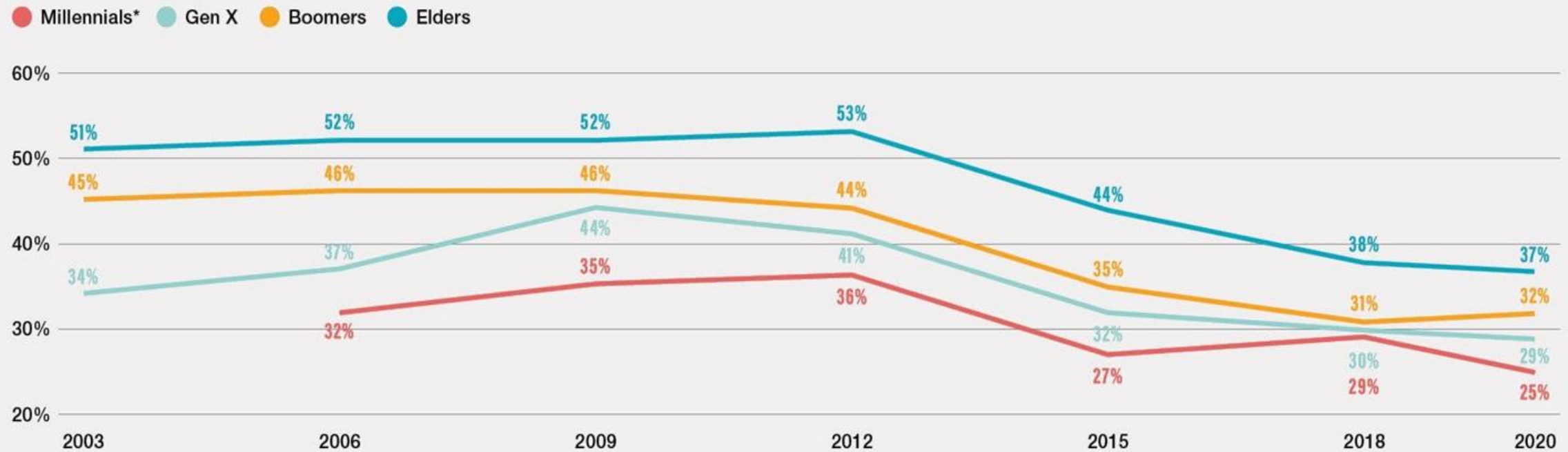# VIRTUAL

Summer Session 2021

Unfinished Business

NOTE: The content of this presentation is adapted largely from

Greg Ogden's book *Unfinished Business: Returning the Ministry to the People of God* (Grand Rapids: Zondervan Publishing, 2003) and from Artios' Essentials of Vibrant Leadership course.

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Burn-Out and Drop-Out Pandemic
● Pre-Covid Problem

WEEKLY CHURCH ATTENDANCE, BY GENERATION: 2003-2020

Barna | STATE OF THE CHURCH

● Millennials* ● Gen X ● Boomers ● Elders

Elders: 51% (2003), 52% (2006), 52% (2009), 53% (2012), 44% (2015), 38% (2018), 37% (2020)
Boomers: 45% (2003), 46% (2006), 46% (2009), 44% (2012), 35% (2015), 31% (2018), 32% (2020)
Gen X: 34% (2003), 37% (2006), 44% (2009), 41% (2012), 32% (2015), 30% (2018), 29% (2020)
Millennials: 32% (2006), 35% (2009), 36% (2012), 27% (2015), 29% (2018), 25% (2020)

■ Note steepest decline among young-- accelerated by disruption of pandemic?

n = 96,171 U.S. adults | 2000-2020
*Due to low sample size, the 2003 attendance rate for Millennials was not included in this chart.

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Why leave the couch?
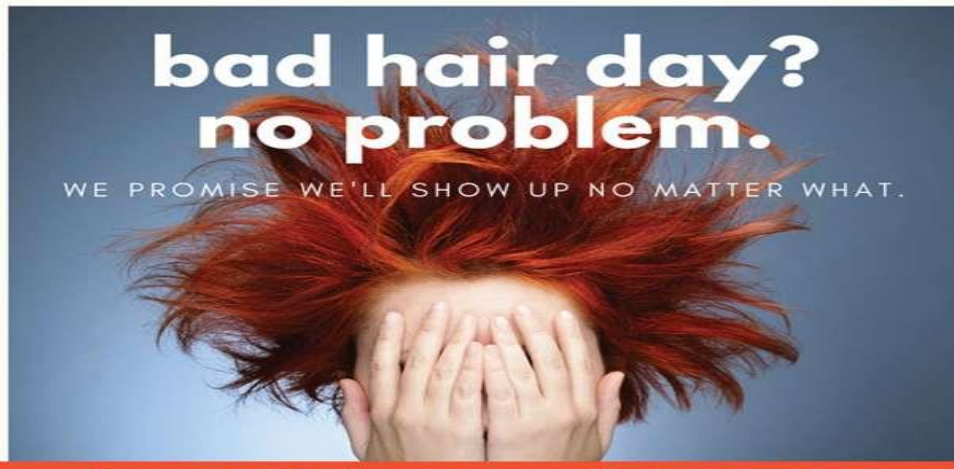
Not just about members either

WHY PASTORS LEAVE THE MINISTRY
by Fuller Institute, George Barna and Pastoral Care Inc.

* 1,500 clergy leaving pastoral ministry each month. - The Barna Research Group * (Some more recent pre-covid studies 1% per year)

61% of congregations have forced a pastor to leave. - Christianity Today

* 83% of clergy spouses want their spouse to leave pastoral ministry. - Hartford Institute for Religious Research

* 90% of clergy in all denominations will not stay in ministry long enough to reach the age of retirement. - U.S. Bureau of Labor and Statistics

* 50% of pastors indicated that they would leave the ministry if they had another way of making a living. - Hartford Institute for Religious Research

* 90% of the pastors report working between 55 to 75 hours per week.

* 80% believe pastoral ministry has negatively affected their families. Many pastor's children do not attend church now because of what the church has done to their parents.

* 33% state that being in the ministry is an outright hazard to their family.

* 75% report significant stress-related crisis at least once in their ministry.

* 90% feel they are inadequately trained to cope with the ministry demands. * 50% feel unable to meet the demands of the job.

* 70% say they have a lower self-image now than when they first started.

* 70% do not have someone they consider a close friend.

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Answer? Reformation's Unfinished Business

- Martin Luther's 95 Theses – October 31, 1517
    - 5 Solas:
        - Grace
        - Faith
        - Christ
        - Scripture
        - God's Glory
    - **Universal Priesthood of All Believers**

- Answer to, "Why not stay on couch?"
    - Essential members of Body of Christ
    - Called to ministry and mission

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Unfinished Business

Universal Priesthood of All Believers

- Definition and Theology
- Alternatives
- Changes of Mindset Required
- Implementation
- How Artios can help

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Unfinished Business

Universal Priesthood of All Believers

- Definition
  - "There is no true, basic difference between laymen and priests . . . between religious and secular, except for the sake of office and work, but not for the sake of status. They are all of the spiritual estate, all are truly priests, bishops, and popes. But they do not all have the same work to do."
    - Luther, "To the Christian Nobility of the German Nation," in *Luther's Works,* 44:129.
- Implications
  - Every believer has equal access to the Father through Jesus.
  - Every believer has the responsibility to act as a priest to other believers and to the world.
    - "A priest is a vehicle in whom God lives and through whom God works to bring His presence to others." Ogden, p. 27

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Biblical Case for Priesthood of All Believers

- **1 Peter 2:9-10**
  - All Christians are Priests
    - What does it mean to be a priest?
      - Represent God to man, represent man to God

- **1 Corinthians 12:4-6,11-18, 27**
  - All Christians are Jesus incarnate today
  - Member = organ; perish outside the body
  - Each essential--body diminished if absent
    - God's ordained, perfect will to be interdependent

- **Ephesians 4:11-13**
  - Leadership gifts given **to equip** each Christian to fulfill their role
  - Path to maturity in Christ is the ultimate goal

Note: Same concepts in 1990 BA Quarterly!

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What are the alternatives?

Institutional Model

- Pastor and other leaders are seen as the ones responsible for doing the ministry for a passive church.

An "equipping ministry"

- Leadership (Pastors, Elders, Teachers, etc.) see their *primary role* as equipping the saints to do the work of the ministry.
  - Return of "ministry" to whole people of God
    - The unfinished business of the Reformation, the priesthood of all believers

Which best describes your church?

Alternative: Institutional Model

- Features of an <u>Institutional Model</u> of Ministry:
  - Pastor is primarily responsible for performing ministry for a passive congregation.

    - Catholic -- priest performing sacraments so that the congregation can receive grace.
    - Protestant -- pastor "ministering" and the congregation receiving "ministry".

Alternative: Institutional Model

- Features of <u>Institutional Model</u>
  - The **pastor** serves as:
    - '<u>caregiver</u>' to congregation's physical, financial, spiritual, relational needs
    - '<u>counselor</u>' for members with emotional/mental health needs.
    - '<u>disciplinarian</u>' of unruly church members.
    - '<u>handyman</u>' to care for the physical structure of the church's facilities, vehicles, etc.
    - '<u>financial guru</u>' for the church's various financial needs and responsibilities.
    - '<u>teacher</u>' in order to educate and train all the members of the congregation.

Alternative: Institutional Model

- Implications of Institutional Model <u>for pastors</u>:

    - Pastor works outside area of gifting and passion
        - disillusionment, burnout

Alternative: Institutional Model

- Implications of Institutional Model <u>for members</u>:
  - 80/20 principle (95/5?)—a few take on most of the responsibility
    - Operating outside of their gifting/call
      - Become disillusioned and burned-out.
      - Pride and/or self-pity,

  - Members lose 'ownership' or personal responsibility
    - Apathy and/or division, envy, rivalry, contention etc.
    - <mark><u>Easy "leavism." No reason to get off couch!</u></mark>

  - Lack of maturity.
    - The Body only matures when every part does its part.

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Alternative: Equipping Model

Features of <u>Equipping Model</u> of Ministry:

- Move from pastoral **dependence** to membership **<u>interdependence</u>**.

- Pastor/leaders equip the saints so that they can minister

Alternative: Equipping Model

Results of <u>Equipping Model</u> of Ministry:

- Pastors, leaders, members serving in areas of calling and gifting
  - <u>Fulfilling</u> rather than draining
  - Involvement leads to <u>commitment</u>
  - Interdependence leads to <u>community</u> of mutual care
  - Increased diversity of ministries leads to increased <u>fruitfulness</u>
- Utilizing gifts in ministry produce **greater <u>maturity</u>**!

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Changes of mindset required:

For Leadership, particularly Pastors:

- Change View of Role:
  - **Pastor becomes player-coach**
    - Team builder, not "ministry empire" builder
    - Help each member discover role and assist development

Redefine success as seeing others fulfill their ministry potential

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Changes of mindset required:

For Leadership, particularly Pastors:

- Prioritize Developing Leaders:
  - From reactive response to expectations to proactive equipping
    - 80% time with 20% who have greatest ministry/leadership potential
      - Jesus and disciples, Peter James and John

The things which you have heard from me in the presence of many witnesses, entrust these to faithful men who will be able to teach others also. (2 Timothy 2:2)

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Changes of mindset required:

For Leadership, particularly Pastors:

- Decentralize Ministry Structure
  - Give away everything peripheral to primary gifting areas
    - **Requires small ego, strong sense of personal security**
  - Coming alongside, not lording it over

"Therefore, brethren, select from among you seven men of good reputation, full of the Spirit and of wisdom, whom we may put in charge of this task. But we will devote ourselves to prayer and to the ministry of the word." (Acts 6:3-4)

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Changes of mindset required:

For Church Members:

- All Called
  - Called to <u>Jesus</u>--invitation to enter kingdom of God
  - Called to <u>Church</u>--become part of Body of Christ
  - Called to <u>Service</u>--unique spiritual gifts
    - Given for edification of Body
    - Confirmed by the Body
  - **<u>Called to Mission</u>**
    - Everyone on this team plays!

"Missions is not about a hundred people amassing the resources to send one person across the globe, but about ==all of God's people engaged in mission next door==."

--Greg Ogden, <u>Unfinished Business,</u> p.207

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Changes of mindset required:

For Church Members:

- No secular vs. sacred dichotomy
    - Work is ministry when all is done as unto Jesus
    - About function, not about title or position

Os Guinness puts it this way, "Our secondary calling [to the world] is that <u>everyone, everywhere, and in everything should think, speak, live and act entirely for Him</u>"

    --Greg Ogden, <u>Unfinished Business</u>, p. 249

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Implementation of an Equipping Ministry

- <u>Recognize</u> the need for a different approach to ministry
- <u>Pray</u>!
- Identify and obtain <u>buy-in</u> of church leadership and key influencers
- Work together to change mindset of <u>expectations</u>
  - <u>Start with you!</u>
    - Pastors--check ego, redefine success in ministry
    - Leaders--re-draft pastor's job description, role of Board
    - Members--embrace identity and responsibility as gifted, necessary parts of the Body of Christ called by God to minister!
- Preach, teach, announce, <u>communicate the vision</u>
- Structure services and existing ministries to <u>encourage participation</u>, gift discovery, development and deployment

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Implementation of an Equipping Ministry

Help Members/Leaders identify <u>gifting</u>(s)

- Spiritual gifts assessments
- Body Confirmed
    - Peer affirmed
    - Ministry tested

Implementation of an Equipping Ministry

Help Members/Leaders understand different <u>callings</u>

- General call to Jesus, to Church, to **Mission**
- Unique purpose or heart call is…
  - Focused on a need you care about
  - A positive burden, sense of inner oughtness; this I must do
    - "Someone should…" Why not you?
  - Bigger than we can accomplish in our own wisdom and strength
  - Expressed with energy and joy

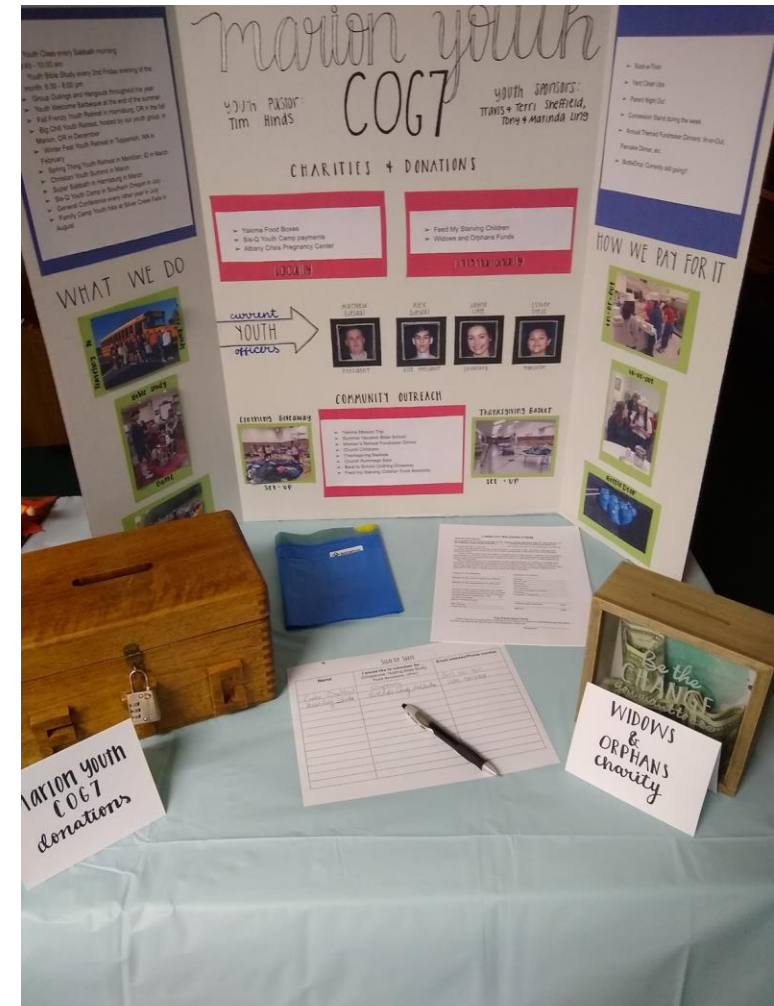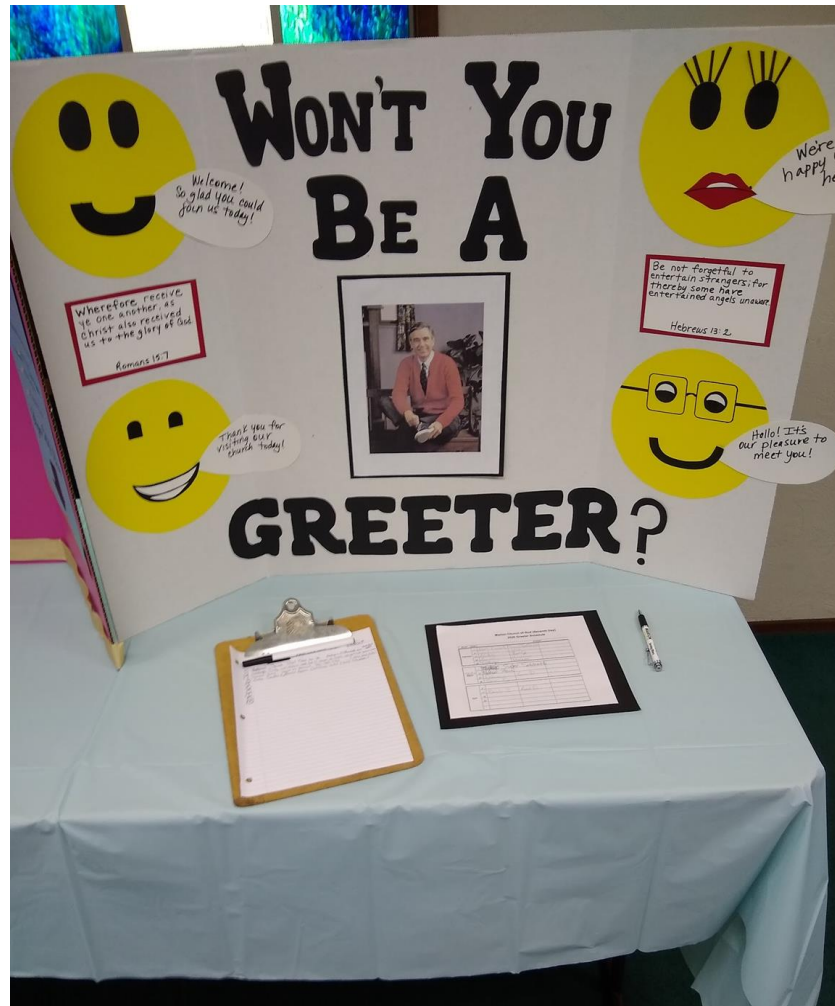"Our call is discovered at the intersection of spiritual gifts and passion."

Spiritual gifts + need (that I care about) = call

Greg Ogden, Unfinished Business, p. 251

Implementation of an Equipping Ministry

Help Members/Leaders identify <u>ministry opportunities</u>

- Ministry Fairs for existing ministries

Implementation of an Equipping Ministry

Help Members/Leaders identify <u>ministry opportunities</u>

- Ministry Fairs for existing ministries
- Bubble up ministry creation
  - Albuquerque example
    - Must have a partner before beginning
    - Be accountable to church leadership

Implementation of an Equipping Ministry

Help Members/Leaders identify <u>ministry opportunities</u>

- Ministry Fairs for existing ministries
- Bubble up ministry creation
  - Albuquerque example
    - Must have a partner before beginning
    - Be accountable to church leadership
- Mentoring pairs/triads
- Ministry equipping programs
  - A/V team training
  - Worship team mentoring
  - Board internships
  - Preaching/teaching workshops

Implementation of an Equipping Ministry

Help Members/Leaders identify <u>ministry opportunities</u>

- Positives from Pandemic:
  - More than one way to do church
  - New tools in toolbox
  - Opportunities to find, utilize hidden gifts
    - Especially young adults

Implementation:

How do we stop the burnout/drop out pandemic?

- Not by competing with programming of other churches
  - and probably shouldn't try to feed consumer mentality

- Very small churches have seen the greatest rebound of in-person worship attendance, with an average of 62 percent of attendees returning.
- Megachurches experienced the smallest rebound of in-person worship, with just over a one-third (35 percent) returning.
  - https://christianstandard.com/2021/05/church-survey-facts-and-figures-from-a-funky-year/

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Implementation:

How do we stop the burnout/drop out pandemic?

- Not by competing with programming of other churches
  - and probably shouldn't try to feed consumer mentality
- Can't rely on loyalty to doctrinal distinctives
  - Battling post-modern denial of Truth
  - Youth and young adults are looking for <u>identity</u>, <u>purpose</u>, and <u>belonging</u>.
    - But so is every human being, including pastor, elder...

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Implementation:

How do we stop the burnout/drop out pandemic?

- Not by competing with programming of other churches
  - and probably shouldn't try to feed consumer mentality
- Can't rely on loyalty to doctrinal distincties
  - Youth and young adults are looking for <u>identity</u>, <u>purpose</u>, and <u>belonging</u>.
- Answers can be found in the Priesthood of all Believers, the Unfinished Business of the Reformation.
  - Missional Purpose and Engagement!

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Review

- ## The goals of an equipping ministry
  - ### Healthy functioning of the Church as the Body of Christ
    - 1 Corinthians 12:18
  - ### The maturity of each Christian
    - Ephesians 4:11-12
  - ### The fulfillment of God's purpose *for all His people*
    - 1 Peter 2:9-10
  - ### The advancement of the Kingdom of God into the world
    - "But you will receive power when the Holy Spirit comes upon you. And you will be my witnesses, telling people about me everywhere—in Jerusalem, throughout Judea, in Samaria, and to the ends of the earth." Acts 1:8

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The Leader's Challenge

Nothing radically new--same concepts in 1990 BA Quarterly!

- Included 2 important question, heart of presentation:

    - 1. Will our church members switch from the clerical approach (professionals do all the work) to the "ministry of all believers"?

    - 2. Will today's church professionals switch from doing all the work to sharing their work by equipping others for ministry?

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The Leader's Challenge

- It is the leaderships challenge to help the church (individually and corporately) to become what God designed it to be.

- In other words, the leaders must help the church to always be in a process of

  Moving from what is to what ought to be

Artios is Here to Help!

Our name means "equip"!

- *Essentials to Vibrant Leadership*
- *Center for Vibrant Leadership*
- *New "Essentials of Life Coaching" class coming soon*