

What is LDG?

LDG is the acronym for 12Stone's **Leadership Development Group**.

It is comprised of the ministry portion of our team (pastors and ministry directors, in contrast to support staff). Executive Pastor, Dr. Dan Reiland, leads these 2-hour staff gatherings 10 times a year (monthly, excluding July and December).

The LDG gathering might best be described as leadership coaching with a locker room vibe. It includes casual chat time over breakfast, strategically planned leadership and personal growth lessons, interactive peer-to-peer table discussions, and prayer. This type of developmental model is a time of investing in your staff, not extracting out. In other words: no business, no announcements, and no to-do lists.

To keep LDG simple *and* consistent, the meetings are scheduled for the exact same time block every month, from 9 -11 a.m., on the third Monday of the month. We also plan our entire annual calendar of meeting dates in advance, and send all group members a 'calendar invite' (via Outlook), which books the meetings on their calendar for the entire year. Depending on your staff size, you may also opt to include key lay leaders and/or unpaid staff, but the idea isn't how large the group, it's about how deep the interaction and impact!

Meeting Details:

- Room Setup - We use ten 60" round tables with five chairs each, all set to face the speaker. (No one is positioned to have their back to the speaker).
- Refreshments - We offer a special continental breakfast: egg soufflés, crumb cake, fruit, meat and cheese trays, etc. And there's always coffee!
- Meeting Flow - Below is a sample flow. Feel free to adjust this based on the time you have available and the amount of content you want to cover.

8:45 – 9:10am Grab refreshments and enjoy fellowship

9:10 – 9:45 Teaching

9:45 – 10:15 Peer to peer table discussions using group questions

10:15 – 10:55 Regroup; discuss table questions; finish the teaching

10:55 – 11:00 Bring to a close on time; pray; release

Topics vary widely, but always focus on investing in staff's personal growth and/or leadership capacity. Dan will often use a leadership book as a springboard for his lesson, providing copies to everyone the month prior. Even if you do not use 12Stone's LDG lessons, you can replicate this type of learning environment by keeping it *simple and consistent*, and following this simple model:

- Get a Group
- Pick a Book
- Ask 2 Questions: What are you learning? How are you applying what you are learning?

How to Use a (LDG) Resource

- **Familiarize yourself with LDG and how the meetings work.**
- **Download any of the complete LDG teaching resources you want to deliver to your leadership staff.** Be sure to include all related files.
- **Each resource will typically include: Speaker's Notes, Handouts, Group Questions, and sometimes a scripture reference document.** (We chose not to include audio files because our speakers often share personal stories they do not want shared beyond the team.)
- **Insert your own personal illustrations.** Remember, it's your own stories and personal applications that will bring your teaching to life for your audience! The speaker's notes included in each of the 12Stone resources are Dan Reiland's (or another speaker's) actual notes – virtually unedited. Simply cut and paste and insert your own stories where indicated:
Insert your own illustration. Here is mine: (Early years as young XP...)
- **Make a plan that works for you.** You can easily customize our plan to suit your church and budget. Use these resources as a guide!