing through the year. I would like to have a better understanding of the structure of the church from the business and organizational side. I will spend Christmas break making a list and prioritizing the books recommended in this class. I will also need to set some goals for growing not only as an organizational leader, but also as a leader in the area of finances. I will find some workshops or a mentor to help me grow in understanding budgeting on a larger scale and the legal side of church finances during 2015. Our annual budget for 2015-2016 will be set by September 1st, 2015, and I will need the coaching of my boss to learn how he has done it for the past fourteen years. I plan to meet with him weekly during July and August to gather instructions, evaluate and review information.

If I am asked to take on the human resources at our church, I will need to be developed as a leader in this area. I will talk to DTS advising next summer about taking CE315: Administrative Process and CE325: Legal and Financial Issues as electives. But, since I have no background in human resources, I will look for a class or two to take for the fall of 2015 at Middle Tennessee State University or Motlow College.

In February, I will begin coordinating with the church staff to evaluate and refine policies and procedures for each area of ministry. This will also begin the process of preparing for our strategic planning time in May. I will read the book “Advanced Strategic Planning” by Dr. Aubrey Malphurs by April 1st.¹ Next summer, I also want to look into taking SL345: Christian Leadership and Organizational Culture, as well as SL365: Strategic Planning at DTS.

I am fascinated by personality types and spiritual gifts inventories. In this role, I would like to be a resource to help leaders in our church body minister out of how God designed and gifted them. In the next two years, I would like to be trained to administer spiritual gift inventories and the Myers-Briggs Type Indicator. I want to be a resource not just to individuals but also to coach teams as they learn how best to work together. One of the phrases we often say

¹ Aubrey Malphurs, *Advanced Strategic Planning: A 21st-Century Model for Church and Ministry Leaders*, 3rd ed, (Grand Rapids: Baker Books, 2013).

at Fellowship Bible Church is “together is better.” I want to help people overcome the barriers that can arise because we do not know ourselves and each other well.

Regardless of where I serve, I love to see people serving the Lord out of who they are. My greatest need, whether I am moving toward developing the Institute of Biblical Womanhood or stepping into the executive pastor role, is to develop as a servant leader. I believe that right now, the best goal for that development is to complete the Master of Arts in Christian Leadership and graduate in May of 2017, if not before. I know that I need to grow as an organizational leader and in shepherding lay leadership. I am excited to learn and to be developed as a leader during the next three years and through the classes, professors and classmates I will experience.

BIBLIOGRAPHY

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