



“the **Harvest**  
is plentiful but the workers are few...”

MATTHEW 9:36-38



“I am not sure I have words to properly express my gratitude for Emily and her work at St. Paul’s. She has been such a **wonderful spiritual leader** and example for many of us and especially for my 17-year-old daughter. My daughter attended the Texas Youth Academy this summer at Southwestern and her quote when she returned was ‘*best two weeks of my life.*’ I know my daughter and I feel we are better individuals for having known, worked, and worshiped with her.”

RICHARD WINGFIELD, ST. PAUL’S UMC HOUSTON,  
ON REV. EMILY CHAPMAN, MISSIONS AND OUTREACH

### Emerging Leaders Initiative

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### The Emerging Leaders Initiative A Ministry of The Texas Annual Conference

In 2005, The Texas Annual Conference began significant measures to address the need to prepare a new generation of leadership for the Conference and its congregations. In response to the need for gifted, young, diverse candidates for ministry, the Emerging Leaders Initiative was born. Beginning with persons at the high school level and continuing through college, seminary, ordination and early appointments, this initiative offers an ecology of programs and processes that highlight God’s call to ministry and offer innovative opportunities for the practice of ministry. We invite you to join us as we prepare the next generation of United Methodist leaders.

# 4

## KEY PROGRAMS

1

Texas Youth Academy

2

College Pastoral Internship Program

3

Ambassadors' Endowment Grant

4

Advancing Pastoral Leadership

By 2017, over **83%** of current full-time clergy in the Texas Annual Conference will fall between the ages of **65** and **72** and, potentially, retire.



## The Need for Emerging Leaders

### FEWER YOUNG PEOPLE ARE ENTERING MINISTRY

From 1985 to 2009, the percentage of young elders under the age of 35 in The United Methodist Church dropped dramatically from 15.05% to 5.25%.\* This decline in young elders has been significantly greater than the decline in church membership, number of churches, and number of pastoral charges. Comparisons with other mainline denominations show a similar trend of fewer young clergy to lead the churches of tomorrow.

Because congregations tend to attract members who are the same age as their clergy leadership, a shortage of young clergy means we face a shortage of young church members. Unless lay and clergy members begin gain-ing church experience now, churches in the Texas Annual Conference will not have adequate leadership in the future and our congregations will age and decline.

### PEOPLE ARE ENTERING MINISTRY LATER IN LIFE

In the Texas Annual Conference, the current average age of elders is 58, and the average age of entering clergy (clergy commissioned into probationary membership) is 46. Even though “second-career” clergy offer great life experience and expertise, clergy typically need five to eight years of church experience before they are prepared to take on key leadership roles in the Conference and in our churches. The process into ordained ministry alone can take up to six years. Consequently, those who enter pastoral ministry late in life will have few years of mature church leadership to offer before retirement.

### MANY CLERGY ARE PREPARING TO RETIRE

Over the next decade, we anticipate as many as 87 clergy retiring per year. However, only 20 new clergy are estimated to begin ministry each year. Their average age: 46. Approximately five full-time local pastors enter Conference service annually. Their average age is even higher.

**The bottom line is clear:** The Texas Annual Conference must recruit and prepare a new generation for faithful, spirit-filled leadership of the Church. In response to this need, the leadership of the Texas Annual Conference has created the Emerging Leaders Initiative.

Anchored by four key programs, the Emerging Leaders Initiative takes a comprehensive approach to the recruitment, development, and sustainment of young clergy. Our goals are simple:

- 1) Identify and recruit young, gifted, diverse persons for ministry in the Texas Annual Conference.
- 2) Develop the leadership capacity of young clergy to serve as transformational leaders.
- 3) Equip young clergy with the practices that will sustain them over a lifetime of ministry.

Through each of the programs offered by the Emerging Leaders Initiative, individual lives, congregations, and communities are already being transformed. We invite you to learn more about these programs and consider a gift that will impact ministry in the Texas Annual Conference for generations to come.

\* According to *The Lewis Center for Church Leadership at Wesley Theological Seminary*

In the Texas Annual Conference, there are **26** commissioned or ordained elders under the age of **35**.  
**That's only 5.9%**

“He has an energetic and engaging personality, which has drawn many people into Bible study who otherwise may not have been interested. When Lakewood was short staffed, he **accepted a challenge** that may have been daunting for many young pastors, but, showing aptitude beyond his years, he has become an essential part of the leadership in our church.”

COLIN WILKINSON, LAKEWOOD UMC,  
ON REV. BEN TRAMMELL, ASSOCIATE PASTOR