



**Next steps**  
**Clergy Gathering, January 11, 2017**  
Bishop John Schol

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?