

NEW HORIZONS

RESOURCES FOR NAZARENE CLERGYWOMEN

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Editorial

Vicki Copp

Each time I teach my NTS course, Theology of Church and Ministry, I invite Dr. Dan Copp to be a guest speaker. When he comes, he gives the class a snapshot of Nazarene clergy in the United States and Canada: length of career, size of congregations, and number of women clergy. There is reason for encouragement in some of the statistics including the growing number of women clergy and pastoral staff.

The statistics show that the number of pastoral staff in 1985 increased by four times in 2006. My class had no memory of the small numbers of staff in 1985, the year most of them were born. Many of them grew up accustomed to seeing pastoral staff in their churches. But there are those of us who remember when pastoral staff were rare in the Church of the Nazarene. As some of our churches are growing in size, the need for staff increases. This may present an opportunity for the increasing numbers of women clergy.

The increase in pastoral staff also comes with some challenges. When the lead or senior pastor makes a move, pastoral staff are often the ones who assume his or her responsibilities, including preaching. The load they bear is considerable. When the transition is over, instead of expressing thanks for faithful service and perseverance, staff are required to resign. This is a very difficult and sometimes hurtful arrangement.

Most of us know the story of someone we love whose resignation, in accordance with the Manual provisions, was accepted by an arriving new senior pastor. It is very difficult for all involved. The congregation loses an associate pastor they love and respect. The associate and his or her family loses a community, schools, and congregation. The new pastor feels everyone's pain. I have experienced both sides of this pain: keeping staff and letting them go. Both are difficult. Letting staff go sometimes means people place blame and can become angry. Keeping staff means negotiating all the relational systems that are in place and often feeling like an outsider with your own staff. I hope that the Church of the Nazarene will find ways to value and better manage transitional issues with our pastoral staff.

Many women lead ministry to children as staff in the local congregation.

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Some of them are called “directors” and do not consider themselves pastors. Others, like Margaret Tyler from Shawnee, Kansas, not only have the title of “pastor,” but a particular understanding of what that role means. Margaret has responsibilities in the local church and also on the Kansas City District. Her understanding of the office of pastor is a valuable one and will facilitate a less hierarchical understanding of pastoral roles.

Some women clergy, like Stefanie Higgins from Bethany First in Bethany, Oklahoma, work with youth. These women are great models and mentors for our daughters and sons. When our teens are only exposed to male youth leaders, they begin to make some assumptions about who is capable of ministry leadership. This may cause some resistance on the part of young women to leadership roles and hesitation to obey God’s call on their lives. Thankfully the numbers of women working with youth is growing and our young people increasingly have opportunities to observe women in pastoral roles for youth.

Women in staff roles find themselves “leading from the second chair” as Rony Smith reminds us in her article reviewing *Leading from the Second Chair* by Mike Bonem. The “second chair” is a great place for women with leadership gifts but without leadership experience. It is also a good place for women who enjoy working in supportive roles or with age-specific ministries. It is also a natural for those of us who are accustomed to wearing several hats. Many of us have filled this role without the formal or compensated position, but as churches recognize their need for pastoral staff, more opportunities will open up. As mentoring is offered to those of us serving in these second chairs, we will be well prepared to take the first chair as God leads.

Dr. Dean Blevins, director the Master of Arts in Christian Education at NTS, has provided us a list of resources on staff ministries (see page xx). There are particular challenges in working together as a staff. Sometimes women have difficulty making themselves heard. Sometimes women work in ways contrary to convention. Instead of just capitulating to the status

quo, these resources give us rationale and language for capitalizing on our differences.

There are lots of exciting things happening on our regions with women clergy. Please take time to read the reports that have come in from members of the Women Clergy Council and the proposed initiatives. These women are working to give women clergy visibility and opportunity. Talk to them. Encourage them. Pray for them. **NH**

Vicki Copp is the Assistant Professor of Pastoral Theology and the Director of Supervised Ministries at Nazarene Theological Seminary in Kansas City, Missouri. Vicki earned her Doctorate of Ministry from NTS in 2007.

Regional Prayer Summit Dates:

Trevecca: May 28-30, 2008

Mount Vernon: June 2-4, 2008

Southern: June 25-27, 2008

Point Loma: July 14-16, 2008

Visit the Clergy Development website,
www.nazarenepastor.org,
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and to register.



Ministries of an Associate

Kerrie Palmer

Some of my most favorite pastors are in their 80s. I am not sure if my reasoning is based on the fact that they have lasted beyond the statistics or because they “get it.” At any rate, these 80-something heroic pastors are engaged with people, willing to change their methods in order to advance the Kingdom, and are filled with peace. They are completely saturated with the kind of peace that can only be found in Christ. These pastors are my role models. I want to be like them: enduring with passionate love for God and people, willing to change my ways and move forward, keeping my perspective through the overflowing peace of God.

So, here I am . . . answering the call of Christ as Associate Pastor at Church On The Hill, situated in the community of McMinnville, Oregon. After 31 years of marriage and raising our children in Salem, Oregon, we moved to where we were called to serve. I joined the pastoral staff with four other associate pastors led by senior pastor, Jerry Moen. My story, like every Christ-follower, is the story of the Spirit of God integrating my life with the purposes of Christ. I am struck by the fact that Christ gives us a place in His story.

Along the way, I have discovered doing the things Christ calls us to, rather than staying in a comfortable and familiar place, is life-giving and transforming. We all have to admit that the familiar can be comforting. When we stay in the routine of the familiar, we know what to expect, even if we miss out on something better; however, the Church will become a stagnant reservoir if we don't move forward today.

Service

To keep myself anchored, I start my days by spending time in the Word and in prayer. After my personal time with God, I write and send out a daily devotional. Interestingly enough, what I write in the devotional often aligns with the needs of the individ-

uals and couples that I meet during the day. I do use specific prayer and scriptures to counsel. I also try to prepare for meetings, whether it is full staff, pastoral staff, or leadership, by setting some time aside to pray and seek the wisdom of God. Of course, the pastoral role responsibilities include being involved in significant life events such as dedications, baptisms, weddings, funerals, and times of crisis. These have allowed me to see the transforming work of God personally. My primary staff responsibilities revolve around people and organizational development.

One of my greatest challenges as associate pastor is to help people find their calling as well as to develop and encourage active service. It is a learning process for all of us as we employ a variety of methods to assist people in the pursuit of purposefully serving Christ. Through a series of events and a lot of work, *iServe* was birthed and officially began in September 2007. An inordinate amount of demanding work led up to this event, which included collecting information, establishing a mission, and preparing the staff and congregation at Church on the Hill.

Our mission guides our efforts: “Love All. Serve All.” Ephesians 4:12 also defines *iServe*: “Their responsibility is to equip God's people to do his work and build up the church, the body of Christ” (NLT).

There are some aspects of *iServe* that have been effective and efficient, but not everything we have tried has worked. Our volunteer *iServe* board, including a Ministry Champion from each ministry, meets once a month to set policies and standards to keep us moving forward. Besides meetings, we have two separate blogs for *iServe*—one for the *iServe* board and the other for the *iServe* weekly staff—to keep communication open. Volunteers write and produce our *iServe Weekly*, a mini-newsletter inserted into the bulletin, featuring a volunteer, a specific ministry, and our top ten service needs. We also have an *iServe* volunteer team working on Sundays to connect others with areas of service.

We offer First Serve; no experience or qualifica-

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FUSION



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Resources for the Associate Minister

Dean Blevins

Lists and lists of resources for associate ministry can be found with little effort searching. With all these choices, how do you know which ones are worth spending your time reading? The editors of *New Horizons* asked Dr. Dean Blevins, professor of Christian Education at Nazarene Theological Seminary, to provide a list of books addressing the various aspects of associate ministry. Whether you're an associate minister, senior pastor, educator, or chaplain, you'll want to check out these resources.

- Bonem, Mike and Roger Patterson (2005) *Leading from the Second Chair: Serving Your Church, Fulfilling Your Role, and Realizing Your Dreams*. San Francisco: Jossey Bass.
- Cladis, George (1999) *Leading the Team-Based Church: How Pastors and Church Staffs Can Grow Together into a Powerful Fellowship of Leaders*. San Francisco: Jossey Bass.
- Fisher, Roger and Alan Sharp (1999) *Getting It Done: How to Lead When You're Not in Charge*. New York: HarperCollins.
- Goleman, Daniel (2006) *Social Intelligence: The New Science of Human Relationships*. New York: Bantam Books.
- Lawson, Kevin (2000) *How to Thrive in Associate Staff Ministry*. Bethesda, MD: The Alban Institute.
- Lencioni, Patrick M. (2002) *The Five Dysfunctions of a Team: A Leadership Fable*. San Francisco: Jossey-Bass.
- Neuchterlein, Anne Marie (2001) *Improving Your Multiple Staff Ministry*. San Jose CA: Resource Publications.

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Book Review

Leading From The Second Chair: Issues in Associate Ministry

Rondy M. Smith

I am in my seventh year of associate ministry, all served at Hermitage Church of the Nazarene, a congregation of about 700 in Nashville, Tennessee. My official title is Associate Pastor/Community Life Pastor, but some of my unofficial titles are Executive Pastor, Pastor to Women, Discipleship and Small Groups Pastor, Connections Pastor, Gaps Pastor, Project Management Pastor, Whatever Needs to be Done Pastor, Everything but the Kitchen Sink Pastor, and/or Catch-All Pastor. That is part of the beauty and baffle of the staff pastor role.

When asked to write this article, I knew immediately I wanted to recommend a wonderful resource that speaks perfectly to the issues in associate ministry. The book is *Leading From The Second Chair* by Mike Bonem and Roger Patterson. This outstanding work captures the essence of the second chair role which is "leading and managing your way through a set of paradoxes." I resonated deeply with the three key paradoxes discussed in the book; they rang so true to my own experience. Being in the second chair is the ultimate leadership paradox. It is the paradox of being a leader and a subordinate, having a deep role and a wide one, and being content with the present while continuing to dream about the future.

The paradox of subordinate-leader. Because I entered vocational ministry after serving in a first chair position at Trevecca Nazarene University, it took me awhile to find a new leadership rhythm. I was used to being a bold initiator, so I needed to scale back my expectations. In the second chair, the amount of change you can initiate is limited because you are not the primary vision caster. I needed to first learn to be a faithful follower of the culture and pace

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that the lead-leader was setting. Then, after proving myself both competent and loyal, the senior pastor gave me the freedom to lead more boldly. The key is learning to lift the leadership load without usurping authority. A relationship of loyalty and trust between first and second chair leaders is crucial.

The paradox of deep-wide. As associate pastor, I am expected to know something about everything going on at Hermitage. At the same time, I provide hands-on leadership to several key ministry areas. Therefore, I must be a creative, large-scale, strategic thinker while also being a detailed implementer within a certain silo of the organization. This can seem like incompatible goals requiring contradictory gifts. Yet, in reality, these are not mutually exclusive and second chair leaders need to live within each paradox and master both ends of the spectrum.

The paradox of contentment-dreaming. I dream intensely about the future of my church. Dreams so inspired by the Holy Spirit that I am sure God would want them to come alive right away. Yet ultimately my dreams are just one voice in a larger community, under another shepherd's leadership. I have had to learn to trust God's timing and plan, and wait on Him patiently. Successful second chair leaders intentionally seek to shape the organization's direction and mesh their individual dreams with the broader vision. They are able to maintain contentment with the present without losing their sense of God-given calling for their future. After all, in Christ's kingdom we are *all* in the second chair, submitting to Christ as the head.

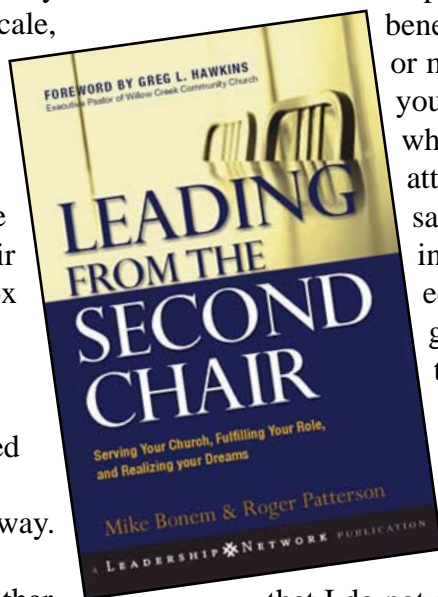
I am privileged to serve with an amazing team of gifted second chair leaders spearheaded by the spiritual direction and vision of a tremendous first chair leader. Together, we have the sacred responsibility of shepherding a wonderfully healthy congregation. When a team of leaders is willing to be used of God and is unified in following His vision, exciting things

happen. We understand that we are in a tragically rare situation. May I offer a word of advice to first chair leaders? Some senior pastors are missing the benefit and support of capable second chair leaders because they are reluctant to allow the latter to truly lead. This can be the case with paid staff or volunteer leaders.

And now a word of advice to second chair leaders, either paid staff or volunteer lay leaders. You have the opportunity to influence others and add value throughout your organization. You alone can choose how to develop and cultivate your influence for the benefit of the congregation. Is the church or ministry you serve better because of your influence? Choose to excel right where you are. It is all about a servant attitude. "Your attitude should be the same as that of Christ Jesus: Who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant . . ." (Philippians 2:5-7).

People often ask me, especially as I approach ordination as an elder, if I see myself serving as a senior pastor someday. I can honestly say that I do not aspire to that role, even if others affirm that I may indeed have gifts and graces for that pastoral office. But neither am I opposed to it nor afraid of it. I believe that God equips us for whatever task He assigns. I don't believe He calls us to a position. I believe He calls us to himself. I'm called to be the lifetime servant of the Most High God, however He may see fit to use me. I will bloom where I am planted "for the display of His splendor (Isaiah 61:3)" until He chooses to uproot me and move me to another garden. NH

Rondy Smith is Community Life Pastor at Hermitage Church of the Nazarene in Nashville, Tennessee. She is anticipating ordination at her District Assembly in July. Formerly, she taught at Trevecca Nazarene University, and is a frequent conference speaker.



Associate on Second: Unexpected Roles in Associate Ministry

Stefanie Higgins

“Okay, Stefanie. Remember, if the ball comes on your side but closer to first then you cover first and I’ll cover second. If it comes on my side, cover second, and we’ll get the forced out and maybe the double play.”

“Okay, pastor. I’m ready.” *I am ready to throw up.* My nerves are running so high I can barely breathe. It is August; school is about to start. We are in the third inning of the co-ed softball finale where the pastoral staff plays the high school seniors. You can sympathize with me now, can’t you? My senior pastor is playing short stop, and I’m on second. I played softball growing up, but that doesn’t matter. I have 9 new coaches now on the field with me.

Though I have only had to field one minor play, it feels like the weight of the game is on my shoulders. One question keeps running through my mind, *Why did no one ever mention playing softball was a part of being an associate pastor?*

I didn’t start attending church until I was in 8th grade. Once I went, I knew I would not leave. God started to shape a desire in me to help younger students who were trying to navigate the difficult times that I had and am still navigating. During a retreat, I had a long conversation with my youth pastor about the ways God was working in my life. I had many questions about being in the ministry, and during our conversation he said to me, “I think you are cut from the ministry cloth.” The phrase kept running around in my head for the next few days. I wanted to surrender my life if that is what God wanted, but I wanted to be sure. The next Tuesday I was praying about it in my bedroom, and I

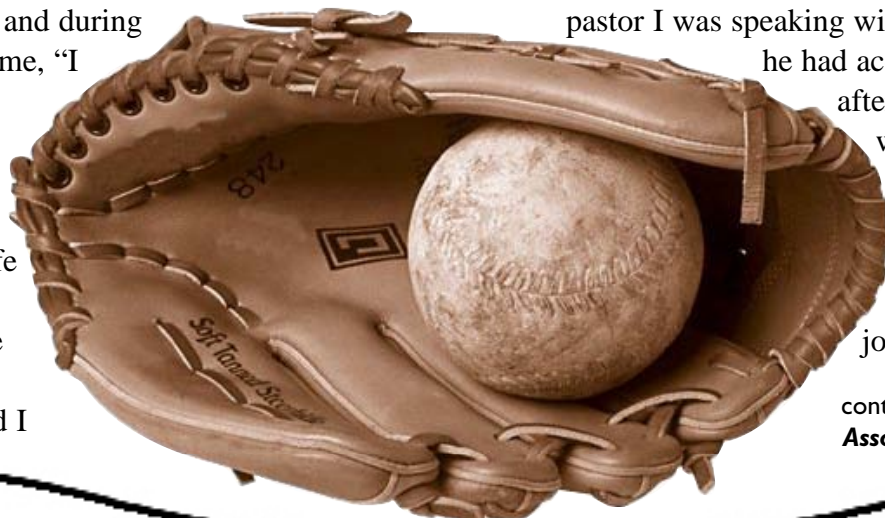
knew God was asking me to commit my life to His service. I was nervous at the thought of Him directing me anywhere in the world, but I soon realized I was safer in God’s hands than my own.

I started to take leadership roles in my church. The summer after my freshman year in college I began an internship with our youth pastor. This led to becoming a youth associate and gave me the opportunity to teach during our youth worship services. It was during this time that I discovered my love for preaching. This love has only grown over the years.

Following God’s leading, I left my home church during college, and I started attending Bethany First Church of the Nazarene (BFC). Prior to attending BFC, many people told me that women could not be ministers. To those people I would smile politely and say, “Tell that to God.” God had so assured me and confirmed my call that these conversations would annoy me, but it would not discourage or dissuade me. I wasn’t able to guess where the Lord would use me, but I was able to trust that He had a place for me to serve. When I started learning about the Church of the Nazarene one of the first questions I asked was, “What does the Nazarene Church believe about women in ministry?” Much to my delight I was told they believed women could and should be pastors. The

pastor I was speaking with told me that he had accepted Christ after hearing a woman pastor preach.

Some time later the Lord led me to join Bethany



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Associate on Second

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First Church of the Nazarene. God then opened the door for me to be the Mid-High Pastor. I've been serving in that role for a little over a year and a half now. When I began I looked forward to the day when there would no longer be any surprises in ministry. I have since learned that day will never come, and I am now glad for that.

One of the biggest surprises I had faced in ministry was the way that being an associate pastor fits into the whole of the church. I knew I was called to pastor Mid-High school students and their families. I didn't know that my pastoral responsibilities would include representing my students in our staff meetings when we discuss a church-wide plan of discipleship, or an all-church baptism Sunday, or the Children's Ministry Harvest Celebration. It seems that senior pastors start with the whole and connect to the parts. I see my part and connect it with the whole. Integrating students into the life of the larger church, being an advocate for them to our staff, church board, and congregation, as well as other particulars are components of Mid-High Ministry. These are all parts of being an associate. Sometimes being an associate means leading the pastoral prayer in Sunday morning worship. Other times it means encouraging another pastor who has had a difficult week. At times it means playing second base in a game that gathers the community for a night of fellowship, laughter, and hopefully a double play, homerun, or stolen base. It is the combination of these responsibilities that I have fallen in love with over the last eighteen months or so. This is the role I know God has called me to for my delight as much as (and probably more than) the benefit of those I serve. I am only in year two, but I am looking forward to many more to come. **NH**

Stefanie is currently serving as the Mid-High Pastor at Bethany First Church of the Nazarene in Bethany, Oklahoma. She is a Master of Divinity student at Nazarene Theological Seminary. Stefanie loves to run, read, and secretly wants to be a ninja.

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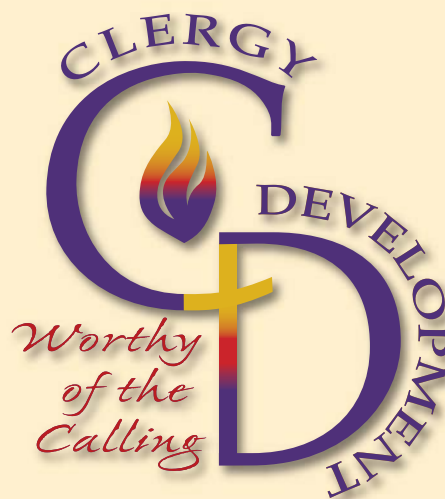
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Westing, Harold J. (1997) *Church Staff Handbook: How to Build an Effective Ministry Team*. Grand Rapids, MI: Kregel Publications.

Becker, Carol E. (2000) *Becoming Colleagues: Men and Women Serving Together in Faith*. Hoboken, NJ: Jossey-Bass. **NH**

Dean G. Blevins is the Director of the Master of Arts in Christian Education program and Professor of Christian Education at Nazarene Theological Seminary in Kansas City, Missouri.

Visit
www.NazarenePastor.org



...to find more resources, including archived copies of *New Horizons* and *Soul Care*, links to women clergy information, training events and other helps for clergy.

Southwest Region Women Clergy Council News

Nancy Clayton, Point Loma regional representative to the Nazarene Women Clergy Council (NWCC), serves in a variety of ministry roles. As a member of the NWCC, she is actively involved in supporting and providing resources for women clergy across the United States and Canada. Recently, Nancy shared some exciting news from the Southwest region:

The Southwest region has created a Women Clergy Council composed of clergy women appointed by the district superintendents, representing the districts of the Southwest region. I have been working with the regional district superintendents and have had the opportunity to introduce each district superintendent to our USA/Canada Nazarene Women Clergy Council (NWCC) and the work we desire to do. I plan to send each district superintendent a copy of the NWCC *Nine Initiatives* brochure following the *Come to the Water conference*.

We have secured dates in July 2008 for our first Southwest Women Clergy Council meeting at Point Loma Nazarene University (PLNU) following the Regional Prayer Summit (July 14-16, 2008 at PLNU). I am excited to find kindred spirits among our regional women clergy. I know God has much kingdom work for us to accomplish!

Nazarene Women Clergy Council

INITIATIVES

Established November 12-13, 2007
Nazarene Women Clergy Council Meeting
Kansas City, Missouri

1. To assure mentoring for called women at all phases of ministry.
2. To develop viable pathways for ministry placement of women clergy.
3. To identify funding sources to support women students and ministers.
4. To lobby for policy and legislation that ensures the systemic support of women clergy.
5. To facilitate the development of regional networking that effectively reaches from the general to the regional to the district to the local levels for women in vocational ministry.
6. To promote a culture of value and visibility for the myriad ministry options for women and the excellent ways they are currently serving.
7. To support the production of state-of-the-art educational resources for leadership training on issues of women in ministry.
8. To influence the dialog regarding a correct Wesleyan biblical and theological view of women in ministry.
9. To utilize all available technology and public venues to market the value of women in ministry.