



**Clergy Leadership for the 21st Century
Clergy Gathering, January 11, 2017
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Three Types of Pastoral Leadership for the 1900's

There are three types of pastoral leadership you observed, were mentored into, were taught in seminary, and read about in books on how to lead ministries within the congregations.

1. Pastor – This model provides pastoral care for the congregation. Pastoral care includes visiting people as well as doing baptisms, confirmation, weddings, funerals, grief counseling, premarital counseling, marital counseling, and life counseling.
2. Priest – The priestly function is the role of God's intermediary with the people. The priest facilitates the relationship with God through Jesus Christ. The priest works on liturgy, writes and officiates the rites of passage (baptism, confirmation, weddings, funerals), administers the sacraments.
3. Prophet/Preacher – The prophet's role is to be the voice of God for the people. The prophet through study and prayer discerns what the Holy Spirit wants the people to know, understand and do.

All of these are extremely important in the life of the church and ministries that must be provided in the life of the church. These roles also perpetuate a consumer role for parishioners. They are recipients of the clergy person's ministry.

These roles and ministries were sufficient at a time when the culture recognized the importance of the church and that belonging and participating in a church was essential to one's wellbeing in life and society. Today, the culture no longer reinforces or encourages people to go to church.

Apostle Leadership

The New Testament, also during a time in which the culture did not encourage or support people going to church, talks about apostolic leadership. It tells the story of Jesus, Paul and Peter, all of whom exemplified apostolic leadership.

Today, the church needs to recruit, equip, mentor and support apostolic leadership because the church is in an environment more like the first-century culture than the early to mid-1900's.

What is apostolic leadership? Apostle means sent on a mission. Twenty-first-century apostles focus on the mission field. First-century apostles did not do the mission, but called, equipped, sent and supported disciples to lead and carry out the mission in the new and emerging faith communities.

This is a radical shift for the church and especially clergy. We were not taught to be apostles but to be pastors, priests and prophets. It was not bad training and it is necessary for leading a congregation, but it is only half of the leadership required in today's environment.

What is Apostolic Leadership

What does apostolic leadership look like? Attributes of today's apostles can be understood through three characteristics – the spirit, skills and attitude of apostles.

Spirit of Apostles - Risk taker, Innovator, Courageous, Collaborator, and Creative problem solver. Apostles have a unique spirit.

Skills of Apostles – Builder, Developer, Explorer, and Organizer. Apostles create something that grows the mission and people.

Attitude of Apostles – Encourager, Investor, Leader of leaders and Coach. Apostles see everyone as a potential leader and pour themselves into the development of people.

Apostles inspire people, create a bigger mission, develop people, and organize the church to accomplish the mission.

Pastors, were you mentored by your home pastor to lead like this? Was half of your seminary training teaching you to lead like this? Did the Board of Ordained Ministry expect you to lead like this? Did the GNJ RIM mentorship program mentor you to lead like this? Does your district superintendent challenge, hold you accountable and support you to lead like this? Did your bishop ordain, consecrate or license you to lead like this?

Apostles

- Integrate the message with daily Kingdom living.
- Provide examples of and steps for how to live the scriptures at the office, school, neighborhood, home and marketplace.
- Focus less on titles and entitlement and more on healthy relationships.
- Use vernacular that is familiar with the marketplace and the neighborhood.
- Strategize and process rather than focus on events, activities or programs.
- Feel comfortable in their own skin whether with high office holders or the homeless.
- Lead people in and through conflict. *They are not conflict avoiders. In fact, their leadership creates conflict and they lead the people into and through the conflict.*
- Have a broader view of cultural engagement than their predecessors.
- Equip people to do the work of God rather than only inform people of God.
- Set ambitious goals and inspire people to achieve them.
- Are more concerned about their emotional intelligence than their knowledge of churchy things.
- Are more concerned about Kingdom legacy rather than personal legacy.

Apostles both engage disciples in the mission field and grow the faith community. They both raise the necessary resources to sustain the mission and take huge risks.



You can look at an apostle's career and see what they have organized, and built, and the people they developed, all of which continue beyond their own leading of the congregation.

Today, apostolic leadership requires the Bishop, Cabinet, GNJ leadership, seminary, and Board of Ordained Ministry to be focused on recruiting, calling, equipping, mentoring and supporting apostles. This is a hard task because we are addicted to the former leadership. It is what we know, what we were trained and mentored to do and what we can do.

The Senior Leaders of the Church Failed Our Clergy and Congregations

Our challenge is that the culture shifted and the church has not changed fast enough. Most of the responsibility falls on bishops, superintendents, connectional ministry directors, seminary presidents and deans and general agency staff for not leading their area of the church to raise up and support apostles. When the church and pastors most needed its senior leaders to be the new prophets, priests and pastors, they failed.

1. They failed at being the new prophets who called and challenged leaders to become apostles.
2. They failed at being the new priests who provided new rites of passage that lifted up and guided leaders to become apostles.
3. They failed to be the new pastors who encouraged, coached and supported leaders into an apostle role.

The senior leadership of the church has not always cast a vision for apostleship and then inspired, equipped and coached clergy into the new role that the mission field demands from them. We have not always called forth your own creativity, resourcefulness and wholeness. Instead, bishops and other senior leaders wanted you to work harder and longer, do and suffer more, and keep doing the same things, only better. We did not recognize that better, harder and more only lead to our failure more quickly.

I confess that the senior leadership of the church failed you as clergy and I ask for God's forgiveness and your forgiveness.

Apostles Rise Above Their Circumstances

While the senior leadership of the church failed our clergy and congregations, this did not deter some pastors from becoming something different – leaders who were builders, adventurers, explorers, innovators, creative risk-takers, and developers. It did not stop some of our clergy from leading people into new forms for organizing and being the church.

However, the church put stumbling blocks in apostles' way. We said these new renegades (new apostles) just wanted to do their own thing. We talked behind their back, made excuses why they could achieve and we couldn't, left them out there on their own rather than showing interest in what they were doing and we didn't seek to learn from them. We made it much harder for them than it needed to be as they led their congregations into the emerging future.



Each of us will need to search our own souls and inspect how we treated apostles. Today, I confess that the senior leadership and the church as a whole failed our apostolic clergy and I ask for God's forgiveness and your forgiveness.

Today I want to lift up a leader who used his priestly, prophetic and pastoral role as an apostolic leader. Ivan Alberts, pastor of Christ Church in Jersey City, has led his congregation to accept and even embrace tearing down its building for a vision of building a high-rise that will house church space, a daycare and apartments. It was not an easy journey, but he envisioned an innovative idea, organized the people to explore the idea, built support, and is leading the congregation in a sustainable creative ministry that will capture new generations of believers. Thank you, Ivan, for being an apostle.

I also want to lift up Frank Fowler who could be coasting right now. He has further built and developed Trinity Church in Hackettstown. They are worshipping over 600 and probably have a higher percentage of worshipers engaged in mission than any other GNJ congregation. They bought property around town where they do outreach ministry. They have people from companies and community residents giving them checks, big checks. So when worship attendance slipped by 10-15 people, Frank didn't say, "Well it was a bad year" or "The culture changed." No, Frank called the staff together and he called the church leadership together, explained the challenge and asked, "What are we going to do to turn this around?" That's apostolic leadership.

The Hard Work of Transition

I know it is hard for some of you to transition from a leadership model that used to work very well in the past to a new leadership role that is necessary for today.

- I understand there are some of you who are within a few years of retirement and the energy, time and congregational disruption required to make this shift seems hardly worth it.
- I understand there are some of you who did not sign up for this type of leadership. You are a good priest, pastor, prophet and this is what you were called to do, not apostolic leadership.
- I understand there are some of you who are beaten and bruised by one idea after another from bishops.
- I understand the pressures and demands of growing congregations and raising money has you wearied, frustrated and even in some cases depressed.

I confess that senior leadership of the church failed our clergy and I ask for God's forgiveness and your forgiveness.

Going forward the cabinet and I will:

- Do everything we can to help those approaching retirement to continue in a full time appointment and resource you to finish well.
- Come alongside of our clergy who are struggling to lead their congregation to health and work with you through coaching and other resources.
- Assist those who want to change and move from an effective former style of leadership to the new apostolic leadership style through coaching, PaCE groups, Team Vital and Communities of Hope.
- Advocate for renewal time for clergy to spiritually, emotionally, physically, and mentally recharge for the next steps in the journey.
- Work to hold down and continue to decrease shared ministries to keep the focus on the mission field around your congregation.
- Not require or force you to change but to inspire you and support you into change. We will work with the willing and ready.
- Continue to improve our leadership so that we become the change we want to see.

I confess that bishops and cabinets have not always worked like this and I ask for God's forgiveness and your forgiveness.

The cabinet and I need from you to:

- Accept that you are called to the mission. More often than not, that mission is in your community and you are to lead the church into the community.
- Lead the congregation to deeper faith in Christ and service in the world.
- Connect and relate well with church leaders, members and community residents.
- Develop leaders within the congregation.
- Raise sufficient funds for community and world mission, ongoing congregational ministry, shared ministries, and salary and benefits.
- Increase vitality through inspiring worship and messages, leading the church to attract and make new disciples and engaging disciples in small groups, community hands-on mission and generous giving.
- Be the best that God has gifted you for the mission and the church.

I am not here to make it easier for you. I am not here to reduce your anxiety. I am not here to tell you everything is going to be alright. I am here to lead and equip you to proclaim good news to the poor, freedom for the prisoners and recovery of sight for the blind, to set the oppressed free, and that this is the year of the Lord's favor. -Luke 4:18

What does it look like for you to claim that this is the year of the Lord's favor for YOU!

Next steps

1. When there is a complaint and resolution to the complaint and the bishop and cabinet indicate that the clergy covenant requires you to engage differently, we expect you will abide by what we instruct. If you feel we are wrong or there is an injustice, it is your responsibility to bring it before the clergy executive session. You are also required to bring other information if you have it that demonstrates the cabinet is wrong.
2. When people tell you that they have been mistreated or that the cabinet has done something that does not seem right, you have the right to say to the person, "Let's you and I go see the bishop to get this cleared up."
3. A team will be organized to look at leader ethics in GNJ related to sexual, financial and appropriate leader ethics to assess present GNJ policies and practices and affirm and/or modify as needed.
4. A team will review how to implement part-time appointments and make recommendations to the cabinet. The cabinet will report to the clergy executive session its plan for how and when it will initiate part-time appointments. The cabinet will ask for a Judicial Council declaratory decision before implementation in 2018.
5. Three groups will be established to work with and support pastors who are interested:
 - a. Clergy who want to ensure they are leading so as to stay in a full-time appointment. Letters have already been sent to this clergy group.
 - b. Clergy who recognize they are having difficulty meeting expectations for clergy leadership and how they can grow their skills for leading a congregation today.
 - c. Clergy who want to begin the shift in adding apostolic leadership to their skill set.

God did not bring us to this place for destruction but for a future with hope. I also believe God called each of us for a time as this. In these very difficult times, ours is to dance between wisdom and courage and between courage and hope. I invite you to allow anxiety to be the ants in the pants you need, to get your faith moving and increase your desire to change. Let's together join in the dance.

Questions for clergy pondering.

1. Where does your leadership reflect a shift toward apostolic leadership?
2. What has made the shift easy and when has it been challenging?
3. Where is there still work for you to do in developing your own leadership?
4. What will you do over the next six months to further develop apostle type spirit, skills and attitude?

Questions for the Staff Parish Relations Committee.

1. Where is there readiness within the congregation to be apostle led?
2. What resistance do you or might you encounter?
3. What apostolic leadership spirit, skills and attitude would you like to see your pastor develop?
4. How will you support your pastor to develop more apostolic leadership qualities?
5. What will you do to interpret the need and shift to apostolic leadership?