

State Sunday School Director's Association Annual May Meeting
Boston, Massachusetts
May 17-19, 2006

Wednesday, May 17, 2006

Welcome and Prayer - Sandy Coelho

Welcome New Members – Sandy Coelho

Professional Development – Neal Davidson, Sterling, MA

Contract worker with New England Convention in the area of Pastoral Ministries

Neal's topic was "Leadership in the Real World"

Launching the Journey of Real Leadership: My Journey

1. Recognizing that People and Churches were doing the Same Things but getting very Different Results: The Importance of Context

Kentucky Church Health Study Findings

- ✚ Growing, Stable, and Declining Churches had very similar ministry programs although some quantitative and qualitative differences existed.
 - ✚ Attitude was the Dominant distinction of healthy growing churches. They had a positive attitude and confidence as they built on the strengths they were excited about.
 - ✚ Vibrant, Sincere Prayer is a central feature of growing churches
 - ✚ Persistence born out of a healthy, positive attitude was a factor in growth
 - ✚ Growing Churches demonstrated sustained, flexible effort
 - ✚ Churches face the challenge of "overcoming their hesitancy in relating to outsiders"
 - ✚ Churches can grow in all four dimensions (numerical, organic, maturational and incarnational) simultaneously
2. The Limited Value of Prescriptive Solutions: Cutting Edge Strategies, Resources and Programs were not solving the problem.
 3. Discovering the Value of Learning and Growing in Community: We invent the S for our own context in journey with others.

Framing the Leadership Challenge

1. Historically, leadership has seen its role as providing solutions for the "problems" of those who followed.
2. The Emergent phenomenon: The intervention of the best "technical" solutions did not provide lasting solutions
...Great strategy but poor execution is the byline of the era
3. The New Reality – Facilitating People through Adaptive Learning where people are forced to confront reality and together engage in sense –making and solution – creating work to alter their reality and succeed in their mission.
Adaptive Learning: When the solution to solving a problem or seizing an opportunity of necessity requires a transformation of people's values, habits, practices and priorities. It is not just what or how they do something, but it is about who they are as they do it and why they do it. He referred to an article entitled "The Work of Leadership" from the Harvard Business Review.

4. Embrace Leadership as an Interactive Art: an on-going dance with the reality of current and emerging values, priorities, competencies, opportunities and threats punctuated by numerous mid-course corrections and new learning. He used an illustration of Winston Churchill.
 - ...Different Circumstances demand differing leadership intervention.
5. Altering the Leadership Model
 - From Leader – Follower – Goals to Leadership – Group – Reality
 - From Providing Solutions to Answering the tough Questions
 - Preaching – Help people have a dialogue with God – like parables.

Leading in the Face of an Adaptive Challenge

- A. Get on the Balcony
 - a. See the whole System and how it interacts
- B. Diagnose the Primary Adaptive Challenge
 - a. Set aside your own convictions or bias to see what reality really is
 - i. We naturally filter data to support our assumptions
 - ii. We need to employ good listening skills to see how others see reality
 - iii. We need to be inquisitive and curious
 - b. Diagnose factual dynamics, not individual personalities
 - i. Removing the figure head of opposition is a technical fix
 - ii. Seek to understand why they are reacting as they are
 - c. Detect what aspects of reality people are trying to avoid
 - i. Examine past strategic plans as evaluate effectiveness
 - ii. Analyze concrete data
 - d. Get the various mind-sets communicating with other to develop a richer view of the problem
 - e. Find the Principal Challenge – “Real Leadership” by Dean Williams.
 Publisher is Becker and Koehler
 - i. Is the group refusing to face some aspect of reality? (The Activist Challenge). The people really don’t want to change and the barrier to overcome is their resistance to change.
 - ii. Does the group lack a capacity or resource to successfully fulfill it mission now or in the future? (The Developmental Challenge). Primary condition of the people is they are incompetent to deal with the issue. It takes time to meet this challenge.
 - iii. Does the group need to embrace new values or priorities to be effective? (The Transition Challenge). Provide an orienting sense of purpose. They must own the passage from where they are to where they are going. Help them identify what can be preserved and taken with them.
 - iv. Does the group need to sustain its current mission and values because it is under threat? (The Maintenance Challenge). England in WWII before USA entered the war. There is a difference in a maintenance challenge and the ongoing maintenance task.
 - v. Does the group need to invent a new practice or process in order to do something that has never been done before? (The Creative Challenge).

Creative challenges can be very difficult because they take a long time to develop. You have to watch the mood, energy, and focus of the group in the creative challenge.

- vi. Is the group facing a potentially explosive situation where the accumulated value of the group could be lost? (The Crisis Challenge).
- f. Regulate Distress
 - i. Fresh Learning and Discovery is the by-product of healthy Discord and Desistence
 - ii. The Leader needs to maintain an adequate “holding – environment” in which enough pressure is sustained to create change while not blowing the group apart.
 - iii. Some helpful practices:
 - 1. Evoke – Inspire people to greater impact and/or integrity
 - 2. Provoke – Bait reaction to produce dialogue/change
 - 3. Perturb – Maintain a steady agitation to sustain progress
 - 4. Protect – Hold off powerful people who desire to limit experimentation
 - 5. Proclaim – Give people an orienting purpose to be “on-board”
 - 6. Shock – Keep people awake and alert
 - 7. Permit – Identify what from the past can be celebrated in the future
 - 8. Calmness – Don’t become defensive
- g. Maintain Disciplined Attention
 - i. Given the opportunity most people will engage in work-avoidance when it comes to sustaining the creative progress
 - 1. Scapegoating
 - 2. Denial
 - 3. Attach people not ideas
- h. Place the Solution – Creating Work with the People
 - i. Create an atmosphere of support, not control, so that the implementers take the initiative to solve the problem
 - ii. Feed the Collective self-confidence
- i. Protect Voices of Leadership from Below

Neal led the group to examine the issue topics and identify which challenge to which each one related.

Lunch

Session #2

Review Agenda

Testimony – Sandy Coelho

Work Group Meetings

Issues/Discovery – Darryl Wilson facilitator

Church Planting – Rob Lee facilitator

Field Service – Steve Sallis facilitator
Website and Technology – Richard Nations facilitator

Break

Issues/Discovery Group Report – Darryl Wilson

State Sunday School Directors Association -- May 2006 Issues Committee Topics for Consideration

Dave Frasure:

I'd like to develop a website for free, downloadable Sunday School material for the small church struggling with budget. Not as a permanent source of ongoing material, but a temporary help for a smaller church to get them through a quarter or two that could cover all age ranges.

Marie Clark:

The perception of members that Sunday School is just a Bible study time for their enjoyment/edification, not a tool for evangelism, outreach and ministry. For example, elective study topics and rotating groups don't provide for any accountability for members or follow-up for prospects.

Kiely Young:

- 1) New Christian development
- 2) Small group Bible study off-campus - understanding unmet needs

Phil Stone:

1. "How can we open Sunday School back up?" so that it can accomplish its true mission for the church.
2. "How can we help churches do Sunday School as a team?" and "How can we help the Sunday School Director develop this team based on the gifts/passions of people?"
3. "How can we help the Sunday School become more church mission/vision centered rather than focusing on its own viability as a program?"

Bruce Morrison:

Pastoral Leadership: Trying to work with Sunday School leaders who want to make changes but they have a Pastor that just doesn't get it, or worse yet, doesn't want to get it. The mentality of "We're just a little church" or "I'm just a Pastor of a little church" stifles the potential for growth. I point to other smaller churches that are impacting the Kingdom through Sunday School but they say that it works for them but it won't work here.

Sandy Coehlo:

How is the Acts 1:8 strategy being practically implemented in relation to Sunday School /Discipleship and through this strategy how is transformational and missional being measured?

Clyde Kakiuchi:

1. "Finding a Committed Sunday School Director & not a Warm Body." Quite a few of our churches don't have a Sunday School director and those who do, have challenges with their lack of commitment.
2. Slow movement away from the traditional Sunday School to small groups (do not use the SS curriculum in small groups).

Phil Miller:

1. Small group Bible study (cell groups, home cells, Saddleback style, Willow Creek style, etc.): Valuing their freedom to choose while finding the common ground with Sunday School.
2. Raising the flag for Sunday School in a big way - something on a national scale that would involve grass roots, smaller membership churches - not product-driven, but process-driven - going back to the spirit of 8.5 by '85. Involving lay leaders, churches of all sizes, pastors, etc.

John Adams:

Sunday School groups have high value to people who are looking for friends. Are you finding it difficult to involve people in Sunday School who already have a support system in place? For example, in communities where the population is stable, people have grown up with each other and have already decided who to spend their free time with, most often setting aside their priority time to spend at family get togethers, sports activities, etc. In places where people are not feeling the need to "bond" with new spiritual friends, how do you grow?

Terry Arnold:

One issue I am facing is attempting to help churches whose Sunday Schools have declined almost to the point of no return. They do not believe they have the will nor the ways to start anew. How does one assist a Sunday School that is declining, without adequate teachers, poor space utilization, pastoral apathy, etc?

Extended Phil Stone:

1. Sunday School, in many churches, has lost its purpose. It has become "Club Church" with a discipleship priority. It is attempting to meet the needs of hungry disciples, and it has become the place where disciples grow biblically obese. I'd like to dialogue around the issue of Sunday School as the place where growing disciples DO discipleship in open, small groups with a priority on evangelism. The question is "How can we open Sunday School back up?" so that it can accomplish its true mission for the church. It's an old question about an old issue, but I think it is the question we all must face in our states.
2. Sunday School Directors are still attempting to do Sunday School ministry alone. The result is that they count nickels and noses and plug holes on Sunday mornings and that's about it. I'd like to dialogue around the issue of the Sunday School Ministry Team leading a gift-based ministry. The questions are "How can we help churches do Sunday School as a team?" and "How can we help the Sunday School Director develop this team based on the gifts/passions of people?"
3. Sunday School ministry is a silo strategy of the church and is often just as guilty of turf protection as other church ministries. I'd like to dialogue around the issue of the Sunday School as a part of the holistic strategy of the church to accomplish the mission of the church and help it live in to its God-given future story/vision. The question is "How can we help the Sunday School become more church mission/vision centered rather than focusing on its own viability as a program?"

Small Group:

"I need you. I need to hear you" – instead of saying to the church "You need us"
They seek Preschool/Children needs and will seek out help.
Connecting with church planters
Marketing Sunday School to the non-mobile American. They feel they don't need relationships.

Leadership:

- Leading leaders & members to accept ownership of Sunday School
- Assess current reality
- Encouragement from state staff & encouragement among church leadership to share real needs
- Need more time on agenda to discuss issues

Response to specific issues:

Phil Miller – Enlisted, defined, picture, accountable, discipline – start small, do it right, grow it strong
Kiely Young – Chuck Lawless: Membership Matters. Phipps: More Abundant Life
Terry Arnold – Do they want to be helped? Keep it simple, one thing to do, not a short term fix
Phil Stone – Community of Evangelism – test drive Sunday School; Sunday School Mission Project; design visible in class; celebrate/measure right things.

Question was raised who had a church in their state that had a good youth Sunday School program.

Update from David Francis

David gave out a report of Sunday School toward his assigned goals for 2006.

Response to LifeWay – Bob Mayfield

Wrap up and Housekeeping

Adjourn

Dinner Fellowship, “Jimbo’s South”

Thursday, May 18, 2006

Session #3

Worship, Devotion and Prayer - Mark Langley

Mark spoke from 2 Corinthians 11:26 – Paul’s litany of dangers. Mark related this passage to his love of the church and the work that God has called him to do. He also gave a tribute to Shane Ewing, Wyoming.

Church Planting Group Report – Rob Lee

This workgroup was formed two years ago. SSSDA needs to court NAMB to assist them in the development of their church planting work by providing Sunday School resources. Mark Carlyle of NAMB has been appointed as church planting coordinator at NAMB. SSSDA needs to work with Richard Harris at NAMB. Richard is a supporter of Sunday School. It was suggested to invite Richard to a May meeting. It was also suggested that SSSDA empower Rob Lee to coordinate with NAMB on behalf of SSSDA. The workgroup recommends the workgroup be disbanded. It was decided the disbanding of this group is premature. The officers will send a letter to Richard Harris asking him to be the speaker for the Professional development as well as church planting.

Field Service Group Report – Steve Sallis

Recommended process:

1. List/post needs on web site. If there is a formal partnership between states that avenue should be explored before needs are posted on the web site.
2. Gather member profiles – expertise, availability, etc. Also list profiles of people within each member’s state.
3. Identify state leaders with special expertise in languages.
4. When a need is posted on the web site an email automatically be generated to SSSDA members.

Comments were made concerning LifeWay’s new approach to field service. David Frances stated the system is still evolving. He stated it is still imperfect but is improving. Darryl Wilson made a statement that he would like to make sure the emerging states were taken care of first. He suggested that main line states partner with emerging states. Mark Langley stated Montana has churches in other states partnering to start new churches. He also said there is a Sunday School to Sunday School partnerships. And even class to class partnership.

Website/Technology Group Report – Richard Nations

The group discussed video conferencing, especially through LifeWay. Myron stated Dakota has a portable unit to create video conferencing and would be willing to share it to other states.

The group looked at chat rooms. It was also suggested to search for other companies that will assist in the group email system.

Reviewed current website and make the following recommendations:

1. Begin development & use of sundayschooldirectors.com, org, and net. Allocate \$500 for this purpose. The workgroup requests states give permission to link to their web sites. Also need to submit material to go on the web site. The ssdf.net would be kept for administrative matters for the association.
2. Investigate other software/technology to do group email.
3. Investigate ways to track use of website.
4. Create links to LifeWay resources as well as other state resources available.
5. Develop a budget for technology & website.

Recommendations for follow up

Business Meeting:

Report and Recommendations of the Officers

1. Recommendation to raise the membership fees of the Association

Three tiers:	Category 1	\$50	Proposed: \$100
	Category 2	\$100	Proposed: \$175
	Category 3	\$200	Proposed \$300

Current Assignments for Membership Fees

CONVENTION	CURRENT DUES	CONVENTION	CURRENT DUES
Alabama	\$200	Mississippi	\$200
Alaska	\$50	Missouri	\$200
Arizona	\$100	Montana	\$50
Arkansas	\$200	Nevada	\$50
California	\$200	New England	\$200
Canada	\$200	New Mexico	\$200
Colorado	\$100	New York	\$50
Dakota	\$50	North Carolina	\$200
District of Columbia	\$50	Northwest	\$100
Florida	\$200	Ohio	\$100
Georgia	\$200	Oklahoma	\$200
Hawaii/Pacific	\$50	Pennsylvania/S. Jer	\$50
Illinois	\$100	South Carolina	\$200
Indiana	\$100	Tennessee	\$200
Iowa	\$50	SB of Texas	\$200
Kansas/Nebraska	\$50	BGCT	\$200
Kentucky	\$200	Utah-Idaho	\$50
Louisiana	\$200	BGCof VA	\$200

Maryland/Delaware	\$100	SBC of VA	\$200
Michigan	\$100	W. VA	\$100
Minnesota	\$50	Wyoming	\$50
Puerto Rico	\$50		

Recommendation was presented as a motion from a committee. The motion passed unanimously.

2. **Recommendation to make changes to the existing Constitution of the Association.**

Constitution of the State Sunday School Directors Association (revised May 2006)

Article I. Name

The name of the organization shall be State Sunday School Directors Association. (NOTE: The legal/incorporated name: Southern Baptist Sunday School Director's Association)

Article II. Purpose

The purpose of this organization shall be to bring together State Sunday School Directors for fellowship, exchange of ideas, networking, and to serve as a catalyst to provide field service and other support for pioneer and smaller state conventions.

Article III. Membership

The membership shall consist of those persons who function as Sunday School Directors (or a complimentary role) for state conventions related to the Southern Baptist Convention.

Each member of the State Sunday School Directors Association is asked to contribute an annual dues fee. The dues range from \$100 to \$300 for a year (January-December). This fee is based on the member's ability to contribute. Membership dues is used for on-site expenses of the May meeting, maintenance of our website, help for smaller conventions to attend annual meetings, providing networking and professional development expense and other administrative costs incurred during the year. Any changes to the dues structure shall be recommended to the members by the officers at an annual meeting of the Association.

Article IV. Officers

The officers of the State Sunday School Directors Association shall be president, president-elect, three regional vice presidents (Eastern, Central, and Western), and secretary-treasurer. Duties of the officers shall be as follows:

1. President: It shall be the duty of the president to preside at each session of the association or to delegate this to the president-elect or one of the vice presidents. He shall serve as chairman of planning and coordination for the association. The president shall work with the

other officers of the association to plan the annual meeting of the association. The president may serve for a maximum term of two years.

~~The president shall appoint a three member Nominating Committee to nominate officers, committees, and chairpersons of committees. Officers and committees shall be elected at the annual meeting of the association.~~

2. President-elect: In the event the president is unable to serve, the president-elect shall assume the role of president. The president-elect shall serve as vice-chairman for planning and coordination. The president-elect shall preside at sessions of the annual meeting as delegated by the president. **The president-elect may serve for a maximum term of two years.**

3. Vice President (Eastern, Western and Central): The vice presidents shall represent their geographical area of the Convention and serve as requested by the president. Vice presidents can serve for a maximum of three years consecutively. The vice presidents shall serve on a rotation basis. Each year the assigned term of office of one vice president shall expire, and the nominating committee will fill expired or unfilled terms. The vice presidents shall serve as the Nominating Committee. This nominating committee will nominate the officers, committees, and chairperson for each committee. These nominations will be voted on at the annual meeting of the association.

~~3. Eastern vice president: The Eastern vice president shall represent this geographical area of our Convention and serve as requested by the president.~~

~~4. Central vice president: The Central vice president shall represent this geographical area of our Convention and serve as requested by the president.~~

~~5. Western vice president: The Western vice president shall represent this geographical area of our Convention and serve as requested by the president.~~

4. Secretary/Treasurer: The secretary shall keep records of the members, shall keep minutes of the annual meetings, and report as requested.

The secretary/treasurer shall be authorized to sign checks and to keep financial records. A financial report shall be given at the business session of the annual meeting. The secretary/treasurer shall send an annual statement for payment of dues to all members and shall assist in sending flowers and acknowledgments in the event of serious illnesses or death.

ARTICLE V: Committees

The State Sunday School Directors Association shall have the following regular committees:

Field Service and Support Committee: will be composed of a chairman **and three persons representing the three regions. The three representatives will be enlisted by the chairperson of the Field Service and Support Committee.** ~~a chairman-elect, and one other person.~~ The duties of this committee are to identify field service and other needs of pioneer ~~and small state conventions~~ **state conventions and state associations**, to communicate these to ~~state directors~~ **State Sunday School Directors Association members**, to work to network field service for these needs, and to report to the members of the State Sunday School Directors Association how these needs were met. **The main focus will be to assist pioneer and small state conventions and state associations.**

Issues Discovery Committee: will be composed of a chairman and three persons representing the three regions. The three representatives will be enlisted by the chairperson of the Issues Discovery Committee. ~~a chairman elect, and one other person.~~ The duties of this committee are to survey and/or identify issues and recommend approaches for addressing each issue. This group will also be responsible for bringing several recommendations for the next year's Professional Development topic to the members and officers for approval. The officers will make the final plans for the Professional Development to take place at each year's annual meeting.

Website Committee: will be composed of the webmaster and three persons representing the three regions. The three representatives will be enlisted by the chairperson of the Website Committee. The duties of this committee will be to plan and implement the work of the Association's website. This will include working with the Secretary-Treasurer in maintaining the site and making sure that the information is current and up to date.

~~Arrangements Committee: shall consist of the officers of the association. Their work shall be coordinated with the director of the Sunday School Division of LifeWay Christian Resources.~~

~~Nominating Committee: shall be composed of three members appointed by the president and announced to the membership not less than three months prior to the annual meeting of the association. This committee shall select, enlist and report to the association.~~

ARTICLE VI: Time and Place

The annual meeting of the association shall be in the late spring or summer each year. The meeting should be a minimum of one and one-half days in length. The date and location of the meeting will be determined by the members of the association. Meeting locations will be planned out for a three year period and these locations will be approved by the members at the annual meeting.

ARTICLE VII Amendments

This constitution may be amended at any regular meeting by two-thirds of those voting. Amendments must be distributed at least 45 days in advance of the meeting to vote on the amendment. ~~, notice having been given at least 45 days in advance, or by a poll of the membership conducted under the direction of the current officers.~~

ARTICLE VIII Relationships

1. LifeWay Christian Resources

a. Partners: The Association shall endeavor to work with the Sunday School Division as a partner.

~~b. Joint strategic thinking and planning: The Association's annual meeting priority will be joint strategic thinking and planning with the Sunday School Division.~~
The Association shall invite a Lifeway representative to be a part of our annual meeting in order to encourage joint strategic thinking and planning.

c. Funding of expenses: Funds for expenses of state directors to the annual meeting will be negotiated with the Sunday School Division. Our Association will also fund the meeting expenses of the annual meeting.

2. State Conventions

- a. Association members will be composed of persons who function as Sunday School Directors (or a complimentary role) for state conventions.
- b. The Association will serve as a catalyst to identify needs and provide assistance to state conventions and especially for Sunday School work in pioneer mission and smaller state conventions.

The recommendation was presented as a motion from a committee. In the officer listing under the President, the second sentence change He to The President. Under committees change web site to technology. Under the President-elect change maximum term to “ for no more than two consecutive years”. Question was why the name and the web address were different. Question was answered. The officers will take the question under advisement. Under LifeWay change Division to Office. Under LifeWay, number c the negotiation will be in reference to travel to the annual meeting. Move our association sentence to the state section. Motion was made to change all gender related wordage. Question was called. Motion passed.

3. Dates and Location of Meetings for the next three years

YEAR	DATE	LOCATION	HOST/CONTACT
2007	May 16, 17, 18	Montana	Mark Langley
2008	May 14, 15, 16	Florida	John Boone
2009	May 13, 14, 15	Chicago, IL	Bob Dickerson

Recommendation came as a motion from a committee. Motion passed.

4. The following is the nominations to be presented.

POSITION	Presently Serving	NOMINEE
President	Sandy Coelho	Mark Langley (Montana)
President-Elect	Mark Langley	Bob Mayfield (Oklahoma)
Eastern Vice President	Belinda Jolley (South Carolina)	Belinda Jolley (South Carolina) – 1 year term
Central Vice President	Richard Nations (Iowa)	Bob Dickerson (Illinois) – 2 year term
Western Vice President	Bob Mayfield (Oklahoma)	Terry Arnold (Nevada) – 3 year term
Secretary-Treasurer	Randy Tompkins	Sandy Coelho (New England)
Issues Chairperson	Keith Wilkinson	Darryl Wilson (Kentucky)
Field Service Chairperson	Lynn Nikkel	Steve Sallis (New York)

Technology	Randy Tompkins	Richard Nations (Iowa)
Church Planting	Belinda Jolley	Rob Lee (Utah-Idaho)

Recommendation came as a motion from a committee. Question was asked how nominations were made without a nominating committee. The answer is this is a function of the vice-presidents. Motion passed.

Treasurer's Report/Technology report

Report covers June 2005 – May 2006

Beginning Balance		\$2,813.29
Income		\$4,009.75
	Dues	\$3,625.00
	Interest Earned	\$ 21.93
Expenses		
	May Meal	\$ 600.00
	Flowers & Plaques	\$ 302.75
	Credit Card Charges	\$ 288.95
	Web Hosting Service	\$ 149.70
	May Meeting	\$ 535.57
	Remember	\$ 100.00
		\$2,472.46
Ending Balance		\$4,450.58

Recognition of the retirement of Keith Wilkinson

Meeting was dismissed.

FREE AFTERNOON AND EVENING

Friday, May 19, 2006

Session #4

Worship, Devotion and Prayer (Keith Wilkinson)

Miscellaneous Business

Meetings of Workgroups / officers, etc.

Adjourn