



**Wednesday, August 14, 2019
Moravia Moravian Church**

**Creating a Missional Culture:
Re-Imagining the Missional Context
for Faith Communities**

Participant Workbook

*Listen, awake, and hear the good news: "Your God reigns!" Ours is a time of hope.
God is ahead, on the move, in the neighborhood. –Alan Roxburgh*



**The
Moravian
Church**
Southern Province

**Hosted by the
New and Emerging Ministry Team**

Boundary Markers for Groups

Share the air.

Pay attention to how much of the group time you take. Every voice is important and no single voice ought to dominate.

Speak for self.

None of us have the same gifts or limits, the same beliefs or opinions, the same experience or calling. All any of us can do is speak with integrity from the heart of who we are as individuals.

Attend to yourself and your own learning.

We learn from others, of course. But as we share time together, we will have many opportunities to learn from ourselves. Pay attention to your own words and reactions, and be your own best teacher.

Honor each other's vulnerability.

To share our deepest selves (our passions, our feelings, our experiences, our stories, our lives) with one another requires a certain degree of trust and self-disclosure. Let us hold one another in prayer and respect what is shared in confidence.

Believe that it is possible to emerge from this work refreshed and less burdened than when we came.

Our work together can provide for renewal, refreshment, and helpful perspectives for the work at hand and ahead.

Agenda

8:30am	Gather - coffee & fellowship
9:00am	Morning Prayers
9:15am	Luke Edwards
10:00am	Break
10:15am	Imagining/Visioning
10:45am	Creating Missional Culture – Resources
11:00am	Break
11:10am	Processing Time
12:00pm	Lunch
12:45pm	Optional Q&A/Resourcing with Luke, Ruth, David

Our Featured Speaker

The Rev. Luke Edwards is the Associate Director of Church Development for the Western North Carolina Conference of the United Methodist Church. Luke is a provisional elder and the founding pastor of King Street Church, a network of fresh expressions and campus of Boone United Methodist Church.

For the past two years, he has served part time as the Coordinator of Fresh Expressions for the Western North Carolina Conference. He has also been a part of the Fresh Expressions US team since 2015. Participating in local, regional, and national levels of the Fresh Expressions movement has given Luke a unique perspective into new forms of church in a post-Christian culture. In his work, he has had conversations with pioneers of fresh expressions across the United States and internationally. You can hear Luke's Story on [A New Thing Podcast](#) or read about it on [Asbury Voices](#).



Prayers for the Day

Lord, like your servant Nehemiah whose heart was broken by the news of the spiritual decline and suffering the people of Jerusalem were enduring, and who mourned the shame and loss they were experiencing,

We come before you this day acknowledging that our hearts are broken by the decline and suffering many of our communities of faith are enduring, and we mourn the shame and loss we are experiencing.

Lord, like your servant Nehemiah, who, in response to the heartache he experienced at the news of the spiritual decline and suffering of your people, offered prayer of confession for himself, his family, and on behalf of your people,

We come you before this day offering prayers of confession. We confess that we, individually and as communities of faith, have often dishonored the Holy name we bear as your beloved children, failing to love you with all of hearts, minds, and strength, and failing to love our neighbors as ourselves.

Lord, like your servant Nehemiah, who, in repentance, called upon you to remember your promises to bring restoration, healing, and reconciliation to your people if they would only repent and turn to you,

We come before you this day in repentance, asking you to bring healing, restoration, and reconciliation to us and our communities of faith, asking you to bring back those whom have gone astray either through willful choice or through hurts we have inflicted upon them.

Lord, like your servant Nehemiah, who despite his heartache and loss, turned to you and asked for your favor, seeking wisdom and opportunity to be an agent of reconciliation, restoration, and revival for your people,

We come before you this day asking you to grant us favor, seeking wisdom and opportunity to be agents of reconciliation, restoration, and revival for your people.

Lord, like your servant Nehemiah, who through prayerful discernment recognized and seized the gracious opportunity you provided, and, acknowledging that your good hand was upon him, gathered your people together, confronted them with the realities and possibilities of their situation, and inspired them towards unity in building your kingdom, saying, "Let us rise up and build...",

We come before you this day in prayerful discernment, ready to seize the gracious opportunities you provide us. We will gather your people, confront them with our situation, and inspire them towards unity in building your kingdom, saying, "Let us rise up and build..."

Mini-Retreat Instructions

Greetings! We're glad you're joining us for *Creating a Missional Culture: Re-Imagining the Missional Context for Faith Communities*

In preparation for our gathering together, we invite you to participate in your own mini-retreat, setting aside some time to be alone with God in prayer (approx. 45 minutes). We encourage you to find a place where you feel safe to be with God. You can trust that God is listening and will meet you where you are.

The following questions are provided to guide you, but remember that each one's path of prayer is their own. Follow the path that God has given you. Pray as you can, not as you can't.

- Consider the present context of your ministry. What excites and/or troubles you in your leadership at this time? Where do you feel stuck?
- Slowly bring into your awareness the faces of those whom you serve. What are their names? What are their needs? What are their gifts?
- Read Isaiah 42:1-9. The prophet speaks of God doing new things in the midst of the people. In your own experience, what are some of the signs that God is doing something new?
- Would you be ready if God called you to do something new in your ministry? How would you know?
- Another person with deep interest in the idea willing to serve in this capacity (happens only if the person bringing the issue is unable to convene, or two or more topics were combined.)

Now reflect on the following questions:

- Who are the friends, neighbors, and communities that stir your heart to share the good news of Jesus by building relationships? These may also be the friends, neighbors, and communities that you feel the Church has been unsuccessful or reluctant to connect with and engage in a meaningful way.
- Now imagine that you have found a meaningful way to connect with and engage with these friends, neighbors, and communities. What does it look like?
- If you were going to try something new in ministry, who are those (individuals or groups) you would want to partner with you on the journey?
- What questions would you hope to have answered before you were ready to get started?

Are there specific areas in which you would like to receive guidance before taking the next step? Perhaps you need greater clarity, tools for planning and leadership, or an awareness of existing resources and supports.

We've brought together a number of New & Emerging Ministry stories and materials that you can access anytime. Explore them as you are led to do so. Go to:

<https://www.moravian.org/southern/2019/03/new-emerging-ministries/>.

-The New & Emerging Ministry Team
Moravian Church, Southern Province

Fresh Expressions

AN INTRODUCTION

DEFINITION:

A fresh expression is a new form of church for those not connected to any church. They take shape outside of the walls of the church in places where our neighbors are already gathering.

WHY?

-60% of America's population is increasingly alienated from traditional forms of church. (1)

-34% of Americans work on weekends. (2)

ATTRIBUTES OF FX:

- Incarnational (John 1:14)
- Missional (Mark 16:15)
- Contextual (1 Cor 9:20)
- Formational (Matt 28:19)
- Ecclesial (Acts 11)

WHO'S INVOLVED?

- Pioneers
- Permission Givers
- Supporters

WHERE TO START?

Third
Places

Affinity
Groups

HOW TO START:



ADDITIONAL QUESTIONS?
LEDWARDS@WNCCUMC.NET

(1) https://www.amazon.com/Verge-Journey-Apostolic-Future-Exponential/dp/0310331005/ref=sr_1_1?s=books&ie=UTF8&qid=1524508722&sr=1-1&keywords=verge+alan+hirsch
(2) <https://www.bls.gov/tus/charts/chart11.pdf>

Lectio Vicinitas (Neighborhood Reading)

A Resource of the Western NC Conference UMC
and the Southern Province of the Moravian Church in America

The following is an activity designed for church leaders who wish to listen deeply to their neighborhood. It can be used to discern God's leading for a new ministry or direction for your church. It is designed to be done by yourself while walking through the neighborhood. If mobility is an issue it can be done in the car or from a single location in the neighborhood. We recommend you pick a geographical area that is small enough to walk in 30 minutes. If your neighborhood is bigger than this, break your reading into multiple days. We encourage church teams to practice this individually and then to compare experiences afterwards.

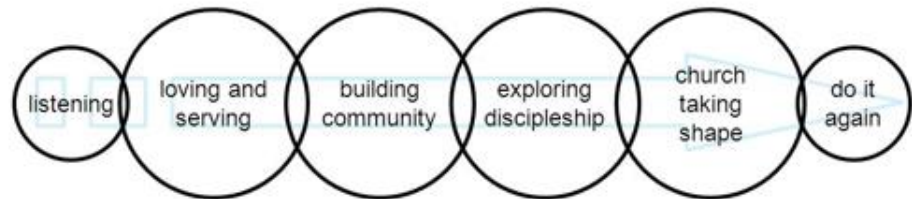
1. Silencio (prepare)
 - a. As you prepare to depart, quiet your inner voice
 - b. Invite the Holy Spirit to guide your steps and your reading
 - c. Seek a posture of openness, leaving preconceived notions behind
2. Lectio (read)
 - a. As you begin walking take a special notice of what and who you see.
 - b. Try to avoid interpreting what you see, simply observe. You may take notes on paper or on your phone if it helps you to remember.
 - c. Take note of places where people are gathering, look for written words on signs, posters, magazines.
 - d. What stands out to you? Remember you are not interpreting yet. Perhaps write it down.
3. Meditatio (meditate)
 - a. Find a quiet place to sit in the neighborhood.
 - b. Reflect upon what you saw.
 - c. Replay the walk in your imagination, stopping for moments that stood out to you.
 - d. Ruminant on these moments. What stood out to you about them?
 - e. Slowly shift your focus from the mind to the heart. What feelings stirred in you?
 - f. What is underneath the surface of what you see?
4. Oratio (pray)
 - a. Shift into a conversation with God about what you saw on your walk.
 - b. You can do this in a journal if it helps.
 - c. Ask God questions. Ask God for clarity in areas that are unclear.
5. Contemplatio (contemplate)
 - a. As you begin to close, jot down your newly discovered insights about your neighborhood.
 - b. Write down anything you felt like God was saying to you in this time.
 - c. Rest in God's presence for a few moments before returning to your daily tasks

The Fresh Expressions Journey

- **Listen** to God and the people you are called to serve.
- **Find** a way to love and serve the people round you.
- **Build** community with those you serve.
- **Offer** opportunities for individuals to explore becoming disciples of Jesus.
- **Let** a Christian community, a congregation or church, take shape.
- **Encourage** new believers to do it again by leading others on a similar journey.



A process of discernment



underpinned by prayer, ongoing listening and relationship with the wider church

Ask another Christian. God wants us to work in teams. That's why Jesus sent out his disciples in pairs (Luke 10. 1). So if you want to start a fresh expression of church, prayerfully find someone to do it with.

Begin with what you've got - who you are, what you know, who you know and what you have: what are your passions and interests - cooking, art etc.? What do you know about - mending bikes? Who could you share your passion with - who could you ask to help? For example, say you go cycling with friends. Could you ask two of the three other Christians to organize food for the cyclists when you get back? Then you'll be able to share your lives more deeply together. What do you possess - a home to meet in, a car to transport people, support group first met. And don't forget: other people can serve you!

Chat to others - to God directly in prayer, to those you are seeking to serve and to others with wisdom to share. Listen and learn all you can.

For example, freshexpressions.org.uk/stories contains over 200 stories of fresh expressions, often with contact details. Why not email someone doing the type of thing you have in mind? Don't short change this listening! If you really want to serve people experiment like mad! Don't be shy about trying something to see round you, use conversations with them to propel you forward.

Dream up lots of possibilities. Keep asking 'what if...?' 'What if we did this?' 'What if we did that?' Then ask, 'Why not?' 'What if...?' leads to 'why not?' which takes you to another 'what if...?' Eventually, through prayer, you will come up with a brainwave! Expert designers keep exploring possibilities. Inexperienced ones miss out on creative ideas because they narrow down options too early.

Experiment like mad! Don't be shy about trying something to see if it works. Messy Church started as a six-month experiment, which the leaders adapted as they went along.

Follow the fresh expressions journey (above)

God's role is vital! So pray as you follow the ABC.

New & Emerging Ministries Overview

The new and emerging ministries initiative grew out of a 2014 Synod Resolution which recognized God's call to the church *"to develop communities of faith and other ministries that are consistent with the mission of the Moravian Church Southern Province, that join the Spirit's transforming work in this ever-changing world, and reach out in sharing the good news of Jesus Christ to our neighbors."*

New and emerging ministries may include those that:

- Remain connected to and part of a congregation or regional conference of churches.
- May begin as congregation-based, but take on a more free-standing character, and
- May be designed from the start to be "fresh expressions" of church – communities of word and sacrament, formal members, and called or appointed pastoral leadership.

Under the direction of the Provincial Elders' Conference, the New and Emerging Ministries Team (NEMT) manages the application and approval process and funding for all three kinds of new and emerging ministries, including three kinds of grants:

- **Encouragement grants:** one-time grants given to congregations and RCCs to support developing what are essentially new mission projects aimed at serving others (not necessarily expecting those served to join the congregation or community of faith).
- **Exploration grants:** one-time grants provided to congregations, RCCs, or teams developing what might be labeled "missional communities" (connected to a congregation or RCC), or a "fresh expression" of church (free-standing communities of word and sacrament).
- **Empowerment grants:** ongoing start-up grants to missional communities or fresh expressions of church for their start up and development. These grants are paid over a four-year period, subject to review and a renewal decision by the NEMT on an annual basis.

Grant applications are available from the New & Emerging Ministries Team, and are considered on a rolling basis during any calendar year.

For complete guidelines and additional information, visit

<https://www.moravian.org/southern/2019/03/new-emerging-ministries/>.

New & Emerging Ministries Team

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Cultivating a Missional Culture in Your Congregation

*Workshops and Learning Experiences to Prepare Today for Tomorrow
(offered and/or facilitated by the BCM)*



Growing in Faith, Hope & Love: Using Spiritual Type to Deepen Your Relationship with God, Yourself & Others

How do you express your relationship to God, self, and others? What's your "spiritual type?" Do you get more from a Bible study, or do you respond best to a beautiful anthem? Do you like to experience God in nature, or is helping others your way of worshipping? Join us as we explore which of these types of spirituality resonate most deeply with you and how an understanding of your type can enrich your spiritual journey. We'll also look at the spiritual types of your congregation and talk about the importance of all types being part of congregational life. It takes all of us to make the church! Come out and learn with us!

Leadership Development

Farming Church: Cultivating Adaptive Change in Congregations

Congregations want to adapt to the world in which we find ourselves, extending Christ's love while being authentic and genuine participants in God's movement in our world. Yet, when it comes to actual change, the church does not go there quickly or easily. The most common mistake of pastoral and lay leaders in leading change is underestimating the work required in church systems to facilitate deep change and implementing change too soon. The readiness of a church when it comes to change directly influences the success of the change effort. **Seventy-five percent of leading change is cultivating the growing environment, preparing the congregation for engaging change.**

Farming Church adopts the often-used farming metaphor of Jesus in the gospels encouraging cultivation to guide us into intentional, adaptive change. Mark Tidsworth's excellent book, *Farming Church*, describes the seven key cultivations (faith, trust, vision, leadership, urgency, discovery, alignment) for preparing the growing environment (congregation) for increased adaptive change; cultivating the ecosystem for congregational growth. BCM can facilitate both the administration and debrief of a congregational assessment designed to measure and implement key cultivations.

Shifts Leaders Must Make

What shifts need to happen for churches today to be relevant and effective today? Many congregations are experiencing significant change both within and beyond their walls, and both members and leaders feel a sense of loss in the midst of these changes. In the midst of change, loss, and grief, congregations yearn for leadership--typically with differing expectations of what constitutes effective leadership in response to their needs, hopes, and priorities. At the same time, congregations resist leadership. After all, leadership assumes those who follow will be open to more change. This workshop provides congregational leaders with new insights and tools for understanding the relationships among change, attachment, loss, and grief. The SHIFT workshop can help you shift your lens and lead your congregation into greater health and vitality.

Quietly Courageous: Leading the Church in a Changing World

This workshop summarizes this very relevant book on Christian leadership by Gil Rendle and offers practical guidance to leaders – both lay and ordained – on leading churches today. It encourages leaders to focus on their mission and purpose – what is ultimately motivating their work. It also urges a shift in perspectives on resources, discusses models of change, and offers suggestions for avoiding common pitfalls and working creatively. An excellent, thought-provoking experience for congregational and RCC leaders.

Purpose Work

Work on Your WHY. What's your WHY? Congregations would be well-served to develop a WHY statement—your purpose . . . and share it not just with the wider world, but with each other as well. Your WHY Statement should be simple and clear, actionable, focused on how you'll contribute to others, and expressed in affirmative language that resonates with you. It should encapsulate all of these qualities—and do so in a single sentence. BCM staff can help you work on your WHY as a team, or board, or congregation.

Create Clarity. The leadership team of any healthy organization must be intellectually aligned and committed to the same answers to **six simple but critical questions**. Create or designate a leadership team of 5-9 folks to guide these efforts. They should spend some time answering the questions:

1. Why do we exist? (the WHY statement can inform this)
2. How do we behave? (What are our values?)
3. What do we do? (A simple description of our work and ministry)
4. How will we succeed? (This is basic goal-setting)
5. What is most important, right now? (Then, we prioritize)
6. Who must do what? (And get practical about who does what to make next steps happen)

The more specific and clear your goals and next steps can be, and the better informed each team member can be, the easier the goals will be to achieve and maintain. This is part of a larger work on organizational clarity and BCM can provide additional information and even work through a process with you to answer these important questions.

Discipleship

Five Practices of Fruitful Congregations

Is your congregation focusing its energy and resources on the most essential elements of ministry? How can you chart a path toward greater fruitfulness using a common, practical, effective language? How can we share our harvest with our neighborhood and community? These practices require a different posture toward our neighborhoods, a deliberate outward focus, and a willingness to carry Christ's love to where people already live, work, and play, rather than hoping people will come to us. Learn radical hospitality, passionate worship, intentional faith development, risk-taking mission and service, and extravagant generosity using the practices outlined in Robert Schnase's excellent book.

Living Faith Small Group Ministry

In a vibrant congregation, members are in close fellowship with each other and reach out together into the community. This small group model updates the Moravian concept of "prayer bands" (popular during Zinzendorf's time) and can reinvigorate congregational life as members together in

face-to-face interaction share their spiritual journeys and explore ways to care for each other and the wider world. Training and materials available through BCM. Developed by the Rev. Tim Byerly.

Strengths-Based Missional Outreach

Missional Community Development

A Missional Community is an extended family of relationships, centered around Jesus, who go and make disciples amongst a specific group of people far from God. Missional Communities (MCs) offer many benefits, including ways to:

- Enable Jesus followers to GO with the Gospel to the people that God has called them to love in a special way.
- Build tremendous community - groups of 20 to 50+ just seem to work so well in building a healthy 'life together'.
- Develop people really well - MCs are the perfect size for training and the gifts of the Spirit being experimented with.

This discipleship model, developed by Alex Absalom and Doug Paul, provides a step-by-step pathway to planting and establishing a healthy missional community.

Do a Neighborhood Deep Dive. The following questions may help you focus before embarking on any major strategic initiatives:

- Who are our neighbors? What are their gifts, passions, and deepest longings? What keeps them up at night?
- What gifts do we have as a faith community that we can share with our community?
- What are we willing **to do** to bring to life God's calling in our church?
- What are we willing **to let go of** to make room for God's calling in our church?

BCM offers several learning opportunities to help you explore these important questions. They are often done as part of a larger effort to help churches **discern how their gifts and assets intersect with the needs of their neighbors.**

1. **MissionInsite:** MissionInsite is a demographic program that can help congregations learn more about their neighbors and discover ways to get to know and serve them. This tool tells the "demographic story" of a defined geographic study area and includes not just demographic information, but also information about your neighbors' beliefs, preferences, and practices along with practical advice for using this data in your ministries.
2. **Gifts Discovery:** Explore your gifts of ministry as a congregation and discern with God's guidance how you might create a future of greater possibilities.
3. **Action Planning:** Put the two together and create some goals for concrete, spirit-filled ways to help, serve, and work with your neighbors.



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The Missional Change Model

(from *The Missional Leader* by A. Roxburgh)

- **Awareness.** Leaders must create a listening space to allow people to become aware of what is happening within and among them. The congregation needs time to begin working through its experiences of all these changing forces and develop new language to help them imagine fresh ways of being God's people.
- **Understanding.** Using dialogue to integrate thinking and feeling. Awareness is only a starting point. Further dialogue bringing together feelings and thoughts is needed if awareness is to deepen into understanding. A time to gather additional information, try out ideas, and develop a knowledge base for ongoing dialogue with others. It's NOT about developing solutions.
- **Evaluation.** Applying awareness and understanding. We examine current actions, attitudes and values in light of new understanding. Consider whether specific activities, programs, and commitments are congruent with their awareness and understanding of missional innovation and the context in which they find themselves. Some of the questions to consider might include: Is what we are doing congruent with how we now understand our context and ourselves? Which elements of our tradition are of great service to us, and which do we need to rethink? What new skills must we develop to effectively engage this context? Leaders create a holding-tank environment in which much of the regular life of the congregation continues, but some critical experiments are also initiated that can show people another kind of future.
- **Experiments.** Risking some change. We begin testing new ways of shaping our missional life. When people practice and experiment what they have been learning, real cultural change can be embedded in their lives. Moving from tactical change to adaptive change.
- **Commitments.** Signing on to new ways of being the church. This is when a missional culture is embedded in a congregation because people have taken on a new way of being church together.

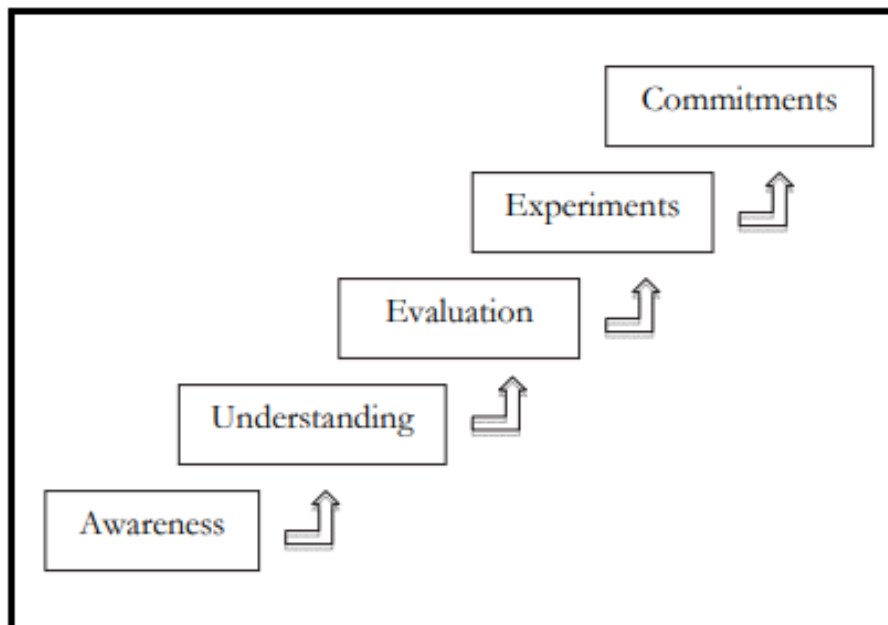


Figure 6: Missional Change Process (Based on Roxburgh and Romanuk, *The Missional Church Readiness Workbook*, 13)³⁶

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Developmental Response Continuum

Cluster 1 – Defensive Reactions

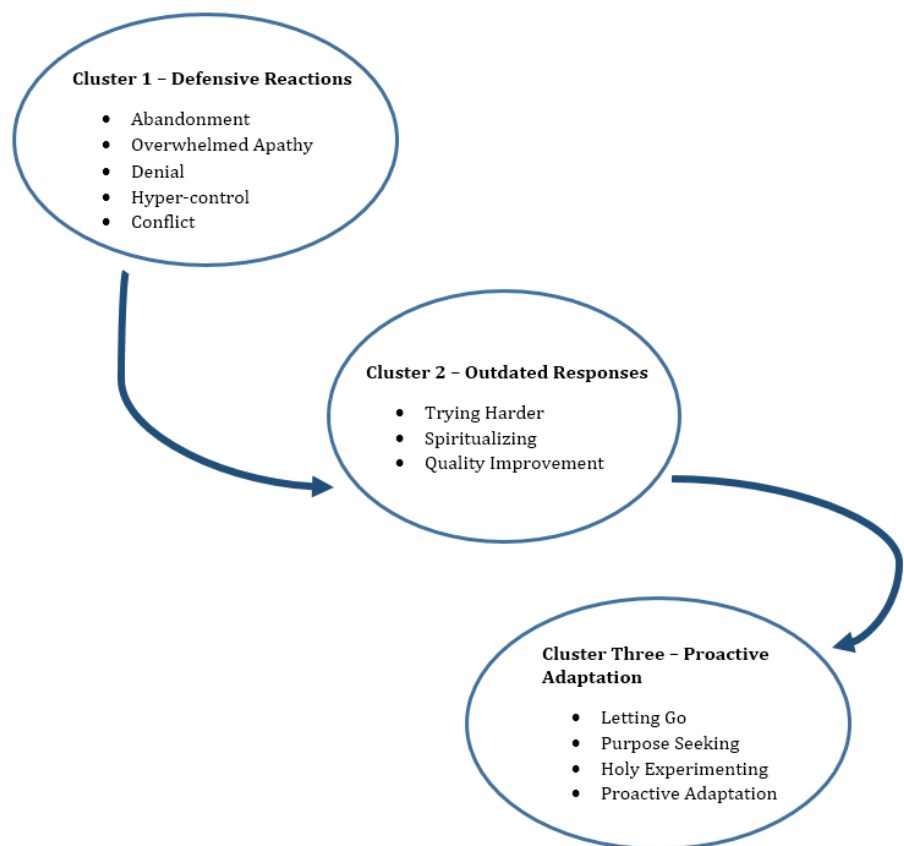
- **Abandonment:** giving up on one faith and/or leaving the church
- **Overwhelmed Apathy:** overwhelmed by change, feelings of helplessness, leading to apathy
- **Denial:** turning away, denying large-scale cultural changes are real or believing culture will return to what it was
- **Hyper-control:** creating more structure, rules, policies in an effort to control the change
- **Conflict:** remaining conflicted or engaging in conflict in faith community due to changes

Cluster 2 – Outdated Responses

- **Trying Harder:** doing same activities and behaviors with more vigor & effort
- **Spiritualizing:** believing the lack of adaptation is due to slack spirituality
- **Quality Improvement:** strengthening the quality of what you do to improve effectiveness

Cluster Three – Proactive Adaptation

- **Letting Go:** realizing the paradigm and model itself is no longer viable or relevant, developing willingness to let it go
- **Purpose Seeking:** foundation exploration as result of letting go, looking for essential purpose of Christian movement
- **Holy Experimenting:** trying new behaviors, approaches, and activities, without knowing what the outcome will be
- **Proactive Adaptation:** engaging the ongoing process of become a new disciple/church adapting to context regularly



Where are you in your individual reaction or response? Pick a cluster AND a response. Were you to place your congregation or faith community on this continuum, where would it be?

Tidsworth, Mark. *Shift: Three Big Moves for the 21st Century Church*.

Reflections/Notes

- What do I know now that I didn't know when I came in? What do I see? What did I learn?
- What is next for me? For my idea?
- Who do I need to talk to?
- What am I unsure about?
- What is the most important thing, right now? What's my immediate next step (even if it's a baby step)? (Concrete step - ex. I need to call ____, meet with ____, do ...)

How will I cultivate a missional culture in my ministry context?

About Quaker Clearness Committees

From their beginnings over three hundred years ago, Quakers needed a way to draw on both inner and communal resources to deal with personal challenges because they had no clerical leaders to “solve” their problems for them. The Clearness Committee underscores that there are no external authorities on life's deepest issues, not clergy or therapists or scholars; there is only the authority that lies within each of us waiting to be heard. Behind the Clearness Committee is a simple but crucial conviction: ***each of us has an inner teacher, a voice of truth, that offers the guidance and power we need to deal with our challenges.*** But that inner voice is often garbled by various kinds of inward and outward interference. The function of the Clearness Committee is not to give advice or “fix” people from the outside in but rather to help people remove the interference so that they can discover their own wisdom from the inside out. A few guidelines:

- Each person's time of focus begins with silent prayer.
- Each person has an opportunity to share his/her initial thoughts (in answer to question above), then ask a question about what s/he struggles most with about it. This can be broad or specific.
- The other person listens, without interrupting. They then ask open, nonthreatening questions to aid each person in their discernment of potential answers to their own question(s).
- The goal of the listener is not to give advice, provide examples, or even offer words of encouragement. Ask only open, honest questions – concentrate your attention on the focus person.
- The focus person can choose to “Pass” on the answers asked by the listener.
- Be comfortable with silence.