



## **I'm Growing!** A personal plan to Keep Growing

### **The Basic Structure**

Some pastors intuitively know how to be life long learners and monitor their commitment to make it happen. Many need the benefit of guidelines and the help of a friend. Become part of an adventure in which you will be doing things that have likely been on your heart for a long time. We recommend undertaking activities that can be completed in a span of two years.

#### **1. Individually designed**

Select activities you believe will be best for you.

#### **2. Addressing three areas**

*Spiritual formation* - the process of being conformed to the image of Christ. Address areas such as the practice of spiritual disciplines, clarity of your calling, an integrated theological/biblical worldview, holy living, and renovation of the heart.

*Personal Well-being* - the critical areas of a pastor's personal life. Address areas such as marriage & family relationships, physical health, daily habits, stage of life and a sustainable approach to life's demands.

*Ministry Excellence* - the opportunities to systematically "sharpen the saw" for a more productive ministry. Address areas such as training in one's primary focus of ministry, continuing education, leadership development, staff management, valuable new skills and ministry transitions.

#### **3. Aided by a mentor**

The nature of this mentor relationship will vary depending on the individual's desires. We maintain that everyone needs "a brain to pick, an ear to listen, and a push in the right direction". The deepening of a good friendship is likely.

## **Mentoring Options**

“I’m Growing” involves asking a friend to journey with you. There are three kinds of relationships to consider. In the first your friend serves as a listener, in the second as a peer mentor, and in the third as a coach.

### **1. Listening Friend**

Ask a friend to look at the details of the plan you outlined for yourself (including updates you create along the way) and to evaluate if they fit your goals for participating in “I’m Growing!” The friend agrees to keep in touch with you quarterly and to celebrate your progress along the way.

### **2. Peer-Mentor**

Ask a peer mentor to do “I’m Growing” with you. Each creates a plan that may contain similar activities. As peer mentors for each other your friend and you meet for a day 4 times over the span of a year. You might elect to attend conferences together or grow a friendship between each other’s family. You agree to celebrate when you have done well and give each other permission to confront when you fall behind.

### **3. Life Coach**

Ask someone to be a life coach. Your friend helps you assess your life and determine what you might do to improve your ministry skills, deepen your spiritual passions, and continue personal development. You agree upon those activities that need to be included in your plan. There is a greater degree of formality in that you expect to receive critical feedback, periodically update the plan, and see significant changes. The friend will celebrate your growth.

## **Creating Your Plan**

The “I’m Growing!” planning form has room to record six things you’d like to do during two years of participation. There is room for additional or alternative activities you might discover along the way. The planning form can be downloaded at [www.efca.org/healthypastors](http://www.efca.org/healthypastors).

You might want to begin your journey with an overnight personal retreat. On the first day you can list ideas that come to mind. On the second day you can fill in your “I’m Growing!” plan.





**"I'm Growing!" Plan**

Name: \_\_\_\_\_ Mentor: \_\_\_\_\_ Date: \_\_\_\_\_

<b>SPIRITUAL FORMATION</b>	<b>PERSONAL WELL-BEING</b>	<b>MINISTRY EXCELLENCE</b>
Description of Activity - First Priority	Description of Activity - First Priority	Description of Activity - First Priority
Description of Activity - Second Priority	Description of Activity - Second Priority	Description of Activity - Second Priority
Alternative or Additional "I'm Growing!" Activity	Alternative or Additional "I'm Growing!" Activity	Alternative or Additional "I'm Growing!" Activity