



# THRIVING

## Leadership Formation

2024-2025 Report

### What is Thriving Leadership Formation?

Thriving Leadership Formation is a grant funded program based out of Pacific Lutheran Theological Seminary and California Lutheran University.

The Lilly Endowment, Inc. funded this \$1,000,000 grant request in 2018 as part of their Thriving in Ministry grant. The initiative aims to help pastors thrive in congregational leadership and, in doing so, enhance the vitality of the congregations they serve.

Our grant request focused on both rostered leaders and lay leaders.

This grant was a collaboration with the Synods/Bishops in Regions 1 and 2. We take that collaboration seriously and want to use this money to benefit rostered and lay leaders in the West.

### Executive Summary

Thriving Leadership Formation has been gathering, serving, and supporting leaders in ELCA Regions 1 and 2 since 2020. All of our programs include both rostered and lay leaders and reach the 11 synods of ELCA Regions 1 and 2 and the wider church.

Our programs include:

- **Cohort Groups** - We train cohort leaders and help form cohorts of rostered and lay leaders to journey together in community using spiritual practices to ground their time together.
- **Leadership Formation** - This year we offered an Enneagram 101 series in June and a fall series on Leadership Formation with an Enneagram lens. Our Enneagram teams program launched this spring.
- **Lectio Divina** - We launched a weekly Lectio Divina practice this fall and continue to gather each week to read sacred text in community and open our hearts to God's word
- **Executive Skills for Church Leaders** - We welcomed our largest cohort of church leaders this year to Spirit in the Desert for our week long retreat.
- **One-on-One Coaching and Spiritual Direction** - Our participants have access to free sessions of coaching or spiritual direction for support and accompaniment.

# Meet Our Team



**DESTA GOEHNER**

DIRECTOR, THRIVING LEADERSHIP FORMATION



**NICOLETTE ROHR**

COHORT GROUP COORDINATOR



**AMANDA NAMBA**

PROGRAM SPECIALIST

## 2024-2025 Cohort Leaders



PR. CHAD KOHLMAYER  
ROCKY MOUNTAIN SYNOD



PR. DIANA LINDEN-JOHNSON  
ROCKY MOUNTAIN SYNOD



PR. JOHN SCHRAAN  
NW WASHINGTON SYNOD



PR. RON COX  
SWCA SYNOD



PR. JULIE WEBB  
SIERRA PACIFIC SYNOD



PR. KELLY PREBOSKI  
NW INTERMOUNTAIN SYNOD



PR. LOU OLSON  
GRAND CANYON SYNOD



PR. DONNA HERZFELDT-KAMPRATH  
OREGON SYNOD



JEFF HORA  
SOUTHWESTERN WA SYNOD



TERRI ROBERTSON  
PACIFICA SYNOD



AYODELE STEPHEN ODE  
PACIFICA SYNOD



PR. ABIGAIL CRESS-ORELLANO  
MONTANA SYNOD



BECKY ANDERSON  
PACIFICA SYNOD



PR. LARA MARTIN  
SIERRA PACIFIC SYNOD

## We'd love to connect

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🌐 [www.thrivingleadershipformation.org](http://www.thrivingleadershipformation.org)

📺 [facebook.com/thrivingleadershipformation](https://facebook.com/thrivingleadershipformation)

📷 [instagram.com/thriving\\_leadership\\_formation](https://instagram.com/thriving_leadership_formation)

# 2024-2025 Events & Opportunities



## Lectio Divina

A weekly virtual **spiritual practice** of reading sacred text in **community**. A respite, silent contemplation, sharing, and prayer.

**82** church leaders registered

One average, **14 people** join on a weekly basis.

In 2024, **21** church leaders started meeting with a **TLF Spiritual Director or Coach** through our program

**14**  
**TLF**  
**Cohorts**

## Leadership Formation

An opportunity to **explore leadership** through the lens of the **Enneagram**. This ongoing series is designed to help us better understand ourselves as leaders and **build stronger teams and communities**.

**13 workshops** offered since Spring 2024 with topics including: stress & conflict resolution, building trust, coaching & inspiring others, time management, and many more!

Over **100** church leaders registered

### What are people saying about Leadership Formation?

"The Leadership Formation series has given me a very specific course of action for working on my growth."

"This series has provided me tremendous growth as a person and leader. The Enneagram has given me the ability to have a framework to build healthier relationships."

## Executive Skills for Church Leaders

In January, we welcomed nearly **40 church leaders**, our largest cohort yet, for a powerful week of connection and renewal. Interest is already growing for next year.

**Save the Date:**  
January 4-9, 2026

### What are people saying about Executive Skills?

"I feel better equipped for leading my congregation in a changing cultural and religious landscape - helping my congregation to identify and communicate their key values. I know myself better."

"I felt surrounded by peers, even if we are all different. We were quickly formed into community and this allowed vulnerability and mutual understanding. My guard dropped and I was able to take in information more holistically and so I anticipate it to continue to integrate with my daily life."





## Looking Ahead: Transition and Gratitude

Thriving Leadership Formation will conclude its time at California Lutheran University and Pacific Lutheran Theological Seminary in December 2025, marking the close of our grant period and the end of this chapter of funding. As we approach this transition, we are deeply proud of the lasting impact this community and its programs have made in the lives of church leaders across the country. The growth, resilience, and renewal nurtured through Thriving Leadership Formation continue to ripple outward in congregations and communities.

## Plans for Sustainability

This year, TLF was honored to be invited to apply for a \$500,000 Sustainability Grant from the Lilly Endowment, Inc. to support the ongoing mission and impact of this work. In collaboration with the synods of Region 2, this grant proposal reflects our shared commitment to accompanying leaders in ministry through seasons of growth, challenge, and transformation.

If awarded, the grant will provide significant support for Region 2 First Call accompaniment initiatives, theological and spiritual formation, and the development of lay leader training within the synods. It will also help sustain TLF's core commitments to spiritual practice, courageous leadership, and deep formation.

We remain profoundly grateful for all those who have journeyed with us through this program. The ripples of connection, community, and the movement of the Holy Spirit will continue to shape and strengthen the church and the broader communities we serve.