

# Contents

Acknowledgments 11

Introduction 13

## **Part 1 Preparation for Discovery 17**

1. The State of Pastoral Leadership in America 19
2. Re-Envisioning Pastoral Leadership 33
3. The Biblical Basis for Re-Envisioning Ministry 36
4. Design, Direction, and Development 55
5. The Leader's Behavior 69

## **Part 2 Process of Discovery 89**

6. Our Initial Exploration 91
7. Our Follow-up Exploration 100
8. Four Critical Questions 119

## **Part 3 Practice of Discovery 129**

9. Embracing the Characteristics of Re-Envisioning Pastors 131
10. How to Create and Cast a Compelling Vision 146
11. Creating a Culture for Change 166
12. Recruiting a Mentor or Coach 186
13. Preparation, Process, and Practice 206
14. Re-Envisioning Seminaries, Denominations, and Networks 219

## Appendixes

- A. Temperament Indicator 1 227
  - B. Type Indicator 2 228
  - C. Leadership Style Survey 231
  - D. The Expanded Temperament Indicator 1 234
  - E. The Expanded Type Indicator 2 238
  - F. Sampling of Church Growth Statistics from Discovery 2 241
  - G. Pastoral Leadership Audit Scores 246
  - H. Vision Style Audit 250
  - I. Character Assessment for Leadership 252
  - J. Sixteen Make-or-Break Questions 255
  - K. Examples of Successful Internship and Apprenticeship Ministries 257
- Notes 269