

# BOM Leadership in the Annual Conference: Recruiting, Developing, and Credentialing the Leaders You Need

Rev. Blake Bradford, D.Min.  
Arkansas Conference Center for Vitality

## Shifting from Process Caretakers to Strategic Leaders

- ❖ BOM Leadership Discussion
- ❖ Bringing your BOM along toward a building a common trajectory or purpose so that board functions will service the larger conference vision.

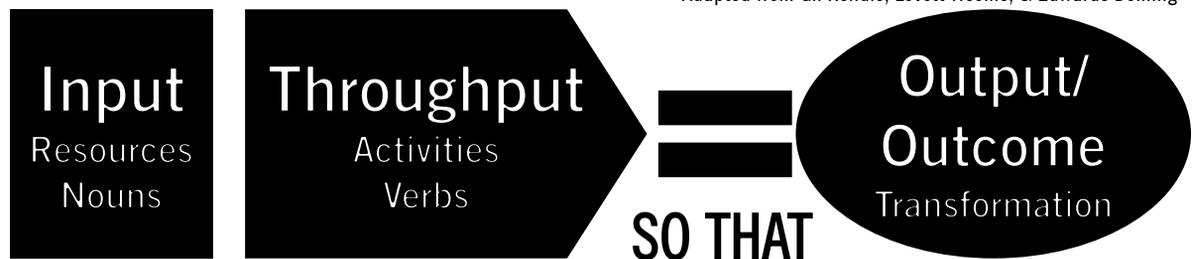
## Identifying Stakeholders and Creative Partners

- ❖ Internal (Annual Conference) Discussion
- ❖ Building the partnerships with stakeholders and common purpose so that you are expressing a shared vision of pastoral ministry for the 21<sup>st</sup> Century.

## Mission Field Focus

- ❖ External Discussion
- ❖ Exegeting your conference's mission field so that your BOM and your strategic partners identify and recruit a new generation of leaders that may look very different that those currently sitting at your table.

Adapted from Gil Rendle, Lovett Weems, & Edwards Deming



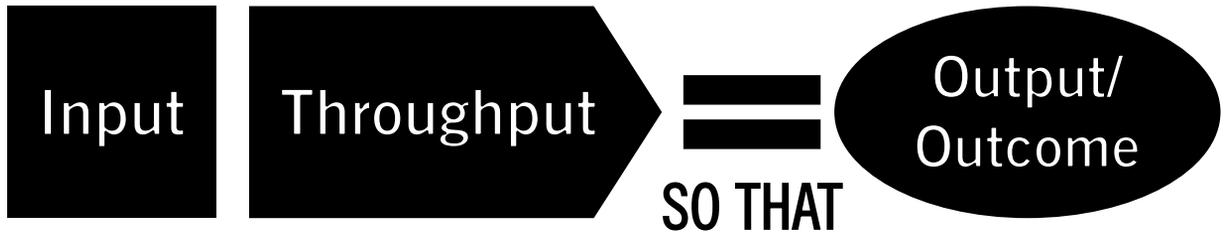
“A system can very simply be thought of in three component parts: the input, the throughput, and the output. The input of a system is the resources (the nouns) that flow into the system as raw material. The throughput of a system is the activities (the verbs) that work with and on the resources to change them into the output that the system needs. The output is the difference (in product, service, or result) that the system is seeking to provide. Peter Drucker and Jim Collins are clear in their assessment that non-profit organizations, including churches and church systems, are not at all clear about the output that they are after. In its simplest form the UMC now states clearly that it wants to make disciples and in order to make disciples it wants to produce vital congregations. However, both the nature of a disciple and the nature of a vital congregation is a divergent question with multiple answers driven more by the complex mission field than by the lack of clarity of congregational and denominational leaders. In terms of the recruitment and preparation of leaders we are not yet clear about what we seek to produce because the complex mission field has multiple rather than singular needs and demands.”

Gil Rendle: *Leadership Table Think Tank Of UMC Leaders*  
Saint Paul School Of Theology, Kansas City, Mo October 17, 2011



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“The time is right to shift from excessive caretaking of those who express a call to ordained ministry to mission field-based decisions about who will be licensed and/or ordained. Given today’s realities, the UMC needs only pastors who have the capacity to turn around existing congregations and/or start new congregations that re-seed the church for the future. The time is right to re-direct at least a portion of existing financial assets and to develop new funding streams to recruit, equip and support gifted, young, diverse clergy. The time is right to move away from tedious processes and encourage young entrepreneurs who are ready to engage in ministry now. The time is right to move from a preferential option for “more of the same” and be attentive to the margins of the ecosystem to connect with a new world.”

Bishop Janice Riggle Huie, A New Paradigm For Clergy Leadership: Cultivating An Ecosystem Of Excellence  
Excellence In Ministry: Developing Fruitful Leaders Conference, Southlake, TX, June 20-21, 2013

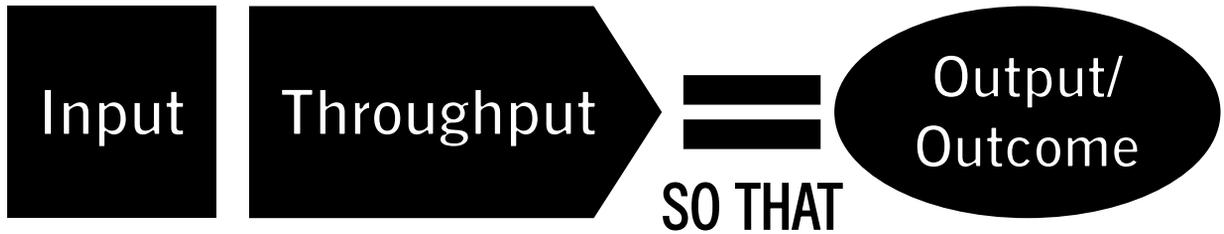
***2012 Book of Discipline of the  
United Methodist Church  
¶ 122. The Process for  
Carrying Out Our Mission***

We make disciples as we:

- Proclaim the gospel, seek, welcome and gather persons into the body of Christ;
- Lead persons to commit their lives to God through baptism by water and the spirit and profession of faith in Jesus Christ;
- Nurture persons in Christian living through worship, the sacraments, spiritual disciplines, and other means of grace, such as Wesley’s Christian conferencing;
- Send persons into the world to live lovingly and justly as servants of Christ by healing the sick, feeding the hungry, caring for the stranger, freeing the oppressed, being and becoming a compassionate, caring presence, and working to develop social structures that are consistent with the gospel; and
- Continue the mission of seeking, welcoming and gathering persons into the community of the body of Christ.

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## *2016 Book of Discipline of the United Methodist Church ¶ 635.2 (DRAFT)*

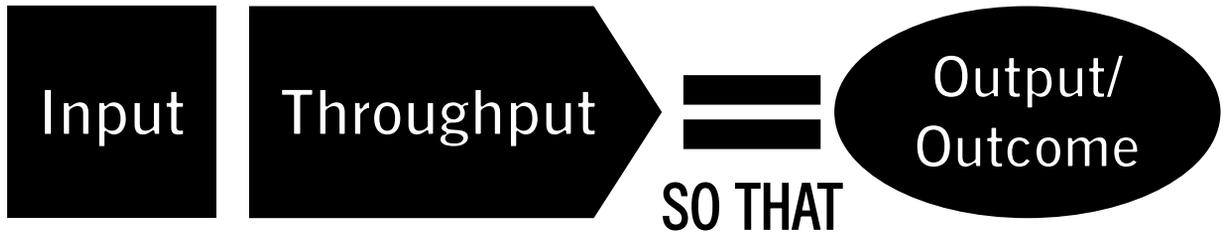
The duties of the annual conference Board of Ordained Ministry shall be:

- a) To assume the primary responsibility for the enlistment and recruitment of ~~ordained clergy~~ ministerial leadership for our churches and other ministry settings by working in consultation with the cabinet and the General Board of Higher Education and Ministry to study and interpret the ~~clergy~~ ordained, licensed, certified, and assigned ministerial leadership needs and resources of the annual conference, with due regard to the inclusive nature of the Church. It shall, with the assistance of the local church committee on pastor-parish relations, conference agencies, and every ordained, licensed, certified, and assigned leader of the conference, enlist women and men of all races and ethnic origins for ~~the ordained~~ ministry as a vocation and guide those persons in the process of education, training, and ~~ordination~~ discernment of the most appropriate path for their ministry, recommending colleges and schools of theology listed by the University Senate, licensing school, and other approved educational opportunities. Persons recruited should have an understanding of and appreciation for persons of different racial and ethnic heritages.

**NOTE: The Discipline is not final until published. The published Discipline may contain changes that supersede this draft.**

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## CONFERENCE BOM TEAM GROUP WORK QUESTIONS

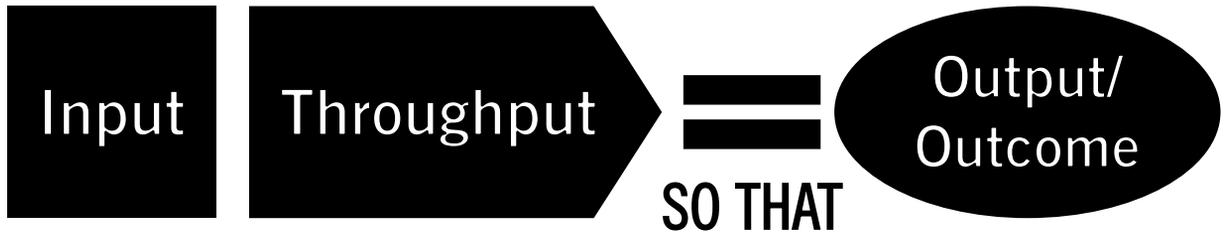
## Shifting from Process Caretakers to Strategic Leaders

*Every Annual Conference BOM and every team at the Quadrennial Training is at a different place (internally and in context) with different issues and challenges. While these questions could be answered sequentially, your team might want to pick the one or two that can most directly be applied to your ministry context. The last question in each set is designed for your team to have a clear NEXT STEP for your BOM's leadership.*

1. What assumptions, norms, expectations, or values are currently in place in your BOM when you consider candidates for credentialed ministry? How do these assumptions affect your outcomes?
2. What is your conference vision, and how might it provide your BOM with a lens to focus on fruitfulness throughout your recruitment, development and credentialing ecosystem? *(Please don't forget your lay supply, local pastors, elders in extension ministry, & deacons beyond local church!)*
3. In considering fruitfulness how does your Board's assumptions, expectations, and vision align with the Cabinet's expectations and with the expectations of congregations in your conference? Where are the points of consistence and divergence?
4. What is one change in your Board's operations that you could make **this Fall** that could best shift your Board's identity from being process caretakers to outcome-focused strategic leaders?

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## Identifying Stakeholders and Creative Partners

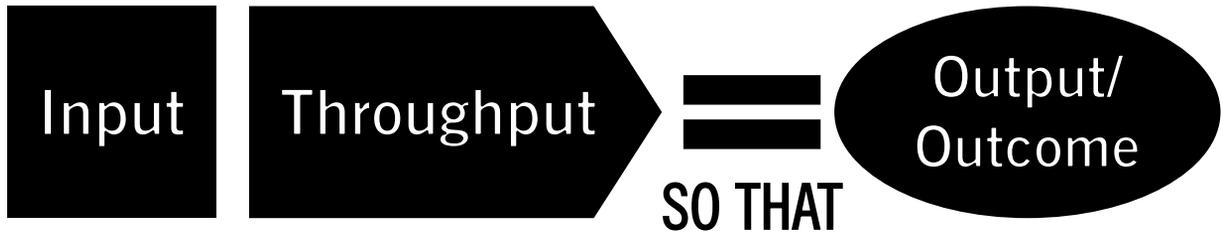
1. How does your conference currently encourage young people to consider ministry? How could you better leverage partnerships so there is a consistent strategic invitation so we can build the next generation of gifted clergy leaders?
2. What is your common vision about effective credentialed ministry that your Board wishes to share throughout your ecosystem of conference bodies and partners?
3. With an understanding of your BOM's vision for credentialed ministry and deeper questions you need to ask other stakeholders, who are the partners in your conference with whom you need to have a conversation, and who on your BOM will be responsible for having those conversations **this year?**

### EXAMPLES:

*Appointive Cabinets & Bishop*  
*dCOMs (Which are amenable to BOMs!)*  
*Larger resource-sized congregations*  
*Congregational development staff*  
*Conference leadership or vision teams*  
*Orders of Elders and Deacons*  
*Fellowship of Associate Members & Local Pastors*  
*Board of Laity*  
*COSROW, UMW*  
*Committees on Ethnic and Language Concerns*  
*Licensing School Directors*  
*Extension Course of Study Directors*  
*Local UM-related Colleges and Wesley Foundations*  
*Lay Speaking/Servant Training*  
*Training programs for CLMs*  
*Feeder Seminaries for your area*  
*Conference-related camping and retreat ministries*  
*Conference-related Foundations*  
*Elders in extension ministry*  
*Deacons serving beyond the local church*  
*S/PPRCs*

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## Mission Field Focus

1. What contextual mission field needs will require a pool of credentialed leaders that are different than the leaders you are currently recruiting?
2. What processes will you need to put into place to credential leaders for tomorrow's ministry field that is different than the one we were trained for?
  - *Ordination – Elders & Deacons*
  - *Local Pastors*
  - *Lay Supply, especially through CLMs*
  - *Language and cultural skills*
3. To fruitfully and effectively reach today's and tomorrow's mission field, what do you need to *start* doing and *stop* doing as a BOM right now?