



LPLI

LEWIS PASTORAL
LEADERSHIP INVENTORY

**Personal Leadership
Profile Report
Prepared for**

Sample Pastor 3

2009



Lewis Center
for Church Leadership

Wesley Theological Seminary
4500 Massachusetts Avenue, NW
Washington, DC 20016
www.churchleadership.com

Dear Clergy Colleague:

This Personalized Leadership Profile Report summarizes the feedback on your ministry effectiveness obtained through the Lewis Pastoral Leadership Inventory (LPLI.) The LPLI is a 360° assessment tool, meaning that it integrates your self assessment with the assessment of at least five “observers” who are familiar with your work. The report is designed to reveal how you see your own strengths and weaknesses in comparison to how they are seen by others.

Each LPLI profile is unique, since each individual brings different gifts to the practice of ministry. Because of the multi-faceted nature of a pastor’s role and because different leadership skills are needed in various settings, no one should expect to receive the highest ratings on every criterion, nor is that necessarily the goal. The LPLI results are intended to help you look for patterns of strength and weakness in your practice of ministry so that you can grow in effectiveness and improve over time. The primary aim of this instrument is to help good pastors become even better!

Several steps are helpful in processing the results of your inventory:

- **Step One: Familiarize yourself with the report format.** Take time to read the opening sections of the report that explain how the results are presented. Otherwise, the results cannot be properly understood or contextualized.
- **Step Two: Review your results.** Take time to read the report very carefully. Try to keep an open mind and avoid reacting emotionally. Think about what in the report confirms what you know about yourself and what is surprising.
- **Step Three: Identify the “gaps.”** Some of the most helpful clues will be found in the areas where your self perception differs from that of your observers. You can also identify places where your scores differ from the national averages.
- **Step Four: Discuss with others.** You will learn more from the LPLI process if you are willing to discuss your results with a supervisor, mentor, or trusted colleague. Some find it helpful to bring together those who completed the survey as observers to discuss the results. Opening yourself to feedback demonstrates to those with whom you work your desire to grow as a leader. On page 6 you will find some talking points to aid in your discussion.
- **Step Five: Develop an action plan.** Ask yourself, “What strengths could I use more?” and identify a list of ways to practice that strength. You may find it helpful to target two or three key areas for improvement and assemble a list of developmental opportunities. Develop a plan for practicing specific skills and behaviors that need improvement. Consider continuing education possibilities and ways to partner with others to improve your leadership performance.
- **Step Six. Seek additional feedback.** The LPLI categories can be used as a framework to help you assess your future work. As you move forward with developmental plans, ask for feedback from others regularly. Consider taking the LPLI again after a period of time to measure progress.

We hope and trust that you find this to be a rewarding and productive journey toward greater self-awareness and growth. If you need assistance in interpreting your results, please contact 1-877-LPLI-360 or lpli@wesleyseminary.edu. You can learn more about the LPLI at www.lpli.org.

Dr. Lovett H. Weems, Jr.

How the Results are Organized

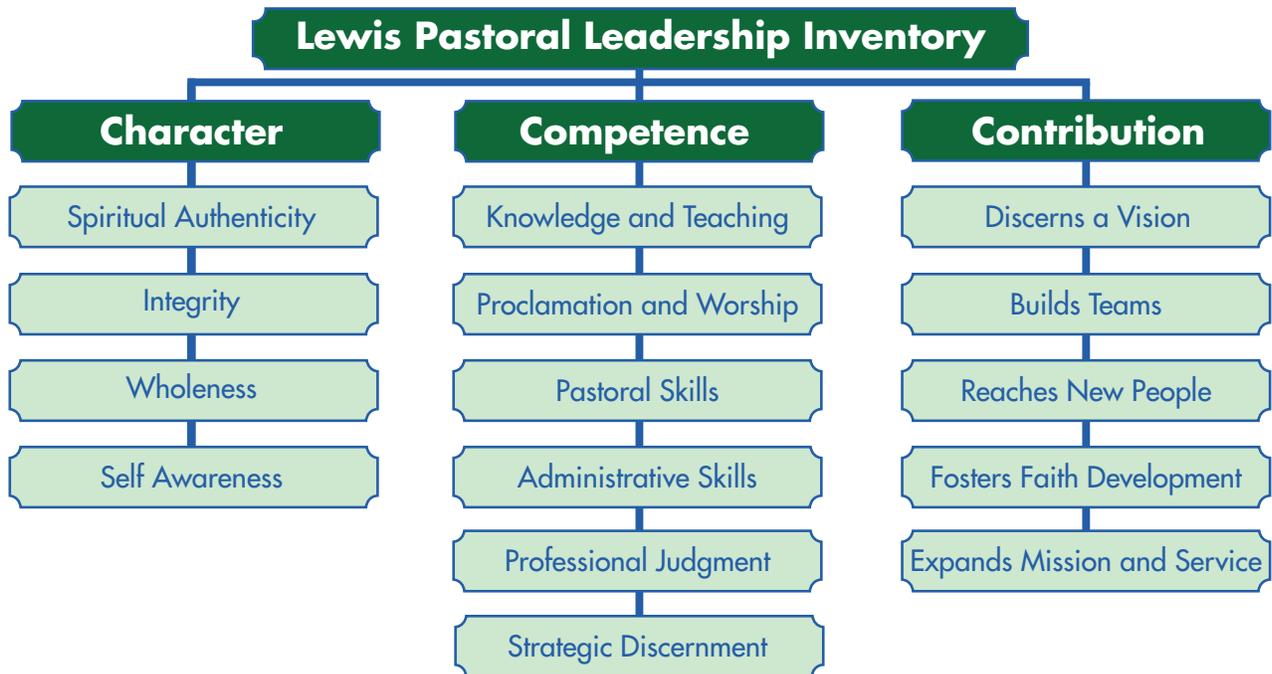
The LPLI covers 75 criteria of effectiveness in ministry. The Lewis Center developed these measures based on a threefold definition of effectiveness in ministry that focuses on:



CHARACTER
COMPETENCE
CONTRIBUTION

-  **Character** - who a leader is in terms of spiritual authenticity, wholeness, and integrity.
-  **Competence** - what a leader knows and does in the diverse areas of pastoral ministry.
-  **Contribution** - what a leader accomplishes to advance the mission of making new disciples, fostering spiritual growth, and serving the world.

These categories and the specific criteria were compiled from definitions of effectiveness used by different jurisdictions, from the literature of pastoral effectiveness, and with input from church leaders and theological educators.



This report groups the 75 criteria under the categories Character, Competence, and Contribution. There are several subcategories under each category. The responses to each individual question are listed, and the responses have been subtotaled in each subcategory and category.

How to Read and Interpret Your Results

Understanding the LPLI's scale

Each LPLI criterion is evaluated on a seven-point frequency scale. A higher score means that you exhibit this trait more frequently, a lower score, less frequently.

As is the case with many other leadership assessment instruments used in the nonprofit sector, LPLI results are sometimes skewed toward the high end of the scale. This tendency seems to be even more pronounced for pastors because of a "halo effect" that can color people's perceptions of their spiritual leader. Because responses to the LPLI tend to cluster at the top end of the range, differences that might seem slight – say between a score of 6.1 and 6.4 on a 7 point scale, can actually be significant. It is helpful to take the time to look for meaning in differences that might at first glance seem subtle.

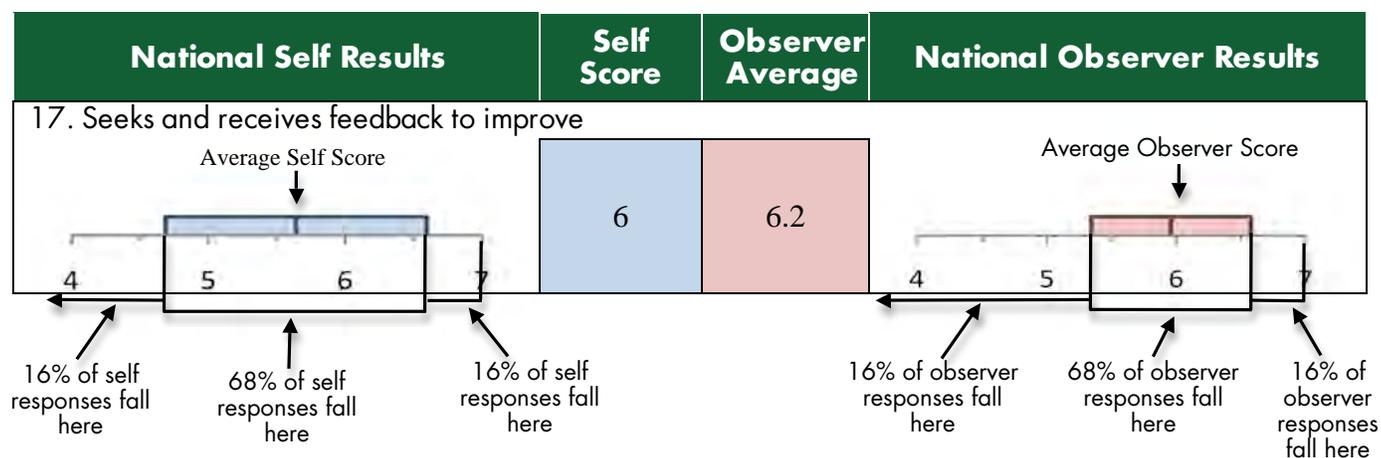
How observers' scores are reported

The LPLI is designed to seek input from multiple observers. An LPLI report cannot be issued unless a minimum of five observers completed inventories. The process allows for the input of up to ten observers. To preserve the anonymity of the observers, their responses are provided only in the aggregate. The observer rating shown is an average calculated by totaling the individual observer ratings and dividing by the number of observers who completed the question. The pastor's self score and the observer average score are reported side-by-side at the center of each results page. This facilitates comparison between how you see your own effectiveness in each area with how your observers see it.

Putting your scores in a larger context

To help put scores in a larger context, individual LPLI results are presented side-by-side with a Standard Deviation Graph that permits you to gauge where your self scores and observer scores fall within the range of national averages for those who have used the LPLI in the past.¹

The bar graph to the side of the self and average observer score columns shows the range in which most scores (68%) tend to fall. The line in the center of the graph shows the average score of past LPLI users. You can use this chart to see how your self and observer scores compare to the national average.



Occasionally the score set is so high a differentiation cannot be made between the middle 68% and the top 16%. For example, see the national observer results on question # 2.

¹ The standard deviation graphs in this report are based on the results of approximately 800 pastors who used the LPLI during 3 years of field testing.

How to Read and Interpret Your Results (continued)

Summarizing your LPLI results

On pages 16 -17 you will find a summary sheet that organizes your results in the broader categories related to the LPLI's Character, Competence, and Contribution framework. You will want to pay particular attention to the contribution category which emphasizes the results of your work. Generally, pastors score less well in these areas. At the bottom of page 17 is an "overall average" that summarizes your self and observer scores across all 75 criteria.

Looking for clues in your high and low scores

On page 18 you will find a list of the ten areas where you rated yourself the highest next to the ten areas where your observers rated you the highest. This chart provides a snap shot of where your relative strengths are perceived to be. You will want to compare carefully the differences between what you see as your top strengths and what your observers see as your top strengths.

On page 19 you will find a list of the ten areas where you rated yourself the lowest next to the ten areas where your observers rated you the lowest. This chart provides a snap shot of where your relative weaknesses are perceived to be. Again, you will want to compare carefully the differences between what you see as your main weaknesses and what your observers identify.

Looking for clues where there are variances between self and observer scores

Comparing how you see yourself with how others see you can inform a more reliable self image and help you deal with others in ways that acknowledge their perceptions. In general, when average observers' scores are the same or very similar to self scores, it indicates that your self perception is consistent with how others see you. This is generally a positive indicator of self-awareness.

The chart on page 20 shows the ten areas where your self scores and your observer scores differ the most. (A positive difference in score indicates that your observers scored you higher than you scored yourself. A negative difference in score indicates that you scored yourself higher than your observers did.) Studying these differences will reveal important clues:

- Where observers rate you more highly than you rate yourself, you can identify areas of strength that you may not have previously recognized in yourself.
- Where observers rate you less favorably than you rate yourself, you can identify some important areas for improvement. If you are convinced that the observers' perceptions are mistaken, you might want to think about what may be leading them to view you in such a ways.

It is not uncommon for highly effective people to judge their own performance more harshly than others do. This is often an indicator that the individual has very high expectations of themselves. In general, it is more troubling when there is a consistent pattern of someone evaluating themselves more favorably than others see them. This suggests that the individual thinks they are doing much better than they really are.

Ways to Use Your Results

Once you are familiar with your individual profile, your LPLI results can be used for:

- 1. Self awareness.** Comparing how you see yourself with how others see you can inform a more reliable self image. It can help you deal with others in ways that acknowledge their perceptions. It can identify unrecognized strengths and potential “blind spots,” making you more self-aware in your practice of leadership.
- 2. Communication.** Results of the LPLI can be used to facilitate dialogue among pastors and their denominational supervisor, pastor-parish or pastoral relations committee, and peer group. The LPLI results can provide a framework for discussion and objective data to inform the process. Talking points for discussing your LPLI results with others are found on the following page.
- 3. Improvement.** LPLI results can be used to inform an action plan for improving your leadership performance. Both strengths and weakness need attention. You want to identify your strengths so you can build your leadership around those strengths.
- 4. Exercising strengths.** Knowing your high-scoring categories can help you lead from your strengths. Look especially for strengths that you didn’t know you had. Think about how you can use them in your ministry. While no one can be strong in all dimensions, you must at a minimum find ways to manage or improve your weaknesses so that your ministry is not hindered. Develop strategies to leverage your strengths to shore up areas of weakness. Think about how you can draw on the strengths of others to reinforce your areas of weakness.
- 5. Continuing education.** LPLI results can be used to establish priorities for continuing education activities targeted to your specific needs and goals. They can also provide clues about the kinds of resources and study needed to enhance your ministry effectiveness.
- 6. Coaching.** Your LPLI report can be valuable input when working with a mentor or coach. A mentor or coach might be able to help you see things in your report that are not initially obvious to you. And the data on your strengths and weakness provide an important starting point for leadership development through a coaching or mentoring relationship.
- 7. Measuring progress.** This LPLI report provides a baseline against which you can to measure progress over time. If you take the LPLI again in the future, you will have an accurate way to gauge how you have changed and grown with the passage of time.

Disclaimer

The LPLI is intended as a resource for leadership understanding and growth. It is not intended to be used alone for performance reviews and evaluations.

Suggestions for Discussing Your Lewis Pastoral Leadership Inventory Results

The most important benefits of an assessment inventory will come from the conversations it makes possible. – Lovett H. Weems, Jr.

A Pastor's Invitation to Conversation

You might want to use the following message in inviting your staff-parish or pastoral relations committee, colleagues, or supervisors into conversation around your LPLI results.

I want to be the most faithful and fruitful pastor that I can be, but I cannot do that without your help and feedback. Think of yourselves as consultants I have invited to help me identify areas of strength on which I can build and areas where if I improved over the next year, I would be an even better pastoral leader.

I invite your guidance on the following questions based on your experience and the LPLI results.

Questions for Conversation

Building on Strengths – What do I do really well that can be a basis for enhanced leadership?

- In what areas does everyone agree there is strength?
- Are there areas where observers rate me higher than I rate myself? Why might that be?
- What are specific examples of the strengths at work in my ministry?
- What can I do to capitalize on areas of strength?

Areas for Improvement – Where can I improve for enhanced leadership?

- In what areas do everyone's ratings tend to be lower?
- Are there areas where observers rate me lower than I rate myself? Why might that be?
- What are specific examples that might illustrate or help understand why some ratings may be lower?
- How can I leverage my strengths to improve effectiveness in areas of weakness?
- How can I draw on others to reinforce areas of ministry that need improvement?
- What types of continuing education or skills development might be appropriate given my profile?

Help in Thinking through Next Steps

- What is one thing I can start doing immediately to improve effectiveness in ministry based on the LPLI results?
- What other goals might be appropriate?
- How can progress be measured?
- What kind of support and accountability do I need?

For additional related resources for pastors and staff-parish relations committees, go to www.churchleadership.com then go to Resources/Pastor Evaluation.

Lewis Center Resources for Enhancing Your Leadership Effectiveness

The following resources represent some of the ways that the Lewis Center assists LPLI users and other church leaders develop fruitful ministry:

- *Leading Ideas* is a free biweekly electronic newsletter issued by the Lewis Center for Church Leadership providing thoughtful, relevant, and succinct information for church leaders.
- *Funding Your Church's Vision* resources and events provide helpful information on stewardship and finances so that congregations can enhance their resources for ministry in challenging times.
- "50 Ways to Build Strength" is a series of tip sheets offering practical, actionable strategies for churches to build strength in ministries vital to growth such as welcoming, participation, communication, stewardship, adult education, and children and youth ministries.
- Books and Resources by Lewis Center staff authors and books in the *Discoveries: Insights for Church Leadership* series, a partnership with Abingdon Press, are available to assist church leaders.
- Doctor of Ministry study in the Church Leadership Excellence Track focuses on the personal issues and public practices of those called to lead the church today. The combined resources of Wesley faculty and the Lewis Center for Church Leadership bring depth and energy to this D.Min. track.
- Lewis Center Research Initiatives informs church practices through targeted, applied research on vital issues.

These and other resources can be found at www.churchleadership.com.



Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Score	Observer Average	National Observer Results
Spiritual Authenticity			
1. Demonstrates a personal experience of God 	7	6.6	
2. Demonstrates personal faith in Jesus Christ 	7	6.8	
3. Lives in such a manner that the love of God is incarnate in their daily activities 	6	6.4	
4. Conveys passion for their ministry as a divine opportunity and responsibility 	7	6.6	
5. Continues to grow in spiritual maturity 	6	6.4	
Integrity			
6. Maintains the highest ethical ideals of Christian life in professional and personal behavior 	6	6	
7. Is honest 	7	6.6	
8. Models what is asked of the congregation's members 	6	6.6	
9. Maintains appropriate boundaries so sexual misconduct or harassment are never issues 	7	7	
10. Follows through on promises and commitments 	7	6.8	



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CONTRIBUTION**

Who a Leader Is

Results for Sample Pastor 3

Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Score	Observer Average	National Observer Results
Wholeness			
11. Is self-motivated and driven by a clear sense of purpose 	7	6.4	
12. Has healthy lifestyle habits 	7	5.8	
13. Balances the demands of self, ministry, and family 	5	5.8	
14. Is sustained by a support system of colleagues, friends, and family 	6	6.2	
15. Faithfully practices spiritual disciplines 	7	6.6	
Self Awareness			
16. Learns from mistakes and failures 	6	5.6	
17. Seeks and receives feedback to improve 	6	6.2	
18. Responds appropriately to criticism 	6	5.8	
19. Seeks opinions that represent differing points of view 	7	6	
20. Listens carefully to others in all situations 	6	6.4	
Character Overall	6.45	6.33	



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Results for Sample Pastor 3

What a Leader Does

Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Score	Observer Average	National Observer Results
Knowledge and Teaching			
21. Has the intellectual grounding needed for ministry 	6	6.8	
22. Demonstrates solid biblical and theological knowledge 	6	6.8	
23. Understands and shares the denominational heritage with the congregation 	7	6.2	
24. Seeks to improve through personal study 	7	6.6	
25. Relates knowledge to the congregation in effective ways 	6	6	
Proclamation and Worship			
26. Preaches effectively 	6	6.8	
27. Teaches the Word and faith with skill and conviction 	6	6.6	
28. Leads worship and administers the sacraments in ways that feed the congregation spiritually 	7	6.6	
29. Communicates effectively when speaking and writing 	6	6.6	
30. Plans and prepares for worship 	7	6.6	



**CHARACTER
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CONTRIBUTION** What a Leader Does

Results for **Sample Pastor 3**

Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Score	Observer Average	National Observer Results
Pastoral Skills			
31. Ensures that congregational members receive sensitive pastoral care in times of illness, crisis, or death 	6	6.6	
32. Treats others with dignity and respect 	7	6.8	
33. Deals constructively with conflict 	6	6	
34. Encourages diversity and inclusiveness 	7	6.8	
35. Genuinely cares about me 	7	6.6	
Administrative Skills			
36. Handles administrative matters competently 	6	5.6	
37. Develops specific goals and plans to implement the congregation's vision 	7	6	
38. Is prudent in attending to financial matters 	6	5.2	
39. Is effective supervising others 	6	5.8	
40. Balances multiple demands on time 	6	5.6	

Results for **Sample Pastor 3**



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What a Leader Does

Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Score	Observer Average	National Observer Results
Professional Judgment			
41. Judgment is sound and mature 	6	5.8	
42. Speaks positively about the denomination and encourages support 	6	5.8	
43. Encourages dialogue about changes that could improve the denomination 	7	6.4	
44. Uses humor appropriately 	6	6.6	
45. Conducts self professionally 	7	6.8	
Strategic Discernment			
46. Understands the context in which they serve 	6	6.2	
47. Exercises leadership appropriate to the situation 	7	6.4	
48. Experiments and takes strategic risks 	6	6.2	
49. Is flexible 	6	6.2	
50. Demonstrates courage 	6	6.8	
Competence Overall	6.37	6.33	



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What a Leader Accomplishes

Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Score	Observer Average	National Observer Results
Discerns a Vision			
51.Helps the congregation discern God's vision 	7	6.6	
52.Describes a compelling image of what the congregation can accomplish 	7	6.4	
53.Presents new and creative possibilities 	6	6.2	
54.Inspires confidence and passion about the divine meaning of the church's mission 	6	6.6	
55.Cultivates a shared vision of what God's next step is for the congregation 	6	6.2	
Builds Teams			
56.Builds teams to accomplish the congregation's vision 	5	6.4	
57.Recruits and equips new leaders 	7	6.4	
58.Shows appreciation and celebrates the accomplishments of the congregation 	6	6.6	
59.Holds other leaders accountable to the congregation's mission, values, and goals 	6	6.2	
60.Inspires and motivates others to excel 	6	5.8	



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What a Leader Accomplishes

Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Score	Observer Average	National Observer Results
Reaches New People			
61. Shares the Gospel witness passionately 	7	6.6	
62. Helps others to see God's presence in their lives in new ways 	6	6.4	
63. Develops plans to reach new disciples 	6	6.2	
64. Helps people begin their discipleship journey 	5	6.4	
65. Makes inviting newcomers a priority 	7	5.8	
Fosters Faith Development			
66. Forms new groups for study, prayer, and spiritual growth 	5	6	
67. Helps members discover and develop their gifts for ministry 	6	6.4	
68. Increases members' participation in new and existing ministries 	5	6.2	
69. Increases worship attendance 	5	4.4	
70. Increases giving by emphasizing stewardship 	6	5.8	



**CHARACTER
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What a Leader Accomplishes

Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Score	Observer Average	National Observer Results
Expands Mission and Service			
71. Calls the congregation to a mission beyond its walls 	7	7	
72. Conveys a concern for social justice 	7	7	
73. Increases awareness about world and community concerns 	7	7	
74. Encourages acts of love, service, and justice in the community 	7	6.8	
75. Increases members' service to others beyond the congregation 	6	6.6	
Contribution Overall	6.16	6.32	



Summary of LPLI Results

Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Average	Observer Average	National Observer Results
Character Overall			
	6.45	6.33	
Spiritual Authenticity	6.60	6.56	
Integrity	6.60	6.60	
Wholeness	6.40	6.16	
Self Awareness	6.20	6.00	
Competence Overall			
	6.37	6.33	
Knowledge and Teaching	6.40	6.48	
Proclamation and Worship	6.40	6.64	
Pastoral Skills	6.60	6.56	
Administrative Skills	6.20	5.64	



Summary of LPLI Results

Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Average	Observer Average	National Observer Results
Professional Judgment 	6.40	6.28	
Strategic Discernment 	6.20	6.36	
Contribution Overall			
	6.16	6.32	
Discerns a Vision 	6.40	6.40	
Builds Teams 	6.00	6.28	
Reaches New People 	6.20	6.28	
Fosters Faith Development 	5.40	5.76	
Expands Mission and Service 	6.80	6.88	
Overall Average			
	6.32	6.33	



Summary of LPLI Results

TOP SCORED QUESTIONS

Top 10 Self-Scored		Score	Top 10 Observer-Scored		Score
1	Demonstrates a personal experience of God	7	1	Calls the congregation to a mission beyond its walls	7
2	Is self-motivated and driven by a clear sense of purpose	7	2	Conveys a concern for social justice	7
3	Helps the congregation discern God's vision	7	3	Increases awareness about world and community concerns	7
4	Shares the Gospel witness passionately	7	4	Maintains appropriate boundaries so sexual misconduct or harassment are never issues	7
5	Calls the congregation to a mission beyond its walls	7	5	Has the intellectual grounding needed for ministry	6.8
6	Demonstrates personal faith in Jesus Christ	7	6	Preaches effectively	6.8
7	Is honest	7	7	Demonstrates personal faith in Jesus Christ	6.8
8	Has healthy lifestyle habits	7	8	Demonstrates solid biblical and theological knowledge	6.8
9	Treats others with dignity and respect	7	9	Treats others with dignity and respect	6.8
10	Develops specific goals and plans to implement the congregation's vision	7	10	Encourages diversity and inclusiveness	6.8

If multiple questions have the same scores, the lists will show them in the order they appear in our scoring database. In some cases, the bottom of the list may have multiple questions with the same score; you may find these other questions in the overall results selection.



Summary of LPLI Results

LOWEST SCORED QUESTIONS

Lowest 10 Self-Scored		Score	Lowest 10 Observer-Scored		Score
1	Builds teams to accomplish the congregation's vision	5	1	Increases worship attendance	4.4
2	Forms new groups for study, prayer, and spiritual growth	5	2	Is prudent in attending to financial matters	5.2
3	Balances the demands of self, ministry, and family	5	3	Learns from mistakes and failures	5.6
4	Increases members' participation in new and existing ministries	5	4	Handles administrative matters competently	5.6
5	Helps people begin their discipleship journey	5	5	Balances multiple demands on time	5.6
6	Increases worship attendance	5	6	Judgment is sound and mature	5.8
7	Maintains the highest ethical ideals of Christian life in professional and personal behavior	6	7	Has healthy lifestyle habits	5.8
8	Learns from mistakes and failures	6	8	Speaks positively about the denomination and encourages support	5.8
9	Has the intellectual grounding needed for ministry	6	9	Balances the demands of self, ministry, and family	5.8
10	Preaches effectively	6	10	Responds appropriately to criticism	5.8

If multiple questions have the same scores, the lists will show them in the order they appear in our scoring database. In some cases, the bottom of the list may have multiple questions with the same score; you may find these other questions in the overall results selection.



Summary of LPLI Results

QUESTIONS WITH THE GREATEST VARIANCE IN SCORE*

Top 10 Greatest Variance		Difference in Score
1	Builds teams to accomplish the congregation's vision	1.4
2	Helps people begin their discipleship journey	1.4
3	Has healthy lifestyle habits	-1.2
4	Increases members' participation in new and existing ministries	1.2
5	Makes inviting newcomers a priority	-1.2
6	Forms new groups for study, prayer, and spiritual growth	1
7	Develops specific goals and plans to implement the congregation's vision	-1
8	Seeks opinions that represent differing points of view	-1
9	Has the intellectual grounding needed for ministry	0.8
10	Preaches effectively	0.8

*A positive difference in score indicates the observers scored the pastor higher than the pastor scored himself or herself. A negative difference in score indicates the pastor scored themselves higher than the observers.

About the Lewis Center for Church Leadership

The Lewis Center for Church Leadership was established in 2003 by Wesley Theological Seminary in Washington, DC, to advance the understanding of Christian leadership and promote the faithful and faithful practice of Christian leadership in the church and in society. The Center is building a new vision for church leadership grounded in faith, informed by knowledge, and exercised in effective action. It seeks a holistic understanding of Christian leadership that brings together theology and management, scholarship and practice, research and application.

The Lewis Center for Church Leadership seeks to be a trusted resource for church leadership ideas, research, resources, and training so that there is an increase in congregational and denominational service, vitality, and growth.

For More Information

Learn more about the Lewis Center for Church Leadership by going to www.churchleadership.com. Or contact:

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Subscribe to *Leading Ideas*

The Lewis Center publishes a free bi-weekly online newsletter called *Leading Ideas*. It provides thoughtful, relevant, and succinct information for church leaders. Those wishing to view or subscribe to *Leading Ideas* may go to www.churchleadership.com.

Questions about the LPLI

If you have questions about your individual LPLI profile or about how the process is administered, contact 1-877-LPLI-360 or email us at lpli@wesleyseminary.edu.



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