



WALKALONG
consulting

evidence-based leadership for
effective and meaningful change



VOCATIONing

Professional
Development



VOCATIONing is an intentional approach to professional development for clergy who desire to incorporate evidence-based decision making into their leadership practices. The process always includes some form of feedback from within the congregation, such as the Clergy Profile of the Vital Signs report. If the assessment tools of Holy Cow! Consulting have not been used, part of the process is to design an evaluation plan based on best practices in clergy evaluation, such as those discussed in *Holy Clarity* (Drummond, 2009) or *Holy Conversations* (Rendle and Mann, 2003), or *Choosing Change* (Cutts, 2013) or tools developed by regional associations.

The focus of this approach is on a process of ongoing vocational discernment. VOCATIONing is especially well suited for clergy who are planning for sabbatical leaves, contemplating moves, within four to five years of retirement or who have rarely or never been evaluated in their work as clergy.

Typical VOCATIONing Components:

- Review of client interests in vocational discernment in a remote video conference. Goals are to understand contexts of the clergy person's career, the congregational contexts, and the stimulus for a consultation.
- Mutual development of an assessment instrument and process which is then presented by the clergy person to appropriate congregational authorities for information, endorsement and/or funding.
- Creation of a plan for consultation which may include on-site visits but can be accomplished by video conference, telephone conference, and other electronic means.
- Delivery of plan with agreed upon timelines, benchmarks, and opportunities for review and evaluation of the plan's implementation.
- Completion of a final report when the consultation ends.
- Email, telephone and video call contact as needed.

About Your Consultant:

- Dr. James Pence has worked with congregations and faith-based agencies in fifteen states as a full-time consultant since 2007. Previously, he served for twenty years in executive leadership positions in colleges and universities, both public and private. With a doctorate in English and experience as a college professor, Jim brings both administrative and teaching skills to his work with clients. His special areas of interest and expertise include organizational governance, leadership development, personnel management, strategic visioning and creating accountability systems.
- Jim formed Walkalong Consulting in 2013 to broaden his work in the area of evidence-based leadership. The mission of Walkalong is to encourage evidence-based leadership for effective and meaningful change. The core value of Walkalong is to "strive side by side" with clients toward successful outcomes.
- Jim trained under and worked with Russ Crabtree in the interpretation and application of assessment tools in on-site settings.
- Contact Jim at jim@jimpenceonline.com, (253) 219-3795 or www.walkalongconsulting.jimdo.com