



# The Grapevine

CONNECTING THE CONGREGATIONS OF THE PRESBYTERY OF DETROIT

February 2013

## And they Grew in Strength and in Number (Acts 16:5)



by the Rev. Dr.  
Allen D. Timm,  
Executive  
Presbyter

The Leadership Training Day Workgroup presented a conference on the theme of church growth. This year they selected congregations that grew in vitality or in number, to present models congregations could observe. The examples showed a common theme: when congregations hear the call to make disciples who will change the world, they will grow in vitality. Here is how the congregations were selected. The Planning and Visioning Team took a look at worship attendance in 2011. There were 22 congregations in the Presbytery who experienced growth in worship. They considered all 22 and decided to lift up some models from around the Presbytery.

The Workgroup asked Dr. Richard Brownlee to conduct a study of 7 congregations, and to produce a video for Leadership Training Day and for the congregations to use for study. The video was a "two-fer." Not only does the video give congregations something to look at; it also provided a young adult at The First Presbyterian Church of Dearborn the opportunity for training as a videographer. The video shows the pastors telling their story.

Here is what Richard wrote about the experience:

"You will discover, from the interviews in the video you are about to see, that there is no one answer to what leads congregations to vitality. There are many differences in approach, but what stands out is

their willingness to listen and discern what God is calling them to do, not just in their congregation, but in their community, and then their deep commitment to respond to that call.

"Each congregation is intentional in its mission, and engaged in its community. Their stories remind me of a number of scriptures that push us to reach out to the world in God's name to demonstrate the love of Christ.

"I came that they may have life, and have it abundantly.' John 10:10b

"Then Jesus called the twelve together and gave them power and authority over all demons and to cure diseases, and he sent them out to proclaim the kingdom of God and to heal.' Matthew 9:1-2 ....

"But, there is one more thing about these congregations. They do not just leave things to chance. They pray and think carefully about God's call to mission. Then, knowing our human frailty, they evaluate their work. They want to know when they have failed. And when that happens, they seek God's Grace and change their actions. But, they also want to know when they have been faithful, so they can rejoice! They understand that we are gathered to be God's people. As God's people, we have been sent on a mission to bring to the world the Good News! Life in the Kingdom is near because God is here.

"Go and do likewise. Amen."

Here is a flavor of the ministries that were started:

- A ministry of prayer walks and conversations to reach out to a neighborhood
- A ministry to walkers –with coffee and conversation
- A ministry to reach young adults
- A food ministry
- A ministry with people who have special needs
- A ministry of growing disciples
- A ministry of reviewing the meaning of our faith
- A summer beach ministry
- Revitalized worship
- A ministry to the homeless and those out of work

As Richard Brownlee wrote, these congregations heard a call in their context. They were faithful in responding. They heard Christ's call to show his love to the lost and the lonely. They decided to show Christ's love.

I hope you will purchase a copy of the video clips and at each session meeting show one. They are ten minutes each. You can find the study guides that were used in the workshops at <http://www.pbydetroit.org/F.Y.I/Announcements/Church Leadership Development/Leadership Day 2013 Congregations Who Grew in Worship.pdf>. Afterwards, ask the questions Gil Rendle poses in his works, "Who are we? What is our purpose? Who is our neighbor?" Christ calls us to make disciples who will change the world. Will we answer Christ's Call?

**DR. CYNTHIA RIGBY TO  
SPEAK AT GROSSE ILE  
PRESBYTERIAN CHURCH**

**Grant Writing Workshop**

Grosse Ile Presbyterian Church invites you to join them the weekend of **March 9-10, 2013** to hear Dr. Cynthia Rigby talk about **"Believing in God."** This is their annual Theologian-in-Residence weekend, and they are very pleased Dr. Rigby has accepted their invitation to be this year's theologian. She will speak on Saturday, then preach at 8:15 am and 10:30 am services on Sunday, March 10.

Dr. Rigby is well known for her writings, her preaching and her scholarship. She is the W.C. Brown Professor of Theology at Austin Presbyterian Theological Seminary in Austin, Texas. She is a prolific writer, author of over 30 articles and book chapters. An ordained minister, she is actively engaged with congregations and has just served as member of the G.A. task force that authored "The Trinity: God's Love Overflowing." She is also Austin's first faculty member to be elected to Austin Seminary's Board of Trustees.

The program begins at 9:00 am Saturday morning and will run until 1:00 pm. Grosse Ile Presbyterian Church is located at 7925 Horsemill Road, Grosse Ile, MI 48138.

Time: 9:00 am to Noon, Saturday **March 2, 2013**

Location: Westminster Presbyterian Church, Room 179  
17567 Hubbell Ave.  
Detroit, MI 48235

Sponsored by: Hands-On Mission, a work group of Mission Interpretation Ministry Team of the Presbytery of Detroit.

Learn all that is involved is writing grants for request of funds. Our goal is to inform you and answer your questions about the grant writing process.

The purpose is to develop 3 to 5 persons as members of a writing team for searching, writing and working to source support for Hands-On Mission identified projects.

Space is limited so please RSVP to Mary Lloyd via website [www.hands-on-mission.org/projects-and-activities.html](http://www.hands-on-mission.org/projects-and-activities.html)



**Clergy Ordination Anniversaries**

**February**

Forger, Deborah 5  
Choi, Seung Koo 45

**The Parish Paper**

Our organization's purchase of photocopy rights for The Parish Paper INCLUDES

1. Permission to provide copies to our staff and the congregations within our constituency in any of the following ways: E-mail, Postal, newspaper, newsletter, meetings, training events, and our Website.
2. Permission for each congregation within our constituency to (a) photocopy or electronically distribute for local use as many copies as it needs, (b) post them on its Website, and (c) quote sentences and paragraphs.

**Your congregation does NOT have permission** (a) to delete the copyright notice on page 2; (b) to re-write, paraphrase, or change the wording of sentences and paragraphs; or (c) to give ANY THIRD PARTY—other than your staff and constituents—permission to photocopy or reprint (in any quantity, no matter how small, whether for free distribution or for sale).

**Presbytery of Detroit**

Presbyterian Church (U.S.A.)  
17575 Hubbell Ave, Detroit, MI 48235  
313-345-6550  
313-345-7250 (fax)  
Info@detroitpresbytery.org  
<http://www.detroitpresbytery.org>  
<http://www.PbyDetroit.org> (for documents)  
<http://www.synodofthecovenant.org>  
<http://www.pcusa.org>

**Staff**

*Executive Presbyter*  
The Rev. Dr. Allen D. Timm, ext. 203  
*Stated Clerk*  
The Rev. Edward H. Koster, ext. 201  
*Director of Outdoor Ministries*  
Richard Grant, 517-546-0249  
*Resource Center Director*  
Joanne Higgins, ext. 215  
*Hunger Action Coordinator*  
Artheillia Thompson, ext. 207  
*Executive Assistant*  
Beverly Knox, ext. 204  
*Office Manager*  
Sandra K. Jensen, ext. 220

*Accounting Manager*

Bev Auger, ext. 209  
*Office & Bookkeeping Clerk*  
Rhonda Barley, ext. 200

**Consultants**

*Hands-on Mission*  
Mary Lloyd, 313-247-0792  
*Transformation of Congregations*  
The Rev. Estelle Aaron, 216-280-1338  
*Youth Hands-on Mission*  
Charon Barconey, 313-770-5822  
*Interfaith Ministries*  
The Rev. Wm Gepford, 313-933-4086

# THE PARISH PAPER

## IDEAS AND INSIGHTS FOR ACTIVE CONGREGATIONS

Coeditors: Herb Miller, Lyle E. Schaller, Cynthia Woolever - [www.TheParishPaper.com](http://www.TheParishPaper.com)

March 2013 - Volume 21, Number 3

Copyright © 2013 by Cynthia Woolever

### What Leadership Style Works in Our Church?

Dave wanted to be a good pastor, and the right pastor for the church. But daily he felt like a square peg being pounded into a round hole. Unfortunately, different factions in the congregation held different views on his leadership. Some church members wanted Dave to bring an exciting new ministry vision and direction, others wanted to feel more emotionally engaged in church life, and another group of members wanted a comforting shepherd who focused on taking care of their spiritual needs. Dave, and all groups within the church, operated on unshared assumptions about pastoral leadership.

Leadership methods abound in the business and secular nonprofit world, but do these understandings enhance our insight into leadership in local church ministry? Leadership in the congregation is more complex because it must be the right style of leadership not only for the church itself, but also for the surrounding community in which the church is located. Still, whether we are considering secular or pastoral leadership, most leadership theories share the view that leadership is distinct from management. One definition clarifies the distinction with this image: "Management is efficiency in climbing the ladder of success; leadership determines whether the ladder is leaning against the right wall."

#### Pastoral Approaches to Leadership

Leadership means that someone directs, inspires, or motivates others. Generally the person is out front, leading the way with big-picture ideas, more possibilities, or practical solutions. A recent national study asked pastors to assess the extent to which they used three common leadership approaches. A random sample of worshipers in each congregation answered the same questions about their pastor's leadership style. The results show that pastors often rely on more than one of these overlapping approaches or strategies.

*Transformational leadership.* Pastors with this leadership approach define and determine a common

ministry vision. The pastor creates a sense of loyalty and excitement among members by connecting them to that vision. As a result, church members feel some ownership in this vision and work to achieve the church's goals. Transformational pastors offer intriguing new possibilities and help worshipers think about problems in new ways.

The national survey revealed that *worshipers* see their pastor exhibiting *more* transformational leadership traits than the leaders do themselves.

*Servant leadership.* Pastors employing a servant leadership approach tend to focus more on the needs of individuals—worshipers, lay leaders, and church staff—rather than on a common vision of the church as a whole. This type of leader believes that helping others meet *their* goals promotes the church's overall ministry effectiveness. The servant leader involves worshipers in all congregational decision making.

The national study found that the majority of pastors describe themselves as altruistic, servant leaders. But again, *worshipers* describe their pastor as *more* often showing servant leader qualities than do pastors themselves.



CHOICE OF LEADERSHIP STYLE,  
AND MATCHING ACCESSORIES,  
WERE DAILY CHALLENGES  
FOR REV DIMAGGIO

*Motivational leadership.* Pastors taking this approach say that their role is to create an environment that motivates, encourages, and prepares members to take action. Worshipers experience this style of inspiring and equipping leadership as collaborative.

Fewer worshipers say that their pastor's style has motivational attributes than do pastors themselves.

Only one in ten pastors draw on all three approaches. Rather, most pastors' responses reveal that they lead with a primary approach; some also put a secondary approach in play.

### **When Pastor and Members Agree on the Match**

Some members in the national study admitted that they couldn't identify their pastor's leadership style. Further, fewer than four in ten worshipers agree with their pastor's own assessment of his or her leadership style. Does it make a difference if members and the pastor describe the pastor's leadership approach in a similar way? When pastors and worshipers share a common understanding about the leadership style for the congregation, several positive research results emerge.

1. *Worshipers have a more positive outlook about the future than members do in other congregations.* The majority of members look forward, with enthusiasm, to the church's ongoing ministries. They believe that the best years of the congregation lie in the future. Their positive outlook about what the future holds means that they more readily embrace change.
2. *Worshipers share their faith with others.* Worshipers more readily talk with others—outside the church—about their faith. As they talk with others about how faith shapes their lives, they also invite others to attend their church's worship services.
3. *The congregation grows in worship attendance.* A good leadership fit signals that many other aspects of the church are flourishing. New attendees are attracted to strong and healthy congregations.

### **How Is Leadership Style Linked to Conflict?**

Church discussions and decisions sometimes lead to conflict. Three quarters of the pastors in the study report that their congregation experienced *minor* conflict recently. What was the reported conflict about? Pastors mentioned their leadership style (31%) and church finances (27%) most often.

More serious conflict can be found in churches where lay leaders say that they take the primary initiative in making decisions and planning programs.

One in three lay-directed churches reported *major* conflict that resulted in members or the pastor leaving. In a pastoral leadership vacuum, various members may attempt to take the church in assorted directions, resulting in conflict that the pastor cannot resolve.

In churches that are *free from major conflict*, one or more of the three pastoral leadership approaches—transformational, servant, and motivational—are identified by members. True leadership minimizes conflict because it creates a shared direction for the congregation.

### **The Bottom Line**

*The Right Questions for Pastors.* Take an hour to reflect and make notes on your leadership approach. Consider how your current approach might differ from the strategies you've used in the past.

Next, ask three to five people who know you well to describe your pastoral leadership style. Listen, take notes, and ask for clarification or examples when needed. Later, compare your self-description with what you learned from others' observations. Does their description match yours? What can you learn from any discrepancies in the descriptions?

*The Right Questions for Lay Leaders.* Ask a small group of lay leaders and long-time members to discuss their insights about church leadership by responding to these queries: Do we want our pastor to motivate, organize, and equip *us* for ministry, or do we want a pastor who takes the lead in all the ministries for us? Can our pastor have a new vision for the congregation or will some members interpret that new initiative as an inappropriate agenda? Do we publicly support the pastor and other leaders during difficult times of substantial change?

As you think about the church's current needs and your pastor's gifts, do you see a good match? From your perspective, what are the key pieces for understanding the puzzle of a good match?

---

1. Stephen R. Covey, *The 7 Habits of Highly Effective People* (New York: Free Press, 1989), 101.

2. Cynthia Woolever and Deborah Bruce, *Leadership That Fits Your Church* (St. Louis, MO: Chalice Press, 2012), 101–12. Download a free guide with group exercises (<http://www.uscongregations.org/pdf/Leadership-That-Fits-Your-Church-Leader-Guide.pdf>).

## Presbytery of Detroit Calendar of Events

To have your Churches event posted please send the information to [sandy@detroitpresbytery.org](mailto:sandy@detroitpresbytery.org).

<b>March 2013</b>	
1-3	Alma Youth Mix. Registration packets are available at <a href="http://www.presbylh.org/alma-youth-mix/">http://www.presbylh.org/alma-youth-mix/</a> or to volunteer to help with the Mix, please contact Cher Childs, the chair of the Youth Mix Design team at <a href="mailto:cchilds302@aol.com">cchilds302@aol.com</a>
4-8	Grosse Pointe Memorial Church, 16 Lakeshore Dr., Grosse Pointe Farms, MI 48236 welcomes its annual Ecumenical Minister: the Rev. Dr. Shuying Shih, from Taiwan. Her seminars about the culture, history, and religious landscape of Taiwan For more information about her visit, go to <a href="http://www.gpmchurch.org">www.gpmchurch.org</a> or <a href="#">click here for flyer</a> .
5	Taizé Worship 7:00 pm at <a href="#">Dearborn, Littlefield</a>
9	PWPD retreat "Doors of Grace: Opening Our Hearts to God's Presence" to be held at First Presbyterian Church, 1669 W. Maple Rd., Birmingham, MI 48009. <a href="#">Click here for more information</a>
9-10	Grosse Ile PC, 7925 Horsemill Rd., Grosse Ile, MI 48138 welcomes Theologian in Residence Cynthia Rigby and invites the Presbytery to join them. <a href="#">Click here for more information</a>
10	<b>Daylight Savings Time Begins</b> – set clocks ahead one hour
<b>April 2013</b>	
2	Taizé Worship 7:00 pm at <a href="#">Dearborn, Littlefield</a>
10-13	ETS 3 <sup>rd</sup> Annual Women in Leadership Conference. <a href="#">Click here for more information</a>
13	Clerk Training 9:00am-11:00am at Detroit Westminster. We will continue the discussion about Session responsibilities under the Directory of Worship. <a href="#">Click here for a copy</a>
<b>May 2013</b>	
7	Taizé Worship 7:00 pm at <a href="#">Dearborn, Littlefield</a>
27	Presbytery Office Closed in observance of Memorial Day
<b>June 2013</b>	
4	Taizé Worship 7:00 pm at <a href="#">Dearborn, Littlefield</a>
4	TRAINING in Prepare/Enrich being offered at Samaritan Counseling Center of SE Michigan, Nardin Park United Methodist Church, Farmington Hills. For more info and registration go to <a href="http://www.samaritancounselingmichigan.com">www.samaritancounselingmichigan.com</a>
30-July 5	Covenant Gathering 2013 "Seasons of Faith" at Michindoh Conference Center, Hillsdale, MI. More information on the Covenant Gathering web site <a href="http://www.covenantgathering.com">http://www.covenantgathering.com</a>
<b>July 2013</b>	
2	Taizé Worship 7:00 pm at <a href="#">Dearborn, Littlefield</a>
4	Presbytery Office closed in observance of Independence Day
16-20	Presbyterian Youth Triennium 2013 at Purdue University. <a href="#">Click here</a> for the Detroit Delegation Registration information and forms. If you have questions please contact Matt Nickel at <a href="mailto:mnickel@fpcro.org">mnickel@fpcro.org</a>
<b>August 2013</b>	
6	Taizé Worship 7:00 pm at <a href="#">Dearborn, Littlefield</a>
<b>September 2013</b>	
2	Presbytery Office closed in observance of Labor day
3	Taizé Worship 7:00 pm at <a href="#">Dearborn, Littlefield</a>
21	Warren, Celtic Cross Fall "Holiday Craft Show" from 10-4 and table rentals will be \$25. For further information please contact Celtic Cross Presbyterian Church, 11451 E. Ten Mile Rd., Warren, MI 48089 or call 586 757 7832.

<b>October 2013</b>	
1	Taizé Worship 7:00 pm at <a href="#">Dearborn, Littlefield</a>
26	Month of Mission Breakfast 9:00 am at Grosse Pointe Memorial, 16 Lakeshore, Grosse Pointe Farms, MI 48230
<b>November 2013</b>	
3	<b>Daylight Savings Time Ends</b> - set clocks back one hour
5	Taizé Worship 7:00 pm at <a href="#">Dearborn, Littlefield</a>
28	Presbytery Office closed for Thanksgiving Day
<b>December 2013</b>	
3	Taizé Worship 7:00 pm at <a href="#">Dearborn, Littlefield</a>
14	Men's Advent Communion Breakfast
24-25	Presbytery Office Closed for Christmas Holiday
31-Jan 1	Presbytery Office Closed for New Year Holiday
	<b># # #</b>