**Learning Tasks for Leadership and Participation in Learning Congregations**

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Significant character issues that can be developed in leadership:

* Emerging skills in listening, asking questions, making connections, seeing, naming realities.
* Disposition to wait, to suspend judgment, to interact, to reflect
* Skills in encouraging participation on the part of the members of the organization.
* Able to articulate and act out of personally held values and principles.
* Evidences qualities of personal integrity, wisdom, discernment, humility and sensitivity, courage, enthusiasm, graciousness.
* Seeks a pure life, and pure doctrine. Intentionally dependent of God.
* Possesses and demonstrates a disposition to serve.
* Possess the capacity for creative thinking or recognizes it in others and allows it to be released.
* Able to take the long view. Isn’t paralyzed by the present.
* Demonstrates flexibility and adaptability in a framework of conviction.
* Can accept responsibility to act, and for one’s failure or mistakes
* Where needed can act as mediator, reconciler, peacemaker.
* Where needed can act as prophet and strong confrontational voice.
* Apt to teach--a disposition to foster the development of people and situations
* Has high tolerance for ambiguity.
* Able to manage detail appropriately
* Able to envision needed action or structure and devise ways to get it done.
* Able to mobilize people and resources to accomplish action and work with structure.

Processes and behaviors that facilitate congregational development:

* Sit among the people. Promote dialogue. Invite feedback
* Look for patterns and themes
* Discern starting places for change. Propose initial action which is often exploratory or experimental.
* Apply technology and techniques or tools appropriately.
* Name realities and dynamics you see in the situation
* Structure modes of participation
* Communicate and articulate values
* Recognize and build on systems and experiences that reflect the identity and values of the

 congregation.

* Keep reasonable pressure on the system toward change and decision
* Help people to tell their own stories
* Help the group distinguish problems from symptoms
* Affirm positive dynamics in the congregation, naming the limiting realities
* Lead the group away from discussions that simply stir up controversy with no merit.
* Stimulate the group to think of laying down those foundational actions and attitudes that keep

 the way open for the Spirit of God to act among his people.

* Help the group recognize interferences and lead them to think of coping strategies (e.g.,

 personalities, power struggles, hidden agenda, subtle past traditions, fears, cultural factors,

 theological biases).