The purpose of this paper is to explore call, ordination, and public ministry in gatherings of the people of God as we see them in Scripture. I begin with my caveat about Scripture’s value in this kind of pursuit. Next, I highlight two early non-canonical Christian documents that refer to “ordination” and public ministry in language adopted from the culture and continuous into our own time. Finally we look at the less cohesive evidence of the New Testament itself to seek the early roots of this language. This paper can be read without attention to any of the footnotes. I included them to extend an argument, add clarifying evidence, or provide access to interesting language. An appendix provides a short concordance of many of the terms of interest and their occurrence in Scripture. There is also a bibliography for additional reading.

I. Caveat concerning “Use” of Scripture
Lutheran Christians believe that Scripture bears the word of God to us for our awakening, conviction, comfort, and transformation. We therefore love and trust Scripture and tend to seek its guidance for our lives as people seeking to serve God well, even in the 21st century. Yet, such guidance is difficult to come by, for the following familiar reasons:

- The documents we consider Scripture are numerous and varied in type.
- They emerge from equally numerous and varied locations in time and space, many of them not known to us.
- Even the “youngest” of these documents is close to 1900 years old.
- They were written down over a period of time by persons most often unknown to us.
- The process of writing or recording these manuscripts must be understood also to include the editing of the manuscripts from their first appearance until our own day.
- None of these documents was composed in English or any other contemporary language.

As one might imagine from these few descriptions of Scripture, seeking direct and/or practical advice, formulae, or even clear parameters for human behavior (whether individual or corporate) is unlikely to serve us well. What we can do is turn to Scripture for evidence of how our forebears wrestled to live according to God’s will and future in their own time and place. By so doing we are able to be learn something of what mattered to them, something of how they shaped the patterns of their own realities to witness to and continue the work of God among them. There is a powerful hermeneutic inherent in Scripture itself that includes three points important for us:

1. there are different ways to live together as God’s people, different ways to interpret God’s will;
2. God the Holy Spirit does not cease to summon us into new and often unsettling ways of being God’s people in the world;
3. human beings can not do other than make use of the “neutral technology”1 of worship, that is of the vocabulary, experiences, language, etc. of life as they know it, to do what is both intelligible and fitting for a godly people. In a word, religious understanding, no matter how profound, is contextual.
These points will help to set an agenda for this brief, summary look at Scripture in regard particularly to call and ordination.

As Scripture in general is varied, so also are scriptural witnesses to experiences and processes of call and ordination. This paper will focus only on the processes of taking a role of public leadership in a Christian community. Footnotes will refer readers to helpful resources on “call,” a very common scriptural word.\(^2\) Appendices will provide an overview of some of the significant terms in regard to ordination. There are a number of words and actions that could be considered “ordination” in both the Old Testament and the New. Neither Testament, however, lists and defines all forms of community leadership. Nor are the same terms are used throughout the texts to describe legitimation for public religious leadership. Especially in the New Testament, our documents are occasional, particular, and local, and often understood to be providing for leadership in the interim before Jesus’ imminent return. We will look at these documents carefully, but I think that the most useful principle to be derived from these materials is the principle that orderly, peaceful, and fruitful life together, including worship, can be carried out by persons who are not “ordained.” The primary concern for those few persons who seem to be “ordained” primarily by the laying on of hands, is careful and correct teaching.

II. Early Non-Canonical Christian Texts

In about 90 C.E. Clement of Rome wrote to the Corinthians chastising them for their usual fractious behavior. What was not usual in this letter for those whose sense of the history of the Christian movement is shaped only by the canonical New Testament is the explicit argument for the importance of obedience to an ordained leader. While \textit{episcopos} and \textit{presbyter} seem not to be clearly distinguished\(^3\) by Clement, each of these refers to an ordained office. Clement develops his argument quite tightly in section 40, To the Corinthians. There he describes the God’s provision of an ordered ministry for “us” to carry out orderly sacrifices/offerings and worship (\textit{prosphoras} and \textit{leitourgias}).\(^4\) The Levitical laws of the master (\textit{despotes}) that “we ought/are obligated to do in order” are in accord master’s command in Leviticus. Clement makes “us,” his Christian sisters and brothers, the recipients of God’s commands about ministry. By analogy Clement argues that we please God within our own “rank” (\textit{horismenon}).\(^5\) In section 42, Clement describes a chain of witness and offices. “The apostles were taught the gospel for us by the Lord Jesus Christ, Jesus the Christ was sent out by God. Christ there is from God and the apostles are from Christ. Therefore both were in good order from the will of God.” [my translation]. The “first fruits of preaching [apostolic preaching] were the bishops and deacons, tested by the spirit for the mission of the Jesus. He defends the creation of bishops and deacons (\textit{episcopi kai diakoni})\(^6\) as nothing novel, but found in Scripture. (Is LXX 60:17, misquoted).

Clement is interested in order and appointment to ministry. He insists that persons be approved for ministry (\textit{dokimazo ten leitourgian}) ought stay in office if they are serving well, in part because they were appointed “by them,” that is the bishops appointed by the apostles.

Clement represents a significant step in the understanding and justification of a particular office or offices of ministry at a very early date. At about the same time, similar steps were being taken
in Asia Minor, as we know from the letters of Ignatius. Ignatius, self-described as theophoros also wrote a letter to the Romans as he journeyed from Antioch to Rome and martyrdom. Although Ignatius is one of the first to distinguish between the office of episcopos and presbyter, it is not that distinction that interests us so much as it is his insistence on the necessity of office(s) for the church. These offices and those who fill them are to be understood as appointed by God. It is worth quoting the salutation to the Philadelphians in part:

...especially if they are at one with the bishop and with the presbyters and deacons with him, who have been appointed in the purpose of Jesus Christ, whom according to his own will he established in strength by his Holy Spirit.

In Philadelphians 1, Ignatius echoes Paul’s language from Galatians 1:1 to describe the bishop’s appointment. The bishop’s ministry did not come from himself (aph heautou) or through humans (di’ anthropon), but from God. While there is plenty of room for debate about the nature of these offices, the distinctions made, the duties attached, and the method of selection, as well as whether the language and concepts of organization are more Greco-Roman or Jewish, there is no doubt that in these sample texts, there is ordination to a public office of ministry akin to that of the Pastorals, from about the same time or earlier.

It is clear that from a very early time (as early as 20 years or so after the death of Paul of Tarsus, and perhaps even before The Pastorals were in circulation) the office of bishop, the concerns for proper ordination, and the koinonia of the church had already been connected in theory and practice. What is not clear is how the understandings of Sts. Clement and Ignatius grew from practices and convictions at which New Testament documents only hint. W. Schoedel reminds us that life had become more complicated for Christian communities by the second century. ‘Ignatius’ letters were written at a time when the diverse achievements of first-century Christianity were beginning to be consolidated and the organizational and theological uncertainties of the second century confronted. In other words, it had begun to look as if the Christians groups were going to be around for a while and would need to figure out how to survive as truly “theophoric” to borrow from Ignatius, apostolic communities. It is important to remember that these groups were a very small and insignificant minority in their own culture and quite without power.

III. New Testament Texts

We go back to the time of Paul’s writings. People were organizing around their convictions that Jesus of Nazareth was the Messiah of the Jewish God but were not yet fully identified as other than Jewish. Two different congregations or gatherings in two different cities may help us better understand Paul’s ways, and I emphasize the plural, of thinking with these groups about public ministry. It is wise to keep in mind that our letters from Paul are written to communities already in existence, the organizations of which may well not have been Paul’s design.

In Paul’s Letter to the Philippians, one is struck immediately by the fact that the Paul specifically greets two groups of persons, the episkopoi and the diakonoi. It must have been obvious to the recipients of this letter just what those terms meant and to whom they referred. The terms never
come up again in Paul’s writings, nor are they connected to any named individuals. Nonetheless we can make several points based on this phrase (Phil 1:2). The plural use of *episkopoi* or overseers in the relatively small city of Philippi tells us that we are far from monarchical episcopate of Clement of Rome. There was not one bishop/overseer in Philippi; there were at least two, perhaps more. So while this term suggests a clear office, the nature of the office is not at all obvious. We do understand that there were any number of “house churches,” small groups of believers in Philippi, as well as elsewhere.\(^{13}\) Perhaps each had its overseer. The nature of the office, the basis for and process of appointment to it are unknown to us. That *episkopoi* is of necessity so different from our ordinary understanding of bishop suggests that we dare not assume anything about the nature of their “office” nor of that of the presbyters.

It is also useful to note that both *episkopos* and *diakonos* were common terms in the ancient Mediterranean world for a variety of office holders. Philippi was a city with strong ties to Rome, as well as being more Greek than many cities of Asia Minor. It may not be at all surprising to find these kinds of titles in this kind of city, suggesting that local custom was not irrelevant to local organization. These words would have been “natural” or “available” for naming officers in gatherings of many sorts.\(^{14}\) Their meanings would have varied according to the organization. Such offices do not imply anything like what we think of as “ordination:” they are not usually priestly offices (which would be identified by different vocabulary). Ordination, however, is not precluded. Unfortunately we get no direct information from Paul. Instead we get the names of certain persons who were clearly of high importance among the Philippians, e.g. Epaphroditus, Euodia, Syntyche. We may be able to add Lydia to this list. None of these are identified by a title or office-related descriptor.

In the Pastoral Epistles there is a significant attention to the offices of public ministry. As mentioned above, the dates and authors of I and II Timothy, and Titus are not well established. These letters are early enough to have been somewhat plausibly written by Paul and to be part of our canonical NT. They do offer some significant information about ordination and public ministry. Bishops and deacons are mentioned, although it is not clear which office of these (if any) is held by the addressees of these letters. It is generally agreed that no difference is made between bishops and presbyters in these letters. The descriptions of these offices highlight moral fitness and the ability to wield authority gently and firmly. The duties of these offices center on correct teaching. Such correctness is seen to be of the utmost consequence in the community and for the believers. There is no indication that the duties of bishops, deacons, or widows involve liturgical acts.

It is noteworthy that Timothy is reminded of the “gift that is in you which was given to you through prophecy with the laying on of hands by the council of elders. (I Tim 4:14-15. See also II Tim 1:6).” The laying on of hands can be repeated by Timothy (I Tim 5:22) and presumably the council of elders (presbyters). To lay on hands, sometimes translated as to ordain, marks persons for public ministry in a number of NT texts. It is sometimes connected with the bestowal of the Holy Spirit, but at other times seems to be more an expression of God’s own choice and/or the bestowal of God’s blessing for certain functions. Laying on of hands was practiced in the Jewish community, its antiquity attested through Jewish Scripture, e.g. Numbers 27:15-23.\(^{15}\)
Laying on of hands is used frequently in Acts to show how some persons were appointed to public ministries of various types. From the seven chosen to serve as deacons to Paul himself whose blindness fell away at the laying on of hands, to the elders chosen in 14:23, the laying on of hands acts as an ordination ritual. It commissions persons for mission activity and it creates leaders whose calling is to manage a community rightly in regard to behavior and what is taught. There is no clear connection between baptism, eucharistic meal, and “ordination.

There are other ways in the New Testament by which persons name their role and/or the process of acquiring it. Again, the variety is significant. Paul himself never speaks of having been ordained. He does, however, speak of being “set aside.” Paul uses the word *aphorizo*, which is used extensively in the Septuagint, to speak of himself as set aside or set apart for the gospel of God in Romans 1:1, Galatians 1:15. The same word is used in a quotation from the Old Testament in Corinthians 6:17, where, however, it is plural and summons all believers away from the worship of idols. While *aphorizo* has a venerable history of use in reference to being set apart for public office, Paul’s usage seems to have more to do with claiming personal authority or call. He would be well in line with prophetic usages of this word in so describing himself. It is very important to Paul, as to others in Israel’s prophetic tradition, that he does not set himself aside.

Paul gives a different glimpse of his public calling among the Gentiles with yet another set of images. In Romans 15:15-19 he uses language of priestly service to make sense of his own role among a people who had heretofore lacked a priest of the covenant. Paul uses language from Jewish religious life to describe about his own calling. He understands himself to be a liturgist (*leitourgos*) of Christ Jesus). His work is that of “serving the gospel of God as a priest” (*ierougounta*). His particular task in this priestly service is to render the gentiles as an offering (*prophora*) well-pleasing/acceptable (*euprosdektos*), made holy (*hegiasmene*) by the holy spirit. This priestly language of worship—which could be found broadly in the religious life of the ancient Mediterranean—reveals to us not Paul the Jewish priest, but Paul reaching for language to conceptualize within a given context, how we was a servant for them.

Because we have no indication that Paul was a priest, we must understand this language as one of his metaphors for his role. It therefore offers us a priceless hermeneutical lens for attending to New Testament writings about what sound like ordained roles to us. Early believers in Jesus seek to express their idea of the community, community leadership, extra-communal leadership, and processes of worship using the language and activities about religion from their world. Robin Lane Fox speaks of the “neutral technology of worship” and by extension of religious organization when he refers to the ways the ancients expressed their relationships with their deity/deities. It is clear that the New Testament writings express the “office” of public ministry in a variety of ways, depending on local culture and the convictions of the people involved.

New Testament documents come from a very early period. Authors and audiences had not in every case fully identified themselves as other than Jewish or other than pagan. Many persons and groups were convinced that their time on earth would be brief: organization for the future was not central. Ordination for priestly tasks was abundantly present throughout the first century world in both Jewish and pagan contexts. Priests came to their functions in an enormous variety
of ways, as did teachers, prophets, healers, and even saviors. None of these has pre-eminence in the New Testament as a central, original, or general way of organizing and/or finding leaders.

All NT documents witness to us about concerns for the legitimation of leadership. This tells us immediately that no clear guidelines were present. Even those letters from Ignatius and Clement of Rome cited in the beginning of this paper both assume some aspects of leadership and at the same time argue on behalf of an aspect of that leadership. What we do see most clearly is that community leaders seem most valued for their ability to continue right teaching that preserves the people from error. This role makes a great deal of sense in a day were few were learned or even literate, where Scripture continued to be the definitive document were understanding the work of God in Jesus the Messiah, where communication was slow and unreliable, and where most converts were adults who had to figure out their faith as they went about their lives.

Christianity from a very early time was concerned to preserve some unity of belief about Jesus and God’s way of acting among us, as well as the relationship of God both the Jews and this additional people. Also from a very early time, believers were concerned to work out, without benefit of the codifications and customs of Jewish law, a way of being that would be pleasing to God. All this called for tutored leadership. Because hospitality was of such high importance among early believers, householders had a very important role in early communities. This fact brought the issues of patronage and hierarchy to bear quite quickly. It is as likely as not that householders presided at table in early worship-meals of the community. They may or may not have carried out baptisms; visiting prophets might also have done so. We do not know who did these things and how they were understood. So, ordination, at least as the Pastorals present it and in line with Paul’s understanding of his work, has more to do with helping communities to understand their faith properly and to live in accordance with God’s will.

We see that the bishop comes to be understood as the chief householder or steward of his people as congregations become more numerous, the interim time before the second coming lengthens, and the distance from that primary experience of Jesus grows. We are not yet at that point in the New Testament. It is not clear exactly how that movement between it and the church fathers took place, but in the Scriptures we see some basic trajectories, as well as the “technology” that was adapted.
**Bibliography of Suggested Readings**


Endnotes


2. Call would be a common word and concept for persons engaged in telling stories of how God communicates with God’s creation. How does a distant being get the attention of others? The imagination with which biblical writers convey their conviction of what it is to be contacted, summoned, commanded by God often (though not always) relies on sound across distance, ergo, “call.” See any standard concordance and look under: *kaleo* and its synonyms.


4. I include the Greek for this reference because of its similarity to Paul’s description of his calling in Romans 15:15-17.

5. *Horismenon* is a Greek participle from *horizo*, to determine, appoint, set. It is the word used in Acts 17:31: God judges the world through a man he has appointed; Acts 10:42: the one appointed by God as judge. It describes bishops in I Ephesians 3:2 (Ignatius).

6. Ibid., 44:2.

7. See the first verse of Ignatius’ Ephesians. The word means either, borne by God or God bearing. It is not an official title, but could be used in Greek, non-Jewish of Christian circles, to describe a priest, prophet, or religious leader.

8. See Ignatius’ letters to the Philadelphians, salutation; Ephesians 6:1; Ephesians 3:2.

9. Have been appointed – *apodisedemenos*; purpose of Jesus Christ – *en gnome I C*; established-esterizen. Compare for similar language, Ephesians 3, which also uses horisw for appointed.

10. W. R. Schoedel, *Ignatius of Antioch*, 17, says the following in his introduction, signaling for us the interconnection of Jewish and other Greco-Roman modes of self-organization. “A major purpose of this commentary is to show the extent to which he had absorbed elements of what may be loosely called popular Hellenistic culture.... Our bishop seems to have absorbed conceptions of communal life from the Hellenistic club and city. And we have seen that it is often hard to distinguish Ignatius’ debt to Hellenistic Judaism from his debt to Hellenistic culture itself.”

11. Dates given for these letters vary, of course. Much depends on one’s convictions about whether or not Paul wrote these letters, thus giving them an early date or not. The range of dates possible extends from 65 – 135 CE.


14. By way of example, *ekklesia* was a word widely used to describe a governing body, not least for a city or town. It, as also *synagogue*, often did not refer to a religious group. This more generic term was chosen to describe early Christian gatherings. At the same time, it is safe to say that the preponderance of groups of
various sorts in the ancient world were in their own larger self-understanding connected to some form of religious expression.

15. See attached pages for concordance to OT uses of laying on of hands. Note also that for the writers of the NT, Scripture meant what we call the OT. There was no NT at the time any of the NT documents were being written!

16. Luke mentions that hands are laid on Paul by Ananias, summoned by God for that specific task. This act seems more a healing of Paul’s blindness, at least within the narrative. However, readers and Ananias know that Paul has indeed been chosen by God for public ministry so this might be considered a commissioning rite as well. (Acts 9:15-19). This story seems very akin to the call stories in the Old Testament.

17. See attached word list.

18. See the way in which he speaks scathingly of Peter’s having set himself aside in Galatians 2:12.

19. This language also reveals Paul’s understanding of the relationship of Gentile believers, God, and covenant life, but that exploration is not immediately germane to this paper’s topic.

20. For occurrences of both ierougeo and leitourgos, see the attached list of important words.

21. Robin Lane Fox, Pagans and Christians, 89. See also Ramsay MacMullen, Paganism in the Roman Empire, (New Haven: Yale University Press, 1983) for an enlightening examination of that pagan “technology” adapted by Christians for their own religious life.

22. E.g. long-term communities, need for organization, acceptance of some hierarchy, definite and differentiated roles for community leaders.

23. Read Philemon for a lovely letter that negotiates overlapping hierarchies as the new community develops.
ORDINATION AND SCRIPTURE — ADDENDUM

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Having attended to my own paper and much of what my colleagues have both written and said, I offer the following as suggestive for shaping our ministries for the care and nurture of congregations. The New Testament vision of ministry in a time of mission among those with both long-held traditions of worship of the God of Israel (Jews) and those whose worship experience had been dedicated to other gods or groups (Gentiles) is helpful. Some of what is clear within its documents are:

- The approval of a person’s call to serve by a group
- The active mentoring of new leaders (Paul by Barnabas, Timothy by Paul, Apollos by Prisca and Aquila)
- The importance of acquaintance with Scripture
- The importance of thoughtful theological reflection
- The importance of continuing to develop and work through networks of congregations for mission, for support of leaders within congregations and in far-flung places
- The importance of hospitality
- The importance of connection among leaders to those who had some experience of Jesus, a line that could harken back to eyewitnesses at however great a remove
- The importance of leaders being respected in the congregation, throughout the larger church and having some freedom of mobility based on that respect
- The importance of preaching/teaching by the leaders

As I noted in my original paper, there seems to be great freedom to organize within the New Testament, a freedom that begins to shake out by the second century into a variety of roles and levels of authority in service to congregations. The importance of these roles centers around two sets of activities which are very visible throughout the New Testament and are encapsulated in Acts 2:40-47. These activities are care of the other/neighbor and relationship with God, including a right understanding of God’s will. Jews and Christians differed from their pagan neighbors in their commitment to both of these aspects of their faith.

Because the concern about heresy (New Testament) and idolatry (Old and New Testaments) was very great it is crucial that leaders speak the truth about who God truly is and how we are called to certain lives as God’s children. In order to do this well, one relies on the gifts of the spirit and information/understanding. This kind of concern is, if anything, more important among us. While in a post-modern age we may be (I hope we are) more humble about knowing The Truth and its fullness of expression, we are called nonetheless to seek truth about God and our Godly or God-ward lives in a variety of contexts. This takes learning, skill, and experience, as well as on-going engagement.
For these reasons I think that churches have a number of options for feeding their congregations with Word and Sacrament, all of which attend to learning and a theologically reflective posture. This is my list:

*Make good use of our full-communion agreements wherever possible.* That is, invite trained pastors from other traditions to carry out a ministry of Word and Sacrament among Lutherans and/or serve as mentors for locally licensed “apprentice” pastors. In such discussion and shared ministry, all stand to learn much.

*Make good use of local pastors (and perhaps other non-ordained, theologically trained persons) as teachers and mentors.* License local lay preachers and celebrants AND make it a condition of their practice of ministry that they engage in study groups that meet weekly and/or at longer monthly meetings for text study, historical study, theological study, learning how to bring popular culture alongside the tradition of the church, the arts of pastoral care. A curriculum of sorts could be developed year-by-year.

*Consider the wisdom of the Episcopal practice of ordination that is surrounded by a team for ministry.* Rather than simply ordaining a local person or simply licensing such a person, let it be our duty to help a congregation find a team of at least three persons who will surround the ordained for the ministry of the congregation. Recall how carefully Paul’s letters clarify that they come from two or more persons, that they go to multiple recipients, and that they usually allude to yet other leaders known to the recipients. Multiple voices are a greater hedge against petty tyranny and also gross error. (They are not insurance, but nothing is!).

I believe that permission can be given for an untrained elder to celebrate the sacraments with the people, even as seemed to be the case in biblical times, BUT, because the sacraments are indeed visible words, that is, because they make a case about God and the rest of us, such a celebrant needs to be involved in continuing education.

*There is no single format that I would prescribe for continuing education.* My preference would be weekly text-study groups with monthly full or half-day gatherings to do more intense work, as I mentioned above. Any such work should be formally planned, written down, shared with the synod, and reviewed with the person by a synod staff member. Accountability is very important — bibliically and in 2004. Several weeks at a non-parish location in January or the summer would be another way to do education and bring folks together. The Internet might help us here.

*For the ordained and even more for the untrained ordained or licensed, I would recommend a spiritual director for another kind of education.* This would help with the issues that would be either just touched upon or not even touched upon in Clinical Pastoral Education and Internship. For the untrained celebrant/preachers, spiritual direction should not be optional. I realize that in many communities this could be problematic. The Internet might help us here. Loneliness in ministry is a problem for most pastors. It could be very dangerous indeed for folk who have not had a seminary experience to fall back on.
We must attend to different kinds of training needed in different situations. Established and struggling congregations have persons within them who “know” something about the faith, the means of expression of the faith, the ethos of being a congregation. While these persons need to continue to challenge what they “know” as well as to deepen and expand it, persons who engage in new starts are at a different place.

All of these possibilities are biblically sound, pedagogically possible, and would be welcomed in our current world. All of them would require significant administrative work by someone. The alternative of not “feeding” the people or feeding them poorly seems to me dire enough that it is preferable to add staff at some level. I pray for our church and especially for the bishops as they seek solutions to meet these complex needs. We have great freedom to conduct our lives for the good of those sheep that Jesus commanded Peter to feed, including our own sheepish selves. We have the means, the minds, and the hearts available. We can do this.

Endnotes
1. These activities are also of signal importance in the Old Testament as well and may be simplistically imagined to be the primary concern of priests on the one hand and prophets on the other.
2. Both heresy and idolatry are often subsumed under the term fornication, as well as appearing in their own right.
3. In Acts 1:22, for example, the replacement for Judas must have known Jesus from the time of “his baptism by John until the time he was taken up from us…” While Paul claims to have had no instruction in some cases, in others he indicates that he passes on what he has received. Furthermore Paul was an experienced theologian and had many opportunities to think about Christian belief with believers as we read his story in Acts and his letters.