

CROSS

Connection



The *Cross Connection* is a monthly publication of the Eastern Washington-Idaho Synod published for its clergy, associates in ministry, lay leadership and ecumenical partners.

From the Bishop

February 2014

God's Beloved People,

The season of Epiphany is upon us, the time when we witness again the way Jesus revealed himself and his ministry to the people who first knew him. The month's preaching will be focused on Jesus' most famous teaching, the Sermon on the Mount (Matthew 5).

Any month when the texts come from one chapter of scripture is likely to cause skepticism about whether we can stay "interested." We live in days of constant, changing stimulation, and we're always in danger of losing a deep focus for life. This will be Jesus in his most provocative mode, calling us to remember the fundamental teachings of the faith: the blessedness of those left out by suffering, mourning, hunger, or persecution; the fact that we are called to be salt and light—distinctive!--in the world; that the ancient law is still in effect for all of us captured by sin; and the call to love both our neighbors and our enemies.

It will also be a month of distractions, the culture sure we are bereft if we don't have Super Bowl circuses, Academy Award's glamour, and the commercial sappiness of Valentine's Day. These distractions remind us that there is always an on-going contest for our attention, our loyalty, and our deepest trust.

Jesus' words will be pure grace for those who need the comfort and promise of his love in the midst of loss and fear. Jesus' words will help define life for those looking for an ethic of life in a world of cheap death. Jesus' words will be a challenging for all those who don't believe in the power of sin and death and He will ask us to be bigger human beings, giving up our prejudices and our carefully nurtured animosities.

This is the miracle of faith in our world today: It both offers and demands everything, the promise always coming first, but quickly followed by a demanding reality, what will be called elsewhere "the narrow gate." I pray you will take advantage of the preaching month ahead and support your preachers as they wrestle with the huge consequences to be announced as Truth.

In the meantime I will join you in the joy of sport as we hope our favorite team wins it all. I will join you in celebrating some really stunning film performances, and I will join you in the romance of Valentine's Day with my dear Susan. These simple joys bear no threat when we know the sure foundation of the robust teacher, Jesus of Nazareth!



Pastor Martin Wells, Bishop

The Gift of Accountability

by Pastor Helga Jansons

Being held accountable is not something we typically relish. It often evokes the fear of being judged. We all fall short. However, when we are accountable for our efforts it means that what we do matters, and those holding us accountable, care. It is also good for us to reflect upon what we are doing, how we are using our time and talents, and whether we are bearing fruit. Good stewardship!

Recently I had my annual review; a requirement by the ELCA. A set of questions were provided for self-evaluation. The Bishop gave his feedback and expectations, and we had a discussion of both. I have a Relator from the ELCA office in Chicago who calls every 2 months to discuss particular areas of my work and helps me to set goals. In addition I have a coach who helps me to meet these goals. The Bishop, in turn has built in a way to be accountable to the synod, my Relator has a coach, and my coach has a Relator and a Bishop to whom she is accountable. When people to whom we are answerable care about the ministry and about the person, accountability is a gift.

We all need it. Whether we are the pastor or a chairperson of a committee, we need to be able to describe our ministry, our plans and results. Even a congregation is accountable to God and the larger body of Christ. Each church matters and there are people who pay attention to what is going on in your congregation. There are many ways in which congregations can receive the feedback and support they need. Some congregations seek a Mission Review where help is offered to assess the full range of ministry and its effectiveness in a community.

Annual Parochial reports are a form of self-evaluation and provide a regular opportunity for discussion among the leaders. As DEM I have learned from congregations that the Parochial report is a tool to communicate with the congregation year round. The findings used for the report can help a pastor and church council to set priorities and goals in line with a congregation's guiding principles and Ministry Site Profile.

In many congregations a Mutual Ministry committee gets called in when there is a conflict, and yet that could be the group that could serve to help carry out the goals. Many pastors write a monthly report of activity for the church council as an ongoing form of accountability and communication. This builds trust as well as being a teaching tool.

If I were a lay leader I would also want to find out to whom I am accountable for my role and ask to meet with that person on a regular basis to talk about expectations and goals and share how things are going. Having to articulate our hopes, priorities, goals and plans helps us to be more intentional and then we receive the direction, support and feedback we need.

We are not in ministry alone. We are all part of the body of Christ. Those who understand our ministry and give another perspective can offer the helping hand we need. In the church this is what is meant by being "held" accountable. We are "held" by grace, and we are told the truth in love.

Whether we are a bishop, pastor, congregational leader or any Christian we are all held accountable by God for the talents we have been given (whether five or two or one Matthew 25:14-30). We are also to give account for the hope that is in us (1 Peter 3:15) and be stewards of the grace of God (1 Peter 4:10). We are accountable for the faith that has been given us and what we do with it. Our lives and what we do with who we are, matter to God. We are held accountable, and yet there is grace. Thank God!



We ask that you please pray for . . .

Calls Accepted

Reverends Gary and Ruth Larson have received a call to serve at Trinity Lutheran, Vancouver, WA

Ordinations

Seminarian Misael Fajardo will be ordained into Word and Sacrament February 16, 2:30 pm at Celebration Lutheran Church, East Wenatchee. Misael will be serving as Mission Developer for Lutheran Latino Ministry in East Wenatchee.

Resignations

Rev. Scott Berner has resigned from the roster of the ELCA and has joined the roster of LC-MC.

Rev. Jim Engel, Central Lutheran Yakima, WA has resigned and has accepted a call to St. Peter Lutheran, Uniontown, PA

Rev. Scott Kershner, Fullness of God and Holden Village has resigned to take a call as Campus Pastor at Susquehanna University in Selinsgrove Pennsylvania.

Transfers

Rev. Bruce Barth (retired) has transferred to the West Virginia-Western Maryland Synod.

Lutheran Staff Association (LSA) Scholarships!

This organization exists to encourage and support lay employees of congregations—choir directors, administrative assistants, secretaries, youth leaders and others. Besides networking support the group sponsors an annual retreat where topics of common interest are pursued in more depth and personal, supportive relationships are established. This year the retreat will be held at Cannon Beach, OR, on March 9-12, 2014. Because of the outstanding support of congregations and leaders for the Portico Wellness initiatives, we have money to sponsor (registration and travel) three persons who have never had the opportunity to attend an LSA Retreat! Apply through Cathy Steiner at the synod office!

SHARE Fund News

The Synod SHARE Fund (Synod Help And Response Endowment) will once again be making grants in the three traditional categories: New Mission endeavors; Sabbatical support for congregations and rostered leaders; and emergency assistance for congregations and leaders. Applications for a SHARE grant are available from the office (office@ewaidsynod.org) and are due March 1. Grants will be announced at Synod Assembly in May. Looking for a great place to make a gift? The SHARE Endowment has given away more than \$250,000 over the last 10 years. To help keep this Endowment growing, send a gift to the Synod marked SHARE Endowment!

Synod Mission Support Update Fiscal Year ~ February 1, 2013 - January 31, 2014

2012	December	\$77,518	Year to Date	\$658,696
2013	December	\$66,385	Year to Date	\$691,780

Call Process Status

A Process beginning/congregational study	I Interim	AP Associate/Assistant Pastor
B Names received or on-site visits in process	P Pastor	VP Visitation Pastor
C Call in process/issued	CP Co-Pastor	AIM Associate in Ministry
NV New Vacancy	LP Lead Pastor	L Lay Position
TC Term call	SP Supply Pastor	TM Transition Minister (available for the open-ended call)
VP Visitation Pastor		

POS	LOCATION/CONGREGATION	STATUS	PASTORAL CARE
P	Boise, ID – King of Glory	NV	Kari Sansgaard LP
P	Bonnars Ferry, ID – Trinity	A	Kimberly Meinecke I
P	Chelan, WA – Fullness of God	A	Elizabeth Damico
P	Chewelah, WA – St. Paul	NV	Betty Krafft SP
P	Coeur d’Alene, ID – Trinity	NV	Tom Inch I
P	Gifford, ID – Good Hope	A	Valerie Beesley TEEM
P	Grandview, WA – Immanuel Lutheran	A	Gary Rhode L
P	Kamiah, ID -- Faith Lutheran	A	Art Finney I
P	Moses Lake, WA – Immanuel Lutheran	B	Phylis Stromme I
P	Pocatello, ID – Church of the Good Shepherd	A	Barbara Harrison-Condon I
P	Sandpoint, ID – First Lutheran	A	Bob Chenault I
P	Spokane, WA—Bethlehem Lutheran	NV	Steve Wee SP
P	Terrace Heights, WA—Tree of Life	NV	Mo Garcia L
P	Thayne, WY—Star Valley United Church	NV	Al Schoonover SP

Your Church in Action

We ask that you keep the ministry of the church, our synod, and the whole world as well as those listed below in your prayers . . .

We Pray

Pastor Laura Lynn (Bethel, ID) for continued recovery and healing after surgery.
 Pastor Rick Evenson (Medical Lake, WA) as he continues treatment for multiple myeloma.
 Pastor Paul Pfankuch (retired) and his wife Bonita, on the recent loss of their son.
 Pastor Janice Meier, for continued recovery and healing.
 Pastor Dave Kappus (Central - Spokane, WA) on his recent diagnosis with Non-Hodgkins Lymphoma.
 Katie Wee, daughter of Pastors Shelley and Steve Wee, for continued recovery and healing after surgery. We're happy to report that Katie is back at school now.
 Margo Mae Jamieson, newly born granddaughter of Heidi and Dan Cryer. Born on Christmas Day to their daughter, Adrienne and Ian Jamieson of Puyallup, WA.
 And we pray for peace and comfort for the family of Pastor Adrienne Heskin at the time of her passing. A celebration of her life will be held in Hatton, North Dakota at a future date.

We also pray for . . .

The Way Forward Implementation Team as they work to shape our synod for the future.
 Our Synod Council, for their continued work to make ministry happen in Eastern Washington and Idaho.

Prayer Requests . . . to be included or removed from the Synod Prayer Request list, please send your request to the synod office@ewidsynod.org, or call 509-838-9871.

Constitution Information

At the 2013 ELCA Churchwide Assembly in August, many constitutional provisions were discussed and adopted. Of importance to congregations, the Assembly adopted amendments to the Model Constitution for Congregations. A summary of those amendments may be downloaded here. Each congregation, through its council or constitutional review committee, must review and incorporate the amendments into its governing documents. Changes to a congregation's constitution that bring its "required" elements in line with the Model Constitution may be adopted by a simple majority vote at a regularly-called congregational meeting (such as the annual meeting). Now is the perfect time to tend to this important but relatively easy task.

Congregations do need to amend their constitutions to incorporate these changes and any other changes that have been made over the past several years that may not yet have been incorporated. For those congregations that have not updated their constitutions in a while, the current 2013 Model Constitution that includes all of the changes made over the past several years may be downloaded here. Congregations can use this document as the basis for amending and updating their constitutions.

Please contact the synod office to be put in contact with a constitution committee member to work through the update process. Allowing the Synod Constitution Committee to review your changes before asking the congregation to vote will likely save time in this process.

Are you using MIF Online services?

Go online to view your Mission Investment Fund investment and loan accounts

Congregations and ministries choose the Mission Investment Fund of the ELCA because MIF investment and loan products offer competitive rates—and because MIF investments help build the church.

Investors and borrowers have an added level of convenience with MIF Online services. With MIF Online, ministries can monitor their account history, transfer funds and pay bills electronically. Coming soon, congregations and ministries will be able to open and fund accounts online.

Log onto MIF Online today at MIF's website, mif.elca.org. For more information, call MIF Customer Service toll-free at 877-886-3522, or contact your MIF Regional Manager, Joel S. Wudel, at 773-682-1765, or email him at joel.wudel@elca.org.



Mission Investment Fund
Evangelical Lutheran Church in America
God's work. Our hands.



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on*

Facebook!

[https://www.facebook.com/
EasternWashingtonIdaho
SynodELCA](https://www.facebook.com/EasternWashingtonIdahoSynodELCA)

Save the Date!

The 2015 Eastern Washington-Idaho Synod Assembly
will be held April 24 - 26, 2015 in Pasco, Washington

It's that time of year again!

It's time to return a number of forms to the Synod Office. These forms will assist and enhance the mission and ministry of our church.

PAROCHIAL REPORTS were mailed from Churchwide Office - they can also be accessed online at <http://www.elca.org/ELCA/Forms.aspx>. If you have misplaced your log in or password, please contact the synod office.

REPORT TO THE BISHOP For rostered leaders to report to Bishop Wells events of the past year. An electronic version can be found at <http://www.elca.org/About/Churchwide/~/.link.aspx?id=881FEF01A708421BBA626F079AED7BCD&z=z>.

STATEMENTS OF INTENT These were mailed to each congregation in November 2013. They are also available on the synod website under the Resources Tab.

CONGREGATION INFORMATION FORMS These forms are available on the synod website under the Resources Tab. This form will provide any email, website and leader contact information for updates.

Last month's photo was taken in the entry at Saint Mark's Lutheran Church - Spokane, WA.
Please send us your photos for use in an upcoming newsletter.

More Continuing Professional Education Opportunities

American and Lutheran Evangelicalism

February 25 Bethlehem - Kalispell, MT 9am-3pm

March 4 First English - Great Falls, MT 9am-3pm



Dr. Paul Seastrand – Pastor at Zion Lutheran in Lewistown

Lutherans who are comfortable being called “evangelical” are often curious about Christians called “Evangelicals” with a capital E. While Lutherans see themselves as evangelicals committed to infant baptism, liturgical worship, and a Bible infallible in matters of faith and salvation, Evangelicals see themselves committed to believer’s baptism, experimental worship, and a Bible infallible in nearly all matters. At the same time, many Lutherans are hard-pressed to distinguish the origins and deep differences between these two ways of being evangelical. This class outlines the history of Evangelicalism in America, along with the theology of believer’s baptism, the role of experience, the interpretation of the Bible, the understanding of ordained ministry, and the engagement with culture and politics. These, in turn, are compared to Lutheran teachings. We hope to gain additional perspective and depth on some of the enormous changes affecting Christianity today.

5 Contact Hours

\$65 Clergy and Rostered Leaders

\$30 LPA and lay ministers

*Look for
Early Registration
in February*

2014 Synod Assembly

May 16-18 at the Doubletree by Hilton Spokane City Center

“Living in Hope”

COSTS PER PERSON:

SINGLE OCCUPANCY \$505

Includes: Registration, Single occupancy housing nights of 5/16 and 5/17, Meals (Friday dinner, Saturday breakfast, lunch and dinner, Sunday breakfast)

RETIRED ROSTERED SINGLE OCCUPANCY \$430

Includes: Registration, Single occupancy housing nights of 5/16 and 5/17, Meals (Friday dinner, Saturday breakfast, lunch and dinner, Sunday breakfast)

DOUBLE OCCUPANCY \$380

Includes: Registration, Double occupancy housing nights of 5/16 and 5/17, Meals (Friday dinner, Saturday breakfast, lunch and dinner, Sunday breakfast)

RETIRED ROSTERED DOUBLE OCCUPANCY \$305

Includes: Registration, Double occupancy housing nights of 5/16 and 5/17, Meals (Friday dinner, Saturday breakfast, lunch and dinner, Sunday breakfast)

COMMUTER \$330

Includes: Registration, no housing, Meals (Friday dinner, Saturday breakfast, lunch and dinner, Sunday breakfast)

RETIRED ROSTERED COMMUTER \$255

Includes: Registration, no housing, Meals (Friday dinner, Saturday breakfast, lunch and dinner, Sunday breakfast)

EXTRA NIGHTS HOUSING

The cost is \$115 per night or \$58 if double occupancy.

A late fee of \$50 per person will be charged for registrations made after April 7.



Our Place Annual Fundraiser
February 20 - 7:30pm
Alice in Wonderland
Gonzaga Theater Department

Where in the synod is that?



Reach Out!

2014 Lutheran Staff Association Conference March

“I reach out for your commands, which I love, that I may meditate on your decrees.” - Psalm 119:48

Speaker: Rev. Mark Nelson

Coordinator for Missional Leadership Region 1, ELCA



2014 Lutheran Staff Association Conference
Cannon Beach Christian Conference Center - March 9-12, 2014

ONE CONGREGATION, MANY WAYS TO SUPPORT MILITARY SERVICE MEMBERS

The transition home from active combat zones or multiple deployments is often difficult for men and women who serve in the military, many of whom are young adults. The physical, emotional, psychological, spiritual and social challenges they face are complex. And few people back home can relate to the unique, intense experiences they may have lived in and endured.

This is exactly where congregations — caring, supportive faith communities — play a significant role in the transitions and healing facing returning military service members and their families. “I realized that the transition home was going to be challenging while traveling home. We flew from Kuwait to Baltimore, with a fuel stop in Germany,” recalled Capt. Warren Vaneman (U.S. Navy Reserve) about the long flight home from his one-year deployment in Afghanistan. There were returning warriors, wounded warriors and military dependents on the same flight, each returning to the challenges of adjusting to a “new normalcy.” “I wondered what the new normalcy was going to be for my family and me.”

When Warren returned home in June 2011, the pastor and members of his home congregation, Shepherd of the Hills Lutheran Church in Haymarket, Virginia., wanted to find a way to welcome him back to his family, his community and their congregation. Mark Olsen, an ELCA pastor, was one year into his call at Shepherd of the Hills when Warren returned home. “I was sensitive to the fact that we were doing something new. In the past, our congregation had other service members return home from war zones who were not given the chance to publicly affirm their faith during worship. Still, we didn’t want that to prevent us from beginning a new practice, one we could continue in the future.” They searched for an appropriate rite or resource that could be used during worship but found nothing that met their needs.

That prompted Mark to adapt the Affirmation of Baptism found in Evangelical Lutheran Worship. As Mark explained to his congregation, the Affirmation of Baptism rite is used increasingly as a way for individuals and congregations to mark significant life transitions. It allows people to reaffirm their baptismal faith and the blessings it brings, and renew their commitment to life together as a faith community. With the help of Eric Wester, assistant to the presiding bishop of the ELCA, director of ELCA Federal Chaplaincies, and also an ELCA pastor, Mark adapted the rite and used it during an outdoor Sunday worship service. Warren, surrounded by his wife and two sons, affirmed his baptism and welcomed the prayers for God’s blessing offered for him as his family members and others laid hands on him as a sign of their continuing love and support.

In March of the following year, Shepherd of the Hills was given another chance to show their support for military service members. Susan Newman, a liturgical artist from Connecticut, contacted Shepherd of the Hills about participating in an ecumenical effort to make and deliver camouflage stoles to military chaplains serving in Afghanistan. The response was overwhelmingly positive! Susan sent a special stole to the congregation where it was displayed during Sunday worship services. The congregation said a prayer of blessing over the stole, and prayed for the unknown chaplain who would eventually wear it. They wrote cards and letters that accompanied the stole to Afghanistan for the chaplain to share with the soldiers he or she served, as an expression of thanks for their service.

The following month, Warren shared his experiences with the congregation. Everyone was invited to join adult, high school and confirmation classes as he shared stories and images of the people, places and cultures he encountered in Afghanistan during his deployment. The 45-minute presentation gave Warren the chance to convey to the congregation a sense of what life had been like living and serving in a combat zone and gave the congregation a chance to ask questions. He felt a sense of gratitude for the opportunity to share, even though some people didn’t want to hear about what happened and others were more curious. “The congregation inviting me to share my experiences with the presentation was more helpful than they will ever know. Most warriors are proud of their service and want to tell about their experiences on their own terms. After all, six, nine or 12 months is a long time and can’t be erased. They allowed me to talk about my life during those months and the impact it made on me.”

Finally, this past August, Mark purchased six copies of the new Prayer Book for the Armed Services produced by the ELCA and Augsburg Fortress. The Prayer Book includes the modified Affirmation of Baptism that Mark used with his congregation and the Vaneman family. Mark gave copies to a personal friend serving in the U.S. Navy Reserve, a copy to a young-adult member of Shepherd of the Hills now in her second year as a U.S. Air Force Academy cadet, and a copy to Warren. Each found the Prayer Book to be a helpful personal resource and a welcome sign of pastoral care and support expressed to them on behalf of the church.

“Our congregation practices radical hospitality for all. We value and respect those who serve in our military, and in other forms of government service. Finding new ways to welcome Capt. Vaneman — and others — home was, and continues to be, a natural expression of who we are as a community of faith,” says Mark.



[Register Now](#) for the 2014 Rural Ministry Conference!

SAVE THE DATE!
33rd Annual Rural Ministry Conference
March 2 - 4, 2014

The Center for Theology & Land at Wartburg Theological Seminary hosts the annual Rural Ministry Conferences that have been held in Dubuque since 1982. Each year's conference addresses issues and themes pertinent to the well-being of rural communities and the ministry of rural churches. This year's theme is [Revitalizing Rural & Small Town Ministries](#).

by the
Numbers

92
 congregations

24,935
 members

12
 clusters

164
 ordained ministers

11
 lay rostered leaders

27
 synod council members

5
 synod office staff

CONCORDIA CHOIR (MOORHEAD, MINN) IN CONCERT

Hear one of the nation's finest college choirs perform Monday, February 24 at 7:30 p.m. in Cathedral of Our Lady of Lourdes. René Clausen conducts the 79-voice a cappella choir in several spirituals and hymns plus some new dramatic new arrangements with Excelsior! instrumental trio. You've seen their Christmas concerts on television and Garrison Keillor calls them 'Exceptional!' Tickets; \$20 Adults; \$5 Students. Available online at ConcordiaTickets.com, by calling 800-838-3006 or at the door. Visit www.TheConcordiaChoir.org for complete information.



Health Assessment - Take It Now!

If you have ELCA-Primary health benefits, we need your help. Take the 2014 Mayo Clinic Health Assessment on the EmbodyHealth web portal at www.elcaforwellness.org before April 30. We'll be one person closer to 65% participation, and you'll earn a \$150 credit to offset out-of-pocket medical costs.

Find instructions for taking the health assessment at myPortico.PorticoBenefits.org

**EASTERN
WASHINGTON
IDAHO SYNOD**

of the
Evangelical Lutheran Church in America

314 S. Spruce St., Suite A
Spokane, WA 99201-5823



Let Down the Nets

Lifting Our Vision
Jesus First, Last, Always
God's Grace, Our Gratitude
The Spirit Powers Us
No Fear! Transformation
Connections Multiply Miracles
Go, Tell & Serve

February 2014 Newsletter

Look for the
December 2013 Copy of
Bits & Pieces in the synod website



Bits & Pieces

Eastern Washington-Idaho Synodical Women's Organization
Women of the ELCA

Please reproduce any and all articles for publication in congregational newsletters or bulletins.

The **Cross Connection** is also available on the synod website at www.ewidsynod.org.

Deadline for articles is the 5th of each month.



God's Work. Our Hands.

Synod Calendar

February 2014

- 16 Ordination of Misael Fajardo
- 20 Our Place - Annual Fundraiser
- 23 PLU Sunday

March 2014

- 9-12 Lutheran Staff Association @ Cannon Beach
- 12 Fig Tre Annual Fundraiser
- 20-21 Deans' Meeting
- 28 Assembly Resolution/Nomination Deadline



Eastern Washington-Idaho Synod
Evangelical Lutheran Church in America
God's work. Our Hands

Staff

- Bishop The Rev. Martin Wells
- Director for Evangelical Missions .. The Rev. Helga Jansons
- Program Administrator Cathy Steiner
- Assembly Manager Karla Olson
- Communication Director Gib Dominguez

THE PARISH PAPER

IDEAS AND INSIGHTS FOR ACTIVE CONGREGATIONS

Coeditors: Herb Miller and Cynthia Woolever - www.TheParishPaper.com

February 2014 - Volume 22, Number 2

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A Parable about Pastoral Leadership

Only the wisest of pastors can create a congregational atmosphere where the reins of leadership shift with each new opportunity or crisis. At least four types of leadership—character, focused, transformational, and shifting—are necessary for congregations attempting to navigate their rapidly changing environment. These four types are not a progression, but rather the forms of leadership that typically surface for congregations facing specific challenges.

Character Leadership

Once upon a time, a pastor decided to take the congregation on vacation. On the way to their destination, the plane crashed but landed safely on a deserted island, injuring no one. The congregants knew that it might be quite some time before help arrived. They set out to gather wood, pluck berries, sharpen spears for fishing, and fashion rope for constructing huts. While pursuing these tasks, a few disputes arose among the congregants and they brought those disputes to the pastor for mediation.

The pastor, trained in the art of managing conflict, was quickly able to deal with the minor conflicts. One day a parishioner suggested that many of these disputes could be avoided if all the new island dwellers would simply mirror the temperament and values of the pastor. He argued that this approach would avoid future disputes. This worked. The congregation went about their chores and lived peacefully for the first year of their shipwreck.

Moral: Modeling behavior is one of the most powerful forms of leadership. This can be seen in a pastor who launches a building program or organizes a community dinner.

Focused Leadership

Early in the second year of their existence on the island, a congregant who regularly fished in the cove noticed that the ocean's water level seemed to be rising steadily each week. When news of this discovery reached the pastor, the pastor quickly

declared, "We must move to the highest point on the island!" Because the pastor took meditative walks, he knew where the highest point was and announced that it was only a three-day journey.

Preparing for the journey, however, took much longer than three days. The pastor appointed someone to officially monitor the water level, while also organizing others into working teams dedicated to disassembling the camp and preparing for the move. Because these preparations took several weeks, the pastor could make several scouting trips to the new location to map out the location. The team's plans united into one seamless design that transpired like clockwork.

The days of year two seemed to fly by as each person was fully dedicated to their acquired task, trusting that the new location would allow the congregation to survive the hastening tide. Finally, the day of the big move arrived, and at the end of the three-day journey the congregation arrived safely in their new abode where they celebrated their safety during the final week of the second year of their shipwreck.



"THE PASTOR SAID WE'RE FREE TO EXPERIMENT AS LONG AS WE DON'T CHANGE THE ORDER OF WORSHIP, MUSIC STYLE, OR SANCTUARY TEMPERATURE."

Moral: Focused leadership gets the congregation from point A to point B. This can be seen in the pastor who takes the lead on a new mission goal, constructing a long-term plan and delegating tasks, all while monitoring progress.

Transformational Leadership

It did not take long for the pastor and congregation to figure out that this new location was a terrible place to live. Although the new geographic coordinates did indeed provide safety from the rising tide, scouring and damaging winds came daily just before sunset. Then, sunset brought plummeting temperatures, much colder than any temperature that the congregants had experienced before.

The fact that everyone knew who picked the new site—the pastor—prevented their public display of remorse. But covert and increasingly passive-aggressive resistance grew each day. The pastor knew not what to do but pray.

Soon others joined in prayer, breaking the isolated pattern of pastoral discernment, intercession, and disclosure that had characterized their first two years on the island. Along with prayers, they came to the discovery of new gifts and new insights into the problem at hand.

“I could have told you that this would be a terrible place to live,” said the meteorologist who came to the prayer group one day. “I concur,” said the geologist who also held a degree in global climatology. Soon a new team assembled to study the best place to live on the island, drawing from the various gifts of the congregants.

Still, convincing the congregation that they must move again to a new location proved much more difficult. Dreadful as the conditions were, many had grown accustomed to them.

The pastor appointed a second leadership team to listen to the grumblings of the new faction that had emerged among the congregants who were considering staying at their existing location. Listening helped. By addressing their concerns and listening, new insights emerged from the curmudgeon group. During the final week of their third year on the island, the congregation moved to a much more suitable location.

Moral: Empowering a team to guide and assist the pastor helps the congregation move from point A to point B. Although the movement is still linear, the required pastoral skills are completely different from focused leadership.

Drawing on multiple gifts and forming a new vision is the crux of transformational leadership, such as can be seen when groups are empowered to effect real changes in the congregation.

Shifting Leadership

As pleasant as these new conditions were, they were not safe. The congregant responsible for tracking the rising tide consulted with the leadership team. Together they concluded that no location on the island would be safe. Within six months, the entire island would be under water. For a while, this catastrophic news catapulted the congregation into chaos.

However, slowly amidst the disorder, varying groups began to emerge to address the needed change. Shipbuilders commenced a project, food gatherers sought out less perishable food, and another group constructed sails. Completely unknown to any of these teams, a rogue group began to build beds and eating tables that would minimize the effects of the swaying sea.

Although teams seemed to be operating independently of one another, the pastor knew that seeking more control over the work teams might slow their progress and spell doom for the congregation, and so he merely stepped in at times to remind the groups to meet their deadline. Within six months, just before the daily high tide reached the sleeping quarters of the congregants, they successfully launched out into the sea.

Moral: If the transformational leader refrains from overusing his or her gifts, the phenomenon of shifting leadership can ensue. Leaders drawing on this leadership form articulate where a group is going, but not how it will get there. For example, the pastoral leader sets people free to innovate and experiment when reaching out to a radically changing neighborhood.

The Moral of the Parable

Because differing conditions call for different styles of leadership, the right form of leadership at the right time yields the greatest dividends. Each of these leadership styles are appropriate at different times, and none of them are better than the others. Few things are worse for a congregation than a leadership approach that refuses to leave the helm even after the ship has sailed.

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