

**Point Loma Nazarene University
Center for Pastoral Leadership (CPL)
2023 Annual Assessment**

Summary

CPL initiatives and responsibilities continued to develop over the past year. Some of the highlights include:

- ☐ The Lilly funded coaching program grew to over 80 pastors with nearly 40 others in the coaching certification program.
- ☐ Through LOVE apartments for pastors, we were able to accommodate the requests of all requests from our region with 133 total pastors and families being served.
- ☐ The Ministers' Candidate Workshop expanded to four tracks: Traditional, Spanish, District Coordinators and Beginning Well (pastors in their early years of ministry).
- ☐ Moral Integration (MI) clinicians completed the first half of the second round of MI curriculum and is nearing completion of the full second round.
- ☐ Very positive response in our annual pastoral ministry resource gatherings including Ministerial Coaching Initiative (MCI), Pastors' Day, Finishing Well, and Building Bridges (Spanish).
- ☐ Outstanding responses from the annual Concert Choir tour (Central CA and Murietta) as well as the newly re-scheduled Concert Band tour.
- ☐ Began planning for PALCON 24 with representatives from all 12 districts in a three day planning meeting.
- ☐ Planned and hosted denominational leaders and over 70 district superintendents (and spouses) in an evening at the Greek (dinner and music in the amphitheater).
- ☐ Represented PLNU at the quadrennial General Assembly as well as 11 district assemblies and multiple district pastors' retreats.

Now for the details...

Sharing PLNU's Resources

PLNU has from the beginning been the beneficiary of the stewardship and generosity of Nazarene churches. With that in mind, the CPL continues to explore ways in which the university can share its resources with pastors and churches across the PLNU educational region.

Loma Ocean View Escapes (LOVE)

For over a decade, the CPL has utilized the availability of flex housing in early summer months to provide furnished two-bedroom apartments to pastors and their families for a free week of much needed vacation. This year, twelve flex housing units were available for ten weeks. As a result, we increased the number of pastors and their families we were able to accommodate to 133 pastors and families. CPL's summer student interns set up, maintained and cleaned the units.

Again this year, we set aside one of the weeks for Dr. Michael Pitts, former PLNU chaplain and director of the graduate counseling program at NNU, to be on campus to offer seminars and meet with pastors/families. We also designated one week for Spanish-speaking pastors and their families. Dr. Jonathan Salgado and his wife, Dr. Maggie Salgado, similarly offered counseling to pastors and their families. Once again, the response this year was very positive.

In order to take advantage of the availability of flex housing, we were able to schedule five CPL sponsored events during the summer months, including the PALCON planning committee, Beginning Well, Finishing Well, MCW and MCI (see below). This resulted in considerable cost savings as in prior years participants were housed in nearby hotels.

PLNU Computers

When computers (and other tech equipment) are cycled out of use at PLNU, IT refurbishes them and the CPL makes them available at no cost to pastors and churches for ministry-related purposes. We provided over 50 computers to churches and pastors this year.

Conferences and Seminars

Each year, the CPL invites multiple groups of pastors and church leaders to gather together for professional development, encouragement and mutual support. Each of the gatherings has a unique purpose and focus.

Ministerial Candidate Workshop

For over 15 years, the CPL in partnership with the 12 Nazarene districts of the PLNU educational region, has offered a weekend of worship, counseling and seminars for licensed ministers and their spouses who are on the track toward ordination. Participants are required to take a full battery of psychological tests related to effectiveness in life and ministry. Pastors and their spouses meet twice with clinical psychologists to discuss the results of the tests, once via zoom before the MCW weekend and once during the weekend. With the permission of the participants, recommendations are made to district superintendents regarding participants' suitability for pastoral ministry. Dr. Chris Adams, Executive Director of Biola's Rosemead School of Psychology, oversees the counseling team. Over the years, no other CPL initiative has been more frequently noted with appreciation by district superintendents.

Because of scheduling preferences, we had two MCW events in the 2022-2023 fiscal year. We experimented with a new design in the most recent MCW offering four tracks simultaneously. Those four were the traditional track (20 candidates), a Spanish track (10 candidates), Beginning Well for recent MCW alumni (10 pastors), and a track for district coordinators. It was a scheduling challenge, but it all came together in ways that the different tracks were complementary.

Moral Integration

This past July, about 50 pastors, clinicians, district leaders and staff gathered in San Ramon, CA for the fifth annual meeting of the Moral Integration gathering. The Moral Integration gathering is a bridge between the campus community (professors of Psychology in particular) and the church with a focus on the integration between Wesleyan theology and Virtue Science. Dr. Michael Leffel is the primary resource person, along with Dr. Ross Oakes Mueller and Dr. Joey Sagawa and Rev. Dottie Oleson.

Under Dr. Leffel's supervision, the team of clinicians completed work on the first half of the "second year" of the curriculum. They are on schedule to complete the second year in October. The curriculum is being implemented in a number of churches with clinicians and pastors

serving cooperatively as coaches. The curriculum is also being tested (using research metrics) on campus in classes taught by Dr. Oakes Mueller and Dr. Sagawa.

Pastors' Day

For over 15 years, the CPL has offered an annual pastors' day especially for pastors of many different denominations in the greater San Diego area. For the past three years, the Wesleyan Holiness Consortium (WHC) has co-sponsored the event. Through the partnership with the WHC we have been able to extend our invitations to pastors and church leaders from 16 Wesleyan denominations (mostly participating online). This year's primary presenter was Dr. Andy Root. Responses to his presentations were very positive. We had approximately 100 in person attendees and 150 online attendees.

Finishing Well

Finishing Well is a gathering of pastors, mostly in their 60's, who are likely in their last full-time pastoral ministry assignment. It's a three day gathering in which a broad set of topics are discussed related to the personal, relational, financial and congregational dynamics of the final years of ministry and the beginning of retirement. Dr. Norm Shoemaker and Ron Benefiel helped to facilitate this year's gathering of 5 pastors and spouses. Very positive responses.

Coaching

Under the leadership of Derek Taylor, pastoral coaching is proving to be one of the most important initiatives for the CPL.

Lilly Grant

About 80 pastors participated this year in monthly one-on-one personal coaching as well as bi-monthly group coaching. The response to the invitation to be part of the Ministerial Coaching Initiative (MCI) has been nothing short of remarkable. The coaching initiative also offers the possibility for some to go through the process of becoming certified as pastoral coaches. Nearly 30 of those in the program are now pursuing certification. In addition, Derek Taylor is working with two of the Nazarene districts in our educational region (Northern CA and Southern CA) in the development of their own coaching programs. Currently the program is being offered in English and Spanish. We are on track to offer it in Korean this next year.

MCI Development Weekend

Another aspect of the Ministerial Coaching Initiative has been the addition the last two years of a gathering of those in the program for a three-day conference called, MCI Development Weekend. This year there were 120 people in attendance. An expert in the enneagram along with a clinician were the primary presenters. Very well received.

Strengths Training

Unrelated to the coaching initiative for pastors, Dr. Norm Shoemaker returned to a part-time staff role to take up leadership of the strengths training. Over 30 PLNU department leaders met at the Balboa campus for a day of training. The next step will be for them to utilize the strengths test as a resource for inter-staff relational development. More leadership training is scheduled.

Latino Initiatives

Under the leadership of Jonathan Salgado this office seeks to strengthen ties between the Latino leaders and churches of the region. Besides regular meetings with the Latino District Superintendents and Latino coordinators, Jonathan organized a gathering of Nazarene Latino pastors from several districts. They met at Pasadena First Church for a day of teaching on Wesleyan theology. The turnout was very strong with well over 100 pastors in attendance. In addition, Jonathan and his wife, Maggie, spend a great deal of time counseling one on one with pastors across the region as well across the border in Mexico.

Church Relations

The CPL continues to explore ways to strengthen the ties between the church and the university. This includes creating a spirit of goodwill that may also contribute to student recruitment and financial support of the university.

Choir and Band Tours

The CPL office scheduled two weekend concert tours for the PLNU Concert Choir in March of this past year. The first tour was to the central valley with concerts at the Visalia, Porterville, and Bakersfield Olive Knolls churches. The second mini-tour was on a Sunday morning at the Murietta Church of the Nazarene. Under the direction of Dr. Dan Jackson, the choir is outstanding. The response to the choir, as usual, was enthusiastic and appreciative.

After a couple years off, the annual band tour was re-instigated with good initial response from the congregations and pastors

District Assemblies

The CPL staff represented PLNU this past year at 11 of the 12 district assemblies on our educational zone. These are typically two day events that provide multiple opportunities to connect with pastors and church leaders. The CPL staff sets up a display table, provides support to President Brower when he is available to attend, and presents the PLNU report when he is not available.

Retreats for Pastors and Spouses

The CPL staff typically attends 6-8 retreats each fall. These retreats give the staff opportunities for extended time with pastors and spouses. These always prove to be beneficial as the relaxed settings create time and space for conversation and relational development.

Annual Church Fair

At the beginning of the school year each Fall, the CPL staff coordinates a Church Fair in which churches from the greater San Diego area are invited to campus to set up booths and talk to students about the ministry of their church and invite them to attend. This past Fall there were 25 churches that participated.

Hosted Events

The CPL serves as the sponsor for a number of church related events during the year. These are not events that the CPL has responsibility to organize, but only to serve as host. This past year,

hosted events included the following:

- The Call – 34 high school students and leaders at Sacramento Cordova Naz church in Feb.
- Elevate – 1100 youth from Nazarene churches on Memorial Day weekend.
- Children’s Bible Quizzing – a couple hundred children and sponsors.
- PK Retreat – 32 pastors’ kids and leaders on campus for a retreat in July.

Denominational Representation

Some of the CPL staff have denominational responsibilities that give PLNU a presence in the denominational structure. This year that included attendance at the quadrennial General Assembly for the Church of the Nazarene in Indianapolis. Other responsibilities include:

- Ron Benefiel -- General Board, Convener of the Association of Nazarene Sociologists of Religion
- Derek Taylor – Regional representative to the General Nazarene Youth International Board
- Jonathan Salgado – Global Teaching Faculty for Church of the Nazarene, Intl.

Sunsetting

The CPL staff is always considering how to use the limited resources of time and money to best serve the university in its relationship with the Church. At times, this means letting some events go in order to give greater attention and support to other initiatives. One CPL initiative that was “sunsetting” this year was the LA Ministry Strategy Initiative. In some respects, this was an initiative that had great promise, but that was launched in the beginning of the COVID epidemic. This prohibited the opportunities of coaches to meet with urban pastors and congregations. It may be an idea that will re-surface in years to come.

PALCON 2024

Much of our time and attention this next year will be focused on planning for the 2024 Pastors and Leaders Conference (PALCON). Nearly 800 pastors, spouses and family members attended the last PALCON in 2018. The three day event, hosted by PLNU, will include worship services, seminars, forums, and lots of opportunity for community building. Full programming will also be provided for children and youth.

Summary

PLNU’s Center for Pastoral Leadership has the mandate to come alongside pastors and churches with resources that will better equip them to respond to the challenges of ministry in today’s complex social context. The CPL has continued to serve with initiatives that have proven over time to be beneficial. In addition, the CPL staff has been proactive in the development of new resources in response to the changing context. CPL initiatives have been widely appreciated by pastors and church leaders. The compelling need among pastors for additional resources coupled with the reputation of the CPL provide the opportunity to build on the successes of the past as we continue to pursue the mission of serving pastors and churches in such challenging days.