

Thriving Leadership Formation

Cohort Leader Job Description

California Lutheran University received a five-year grant from the Lilly Endowment to create the Thriving Leadership Formation Program. The TLF Program is Directed by Desta Goehner, Director of Congregational Relations at Cal Lutheran and Ray Pickett, Rector at Pacific Lutheran Theological Seminary (PLTS). Working in partnership with PLTS and the 11 synods of ELCA (Evangelical Lutheran Church in America) Regions 1 and 2, the program will help pastors, deacons and church leaders encourage deeper engagement with their colleagues, congregations and communities. This effort will emphasize collaborative learning and ongoing discernment in small groups (online) that cultivate mutual support, spiritual practices, and accountability, and provide pastors, deacons, and church leaders with mentoring, spiritual direction, and coaching.

We are seeking individuals 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:

- Pastors or Deacons (currently in good standing on the ELCA roster) or church leaders (including lay/non-rostered) connected to the ELCA in Regions 1 or 2
- Spiritually mature
- Good listeners
- Connector, gatherer, supportive
- Excellent organization and communication skills (to gather group members, determine meeting times, and be prepared to lead online meetings)
- 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.
- Personal maturity with emotional intelligence

Stipend: \$2,000, paid in two installments of \$1000 each (\$250 for training and \$750 once group is formed and begins meeting; \$1000 upon conclusion of 12 sessions and completion of post-evaluation)

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Time commitment: Training (three online sessions); Monthly 1.5 hour meetings of leaders; communication to recruit, convene, and schedule a small group to meet online; 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. The 12 sessions could look different in each setting.

Synod TLF Cohort Leader: A person in each synod may be recommended by the Bishop to work with the grant coordinators in overseeing their synod's small group(s). Self-nomination is also welcome. Synod cohorts are open to leaders within that synod.

At Large TLF Cohort Leader: The TLF Grant Directors are seeking people across Regions 1 and 2 to host online cohorts gathering around a specific area of ministry. Ideas below:

Women Clergy or Women in Ministry
Black, Indigenous and/or other people of color
Youth Ministry
Rural Ministry
Desire to be a Senior Pastor soon...
Or YOUR idea!

Spanish speaking/other language
LGBTQ+
First-Call Clergy
Urban Ministry

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 be scheduled during the summer months and conducted online over three sessions. Cohort leaders will continue to meet regularly for the remainder of the series.

Interested in Applying? Please indicate that you are interested in serving as a Cohort Leader on the [TLF Interest Form](#), and a staff member will follow up with you.

<https://thrivingleadershipformation.org/> | thriving@callutheran.edu