

# PEER LEARNING COMMUNITIES (PLC's)

## Guidelines

### *PLC Process*

- **GROUP COVENANT** - Agree with others in your PLC to form a close knit, high-trust peer group that will encourage each other and hold each other accountable throughout the PLC experience and hopefully beyond. To facilitate this relationship, each group will develop a covenant among its members to agree upon the terms of member's adherence to the activities and requirements of the group. Terms of the covenant should cover when and how often the group meets, the regularity of members to these sessions, the accountability members will have with the group, agreement about fulfilling goals and plans each member sets for himself/herself, etc. This covenant will be developed by the groups over the period of the first 2-3 meetings.
- **REGULARITY OF MEETINGS** - Each PLC group will set its regularity, time, and location of meeting. Though regularity of sessions may vary, certainly they should be no less frequent than every quarter to accomplish the greatest benefit. Every month or two would be better. The coach/facilitator working with each PLC will call the peer team members between group sessions with the regularity established between him and the PLC member. These individual sessions will be for the purpose of discussing progress toward goals and general updates one-on-one.
- **POTENTIAL OUTCOMES** - Selecting from a list of ten potential outcomes, each participant will choose at least five areas for personal and church concentration. These must include Church Health, Team Leadership, and Personal Spiritual Growth. Participants will prepare and commit to a plan with measurable goals for improvement in the five Potential Outcomes on which they choose to focus. An outline of the five outcomes on which participants will focus along with a plan with goals related to each outcome should be submit to the PLC facilitator/coach by the beginning of the second PLC session.
- **READING** - Over the period of the first year the PLC's will read and process four books: Deep Change by Robert E. Quinn (1996); Emotionally Healthy Spirituality by Peter Scazzero (2006); The Five Dysfunctions of a Team: A Leadership Fable by Patrick Lencioni (2002); and Leadership that Works by Leith Anderson (1999). These books will be provided without cost to group members. Other reading is encouraged to promote development in the areas on which members are focusing for certain outcomes. A reading list is provided to offer suggestions for reading in these areas.
- **REPORTS** - Participants will submit to their PLC facilitator the Quarterly Key Indicator Reports and the Action Planning Document. These documents are available on the association web site. In fact all documents related to the PLC process will be available on the web site. Reports should be sent to the facilitator/coach at least 24 hours prior to the monthly coaching call.
- **PRECENTORS/TRAINING** - Precentors and training events will be engaged throughout the PLC process to address special areas on which the groups are concentrating. Training needs that surface in the PLC's will guide all training that takes place in the association. Training that will fit well into what we are doing is taking place at Roseville BC starting in January. It is Next Level Leadership Training and will address team leadership, etc.

### Assignments for First Session -

1. Have ideas for group covenant
2. Have pastor survey filled out
3. Give some preliminary thought about the outcomes on which to focus.

# Ten PLC Outcomes

## **CONGREGATIONAL HEALTH**

A healthy, vital church producing spiritual and numerical growth through reaching out to the lost and sharing Christ. An environment which is “missional” in its very nature.

## **INTEGRITY**

A high level of personal integrity marked by authenticity and credibility as the bedrock of professional life and personal family life. Integrity is wholeness in one’s life such that the person’s outward walk and behavior match his/her talk and professed spiritual heritage and high values.

## **VISIONING AND STRATEGIC PLANNING**

A powerful vision and effective strategic plans to realize the vision. Visioning requires imaginative, yet realistic foresight, focused on all the potential that the future offers. Strategic planning implements the creative vision through practical sequential steps, which translate the vision into reality, despite recognized constraints on achieving the ideal fulfillment.

## **CHANGE LEADERSHIP**

The ability to lead change successfully. Through effective use of change-management strategies, the leader involves other core leaders in identifying and planning needed changes, while leading the larger corporate body to embrace the changes as desirable and progressive.

## **ACCOUNTABILITY**

Accountability relationships to maintain integrity and motivate action involving a genuine willingness to be questioned and evaluated in an open and truthful manner about progress toward commitments made to another person or to a group. The individual held accountable is not defensive or evasive, but rather approaches the evaluation from a positive viewpoint. The person seeks to improve results achieved against mutually-agreed-upon measurable objectives.

## **FAMILY AND MINISTRY BALANCE**

A healthy family and ministry balance marked by a sense of reasonable harmony in energy and time devoted to the arenas of work, family, spirituality and play. Structuring a balanced life calls for discernment among competing demands, so that no single influence disproportionately crowds out other legitimate calls upon the person’s attention.

## **TEAM LEADERSHIP**

Effective teams empowered to do ministry. A team leader enlists diverse people to form a core team and orients them to work as a group and coaches them to capitalize on the synergy from the strengths of respective team members.

## **PERSONAL SPIRITUAL GROWTH**

Strong personal spiritual growth, marked by a progressive deepening of the individual’s sense of walking close to God. The person nourishes and sustains an inner quest for spiritual depth amid life’s pressures, to maintain a vital and healthy growth in Christ-likeness. The individual’s relationship with God displays spiritual vitality emphasizing renewal through a deeper prayer and devotional commitment.

## **MENTORING RELATIONSHIPS**

Fruitful mentoring relationships marked by bonding among peers who share their hearts freely and confidentially, while exchanging concerns and developing close sustainable friendships with colleagues. These relationships enable mature Christians and clergy to stay connected through personal networks that dispel loneliness and isolation, while encouraging mutual growth in spiritual discipline and accountability.

## **PASTOR’S PHYSICAL VITALITY**

Improved physical health enhanced through faithfully engaging in a health-improvement regimen that incorporates diet and exercise with appropriate attention to weight, blood pressure, and cholesterol level. While toning up the body to increase physical energy available for ministry, the pastor also maintains psychological health through stress-reduction techniques.

## PLC BOOK LIST

1. **Congregational Health**
  - a. Direct Hit by Paul Borden (2006);
  - b. Hit the Bullseye by Paul Borden;
  - c. Natural Church Development: A Guide to Eight Essential Qualities of a Healthy Church by Christian A. Schwartz (2000);
2. **Integrity**
  - a. 360 Degree Leadership by Michael Quicke (2006).
  - b. Integrity by Dr. Henry Cloud
3. **Visioning and Strategic Planning**
  - a. Purpose Driven Church by Rick Warren (1995).
  - b. Visioneering by Andy Stanley (1999);
4. **Change Leadership**
  - a. Deep Change by Robert E. Quinn (1996)
  - b. Good to Great by Jim Collins (2001);
  - c. Shaped by God's Heart: The Passion and Practices of Missional Churches by Milfred Minatrea(2004);
  - d. Leadership that Works by Leith Anderson (1999);
  - e. Leading Congregational Change by Jim Herrington, Mike Bonem and James Furr (2000);
  - f. Staff your Church for Growth by Gary L. McIntosh (2000)
  - g. Post-Modern Pilgrims: First Century Passion for the 21<sup>st</sup> Century Church by Leonard Sweet (2000);
  - h. Transitioning by Dan Southerland (1999).
  - i. Winning on Purpose by John Kaiser.
5. **Accountability**
6. **Family and Ministry Balance**
7. **Team Leadership**
  - a. The Five Dysfunctions of a Team: A Leadership Fable by Patrick Lencioni (2002).
8. **Personal Spiritual Growth**
  - a. Emotionally Healthy Spirituality by Peter Scazzero (2006).
  - b. Leading with a Limp by Dan Allender;
  - c. Living Your Strengths: Discover Your God Given Talents
  - d. Inspire Your Community by Albert Winseman, Donald Clifton and Curt Liesveld (2004)
  - e. The Great American Sermon Survey by Lori Carrell (2000);
  - f. The One Minute Manger by Ken Blanchard (1983).
  - g. 360 Degree Preaching by Michael Quicke (2003).
9. **Mentoring Relationships**
10. **Pastor's Physical Vitality**

## PLC ACTION PLANNING AND RESULTS FORM

Pastor name: \_\_\_\_\_ Coach Name: \_\_\_\_\_ Last Updated: \_\_\_\_\_

PLC Outcome Areas: integrity; accountability; family and ministry balance; personal spiritual growth; change management; team leadership; visioning and strategic planning; mentoring relationships; pastor's physical vitality and congregational health.

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| Objective/Goal | Action Plan | When | Results |
|----------------|-------------|------|---------|
|                |             |      |         |
|                |             |      |         |
|                |             |      |         |
|                |             |      |         |
|                |             |      |         |



# Pastor Survey

Center for Excellence in Congregational Leadership

**This survey is to be completed at the first peer team meeting and turned in to the coach.**

PASTOR: \_\_\_\_\_ COACH: \_\_\_\_\_

## Demographics and History:

Highest degree completed \_\_\_\_\_

Ethnicity \_\_\_\_\_ Age \_\_\_\_\_ Single / Married / Formerly Married

Age when came to Christ \_\_\_\_\_ Age when first served as pastor \_\_\_\_\_

# Children \_\_\_\_\_ # Churches in which you have served as pastor \_\_\_\_\_

How long at current church? \_\_\_\_\_ Currently Bi-vocational? \_\_\_\_\_

Current church planter? \_\_\_\_\_ Spouse works outside the home? \_\_\_\_\_

## Characteristics of Current Congregation:

Approximate Age of church \_\_\_\_\_

# of Senior pastors in past 10 years \_\_\_\_\_ Urban /Rural / Suburban

Has the church conducted a building project in the past three years? \_\_\_\_\_

If so, briefly describe: \_\_\_\_\_

Has the church "birthed" another church in the past three years? \_\_\_\_\_

For the following, questions, please use the following scale (if not applicable – leave blank):

**SD = Strongly Disagree D = Disagree N = Neutral A = Agree SA = Strongly Agree**

|    |   |    |   |   |   |    |
|----|---|----|---|---|---|----|
| 1  | I model evangelism in my own life   | SD | D | N | A | SA |
| 2  | I successfully conduct strategic planning in a way that reflects the identified vision and needs                      | SD | D | N | A | SA |
| 3  | I have identified some excellent resources on leadership that I apply in my work                                      | SD | D | N | A | SA |
| 4  | I often feel a powerful sense of God's calling in my life   | SD | D | N | A | SA |
| 5  | There are several people I know I can be honest with who will hold me accountable in a loving manner                  | SD | D | N | A | SA |
| 6  | I have a good friend that I can talk to about anything  | SD | D | N | A | SA |
| 7  | Just about everyone I really respect would say that I am a person of great integrity                                  | SD | D | N | A | SA |
| 8  | I enjoy regular times of personal Bible study and prayer, in addition to that which is required in my job as a pastor | SD | D | N | A | SA |
| 9  | I have some excellent tools at my disposal for conducting visioning and strategic planning in my church               | SD | D | N | A | SA |
| 10 | I often see people's lives impacted through my preaching  | SD | D | N | A | SA |
| 11 | I feel strongly connected to God  | SD | D | N | A | SA |
| 12 | My spouse would say that we have enough time together to cultivate our marriage (if not married – leave blank)        | SD | D | N | A | SA |
| 13 | I am succeeding in efforts to align my outward walk and behavior with my talk and spiritual values                    | SD | D | N | A | SA |
| 14 | I often feel that I am conducting the kind of leadership that my church really needs                                  | SD | D | N | A | SA |
| 15 | I am involved in a strong mentoring relationship - either as mentor or mentee   | SD | D | N | A | SA |

|    |  |    |   |   |   |    |
|----|--|----|---|---|---|----|
| 16 | I am successful in developing an insightful yet realistic future for my church   | SD | D | N | A | SA |
| 17 | I am closer than I ever have been to walking by faith, not by sight  | SD | D | N | A | SA |
| 18 | I am very effective at prioritizing and balancing family and ministry demands on me ( <i>f not married – leave blank</i> )             | SD | D | N | A | SA |
| 19 | I have no difficulty acting in a way that mirrors what I believe and profess   | SD | D | N | A | SA |
| 20 | My spouse and I really know how to have fun together ( <i>if not married – leave blank</i> )   | SD | D | N | A | SA |
| 21 | I know of many useful tools for managing change within my church, and I use them effectively   | SD | D | N | A | SA |
| 22 | I am participating regularly in a very open and honest accountability group  | SD | D | N | A | SA |
| 23 | People are motivated when I communicate vision   | SD | D | N | A | SA |
| 24 | I have a strong sense that God is moving powerfully in me, especially over the last year or so   | SD | D | N | A | SA |
| 25 | I am able to deal with conflict in a healthy way   | SD | D | N | A | SA |
| 26 | I know about and use my strengths in my leadership role  | SD | D | N | A | SA |
| 27 | If you talked to my children they would say that I am with them when they need me ( <i>If you do not have children – leave blank</i> ) | SD | D | N | A | SA |
| 28 | I know what is expected of me as a pastor  | SD | D | N | A | SA |
| 29 | I have the resources I need to do a great job as a pastor  | SD | D | N | A | SA |
| 30 | In my role as a pastor, there are opportunities for me to use my strengths   | SD | D | N | A | SA |
| 31 | I regularly receive recognition for doing quality work, and I value this recognition   | SD | D | N | A | SA |
| 32 | There is someone I work with who seems to care about me  | SD | D | N | A | SA |
| 33 | I get regular encouragement from someone at work   | SD | D | N | A | SA |
| 34 | My opinion seems to matter to others   | SD | D | N | A | SA |
| 35 | The mission of my church makes me feel my job is valued  | SD | D | N | A | SA |
| 36 | The individuals I work with at church want to do quality work  | SD | D | N | A | SA |
| 37 | Even though I am a pastor, I have a good friend at church that I can connect with  | SD | D | N | A | SA |
| 38 | I get regular and helpful feedback regarding my work as a pastor   | SD | D | N | A | SA |

Clarifications or General Comments:

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