



Program Services Offered

SBC21 provides the following services to annual conferences, districts, local church clergy and lay leaders:

Leadership Development: Academy of Interns (AOI)

A program to develop a new generation of young, visionary, effective African American pastors and lay leaders for the United Methodist Church. And will recruit and match called, dynamic and passionate candidates with our leading, innovative and spirit-filled African-American pastors with demonstrated effectiveness in ministry. The candidates will be exposed to the ways of anointed worship, spirit-led discipleship, **spiritual** formation, coaching and effective community engagement, with one purpose — TO GROW PASTORS and LEADERS for ministry.

Church Growth and Training

- Consulting services to clergy and congregational leaders that includes: leadership assessments, community assessments, cooperative collaboration and unity of transition (commonly referred to as merger) and leadership development tools.
- Coaching services for clergy leaders who are ready to engage the church at a missional level and is ready to take seriously the work of discipleship.
- Leadership development services through **SBC21The Collaborative Coaching Network** process that combines consulting, training and coaching to develop clergy and laity to be fully engaged in “making disciples of Jesus Christ for the transformation of the world.”
- In collaboration with general program agencies services may also offer:
 - Access to Leadership Resources through Training Proceedings (Congregation Resource Centers [CRCs])
 - Training of lay leadership in ministry areas of Christian Education; children’s ministry; music; worship planning teams; prison ministry; advocacy/public policy; and mission/outreach

Coaching Services

SBC21 Leadership uses coaching to engage in a learning process with each leader. Certain criteria must be present in the leader and the congregation:

- The most recent statistical report submitted by the congregation must be deemed *favorable* by the DS. This means there must be signs of healthiness, potential, and/or some vitality.
- The current pastoral leadership must have already expressed an interest in leadership and/or congregational development.
- There has been a church and/or congregational assessment completed in the last 2 years. (If not, a consultation can be done to complete the assessments.)
- An **SBC21** covenant must be signed by the pastor, **SBC21** Leadership and the district superintendent.
- In certain situations, the process can be tailored to a shorter time frame for the purpose of assessing and attaining immediate goals for a church. This would be discussed and approved on a case by case basis.

Consulting Services

SBC21 Leadership offers consulting services to engage in a process with Bishops, district leaders and annual conferences as well as identified churches to assist with problem solving, strategic planning, and visioning. These services are tailored made to the desired outcomes of the client.

What kinds of situations might need this service?

1. Problem solving opportunities needing expert facilitation to achieve resolution
2. Visioning and Strategic Planning
3. Facilitation/Consultation needed for deep change and transition

Training Services

SBC21 offers custom designed training programs delivered on a covenant/contractual basis to address skills deficits among clergy and lay leadership serving in a black or multi-racial church. Topics can range from diversity sensitivity training, leadership development, new ministry development, to training on specific skills or technologies. It is also possible that a church may have the need to develop its own in-house training program (Train the Trainer) for the continuation of leadership development through its Christian Education. These services are tailored made to the desired outcomes of the client.

What kinds of situations might need this service?

1. Lack of demonstrated leadership due to lack of skills, attitude or knowledge necessary to influence change
2. Opportunities where experienced and seasoned Pastors, staff, lay leadership need new skills to carry out the vision and mission
3. Opportunities where training needs require more than a one-time event, but a continuous process of leadership development
4. Opportunities where training is best offered within the church setting or context for practical hands-on experience.