



AUGUST 2024

DISTRICT DISPATCH

Well-Differentiated Leaders

By Rev. Hyo J. Lee, Ph.D., District Superintendent

This summer, I read a few books that have been on my reading list. One of them is "A Failure of Nerve: Leadership in the Age of the Quick Fix" by Edwin H. Friedman (New York: Church Publishing, 2017). It immediately grabbed my attention for several reasons.

First, we indeed live in a data-driven, social media-dominated society with a quick-fix mentality and palpable anxiety all around us. Second, it seems the violent crises in the world, such as wars and conflicts in Ukraine and the Middle East, are escalating daily. Additionally, our nation's political culture and its divisiveness are truly unprecedented and worrisome. Third, I sense some congregations and clergy are struggling with sabotage and blame being laid on them, looking for ways to lead and serve differently.

The author, among other things, seeks to help us—pastors, laity, parents, and others—become leaders with clarity, courage, and imagination. He calls it being a "well-differentiated leader."^[1]

"I want to stress that by *well-differentiated leader* I do not mean an autocrat who tells others what to do or orders them around...Rather, I mean **someone who has clarity about his or her own life goal** and, therefore, someone who is **less likely to become lost in the anxious emotional process swirling about**. I mean someone who can be separate while still remaining connected and, therefore, **can maintain modifying, non-anxious and sometimes challenging presence**. ...**someone who can manage his or her own reactivity of others and therefore, be able to take stands at the risk of displeasing**...No one does this easily, and **most leaders**, I have learned, **can improve their capacity**."^[2] (bold added)

Reading this, I could not help but think of Jesus and the way he led his life with clarity, focus, and vision. This morning, my devotion was on Mark 8. There, Jesus, on his way to Caesarea Philippi, plainly laid out the goal of his life and ministry. He did this three times (Mk 8:31, 9:31, 10:33):

"Then he began to teach them that the Son of Man must undergo great suffering and be rejected by the elders, the chief priests, and the scribes, and be killed, and after three days rise again." (Mark 8:31, NRSV)

Jesus received constant reactivity—false accusations, criticism, jeers from the Pharisees and religious leaders, and even from some in the crowds whom he had healed and fed many times. Nonetheless, he embraced great suffering and rejection, even death, without ever wavering because he had the vision of resurrection which would bring new healing and new life to all who believed. I thought, yes, Jesus was the perfectly differentiated leader in the midst of crazy anxieties and chaos.

You may say, "Well, that was Jesus, the Son of God, but I am only human." Or others may say, "When I responded to the call, I didn't know ministry had so much baggage." Still, others may think, "Going to (continued page two)

This issue:

Message from District Superintendent

PAGE 01

Message from D.S. (continued), Shalom Farms 15 Year Celebration, 2025 District Leaders Needed

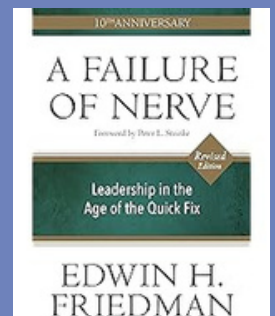
PAGE 02

Rachel's Haven Charlottesville Area Ministry Update

PAGE 03

Last Call for Global Leadership Summit, Lay Servant Academy Deadline August 12, District Conference Save the Date, Request for Prayers

PAGE 04



D.S. Message by Dr. Lee

CONTINUED FROM PAGE ONE

church is no fun, so much drama and conflict. All I want is to enjoy worship, then come home and do my own thing.”

Then, how about this? Jesus made it clear what it means for us to be his disciples:

“He said all this quite openly... He called the crowd with his disciples and said to them, ‘If any wish to come after me, let them deny themselves and take up their cross and follow me. For those who want to save their life will lose it, and those who lose their life for my sake, and for the sake of the gospel, will save it. For what will it profit them to gain the whole world and forfeit their life? Indeed, what can they give in return for their life?’” (Mark 8:32-37, NRSV)

I believe Jesus, the perfectly differentiated leader, calls us, his followers and disciples, to also be differentiated leaders as we live and serve in this high-anxiety, toxic, and reactive world. Not on our own, but with the Lord, who died and is risen and is always with us with all heavenly and earthly authority, **we can**. Yes, we can serve as courageous, differentiated leaders who can help many reach the Promised Land.

[1]Edwin H. Friedman, *A Failure of Nerve: Leadership in the Age of the Quick Fix*, (New York: Church Publishing, 2017), 15.

[1] Ibid, 15-16.

Shalom Farms Celebrates 15 Years

BY REV. PAT SHIPLEY

Shalom Farms began as a project of United Methodist Urban Ministries of Richmond (UMUMR). UMUMR sought to engage the United Methodist Churches in the Richmond District in mission to the community by supporting ongoing projects by local churches, especially the various food pantries and feeding programs, and developing a regional mission project. Initially these efforts were aimed primarily at expanding affordable housing in the city. In 2009, however, an offer from the director of our church camp in Goochland, Westview on the James, changed our direction. The offer was the use of several acres of camp land to benefit the people of the city. We decided, after consultation with Virginia Tech, to start a ½ acre pilot project we called Shalom Farms - with the goal of using volunteer labor to provide fresh produce to underserved Richmond communities.

We had no one on staff at the time who was knowledgeable, or even particularly interested, in farming; very little money for the project; and virtually no tools or equipment. But Shalom Farms was clearly meant to be. From the very beginning, the people of Richmond, both United Methodists and others, were excited about the concept and eager to volunteer. At the same time, it became that clear our affordable housing efforts were not financially viable. Faced with this dilemma, the UMUMR board made the difficult decision to discontinue other program efforts and use our resources solely for Shalom Farms.

Sadly, this also meant seeking new staff. We were able to hire Dominic Barrett as our first Executive Director. What we still lacked was someone with expertise in running a farming operation. But to our amazement, that came to us very soon via the US mail. Steve Miles, an organic farmer with a degree from Vanderbilt Divinity School, was looking for property in Goochland, and happened to visit the Shalom Farms pilot project. He then sent the UMUMR Board a four-page letter, outlining in detail what should be done over the next two years to make Shalom Farms a viable, sustainable farming operation. Naturally, after reading his letter, we lost no time in contacting Steve and offering him the job of Shalom Farms Farm Manager. With these two committed, passionate, talented and visionary persons at the helm, Shalom Farms quickly outgrew our expectations and even our dreams.

On July 21, Shalom Farms celebrated its 15th anniversary with a celebration at the Westwood Avenue Farm in Richmond. District Superintendent Hyo Lee was presented with an award for the Three Notch'd District and its support over the years (see picture on page one - (l-r) Larry Cochran, district grant chair; MaryKaye Cochran, district admin; Hyo Lee, DS; Wenda Singer, Huguenot UMC member; Kathy Dictor, Providence UMC (New Kent) member; and Anna Ibrahim, Shalom Farms Executive Director).

For more information about Shalom Farms, visit ShalomFarms.org.



Is God Calling You to Serve in 2025?

BY ELIZABETH FARRELL

At the Three Notch'd District Conference at Zion UMC, on Sunday, November 17, one agenda item will be voting for 2025 District Leadership.

Three clergy and/or laity will be elected for three-year terms for each of the District boards. The Nomination form for the DLB & DBCLB can be accessed [here](#). The deadline to submit a nomination is Friday, September 13.

We are also seeking laity to serve as District Lay Members to Annual Conference. District Lay Members attend the 2025 Annual Conference to be held June 12-14 in Roanoke, VA. A stipend is provided to help with expenses. The form for District Lay Members may be accessed [here](#). The deadline to submit a name is Friday, September 27.

Feel free to share this information with people in your congregation. Additional information can also be found at www.threenotchd.org/resources/. Should you need assistance with completing the Google form or have any questions, please contact TNDistrict@vaumc.org or 804-521-1124. Thanks in advance for your support of the Three Notch'd District!



Rachel's Haven: Housing for People with Developmental Disabilities

BY KIM CRATER

Central Virginia currently does not have enough appropriate housing options for people with developmental disabilities such as autism, intellectual disability, and cerebral palsy. Many people with developmental disabilities (DD) want their own places. Without other housing options, however, many adults with DD live at home with their parents. As a result, this shortage often leads to parents who still have an active caregiving role well into their 60s, 70s, and 80s. These parents are haunted by the question, "What will happen to my son or daughter when I'm no longer able to provide care?"



And so, the Three Notch'd District has a ministry called Rachel's Haven which is working to create another housing option for people with DD so they can live safely, meaningfully, and as independently as possible in their own apartments. The coordinating committee of Rachel's Haven, called the Vision Team, has been working to build affordable housing where people with DD can live in their own apartments with appropriate supports, alongside other neighbors who do not have DD.

What Are the Current Plans for Rachel's Haven?

The Vision Team is partnering with Piedmont Housing Alliance to build a 71-unit affordable housing complex on Cherry Avenue in Charlottesville. Eleven of the units will be set aside for people with DD. The project will also include three commercial spaces. The Music Resource Center will occupy one of those spaces. It is hoped that a small grocery store will occupy another.

In addition to the eleven apartments at Cherry Avenue, Piedmont Housing Alliance plans to set aside eight additional units for people with DD at another of their proposed apartment projects in Charlottesville. This will bring our total of new apartments for people with DD to nineteen.

Preliminary architectural drawings are completed for both projects and Piedmont Housing Alliance has submitted applications for state funding for construction. We should learn in October/November whether or not the funding will be granted. We are told that the current funding environment for affordable housing in Virginia is constrained. If funding isn't granted this year, we will apply again in the spring.

How Can Churches Support Rachel's Haven?

Pray: Current prayer requests are that more funding for affordable housing in Virginia becomes available and that decision-makers will look with favor upon our funding applications.

Volunteer: Even before construction begins, we have meaningful and enjoyable volunteer opportunities, and more coming in the future!

- Yard Sale November 2 at Ivy Creek United Methodist Church in Charlottesville
- Activities such as Game night, Puzzle Get-together, Movie Night
- If you would like to share one of your own hobbies, please let us know.

Organize a Fundraiser: We invite the churches in our district to consider hosting a fundraiser to benefit Rachel's Haven.

Make a Donation: Donations can be made using this link:
<https://onrealm.org/FirstUnitedMeth83219/give/RachelsHaven>

For more information about Rachel's Haven, please contact Kim Crater at omo@ths85.net or 434-296-4764 (landline).

Global Leadership Summit

AUGUST 8 & 9



Global Leadership Network

The District is excited to be offering access to a two-day leadership training event - the Global Leadership Summit. We know that not everyone who may have been interested is able to register for this year's event. Should you or someone you know like to attend the event at Trinity UMC (Richmond) tomorrow and Friday for **FREE**, there are a few spots available. **Please contact Pam, 804-521-1125, or MaryKaye, 804-521-1124, today reserve your spot!** Also, we hope that you will make leadership development a priority as future opportunities are made available. Just as this year's GLS theme says: *Equipping you to design your tomorrow!*

Save the Date for District Conference

SUNDAY, NOVEMBER 17



The Three Notch'd District Conference will be held Sun., Nov. 17, 3:00pm, at Zion UMC, 1674 Zion Road, Troy, VA 22974. District Superintendent Hyo Lee will share a message and communion will be served. Brief reports from the District Leadership Board, District Board of Church Location and Building, and District Committee on Ministry will be shared and election of 2025 district leaders will be held (see page two for nomination information).

Lay Servant Academy

AUGUST 16 & 17

The Conference Lay Servant Academy - "Responding to Our Call" will be held Friday August 16th & Saturday August 17th by Zoom only. The registration fee is \$30 for the 10-hour courses or \$15 for the Certified Lay Minister (CLM) Orientation Course. **Registration closes August 12.** You may select one course to attend: Basic, Children's Faith Formation, Spiritual Gifts, Social Principles, Certified Lay Minister Orientation, Leading Worship, and Life Together in the United Methodist Connection. Registration is available [here](#). For any questions, please contact Tianna Durbin, Director of Lay Servant Academy, tiannad@arcolachurch.org.



District Pray-ers Needed

PLEASE JOIN US IN PRAYER

The new District website has a button that folks can click on and add their prayer requests. If you would be willing to pray for requests that we receive, please email TNDistrict@vaumc.org and let MaryKaye know. Prayer requests will be distributed once a week.

District Leadership

www.threenotchd.org

Three Notch'd District Office
10330 Staples Mill Road
Glen Allen, VA 23060
MAIL: PO Box 5606 Glen Allen, VA 23058
PHONE: 804.521.1124
EMAIL: TNDistrict@vaumc.org

- Area Bishop - Rev. Sue Hauptert-Johnson
- District Superintendent - Rev. Hyo J. Lee, Ph.D.
- Innovations Coordinator - Rev. Jim Chandler
- Vitality Coordinator - Rev. Pam Anderson
- Executive Administrator - MaryKaye Cochran
- Lay Leader - Elizabeth Farrell
- Associate Lay Leaders - George Batten, Susan Custer, Dian McNaught, William & Linda Stead
- Treasurer - Tina Gudgel
- Youth Coordinator (Richmond area) - Andy Glascott
- Youth Coordinator (Charlottesville area) - Rebecca Wagner
- UWF President - Linda Porter

NOTE: The District Staff works remotely. Please feel free to schedule an appointment for an in-person meeting.



#BeUMC