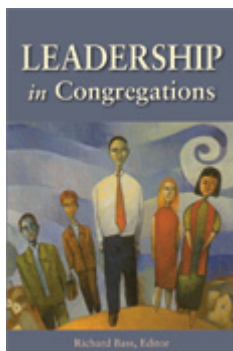


# Leadership in Congregations

Edited by Richard Bass

*The challenge before us is to shift from preoccupation with institutional problem solving to a new commitment to capturing people's imagination and providing wellsprings of hope. To make this shift requires a new calling of leaders, a new training of leaders, and a new supporting of leaders who can stand with poise and fidelity.*—James P. Wind and Gil Rendle

This book edited by Richard Bass, gathers the collected wisdom of more than 10 years of Alban Institute research and reflection on what it means to be a leader in a congregation, how our perceptions of leadership are changing, and exciting new directions for leadership in the future.



With pieces by such diverse church leaders as Graham Standish, Diana Butler Bass, Jeffrey Jones, Donna Schaper, Gil Rendle, Ann Svennungsen, Mark Lau Branson, and many others, this volume gathers in one place a variety of essays that approach the leadership task and challenge with insight, depth, humor, and imagination. The book also includes the full text of Alban's 2001 special report, "The Leadership Situation Facing American Congregations," by James P. Wind and Gil Rendle.

That report examined the evidence for turmoil on the one hand and ferment on the other. The Alban Institute, it declared, stood on the side of ferment. To live into the ferment, the report argued, we need to see leadership in new ways and learn a new set of adaptive skills that allow leaders to shape new patterns of congregational life and new leadership roles. Based in research and experience, this volume makes available the best of Alban's learning on how the leaders of congregations can go about this important work.

## Contents

Foreword by *Diana Butler Bass*

The Leadership Situation Facing American Congregations: An Alban Institute Special Report by *James P. Wind and Gil Rendle*

The Leadership We Need: Negotiating Up, Not Down by *Gil Rendle*

Leading from the Bottom Up: Bureaucracy and Adhocracy by *Howard Friend*

What Does It Take to Lead a Congregation Today? by *Hollis R. Williams, Jr.*

Action and Reflection: A Rhythm of Ministry by *Art Gafke and Bruce McSpadden*

When Consensus Fails by *Donna Schaper*

Learning to Pastor a Small Congregation by *Andrew D. Hagen*

Leadership in a Non-Staff-Dependent Congregation by *Bill Jones*

When Women Lead the Flock by *Ann Svennungsen*

Forming God's People by *Mark Lau Branson*

What Kind of Pastor Will Most Likely Empower Laity? by *Edward A. White*

Pastors and Managers: An Executive Coach Assesses Leadership Skills by *Scott Eblin*

Telling the Better Story by *Gil Rendle*

Dimensions of Pastoral Authority: What It Means to Become a Congregation's Pastor by *Christina Braudaway-Bauman*

Power Principles for Pastors by *Art Gafke and Bruce McSpadden*

The Myth of Competence by *Israel Galindo*

Committing to Mutuality: An Interview with Eugene Peterson by *David J. Wood*

A Congregation of Mystics: Reigniting Our Passion for Encountering and Experiencing God by *N. Graham Standish*

Leading for the Future by *Jeffrey D. Jones*

Leading Theologically: Does It Really Matter? by *R. Scott Colglazier*

Lift High the Flag . . . Oops, the Cross! by *Diana Butler Bass*