

Healthy Bi-Vocational Pastoral Ministry

North Central Regional Gathering – October 7, 2023 from 9:00AM-12:00PM

First Brethren Church, 27333 Main St., North Georgetown, OH 44665

- **Lay Leader's perspective** – Three big things changed at North Georgetown that help the current bi-vocational pastoral relationship work, first in ME, then in US: **Expectations, Self-Awareness, Attitudes & Behaviors**
 - **EXPECTATIONS (personal AND corporate)**
 - Recognize and evaluate expectations. Understand the influence of individual/personal and collective SPOKEN & UNSPOKEN EXPECTATIONS I have about “me”, “the pastor”, “the leaders”, “the ministries”, “the mission”, “the congregation”, “the community”
 - **GREATER SENSE OF AWARENESS (personal AND corporate)**
 - Realize that we have all been on a journey of Rediscovery. Self-awareness first, then understanding others. Strengths, Weaknesses, Identity. Missional language taught us to see beyond ourselves and see the needs of others in new ways.
 - Collective willingness to evaluate present reality honestly, objectively and regularly (pastor, leadership team, budgets, ministry activities, desired fruit, overall environment, etc.)
 - **ATTITUDES & BEHAVIORS (personal AND corporate)**
 - A continued pull to more **Collaborative** leadership and more ministry in teams
 - Changing our pictures of **Leadership** (both Pastors & lay leaders – from “The New Parish: How Neighborhood Churches are Transforming MISSION, DISCIPLESHIP & COMMUNITY”)
 - **The Designer: Shaping environments and practices to bring people together.** The designer configures experiments and reshapes environments that make it easy for neighbors to come together. “What could we reshape that would help bring people together and

alter their imagination of what's possible?" The designer catalyzes shared life in the neighborhood by: reshaping environments, curating strategic connections, configuring experiments.

- **The Conductor: Orchestrating the parts to function as a whole.** The conductor helps each person discover her or his unique role and how that calling contributes to the overall symphonic resonance of the group. Each instrument [in the orchestra] has a voice in the arrangement, and none should overwhelm and drown out another, except when the music invites a solo. The conductor seeks to facilitate the flow, to awaken the presence, to help all parties enter in fully aware of their unique limits and responsibilities. The challenges for a conductor are to: discern your place's melody, keep the beat, help members reimagine how their gifts contribute to the whole.
- **The Player/Coach: Encouraging team members without leaving the game.** There is no such thing as a leader who is not also a practitioner. The player/coach signifies that any coaching offered comes from someone who not only has played many games before but is in the game right now. The player/coach in the new parish is one who: is always a practitioner, inspires both the head and the heart, can play the game while also holding a larger field of vision.
- Better stewardship of **CAPABILITIES** and **CAPACITIES**
 - Growing sense of Christ-centered identity and increasing awareness of value of differing contributions (secure in who we are and not threatened by others more capable)
 - Recognizing strengths and realigning leadership capabilities
 - Empowering and equipping for intentional, gift-based and passion-focused ministry