

Greater New York Conference
Ministerial/Educational Growth Seminar
March 19, 2024

Let's Team Up
to Grow the Next Generation
of Spiritual Leaders

Presented by

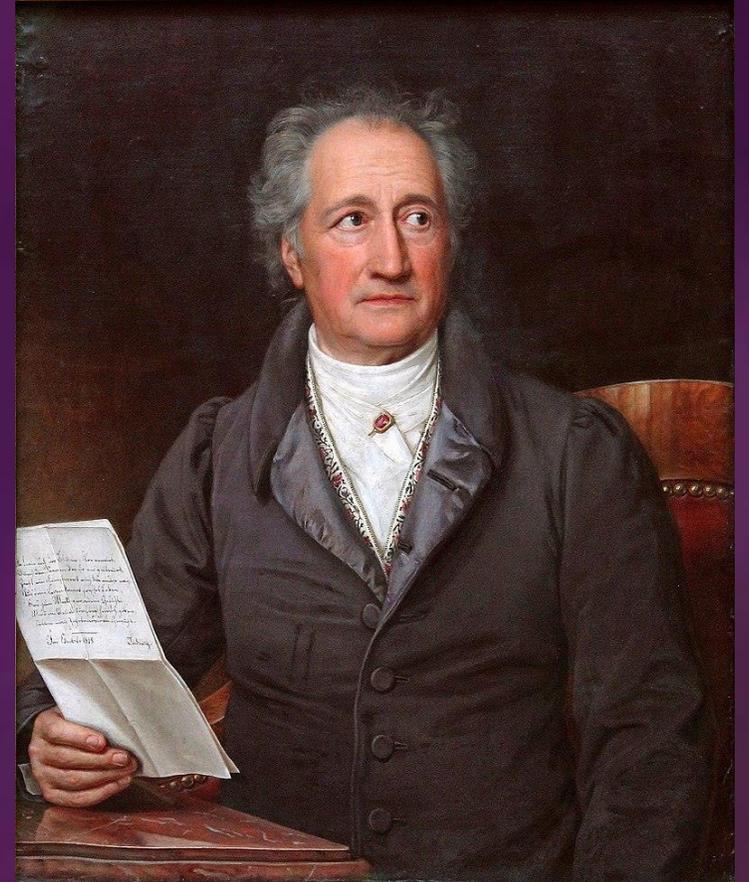
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“The greatest thing in this world is not so much where we stand as in what direction we are moving.”

Johann Wolfgang von Goethe, (1749-1832, Germany) Poet, Playwright and Novelist



1 Corinthians 3:5-7 (NKJV)

Who then is Paul, and who *is* Apollos, but ministers through whom you believed, as the Lord gave to each one?

I planted, Apollos watered, but God gave the increase.

So then neither he who plants is anything, nor he who waters, but God who gives the increase.

Priscilla and Aquila

- Called the most famous couple in the Bible, mentioned seven times
- Travelers, husband and wife, manual workers
- Tent-making was their trade, like Saul of Tarsis
- Fled Rome during the Jewish persecution under Claudius, 49 or 50
- Settled in Corinth
- Accompanied Paul to Ephesus

Pricilla means : primitive, ancient, primordial, but also worthy, venerable, traditional old school

Aquilla means eagle (wild bird from the jungle)

Apollos: Manly beauty, handsome, God of the sunlight, prophecy, poetry, music, god of medicine, healing, drives a fiery chariot (the sun) through the sky, cutting edge, sophisticated.

**Now a certain Jew named
Apollos, born at Alexandria, an
eloquent man *and* mighty in the
Scriptures, came to Ephesus.**

Acts 18:24 NKJV

Alexandria, Egypt, lies on the Mediterranean Sea at the western edge of the Nile River delta.

“Once among the greatest cities of the Mediterranean world and a centre of Hellenic scholarship and science, Alexandria was the capital of Egypt from its founding by Alexander the Great in 332 BCE until its surrender to the Arab forces in 642 CE.”

Alexandria

“The intellectual capital of the Hellenistic world”

Capital of Egypt under the Ptolemies

Associated with Queen Cleopatra VII, last pharaoh of Ancient Egypt (Reigned from 51 -30 BC)

Vortex of the Hellenistic and Hebraic civilizations

The most celebrated **library** in antiquity holding a collection of manuscripts from all over the Hellenistic world (Half a million)

In the first century, home of a large and influential Jewish colony in Alexandria

Septuagint : (from Latin *Septuaginta* = Seventy, LXX): **The Greek version of the Old Testament prepared in the third century BC.** According to the tradition 70 translators prepared it in Alexandria, Egypt, for the Jews in the Diaspora who could no longer understand Hebrew. It was **the first vernacular version of the Bible, often quoted by the early Christians**

**The Pharos, famous lighthouse,
one of the seven wonders
of the ancient world**



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Library of Alexandria in Egypt

Now a certain Jew named Apollos, born at Alexandria, an eloquent man *and* mighty in the Scriptures, came to Ephesus. This man had been instructed in the way of the Lord; and being fervent in spirit, he spoke and taught accurately the things of the Lord, though he knew only the baptism of John.

Acts 18:24-25 NKJV

So he began to speak boldly in the synagogue. When Aquila and Priscilla heard him, they took him aside and explained to him the way of God more accurately. And when he desired to cross to Achaia, the brethren wrote, exhorting the disciples to receive him; and when he arrived, he greatly helped those who had believed through grace; for he vigorously refuted the Jews publicly, showing from the Scriptures that Jesus is the Christ.

Acts 18:27-28 NKJV

Aquila and Priscilla

“Through their teaching, Apollos obtained a clearer understanding of the Scriptures and became one of the ablest advocates of the Christian faith.”

E. G. White

Resane, K. Thomas (2014) invites the Christian leader to follow the “Shepherd model” –

“That role is identified as that of caring, courage, and guidance. The caring function includes activities such as restoration, feeding, watering, grooming, shearing, delivering lambs, leading, and protection. The function of courage focuses on activities of assuming responsibility, serving and participating in change. The function of guidance” is an appeal “to lead or to guide in regard to a decision or future course of action.”



Matthew 18:6-8 New King James Version (NKJV)

“But whoever causes one of these little ones who believe in Me to sin, it would be better for him if a millstone were hung around his neck, and he were drowned in the depth of the sea. Woe to the world because of offenses! **For offenses must come, but woe to that man by whom the offense comes!**

σκάνδαλον *skandalon*: Any impediment placed in the way and causing one to stumble or fall, (a stumbling block, occasion of stumbling) i.e. a rock which is a cause of stumbling



“Contrary to popular opinion, order does not stifle creativity, but rather promote it. **It does not restrict freedom, but enhances it for the greatest number.** Disorder is a kind of tyranny, in which good things seldom happen. **When disorder reigns, people suffer in many ways.”**

Briner & Pritchard (2008), *The Leadership lessons of Jesus*, p. 99

“Order is heaven's first law, and the Lord desires His people to give in their homes a representation of the order and harmony that pervade the heavenly courts. Truth never places her delicate feet in a path of uncleanness or impurity. Truth does not make men and women coarse or rough and untidy. It raises all who accept it to a high level. Under Christ's influence, a work of constant refinement goes on.”

Ellen White, The Review and Herald, June 10, 1902

Briner & Pritchard (2008), *The Leadership lessons of Jesus*, p.128

“Some problems a leader should overlook or, at most, quietly and privately mention. Some kinds of problems, however, should never be overlooked, and the entire organization should know that the leader has “hit the roof” over them. **Dishonesty and disunity are two of these.** At the very first sign of either, the leader should move swiftly and forcefully to deal with them. never put this on the back burner. They, like other kinds of evil, will only grow and contaminate the entire operation.”

Situations where leaders must take immediate actions

- 1. Stealing (Dishonesty)**
- 2. Sexual misconduct**
- 3. Violence**
- 4. Insubordination**
- 5. Conviction in a court of law**
- 6. False doctrines**

Some Leadership Styles/Models - 1

1. Autocratic

2. Laissez-faire

3. Transformational

4. Transactional

5. The Shepherd

6. Servant leader

Some Leadership Styles/Models - 2

7. Coach/Mentor

8. Visionary

9. Tyrant – dictator

10. Narcissistic

**11. Self-serving, pleasure seeking,
selfish**

12. Toxic

13.

Leadership in various areas – 1

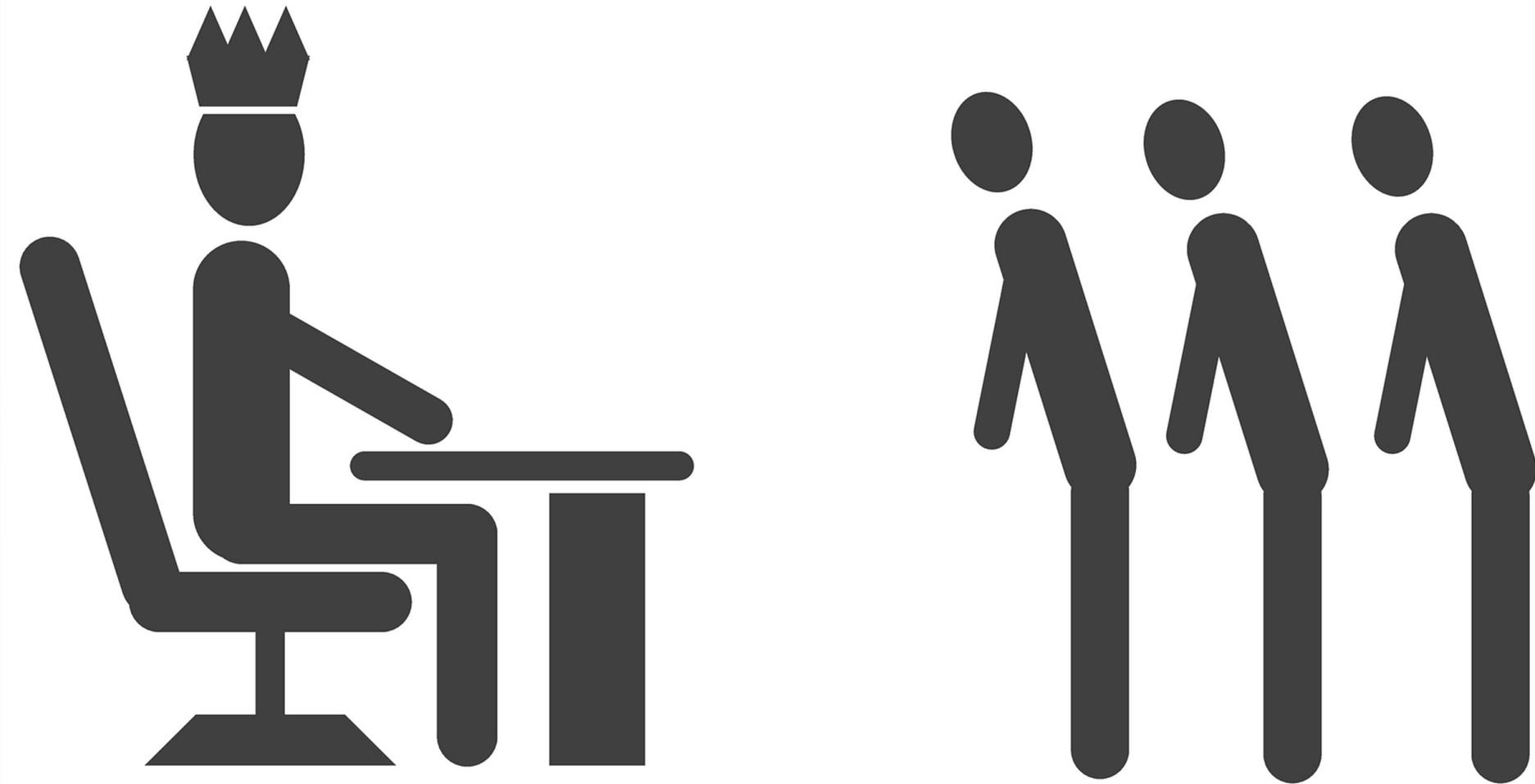
- Political
- Religious
- Business
- Military
- Moral
- Scientific
- Artistic

Leadership in various areas - 2

- **One can be a leader and serve in any area of life**
- **It is not only pastors, church officers, educational administrators, denominational officials who are spiritual leaders.**
- **Others are: Plumbers, nurses, teachers, carpenters, retirees, children, women, etc.**



It is all about me!



Ruthless leaders called “Benefactors” *Luke 22:25*



“The ends justify the means.”

Niccolò Machiavelli, (1469-1527),
Italian diplomat, author, philosopher and historian



**“Can the blind lead the blind?
Will they not both fall into the ditch?”**

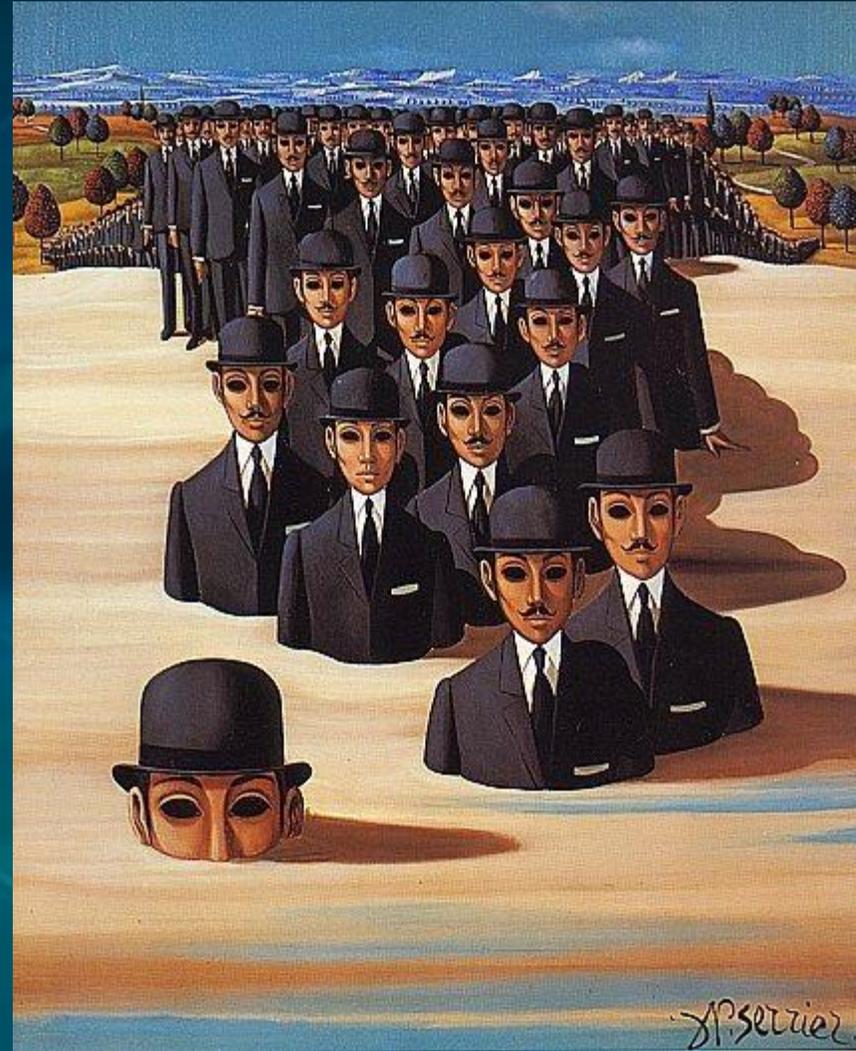
Luke 6:39

Fake Leaders

- Many will follow their destructive ways...
- They will exploit you with deceptive words...
- Their condemnation has long been hanging over them, and their destruction has not been sleeping.

2 Peter 2:1-4

**Doomed leaders,
Doomed followers**



Solomon, L. (2015, April 21). Becoming Powerful Makes You Less Empathetic. Retrieved October 23, 2018, from <https://hbr.org/2015/04/becoming-powerful-makes-you-less-empathetic>

“The most common leadership failures don’t involve fraud, the embezzlement of funds, or even sex scandals. It’s more common to see leaders fail in the area of every day self-management — and the use power in a way that is motivated by ego and self-interest.

Five terrible leadership mistakes

1. **Deny the problem**
2. **Refuse to listen**
3. **Fail to communicate**
4. **Blame the victims**
5. **Lie to the people - Being dishonest**



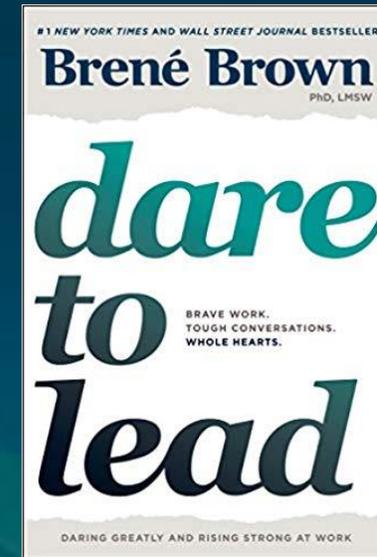
Where there is no vision, the people perish.

Proverbs 29:18

Dare to Lead: Brave Work. Tough Conversations. Whole Hearts.
By Brené Brown, PhD, MSW, (Random House, NY 2018), p 4

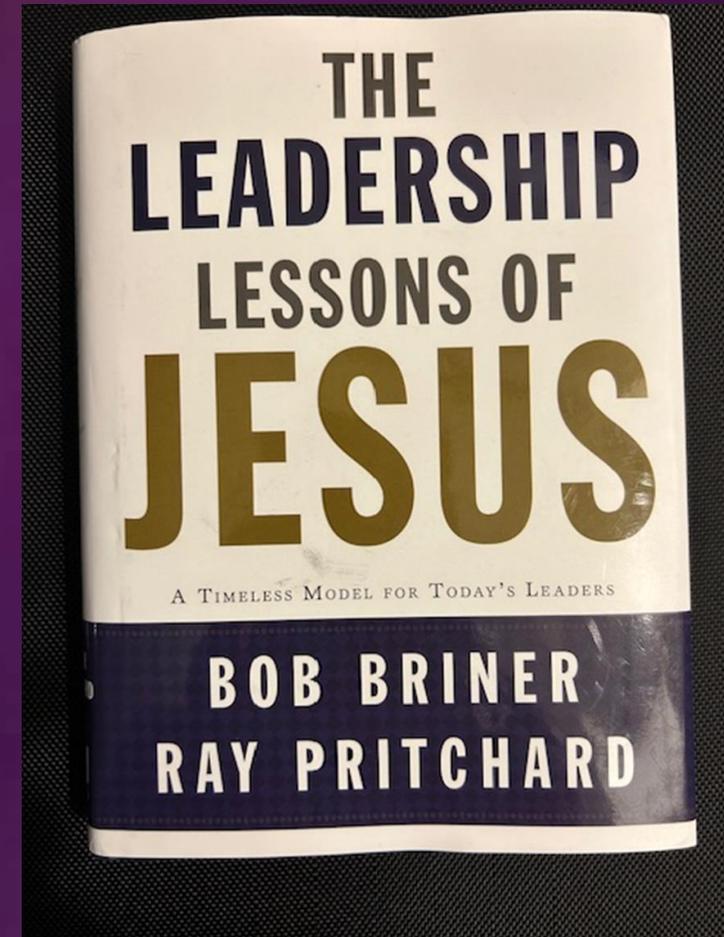
“I define a leader as anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential”

“We desperately need more leaders who are committed to courageous, wholehearted leadership...”



“Leadership is always lacking when it’s not invested in followers in a way that empowers them to independently advance the cause.”

Briner & Pritchard (2008), *The Leadership lessons of Jesus*, p. 42





Spiritual Leadership

What is spirituality?

Think: Pharisees vs. Jesus

A spiritual leader bears the fruit of the Spirit, regardless of his/her position

**“I hate, I despise your feast days,
And I do not savor your sacred assemblies.**

**Though you offer Me burnt offerings and
your grain offerings,
I will not accept them,
Nor will I regard your fattened peace
offerings.**

**Take away from Me the noise of your songs,
For I will not hear the melody of your
stringed instruments.**

**But let justice run down like water,
And righteousness like a mighty stream.**

Amos 5:21-24 New King James Version



**Either make the tree good and its fruit good,
or else make the tree bad and its fruit bad;
for a tree is known by its fruit. [Matthew 12:33](#)**

**The fruit of the
Spirit is love, joy,
peace, longsuffering,
kindness, goodness,
faithfulness,
gentleness, self-
control.**

Galatians 5:22-23



Six Leadership Principles Rooted in the Scriptures

- 1. The Joseph principle: In good times, prepare for the time of crisis (Gen. 41).**
- 2. The Nehemiah principle: Plan carefully and execute prudently (Nehemiah 1-6; E. G. White, *PK*, p. 633, 634).**
- 3. The Jethro principle: Delegate – Don't try to do everything yourself (Ex. 18).**
- 4. The Esther (and Daniel) principle: Implore God's assistance through fasting and prayer (Esther 4:16-17 – Daniel 2:17-19).**
- 5. The Zacchaeus principle: Make reparations when our mistakes hurt other people (Luke 19:8).**
- 6. The Acts 6 principle: Ensure fair representation of various stakeholders around the table.**

Skills Needed to be successful in the 21st Century

1. Critical thinking and problem solving
2. Creativity - Innovation
3. Initiative and self-direction
4. Collaboration and Flexibility
5. Oral and written communication
6. Information literacy
7. Media literacy

Skills Needed to be successful in the 21st Century

8. Technology literacy

9. Interpersonal skills

10. Emotional intelligence

11. Cross-cultural interaction: Ability to work with people from diverse backgrounds

12. Respect for the environment

13. Spirituality: Inner peace, spirit of forgiveness, sensitivity, compassion, positive attitude, resilience

“Three biggest challenges

1. Retaining and rewarding the best employees
2. Developing the next generation of leaders
3. Creating a corporate culture that attracts the best employees”

Luissier and Herndon, *Human Resource Management*, Sage, 2016, p 9

"In looking for people to hire, you look for three qualities: **integrity, intelligence, and energy**. And if they don't have the first, the other two will kill you."

Warren Buffet, CEO, Berkshire Hathaway

He earned US \$13.5 billion in a year, which totals to US \$37 million per day, just over US \$1.5 million per hour and slightly above US \$25,600 per minute.



Albert Einstein – *New York Times*, October 5, 1952

“It is not enough to teach a man a specialty. Through it he may become a kind of useful machine but not a harmoniously developed personality. It is essential that the student acquire an understanding of and a lively feeling for values. **He must acquire a vivid sense of the beautiful and of the morally good.** Otherwise he – with his specialized knowledge – more closely resembles a well-trained dog than a harmoniously developed person. **He must learn to understand the motives of human beings, their illusions and their sufferings, in order to acquire a proper relationship to individual fellow men and to the community.**

Albert Einstein – New York Times, October 5, 1952

These precious things are conveyed to the younger generation through personal contact with those who teach, not – or at least not in the main – through textbooks. It is this that primarily constitutes and preserves culture. This is what I have in mind when I recommend the ‘humanities’ as important, not just dry specialized knowledge in the fields of history and philosophy. **It is also vital to a valuable education that independent critical thinking be developed in the young human being, a development that is greatly jeopardized by overburdening him with too much and with too varied subjects (point system). Overburdening necessarily leads to superficiality. Teaching should be such that what is offered is perceived as a valuable gift and not as a hard duty.**

Every human being, created in the image of God, is endowed with a power akin to that of the Creator—**individuality, power to think and to do. The men and women in whom this power is developed are those who bear responsibilities, who are leaders in enterprise, and who influence character.** It is the work of true education to develop this power, to train young people to be thinkers, and not mere reflectors of other people's thought.”

Ellen White, *Education*

OSTENSIBLE SUCCESS

Ostensible: “stated or appearing to be true,
but not necessarily so”

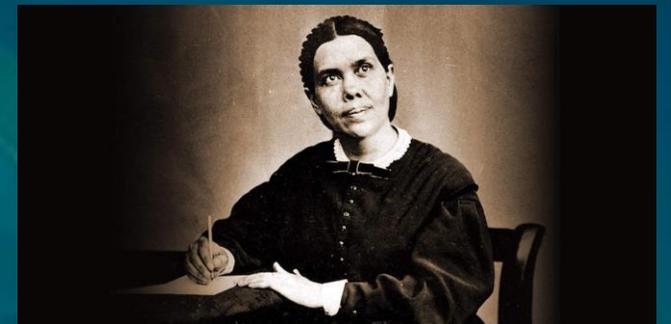
What does it mean for a leader to be successful?

- Fame?
- Power?
- Money?
- Key Performance Indicators?
- Legacy?
- ???

“The world does not so much need men and women of great intellect as of noble character. It needs people in whom ability is controlled by steadfast principle....

True education provides a counter influence to the selfish ambition, greed for power, and disregard for the rights and needs of humanity that are the curse of our world”.

Ellen White



Rebecca Gendron, (2022) notes that “great leaders possess some combination of the following five traits:

- 1. Aptitude for motivating others**
- 2. Assertiveness to overcome obstacles**
- 3. Excellence in building trusting relationships**
- 4. Capability to create a culture of accountability**
- 5. Ability to make unbiased decisions that benefit the” entire organization.**

<https://thetrainingassociates.com/4-tips-for-developing-great-leaders-in-your-organization/>

**The tennis ball
bounces.**





**The egg ...
A big splash!**



Leadership Qualities and Attributes – 1

1. **Leaders can see a better future** – Able to generate new ideas and build an inspiring vision of how the future could be.
2. **Leaders are passionate about leading** – they have an internal drive to spearhead projects and take on the leadership role.
3. **Leaders know themselves** – they have a high level of self-awareness. This means that they know what they're good at, they know what they're bad at, they exploit their strengths, and they manage their weaknesses
4. **Leaders have high integrity** – they are fair and trustworthy and expect the same from others.

Leaders are consistent and are ready to navigate uncertain situations

Identifying and Developing Leaders, By the Mind Tools Content Team

<https://www.mindtools.com/acial2j/building-tomorrows-leaders>

Leadership Qualities and Attributes- 2

5. Leaders respect other people – Who sees value in others and wants everyone to be the best they can be?

6. Leaders are inspirational – they have a positive and motivational energy. They bring a contagious enthusiasm to the workplace.

7. Leaders are consistent and are ready to navigate uncertain situations – They make solid decisions in highly uncertain situations. They are mentally tough. They accept and encourage change. They are proactive. They are consistent. They believe in themselves. They are purposeful and get the job done

Kimberly Gerber (2021) – Part 1

Five areas of leadership

1. Self-leadership. Ability to self-direct and self-regulate without much supervision or direction.” “Self-awareness, personal operating systems, and stress management

2. Organizational leadership. Aware of company values and purpose. Live them and create policy and programming to permeate those values throughout the organization.... Take care of the organization.

Gerber, K. (2021). Ready for the Next Step. *TD: Talent Development*, 75(11), 26–29.

Five areas of leadership

3. Executive team leadership. Communicate vision with clarity, inspire performance, and steer the ship in the right direction.

4. Strategic leadership. Ability to develop and set strategies that transcends immediate functional areas.

5. Public leadership. Everyday executive presence, large-forum public speaking, media interviews, handling provocative questions everywhere.

It is not enough to have a “leadership team”. One needs a “team of leaders.”

Reeder III, Larry. (2018). *3D leadership: Defining, developing and deploying Christian leaders who can change the world.*

Ross-shire, Scotland, UK: Christian Focus Publications. p. 110, 111

P.38 “Effective leaders are those who do the right things in the right way at the right time for the right reasons.”

Larry Reeder III (2018, p. 110, 111) reminds that it is not enough to have a **“leadership team”**. One needs a **“team of leaders”**. Further, he suggests the criteria to use in the selection of the members of close circle:

The six C's are

1. **calling**
2. **character**
3. **content**
4. **competency**
5. **commitment, and**
6. **chemistry.**

How to develop potential leaders?

Here are 6 ways to develop leaders in your business:

1. Learn to recognize potential. Identify emerging leaders who can step in and fill critical roles when necessary...
2. Get help finding high-potential employees. ...
3. Sell your vision. ...
4. Provide opportunities for leadership development.
5. Monitor, Measure. Reward.
6. Support through coaching. “one-on-one discussions, providing guidance and advice for specific challenges.”

<https://www.bdc.ca/en/articles-tools/employees/manage/develop-leaders-how-bring-along-high-potential-employees>

How to develop leaders -1

“While there are several strategies for developing leaders, it's helpful to have a process for finding potential leaders and helping them grow. Below is a list of nine steps to help you develop well-rounded leaders

1. Recognize people with leadership potential

2. Mentor your potential leader

Be an example to the employees you're mentoring by exhibiting leadership qualities in the workplace.

3. Highlight the importance of soft skills

Problem-solving, creativity, motivating and delegating.

4. Take time to reflect

Teach your potential leaders that it's important to take time to reflect on each project or task they complete. Consider asking them to take 10 minutes each day to reflect on what they did throughout the day and list their successes and challenges. Have them write some solutions to those challenges if they occur again in the future. At the end of each week, you can take time to meet with all of them and discuss some solutions they wrote and discuss other effective solutions as well.”

How to develop leaders – 2

5. Ask about their aspirations

“Discuss career goals with potential leaders to determine what growth and leadership mean to them. Based on their responses, design long-term assignments that can help them grow as leaders and benefit both them and the company. For example, if someone's interested in a management position, you might ask them to get more involved in organizing upcoming project goals for the department. Try to make the assignment challenging but achievable so that by the time they've completed it, they've learned and implemented new leadership qualities.

6. Give constructive feedback

Many employees want to participate in their career development. Providing informal and constructive feedback regularly is an effective way to help them be an active participant in progressing their leadership skills.”

<https://www.indeed.com/career-advice/career-development/how-to-develop-leaders>

How to develop leaders - 3

7. Teach them to network

“Teaching potential leaders to network with other colleagues can improve their interpersonal skills and strengthen their confidence.

8. Provide opportunities for development

When deciding what tasks to give them to help them expand their leadership abilities, consider including them in some of your duties.

9. Be available to offer support

One way employees learn leadership qualities is by seeing them in their own manager.”

How to Build Mutually Beneficial Inter-Organizational Partnerships - 1

by Irma Becerra, president of Marymount University, *Forbes*, 2022

<https://www.forbes.com/sites/forbesbusinesscouncil/2022/12/29/how-to-build-mutually-beneficial-inter-organizational-partnerships/?sh=1940de035cc9>

Successful collaborations often involve the coming together of partners who are able to complement each other to bring positive change. When needs are identified and met, organizations flourish.

How to Build Mutually Beneficial Inter-Organizational Partnerships - 2

by Irma Becerra, president of Marymount University, *Forbes*, 2022

- 1. Start by gaining insights into the prospective partner's organizational needs.**
- 2. Recognize and proactively fill talent gaps.** Leaders today often face significant challenges regarding attracting and retaining talent, and losing valued employees brings the added threat of destabilization.
- 3. Face-to-face meetings promote trust.**
- 4. Don't drop the ball—always remember to follow up!**
- 5. Identify the right people from each organization to work together.**

7 keys to forming mutually beneficial partnerships

<https://www.bizjournals.com/bizjournals/news/2022/06/10/7-keys-to-forming-mutually-beneficial-partnerships.html>

1. Communicating values and goals.
4. Identifying synergies.
6. Establishing goals for achievement.

Synergy

“If there is synergy between two or more organizations or groups, they are more successful when they work together than when they work separately.” *(Collins Dictionary)*

“The interaction of elements that when combined produce a total effect that is greater than the sum of the individual elements, contributions,...
(Dictionary.com)

Ancient Greek συνεργία (sunergía, “cooperation”), from σύν (sún, “with, together”) + ἔργον (érgon, “work”).

SYNERGY

$$1 + 1 = 3$$

“The church and the community are desperately looking for effective leaders, committed to its mission, with a clear vision, an indomitable courage, a fertile imagination, a heightened emotional intelligence, ready to take them to the next level. They...

1. are able to articulate and communicate a captivating vision of a better future that will benefit all stakeholders.

Bordes Henry Saturné, “Illuminated from inside,” *Journal of Applied Christian Leadership*, Vol. 17, No. 2 FALL 2023

The church and the community are desperately looking for effective leaders, who...

2. have the potential to generate enthusiasm for causes that can unite and energize the constituency.

3. Are able to lead by example and reset the climate, are called to become “fishers of men” and women.

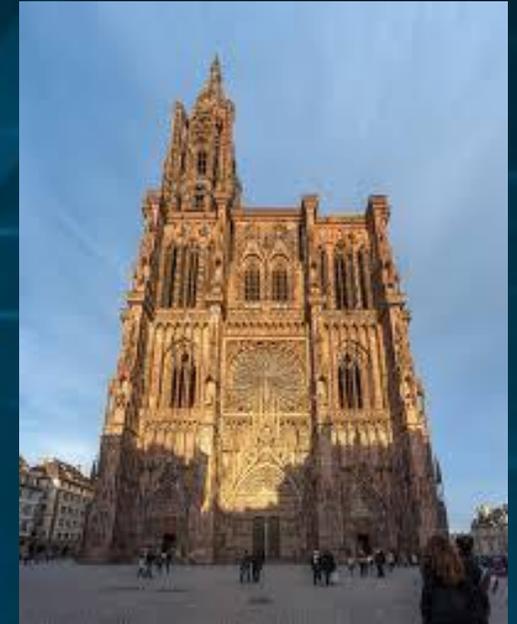
4. Willing to pull together a diverse team of leaders who will thrive in an organizational culture that is open to new ideas, willing to accept changes, and foster spiritual, physical, and intellectual growth.”

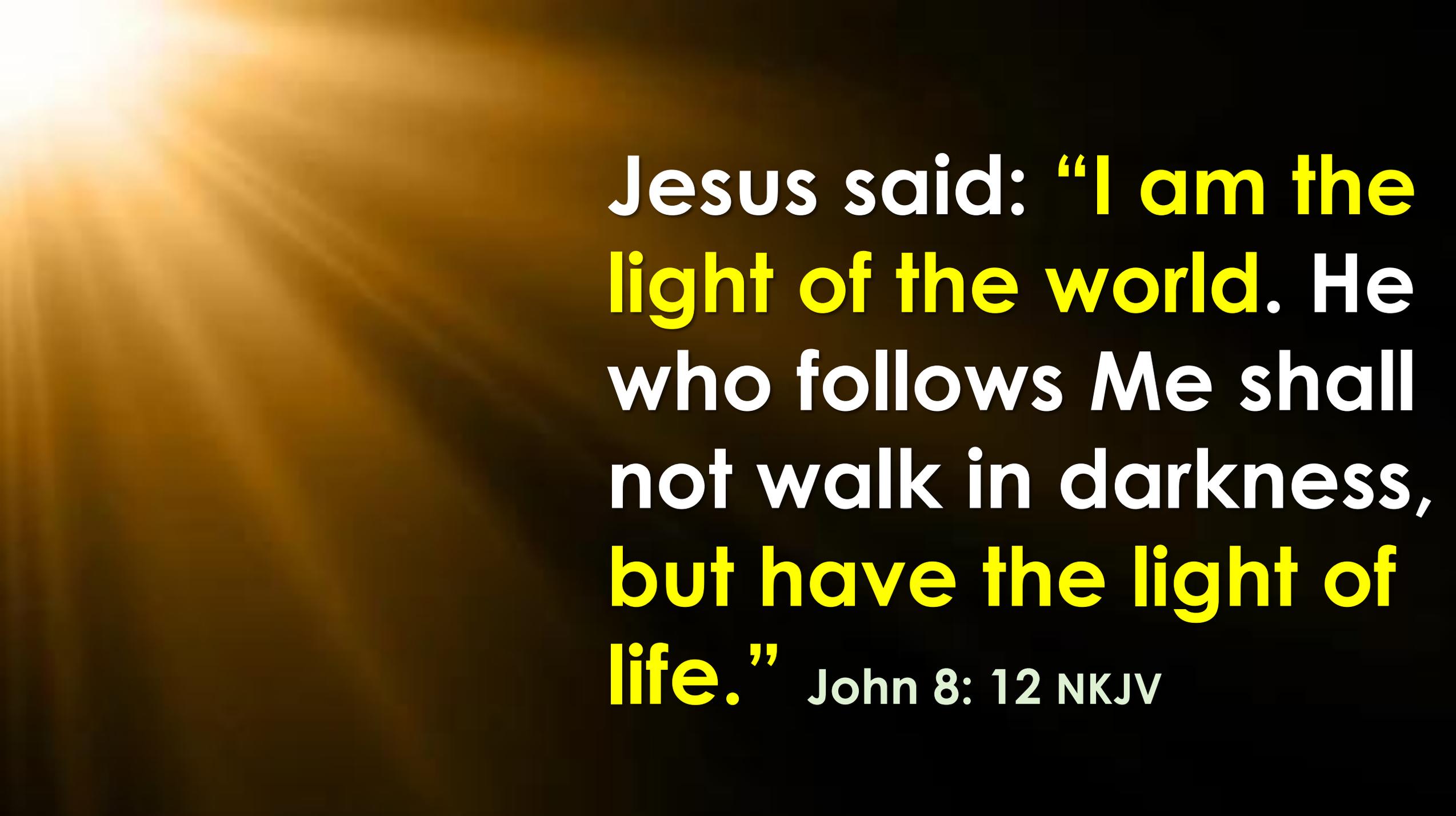
Bordes Henry Saturné, “Illuminated from inside,” *Journal of Applied Christian Leadership*, Vol. 17, No. 2 FALL 2023

**“Leaders are like cathedrals:
When it is dark outside, they
shine only if they are illuminated
from inside.”** Bordes Henry Saturné

“One evening, the electricity went out for a few minutes. What a difference! That colossal edifice, known to have been the tallest building in the world from 1647 to 1874, abruptly became invisible. Progressively, however, hundreds of candles were lit inside the cathedral. From the outside, it seemed like a miracle! Gradually, pedestrians on the square were able to admire the majestic stained-glass windows illuminated by the gentle glow of the candlelight, radiating in the dark night” Bordes Henry Saturné (2023, Editorial, JACL)

**Cathedral of
Strasbourg,
France**





Jesus said: **“I am the light of the world. He who follows Me shall not walk in darkness, but have the light of life.”** John 8: 12 NKJV

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Let's Team Up
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of Spiritual Leaders

Presented by

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Discussion questions

1. In practical ways, how can pastors support Adventist education?

1. Presence: chapel, week of prayers, parents' meetings
2. Preaching on Adventist education, encourage the church to support the ministry of Christian education.
3. Financial support: Church budget,
4. Volunteer work: mobilize church members to help at the school
5. Policy: Take a stand- comply with denominational policies and government regulation
6. Moral support: Encouragement, prayers

2. How can educators support the ministry of the pastors in the church and the community?

1. Presence at the church
2. Participation of students in the church services
3. Use connection with the community to promote evangelistic meetings or community outreach initiatives
4. Prepare students for baptism

The Challenge of Financing Adventist Education

”Nehemiah did not depend upon uncertainty. The means that he lacked he solicited from those who were able to bestow. **And the Lord is still willing to move upon the hearts of those in possession of His goods, in behalf of the cause of truth. Those who labor for Him are to avail themselves of the help that He prompts men to give. These gifts may open ways by which the light of truth shall go to many benighted lands. **The donors may have no faith in Christ, no acquaintance with His word; but their gifts are not on this account to be refused.**”**

Ellen White, *Prophets and Kings*, 634. (CS 184.2)

The Lord God of Israel has placed His goods in the hands of unbelievers, but they are to be used in favor of doing the works that must be done for a fallen world. **The agents through whom these gifts come may open up avenues through which the truth may go.** They may have no sympathy with the work, and no faith in Christ, and no practice in His words, but their gifts are not to be refused on that account.

Ellen White, *Manuscript 41*, 1895, pp. 3, 4. “*Counsel to Leading Workers*,” January 31, 1895.

Erik Erikson (1902 -1994)

Erikson's Stages of Development

1. **Infancy: Birth-18 Months Old -Basic Trust vs. Mistrust – Hope**
2. **Toddler / Early Childhood Years: 18 Months to 3 Years - Autonomy vs. Shame – Will**
3. **Preschooler: 3 to 5 Years – Initiative vs. Guilt – Purpose**
4. **School Age Child: 6 to 12 Years - Industry vs. Inferiority – Competence**
5. **Adolescent: 12 to 18 Years - Identity vs. Role Confusion – Fidelity**
6. **Young adult: 18 to 35 - Intimacy and Solidarity vs. Isolation – Love**
7. **Middle-aged Adult: 35 to 55 or 65 - Generativity vs. Self absorption or Stagnation – Care**
8. **Late Adult: 55 or 65 to Death - Integrity vs. Despair – Wisdom**

“Erikson believed that much of life is preparing for the middle adulthood stage and the last stage involves much reflection. As older adults, some can look back with a feeling of integrity — that is, contentment and fulfillment, having led a meaningful life and valuable contribution to society. Others may have a sense of despair during this stage, reflecting upon their experiences and failures. They may fear death as they struggle to find a purpose to their lives, wondering “What was the point of life? Was it worth it?””

PURPOSE OF OUR STUDY

- Best practices in teacher education require **mutually beneficial partnerships** between P-12 schools and higher education institutions that result in **positive P-12 impact** (CAEP, 2022; Zhang et al., 2023).
- What does a mutually beneficial partnership look like?
 - Determine the needs of **all** constituents
 - Goals are established based on needs
 - Create a program that addresses all needs
 - Evaluate effectiveness of program and make adjustments, as needed
(Boyle & Carpenter, 2023; Scheurmann & Yell, 2023)

OHIO IMPROVEMENT PROCESS FOR ACTION RESEARCH



Purpose of our Study

- Best practices in teacher education require **mutually beneficial partnerships** between P-12 schools and higher education institutions that result in **positive P-12 impact** (CAEP, 2022; Zhang et al., 2023).
- What does a mutually beneficial partnership look like?
 - Determine the needs of **all** constituents
 - Goals are established based on needs
 - Create a program that addresses all needs
 - Evaluate effectiveness of program and make adjustments, as needed

(Boyle & Carpenter, 2023; Scheurmann & Yell, 2023)

Ohio Improvement Process for Action Research

