

WHY LDI?

The Leadership Development Initiative (LDI)



Mission

LDI is a collaborative partnership between clergy, lay-leaders, community organizers and the Episcopal Diocese of Massachusetts to develop spiritual leaders for God’s dream of a just and reconciled creation. In the words of LDI mentor Marshall Ganz, a leader is “Someone who takes responsibility for enabling others to achieve purpose in the face of uncertainty.”

“If you had asked me 6 months ago whether this kind of radical change was possible in our church, I would have said, “NO WAY!” but now, I am standing here, living proof that it is.”
 - LDI 2011 Participant

Calendar and Overview 2013-14

- *Sat. Oct 19, 9am-Noon* – Free **“Taste and See”** for lay leaders and clergy interested in recruiting a team. Learn about the LDI program and practices.
- *Sat. Nov 16, 9am-5 pm* –Free training: **“From Call to Community to Action”**. Teams discern the urgent needs in their community and where they feel called to act. Public narrative and 1:1 skill practice.
- *Fri. Jan 24 and Sat Jan 25* – **1.5-day training** that covers all the **practices of mission-based leadership development** for churches and Christian organizations. Teams launch their mission projects.
- *Feb-June* - Teams attend monthly evening **regional coaching clinics** from LDI trainers to deepen their learning and have support and accountability for project goals.
- *Mar. 29, 9am-5pm*– One-day training for all teams on action and building capacity.
- *June 4, 6-9 pm* –Teams Celebrate their projects.

Previous Participants

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| - Christ Church, Swansea | - Trinity Church, Newton Centre |
| - Grace Church, Medford (4 yrs) | - St. Andrew’s, Hanover (2 yrs) |
| - St. Andrew’s, Framingham (2 yrs) | - St. James, Cambridge |
| - Episcopal Evangelism Network | - Jubilee Ministry |
| - Church of the Holy Spirit, Wayland | - Christ Church Waltham |
| - Christ Church, Plymouth | - St Paul’s, Peabody |
| - Tufts Protestant Chaplaincy | - Life Together DioMass Interns |
| - St. Paul’s Church, Newburyport | - Iglesia San Pedro, Salem |
| - ECM Congregational Justice Network | -Christ Church, Cambridge |
| - St. Mark’s Church, Burlington (2 yrs) | -St Dunstan’s, Dover |
| -Church of Our Savior, Somerset | -St Luke’s Scituate |
| - Concord River Deanery | -St Paul’s Cathedral MANNA |

The LDI Leadership Practices:

1. **Shared Story** - telling our stories in a way that motivates others to join us
2. **Relational Commitment** - building robust relationships with others that enable purpose, meaning, and outcomes
3. **Creating Strong Team Structure** - developing teams that achieve results and build individuals' leadership
4. **Creative Strategy** - setting goals, inviting others to participate, achieving the goals
5. **Measurable Outcomes** - measuring, evaluating and learning from your success/failures
6. **Awakened Hearts** - through worship, contemplative practice and holy listening, LDI leaders seek to act at the intersection of individual and collective call and urgent community need

2013 LDI Outcomes



90% of team reached their **site-based project goals**

Teams engaged **2000 people**, 130 people on average per team

15 mission projects, including building a **community garden**, a homeless community leading a **space blanket drive** for other homeless, creating a **coalition of churches** to organize for public city toilets, recruiting business leaders to provide **summer jobs for urban youth**

Frequently Asked Questions

- How much does it cost? \$600 for DioMass teams; \$1000 for all other teams
- What constitutes a team? 4 or more people
- What makes for a strong applicant?
 - Wants to lead with others, not alone
 - Seeks transformation and learning
 - Models dexterity and flexibility
 - Interested in the intersection of spirituality and action; comfortable with Christian worship, especially chant, silence, and sacred reading

"LDI is a terrific way to engage churches in moving outside their walls, giving tools to tackle bigger issues and creating a sense of accomplishment. It's a way to make church part of 'real life' instead of just something on Sunday morning."

- LDI 2013 Participant

To get involved, contact Duncan Hilton, LDI Program Director

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Applications and detailed calendars available for download on the LDI website: diomassleads.org