

21 Ministry Highlights in 21 Months

God has blessed the work of our hands as a Network. To Him be the glory and thanks to our co-laborers who helped make these things realities.

Leaders move the mission forward in an organization. According to the Blake Mouton Managerial Grid, at times leaders work more on a Concern for Results in the organization and at other times they work more on a Concern for People. During the last 21 months, in the face of enormous challenges across the country and the denomination, significant progress has been made in both to greatly move the organization forward in its mission.

1. Genuine reconnections with pastors and wives who had become disengaged or isolated or disenfranchised with the Network.
2. Saw attendance at Annual Celebration rise from 300 in 2013 to 700 in 2014. For many, we helped the Network matter again.
3. About 10 PLG (peer learning groups) started in Jan. & Feb. on Lead Like Jesus and Love Your Neighbor and Share Christ. Music PLGs starting as well to make wider connections with more worship leaders.
4. Hired first African American SDOM in the region an possibly in the country, a fruitful Baltimore church planter.
5. Made enormous strides in reconnecting pastors to each other, to the collective mission and people resources of our Network. Gave young and older pastors numerous ways and reasons to reconnect with each other and with the Network, recognizing the value of all the parts of the Network. Started Open Houses, held Networking events in regions, and did some fun events for pastors and planters and spouses.
6. Added key staff members....a former Associational DOM as our State Director of Evangelism (Evangelism and Mission Engagement) and a Church Health Strategist who had 13 years of exec pastor experience to help pastors with the nuts and bolts of ministry. Made several other hires with high quality Ministry Assistants who love people and churches.
7. Sandy blew new life and energy into the care of pastor and planters wives with her gifts, talents and attention to details and attention to care intentionally for everyone she touched. Countless personal touches, using her memory of names and creative gifts to make everyone feel welcome. Our Network's and my number one volunteer that worked close to full-time in partnership with our staff.
8. Hired a Network Coordinator to be our first point of contact for the churches and pastors to connect with our Network and respond to personal needs of pastors. Evaluated the status of

our relationships and made significant strides in providing a great front to back Network member relationship with the Network through our communication's team.

9. Hired our first part-time Missional and Catalytic Connector and began intentionally getting the staff more engaged with church leaders. This was a part of a pilot program to learn how to enhance the work of the Network, including Associations. Electronic system to support it is under development.

10. Began praying for vast majority of the pastors in the Network by name weekly and making regular contact with them. The Network was becoming relevant through these touches with pastors who have been isolated and thought no one cared about them.

11. Remarkable 2014 Brick Tour to the churches, reconnecting and showing a link from past, thanking those currently undergirding the Network and then challenging planters to pay it forward as well.

12. Complete rebranding process in 2014 and for 2015 scheduled to make additional progress in serving churches electronically in a customized manner, having them connect with us, be on message toward our new directions for ministry, and set our staff up for wider impact through various methods electronically as we expand their context expertise.

13. Go Fwd Mid-Atlantic funding stream to become self-supporting and help the future of the Network thrive. If approved and implemented, this fund would give options for people and churches to invest in the general work of the the Mid-Atlantic or designate toward one of ten areas. GoFwd Mid-Atlantic. It is also a vehicle for planters to reinvest back to future planting efforts in the region and to help local ministries and associations.

14. Set 6 directions for the future with a diverse group of pastors and an Associational DOM. With input from various leaders across the region, the GoFwd Mid-Atlantic 2020 Task Force, developed six common Directions for the Network. Also reworked a mission, vision, values, and priority statements. Had a fully integrated approach around directions, member path, and our priorities, and the ways we would seek to connect with potential investors in our mission and priorities.

15. Connected with pastors all types of churches, all parts of the region, and churches that are both heavily engaged and some that either have not been or have never been. Sandy and I visited 90 churches during the last 21 months, participated in numerous language group celebrations and gatherings of African American pastors and leaders.

16. Created movement in the organization toward its future. Organizational revitalization is a tough uphill battle that fails 90% of the time. However, we helped set a path to be less dependent and positioned to tackle both the challenges and the opportunities before the Network of churches.

17. All non-profits are built on trust and goodwill. Major progress has been made in this area with our staff and churches as they have watched the Network act with leadership that cares for pastors and people and not just do business as usual.

18. Complete internal audit and reduction in operational expenditures as the Network has sought to steward well the financial resources entrusted to it. Savings about \$100,000 and had better service for the efforts. Also reinvested over \$1 million dollars from easement resources to improve the Skycroft Training and Conference Center.

19. The leadership inspired people that mountains can be moved and a denominational organization can both live and thrive. Several leaders have belief again that we are better together and offered to join our team as staff and as a volunteer contributor.

20. Our region is recognized as a group of churches that together can reach the world God has brought to the region and push back darkness. As a response to the prompting of the Holy Spirit and to build on the resources I had developed several years ago, Network and staff began using Love Your Neighbor and Share Christ in small groups of pastors and also shared in conference settings. This approach assisted both in strengthening and starting churches.

21. Efforts had been made to teach Southern Baptists with a new model and by example how to work together again with locally and regionally, when some believe there is little place for associations and state conventions across the SBC.