

Point Loma Nazarene University
Center for Pastoral Leadership (CPL)
2024 Annual Assessment

Description of Mission and Purpose

The work of the Center for Pastoral Leadership flows out of its mission and purpose. Here is our statement of mission and purpose as stated on our website.

The Center for Pastoral Leadership is a Christian ministry resource committed to the support, encouragement, and development of pastors and congregational leaders.

Building Relationships

Between pastors in cohort groups

Between scholars and ministry leaders

Between PLNU and the Church

Equipping for Lifelong Ministry

Through care-giving

Through peer learning and coaching

Through continuing education and training

Developing Strategies for Ministry

Drawing on Wesleyan missional theology

Drawing on organizational, psychological and sociological research

Drawing on the experience of experts in the field

The CPL serves pastors and church leaders across the Southwest, both those in the Church of the Nazarene and in the larger Body of Christ. Resources are currently available in English and Spanish.

The CPL website was regularly updated to reflect current calendar and news items. The address for the web site is <https://www.pointloma.edu/centers-institutes/center-pastoral-leadership>.

Personnel and Accountability

The CPL staff is experienced and capable of carrying out the responsibilities of the center. Consistent remarks and self-reports through annual reviews indicate that the staff functions well as a team and individually report high levels of morale and job satisfaction.

Dr. Ron Benefiel, Director

Dr. Derek Taylor, Associate Director of Strategic Initiatives

Dr. Jonathan Salgado, Coordinator of Latino Initiatives

Kelley Klassen, Program Coordinator

The CPL is directly accountable to the president of the university. The CPL director meets monthly with President Brower.

Current Context

This past spring, as part of the research function of the CPL and in conjunction with the Nazarene Research Center in Kansas City, Ron Benefiel updated a study of numerical and financial trends for Churches of the Nazarene in the US and Canada. The study drew from comprehensive data available from pastors' reports over the past 20 years. The data indicate that there was a substantial numerical decline since 2005 and financial decline since 2008 across the denomination including the PLNU region. There was also a notable aging of the clergy over the past two decades. This decline was occurring prior to COVID 19. For many pastors and churches, the pandemic has added additional challenges with regard to effective ministry, and in some cases, viability. The needs of pastors and churches have changed significantly. The CPL is continuing to adjust its focus to take into account the current challenges of ministry.

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

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. This continues to be one of the most popular resources that we are able to make available to pastors and their families. CPL's summer student interns set up, maintained and cleaned the units.

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 met with pastors/families. The response once again this year was very positive.

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. This year we provided over 100 computers to pastors and churches.

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, Director of APU's Center for Vocational Ministry, oversees the counseling team. Over the years, no other CPL initiative has been more frequently noted with appreciation by district superintendents.

We had two MCW events in the 2023-2024 fiscal year, one in English on the PLNU campus and the other in Spanish hosted by the Northern California district. Both were well attended with excellent response.

Moral Integration

This past February, over 50 pastors, clinicians, district leaders and staff gathered in the Mission San Luis Rey for the annual Moral Integration gathering. The annual meeting has focused on the integration of Wesleyan theology and a branch of Positive Psychology called Virtue Science. Dr. Michael Leffel has been the key resource person for the conversation as it is the culmination of much of his life work. Essentially, Wesley had it right that there are certain practices that are formative in mature loving character. He just didn't have the advantage of social research to know which practices are most effective. Those practices have now been identified by the work of people in the field of Virtue Science.

The Moral Integration gathering is a bridge between the campus community and the church. In addition to Dr. Leffel, Dr. Ross Oakes Mueller and Dr. Joey Sagawa (as well as several other clinicians who are PLNU grads) are serving as resource persons. Under Dr. Leffel's supervision, a team of clinicians have completed two cycles of curriculum for the 6 practices and are in the process of writing the curriculum for a third. The curriculum is being implemented in a number of churches with clinicians and pastors serving cooperatively as coaches. In a sense, Moral Integration may be understood as cutting edge research in a critical area of Christian discipleship in the Wesleyan tradition. The curriculum is being rolled out in a number of small groups in participating churches. It is also being tested (using research metrics) on campus in classes taught by Dr. Oakes Mueller and Dr. Sagawa as well as implemented in courses at Nazarene Theological Seminary.

Pastors' Day

For over 15 years, the CPL has offered an annual pastors' day especially for pastors (not just Nazarene) in the greater San Diego area. Noted Christian leaders (e.g. Rick Warren) have served as resource persons for the one day gathering. This past year, the pastors' day was co-sponsored by the CPL and the Wesleyan Holiness Consortium (a large gathering of leaders of 16 Wesleyan denominations). The speaker and resource person was Dr. Kevin Mannoia, former director of the National Association of Evangelicals and dean of the APU School of Theology. Again, the event was well attended both in person (75) with about 35 participants joining online. America's Christian Credit Union was a sponsor and covered much of the expense of the event.

PALCON (Pastor and Leader Conference)

Much of the time and energy of the CPL staff over the past year has been directed toward the planning of PALCON. Usually, PALCON is offered once every four years in conjunction with the General Church of the Nazarene and the 12 districts of the PLNU educational zone. COVID extended the time to 6 years since the last PLNU PALCON. The scope of the conference in the

past was limited to pastors and leaders and their spouses. In 2018, we expanded it to include children and youth. Building on the success of the last PALCON, we are planning to do the same this year. At this writing, we are just a few days from the beginning of the 2024 PALCON with approximately 600 pastors, leaders and spouses, and nearly 200 children and youth registered. This promises to be a record turnout.

Pastoral Coaching

Pastoral coaching is, by far, the most important new initiative for the CPL. It promises to be an ever-increasing portion of our time, energy and budget.

Lilly Grant

We are now in the third year of Lilly Foundation grant for a million dollars over the course of five years. A pastor who participates in this program engages 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. In the third year of the program, there are again approximately 100 pastors participating. The coaching initiative also offers the possibility for some to go through the process of becoming certified as pastoral coaches. (The certification is in conjunction with Dr. Chris Adams at APU). In addition, we continue to work with the Northern CA district to assist them in the development of their own coaching program. The response has been overwhelmingly positive with a number of pastors indicating it has been a lifeline for them.

MCI Development Weekend

Another aspect of the Ministerial Coaching Initiative has been the addition the last three years of a gathering of those in the program for a three-day conference called, MCI Development Weekend. Over 100 pastors and leaders attended the event which was one of the most widely appreciated MCI gatherings to date.

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 monthly meetings with the Latino District Superintendents and Latino coordinators both in person and online for prayer and planning, Jonathan has also visited District events in all districts of the region supporting projects to develop contextual strategies for Latino ministries. He also organized the MCW in Spanish hosted by the Northern CA district. Jonathan spends most of his time working as a coach and mentor for Spanish-speaking pastors. In addition, he and his wife, Maggie, spend a great deal of time 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 Tours

The CPL made arrangements with the Hawaii district for the once every four year choir tour to the HI district. The choir sang at several churches and schools and for the first time, also did a

street concert. Under the direction of Dr. Dan Jackson, the choir is outstanding. The response to the choir, as usual, was enthusiastic and appreciative.

District Assemblies

The CPL staff attended all of the 12 district assemblies representing PLNU this past year. 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. One district superintendent this past year indicated the pastor and spouse retreat as the best opportunity all year for PLNU to build positive relationships with pastors on the district. Several retreats were cancelled because of COVID this past year, reducing the number of retreats the staff attended. The number is expected to increase back to normal again this next Fall.

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.

DSLDP Dinner

This past September, General Church leadership and district superintendents and spouses from all 80 districts across the country convened for their annual meeting, this year in San Diego. While they were here, we hosted them for a dinner one evening in the Greek. Jeff Bolster and his crew were stellar in working with us to help make it happen. This was a great opportunity to showcase our campus to the leadership of the national Church.

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:

- Elevate – 1500 youth from Nazarene churches on Memorial Day weekend.
- Children's Bible Quizzing – a couple hundred children and sponsors
- Q – a national Nazarene bible quizzing event

Sunset

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.

A program that was “sunsetting” this past year was the Los Angeles Mission Strategy Initiative (LAMSI). LAMSI never really got off the ground given that we tried to launch it at the beginning of the COVID pandemic.

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 have been 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.