



DISCERNING VINEYARD ORDINATION

Local Leader Feedback Report

July 7, 2023

EXECUTIVE SUMMARY

In April of 2023 the Vineyard USA National Team, led by Associate National Director of Education & Theology Caleb Maskell, kicked off a [broadly-consultative, transparent process for discerning ordination standards](#) within VUSA. The very first step of this process was inviting every Vineyard USA pastor to a local dialogue in the context of their area meeting about the questions central to any thinking about ordination: “What should a Vineyard pastor be, know, and do?” Following the discussion, every pastor was asked to feed back their developed thoughts on these questions through an online data survey. Furthermore, each Area Leader was asked to feed back further information regarding their impressions of their meeting.

This is a report of the findings of those survey responses.

Vineyard pastors are, and believe they and their colleagues should be:

- Grounded in a Kingdom theology
- Connected to and guided by the Holy Spirit
- Knowledgeable of the Bible and able to teach, guide, and preach Vineyard values, history, and theology
- Humble servants of integrity who are called to ministry
- Guiding, discipling, leading, and shepherding others

Additionally:

- They love Jesus and God with all of their hearts
- It is easiest for them to be with God
- It is hardest to guide and bring others to God
- Vineyard pastors are also wonderfully human – *as a collective* they struggle with everything they need to do
- They need and utilize resources, most of all mentors and other one-on-one support, as well as formal training programs

As this process moves forward, there needs to be:

- Clarity about the ordination discernment process: What it will entail, what steps are being taken, and what impact those steps will have on pastors and churches
- Indication that feedback being given is being incorporated into the ongoing ordination discernment process
- Conversations regarding the relationship between a national ordination process and the historic autonomy of local pastors and churches

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There is hope and support for this process. One Area Leader captured this sentiment in saying:
Our group was excited and hopeful in what seems like will come from this process. Beyond just ordination, it will help our movement get on the same page and be more unified and connected, which will surely fan the flames of the Kingdom in our churches.

INTRODUCTION

In April of 2021, the Vineyard USA Executive Team determined that it was necessary, as an outcome of the Reorg process, to “develop a broadly-consultative, transparent process for making proposals around pastoral affiliation to Vineyard USA, specifically regarding ordination.” This determination, [first circulated to Vineyard pastors in the final Reorg update](#), hearkens back to the vision John Wimber laid out in his 1993 pastoral letter, “[The Vineyard Movement: Steering a Course Between Chaos and Traditional Denominationalism](#).”

In this pastoral letter, Wimber articulated his conviction that the Vineyard “became a denomination” in 1984, “when we incorporated [the Association of Vineyard Churches], appointed Regional Overseers, and began ordaining ministers.”¹ With this in view, Wimber spends the rest of the article addressing the need for the Vineyard to mature structurally in a manner consistent with its calling. He names the Vineyard’s need for “structured relationship among churches with a shared sense of calling,” so as to bring such benefits as:

- “pastoral oversight and accountability...that cares for leaders and protects God’s people from abuse...theological, ecclesiological, [or] moral,”
- “training...[so there will be no more] pastors left un-pastored,”
- mobilization through “common theology, vision, values, and strategy” for “missions and church planting,”
- “organiz[ation] and coordinat[ion] for the growth of the Vineyard movement, and
- “the theological maturation of the Vineyard movement,” on which “the long-range survival of the Vineyard – and its remaining true to the Christian faith – depends.”²

While there is much more to say about Wimber’s views on all this – the *what*, the *why*, and the *how* – there is no question that, by 1993, Wimber desired to see the Vineyard mature into a healthy, missional denomination: committed to “institutional renewal,” committed to “serve God in the most effective, efficient, and responsible way possible,” and equipping every local church to freely express itself “within the constraints of the values, theology, and genetic code of the Vineyard.”³

The need for the development of an ordination process was further affirmed upon receiving the results, in June 2023, of [an independent third-party assessment by Guidepost Solutions](#) that recommended organizational safeguarding policies and structural reforms that would be

¹ John Wimber, “The Vineyard Movement,” in Derek Morphew, *John Wimber’s Pastoral Letters*, p. 46.

² *Ibid.*, p. 48, 57-58

³ *Ibid.*, p. 60, 59, 49.



beneficial for the continued health and growth of Vineyard USA, consistent with the Vineyard's core values and beliefs. In its report, Guidepost recommended that "Vineyard USA and local Vineyard churches should work together to establish a process for joint ordination / credentialing of pastors within the Vineyard movement in the United States."⁴

In light of all this, the VUSA National Team is aware that this is crucial work, challenging work, and holy work – an assignment from the Lord for this moment. As we develop ordination standards for pastors in Vineyard USA, our primary goal is always to support local pastors, strengthen local churches, and develop equipping resources that will enable all Vineyard people to participate more fully, and with more trust, in our shared calling as a movement.

METHODOLOGY

NOTE: The last day of data included in this report is June 23, 2023. Area meetings continued after this date, so not all responses are reflected in this report. An appendix will be added to this report at a later time to reflect *all* responses.

DATA COLLECTION AND ANALYSIS OUTLINE

Step 1. Area meetings are requested to hold discussions about the ordination process for VUSA pastors and leaders

Step 2. Surveys are sent out to meeting participants and to Area Leaders

Step 3. Analysis of responses is begun by two VUSA staff members: Project Manager Krista Cogburn Peebles and Communications & Administrative Assistant Lindsay Maldonado

Step 4. First round of analysis is completed by an independent consultant (*Note: these are first-level themes*)

Step 5. Second round of analysis is completed by the independent consultant (*Note: these are second-level themes*).

DATA COLLECTION

In order to collect the data, two surveys were distributed - one to Area Leaders, and one to local pastors and church leaders who participated in the meetings and conversations surrounding the ordination process. The surveys were primarily qualitative in nature, meaning that respondents were asked to give narrative responses to specific prompts. Local pastors were asked what Vineyard pastors should be, know, and do, as well as what the easiest and the hardest components are to live out. Area Leaders were asked about popular topics that came up in their meetings: Exciting topics, helpful topics, and most difficult topics. They were asked to rate the overall discussion tone on a five-point scale, with the lowest meaning the overall tone was one of skepticism towards the ordination process, and the highest meaning the overall tone was very convinced of the need for an ordination process. They were also asked to rate the overall attitude toward VUSA on a five-point scale from "not trusting of VUSA" to "very trusting of VUSA." See Appendix A for the surveys.

⁴ Guidepost, "Institutional Assessment - Vineyard USA," p. 37, 23-24



DATA ANALYSIS

Data analysis was completed by two Vineyard USA staff members and an independent contractor, who was hired to help with completing the analysis and creation of this report. The independent contractor, Dr. M. Brooke Robertshaw, has a PhD in instructional technology and learning sciences with over 15 years of experience in conducting, publishing, and presenting research in the social sciences. Dr. Robertshaw currently lives in Columbus, Ohio, and is an active member of Vineyard Columbus Church.

Due to time constraints, the thematic analysis was limited to two rounds of coding. Ultimately, multiple rounds of coding should be completed in order to fully understand the story being communicated through the information provided (Denzin & Lincoln, 1993). Readers of this report may disagree with the themes that some of the comments generated, but that is simply indicative of the complexity of qualitative analysis.

The first stage of analysis was completed by two VUSA staff members: Lindsay Maldonado and Krista Cogburn Peebles. They read through responses to the local pastor survey and established themes in order to capture what the narrative responses were saying. They worked together to establish a set of themes for each question, then coded the remaining responses individually and compared themes midway through their analysis. They found that they were continuing to come up with the same themes. Dr. Robertshaw then joined the analysis and used the themes that the VUSA staff members established to complete the coding on the local pastors' survey, and then to do the thematic coding on the Area Leaders' survey. This round produced the original set of themes.

A second round of coding was done by Dr. Robertshaw on all the data. This round produced a smaller number of higher-level themes that were standardized across each set of questions for each survey.

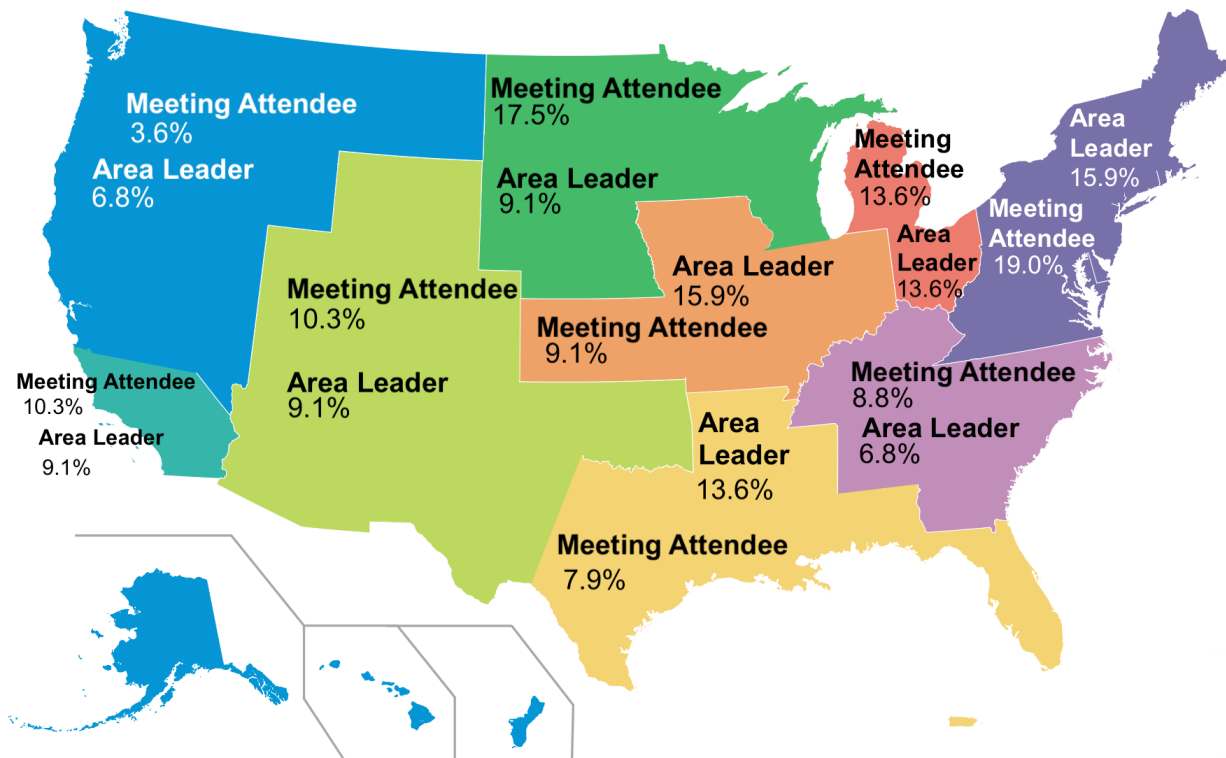
Note about reporting of comments: Many responses were long and covered many different topics (e.g. knowing how to lead with the holy spirit, preach, teach, and write church bylaws) and so, in this write-up, many of the quotations do not reflect the entirety of the comment. Also, some information in comments has been redacted in order to protect anonymity. The authors of this report have done their best to not change the meaning of any comments through these actions.

WHO RESPONDED TO THE SURVEY

BY REGION

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Percentage of Total Respondents (100%) by Region
Of those who responded, percent by region



Regional Representation

Of those who responded, what percent were in each region?

Region	Local Pastors	Area Leaders
Eastern	19.0%	15.9%
Great Lakes	13.6%	13.6%
Gulf Coast	7.9%	13.6%
Midwest Central	9.1%	15.9%
Midwest North	17.5%	9.1%
Mountain	10.3%	9.1%
Northwest	3.6%	6.8%
Southeast	8.8%	6.8%

Southern California	10.3%	9.1%
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CHURCH ROLE AND ORDINATION STATUS of LOCAL PASTORS

Church Role	%
Senior/Lead Pastor	77.0%
Associate Pastor	9.1%
Staff Pastor	5.1%
Other	3.9%
non-staff Leader	2.1%
Staff member	1.5%
Elder/Board Member	0.9%

Current Ordination Status	%
Ordained Vineyard Pastor	67.6%
Licensed Vineyard Pastor	14.5%
None of the above	8.8%
Ordained by another community	7.9%
Licensed by another community	1.2%

THEMES

AREA LEADERS

First Level Themes

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Across the Area Leader impressions of the ordination meetings, the topics that they devoted most of their time to discussing (answering “What were the topics you spent the most time discussing”) were “What should a Vineyard pastor be, know, and do?”. These themes accounted for 34.2% of all discussions. Across all of the first-level themes the top 6 (of 49) had to do with defining Vineyard as a movement, as churches, and as pastors, and accounted for 52.3% of all coded themes. The topics that Area Leaders found most helpful (answering “Did your group discuss anything that you think would be helpful for us to know about as we consider the next steps in our process?”) were about a feedback loop and curiosity about the ordination process, with 15.5% of all coded themes. Out of the first-level themes that had more than one code, 4 of 6 addressed clarity and transparency in the process of defining ordination. Of the topics that groups were most excited about (answering “Which topics generated the most excitement in your conversation?”), the top 8 themes addressed clarifying the process and defining what it is to be Vineyard, which accounted for 36.6% of all first-level coded themes. Of the most conflicted themes (answering “Which topics generated the most conflict”), after “No conflict”, concerns about local autonomy vs national control was the most frequently coded first-level theme, at 23.5% of all themes.

First-Level Themes and Comments

What were the topics you spent the most time discussing?

Theme	Comment
Be, know, and do.	<i>Mostly pastoral character, and the theology and practice of the kingdom.</i>
Defining a Vineyard church	<i>The need to focus on the essence of what a Vineyard is while allowing the expression of that essence to be played out in each church. i.e. The main essence of who we are might be "The Kingdom of God, Now & Not Yet". This would be the trajectory that we each pursue, but possibly from different vantage points.</i>

Helpful Topics

Theme	Comments
Process curiosity	<i>The group expressed they'd like to know where this conversation leads and what are the next steps in the ordination process.</i>

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Feedback loop

I think surveys are good but it may be good to directly interview pastors.... Better feedback and builds ownership and trust between local pastors and the national team. As an AL I feel a part of all the transitions and I am excited about them but the pastor who isn't an AL I think feels much more disconnected from all the things going on at the national level.

Feedback loop

One asked how these questions (and answers thereof) will feed into the process. I believe they wanted more vision of where we are going.

Exciting topics

Theme	Comments
Defining Vineyard DNA	<i>Several indicated that a distinctive of a Vineyard pastor is that he/she operates in the radical middle (the intersection of three circles of "operation": being culturally relevant, being Biblically sound, being Holy Spirit empowered.) The group affirmed that Vineyard pastors should be practitioners of Holy Spirit activity/ministry and equip others to do the same. They also emphasized that our knowledge-based training/education should empower our doing. Our Kingdom Theology distinctives are expected to be demonstrable.</i>
Defining Vineyard DNA	<i>Discerning the distinctions of The Vineyard and what leading within it is like. Appreciating the focus that Vineyard places on holistic ministry to people and the world.</i>
Ordination/Process	<i>Pastors were most excited there will be a process and standard for ordination moving forward; they are ready for the Vineyard to have more than we've had/done in the past.</i>
Ordination/Process	<i>Some were excited to see a process for new pastors, some were concerned about the process overstepping current processes they may have currently in place.</i>

Conflicting topics

Theme	Comments
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Local
autonomy/national
control

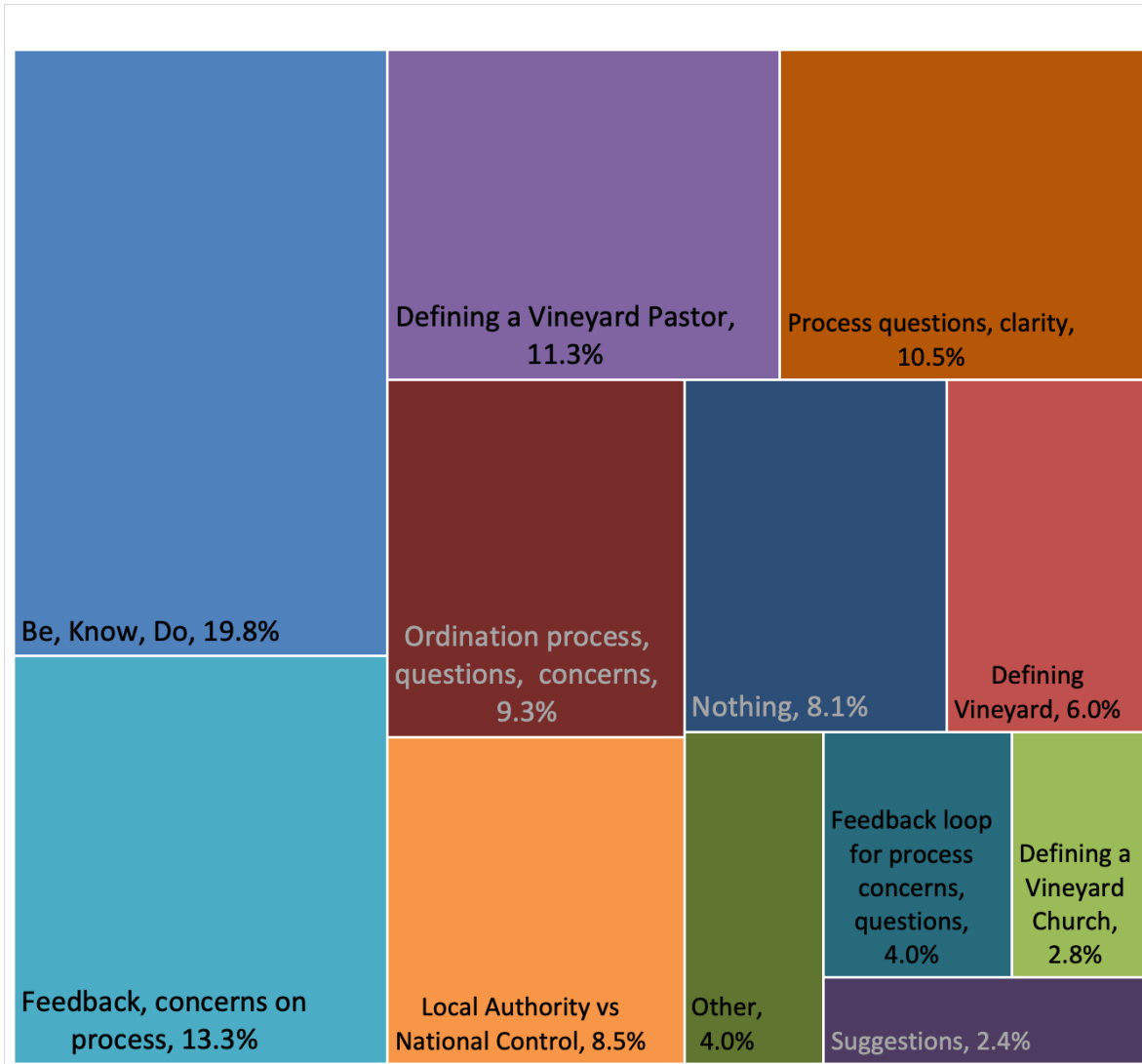
I wouldn't say conflict, but what generated the most concern was the potential slippery slope the Vineyard USA might be on as related to the autonomy of the local church. If they tell us who can be ordained or not ordained, will they also tell us what to preach and how to lead, and who to install as our successor, etc. Not at all a bad discussion. It was good to see how everyone felt about it.

Local
autonomy/national
control

The potential for top-down control of leadership and involvement within The Vineyard. Taking power away from local congregations. Making a "big ask" of autonomous churches with little or no clarity as to what will be received in return.

Second-Level Themes

The themes were re-coded for two reasons: Firstly, to collapse coded themes into fewer themes so that it would be easier to make sense of what area leaders were trying to communicate to the ordination committee, and secondly, to create a sense of cohesiveness across the 4 qualitative questions. The 168 original themes, across all 4 questions, were collapsed into 12 second-level themes. To summarize the 12 second-level themes, 39.9% were about defining Vineyard, 45.6% were about process questions and clarifications (including local autonomy and national control). The graph below details the second-level themes.



Second Level Themes and Comments

Be know do: 19.8%

Comment

We seemed to spend equal time for both a Vineyard Church & Pastor, more focus on the Pastor discussion was on the "Be & Know" categories.

Defining Vineyard: 6.0%

Comments

Those who are tied to how John Wimber did things and what they think he would do in relationship to aspects of the ordination process that they see as in conflict with this.

We have held some things in theology loosely but we are going to have to make some choices as to where we stand and make it known.

Defining a Vineyard church: 2.8%

Comments

There was a unanimous response that a Vineyard church should be known as a place where there is ample time given for the ministry of the Holy Spirit. Not just another place that believes in the Holy Spirit, but one that actually sets aside time for His work.

The need to focus on the essence of what a Vineyard is while allowing the expression of that essence to be played out in each church. i.e. The main essence of who we are might be "The Kingdom of God, Now & Not Yet". This would be the trajectory that we each pursue, but possible from different vantage points.

Defining a Vineyard pastor: 11.3%

Comments

Formational Theology Distinctions, Ecclesiology, Assessment for planters, Love having oversight, Kingdom theology and how we are different than [other churches]

Theological training not necessarily formal, but in-depth biblical training with the emphasis on Kingdom Theology, and doing the stuff (Holy Spirit ministry)— not just believing, but practicing what we believe.

Second Level Themes and Comments

Feedback concerns on process: 13.3%

Comments

Concern that as we add rigor to the process, clarity to who we are, that it may result in further shrinkage to the movement. Fear that this may result in denominationalism and control, impeding the autonomy we've enjoyed.

The hope that we will be more unified and effective in expanding the Vineyard as we more clearly define our shared practices, values, beliefs, commonalities, theologies, doctrines, etc... We also unanimously agreed that having an education track for existing and prospective Pastor/Leaders to teach, learn, and pass along to our churches, is a must.

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Feedback Loop: 4.0%

Comments

They [Local Pastors] didn't really feel included in the Reorg process and are a bit skeptical of the ordination process. Do they really have a voice for input?

It's been expressed that people would like to see a summary of what everyone is saying and they would like to be informed as much as possible along the way.

Local vs National: 8.5%

Comments

Concern that as we add rigor to the process, clarity to who we are, that it may result in further shrinkage to the movement. Fear that this may result in denominationalism and control, impeding the autonomy we've enjoyed.

No conflict, but definitely a couple pastors have fear of going away from the autonomy of being an association vs becoming a denomination with set rules on how things are handled.

Second Level Themes and Comments

Ordination process: 9.3%

Comments

Questions that came up: will this affect current pastors, will this affect only lead pastors or associate pastors as well, Can someone be a pastor by title but not be ordained? Is the process to get ordained going to be a long process or a short process?

We wondered if there would be different qualifications for the different types of pastors. For instance... would we expect the same from a Lead pastor as we might from a pastor of formation or children? Whatever criteria we set up, we'll benefit from limiting its scope or generalizing so much that scope matters less.

Process questions and concerns: 10.5%

Comments

We're early in the process of discussing but something that stirred some discussion was a more realistic view of how long a significant change like this will actually take. One comment was that something like this could take 15-20 years to take root in the movement.

We spent most of the time talking about the why. Why is it important to do this?
Accountability, next gen leadership, unity

Why tackle ordination first without dealing with Statement of Faith issues?

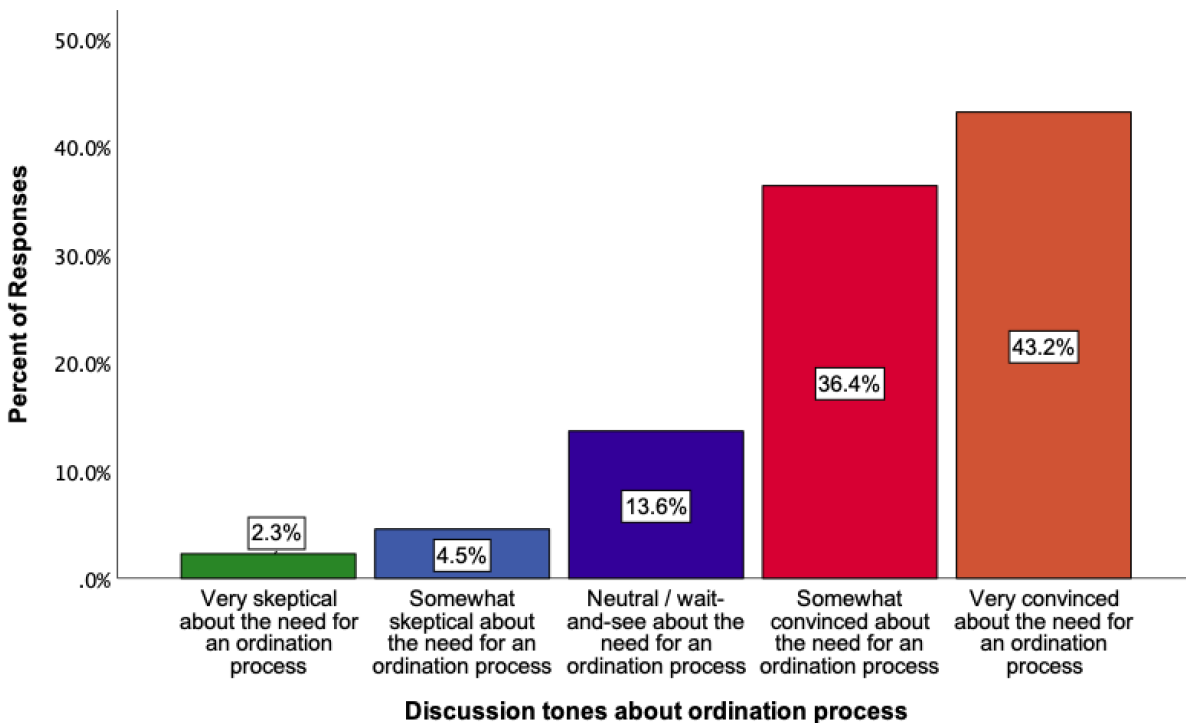
Suggestions: 2.4%

Comment

How to incorporate resources to include and be easily available to pastors who work either part or full time outside the Vineyard - not all are the same and so not all fit into the same round hole so to speak

Discussion Tone Question

As can be seen illustrated below, 79.6% of area leaders felt that the discussions were at least 'somewhat' convinced about the need for this ordination process, 43.2% were 'very convinced' about the need for this process. Only 20.4% of area leaders felt that their discussions were either neutral, or skeptical about the need for this process, with only 6.8% being skeptical about this process.



Local Pastors

FIRST-LEVEL THEMES

Information about these themes can be found in two places:

1. Below is a narrative summary for each question of the top themes for that question. Included in the narratives are quotes (*anything that is italicized is a quote*), and percent representing the number of responses are reflected by that theme.
 - a. The percentages may seem small, but for these questions, there were many (up to 159) first-level themes.
2. In Appendix B can be found:
 - a. Tables that include further sample responses for each of the top themes.
 - i. These are organized in the same order as presented in this section (be, know, do, easiest to live out, hardest to live out, resources).

What should a Vineyard pastor “Be”?

What should a Vineyard pastor “Be”?	
Top Themes	%
Called/confirmed	5.4%
Vineyard history/values/distinctives/teachings	5.4%
Character/integrity	5.1%
Jesus-connected	5.1%
Humble/teachable/able to submit	4.7%
Holy Spirit-connected	4.0%
Servant leader	3.3%
Kingdom-minded	3.0%
Disciple-making disciples	2.8%
God-connected	2.8%
Vineyard community/VUSA	2.8%
Emotionally healthy/mature	2.7%

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Throughout the first level themes for the question “What should a Vineyard pastor ‘Be,’” it was found that they should be called (5.4% of all themes) and should be of Vineyard (5.4%), in that they should be grounded in Vineyard history, teachings, values, and what makes Vineyard distinctive from other movements and denominations. One person said *“For me, the biggest thing a Vineyard Pastor should “be” is called by God to be a Pastor. It must begin there. You can “be” a lot of things, but called must be one of them.”* Another person, as did many others, brought these two together and said:

“A Vineyard Pastor should be someone who has a deep relationship with God as Father, Son and Holy Spirit, and a clear sense of calling to pastor the church. He/she should be someone who is committed to continually growing in the relationship and helping others to do so as well. They must be fully committed to the historical orthodox teachings of Christianity. A Vineyard pastor should be faithful, available, servant-hearted, and teachable. A Vineyard pastor should be someone who is committed to the core vision, values, and beliefs of Vineyard USA, and at the same time open to engaging in conversation about areas of potential development in these areas.”

Another common theme was the kind of qualities that a Vineyard pastor should have. They should be people with integrity and character (5.1%), humble and teachable (4.7%), connected to Jesus (5.1%), God (2.8%), and the Holy Spirit (4.0%). One person said about these qualities *“A person who has a track record of integrity, coachability, commitment to their mission/purpose, commitment to their relationships, and godly submission.”* Another said, *“Humble, teachable, faithful, committed to a life of communion with - and obedience to Jesus, committed to life-long learning, honest, transparent, committed to Vineyard values and Kingdom theology, led by the Spirit, committed to the development of others, committed to the evangelization of their cities.”*

Vineyard pastors should also be servant leaders (3.3%) who are kingdom minded (3.0%). They should be emotionally mature (2.7%) disciple-makers (2.8%) who are connected to the Vineyard community (2.8%). They should be compassionate (2.6%), scriptural leaders (2.6%) who are spirit led (2.2%) and who never stop learning (1.4%). One person addressed these themes by saying

“A Vineyard Pastor should be called and committed to the larger Vineyard USA family, values, and distinctives. Vineyard Pastors should be people of the presence who steward the gifts of the Spirit for our movement. They should be worshippers, humble, servants, and life-long learners. I also think Vineyard Pastors should have a sense of humor and not take themselves too seriously. They should be an active and connected part of their areas and regions.”

Another person said

“A man of the word that has a solid handle on the Scriptures, Old Testament, and New Testament... a mature individual that can look past self and personal problems and be

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able to gently minister to others that are in need... and an individual that can be honest with themselves and have good accountability in place..."

What should a Vineyard pastor "Know"?

What should a Vineyard pastor "Know"?	
Top Themes	%
Scripture	10.6%
Kingdom theology	8.3%
Vineyard Values/Theology	8.2%
Vineyard History	6.1%
Holy Spirit (personhood & ministry)	4.8%
Historic/Orthodox Christian theology	4.2%
Father (personhood & ministry)	3.3%
Son (personhood & ministry)	2.9%
Discipleship	2.6%
Culture/diversity	2.3%
Organizational leadership	2.3%

Besides scripture (10.6%), a Vineyard pastor needs to be grounded in Vineyard values and theology (8.2%), Vineyard history (6.1%), and Kingdom theology (8.3%). One response to this question emphatically discussed all of this:

"The theology and the practice of the kingdom should be a working knowledge. How does the inaugurated kingdom work its way through our overall theology? While I would never want to make eschatology a litmus test, I am curious how can a pastor be both Vineyard and a dispensationalist? These seem incongruent. I would like for a Vineyard pastor to be able to articulate the difference between a pentecostal teaching on the baptism of the Spirit vs a Vineyard understanding that all have the Holy Spirit and expect subsequent infillings that fit what pentecostals call the baptism of the Spirit. It seems to me that some kind of basic biblical knowledge ought to be a baseline as well.

Vineyard pastors should also be in relationship with both the personhood and ministry of the Holy Spirit (4.8%), the Father (3.3%), and the Son (2.6%). One person captured this rather succinctly:

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“Know Christ and Him crucified. Know God’s word and continue to study the scriptures. Know the Holy Spirit and all the Spiritual blessings we have through a relationship with Jesus. Know that we can do nothing apart from the Father. Know our complete dependence on Him.”

and another stated:

“Know the heart of ministry, not just the tools of ministry. Know Jesus and the heart of God for them and others. Know and communicate a philosophy of ministry. Know Kingdom Theology. Know the Bible. Know the voice of God for life and ministry. Know people, be incarnational in life and ministry already.”

Vineyard pastors also value discipleship (2.6%), organizational leadership (2.3%), communication (1.2%), knowing how to run the business side of churches (1.4%) and manage finances (1.1%) in culturally diverse (2.3%) communities and neighborhoods (1.2%). One person commented:

“A pastor should know how to grow in communication, how to communicate a vision, how to communicate the gospel, how to do discipleship, how to do leadership development, how to know what financial well-being is and how to achieve it, who is in their corner in terms of confession/accountability, how to baptize and what baptism means, how to share their feelings/thoughts in an appropriate way, what the Vineyard is, what their 3% goes to and how it benefits them, who they report to, how to have appropriate conflict, and know what their importance is within the V and the Kingdom of God.”

What should a Vineyard pastor “Do”?

What should a Vineyard pastor “Do”?

Top Themes	%
Preaching/teaching	6.9%
Equip, train, & mentor	6.5%
Discipleship	5.8%
Shepherd/lead	5.7%
Works of Jesus	5.1%
Holy Spirit ministry	4.7%
Traditional spiritual practices	4.7%
Intimacy with God	3.6%
Kingdom of God	3.5%
Evangelize	3.5%
Everyone gets to play	3.2%

“Teach the word (6.9%), shepherd (5.7%) and disciple people (5.8%), equip/train (6.5%) be carriers of God's presence and power, steward the church and its resources, raise up new leaders, and

develop leaders” is what so many Vineyard pastors agreed should be key components to what Vineyard pastors should be doing.

“They should be disciples who disciple (5.8%)”, and who lead others to become intimate with God while seeking out that intimacy themselves (3.6%), “Seek the Lord daily for wisdom and guidance.” They should also “be a humble and available servant leader (Phil. 2) (0.6%).” “They should be continually ‘practicing’ the works of the Spirit (4.7%). They should feed the sheep and not fleece the sheep (1.9%). They should love well (1.7%). They should do ministry wherever they go and whatever they do and not just pulpit ministry (3.5%). Preaching shouldn't be the be all end all. Finally, they should do what Jesus did in what He has called them to do (5.1%).” They need to “bring the Kingdom more fully into the place and people they lead (3.5%)”, and Vineyard pastors should “invest in people. They should create opportunities for people to use their gifts - everyone gets to play (3.2%).”

What is the easiest to live out?

What is the easiest to live out?

Top Themes	%
Being with/Loving God/Jesus	7.6%
Knowing and teaching	7.6%
Know, as in 'what should vineyard pastors know'	7.2%
Be, as in 'what should a vineyard pastor be'	5.7%
Discipleship	5.4%
Shepherding	4.1%
Loving people	3.7%
Do, as in 'what should a vineyard pastor do'	3.5%
Worship	3.5%
Being spirit led	2.4%
Preaching	2.4%

“To personally be in relationship with God, Father, Son (7.6%), and Holy Spirit (2.2%)... it is most fundamental to life and therefore, most fundamental to leadership... “ is the easiest part of ministry to live out.” “I’m a doer. That comes most naturally for me” (5.7%) is what one person said about the ‘doing’ and they went on to say about being “but because I’ve been in vocational ministry for almost 30 years, I know the absolute necessity of “being” and am committed to taking the time and committing the energy and resources to prioritize that expression in my life” (3.8%).

For many others though, “it is easiest to live out the know (7.2%). I like to learn and read. It is easy to engage with this element. It is much more difficult to make shifts in being and in doing. Those require more community and accountability to learn and grow in. I like growing in being and doing, but they are not quite as easy for me as learning.” It is also easiest to live out “teaching God’s word and its biblical values (7.6%). Training others. People desire to learn more, then put into practice their gifts and talents. Cast the vision (1.74%) for what the Holy Spirit wants to do with them.”

Being in relationship with others, especially “loving people (3.7%) and encouraging people in their walk with the Lord (4.1%)” is easiest for many Vineyard pastors, and so is “loving seeing

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people connect with the Kingdom of God and really seeing their eyes and hearts open up to the possibility of a better world via the work of the Spirit” (5.4%).

Vineyard pastors find “preaching the Good News” (2.4%), and other work easiest while “relying on the Holy Spirit” (2.4%). Finally, as one person put it, “I’m not sure any of this is easy, truly. That being said, I think the Worship is the easiest (3.5%). A real love for God seems to be the on ramp to all of this. Then a knowledge of the Word of God is the next part, followed by obedience to it.”

What is the hardest to live out?

What is the hardest to live out?	
Top Themes	%
Do as in "what should a vineyard pastor do?"	8.0%
Being spirit-led	4.1%
Evangelism	4.1%
Be as in "what should a Vineyard pastor be?"	3.9%
Know as in "what should a Vineyard pastor know?"	3.9%
Discipleship	2.7%
Business side	2.3%
Taking a break / Rest	2.3%
Developing leaders	2.1%
Everything	2.1%

It shouldn't be surprising that many of those things that were cited as the *easiest* to live out are also cited as the *hardest* to live out. As one put it, the ‘do’ (8.0%) can be *bittersweet*:

“I think the “do” is the hardest (8.0%) because it wears you out, it sets you up for criticism and it can turn into something soul sucking...but in a sweet way it draws you constantly to the Father.”

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Another part that is hardest for some is the 'be' (3.9%) because of the difficulty of having pastoral values in our current environment,

"Be. Our culture (secular and spiritual) is mired in consumerism. There is little to no value for who a pastor "is", therefore pastors end up knowing and doing in order to provide a "product" that western thinkers will consume."

Also, know is hard for many (3.9%),

"Know. There's so much out there to learn and retain, it has become difficult to find the best resources, to know who and what to believe and to take in, and what knowledge will bring about the greatest, most effective change and advancement to my life and ministry."

Doing everything, while being spirit led (4.1%) also makes things incredibly challenging:

"Being continually submitted to the active leading of the Holy Spirit in my daily life. That is always a challenge amidst deadlines and relational commitments. I often just want to get my tasks done and get to the end of the day and am aware that there is often something in me that does not want the Lord to inconvenience that."

One person said *"the evangelistic function (4.1%) is one of the harder ones for me, though I am growing in it. And the administrative threshold (2.3%) is not my favorite either."* Another area of struggle is *"making disciples (2.7%) who make disciples"*, and further, *"many people I currently lead lack confidence in God's ability to work through them (2.1%). And many people approach following Jesus as consumers."*

Finally, *"taking the time to build habits that lead to resilience (1.4%). I think it's hard for me because, very much like my answer to the last question, it is in my nature to be resilient and a hard charger. It's hard for me to Pause (2.3%) and carve out time just for me without feeling some guilt."*

What resources?

What resources do you need?	
Resources	%
Coach, mentor, spiritual director	14.5%
Education, classes, formal training	12.0%
Relationally connected	9.3%
Peer support	5.0%
VUSA Education	5.0%

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Don't know	4.8%
Pastoral cohorts	4.3%
Holy spirit	2.6%
Online resources/training	2.6%
VI/VLI	2.6%
Area/Regional connection	1.9%
Conferences, seminars, retreat	1.9%

In order to do what is needed, people need resources. The most cited resource needed or used is one-on-one connection either with a mentor, coach, or spiritual director (14.5%). One person suggested:

“Maybe that each Vineyard Pastor would be paired with a Coach/Mentor that could meet quarterly with us to teach, guide and assess us in the areas that are determined a Vineyard Pastor should BE, KNOW & DO.”

Being in relation with others is so very important to Vineyard pastors, and *“it would be awesome if every Vineyard pastor had “continuing education (12.0%) cohorts (4.3%) that they were a part of every year...like 8 weeks a year we jumped into some training / reading / reflection / embodiment course with other pastors.”* Why? Because *“the best resources are always people on people. Books are great, but amazing when we walk through them with others. Classes and talks are great, but amazing when processed with others (9.3%).”* Also, *“Being able to get to meetings, conferences (1.9%), and other relational events with other pastors (5.0%) is a continual encouragement for me to keep going.”* Finally, area resources (1.9%) are super helpful, *“I wish every pastor could experience what we learn at area meetings in that way. For example, the Steve Cuss connection was huge for us this past year. Very thankful for that resource. Even though there are digital resources that follow up afterwards, it's just not the same as in person.”*

Having educational resources provided by VUSA (5.0%), like VLI (2.6%), would help people in the Vineyard with *“a consistent target of what we're after and how to get there.”*

SECOND-LEVEL THEMES

In coding the first-level themes, it became apparent that there were connections in the themes across all the narrative questions, except for resources. A second round of coding was done in order to see these connections. This section reports on those findings.

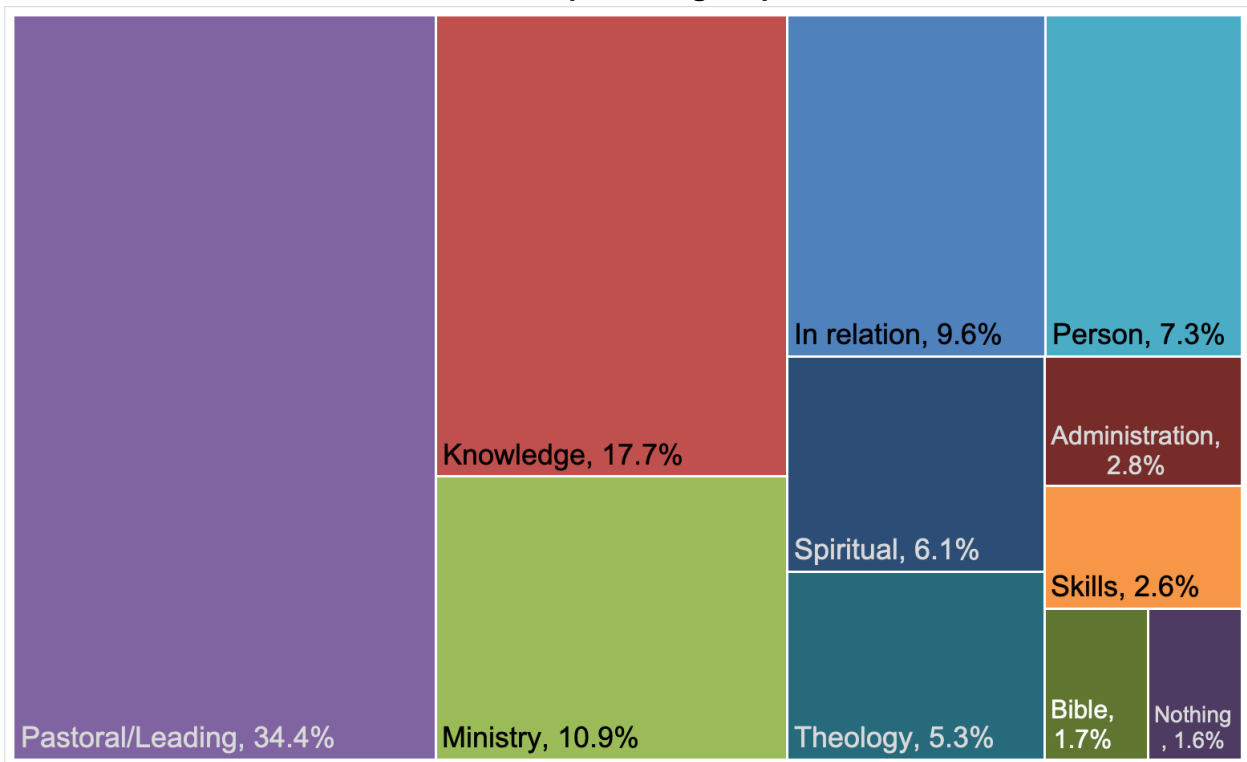
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At the end of each quoted comment is an indication in brackets [] of which question – Be, Know, Do, Easiest to live out, Hardest to live out – the quote originally came from.

Further representative comments for these themes can be found in Appendix C.

This section reports on findings from the second round of coding, utilizing comments from the identified second-level themes. At the end of each quoted comment, a note is made in brackets [] in order to communicate which question the comment was from: Be, Know, Do, Easiest ('easiest to live out'), Hardest ('hardest to live out'). This is done in order to show how the different questions intersect in addressing what makes up a Vineyard pastor.

Second-level themes and percentage representation of each



Second Level Themes

Be, Know, Do, Easiest, Hardest	
Theme	%
Pastoral/Leading	34.40%
Knowledge	17.70%
Ministry	10.90%

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In relation	9.60%
Person	7.30%
Spiritual	6.10%
Theology	5.30%
Administration	2.80%
Skills	2.60%
Bible	1.70%
Nothing	1.60%

In relation

Being 'in relation' is complex. One thing it means is to be in relation with the Vineyard movement, *"A Vineyard Pastor should be called and committed to the larger Vineyard USA family, values, and distinctives,[Be]"* including *"they should know and be in relationship with other Vineyard pastors,[Know]."* Pastors should be in relation with others inside and outside the church, *"Within the church, we should preach scripture, equip and encourage Vineyard people in their gifting, and model expectant worship that responds to God's presence in the room. Beyond the church, we should be present in the community and model service and evangelism; we aren't all good at this, but we should try! [Do]"*

Being in relation with others can be the easiest thing, *"That is my favorite thing to do. I am always trying to equip leaders to be my replacement if something unexpected happens. I feel I am good at letting go of control and releasing that to the Lord,[Hardest]"* and the hardest, *"I don't know that one is harder than the other as they are all challenging and I need the power of the Holy Spirit to do all. [Hardest]"*

Knowledge

Vineyard pastors *"should be pursuing education that matches the requirements of their call. They should be continuing, as they are able, to learn theology, leadership, and care of persons. They should be doing the stuff, or at least trying. They should be actively letting others play. [Do]"* This seeking of knowledge should be part of their lifestyle, as one person said, *"He should wholeheartedly cling to the scriptures and maintain a lifestyle of learning and growth. He should create space for others to flourish in the life of the body, strongly encouraging all to "play. [Do]"*

One person, in answering the question about "what is easiest to live out" cited knowledge of Vineyard as one of the easiest to live out, they said *"Vineyard pastors should be familiar with the core theology, beliefs, and distinctives and be in agreement and unity with them. Knowing*

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these elements will allow a Vineyard pastor to minister and represent the movement well.
[Easiest]

Another person, in discussing what Vineyard pastors should know, defined “3 categories of knowledge: 1) knowledge of culture and how people interact 2) knowledge of God, Biblical interpretation, church history 3) knowledge of how to structure and lead an organization,” with a reminder that “no one knows everything about any of these, but some knowledge of all three really helps.” [Know]

Pastoral/Leading

A pastor is “an equipper, preacher, teacher, pastor, etc. Intimate life with Jesus, discipline others to do the same. Believes in the authority/infallibility of scripture. Marries and buries. Prophetically gifted. Down to earth/approachable.” [Be] They are people who:

“shepherd the sheep: ‘oversee’ them-- look out over them personally with attention and practical care; teach them scriptural truth and practical application of it (implies pastors are ‘able to teach’ so they should be trained in good teaching methodology with a goal to nourish them spiritually, not simply increase their knowledge); protect/guard the sheep from false doctrine and dangerous intruders who have come or try to come into the flock.” [Do]

They know many things “like: Weddings, Funerals, Baptism, Communion, Baby Dedications. But also stuff like: Strategies for formatting your service; how to do Holy Spirit ministry in a service without being weird.” [Know] One person commented on more of what a pastor/leader should know:

“They should know Scripture and how to apply it to their lives and life circumstances. He/she should know the Lord and be able to discern His voice. They should also know how to proclaim/explain the Gospel to non-believers. They should know how to train and equip leaders for the work of ministry.” [Know]

Yet, we are reminded that they should “Clean toilets without posting about it on social media. Aka be a servant. This falls under more the character of the pastor. Teach, preach, counsel, and lead. To build up the body, to disciple and pray.” [Do]

As the readers of this report know, being a pastor is hard, and this is reflected in this response to the question ‘what is the hardest to live out?’:

“Setting up healthy systems, delegating, recognizing and developing leaders, teaching others to discern their calling and hear from the Lord consistently, connecting with the Big C church in my area. Consistent, well-rounded study in sermon preparation. Consistent Sabbath practice that is intentional. Asking for accountability and coaching in my weaknesses.” [Hardest]

Administration

What should a pastor know? A lot, including “some practical pastoral training - basic counseling (and how to know when you need to refer someone to a therapist or psychiatrist), church

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budgeting 101, conflict resolution, managing staff well, working with elder and deacons boards, etc.” [Know] As well as “how to make a budget; how to lead a team; how to raise up volunteers; how to lead a staff; how to hire people; how to protect your church from lawsuits; how to make by laws.” [Know]

One person admitted to administration being the hardest to live out: *“Probably the most difficult area of pastoring for me is the job of overseeing the administration of the church. I have minimal gifting in administration, though I see the importance of it. Thankfully [my church] now has [administration help] who carries out admin work so much better than I could hope to do.”*

Bible

Knowledge of the Bible is of utter importance to being a pastor, and it was captured throughout this analysis in different places. Many comments in particular addressed knowing the bible, as well as being able to accurately interpret the word of God. Two people commented:

“Scripture - a familiarity with the Bible as a grand narrative, and with each individual book as a distinct work, including a basic understanding of the scholarship surrounding each.” [Know]

And this person said:

“Scripture. That’s my soapbox leading up to this. I think a Vineyard Pastor needs to know the Scripture. But not just that. They need to know how to accurately interpret the Word of God and communicate it in our cultural moment. I think this is really hard. And if we are just asking pastors to “google it” - how do they know if what they are finding lines up with Vineyard theology? Or even the great Christian tradition? I feel very passionate about this LOL. I think we need to address this as part of the ordination process. I’d be happy to talk more, or even help.” [Know]

including a request for resources from VUSA:

”I think at the very least a library of recommended resources that a pastor can access and feel peaceful that “this lines up with the historical Christianity and the Vineyard.” But probably more is needed. I know I would benefit from it.” [Know]

Ministry

With everything that a Vineyard pastor needs to know they also need to *“not only know God but they should also know how to read and understand the Bible in context. The Vineyard pastor should have an understanding and know Kingdom theology in order to apply it.” [Know]* Knowing how to apply Kingdom theology enables them in their *“ministry to the poor, commitment to the work of emotional health in the context of community, continued growth in learning to minister like Jesus (submitted to the work & power of the Holy Spirit).” [Do]* Applying theology can be the easiest part of the work as *“doing the work is the easiest for me. Because it is the characteristic that is most present, deadline oriented, and overt.” [Easiest]*

But ministry is complex, and while part of it is the easiest to do, the deeper part of the work is the hardest, as this respondent stated in their compare/contrast response:

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“It is easy to feed the poor and take care of their needs. I've done it for decades. It is much more difficult to love poor people. It is easy to preach/teach the Word of God. In our Western culture we are taught to do these things and they are easy for us. Our Western, rational, material worldview makes it easy to embrace teaching/preaching the Word of God. Expository preaching as taught in seminary is easy. Teaching classes is easy. It is much more difficult to apply the teaching and even more difficult to teach others to apply it. The most difficult part that most of us never get to is discipling others to disciple others to apply the Word of God (especially the supernatural aspects).”
[Hardest]

Person

Self-care, self-accountability, and inner work are key to being a Vineyard pastor. As this respondent described:

“She should know how to confess, forgive, and repent, and how to maintain her own personal accountability relationships and to lead others to do the same. She should know a variety of spiritual practices, and how to shape a rule of life for herself.” [Know]

Another person said:

“They should pursue growth in all areas of their life and ministry. Including their faith and relationship with Jesus, personal competencies, dependency on the Holy Spirit, and their own soul care.” [Do]

Others commented that Vineyard pastors need to *“Build habitual physical, spiritual, emotional, relational, and intellectual pursuits into their life so as to maintain their healthiness and holiness in all these areas, [Do]”* including *“read books not related to church life” [Do]* and *“spend time making sure their soul gets fed and that they keep learning.” [Do]*

Unspringsingly,

“it is harder to monitor the inside stuff. It takes a lot of self-awareness to assess where I am with some of the being things. The doing is not as hard because the evidence is easier to see. It is difficult to look at my heart and my state of being and take an honest look and try to grow in different areas. It is hard to value that sometimes and it is hard to make time to do that. The learning and doing of a pastor often takes priority over being a pastor.” [Hardest]

Theology

Theology is key for Vineyard pastors. Knowing *“Kingdom Theology as Wimber/Morphew describe it, The gospel of Grace, how to hear the voice of the Spirit, how to pray for the hurting, how to live people.”* [Know]

Further,

“a Vineyard pastor should not only know, but be firmly committed to, Kingdom theology and the Kingdom narrative created by our Scriptures. They should have an ever-deepening, interactive relationship to and reverence for the Bible, and its authority. They

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should know the lineage and legacy of our Vineyard roots - including history, distinctives, and values. They should also know the requirement of affiliation to the Vineyard movement, what this partnership means for their church and their leadership.” [Know]

Spiritual

The spiritual theme captures different aspects of a Vineyard pastor’s vocation. It means practicing spiritual disciplines, teaching, praying for others, supporting others and getting support for their own inner work. It is “do[ing] the work of spiritual oversight over the body of Christ. This involves prayer, teaching, leading, training, care & coaching. They should do their own spiritual heart work with the support of other leaders.” [Do]

They need “to maintain a set of personal spiritual practices that help to cultivate a vibrant, fulfilling life with God. They seek out and respond to the Holy Spirit as an active part of their personal discipleship.” [Do]

Luckily, this part of the work has been cited as the easiest to live out by some. This person said, “Those related to spending time with God, the reading and studying all come pretty easily, as they fit my personality and interests.” [Easiest]

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APPENDIX A

SURVEYS

Area Leader Impressions Survey

1. **Contact info**
2. **What Area do you lead?**
3. **What were the topics you spent the most time discussing? (short answer)**



4. **Which topics generated the most excitement in your conversation?** (short answer)
5. **Which topics generated the most conflict?** (short answer)

6. **On a scale of 1-5, would you say that your group was:**
 - 1-Very skeptical about the need for an ordination process
 - 2-Somewhat skeptical about the need for an ordination process
 - 3-Neutral/wait-and-see about the need for an ordination process
 - 4- Somewhat convinced about the need for an ordination process
 - 5- Very convinced about the need for an ordination process

7. **On a scale of 1-5, would you say that the general tone of of the discussion was:**
 - 1- Very suspicious toward VUSA
 - 2- Somewhat suspicious toward VUSA
 - 3- Neutral/wait-and-see toward VUSA
 - 4- Somewhat trusting toward VUSA
 - 5- Very trusting toward VUSA

8. **Did your group discuss anything that you think would be helpful for us to know about as we consider the next steps in our process?** (short answer)

Local Pastor Feedback Survey

1. **Contact info**
2. **On what date was the Area Meeting that you attended?** (short answer)
3. **What is your position in your church?** (drop-down responses: Senior/Lead Pastor, Associate Pastor, Elder/Board Member, Staff Pastor, Staff Member, non-staff Leader, other)

4. **What is your current ordination status?** (drop-down responses: Ordained Vineyard Pastor, Licensed Vineyard Pastor, Ordained By Another Community, Licensed By Another Community, None of the Above)

5. **What is the name of your church?** (short answer)
6. **What is the city/state of your church?** (short answer)
7. **What Region is your church in?** (Multiple choice response with 9 regions. Region selection had a logic advance to associated Area options for next question for precise answers)

8. **What Area is your church in?** (Multiple choice response of the official Area name and Area Leader for the selected Region)

Info Slide: *You have been discussing the question “What should a Vineyard pastor be, know, and do?” These are not questions of achievement but rather of character and competency – competencies that are fundamental to a Vineyard pastor’s identity, and also competencies that a Vineyard pastor can always grow in. Please share your thoughts about this with us. There will*



be separate questions for "Be", "Know", and "Do", so please focus on each of these components individually.

- 9. **As you see it, what should a Vineyard Pastor be?** (long answer)
- 10. **As you see it, what should a Vineyard Pastor know?** (long answer)
- 11. **As you see it, what should a Vineyard Pastor do?** (long answer)
- 12. **Of these characteristics, which do you find the easiest to live out? Why?** (long answer)
- 13. **Of these characteristics, which do you find the hardest to live out? Why?** (long answer)
- 14. **What resources do you think would most help you to grow in character and competency in these areas?** (long answer)

APPENDIX B

FIRST LEVEL THEMES BY QUESTION FOR LOCAL PASTORS

Comments: What should a Vineyard pastor Be?

Called/confirmed

Have a clear call to the assignment that can be recognized as divinely orchestrated by the community of churches.

For me, the biggest thing a Vineyard Pastor should "be" is called by God to be a Pastor. It must begin there. You can "be" a lot of thigs, but called must be one of them.

Vineyard history/values/distinctives/teachings

Resonates with Vineyard history & identity. Sees themselves as a continuation of that story.

Character/integrity

an obvious place to start is the overseer passages in 1 Timothy 3 and Titus 1. Those speak to character and integrity that I think are crucial in a leader.

.A person who has a track record of integrity, coachability, commitment to their mission/purpose, commitment to their relationships, and godly submission

Jesus-connected

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A committed follower of Jesus Christ. Is ever moving towards intimacy with Jesus.

be in continual growth and relationship with Jesus

Humble/teachable/able to submit

Humble, teachable, faithful, committed to a life of communion with and obedience to Jesus

A Vineyard pastor should be humble and deeply motivated by the values this movement has been founded on.

Holy Spirit-connected

An individual led by the Holy Spirit with Integrity and willingness to lead through risk

A person who embraces the work of the Holy Spirit for today.

Servant leader

They should be servant leaders, demonstrating humility and care.

A person with a calling to shepherd and serve the people of God.

Kingdom-minded

Teacher of God's word, have integrity, live their life as being a part of the Kingdom of God

A person who understands and can teach and model Kingdom Theology, the Radical Middle, and what it means to be Naturally Supernatural.

Disciple-making disciples

A vineyard pastor should be Kingdom-focused, evangelical empowered and guided by the Holy Spirit. Training new disciples to continue expanding the kingdom.

Someone who is committed in their calling to make disciples, love and serve people, and equip others to do the ministry of Jesus along with them.

God-connected

One who has an intimate personal relationship with God and His word.

A Vineyard pastor should be a person who pursues the presence of God

Vineyard community/VUSA

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He/she should be someone that thoroughly embraces Vineyard values and our statement of faith. Ideally, they should come from Vineyard pedigree. They should be "known" by reputable Vineyard leaders.

A Vineyard Pastor should be actively and intentionally engaged in relationship, community and accountability with the Vineyard Movement and other Vineyard Pastors and leaders.

Emotionally healthy/mature

In a word, mature. Maturation is a process. There is always more growth to be had, but there should be some minimum. Spiritually, emotionally, physically, and mentally mature. And obviously, these things are intrinsically interwoven with each other.

There must be some emotional maturity at the center of their life. I'd use this to summarize a lot of thoughts about their character and how people "experience" them.

What should a Vineyard pastor Know?

Scripture

Certainly a Vineyard pastor must know the Scriptures well, and know them as the unfolding story of God's redemption through Jesus.

It seems to me that some kind of basic biblical knowledge ought to be a baseline as well.

Kingdom theology

Vineyard pastors should know kingdom theology. Inaugurated, enacted, eschatology. They should understand 'already & not yet' ... Vineyard pastors should know that we are not Cessationists. But they should also know that we are not Kingdom Now.

Therefore, Kingdom Theology should be the foundation that a Vineyard Pastor knows and embodies. Understanding its implications in the areas of exegesis, biblical theology, historical theology, systematic theology, and practical theology is crucial

Vineyard Values/Theology

They should at least know the basics of our values, distinctives, and the theology undergirding them.

A Vineyard Pastor should know a lot about kingdom theology (the now and the not yet), and particularly how the present reality of the kingdom impacts our view of the Spirit,

spiritual gifts, and eschatology.

Vineyard History

Should have a grasp on the history of the Vineyard movement. Especially Wimber, some of the prophetic history, and the Toronto Outpouring.

Beyond a knowledge of the beauty of scripture and the Gospel, Kingdom Theology, and personal knowledge and experience of the Holy Trinity- A Vineyard Pastor should have an understanding of the history and legacy of the Vineyard. They should know about the family they are in and the story they are apart of.

Holy Spirit (personhood & ministry)

They should have studied the entire Bible and have an understanding of Vineyard statement of faith and practice of the kingdom of God as well as flowing in the work of the Holy Spirit.

To know how the moving of the Holy Spirit fits into the framework of the kingdom.

Historic/Orthodox Christian theology

Pastors need to know what scripture teaches. Along with that, pastors need to know historic biblical doctrine. These two basics help to keep the pastor from teaching or straying into error.

They need to know how to read and interpret scripture and gain knowledge of ancient fathers of faith.

Father (personhood & ministry)

“A Vineyard pastor should know God (the Father, Son and Holy Spirit). A Vineyard pastor should know God through experience (not only knowing about God). This requires an intimate relationship with the living God. Many pastors know their theology but they do not know God.

They should know Jesus as their Lord and Savior. They should have a deep understanding of God's grace

Son (personhood & ministry)

He should know his identity in Christ and His purpose in the Kingdom, how to maintain a close fellowship with the Holy Spirit. Following that He should have a fair grasp on body dynamics in order to both grow and lead others into strong moral character.

Know the Holy Spirit and all the Spiritual blessings we have through a relationship with Jesus.

Discipleship

They should know how to share Jesus with people and how to disciple disciple-makers.

A Vineyard pastor should know the Word of God well in order to present the gospel of the kingdom, bring sinners to saving faith, and grow new believers (Hebrews 6) to maturity. He/she should know that our true identity is in Christ above all else. A pastor should be able to delegate so that everyone gets to play, teams are developed, and new leaders are discovered, developed and deployed within the local church and beyond.

Culture/diversity

knowledge of culture and how people interact

also have an understanding of the current cultural discussions on relevant issues.

Organizational leadership

They should also know how to be fiscally responsible or how to surround themselves with others who are strong in this.

Know organizational leadership principles.

Comments: What should a Vineyard pastor Do?

Preaching/teaching

Preach the gospel, train and hold accountable leaders. Be a part of community events. Demonstrate Jesus

Pastor their congregation through preaching and teaching, shepherding and caring, and living for the lost and the outcast/poor.

Equip, train, & mentor

They should raise up leaders from within their church, training and equipping them for ministry.

Equip the Saints to do the work of the Ministry. Resist the narcissistic spirit of the age that co-opts so many of us - and remain focused on giving ministry away.

Discipleship

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Make disciples who make disciples, doing everything Jesus taught the 12. Worship Jesus, demonstrably love the whole church. Show mercy. Love the poor...love all people, teach the Kingdom.

Do the stuff, teach the word, lead people to Christ and disciple people

Shepherd/lead

Equip the saints for the work for ministry - Eph 4: 12

The Vineyard Pastor should develop servants and leaders to fulfill calling and mature as Jesus' followers. The Vineyard Pastor should be active in his or her local church in both serving and leading and shepherding a growing serving and leading community.

Works of Jesus

Vineyard pastor should equip the saints. They should create level structures and flat systems. They should give away power by empowering others. They should work for the general welfare of all the souls which with they come in contact. They should liberate. They should stand up for those who cannot stand up for themselves. They should look after the local church so that it is healthy and becoming more and more like Jesus. They should set captives free.

A Vineyard Pastor does what Jesus did: spend time alone with the Father and lead from that example; seek out the least, the lost, the disenfranchised and serve them; get to know their neighbors and be a good neighbor.

They should care for the spiritual health and growth of those in their care; reach/care for the lost, poor and marginalized; I

Holy Spirit ministry

We reach out into our community to bring the love of God in many different ways. We practice operating within the gifts of the Spirit. We pray, we worship, we guide. We are a prophetic people and equip others to operate in the gifts.

A Vineyard pastor should be someone who embraces the charismatic movement; characterized by Faith, believing that the gifts of the Spirit are for today. A Vineyard pastor should know their authority to do healing and deliverance, give a prophetic word or word of knowledge.

Traditional spiritual practices

A VP should have an active, rich prayer, contemplative, and worship life

Pray, fast, and exercise the spiritual disciplines. Lead holy lives resisting temptation and be vulnerable to trusted people who can support, encourage, challenge, and pray for him/her.

Intimacy with God

Asking God where He is at work so you can join Him.

First of all, the pastor must spend time with God on a daily basis. He must read the Scriptures, and pray, and listen, and worship, and practice whatever spiritual practices keep him connected to God. If they do that, he/she will know what else they are to do.

Kingdom of God

Be a director of atmosphere in both the large group service and one on one discipleship (Reproducing Christ followers)... one that is Kingdom agenda first by the Word & Spirit.

Proclaim the Kingdom of God and demonstrate his love through healing and deliverance (Luke 10)

Evangelize

A pastor should be a person who is approachable and willing to engage others inside and outside of the church in evangelism, discipleship, and friendship

Minister the Good News of the Kingdom to all people in their community and, if afforded the opportunities, beyond the confines of their community.

Everyone gets to play

Teach, provide pastoral care, establish and oversee small groups, give away the ministry as much as possible while providing effective training and oversight.

He should create space for others to flourish in the life of the body, strongly encouraging all to "play"

Comments: What is the easiest to live out?

Being with/Loving God/Jesus

Meeting Jesus in the Bible and experiencing God's love by the Holy Spirit. Hearing God's voice and sharing His words in an encouraging way

I'm not sure I find any of them easy to live out. But knowing God is with me is most important. Resting in his love is most important but not always easy.

Knowing and teaching

Know. It's easy to learn things, harder to do them, and even harder to be them. We still live in a world where pastors are respected for what they know and do, not who they are. Given that much of our culture expects churches and pastors to operate in a consumerist mindset, I think pastors end up trying to be the purveyors of spiritual knowledge and friendly environments, so that people can devour what they want from the church "product".

Teaching about the Kingdom of Heaven. Why? Because that is my strongest spiritual gift and my area of greatest training and experience.

Know, as in 'what should vineyard pastors know'

The knowing is the easiest for me. I come from an education background and research all the time. It is not too difficult for me to get into the weeds of theology.

Know - It's the least complicated as does not always involve other people and feels the easiest to manage.

Be, as in 'what should a vineyard pastor be'

It's easiest for me to live out Be over Know and Do. I am committed to Christ, and to his Church, and I know beyond a shadow of a doubt that I've been called to be a leader. I've got a handle on orthodoxy, as well, but it's the orthopraxy that is the more challenging characteristic to accomplish because it takes people willing to come alongside to do the work of the ministry at times

I think the "BE" because it's more of a non-specific target that can be sought after and experienced moment by moment.

Discipleship

I love seeing people connect with the Kingdom of God and really seeing their eyes and hearts open up to the possibility of a better world via the work of the Spirit

Disciple. I love to pour into people and watch them grow and become more like Jesus

Shepherding

Shepherding and encouraging; walking alongside; calling for growth together as disciples.

I feel like shepherding my congregation (though not easy) does come more naturally to me because of my bent towards relational ministry/community building.

Loving people

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Loving people, especially those who are in bondage to shame. It's relational.. naturally Supernatural

Love others and be inclusive because I know what it feels like to be loved and included

Do, as in 'what should a vineyard pastor do'

I would say 'do', just because I love the doing part of ministry. But 'doing' comes out of being and knowing, so it's all jumbled up together for me.

If I had to pick one I would say the "Doing" is easiest. Only because it comes out of the "Being" of the calling and way God has gifted me. In that sense, though it isn't always easy, it is most natural to just Do those things you have been called and equipped to do.

Worship

I'm not sure any of this is easy, truly. That being said, I think the Worship is the easiest. A real love for God seems to be the on-ramp to all of this.

Worshipping. I just love sitting in His presence worshipping Him.

Being spirit-led

Holy Spirit ministry. Because Holy Spirit ministry is what has affected my life most profoundly.

To live a Holy Spirit-filled life, in partnership with him so that my live-in helper can help me lead. Why is this easier...because apart from a relationship with him all things are harder.

Preaching

Preaching the Good News. I enjoy being a pastor because I get to partake in the greatest moves of God a person can be a part of.

Preaching and teaching. Because it is part of my gift mix.

What is the hardest to live out?

Do as in "what should a vineyard pastor do?"

I suppose the hardest is to "Do." Again related to the competing demands for my time. As a leader, sometimes it can be easy to let others lead their areas of ministry and I am not as involved in the hands-on parts of ministry that I used to do.

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Doing. Putting my money where my mouth is. Living out who God has called me to be over who I want to be or think I should be. Especially when it comes to interpersonal relationships and conflict resolution. I guess it falls under humility but another thing a Vineyard Pastor should BE is non-defensive. That can be hard!

Being spirit-led

Director of Atmosphere: Hard, because it depends on your relationship with God & when it's off, you cannot lead in the most healthy way.

Being continually submitted to the active leading of the Holy Spirit in my daily life. That is always a challenge amidst deadlines and relational commitments. I often just want to get my tasks done and get to the end of the day and am aware that there is often something in me that does not want the Lord to inconvenience that.

Evangelism

Living out your faith and sharing your faith with those unchurched and unsaved. It's slow and there's not always immediate gratification/fruit.

Evangelism. For me it comes with lots of expectation and pressure.

Be as in "what should a Vineyard pastor be?"

Being. It is harder to monitor the inside stuff. It takes a lot of self-awareness to assess where I am with some of the being things.

Be - modeling an authentic life of following Jesus is the constant call

Know as in "what should a Vineyard pastor know?"

"Know" seems the most nebulous and most centered on one's own willpower. I find it easier to do things in community.

Know - unlearning models and structures that are not culturally relevant as a small urban church and letting the Spirit rely guide what it means to be His church [in my city].

Discipleship

Leading people to Christ--maybe because I am getting old, but I have not led someone to Christ (personally, not including public invitations on Sundays), in several years.

Business side

Probably the most difficult area of pastoring for me is the job of overseeing the administration of the church. I have minimal gifting in administration, though I see the importance of it.

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The business side of church gets daunting sometimes for me. I love the church and love number/metrics, but it also weighs on me in practical day-to-day ministry.

Taking a break / Rest

Taking the time to build habits that lead to resilience. I think it's hard for me because, very much like my answer to the last question, it is in my nature to be resilient and a hard charger. It's hard for me to Pause and carve out time just for me without feeling some guilt.

In all of it, taking sabbath rest, not over-giving in a way that ends up creating dependence, rather than empowering.

Developing leaders

Replicating leaders is challenging due to the amount of time and resources it requires and the average week's activities often leave less space for this than I wish.

"Making disciples who make disciples" seems to be most difficult. Many people I currently lead lack confidence in God's ability to work through them. And many people approach following Jesus as consumers.

Everything

All of them without His Spirit directing, correcting, and disciplining me.

I don't know that one is harder than the other as they are all challenging and I need the power of the Holy Spirit to do all.

What resources do you need?

Coach, mentor, spiritual director

Maybe that each Vineyard Pastor would be paired with a Coach/Mentor that could meet quarterly with us to teach, guide and assess us in the areas that are determined a Vineyard Pastor should BE, KNOW & DO.

Personal coaching, opportunities to operate outside my local setting or having people come in who can teach/model/challenge. NOT more things to read--I read a lot, love it, but that is not the kind of resourcing I think I would need in these areas.

Education, classes, formal training

Regular training opportunities outside of our local church context. I believe that getting outside of our church is important—it's easy to resort to functioning as a leader whenever we're at our home churches. I think intentional, "higher level" training

Both training and encouragement to engage seriously with the Bible are always helpful. An awareness of the Vineyard's past and an awareness of the Vineyard's place in the Christian tradition are useful. Habits of spiritual formation, discernment, and the basic tools of emotional and spiritual health are essential.

Relationally connected

The best resources are always people on people. Books are great, but amazing when we walk through them with others. Classes and talks are great, but amazing when processed with others. People on people transfers the heart of ministry to pastors.

Relationship. Knowing you're valued. Feeling part of things. Those are all subjective but those go the farthest for people wired like myself. Boy this survey is really thoughtful I appreciate it.

Peer support

Peer mentoring or training (sharing ideas and supporting one another) and engaging with Emotionally Healthy Spirituality

Relational support from those in similar positions. I have gone through all of the degrees and training. Relationships help the most.

VUSA Education

I'm excited for what comes out of Caleb's work. I'm hoping for some solid stuff on our core theology and implications that can be used to provide a better foundation for pastors and bring up new leaders.

Official training. A new VI or path toward benchmarks of training that leads to an MDiv.

Answers to these questions, a consistent target of what we're after and how to get there. Obviously, there is no black and white, clearly defined one-way answer, but a pathway that will take everyone in the same direction with options and ancillary resources depending on personal needs or growth areas.

Don't know

I honestly don't know. I am grateful for all encouragement that comes from the gifted people in our tribe. I am encouraged by almost every resource or speaker that I encounter. Wish I could be of more help here.

No thoughts on this currently. I've always appreciated everything our National leadership tries to do

Pastoral cohorts

Continued cohorts to learn and deepen understanding as well as develop more relationships within the Vineyard.

Holy spirit

Be constantly filled with Holy Spirit

Online resources/training

I also think teaching videos for our values and key distinctives would be helpful.

A practical online course on church administration for pastors, including someone to reach out to for questions and a discussion board.

Area/Regional connection

believe the best available resource already in place are the Area Pastor and Regional Leader for dialogue, counsel and advise when facing unusual crisis or conflict.

I'm really thankful for the resources like national conferences and the info we learn at area meetings. I wish every pastor could experience what we learn at area meetings in that way

Conferences, seminars, retreats

With respect to "be" it would be great to have regularly scheduled Zoom times (monthly?) to practice some of the formational-focused disciplines. Additionally, a biannual regional retreat for pastors might be helpful as well.

Being able to get to meetings, conferences, and other relational events with other pastors is a continual encouragement for me to keep going.

APPENDIX C

COMMENTS FOR SECOND LEVEL THEMES BY LOCAL PASTORS

Local Pastors: Second level themes and quotes

Pastoral/Leading (34.4%)

A person who has demonstrated faithfulness to living, teaching, preaching the Bible as God's inspired Word. A person who has a track record of integrity, coachability, commitment to their mission/purpose, commitment to their relationships, and godly submission. [Be]

Teach the word, shepherd and disciple people, equip/train people to be carriers of God's presence and power, steward the church and its resources, raise up new leaders, develop leaders [Do]

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A person who has demonstrated faithfulness to living, teaching, preaching the Bible as God's inspired Word. A person who has a track record of integrity, coachability, commitment to their mission/purpose, commitment to their relationships, and godly submission. [Be]

At a minimum: The gospel message, salvation by faith in Jesus Christ, the importance of and call to righteousness, the history and foundational beliefs/tenants of the Vineyard movement, how to study, interpret, and apply scripture, fundamentals in exegesis study, financial stewardship, church leadership, shepherding the flock, church governance tactics. They should also know their beliefs on important doctrine such as baptism, communion, baptism of the Holy Spirit, spiritual gifts, and more [Know].

Holy Spirit ministry I think as a children's pastor, I haven't had too many opportunities to grow and develop in this area. I've been "siloeed" in this area of my church for a long time. While I am comfortable stepping into Holy Spirit ministry opportunities I do not believe I have had the bandwidth nor the training opportunities to continually grow in this area as I have not been able to practice this with the adults in the congregation as much as I would like. [Hardest]

Knowledge (17.7%)

He should wholeheartedly cling to the scriptures and maintain a lifestyle of learning and growth. He should create space for others to flourish in the life of the body, strongly encouraging all to "play" [Do]

They should know the history of the Vineyard, the history of orthodox Christianity, and a nuanced exegesis and hermeneutic of Scripture. They should be steeped in authors and thinkers like Dallas Willard, but should be comfortable with the thoughts operation of pastors like Bill Johnson. [Know]

A Vineyard pastor should know the Word of God and sound doctrine of the Vineyard. S/he should know and follow the Vineyard's position on topics such as women in leadership and the LGBTQ (gay marriage) issues. S/he should know, without a doubt, the calling God has placed on their life and have others see and affirm that calling. S/he should have an education that includes VLI type teaching (when Steve Robbins oversaw the program), which includes robust teaching on Ladd's Kingdom theology and orthopraxy, hermeneutics, pastoral counseling, church history, as well as Vineyard history and the position papers written by Winn Griffith. S/he should know John Wimber's teachings and the various history of the Movement from John's inception of the Vineyard and forward through Todd Hunter, Bert Waggoner, Phil Strout and now Jay Pathak. [Know]

I think the knowing part is the easiest to live out in most cases. It really depends on the person and how they are wired. But, for me, knowing who the Vineyard is, where it came from and how I fit into that narrative is probably the easiest. [Easiest]

Ministry (10.9%)

A Vineyard pastor should know the Word of God well in order to present the gospel of the kingdom, bring sinners to saving faith, and grow new believers (Hebrews 6) to maturity. He/she should know that our true identity is in Christ above all else. A pastor should be able to delegate so that everyone gets to play, teams are developed, and new leaders are discovered, developed and deployed within the local church and beyond. [Know]

A Vineyard pastor should advance God's kingdom and live out Vineyard values. This can be worked out in many different ways: teaching, evangelism, praying for the sick, justice, leading worship, caring for the poor etc. [Do]

Justice and Compassion, Gospel center (Evangelistic), Loving the whole Church... I am not sure why. I am growing in these areas but I just find them more challenging to these values in our church. [Hardest]

Care for the poor. Evangelize. Preach and teach. Engage with the Holy Spirit. Soul care for self, family, and others. Organize and lead a local community. Care for the people under your responsibility. Maintain education and relationships and ethical standards. [Do]

In relation (9.6%)

I agree that this is more than a station or role someone fulfills within the Vineyard. A Vineyard pastor should be in relationship first with the Father he or she serves with a consistent and growing humility, dependence, and love. A Vineyard pastor should live in good standing in his or her closest relationships. A Vineyard pastor should be leading others in discipleship, care, and in developing their own calling and serving. A Vineyard pastor should also be in relationship with his or her tribe in order to be known and to grow alongside other Vineyard pastors. [Be]

They have to know Jesus, they have to know the leading of the Spirit, they have to know the fellowship of the Father. They have to know their people. They have to know how to navigate conflict. They have to know themselves -their strengths and weaknesses. They have to be known by their closest relationships. [Know]

Vineyard pastors should equip others to do the ministry of the church. They empower, develop, and release leaders. They are equipped themselves to pray for others. They are able to do the work of discipleship. Vineyard pastors preach the gospel (both in their sermons and in their lives). Vineyard pastors lead should be able to functionally do the ministry as well. They baptize others, they lead bible studies, they teach, serve at food pantry. Vineyard pastors encourage others gifts. Vineyard pastors make decisions that serve others well. Vineyard leaders create opportunities for others to experience the presence of God. They create healing environments for others. [Do]

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Studying Leadership and building bridges with other leaders in the various communities and organizations I work with. I think these two characteristics are part of my character make up. I have been, according to my mother, a leader from a very early age in our neighborhood, in sports, in school so I think I am naturally drawn toward becoming a better leader and understanding the intricacies of leadership. And I'm also a natural networker/bridge builder. It seems to be how the Holy Spirit uses me to minister to people, especially leaders. [Easiest]

Person (7.3%)

A Vineyard Pastor should have and continually be growing in an intimate, life changing relationship with God through His Word and His Spirit and leading their church members to do the same. Follow me as I follow Christ. [Do]

I enjoy living out most of these ideals, perhaps not perfectly. After retiring from being what others call bi-vocational I've always felt ministry & serving is 24/7 regardless of where I'm at. My philosophy is focused on being uni-vocational, i.e. I live with 1 focus & purpose, to know God & serve Him. [Easiest]

Even knowing what you should be, doesn't mean that it's easy to follow. As Lead Pastor, there is always the temptation of trying to be what others want you to be. That's just not possible and it's not healthy. Pastors can also look at the long list of characteristics found in scripture and easily identify where they fall short in their attempts to be. Our imperfections often take center stage to all the good qualities that Pastors possess [Hardest]

Spiritual (6.1%)

Self care with Christ, help others seek and find Jesus in all areas of their lives. Grow in biblical understanding. [Do]

None of this is easy. But since you asked, I would say that living out of a conviction that first I tend to my relationship with Christ is the easiest thing for me currently. As a new church planted everything I am doing is so challenging, I get to learn everyday that I must first remain connected to the vine, and lead out of overflow. In the intensity of this time, I find it easy to know where my strength comes from, and when I miss the mark, I get instant feedback that reorients me to back to the deep well of living water. I have never asked the Holy Spirit to come more than I currently do now. Everyday, every hour, Lord I need you. [Easiest]

Theology (5.3%)

They should have a good understanding of kingdom theology and how our theology distinctives connect to our practice and values distinctives. They should be able to articulate the general story of scripture and how the OT, NT, and their divisions play into that story. They should be able to respectfully articulate and understand theologies they disagree with. We don't need pastors who have only studied what they currently believe. They should have a good general grasp of Vineyard history and how we got here. [Know]

Vineyard DNA! They should be absolutely true to the word of God and solid theology not shaken by culture, open to the Holy Spirit while honoring God and the people with order. Relevant, open to the poor, valuing true worship. They should match what we stand on as DNA [Be]

A Vineyard Pastor should personally model the values and beliefs of Kingdom Theology, be radically committed to growing in their relationship with Jesus, and lead others to do the same. [Be]

Administration (2.8)

At a minimum: The gospel message, salvation by faith in Jesus Christ, the importance of and call to righteousness, the history and foundational beliefs/tenants of the Vineyard movement, how to study, interpret, and apply scripture, fundamentals in exegesis study, financial stewardship, church leadership, shepherding the flock, church governance tactics. They should also know their beliefs on important doctrine such as baptism, communion, baptism of the Holy Spirit, spiritual gifts, and more. [Know]

A Vineyard pastor should have some working knowledge of 501c3 organizations' responsibilities and structure. [Know]

Skills (2.6)

In general, I have found it harder to get excited about the logistics/business/formal organizational side of how I have commonly seen church leadership done compared to doing ministry itself. [Hardest]

Humility, holiness, hearing from God and walking in obedience, preaching, being a good leader, leading the organizational portion of church ministry, funerals, facing the utter brokenness of people and knowing how to walk alongside people in their own brokenness. [Hardest]

Bible (1.7)

I think Vineyard pastors should be deeply rooted and grounded in the scripture (not just devotionally) but be able to navigate both the arc of scripture and wade into the details with confidence. [Know]

A Vineyard Pastor should be wise and unwavering in commitment to holding the Bible as our source of Truth. [Be]
