

CDI Trainers

Serving dioceses in a ministry of congregational development

CDI Trainers is a network of trainer/consultants in the Episcopal Church committed to developing the capacity of dioceses for congregational development.

A. Mission of CDI Trainers

To strengthen the capacity of dioceses for congregational development by providing:

- a way for dioceses to offer a complete Church Development Institute (CDI) in partnership with CDI Trainers
- additional resources, such as, diocesan leadership forums in congregational development, assistance in creating consultant networks, and workshop designs for training parish teams.

B. Elements of CDI Trainers Approach

1. Trainer/consultants in each participating diocese or region who are able to conduct a CDI and related programs. All such trainer/consultants are members of CDI Trainers.
2. A learning community in each diocese or region, of clergy and lay leaders, participating in CDI and related programs.
3. Diocesan sponsorship - the diocese or other group would be licensed by CDI Trainers to conduct a CDI. Licensing fees are paid to CDI Trainers each year.
4. Results and a support system for the trainer/consultants, participants and dioceses that includes:
 - a. For trainer/consultants
 - 1). Initial congregational development training, i.e., CDI, Consultation Skills Training, Team Facilitation Skills.
 - 2). Coaching for the trainer/consultants.
 - 3). A trainer/consultant network that gathers yearly
 - 4). Trainer designs for CDI and other programs
 - b. For participants in CDI's
 - 1) Increased competence and commitment for congregational development
 - 2). The rescues that come with participation in CDI ~ skilled trainers, linkage to a local and national network of people committed to congregational development, printed resources that can be used in the congregation, etc.
 - 3). After completion ~ Access to training and consultative help that will work in partnership with them; ability to join a list serve internet connection with others working on congregational development; advance training programs.
 - c. For the diocese

- 1) Strengthened congregations
- 2) A critical mass of leaders trained in congregational development ~ increased numbers of trained people available for diocesan committees related to congregational development, Christian formation, etc. Possible base for establishing a consultant network.
- 3). Assistance in conducting a core, comprehensive leadership program in congregational development ~ CDI
- 4). Access to assistance in creating an effective diocesan congregational development system.
- 5). Strategy forums, for diocesan leaders, to help dioceses increase their capacity for congregational development and address related issues. Done in partnership with dioceses and usually at the initiative of a diocese.

C. The Purpose, Approach, and Orientation of CDI

Purpose

To prepare leaders who can facilitate congregations in a process of transformation, and understand and manage themselves in the leadership role.

Approach

Practical – Designed to provide skills and methods, grounded in successful congregational development efforts.

Grounded in Anglican Spirituality and Identity – Focuses on the spirituality of the community, its character and culture; on the spirituality of leaders and its effect on the church community; and on models for development rooted in Anglican tradition. Includes the Eucharist and Daily Office in its community life.

Innovative – Draws on the emerging methods used in non-profit, corporate, and church organizations.

Competency Oriented – Equips leaders of congregations of all sizes with the resources they need. Our desired outcome is competent leadership on the part of parish and diocesan staff and consultants that is rooted in the experience, research, and methods of congregational and organization development.

Community Centered – We come together as a learning community. We share responsibility for our learning and community life. We strive for an open, non-defensive climate in which there is an ability to give and receive supportive and challenging feedback.

Orientation

1. We believe that congregations of all sizes can live a full Christian life. The task is to create a fit between their size, resources and vision for ministry.
2. We believe that the congregation is a local expression of the Body of Christ, the People of God. The task is to build the congregation's life and future on a deep appreciation of its distinctive qualities and strengths.
3. We believe that congregational development involves our striving as a community of faith, toward God. It is not primarily something we do, or create, or make happen. It is more the

way in which a congregation shares in the Divine Life; enters into and reflects the unity, holiness, catholicity and apostolicity of the Church. It is living the Christian life, not simply as individuals, but as a people. The task is for the congregation to discern and act on the Spirit's movement in its life.

4. We believe that there is much to learn and use from the research and experimentation of secular organizations. The task is to appropriately adapt those resources to the Church's nature and mission.
5. We believe that the relationship between congregations and the diocese is important in the work of congregational development. The task is to build a higher level of trust between congregations and dioceses and to help dioceses better organize themselves to enable congregational development.
6. We believe that it is through the diocese that most congregations can best be resourced for their congregational development efforts; not through national programs providing expert advice. The task is to build the capacity of dioceses for this ministry; to establish a significant number of skilled leaders, consultants and strategists in the diocese who are supported by a broader network of prayer, coaching, training, research and learning.

The program was developed in 1978 by Robert Gallagher and has continued to develop in collaboration with colleagues in the Order of the Ascension and training programs in the dioceses of Pennsylvania, Connecticut, Arkansas, Western Massachusetts, Western New York, Southwest Florida, Washington, North Carolina, Virginia and in the CDI's at Sewanee and General Theological Seminary.

D. Assumptions About Strategy

The goal is to increase a diocese's capacity in congregational development. This might be done by creating a critical mass of competent congregational development leaders and consultants. Such a critical mass would, in time, influence the climate, structures and processes of the diocese and a significant number of parishes.

1. Dioceses need to offering CDI's and related programs for a first round of 4 - 6 years, might allow a breathing space of one or two years for the CDI, then start the program up again. The idea is to provide for the natural increase and decrease in participant levels while keeping our eyes on the broader goal of developing a critical mass. Imagine the difference if the diocese had 90 - 150 lay and clergy leaders that had developed a significant degree of congregational development competence and patterns of collaborative work with each other and other diocesan and parish leaders. The diocese needs to expect that some years may have fifteen new participants in a CDI, other years just six.

2. Most programs need to be open to clergy and laity on an open registration basis.

3. Diocesan leaders need to provide effective advertising for programs while also actively recruiting people they see as having a gift for leadership and congregational development. Dioceses may find it important to require the participation of vicars, cluster missionaries, diocesan staff with related responsibilities, and consultants in training.

4. Parish teams should be encouraged.

E. A Certified Trainer/Consultant of CDI Trainers

Trainer/consultants are certified by CDI Trainers based on the following criteria.

1. Completion of the CDI, a week each of Consultation Skills Training and Team Facilitation Skills. Or equivalent programs accepted by CDI Trainers.
2. Substantial experience and advance training. Maintains an active relationship with the OD/CD field.
3. Conducts programs in a manner that meets all CDI Trainers criteria (e.g., regarding approach, spirituality, format, content, ethics, quality, hospitality, goals, evaluation, etc.).
4. Uses approved program materials.
5. Actively participates in CDI Trainers.
6. Maintains a collaborative relationship with the sponsoring diocese and CDI Trainers.

E. Diocesan CDI's

Dioceses are licensed to conduct diocesan CDI's by CDI Trainers. CDI Trainers maintains a mentoring and support role in relationship to the diocese. Groups other than dioceses may become sponsoring organizations and conduct local CDI's with the approval of CDI Trainers

Dioceses must offer CDI's in a manner consistent with CDI Trainers' current standards, use an approved format; use trainers that have been certified by a CDI Trainers; use approved program materials (CDI participant manuals, handouts, etc.); and pay the current licensing fee.

CDI: The CDI Trainers Core Comprehensive Program in Congregational Development

OUR TASK: To prepare leaders who facilitate congregations in a process of transformation, and understand and manage themselves in the leadership role.

This includes providing knowledge and skill training for:

Assessing the congregation

- ◆ as a Christian community with unique dynamics and goals
- ◆ as an organization with many of the same dynamics, opportunities, and difficulties as any other organization
- ◆ in terms of ministries and programs
- ◆ in relationship to the external forces and trends of the larger society and Church

Establishing a clear direction and vision

- ◆ which is grounded in the Church's mission and identity
- ◆ that attends to a long-term, systemic development
- ◆ that fits the particular congregation
- ◆ that places immediate needs and crises within a broader approach to the parish's development

Navigating toward the congregation's vision

- ◆ with self-directed and flexible leadership
- ◆ using skills to negotiate movement toward the vision

Managing the dynamics of the transformation process

dealing with conflict and resistance

- ◆ managing the polarity of change and stability
- ◆ putting in place the structures, processes, and climate needed for development
- ◆ developing leaders in the congregation

Developing a leadership style

- ◆ with the flexibility to provide leadership that fits the congregation's culture and life cycle
- ◆ that is self differentiated
- ◆ that empowers others, increasing the capacity of individuals and teams for self management
- ◆ that attends to the spiritual life of the leader

TOPICS INCLUDED IN THE TRAINING

- Develop a strategy for the development of the congregation. Core frameworks for congregational development; grounding strategy in the unique identity and dynamics of the church.
- Strategic management, Parish life cycles, Congregational culture, Leadership dynamics and styles, Increasing participation and shared leadership, Dynamics of change, Defining and marketing the parish, Nature and mission of the church and congregational development.
- Strategies for growth and evangelization, Conflict management and trust development, Understanding the parish as a system, Diocesan and regional strategies for congregational development, Models for congregational life, Contextual issues.

OTHER CHARACTERISTICS

- About 110 hours of class time
- An open registration program
- For clergy and laity
- For congregations of all sizes
- Teams from congregations are encouraged
- Diocese may require participation on the part of some (e.g., vicars, as part of a consultant training program, etc.)
- Requires commitment on the part of participants