

George and Kathy Goodrich

**1. The Emerging Situation:**

- a. An unusual number of pastors will be retiring in the next few years
- b. Pastors attracted to Montana's small churches feel isolated and unfamiliar with the context. Therefore, they only stay a few years.
- c. The cost of a full-time pastor with the required benefits is moving beyond the capacity of the individual small church.
- d. Many existing churches are finding it increasingly difficult to grow in today's culture (see *Growing Young* & Stan Ott's DVD's, outline and handouts from February workshops here: *Transformed & Mobilized: Love & Called – Gifted and Equipped -> Sent* ). Reasons include:
  - 1. Many trends in culture, beliefs, mindsets, lifestyles mean we live in a radically different culture than even 15 – 20 years ago. Those above 30 are like immigrants, foreign to our present culture/subcultures. Pastors and older leaders (30/40 +) not used or trained to understand and operate in our present realities.
  - 2. Fewer people especially, younger generation respond to previous 'attractional' approaches, in which most pastors were previously trained. New approaches required.
  - 3. Many Montana counties and towns are decreasing in population
  - 4. Although some congregations are gaining in membership, others are in decline.
  - 5. Many of the key needs in people and reasons people would be likely to come to a church have shifted. We need to educate ourselves in those and how to be passionate and culturally relevant in sharing, caring and embodying the Good News.
- e. Some churches will likely have trouble searching for and calling a pastor, especially a pastor equipped with mindset, practices and capabilities to lead the changes and adaptations to thrive in ministry & mission in today's realities.

**2. Shifts and equipping in the mindset, practices, & capabilities of Transformed and Mobilized needed in our congregations – pastors and sessions and leaders - NOW so that they stand the best chance to make progress moving from declining and maintaining to discipleship-focused thriving and outreach/service/mission. *Unless* this occurs they will not search for or attract a pastor with the above passions and abilities nor understand what and who they need to look for in such a pastor. *They will* simply expect the same DNA and same mindsets and practices "we have always had, are used to" to lead to different results = INSANITY!!**

**3. Possible Structures for Pastoral Ministry for existing churches:**

- a. A Full-time pastor for one church. Some of our congregations are still able to afford a full-time pastor and to pay the pastor well, but few.
- b. A Full-time pastor shared by two or more congregations or of congregations that are federated, yoked or combined in some fashion.
- c. Commissioned Ruling Elders (CRE's) for one or more congregations.
  - i. One CRE to a congregation

- ii. Two or more CRE's in a given congregation who serve and lead according to their gifts.
- d. **A Regional Pastor who may travel and serve several congregations** in a region of the presbytery while elders lead the local ministry.
- i. The regional pastor equips the local elders to serve, lead and raises up disciples to Christian maturity, sends out to mission and ministry 24/7.
  - ii. On the pattern of a circuit rider with services on different days of the week.
  - iii. Travels for special services, such as weddings, funerals.
  - iv. May moderate the sessions.
  - v. Could work on a team with several others, i.e. CRE's according to Spiritual giftedness, passions, callings, experiences.
- e. **Technology enabled worship:**
- i. A sermon is streamed in to the local congregation from another church ( great care needed with this), while present pastors and presbytery equip elders/deacons, others to NOT ONLY lead the rest of worship but are trained to listen, care, connect, lead groups... according to their spiritual gifts, passions, experiences...
  - ii. Music: may be streamed also to congregations who lack competent musicians or we could have pastors who have extensive expertise using audio and video now, share with and equip others.

f. **Encourage new worshipping communities and House Churches probably with called/gifted/trained leaders, yet non-pastor dependent.**

Research needed as to how this has been working elsewhere – ID this passion and work on a concrete strategy to share this message & opportunity and expand Yellowstone's New Worshipping Community group.

The model of a denomination sending out teams of 3 to start churches is proving most effective in today's culture. All 3 with discipleship-based, relational, mission-minded ways of operating: 1 evangelist giftings, 1 pastor & other giftings, 1 with music passions/abilities. These supported mostly from the outside for several years.

**4. Possible steps forward:**

- a. Pray. God is not confused or anxious about the emerging challenges and opportunities for Yellowstone Churches. God has attracted and is growing some remarkable pastors / leaders to Yellowstone Presbytery and will likely do so in the future.
- b. Promote, teach, embed/integrate into our congregations the basics of 1.discipleship and the *Transformed and Mobilized* content (Stan Ott's focus) ; 2.*Growing Young*
- c. Study and integrate how churches in rural areas and small towns are growing today.
- d. Alert the congregations and pastors to the emerging situation and inform them of options and invite them in a positive way. Work with the sessions and pastors at every stage of the process.
- e. Begin to explore / test the above options in local churches as seems fitting in context.
  - i. Immediate concerns: Jordan / Big Hole / Miles City
  - ii. Probable coming retirements or departures in the next three-four years: Philipsburg / Butte / White Sulphur / Forsyth / Lewiston / Ennis / Manhattan
  - iii. Possible Pastor Transitions: Dillon in a couple years and two other churches

- f. Research and learn from what forms of ministry are emerging in other presbyteries and denominations. The UMC in MT are prioritizing \$, staff time and equipping into the areas that Stan taught, expanded.

**5. Think through how such changes could likely alter the face and ministries of the presbytery.**

- i. Fewer full-time pastors. More lay & elder leadership.
- ii. Increased regional connectional grouping within the presbytery along with presbytery-wide focus. The focus will be more on building discipleship and ministry in the local churches and context.
- iii. Increase in relationships, networking and partnerships
- iv. What if the presbytery had only a Stated Clerk in five years for financial or staff-change reasons?
  - i. What models might enable the mission of the presbytery then?
  - ii. How will the presbytery prioritize for ministry and mission?

**Planning May Presbytery Equipping - Transformed & Mobilized Part III  
Implementing/living Yellowstone's vision & goals  
Notes from conf call March 29, 2017 of Subgroup**

Present: Susi Ennis - convener, Jack Bell, Kathy Goodrich (with George's ideas shared),  
Debbie Blackburn, Excused - Jed traveling and unable to make this date

**Transformed & Mobilized: Love & Called – Gifted and Equipped -> Sent**

Was intended and designed to be a 1-2 year process (at least):

- Which began in 2016 with our theme and goals
- Focused on Equipping on Spiritual Gifts At Nov. 2016 meeting
- Is integral to our 2017 LC theme and goals
- February 2017 Stan Ott's extended workshop format for high quality equipping offered here in our bounds for not only clergy but also a team of folks from each congregation. DVD's of entire workshop and pre workshop given to each congregation for review, education/ equipping and implementation in each unique church and context.
- To be Continued and integrated in all aspects of our presbytery and in our May & November meetings

Background as to how and why this emerged:

The needs of our churches and captured in the LC goals of 2016-2017

To address root causes, needs and hopes of our congregations, pastors and PMT – realized and expressed by some, evident in most if one evaluates them and their mindset and practices

An annual, geographically accessible workshop/retreat is needed, as the Convocation and Western National Leadership Conf no longer exist.

**Equipping at May presbytery, Part III** – ideas to be refined by LC

Timing - Much of Friday afternoon & Segment Saturday am. Dwelling in the Word/WORD-Share-Prayer passages based on this theme.

**Flow of Dwelling in Word/Word-Share –Prayer and Equipping to include:**

- A. **To review, refresh February content and refer to spiritual gifts content** as well Weigh pros and cons of offering breakouts, perhaps offer a breakout for those who have NOT heard any of his materials, and play Stan's first main workshop segment which includes some interactive questions. And then add some as deemed most helpful for understanding, reflection and discussion of info in light of each person's congregation in context
- B. **To embody/practice some of what Stan covered**, at least, Word-Share-Prayer way of doing Dwelling in the Word Friday and Saturday with brief explanations (what, why how) and his handouts referred to and shared again.  
To hear stories from 1-3 churches that are practicing it – including Jack Bell, Stanford pastor and some elders.

Others \_\_\_\_\_?

- C. Select a couple sections and topics deemed most important and pivotal, Replay some video clips of Stan teaching, review and then facilitate exploration/dreaming of how folks are or might implement this wisdom, “mindset” and “heartset” and practices, in their unique contexts.
- D. Consider pros cons of time or effectiveness of having 2-4 breakout groups so each could pick what they need, want the most. How determine? See below.  
Either May or November

We Need to and use an *interactive* way to

- 1. Hear feedback, needs from churches/leaders and
  - 2. To engage them and create greater awareness and ownership/buyin
- Option – utilize a survey so all get opportunity to share what they ARE doing and list top few areas they want to hear more about, focus on, have questions about...

E. To have Stan with us live streamed (yet to be confirmed with him but should know by LC meeting) to:

- 1. To hear stories of how pastors/sessions... are integrating this since February,
- 2. To hear his response/coaching to some questions from us (ahead and in real time)
- 3. To expand for 10 – 20 minutes on one or 2 areas the LC and those most interested and engaged in this

At some point - have Kathy present part of what she did at the Butte retreat (regarding the change curve).

Emphasize that this is for everyone - not just pastors, elders, deacons.

Create a worksheet - steps to follow - for churches that need a visual for the **process** (what do you start with? Hows? Whys of what you do).

Show how to build in feedback loops for ongoing assessment and adjustments ALONG the way – as our Visioning team did constantly over 6 years with 7 Process diagrams before we ended!

But remind them that this is a process - NOT to be done all at once and always start with things one thinks might be a short term win for base of longer-term process.

Stan - In addition to Presbytery meeting, possible phone call with Stan during May 2nd LC meeting.

Two suggestions so far for breakout groups:

Transforming to Ministry Teams

Session for people who were not at February Presbytery meeting

Kathy mentioned need at some point this year to go over pages 8 - 9 especially of long handout, as Stan did not have much time to cover this. This would most likely be with the

entire group as it would basically be new material.

LC and PMT both see need to identify and train a Training/traveling team to visit churches  
To help them with this process,

We need to ask clearly and state Expectations for clusters to review, study the DVD's and discuss how live/DO this.

How share stories and present models for all to see/experience/learn what such practices, churches and ways of being church/pastor are like in practice. Suggestion of studying Acts for a year or 2 at all levels of the presbytery.

Example of **Transformed & Mobilized: Love & Called – Gifted and Equipped -> Sent**  
Have Willets share about their process, discernment and new call to start a new worshipping community in AZ and commission/send them out as this is their last meeting ☹

Strategic need and Input from George and Kathy:  
The health, vibrancy and fruitfulness and viability of our churches in this rapidly changing time requires that these shifts be made and soon.

WE MUST do this as we will have a large number of pastors leaving/retiring in the next 1-4 years and many will not at least initially be able to afford a full time pastor

Existing pastors MUST understand, adapt/shift and help equip their churches in these ways so they are equipped for seasons without a pastor, and will search for pastors who will equip them for fruitful thriving ministry and not settle for survival mode.

We have some ideas regarding a variety of new ways we might consider.

**Transformed and Mobilized!**  
**Loved & Called – Gifted – Equipped – Sent**  
**Yellowstone Presbytery February 2017     E. Stanley Ott, M.Div., Ph.D**

**The Condition of the Church: a mixed vitality**

The condition of the church is mixed

- a. Most congregations have a core of people who appreciate fellowship and ministry of their congregation.
- b. Yet in the PCUSA 87% of congregations have plateaued or are declining numerically, the average age is over 60 and less than 7% of the pastors are under 40.
- c. Carl George: the congregation paradigm is failing. Why? Congregations fail to help people cope with the level of turmoil in their lives.

Incline-Recline-Decline ó Ken Priddy

Incline ó vision-centered

Recline ó program-centered

Decline ó structure centered

Is your congregation in incline, recline or decline and why?

There are tremendous vision shifts taking place in congregational ministry today:

- a. from the traditional pastor who ðoesö the ministry to ministry is truly shared among the pastor.
- b. from members with low commitment and involvement to high involvement.
- c. from classes to small groups, from committees to ministry teams.
- d. from high control leadership to high permission-giving leadership.
- e. from seeing ministry as filling church organizational slots to ministry based on spiritual gifts and passion inside AND outside the church.

**The Condition of the Culture: high-velocity and dis-continuous**

Robert Dilworth: ðIn a time of rapid change, what you know can misdirect you.ö I know how to do church... vsí I knewí

**The Hope of the Church** ó Our Lord and the People of God! Many signs of vitality  
 ðI will build my churchö ó Jesus

[Growing Young: Six Essential Strategies to Help Young People Discover and Love Your Church](http://churchesgrowingyoung.com)

<http://churchesgrowingyoung.com>

## Some thoughts on becoming a transformed and mobilized people.

### FOUR FACETS OF CHRISTIAN MINISTRY (persons and congregations):

Loved & Called ó Gifted ó Equipped - Sent

### LOVED AND CALLED Loved and Called ó Gifted ó Equipped - Sent

You are very loved! ðI have loved you with an everlasting love.ö Jeremiah 31:3

You are very called! “God who saved us and called us with a holy calling, not according to our works but according to his own purpose and grace.ö II Tim. 1:9

To be called is to be summoned both to be and to do.

There is a call of God that comes to us all ó sometimes we use the word vocation which means to be called or summoned. Think of vocation with a capital V and a small v.

Vocation with a capital ðVö ó is God’s call to all of us ó to belong to God and to live lives that reflect that belonging.

Jesus Christ our Lord, through whom we have received grace and apostleship to bring about the obedience of faith among all the Gentiles for the sake of his name, including yourselves who are called to belong to Jesus Christ. Romans 1:4b-6

Only, live your life in a manner worthy of the gospel of Christ. Phil. 1:26

And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Fathers through him. Colossians 3:17

vocation with a small ðvö ó is God’s specific call to you.

Specific tasks to which God summons you through life-circumstance and your ðSHAPE (Spiritual Gifts, Heart, Abilities, Personality and Experience), interests and opportunities.

Peter Marshall spoke of being under ðSealed Ordersö

When God calls we are invited to respond with ðHere I amö

Hebrew: *Hineni* (hen-nai-nee) = Here I am

God called to Abraham - he replied, ðHinnainee - Here I am, Lord.ö Gen. 22:1

God called Jacob and he replied, ðHinnainee - Here I am, Lord.ö Gen. 31:11



God called Moses and he replied, "Hinnanee - Here I am, Lord." Ex. 3:4

God asked of Isaiah, "Whom shall I send?" he replied, "Hinnanee - Here I am, send me!" Isaiah 6:8

After the angel Gabriel spoke to Mary, she replied, "Here I am, the servant of the Lord; let it be with me according to your word." Luke 1:38

Now there was a disciple in Damascus named Ananias. The Lord said to him in a vision, "Ananias." He answered, "Here I am, Lord." The Lord said to him, "Get up and go to the street called Straight, and at the house of Judas look for a man of Tarsus named Saul. Acts 22:10-11

*Hineni vs Hineni* -ME! Thy will or my will be done?

Today we look at discerning part of God's call to you ó your vocation with a little övö ó as God has gifted you, would see you equipped, prepared to use your gifts and sent to use them.

**GIFTED** Loved & Called ó **Gifted** ó Equipped ó Sent

Your whole self is a gift of God.

For we are what he has made [**poiema**] us, created in Christ Jesus for good works, which God prepared beforehand to be our way of life. Ephesians 2:10

You are a poiema of God ó created for good works

“Oh, Lord, the only me I want to be is the poem of me composed by Thee!”

## Spiritual Gifts

There are some twenty or more spiritual gifts listed in the New Testament, gifts given to those who are followers of Jesus.

We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; <sup>7</sup>ministry, in ministering; the teacher, in teaching; <sup>8</sup>the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness. (Romans 12:6-8).

“Now concerning spiritual gifts, brothers and sisters, I do not want you to be uninformed” (1 Corinthians 12:1).

“Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received” (1 Peter 4:10).

- God designed you with your gifts before you were born. You are no accident. The Body of Christ needs you and your gifts regardless of your age, status.... “We cannot be ourselves unless we are true to our gifts. We are responsible for spending them in the world and we will be held accountable.” Elizabeth O’Connor
- Gifts have no term of service. Romans 11:29 says, “The gifts and calling of God are irrevocable.” God will never, ever take them back.
- Lifestyle is the total life response of a Christian to Scripture. All Christians grow in the same lifestyle as we use the Scripture as our teacher. In this way, Christian lifestyle is a point of unity among all Christians. A gift on the other hand is a special endowment of the Holy Spirit to each one of us. This creates diversity among all Christians.
- What happens if you don’t use your spiritual gifts? According to the parable of the talents in Matthew 25, we discover that God expects us to use our gifts. If you don’t use your gifts, it is easy to have a poor self-image of yourself as a member of the Body of Christ. You can feel like you do not have a part or do not belong. Yet, each of us has personal value and each of us has a unique role to play in the service of Christ.

**EQUIPPED** Loved & Called ó Gifted ó **Equipped** - Sent

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip [*katartismos*] the saints for the work of ministry, for building up the body of Christ. Ephesians 4:11-12

*Katartismos* ó to mend the nets and to prepare to use the nets

We may be gifted but we have learning to do.

We don't prepare to prepare to prepare. We prepare to act!

Bobby Knight ó it's not the will to win but the will to prepare to win.

Equipping's Prerequisite: People Eyes ó seeing people through the eyes of Jesus ó having ó a ðheart to impart to others what our Lord has given you.

How to equip: **DDR**: Demonstrate, Do and Review

Five Phases of Equipping ó I do it, I do it and you're with me, you do it and I'm with you, you do it and finally you do it and someone else is with you.

**SENT** Loved & Called ó Gifted ó Equipped - **Sent**

There was a man sent from God, whose name was John. John 1:6

Jesus said to them, ðMy food is to do the will of him who sent me and to complete his work. John 4:34

ðPeace be with you. As the Father has sent me, so I send you.ö John 20:21

Sending is always to ministry ó it may or may not mean a geographical move.

Sending may lead to church growth but it's not specifically about church growth ó its about participating in the work of Christ in the world.

ðThe maximum impact of the church of Jesus Christ in history in the world is not the impact of great and eloquent preachers, or denominations, or church hierarchies, or even popes, or priests, or cardinals, or all of the programs that the church has invented. The maximum impact of the church of Jesus Christ is the influence of the aggregate of believers where they are between Sundays. The measure of the effectiveness of a local church is not when the sanctuary is full on Sunday morning, and the programs are in operation. The measure of the effectiveness of the church is what's happening when the sanctuary is empty, the parking lot is empty, and the programs are not in operation, and people are scattered all over a metropolitan area, penetrating all of the organizations and institutions of that area, because where they are Christ is - in them. You are the church.ö

Richard C. Halverson

Our first step in becoming an equipping congregation *is not* the invention of new programs as significant as those programs may be. First we equip and deploy the people of God for they represent Jesus Christ quite literally in every place they go.

### Four Shifts to an Equipping Church

1. A new Defining Vision: We are all called to serve

We take seriously the ecclesiology, the theology of the church, given to us in Ephesians 4:11-13. The role of the pastor and congregational leadership is to equip the people for the work of the ministry.

The vision for ministry in traditional congregations typically has two emphases:

1. The prime doer of ministry is the Minister. People ask, "Pastor, how may I help you with your ministry?" [traditional congregation]  
In *transformational* congregations, the pastor says to the people, "How may I help you with your ministry?"
2. Church members serve by being elected to boards in three-year terms of service.

Thus the traditional congregation emphasizes the ministry of the pastor, elders, deacons, and other key leaders. In such cases, 20% of the people do 80% of the work. The famous 20-80 Rule applies in such congregations that the minority expends the majority of effort while the majority are in essence "religious consumers."

It is true that in ordination the church and the Holy Spirit set some of us aside as pastors, elders, and deacons for the specific ministries of the Word, leadership, and compassion. Yet, Greg Ogden says, all of us were ordained in our baptism to service.

2. A new role for the people of God - ALL of them of ALL ages

Survey of a congregation: what is your ministry or service. If they did not fill a slot in the church organizational chart the common response was: I give money.

In her excellent and practical book on growing a ministry of church volunteers, Marlene Wilson tells us, "to stop looking at volunteers as the means to the end: completing tasks. Instead, volunteers *are* the end. Getting them involved in ministry is worthwhile in itself."<sup>1</sup>

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<sup>1</sup> <sup>3</sup> Wilson, Marlene. *Creating a Volunteer-friendly Church Culture*. Loveland, CO: Group, 2004. Print.

The role of pastor and congregational leadership is to, “Get your ministry moving!”

#### The Halverson Benediction

Wherever you go, God is sending you, wherever you are, God has put you there; our Lord has a purpose in your being there. Christ who indwells you has something he wants to do through you where you are. Believe this and go in His grace and love and power. Richard C. Halverson

#### “Sending” Moments during Worship

1. Do you confess Jesus Christ as your Lord and Savior?
2. Do you confess your dependence on the Holy Spirit to empower you and guide you in your life and ministry?
3. Do you promise to serve faithfully as you (name the work), and as we join with the Holy Spirit in supporting you in this work?

Unison Prayer with the congregation:

\_\_\_\_\_

Gracious God, just as you sent the apostles into the world to do the work of Christ, you send us into our world to serve him. Today we pray for \_\_\_\_\_ as he/she/they is/are sent to serve in \_\_\_\_\_. Uphold and guide him/her/them as he/she/they seeks to do your will. As we send him/her/the., make us mindful that all of us are sent to do your will wherever we may be each and every day. We pray this in Jesus’ name. Amen.

3. A new role for the session/council

The Session makes *the ministry of every believer* a congregational Defining Vision and supports the creation of the organization to make it happen.

This suggests a shift for the Session from purely policy development and supervision of church programs to also engaging in leadership development and supporting the beginning of new ministries. The fundamental change is the shift from a body that “approves or disapproves” to one that is permission-giving and communicates, “How may we help you make your ministry dream a reality?”

The Session shifts from simply reporting, “Who did what last month and what motions are there for us to consider?” to consider “Who can we raise up or support in undertaking new ministries inside and outside the church?” “How can we shift to the new life, buy-in and power of ministry teams?” See *Transforming Your Church with Ministry Teams*.

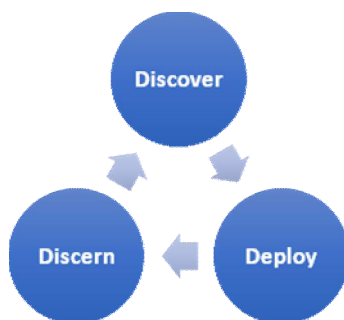
4. A new role for the pastor

The image we have nurtured for the role of pastors is “the” caretaker of the people of God. This shift affirms the continuing ministries of preaching and pastoral care of the pastor but moves the focus to equipping and sending others, of all ages.

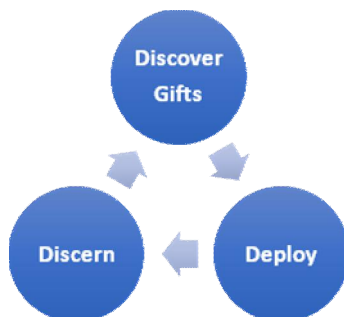
Shift from primarily being a "do-er" to being a "send-er."  
**The 3D Process of Equipping Ministry or Three Crucial Conversations**

- o a practical process for gift discovery, equipping and sending to ministry
- a process that moves us through the four facets of Christian Loved & Called or Gifted or Equipped - Sent
- that moves us from "Greek to Hebrew" or Greek: the more you know the more educated you are.
- Hebrew or you are as educated as you do what you know!

Conversations require you to have humility, people eyes, and to offer "nebbby encouragement!" People eyes or seeing people through the eyes of Jesus is essential.



**Conversation #1 - Discover - what are your spiritual gifts?**



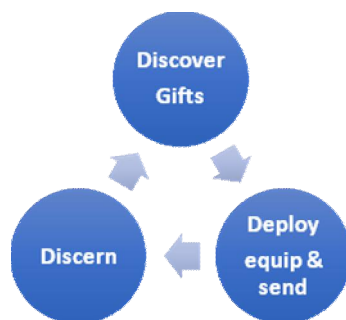
Conversation #1

What gifts do you see in you?

What gifts do gift inventories and others see in you?

Spiritual Gifts Inventories - <http://buildingchurch.net/g2s-i.htm>  
 - <http://gifts.churchgrowth.org>

## Conversation #2 - Deploy – equipped and sent



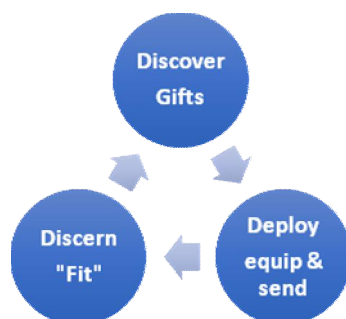
### Conversation #2

Do you know how to do what your gift is about?  
May I or another person coach you?

Coach using the DDR process ó Demonstrate, Do and Review  
Jesus models, sends the 12 out in 2ø, retreats /them

Buck up little camper! Using some of your gifts may seem easy to you and using more demanding ó yet our Lord has given you your gifts for a purpose!

## Conversation #3 - Discern – “fit” – is there fruit and is there joy?



### Conversation #3

Is your use of gift of gifts going well ó does it bear fruit and do you find joy?  
Let others know. Itø not about you, not øbragging,ø but modeling being loved, called, equipped and sent.

If your use of gifts isnø going so well ó we arenø as fruitful as we wish or we find ourselves drained and unjoyful - try something new! Holy experiments!

### **Next Steps – each person and congregation to have 3D Conversations**

(move from Greek to Hebrew: do what you now know)

Ask yourself: who is one person I will engage in a 3D conversation?

Is there someone who will join me in engaging a third person in a 3D conversation?

This is the "with-me principle" of ministry and greatly increases the probability you will follow through.

Elders and the Session ask yourselves:

How may our Session engage our people in ongoing 3D conversations and make this process part of our ongoing work of our Session?

How will we invite all of our people into an annual 3D conversation as we together help each other find new ways to serve our Lord and love people?