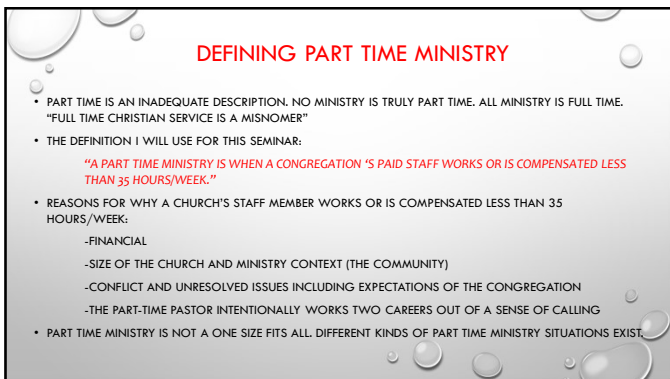


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3

A LOOK AT THE MODELS OF PART-TIME MINISTRY

- OFTEN CALLED BI-VOCATIONAL MINISTRY. THOM RAINER DISTINGUISHES BETWEEN BI-VOCATIONAL AND CO-VOCATIONAL
 - A) BI-VOCATIONAL: IMPLIES THAT A SECOND SOURCE OF INCOME IS NECESSARY
 - B) CO-VOCATIONAL IMPLIES THAT A SECOND INCOME IS NOT ESSENTIAL, BUT PASTOR CHOOSES TO WORK TWO JOBS TO KEEP FOOT IN MARKETPLACE OUT OF A SENSE OF CALLING.

4

Table Highlighting Differences of Pastoral Leadership Models
By Jeff Woods

Source: <https://jalban.org/archive/alternative-pastoral-models/>

Model	Pastoral Leadership	How pastoral resources are used	Key to implementation	Degree of change required
Bi-Vocational Model	Part-time Pastor	Pastoral compensation	Involving new people in ministry	Minimal
Bi-Congregational Model	Full-time Pastor in two settings	Pastoral compensation	Working cooperatively with the other congregation	Minimal
Bi-Ministry Model	Full-time Pastor in two settings	Pastoral compensation	Balancing the two ministerial roles	Minimal
Cross-congregational staff team	Pastoral staff team	Pastoral compensation	Identifying specialized staff needs	Moderate
Merger of congregations	Solo Pastor	Pastoral compensation	Forming a new congregation different from the previous	Major
Congregational mentoring model or multi-site	Leadership from another congregation	Contract for services	Finding the right mentoring congregation	Extreme
Pastoral Consultant Model	Pastoral Trainer	Consultant compensation	Forming ministry teams willing to be trained	Extreme

5

OPPORTUNITIES AND CHALLENGES TO PART-TIME MINISTRY

SOURCE: THOM RAINER WEBINAR ON BI-VOCATIONAL AND CO-VOCATIONAL MINISTRY

OPPORTUNITIES

- 1) KEEPS FOOT IN THE MARKETPLACE
- 2) NOT TOTALLY DEPENDENT ON CHURCH INCOME
- 3) YOU ARE FORCED TO EQUIP LAITY TO GET MINISTRY DONE
- 4) YOU HAVE A BROADER AND HEALTHIER. PERSPECTIVE AWAY FROM THE "HOLY HUDDLE"

CHALLENGES

- 1) YOU WILL HAVE TO MANAGE TIME BETTER THAN EVER
- 2) YOU WILL HAVE TO DEAL WITH CHURCH MEMBERS WHO DON'T UNDERSTAND YOUR LIMITATIONS
- 3) YOU WILL HAVE TO MAKE SURE YOU TAKE TIME OFF/VACATION, DAYS OF REST, ETC.
- 4) YOU ARE PERCEIVED AS LESS THAN A REAL PASTOR

6

OVERCOMING THE STIGMA: SOME MYTHS & FACTS

- MYTH: FULL TIME MEANS A HEALTHIER CHURCH THAN PART TIME
- MYTH: PART-TIME CHURCHES HAVE LESS TO OFFER AND ARE NOT REAL CHURCHES (SEE PAGE 6-7)
- MYTH: FULL TIME CHURCHES ARE THE NORM. FACT: ABCNYS IS AT LEAST 70% PART-TIME
- FACT: UNFORTUNATELY, THE VAST NUMBER OF CHURCHES GOING FROM FULL-TIME TO PART-TIME ARE IN DECLINE (PAGE 21)
- FACT: A CULTURE EXISTS TO KEEP CHURCHES FULL-TIME LONGER THAN NECESSARY BECAUSE PART-TIME IS SEEN AS THE KISS OF DEATH (DENIAL) (PAGE 24-25).
- FACT: PART-TIME CONGREGATIONS ARE SUPPORTED BY SCRIPTURE AND CHURCH HISTORY

7

BIBLICAL AND HISTORICAL PATTERNS FOR PART-TIME MINISTRY

- THE APOSTLE PAUL: ACTS 18:3, ACTS 20:34-35, I COR 9:14-15, 18, I THESS 2:9 (PAGE 28-29)
- JESUS: (MARK 6:3), PETER (JOHN 21)
- I CORINTHIANS 12
- CYPRIAN'S FULL-TIME MINISTRY VISION IN A CITY OF WEALTH IN THIRD CENTURY (PAGE 30)
- MIDDLE AGES: PRIESTS ALSO DID DAILY WORK OUTSIDE (PAGE 31)
- THE PROFESSIONALIZATION OF FULL-TIME CLERGY TOOK OFF IN 19TH CENTURY. (PAGES 31-33)
- POST WORLD WAR II- UNTIL RECENT TIME: ABCUSA FOCUS ON FULL TIME PROFESSIONAL CLERGY
- EVEN WITH THESE SOCIETAL CHANGES, PART-TIME WAS NECESSARY. (CIRCUIT RIDERS, BAPTIST LAY PREACHERS)

8

IMPLICATIONS OF A FULL-TIME CULTURE

- CLERGY WORE MANY HATS AS EXPERTS IN CHRISTIANITY.
 - EXPERTS IN PRAYER, DISCIPLESHIP, FUND RAISING, COUNSELING, PUBLIC SPEAKING, BIBLE STUDY, ADMINISTRATION, SUNDAY SCHOOL ETC.
- *"AMATEURS BUILT THE ARK. EXPERTS BUILT THE TITANIC"*
- LAY PEOPLE BECAME LESS ADEPT AT THE MINISTERIAL ASPECTS OF THE CHURCH
 - "LAYPEOPLE MUST RECLAIM A LARGER SHARE OF THE PASTORAL MINISTRY AT A TIME WHEN THEY DON'T KNOW HOW AND HAVEN'T BEEN EXPECTED TO LEARN" –G. JEFFREY MACDONALD*
- THE WORLD HAS CHANGED. DECLINING ATTENDANCE IN MANY OF OUR CHURCHES MEANS TO RETHINK HOW WE DO MINISTRY. THOM RAINER CALLS IT A "REVOLUTION" EXASPERATED BY THE PANDEMIC. ESTIMATE: 200,000 OF 350,000 PASTORS IN USA ARE PART-TIME

9

WHERE DO WE GO FROM HERE?

SOURCE: THE BI-VOCATIONAL REVOLUTION MOST CHURCHES ARE MISSING/CHURCH ANSWERS . BLOG BY THOM RAINER

- WE MUST RETHINK OUR STAFFING STRUCTURE
- WE MUST SEEK TO PROVIDE RESOURCES FOR THE PART-TIMER. FOCUS HAS BEEN ON FULL-TIME
- WE MUST RETHINK EDUCATIONAL MODELS
- WE MUST RETRAIN LAY LEADERS WHO PROVIDE OVERSIGHT AND ACCOUNTABILITY FOR PART-TIME STAFF
- WE MUST HELP PASTORS KNOW HOW TO LEAD PART-TIME STAFF
- WE MUST BE PREPARED FOR MANY PASTORS MOVING TO PART TIME STATUS

10

**LEAVING THE DUGOUT AND
STEPPING UP TO THE PLATE**

SESSION TWO

11

**CHANGING THE CULTURE FROM FULL-TIME TO
PART-TIME**

- FULL-TIME MINISTRY CULTURE FOCUSES ON THE COMPETENCY OF A SEMINARY TRAINED PASTOR. PART-TIME MINISTRY NECESSITATES THAT LAY PEOPLE PLAY A BIGGER ROLE.
- AS ONE PASTOR PUTS IT, "I GET PAID FOR DOING GOOD. MY CONGREGATION IS GOOD FOR NOTHING."
- EXAMPLES OF LAY LEADERSHIP PLAYING A ROLE: PAGE 40 OF OUR BOOK
- TWO PITFALLS FOR CHURCHES GOING FROM FULL-TIME TO PART-TIME
 - FINDING AN INDEPENDENTLY WEALTHY, TALENTED PASTOR WHO WILL WORK FOR NOTHING YET STILL DO ALL THE MINISTRY STUFF
 - FINDING A PASTOR WHO HAS A HARD TIME SAYING NO TO CONGREGATIONAL EXPECTATIONS THAT A PASTOR SHOULD WORK FULL TIME ON PART-TIME PAY

12

CHANGING THE CULTURE: WHAT WILL IT TAKE?

- DO NOT FALL INTO IT OR WAIT UNTIL IT BECOMES NECESSARY. PLAN AHEAD (PAGE 42)
- DEVELOPING A BIBLICAL AND THEOLOGICAL FOUNDATION AND EDUCATING THE CHURCH (PAGE 42)
- GIVING THE TRANSITION TIME TO WORK. IF A CHURCH GOES FROM FULL-TIME TO PART-TIME, IT SHOULD BE AT LEAST 18-24 MONTHS (PAGE 43)
- BEGINNING TO DIVIDE PASTORAL ACTIVITIES AND DUTIES AMONG THE LAITY (PAGE 43)

13

THE PROCESS OF MAKING THE TRANSITION FROM FULL-TIME TO PART-TIME

- START EARLY (PAGE 45-46).
- DISCUSSION QUESTION: OFTEN A GOOD TIME TO CONSIDER MAKING A TRANSITION IS WHEN THE CHURCH IS BETWEEN PASTORS. HOW DOES A CHURCH START EARLY WITH A SITTING FULL-TIME PASTOR?
- USE THE TRANSITION AS A TIME OF SEEING WHAT NEW IMPACT YOUR CONGREGATION CAN HAVE (PAGE 48-49)
- TAP THE CONGREGATION'S TALENT. DO YOU HAVE PUBLIC SPEAKERS, ETC? (PAGE 51)
- SEIZE MORE OF THE TRADITION (PAGE 54-59)
- GETTING OUTSIDE HELP TO MAKE THE TRANSITION.
- GET TRAINING. (PAGE 59)

14

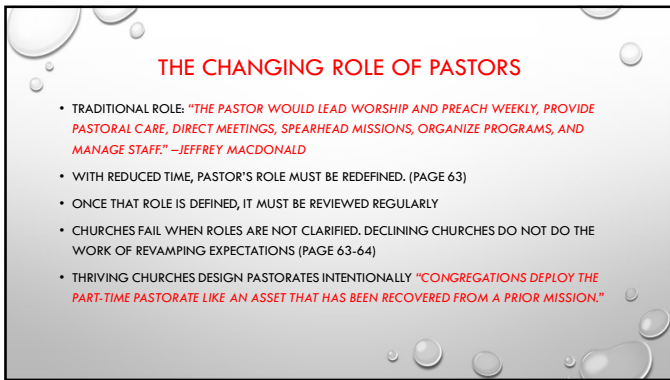
BREAKOUT SESSION:

- HOW WOULD YOU DESCRIBE THE CURRENT CULTURE OF YOUR CHURCH? DOES IT HAVE A FULL-TIME MENTALITY OR PART-TIME MENTALITY?
- IF YOUR CHURCH IS PART-TIME, IS IT OUT OF DESPERATE NECESSITY OR BECAUSE IT WAS PLANNED?
- THE BOOK OFTEN REFERS TO THE DENOMINATIONAL CULTURE THAT SURROUNDS THE CHURCHES. DO YOU THINK AMERICAN BAPTISTS, AS A WHOLE, HAVE A FULL-TIME CULTURE OR PART-TIME CULTURE?
- IF CHANGE IS NEEDED, WHAT ARE SOME WAYS WE CAN CHANGE THE CHURCH'S CULTURE IN LIGHT OF TODAY'S REALITIES?

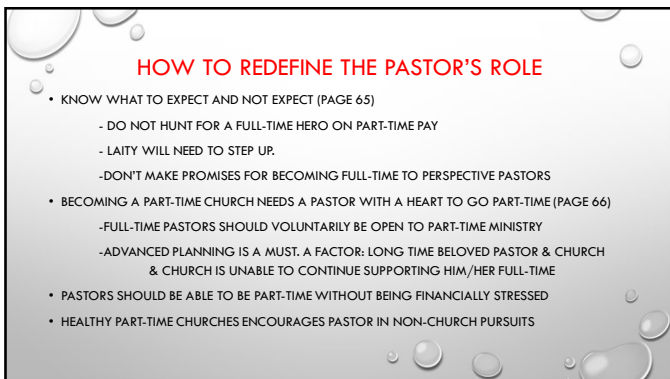
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16



17



18

THREE MODELS OF PART-TIME MINISTRY

- IN SESSION ONE, WE LOOKED AT VARIOUS TYPES OF PART-TIME MINISTRY
- PART-TIME MINISTRY CAN BE BROKEN DOWN INTO THREE MAIN MODELS/ROLES
 - PASTOR AS EQUIPPER
 - PASTOR AS AMBASSADOR
 - PASTOR AS MULTI-STAFF TEAM MEMBER

19

PART-TIME PASTOR AS EQUIPPER

- THE EQUIPPER BUILDS THE LAYPEOPLE'S CAPACITY FOR EFFECTIVE MINISTRY
- TIME SPENT IS TO EQUIP THE LAITY TO DO SOME OF THE TASKS FORMERLY DONE BY THE PASTOR
- PASTOR MEETS WITH THE LAY LEADERS AND TRAINS THEM. EXAMPLES: WORKING WITH LAY LEADER TO LEAD A BIBLE STUDY, TRAINING PEOPLE TO DO SOME OF THE PREACHING (PAGE 73)
- DISCUSSION QUESTION: HOW DO WE OVERCOME THE NOTION THAT "IT IS EASIER TO DO IT MYSELF?"

20

PART-TIME PASTOR AS AMBASSADOR

- REPRESENTS CHURCH IN WIDER COMMUNITY EVEN IN OUTSIDE EMPLOYMENT
- THERE IS A GOLDEN OPPORTUNITY TO CREATE FRIENDSHIPS, PERSONAL EVANGELISM USING THE GIFTS/INTERESTS OF THE PASTOR
- THE AMBASSADOR APPROACH WORKS BEST WITH A CHURCH THAT HAS AN ACTIVE & SPIRITUALLY MATURE LAITY. (PAGE 79)
- PASTOR MAY NEED TO USE THE EQUIPPING ROLE IN PREPARING FOR AN AMBASSADOR ROLE (PAGE 79) .
- THE AMBASSADOR ROLE CAN BE TRIED ON A TRIAL BASIS. CONSTANT EVALUATION IS A MUST.

"LAYPEOPLE STILL GET THEIR NEEDS MET, BUT THE PASTOR IS NO LONGER THE PRIMARY AGENT."

21

PART-TIME PASTOR AS MULTI-STAFF TEAM MEMBER

- CHURCH HAS TWO MORE MORE PART-TIME STAFF POSITIONS INCLUDING THE PASTOR
- OFTEN CHURCHES CAN AFFORD ONE FULL-TIME PASTOR BUT OPT FOR SEVERAL PART-TIME PASTORS/STAFF SPECIALIZING IN DIFFERENT AREAS.
- MULTI-STAFF PART-TIME ONLY WORKS WHEN ONE MEMBER MANAGES OR LEADS OTHERS.
- FULL-TIME BIASES WITHIN CHURCH AND CERTAIN DENOMINATIONS A FACTOR WHICH KEEPS FROM EMBRACING THIS MODEL (SEE PAGE 87)
- A LIVING EXAMPLE: WATSONTOWN BAPTIST CHURCH, WATSONTOWN, PA

22

FULL TIME VALUE OF PART TIME CHURCHES

SESSION FOUR

23

IS A PART-TIME CHURCH LESS THAN A REAL CHURCH?

- **THE BAD:** PART-TIME IS OFTEN ASSOCIATED WITH DECLINE. UNFORTUNATELY, IN MANY CASES THIS IS TRUE. BUT DOES IT HAVE TO BE? (PAGE 89)
- **THE GOOD:** IN SOME PARTS OF THE COUNTRY, PART-TIME IS BEING EMBRACED AS A NEW MINISTRY OPPORTUNITY. EXAMPLE: PAGES 90-91, THOM RAINER'S CERTIFICATE PROGRAM ETC.
- CHANGING THE CULTURE OF PART-TIME GOES BEYOND CONGREGATIONAL TRANSFORMATION BUT EXTENDS TO THE ASSOCIATIONAL, REGIONAL, & NATIONAL LEVEL.
- A MAJOR ISSUE: HOW DO WE TRACK THE NUMBER OF CHURCHES THAT HAVE NO FULL-TIME CLERGY? (PAGE 91) HOW ARE DENOMINATIONAL STRUCTURES CURRENTLY SET UP TO ACCOUNT FOR PART-TIME MINISTRIES (STATISTICS, ABPS, PENSIONS, INSURANCE ETC.)?

24

DISCUSSION QUESTION:

ON PAGE 91, MACDONALD WRITES, " MAINLINE DENOMINATIONS...DON'T KEEP YEARLY DATA ON HOW MANY CONGREGATIONS HAVE NO FULL-TIME CLERGY. IN OTHER WORDS, THEY'RE NOT TRACKING THE UNIVERSE OF CHURCHES THAT HAS UNPLUGGED FROM THEIR RESPECTIVE DENOMINATIONS' USUAL ASSUMPTION ABOUT HOW CHURCHES ARE AND OUGHT TO BE ORGANIZED. BECAUSE YOU CAN'T IMPROVE WHAT YOU DON'T MEASURE, DENOMINATIONS ARE LIVING IN A COSTLY STATE OF DENIAL."

DO YOU AGREE OR DISAGREE WITH THIS STATEMENT?

25

REMOVING THE STIGMA INVOLVES:

- SEEING THAT PART-TIME CLERGY ARE NOT A THREAT TO FULL-TIME CLERGY
 - SCHEDULES OFTEN CATER TO FULL-TIME PASTORS
 - TRADITION (PAGE 94)
 - FEAR (PAGE 94).
- GIVING PART-TIME CONGREGATIONS A GREATER VOICE IN DENOMINATIONAL LIFE
 - MANY WORKSHOPS & CONFERENCES: GEARED TOWARD CHURCHES WITH "BUCKS AND BUTTS"
- MAKING DENOMINATIONAL SYSTEMS FRIENDLY TOWARD PART TIME MINISTRY
 - ABPS, PENSIONS, HEALTH INSURANCE (READ PAGE 102***)
 - STUDENT DEBT
- HELPING CONGREGATIONS DISCERN AND LIVE OUT THEIR CALLING
- SETTING AFFORDABLE EXPECTATIONS FOR ORDAINED AND LAY LEADERS

26

THEOLOGICAL TRAINING FOR A PART-TIME FUTURE

SESSION FIVE

27

THE NEED FOR TRAINING

- TRADITIONAL MODEL OF THEOLOGICAL EDUCATION: TRAINING ONE PROFESSIONAL PERSON TO DO THE VARIOUS TASKS OF MINISTRY: *"INSPIRING SPEAKER, THOUGHTFUL COUNSELOR, ORGANIZED ADMINISTRATOR, CONFLICT RESOLVER, MANAGER, SALESPERSON, YOUTH MENTOR AND SO ON."*
- MASTERS OF DIVINITY DEGREE PREPARES CLERGY TO BE THE DE FACTO EXPERT ON CHURCHY MATTERS
- THEOLOGICAL EDUCATION MUST TRAIN THE WHOLE CHURCH TO THE SHARED PASTORATE OF THE FUTURE (PAGE 112)
- SEMINARY SYSTEM DESIGNED TO TRAIN FULL-TIME STUDENTS
- COST OF EDUCATION HAS CHANGED LANDSCAPE. \$50,000 STUDENT DEBT TO CHURCHES THAT ARE UNABLE TO PAY \$35,000

28

CHANGING THE PARADIGM: LAITY

- THEOLOGICAL TRAINING FOR LAYPEOPLE AND BIBLICAL ILLITERACY MUST BE CONFRONTED
- ASSUMPTION THAT THEOLOGICAL TRAINING IS FOR PASTORS ONLY NEEDS TO CHANGE (PAGE 115)
- DEGREES AND CERTIFICATES MUST BE EXPANDED IN VARIOUS AREAS (PAGE 116)

"WHEN RESPONSIBILITY FOR CLAIMING A HIGHER, HOLY MISSION IS PROJECTED ONTO THE PASTOR ALONE, THE PEOPLE DON'T TAKE OWNERSHIP OF THE CHURCH'S ETERNAL MISSION AS A DIVINELY INSPIRED WITNESS AND A UNIQUE VESSEL OF GRACE."

29

CHANGING THE PARADIGM: CLERGY

- ORDAINED CLERGY TRAINING IS ALSO NEEDED IN THE NEW PARADIGM
 - THEOLOGICAL EDUCATION BY EXTENSION WHILE PASTOR IS SERVING A CHURCH/JOB
 - ONLINE EDUCATION
 - CUSTOMIZED LEARNING (PAGE 120-121)
 - TEACHING DISCERNMENT AND SPIRITUAL GIFTS IN OTHERS (PAGE 126-7)
 - DEVELOPING SKILLS FOR THREE MINISTRY MODELS: EQUIPPING, AMBASSADORS, COLLABORATION (MULTI-STAFF)
 - NON CHURCH WORK

30

**AMERICAN BAPTIST CHURCHES OF NEW YORK STATE
LAY TRAINING PROGRAM**

- TEN-WEEK COURSES ARE OFFERED ONLINE. \$110 FOR CREDIT, \$60 TO AUDIT. TEXTBOOKS ARE EXTRA
- COURSES ARE NOW ON A 2 ½ YEAR RECURRING CYCLE
- SCHOLARSHIPS ARE AVAILABLE
- THERE ARE THREE OPTIONS FOR LAY PEOPLE:
 - OPTION ONE: PERSONAL FAITH ENRICHMENT FOR ONE OR MORE COURSES
 - OPTION TWO: TAKING A SET OF COURSES FOR LAY CHURCH LEADER DEVELOPMENT
 - OPTION THREE: TAKE ALL 14 COURSES TO BECOME A CERTIFIED LAY PASTOR

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COURSES OFFERED

• BASIC CHRISTIAN BELIEFS	• CHRISTIAN EDUCATION
• CHURCH ADMINISTRATION	• CHRISTIAN ETHICS
• NEW TESTAMENT INTRODUCTION	• INTRODUCTION TO CHRISTIAN COUNSELING
• BAPTIST HERITAGE	• THE OLD TESTAMENT INTRODUCTION
• WORSHIP	• SPIRITUAL DEVELOPMENT
• MINISTRY THROUGH THE SMALL CHURCH	• MINISTRY TO INDIVIDUALS
• CHURCH HISTORY	• PREACHING

32

WHERE DO WE GO FROM HERE?

SESSION SIX

33

CONCLUDING THOUGHTS

- PART-TIME MINISTRY DOES NOT HAVE TO BE AN UNFORTUNATE FACT OF LIFE
- PART-TIME MINISTRY CAN BE THE NEW THING GOD IS DOING: THE CHURCH CAN BE THE CHURCH AND NOT AN ORGANIZATION RUN BY THE "PROFESSIONALS." (I COR 12)
- PART-TIME MINISTRY CAN BE A PLACE THAT FREES UP THE LAITY TO SERVE IN NEW WAYS IN THE CHURCH
- PART-TIME MINISTRY OPENS UP NEW OPPORTUNITIES FOR THE GOSPEL IN THE MARKETPLACE FOR CLERGY AND LAITY. "IF WE BUILD IT, THEY WILL COME" NO LONGER APPLIES IN 21ST CENTURY.
- PART-TIME MINISTRY WILL HAVE ITS CHALLENGES: ACCOUNTABILITY OF LAY/CLERGY, OVERCOMING " THE PASTOR OUGHT TO DO THIS" SYNDROME
- THE PASTORAL ROLE IS STILL CRUCIAL IN PART-TIME CHURCHES: EXTENDING CREATIVITY DOES NOT SANCTION PEOPLE TO WANDER FROM ORTHODOX CHRISTIAN TEACHING (READ PAGE 148)

34

**NOW ITS YOUR TURN: QUESTIONS,
ANSWERS AND COMMENTS**

35
