



While churches are facing unrelenting waves of change, God is reshaping His church not just to survive – but to thrive. One such reshaping is a Co-Vocational church. Co-Vocational embodies the reality that all members of a congregation have unique callings that are equal and interlinked.

A new way to work.

A new way to serve.

A new way to live.

Co-Vocational pushes against the temptation to compartmentalize the various aspects of our lives. Together we recognize that God can use our collective gifts as a new expression of redemptive activity in the world.

## WHAT'S NEXT?

### Step 1:

Contact your BGAV Field Strategist.

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### Step 2:

Your Field Strategist will meet with your church leadership to explain the process.

### Step 3:

Begin a discernment process with the support of your Field Strategist using the Co-Vocational Church Guidebook and other BGAV resources.

## Co-Vocational Church

### A RENEWED WAY OF LIVING

In changing times, God is reshaping His church to thrive. Co-Vocational churches leverage their collective gifts for God's purposes, riding the wave of change as a new expression of God's redemptive activity in the world.

## HOW DID WE GET HERE?

### The Current Reality

- Sacred church vocations vs. secular careers and jobs
- Clergy as the professionals and church members as volunteers
- Occupation as a means for money vs. vocation as an expression of passion

### Major Cultural Shifts

- Face to face relationships to virtual relationships
- Institutional trust to institutional distrust
- Consensus building to polarization
- Christianity as major influence on society to Christianity being less influential

### The Church is Shifting

- From a religious institution to a community of believers
- From a church growth model to a discipleship development model
- From membership-based to missional-based
- From a single-leader model to a multi-leader model
- From change as anomaly to change as normal

## A NEW VISION

### The Emerging Reality

- Vocation is associated with all types of careers
- No separation between “clergy” and “church members”
- Vocation is expressed in all areas of life

### The Church Shifts to . . .

- A community of believers requiring fewer resources for personnel
- Redefining success in terms of discipleship
- Increasing emphasis on church partnerships
- Transitioning staff from single leader to multi-leader model
- Viewing and embracing change as normal

### Co-Vocational Church . . .

- Chooses Co-Vocational model in response to God’s call
- Is not primarily motivated by finances
- Refers to every member as “Co-Vocational”
- Adopts shared leadership
- Realigns finances toward local missions
- Embraces staff employment in secular and church careers

## A NEW JOURNEY AWAITS

### Benefits of Co-Vocational Ministry

- Decreases staff’s financial dependence
- Increases church’s financial resources
- Increases contact with non-churched people
- Deepens the church’s roots in the community
- Allows more freedom to respond to God’s guidance

### Characteristics of a Co-Vocational Congregation

- Embraces local missions
- Accepts the discomfort of change
- Shares functions and responsibilities with staff
- Embraces shared leadership
- Embraces entrepreneurial thinking
- Reallocates financial resources toward local missions

### Characteristics of a Co-Vocational Pastor

- Diverse educational and work experience
- Demonstrates experience in shared leadership
- Confident of their unique gifts and abilities
- Communicates their Co-Vocational call to ministry as a lifestyle
- Demonstrates ability to manage time and resources