



# THRIVING

## Leadership Formation

### Cohort Leader Position Description

We are seeking people to serve as cohort leaders for both synod and at large groups (open to people throughout Regions 1 and 2). Each leader will go through training, receive support, convene and lead a group of church leaders through a shared curriculum. The groups are meant to be brave spaces that provide opportunity and encouragement for risk taking, learning of leadership skills, and developing new approaches to ministry that contribute to the larger community. Groups will be encouraged to periodically reflect on their work together and provide feedback to the grant Directors and Cohort Coordinator.

#### **We are looking for these kind of people to be cohort leaders:**

- Church leaders, including lay (or non-rostered) people, pastors, and deacons
- People connected to Regions 1 or 2 of the ELCA
- People who are personally and spiritually mature with emotional intelligence
- Supportive people who are good listeners
- Connectors and gatherers willing to convene 8-10 people for a small group
- People with organization and communication skills to gather group members, determine meeting times, and be prepared to lead meetings (either in person or on Zoom)
- Creative risk takers - this program is an experiment, we're looking for people to help us figure out what works, what doesn't, and how we can create the TLF program to be an excellent resource for our church leaders.

**Stipend:** \$2,500, paid in three installments (\$300 upon completion of training; \$1000 once group is formed and begins meeting; \$1200 upon conclusion of 12 sessions and completion of post-evaluations). Cohort leaders will also have access to six free sessions with a coach or spiritual director.

**Time commitment:** Training (four online sessions in September); Monthly 1.5 hour leader meetings; Communication to recruit, convene, and schedule a small group to meet online; facilitating 12 sessions (1-1.5 hours each) in which they will share their lives, engage in a purposeful set of spiritual practices and discern God's activity in their lives and in the world.

**Goals:**

1. To promote community in a small group among pastors, deacons and church leaders in particular ministry contexts and during transition and leadership changes.
2. To promote collaboration in developing strategies that address the challenges of ministry in the current landscape, especially creative collaboration that demonstrates the public significance of the church.
3. To establish a network of accountability and support for pastors, deacons and church leaders to address the stress and isolation they are experiencing.

**Training**

Training will occur September 6 from 9:00am-4:00pm; September 12, 21, and 27 from 9:00am - 12:00pm (all PST). Training will be conducted via Zoom.