

Making Way for New Leadership and Teachers in the Church School

Virtual 2020 Church School Seminar

Sister Carolyn Williams, Superintendent

Western New York Conference



Our Conversation

- Why Church School Matters
- Why Mentor Matters
- Why leadership development for new superintendents and teachers in the church matters





Reimagining Church School

TIME FOR A CHANGE DURING COVID-19 AND BEYOND

SATURDAY, OCTOBER 24, 2020
8:45 AM - 3:00 PM

Rev. Dr. Jessica Ingram
Episcopal Supervisor

Bishop Gregory G.M. Ingram
Presiding Prelate

Rev. Dr. Roderick Belin
President/Publisher
AME Publishing
Transformative Church School

Marcus Burnett
President NJ
Council of Churches
Our Youth, Our Young Adults,
Our Future

First Episcopal District
VIRTUAL CHURCH SCHOOL SEMINAR

SESSIONS FOR:

- Clergy & Superintendents
- Teachers
- Adult Students
- Teens & Young Adults

HONORING:

- Lic. Sam A. Jones, Jr., New Jersey Conference
- Rev. Dannie M. James Green, New England Conference
- Mrs. Ellen Miller, New Jersey Conference - CED

REGISTRATION DEADLINE: THURSDAY, OCTOBER 22, 2020
Cost: \$25 for Adults; Free for Teens and Young Adults Ages 13-25

Payment Options
Cash App: \$1DISTCHURCHSCHOOL
Check: Payable to First Episcopal Dist. Church School
Mail to: Shirley Richards
4548 N. Uber Street
Philadelphia, PA 19140

Jeanne Chavious
Superintendent

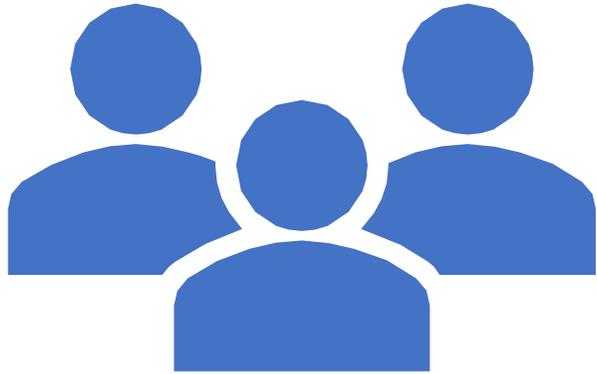
Registration Information @
<http://1damechurchschool.com>

Questions? Email us at: 1distamechurchschool@gmail.com

Hosted by the Western New York Conference Church School

- COVID-19 will potentially and possibly permanently reshape our world as the pandemic continues to unfold. The Church is not immune to these changes and challenges that affect our students, families, communities and our congregations.
- Reimagining is an important step to dream and plan for the future of our Church School and see even greater opportunities to achieve our mission during Covid-19 and beyond.

Make Way



- allow room for someone or something else.
- *synonyms:*
- move aside · clear the way ·
make a space · make room ·
stand back · allow to pass ·
allow through

The Church School Mission

in the African Methodist Episcopal Church is to teach, train, and nurture adults, young adults, college students, teenagers and children in God's word; *preparing them for Christian service* by emphasizing Christian principles.

Church School Matters: Why It Still Works

- The Church and Church School has an historical importance and significant place in the black church.
- The Church School can be the first place our students encounter Jesus, learn about prayer, develop a prayer life, “scripture is written on their hearts”, receive mentoring and nurturing, engage in serious & focused study of the bible, develop their faith, learn to witness to their peers, and feel safe to share and discuss about the “*vicissitudes of life*”.
- Church School teaches and allows youth and adults to practice **giving** on a consistent basis.
- The Church School might be the first exposure our youth (and many adults) have to the importance of community engagement, community involvement, civic and social action.
- Build relationships with God and caring adults.

Poll question

How long have you served as the Superintendent?

- 1 – 5 years – induction/novices
 - 5 – 10 – experienced
 - 11 – 20 – veterans
 - 21 – 30 years - experts
- 
- A yellow triangular graphic is located in the bottom right corner of the slide, pointing towards the top right.

- Older Adults - are often the largest group in Church School
- Young Adults - are too often missing or have moved on from Church School



As the Church School Goes or Grows, there Grows and Goes the Church- the late Rev. Dr. Earl Jefferson

The qualities of a church school leader and teacher

- A heart for God. This is where all ministry begins, whether you are teaching Church School or leading the entire ...
- A love for people – the two greatest commands are to love God and to love . . . People
- A passion for God's Word - A heart for God and a love for people set the stage for the content of our teaching.
- A habit of praying – spending time with Christ in daily prayer.

CHAT BOX

Think of a young person who would make a great Church School teacher or leader

Write their name in the Chat Room and briefly explain why

Who, What and How we
view and support, teaching and
leadership in the Church School

Reimagining intentionally

Does your Church and Church School

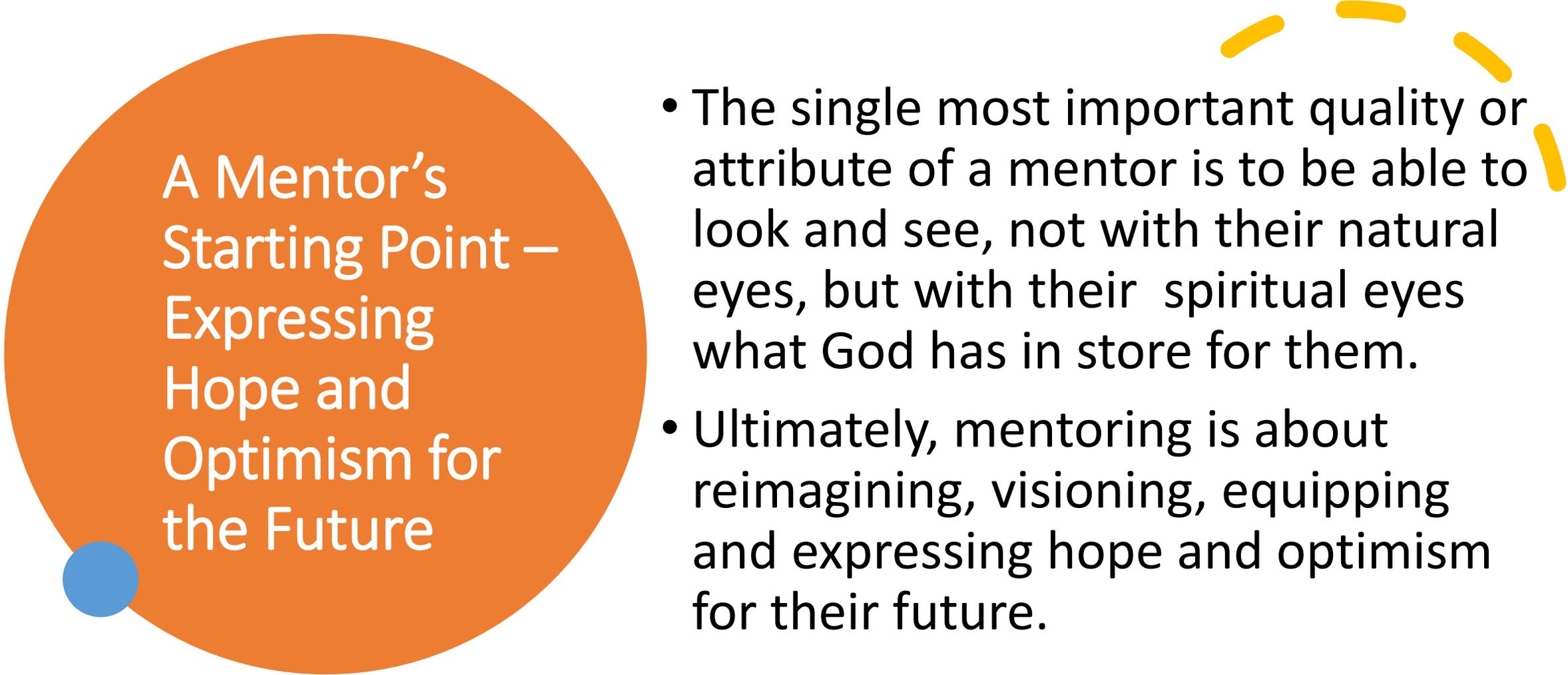
- give young people real opportunities to lead on *stuff that matters*?
- give young leaders access to watch real leadership take place and discuss and reflect on what they saw?
- give young leaders the room to fail?
- expect young leaders to learn on their own through their own experience or do you actually coach them?



“I planted the seed, Apollos watered it, but God made it grow”

1 Cor. 3:6

The people of God approached mentoring as a means for *building and seed planting into the next generation of Church School teachers and leaders.*



A Mentor's
Starting Point –
Expressing
Hope and
Optimism for
the Future

- The single most important quality or attribute of a mentor is to be able to look and see, not with their natural eyes, but with their spiritual eyes what God has in store for them.
- Ultimately, mentoring is about reimagining, visioning, equipping and expressing hope and optimism for their future.

CHAT BOX

Who was your mentor and why was that person important in your life.

Write their name in the Chat Room and briefly explain why

A good mentor always expresses hope and optimism for the future.

- is about planting and investing in the life of another person.
- is a means, strategy or approach to support leadership development.
- is a necessary requirement for good leadership.
- is a two-way street to support growth.
- is a means to develop God given talent and gifts.
- is a way to help someone learn how to accomplish a mission or assignment, perform a job, and move a project forward.
- is a growth and learning opportunity for both the mentor and mentee.

Some possibilities

- Young people who grew up in church school but have moved away
- College students from area colleges who are in teacher prep programs or the helping professions
- Partner with an area college to create a tutoring program for students in the community who are studying remotely and whose families need support



LIBERATING
FAITH STUDIES



LOVE
FOR
ONE ANOTHER

Church School Lessons

highlights the world in which we live and requires that people of faith represent that faith in a way that provides

- hope to the hopeless
- liberty to the oppressed
- freedom to the captives

Lessons translate to address these issues

- Black Lives Matter
- Income disparity and poverty
- School to Prison Pipeline
- Civic & Social Justice Issues
- Family & Community Engagement

Teaching and leadership in the Church School support the teacher pipeline for *black and brown* students

- Important studies show, that children who encounter African-American teachers are more likely to be recognized as bright enough for gifted and talented programs, more likely to be viewed as capable of success and more likely to graduate from high school and aim for college.

Where Are All the Black Educators?

- *Brown* also had an unintended consequence, the effects of which are still felt today:
- It caused the dismissal, demotion, or forced resignation of many experienced, highly credentialed black educators who staffed black-only schools
- Currently, 80% of public school teachers are white, female and middle class

10/24/2020 65 Years After 'Brown v. Board,' Where Are All the Black Educators?

EDUCATION WEEK | TEACHER | DIGITAL DIRECTIONS | MARKET BRIEF | TOPSCHOOLJOBS | SHOP | ADVERTISE

October 24, 2020 LOGIN | REGISTER | SUBSCRIBE

Browse archived issues ▼ Current Issue TOPICS ▼ BLOGS REPORTS &

65 Years After 'Brown v. Board,' Where Are All the Black Educators?



<https://www.edweek.org/ew/articles/2019/05/14/65-years-after-brown-v-board-where.html>



Next Gen Church School
Teacher and Leader
Academy

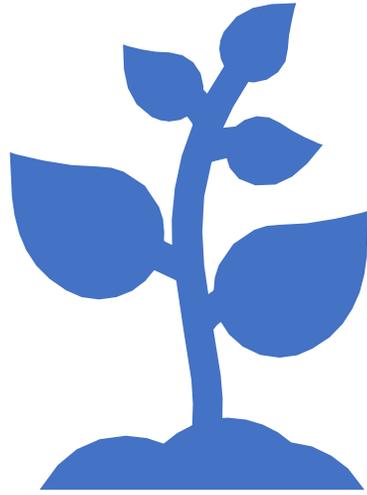
Leadership Development

Opportunity - Even leaders who have been gifted greatly don't start out as great leaders. Someone somewhere gave them their first opportunity.

The tough thing about leadership is that it isn't learned in a classroom, it's learned by leading. In order to grow and develop, young leaders need the opportunity to get real hands on experience.

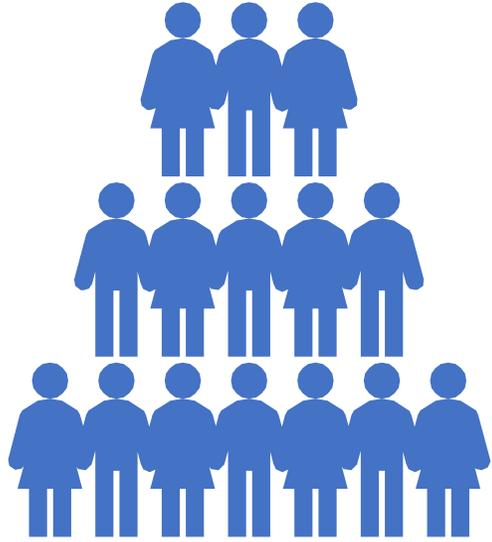
Access

- Young leaders need access to real leadership conversations. They need to be a “fly on the wall” in board meetings, management team meetings and executive team meetings. They need to watch the senior leaders in the organization lead through the tough stuff and make the big decisions. They need access to ask experienced leaders questions about how they lead and why they do it the way they do.



Grace

- Grace in their growth- a pathway to leadership is learning while doing.
- Part of the nature of being a young leader is making mistakes. Even experienced leaders don't get it right all the time; and young inexperienced leaders certainly are going to make mistakes, it's the nature of young leaders. How do you respond when they fall?



Responsibility

- Young leaders don't just need busy work to keep them occupied. Once they've proven they can deliver through following through on tasks being delegated to them they need to be empowered to make real decisions and exercise real authority to accomplish objectives through leading their own teams and delegating to others.

COACH



- Great coaching can make all the difference in the performance of a person.
- **Great coaches** do four simple things with their players. They train their players before the game, they put their players in game-like situations in practice and get “reps” in before the real game happens, they make in-game adjustments, and they watch the game film after the game to review and learn from the player’s performance.



For your young persons and leaders, the most important thing is to care deeply about their personal discipleship, relationship with Christ, success in ministry, and their growth as a leader.

Caring for Your Leaders

Virtual Next Gen Church School Leadership Academy

Identify

Each church will identify one or two young people who have shown a love of God's word, teaching in the Church School, and potential for leadership in the church school.

Ask

Ask college students from your church who are in teacher prep & caring professions to teach Church School or tutor students when they are in college or home for breaks.

Organize

Organize an online leadership academy and leadership experience about teaching and learning in the Church School.

Provide

Provide mentoring and intentional support & coaching about being called to make a difference through teaching God's word and leadership in the church and community.

Mentoring Matters: Supporting and Developing Leadership in the Church School

"As the Church School Goes and Grows, so Goes or Grows
the Church."

The Reverend Dr. Earl R. Jefferson

**Prepared by Sister Carolyn Williams, Superintendent
Western New York Conference**

**Sister Jeanne Chavious, First Episcopal District
Superintendent**

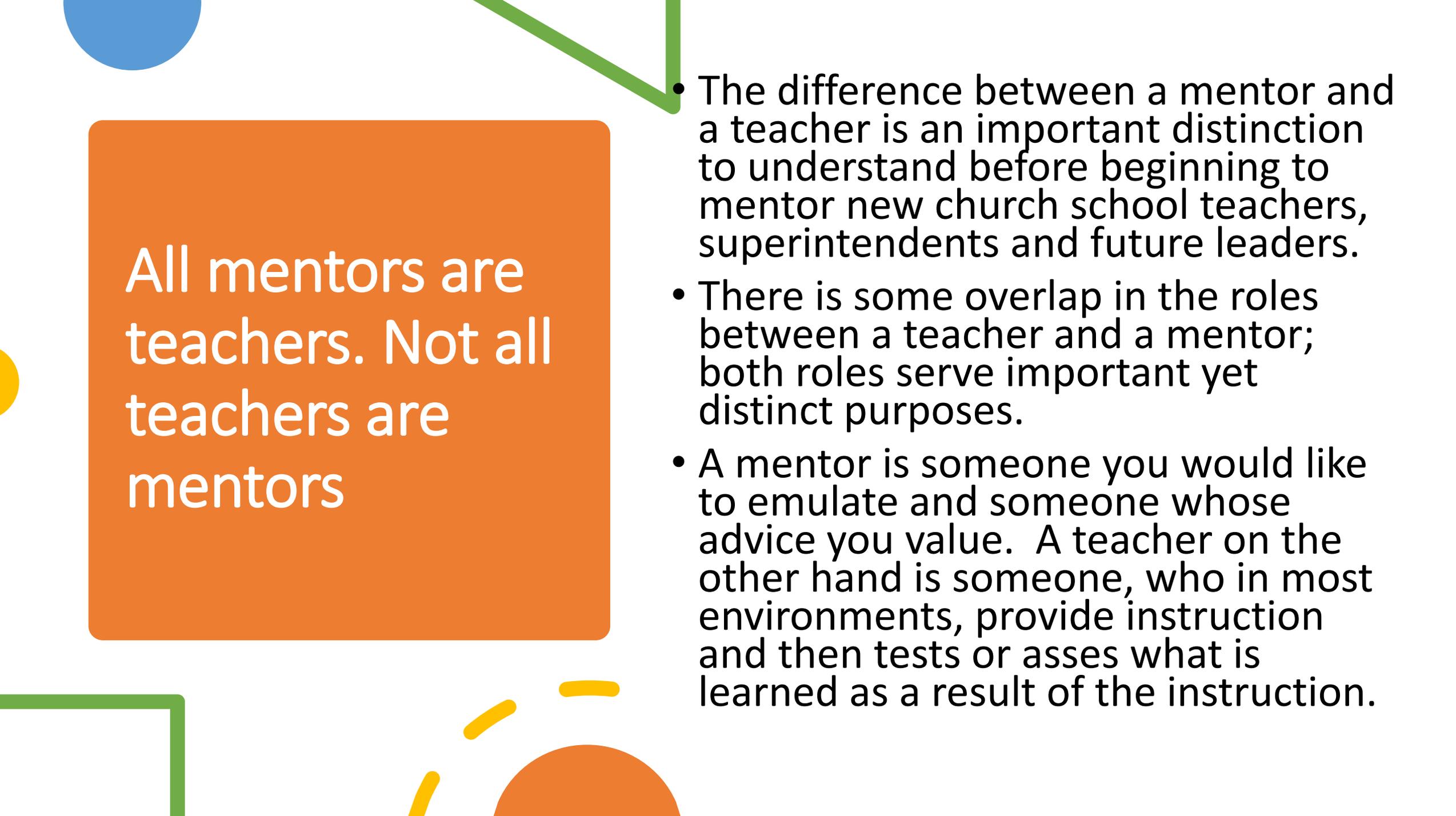


MENTORING IN THE BIBLE

“For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.” Ephesians 2:10

- While there is no universal definition of mentoring, according to Merriam-Webster a mentor is **'a trusted counselor or guide'**.
- In fact the words mentoring, mentor and mentee do not appear in the Bible. What we see however are many examples of what would be considered *“mentoring and mentoring relationships”* taking place during biblical times.
- Jesus mentored his disciples' and his style was based on leading so others would follow. Jesus said, “If anyone will come after me, let him deny himself, and take up his cross and follow me” [Matthew 16:24](#).
- All of the examples in the Bible affirm that mentoring is a process where God is front and center in the mentoring relationship. The mentor relies on the Holy Spirit to provide the insight and spiritual capacity needed for mentoring.
- Mentors' must also help instill into their mentees a strong faith in God and dependence on him in all matters and situations. From these Biblical examples we also learn about the qualifications of a mentor and the nature of the mentoring relationships. Mentoring will not work in the absence of God's presence in the caring conversations and trusting relationship between mentors and mentees.

MENTOR	MENTEE	SCRIPTURE	WHAT YOU MIGHT LEARN
Jethro	Moses	Exodus 18:1, 6-27	The nature of the mentoring conversation
Moses	Joshua	Num. 11:28; Exod. 17:8-10; Exod. 24:12-16; Num. 13:16-17; Joshua 1:1-9	How mentors can provide learning opportunities. Preparing for leadership.
Naomi	Ruth	Ruth 1:7-18; 2:17; -3:6 Ruth 4:13-17	Deep caring and concern for one another. Cultivating initiative in someone.
Eli	Samuel	1 Samuel 3	Mentoring doesn't require perfection. Mentoring involves risks and rewards.
Elijah	Elisha	1 Kings 19:15-16, 19-21 2 Kings 2: 1-2, 6-14	Putting someone to the test. Lessons learned.
Elizabeth	Mary	Luke 1:39 -56	Having a "profitable" mentoring relationship.
Barnabas	Paul	Acts 9, 11	Believing in someone who is yet unproven.
Paul	Timothy	1 & 2 Timothy	Why every young person needs a "Paul" in their life



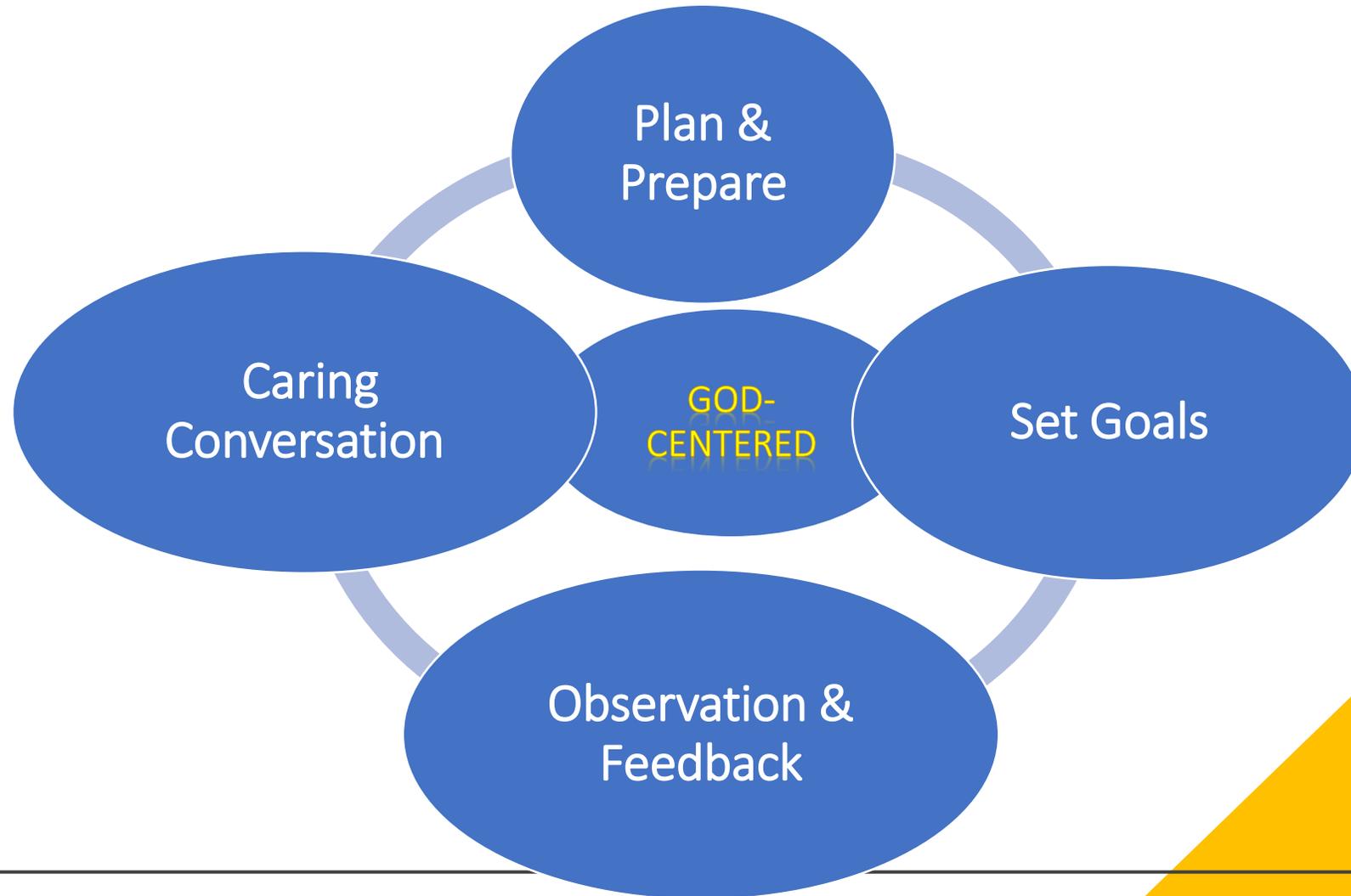
All mentors are teachers. Not all teachers are mentors

- The difference between a mentor and a teacher is an important distinction to understand before beginning to mentor new church school teachers, superintendents and future leaders.
- There is some overlap in the roles between a teacher and a mentor; both roles serve important yet distinct purposes.
- A mentor is someone you would like to emulate and someone whose advice you value. A teacher on the other hand is someone, who in most environments, provide instruction and then tests or asses what is learned as a result of the instruction.

See the Potential

- The person who is being mentored must be able to confide their inner most thoughts, fears, struggles, and doubts about the work God has called them to do, and not be judged.
- The mentor needs to have the ability to “see potential as well as help cultivate that potential” in the person being mentored. While both teachers and mentors must be encouragers, mentors should at all times, even during difficult times and times of self-doubt, be able to express “hope and optimism for their future.”

Conversation Cycle



Paraphrasing

1. Can you help me understand that better?
2. So what I'm hearing you say is...
3. I never thought about...
4. Would you say it's.... or....?

Celebrations

1. What brings you great joy when teaching your Church School class?
2. Describe areas have you been successful?
3. It sounds like God is leading you to do great work with your class.

Consulting

1. What do you think/wonder about how _____?
2. Here are a few options to choose from...when _____ (i.e. children are distracted [most likely when they are tired and hungry] or playing around [cell phones and toys], fighting with each other [more likely with siblings].
3. Would you like to hear what some other Sunday Church teachers have done? Here are some things that worked when I was teaching.
4. What areas of your students' lives have you been praying for?

Validating

1. You noticed that...
2. God is blessing you to get off to a great start.
3. Isn't it remarkable what God can do when we trust in him.
4. If you wrote a note to another person about the blessing of working with your students, what would you say?
5. What prayer is beginning to take shape in your heart?

Mentoring Superintendents

“A disciple is not above his teacher, but everyone when he is fully trained will be like his teacher.” Luke 6:40

1. **Managing:** Working with other Church officers and ministries to ensure the smooth functioning of the Church School. Make sure materials and resources are available for teachers. Look for ways to address issues such as transportation, snacks and other emerging needs.
2. **Promoting:** Making the Church School visible in and outside the Church as a way to recruit students and future teachers. Keeping in contact with teachers, parents, and the Pastor about the needs and successes of the Church School is important to building relationships with families and parents.
3. **Contemplating:** Helping teachers grow deeper with God’s word as it applies to their calling and nurturing relationship with their students. These include holding meetings and providing training opportunities for teachers.
4. **Facilitating:** Facilitating relationships between and among students, teachers, and other ministries and organizations engaged in the teaching ministry.
5. **Building:** Building relationships with students and parents is a way to strengthen and grow the Church School. Collaborating with departments and ministries in the Church is a way to build supportive relations for the church school.
5. **Stimulating:** Bringing excitement for the work of God's kingdom through the Church School should be transferred from the superintendent to others – teachers, students, parents, and the congregation.
6. **Participating:** Participating in Church School activities – Church School Convention, the District Church School Seminar, and conference and local church events to show you as a church leader *advocating, collaborating and promoting* Church School with the pastor, congregation, within the conference and in the community.

Enhancing the Mentoring Relationship

- **Always Call God into Your Time Together** – Begin each meeting with prayer and devotion. A really great resource is, “*Devotions for Sunday School Teachers*” by Stan Toler; Volume 1 & 2. This inspirational book speaks to the many issues in the life of a Church School teacher.
- **Listen to Learn and Understand** – Others are more inclined to listen to you when you listen to them. – *Be quick to listen, slow to speak, and slow to become angry. James 1:19*
- **Be Challenging – learn from One Another** – If it doesn’t challenge you, it doesn’t change you. “*Being confident of this very thing, that He who has begun a good work in you will complete it until the day of Jesus Christ. Philippians 1:6*
- **Be Encouraging** – “*And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.” Hebrews 10:24-25*
- **Help When Needed** – “*Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up.” Ecclesiastes 4:9-10*
- **Mentor for the Benefit of Others** –Your role as a mentor should not be for your own benefit, but to help someone else. “*Be shepherds of God’s flock that is under your care, serving as overseers — not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock.” [1 Peter 5:2-3](#)*
- **Have Fun Together** — Make fun and laughter a part of the work you are doing for God. “*A joyful heart is good medicine, but a crushed spirit dries up the bones”, and “There is nothing better for people to do than to eat, drink, and find satisfaction in their work. I saw that even this comes from the hand of God. Who can eat or enjoy themselves without God?” Proverbs 17:22*

Moving Forward, Final Thoughts and Questions

- Clergy and Superintendents and other youth leaders meet to discuss what you heard today
- Consider creating partnerships with colleges and teacher prep programs
- Mentoring Guide on our website
- More details and next steps regarding the Leadership Academy – Kick off in 2021
-

Every Opportunity

