

## What is Church Development Institute?

CDI is a leadership training program focused on the ministry of developing the spiritual, community and organizational life of congregations. We equip leaders to serve in the congregation, in the diocese, and as consultants. Currently there are CDI programs in six dioceses and a National open registration in Seattle, Washington.



Learners practicing new skills

## Hands-on approach to learning

You learn by dealing with a congregational development situation in front of you, the dynamics of working in a group, various theories, how to intervene in faithfulness and health, your own personality and how it impacts the situation – all at the same time. This involves learning to see and act on the options before you and to expand your range of actions, skills and theories in organizational development.

CDI is a highly integrated training experience that engages participants in the issues and dynamics faced as leaders in the church setting as well as secular life.

## Five important dimensions of CDI

- 1. Experiential work** in which participants engage a congregational development issue or are asked to practice a skill. We learn by reflecting on what has been happening in us, the learner, the working group we are a part of, and in the parish case or simulated situation studied.
- 2. Working with models and theory** used in understanding church dynamics and in developing strategies for improvement. There is a significant amount of reading as part of the program.
- 3. Designing, implementing and reflecting on efforts to improve parish life and ministry.** Three rounds of designing and implementing interventions in your parish. Disciplined reflection after the first two that includes writing reports and reflection with other participants in a cross-parish learning team.
- 4. Forming, managing and using a Learning–Application Team.** Teams are cross-parish groups with the goals of offering critique of the back-home interventions and to learn from each others' work. A broader purpose in L-A Team work is to reinforce the practitioner's capacity for openness and collaboration in ministry.
- 5. Participation in the learning community.** Full participation in worship and workshop sessions is expected. In between sessions includes reading assignments and projects with participation in a learning application team.

## Where are the sessions held

Bishop O'Conner Center in Madison  
702 S. High Point Rd. 53719

### Cycle Dates

Start in 2009	Start in 2010
Sept. 11-12, 2009	Sept. 17-18, 2010
Nov. 20-21, 2009	Nov. 19-20, 2010
Feb. 12-13, 2010	Feb. 11-12, 2011
April 23-24, 2010	April 8-9, 2011

## Who leads CDI

**Peggy Worzalla** – Bishop's Assistant for Congregational Development in the Diocese of Milwaukee – has been involved with planning and implementing Diocesan CDI programs since its inception in 2003. She is the Sr. trainer for CDI in Milwaukee and Atlanta and coaches other lead trainers.

**Gary Manning** – Rector of Trinity, Wauwatosa, MBTI certified and retreat leader **Stephanie Gadzik** lay leader from Appleton and **Jan Merkt** lay leader and FreshStart facilitator. All are co-trainers in the CDI trainer network and have served as trainers in other Diocesan CDI programs.



Gary Manning leads a presentation

## CDI Registration Form

Each member of a parish team is registered as an individual participant.

### Congregation

\_\_\_\_\_  
Name \_\_\_\_\_  
Street \_\_\_\_\_  
City/State/zip \_\_\_\_\_  
Phone \_\_\_\_\_  
Email \_\_\_\_\_

Name \_\_\_\_\_  
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**The Diocese of Milwaukee and Church Development Institute**  
Bishop Steve Miller knows the importance of congregational and leadership development. As a CDI trainer himself he encouraged the Diocese to begin CDI here. The Milwaukee Model has become a template for dioceses around the country and we are excited to be a part of a growing community of Episcopal leaders.

**Tuition for CDI which includes lodging and meals for 4 weekends (one complete cycle)**

Team of 4 - \$2,500  
Team of 3 - \$2,200  
Team of 2 - \$1,700  
Individual fee - \$900

**Other expenses** not included in tuition are books – some of which may be shared.  
List will be included in welcome letter.

**Scholarships are available** – contact Peggy Worzalla at 414-272-3028 ext 158 or email [worzalla@diomil.org](mailto:worzalla@diomil.org)

*Funded in part by the Meachem Grant*

**Please include a \$100 deposit per team** with registration. Make checks to Diocese of Milwaukee and note CDI.  
Send to: Diocese of Milwaukee  
804 E. Juneau Avenue  
Milwaukee, WI 53202  
Or email [worzalla@diomil.org](mailto:worzalla@diomil.org)

# CHURCH DEVELOPMENT INSTITUTE

**Training Leaders for Congregational Development**

It's your Church Community.....



Graduating class of 2009

**Are you ready to lead?  
We are!**

*Sponsored by  
the Episcopal Diocese of  
Milwaukee*