

## December 2010 E-News

### Clergy & Congregations



#### Living And Working On Purpose

Dear Colleagues,  
Thanks for a great year of serving together. We are anticipating a fruitful and productive 2011 with you. We look forward to partnering more and knowing you better in the New Year.  
Pinnacle Associates

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### Successful Ministers: How Do We Know One When We See One?

Sometimes a theme emerges from many conversations. Two months ago I heard a lay person describing a church in another state, with the lay person also commenting on the pastor there, "He's a VERY successful minister." We were hurrying to an event so I couldn't ask him to unpack this loaded statement. What did "successful" mean to this lay person? Last month I joined a new Missional Church Reading Group, organized by a denominational minister friend, and immediately the group began wrestling around with the purpose of churches. As you would guess, the conversation quickly became personal. "How do we know when we are on target as ministers?" In one of our Lead Pastor Cohorts, one Senior Pastor described the Staff Evaluation process this Fall (with frustration). Finding an effective way to evaluate ministry and program staff was challenging (by the way, we have a model if you want it), but then what is the question we are really asking when we do staff evaluations? Is it basically how much we like the person (very poor evaluation criteria!)? Through all these conversations runs the theme of "success." How do we know a successful minister when we see one?

#### Writing Days Isle of Palms Jan 24-25



Writing Days is a working Retreat for writers of any level. This is the second Writing Days Retreat facilitated by Writing Coach Anita Flowers.

Register quickly!

To learn more, contact Anita at [anitaf@pinnaclelead.com](mailto:anitaf@pinnaclelead.com) or 843-224-2025 or see the brochure on our website at [www.pinnaclelead.com](http://www.pinnaclelead.com)

#### Pinnacle People



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When this question comes up (and it does more frequently than we know), I remember struggling with two colleagues in a Ministers Support and Consultation Group about 10 years ago. One pastored a suburban church; growing in its buildings, membership, and budget. The other pastored an inner city church, with its original constituent base having moved out while several other people groups moved in. Both ministers were in their mid-thirties, both motivated and gifted for ministry, both hard workers. One's church was "growing" in the traditional sense of that word (buildings, bodies, and budget). The other's church was maintaining membership, but was wrestling around with whether it would embrace its new community or hope for their kind to return someday. Their ministries were radically different in nature, but one was "successful" in traditional terms...while the other was being prophetic and pastoral in a very challenging ministry context.

Out of that experience, the members of that group decided the word "successful" is irrelevant to ministry. The usual categories of evaluation (largely and mostly) don't apply. Instead there are two other words that are more relevant (and harder to do). **Faithfulness.** If we fast forward to the end of our ministries and look back at our Christian service, what do we yearn to be able to say about our ministries? One answer frequently arising when ministers answer this question is about faithfulness. We want to faithfully live out God's calling for us as fully as possible. Sometimes that results in numeric growth, financial growth, and other traditional measures. Other times that results in helping a "stuck" congregation peel away an outdated self-definition and embrace God's new future for them.

Since that group experience ten years ago, I have added another word to my minister evaluation perspective: **Effectiveness.** Can one be faithful to one's calling, and still be ineffective? Yes. Do you engage in continuing education, read books, discuss ministry practices with others, and listen to podcasts? Then you also believe improving and raising your effectiveness is part of what makes a successful minister. One can serve faithfully, but be so out of touch with the church's needs, or mission, or ethos, that the church does not progress toward fulfilling its calling or living out its mission.

Both are spiritual words: **Faithfulness and Effectiveness.** Both are integral to a ministerial life well-lived. We are called to faithfully follow our Lord and serve with commitment. Simultaneously, we are called to sharpen ourselves and our tools to more effectively serve our Lord. May we be faithful to our callings and effective in our service. How do you define "successful" ministry in your ministry context?

Mark Tidsworth  
PLA President

**Book Review:**  
**Alan Hirsch, *The Forgotten Ways: Reactivating The Missional Church***  
**Grand Rapids, MI, 2006**  
**Reviewed by Mark Tidsworth**

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It's been great fun using this book with my seminary class this Fall. We read two other books focused on leading the traditional model church (The Hidden Lives of Congregations by Israel Galindo and How Your Church Family Works by Peter Steinke), but this one....this one is a whole different approach. Alan Hirsch is on the cutting edge of the Missional Church Movement. His primary questions gather around God's mission in the world NOW. What does the gathered community of disciples do in the post-modern context? What is our essential purpose (not much different than it's been for centuries)? How do we live out our part of God's mission in the world, given it is nearly 2011? What do we need to let go and what do we need to embrace to effectively serve God? Seminary students easily understood and embraced the learning from the traditional model reading, but Hirsch challenges us all.

Hirsch borrows Alan Roxburgh's concept of "liminality" to describe where the church is now. "Liminality, in his view, is the transition from one fundamental form of the church to another...Environments of discontinuous change require adaptive organizations and leadership." Hirsch and others in the Missional Church Movement basically believe the world has dramatically changed into a post-modern period, requiring organizations to learn and adapt, if they want to persist and be relevant. This includes the church. So, the task at hand is to identify the evolving form of church which rises up around God's mission of redemption in the world.

An outstanding contribution of The Forgotten Ways is Hirsch' model of the six elements which combine to "form the phenomenon called Apostolic Genius that in turn energizes and shapes all Jesus movements anywhere" (p. 79). These six elements are:

1. Jesus as Lord
2. Disciple Making
3. Missional-Incarnational Impulse
4. Apostolic Environment
5. Organic Systems
6. *Communitas*, Not Community

In some ways these are what you might think they are. At the same time, Hirsch is so far ahead of most of us in his thinking that each chapter will be a learning experience.

This is not the most dangerous book I've read - in terms of shaking up the church status quo. It is one of the more insightful and inspirational books I've taken in on the Missional Church Movement. Read it and find yourself more motivated to lead your congregation in faithful and effective missional service to Christ. And, too, now there is a handbook out for The Forgotten Ways. [A pastor emailed](#)

church using the Handbook. Check it out.

## Leadershi Coaching Project: November 2010 - April 2011

Pinnacle began The Leadership Coaching Project last month with a retreat at Lutheridge Conference Center in Asheville, North Carolina. Seasoned senior pastors, solo pastors, denominational ministers, therapists, seminary students, and new church developers gathered for a whirlwind of inventories and self-awareness learning. Following the retreat, each participant will be coached by a Pinnacle Coach toward acheiving his/her learning goals.

The input and feedback from participants at this point is very positive. Soon, we will make The Leadership Coaching Project available to denominational groups. This is a great way to bring high quality training to your clergy and church staff. Pinnacle is glad to partner with you on The Leadership Coaching Project. You can see a description on our website at:

<http://www.pinnaclelead.com/calendar.html>

## Pinnacle Services You May Not Know About



**Sometimes people will learn what we are doing and comment, "I didn't know you did that." We are glad to inform more people about the services of Pinnacle, with the following as examples of work we do. To learn more, simply call or email and we will share more details for you. Thank you for your strong engagement with Pinnacle Leadership Associates in 2010. 2011 looks to be a promising year for joining God on mission in this world.**

**Visioning And Discernment Consulting  
Career Coaching  
Size Transition Consulting  
Staff Development Days and Retreats  
Conflict Management Consulting  
Senior Pastor Cohorts  
Disciple Development Coach(c) Training  
Annual Agreements for Coaching Staffs  
Marriage Enrichment Retreats**

**Calendar**

E3 Training For Clergy and Lay Leaders  
Providence Presbytery, Rock Hill, South Carolina  
Jan 9, Afternoon  
Mark Tidsworth, Presenter



Lay Leadership Team Retreat  
Lake Murray Presbyterian Church  
Jan 8  
Chapin, South Carolina  
Doug Cushing, Retreat Leader

Lead Pastor Cohort Coastal  
Jan 11, By Invitation  
Isle of Palms, SC  
Mark Tidsworth, Leadership Coach

Lead Pastor Cohort Lexington  
Jan 19, By Invitation  
Lexington, SC  
Mark Tidsworth, Leadership Coach

Lay Leadership Team Retreat  
Forest Lake Presbyterian Church  
Columbia, South Carolina  
Jan 21-22  
Mark Tidsworth, Retreat Leader

Writing Days  
Isle of Palms (near Charleston) South Carolina  
Jan 24-25  
Anita Flowers, Writing Coach and Retreat Leader  
Total Cost: \$255, including room  
Download a brochure and learn more at:  
<http://www.pinnaclelead.com/calendar.html>

Lay Leadership Team Retreat

Tyger River Presbyterian Church  
Moore, South Carolina  
Jan 29  
Mark Tidsworth, Retreat Leader

Lay Leadership Team Retreat  
First Presbyterian Church  
Clinton, South Carolina  
Feb 4-5  
Mark Tidsworth, Retreat Leader



Peoplemap Communication System Showcase  
For Clergy, Church Staff, Work Teams  
Creeviewood Baptist Church  
February 8, 9AM-12:00 Noon  
Ircel Harrison, Certified Peoplemap Trainer  
To register or learn more contact:  
[melaniet@pinnaclelead.com](mailto:melaniet@pinnaclelead.com) at 803-673-3634 or  
[ircelh@pinnaclelead.com](mailto:ircelh@pinnaclelead.com) at 615-423-8223

Lead Pastor Cohort Coastal  
Feb 8, By Invitation  
Isle of Palms, SC  
Mark Tidsworth, Leadership Coach

Church-Wide Retreat  
St. Johns Episcopal Church  
Kanuga Conference Center, Hendersonville, NC  
February 18-20  
Mark Tidsworth, Retreat Leader

Lead Pastor Cohort Lexington  
Feb 23, By Invitation  
Lexington, SC  
Mark Tidsworth, Leadership Coach

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