

Two Fantasies

- We can _____ without _____
- We can _____ without _____

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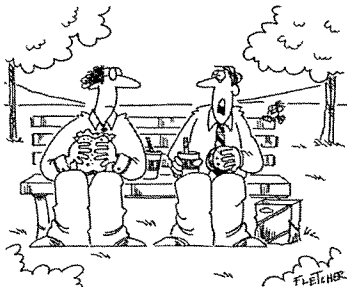
Two Sets of Fears

1. The fear that we will change too _____
 2. The fear that we will change too _____
-
1. The fear that we will change too _____
 2. The fear that we will change too _____

In other words:

1. Too _____, too _____
2. Too _____, too _____

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MY CONGREGATION IS BECOMING MORE CHRISTLIKE...
THE SAME... YESTERDAY, TODAY, AND FOREVER.

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EPIC Application Factors

Context Context Context!

1. Church Setting (Urban, Suburban, Town & Country)
2. Church Size (Small, Medium, Large)
3. Church Type (Healthy Missional, Stable, Critical Moment, At Risk)
4. Culture in the church (Symbols, Unwritten Rules, Mores, Values, Beliefs)
5. Ethnicity
6. Formal and Informal Power

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EPIC Application Factors

7. History of Change Within the Church
8. Tenure and Track Record of Pastor
9. Age of Church
10. Readiness for or Resistance to Change
11. Rate of Change (Crockpot, Stovetop, Microwave)
12. Degree of Change (Incremental, Monumental)

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EPIC Application Factors

13. Age and Tenure of People within the Church
14. Personal Life Changes and Anxiety (Individual/community).
15. Polity (church government...how decisions are made)
16. Community Demographics
17. Facilities

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Discernment

The answers are not in the information;
the answers are in the _____
you have about this information as the
_____ leads and guides.

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Let's get to know each other...

- Name
- Church
- Role
- What is one change you have experienced lately or are anticipating in the near future?

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Our Topic Today Is:

CHANGE

What comes to mind when you think about the word *change*?

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CHANGE

What comes to **God's** mind when He thinks about the word *change*?

"Where is it written?"

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Question

Why is change an important topic for the Church?

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The Organic Church

And the Church must be forever building.
And always decaying,
And always being restored.

- T.S. Eliot, *The Rock*

Every *seven* years, the Church must
reinvent itself.

- George Bullard

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The church is like a body...

Our bodies are in a state of flux. It isn't just that hair and fingernails grow and are cut off; our entire physical substance is slowly changing. We change our entire physical kit, every atom and molecule, over a period of *seven* years or so. I am physically a different person now from the person I was ten years ago. And yet I am still me.

N.T. Wright, *Surprised by Hope*

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Identity and the Necessity of Change

**If you don't change,
you won't be who
you are.**

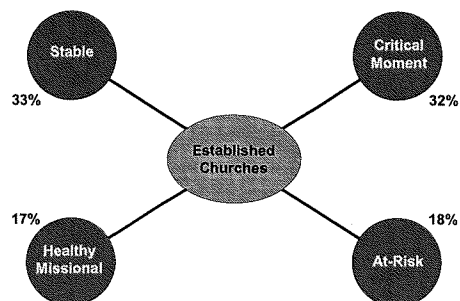
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Only _____ of established Covenant churches are healthy and missional.

Our prayer is that every Covenant church become a _____.

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Four Types of Churches



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What kind of change are we talking about?

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Healthy Missional Change

Healthy =
pursuing Christ

Missional =
pursuing Christ's priorities in the world

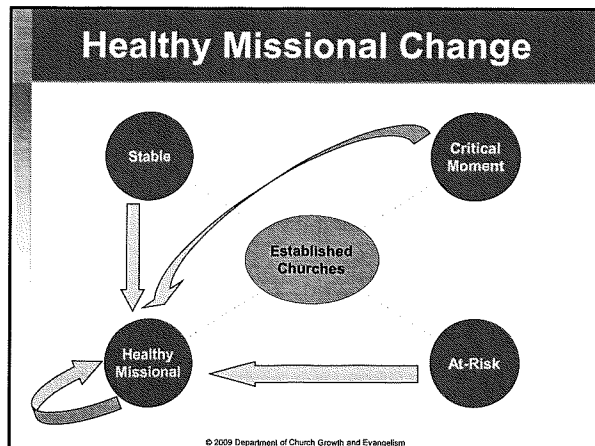
Change =
following the Spirit wherever the Spirit leads

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The Purpose of EPIC

- The **SPiRiT** tells us _____ to change.
- **EPIC** tells us _____ to lead healthy missional change... in a way that is civil, compassionate, and Christ-honoring.

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- ### Marks of a Healthy Missional Church
- Centrality of the Word of God (*2 Timothy 3:16*)
 - Life-transforming walk with Jesus (*John 3:3, 30; Phil. 1:6*)
 - Intentional evangelism (*Matthew 28:18-20*)
 - Transforming communities through active compassion, mercy and justice ministries (*Micah 6:8*)
 - Global perspective and engagement (*Acts 1:8*)
 - Compelling Christian community (*Acts 2:42-47*)
 - Heartfelt worship (*Psalms 138:1a; John 4:23*)
 - Sacrificial and generous living and giving (*Romans 12:1-8*)
 - Culture of godly leadership (*Hebrews 13:7*)
 - Fruitful organizational structures (*Exodus 18:13-26; Acts 6:1-7*)
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Healthy Missional CHANGE

Chances To Grow
 Hopeful Beginnings
 Adventures To Take
 New Paths To Follow
 Great Opportunities
 Exciting New Directions

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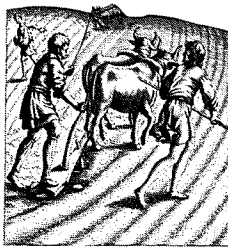
EPIC Theme Verse

Sow for yourselves righteousness,
reap the fruit of unfailing love,
and break up your unplowed ground;
for it is time to seek the LORD,
until he comes
and showers righteousness on you.

Hosea 10:12

The Plowing Experience

What do you see (other than the weather)?



1. _____
2. _____
3. _____
4. _____
5. _____

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The Change Experience

- _____ : Leaders of change (clergy and lay)
- _____ : Congregation's readiness for or resistance to change
- _____ : Holy Spirit's power that enables change
- _____ : Gospel of Jesus that brings change
- _____ : Constructs of change

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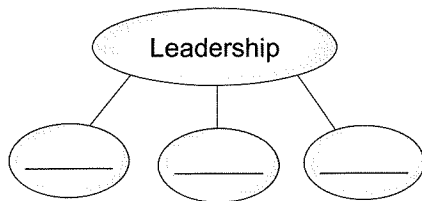
The Farmers

The Importance of Leadership

- Almost everything rises or falls on _____.
- It takes a healthy missional _____ to lead a healthy missional church.
- It takes a healthy missional _____ team to lead a healthy missional church.

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The Leadership Stool



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Spirituality Chemistry Strategy

Spirituality	Chemistry	Strategy
Oneness with God	Oneness with each other	Oneness with the mission
Praying together	Playing together	Planning together
Pulpit	Coffee cup	Whiteboard
Spiritual leadership	Relational leadership	Organizational leadership
God awareness	Self awareness	Cultural awareness
Great Commandment Part 1	Great Commandment Part 2	Great Commission

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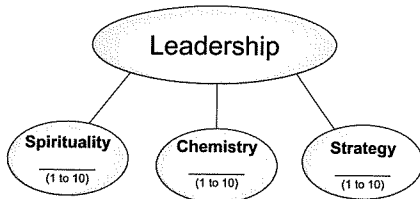
Spirituality Chemistry Strategy

Spirituality	Chemistry	Strategy
Spiritual intelligence John 3:30	Emotional intelligence 1 Thessalonians 2:8	Strategic intelligence 1 Chronicles 12:32
Eyes of faith	Hearts of love	Hands to work
Purpose	People	Process
David: a man after God's own heart	Lydia: hospitality... the church met in her home	Nehemiah: organized and led the rebuilding of walls
Anchored to the rock	Attached at the hip	Geared for the times

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Reflection

Rate yourself for **each** one on a scale from
1 to 10 (where 10 is the strongest):



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Leadership

Spirituality + Chemistry + Strategy

=

_____ and _____

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Two Types of Brokenness

1. A condition of _____.
2. A condition of _____.

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Spiritual Brokenness

Brokenness does not mean, as some think, having a sad, gloomy, downcast countenance-never smiling or laughing. It is possible to shed buckets of tears, without ever experiencing a moment of brokenness.

Brokenness is not a feeling: it is a choice, an act of will.

Brokenness is a lifestyle of unconditional, absolute surrender of my will to the will of God - a heart attitude that says, "Yes, Lord!" to whatever God says.

Brokenness means the shattering of my self-will, so that the life and Spirit of the Lord may be released through me.

Continued

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Spiritual Brokenness

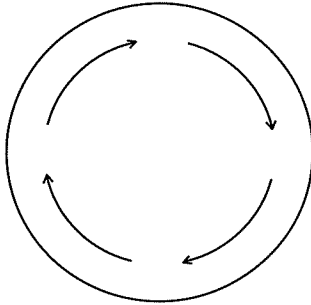
Brokenness is my response of humility and obedience to the conviction of the Word and Spirit of God. And as the conviction is continuous, so must the brokenness be continuous.

Every great movement of God is preceded by a season of humility and repentance and a time of tearing down walls, of getting honest with God and others about your true spiritual condition. It may be hard. It may hurt. But in the end, God will use your brokenness to restore your 'first love' for Jesus, rekindle your spiritual fire, reconcile your relationships, and repair your life. A richer, deeper, more God-filled life is waiting for you. And it all begins with Brokenness.

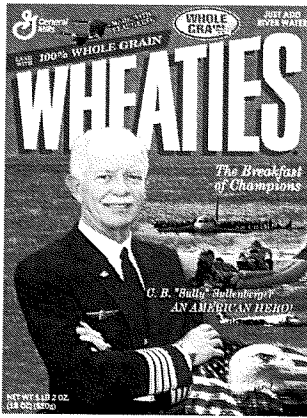
Nancy DeMoss
The Heart God Revives

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Chemistry: A Non-Anxious Presence



© 2009 Department of Church Growth and Evangelism Source: Peter L. Stebbins, *Congregational Leadership in Anxious Times*



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Strategy: 3 Key Questions

- What is it that God wants us to _____?
- What is it that God wants us to _____?
- What is it that God wants us to _____?

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The Soil

Wise farmers _____ and _____
the condition of their soil.

They know when to plow and when not
to plow.

The soil is the congregation's
_____ or _____ change.

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The Importance of Readiness

"Readiness is all."

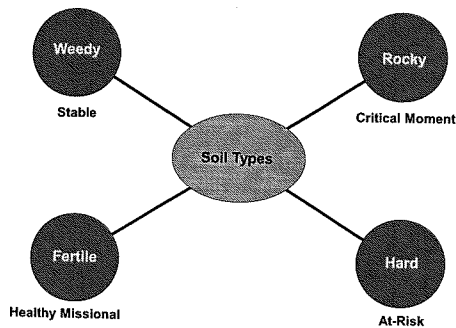
William Shakespeare

"Preparing for the change is just as
important as leading the change."

John Kotter

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Soil Types – Mark 4:3-8

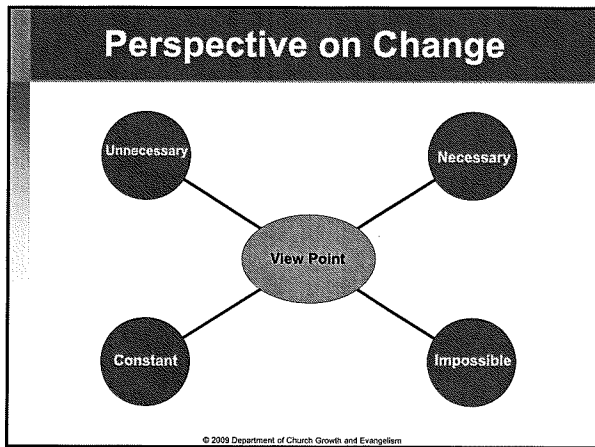


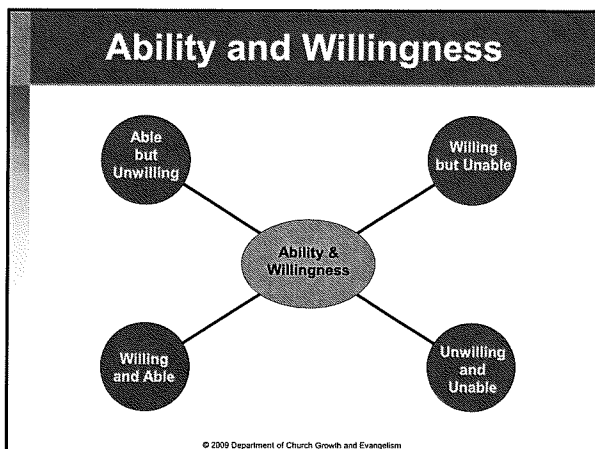
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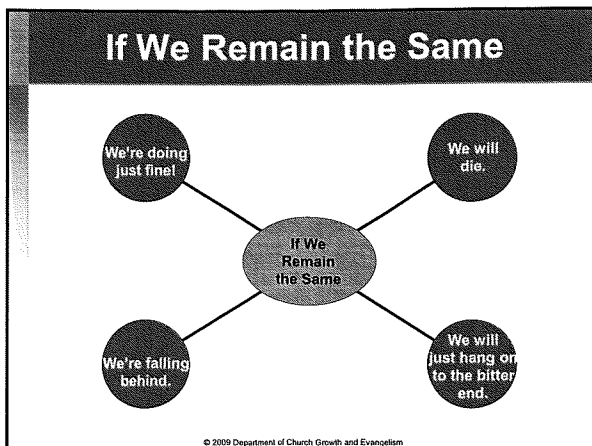
Test the Soil

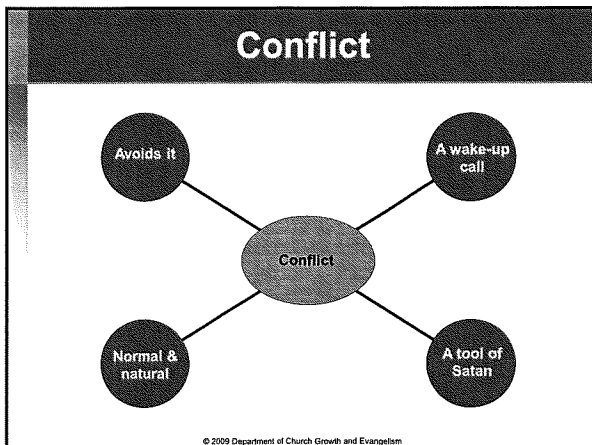
marks ~~X~~ the spot

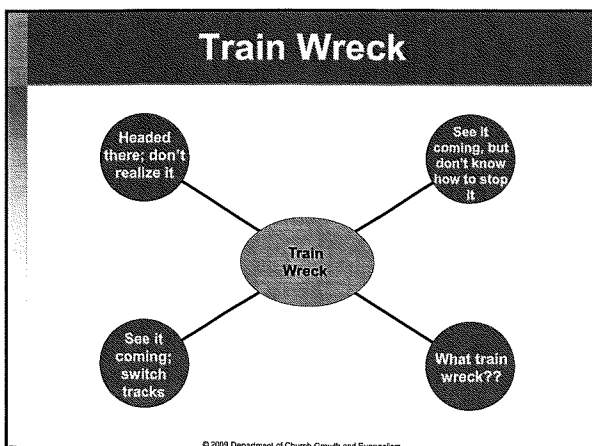
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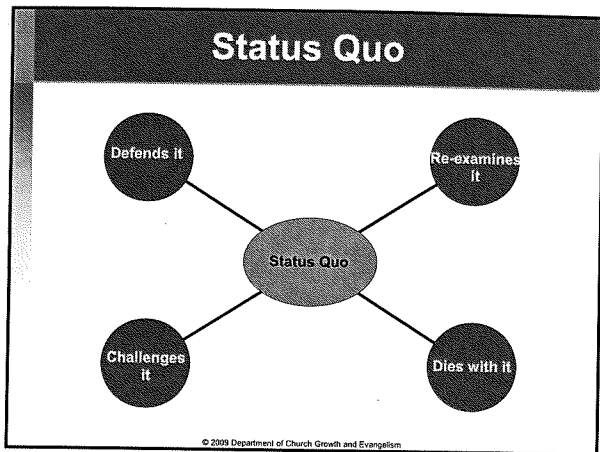


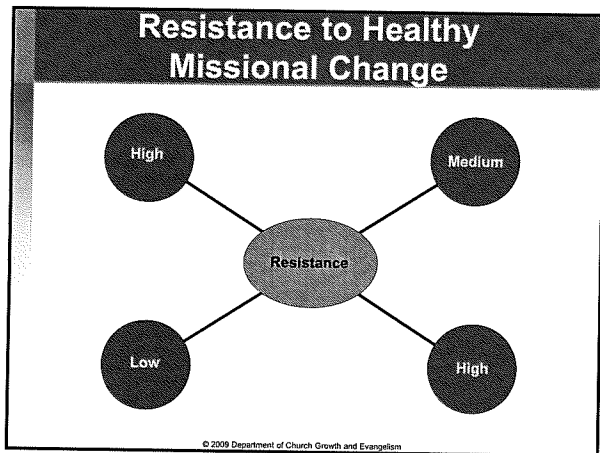


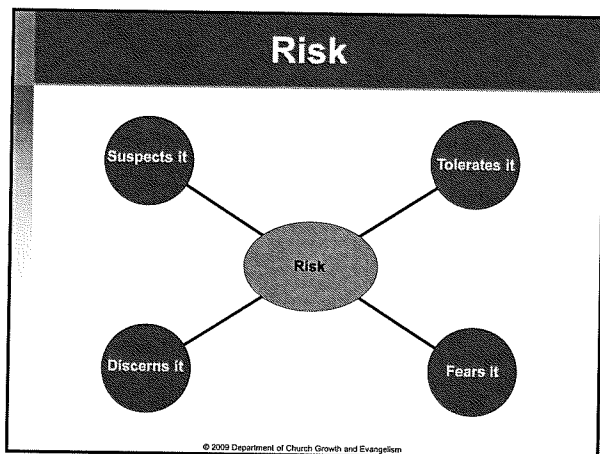


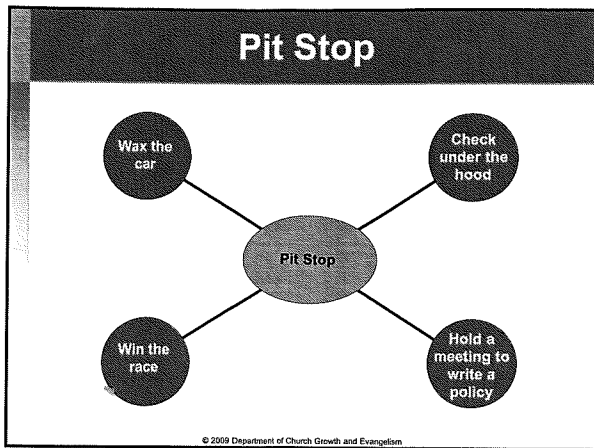


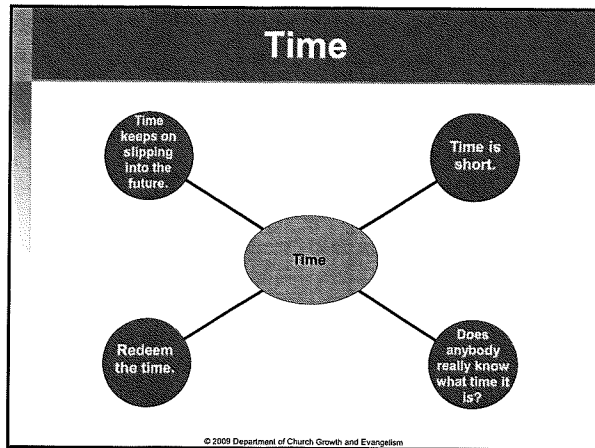


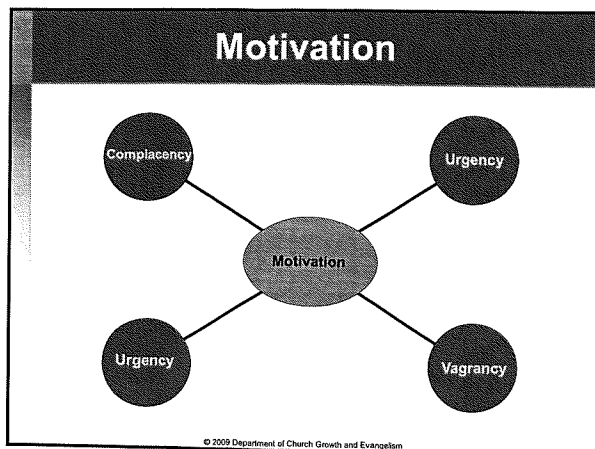


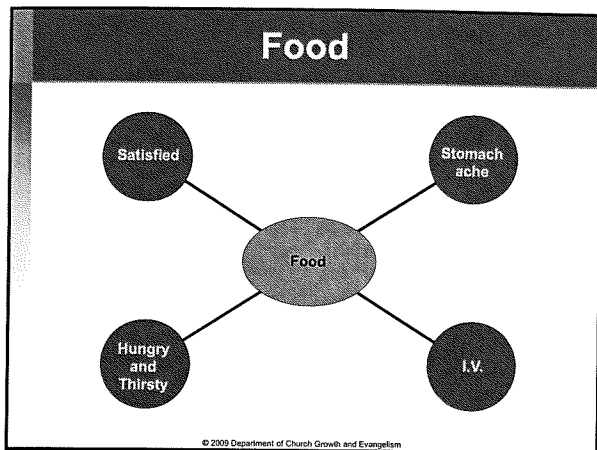


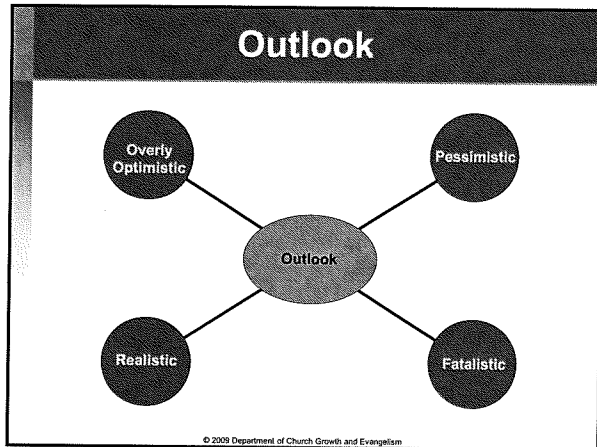


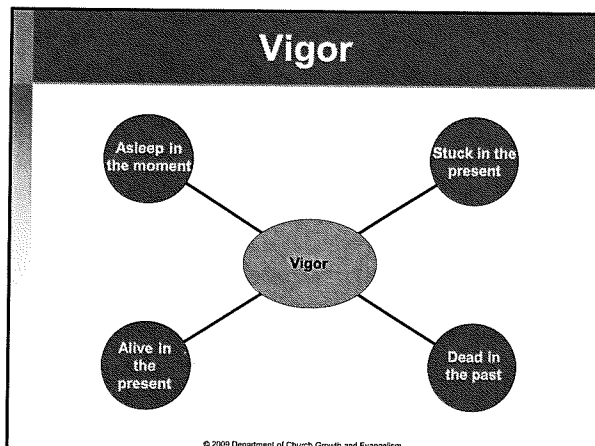


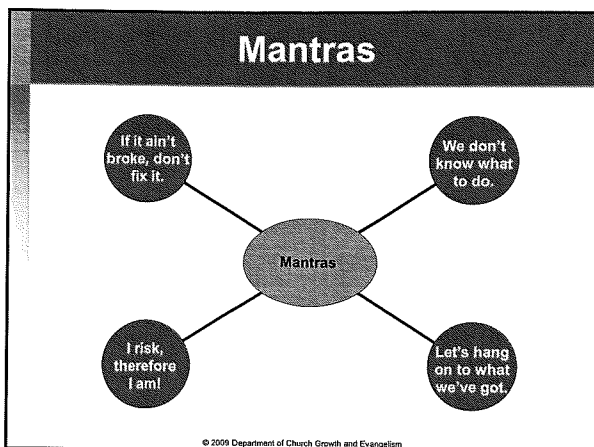












Pause and Reflect

- What pattern do you notice about your X's?
- What does this say about the congregation's readiness for or resistance to change?
- What is the condition of your soil?
Fertile, weedy, rocky, hard?

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The Oxen

Wise farmers _____ on the oxen's power to pull the plow.

The oxen represent the _____ of the _____.

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Proverbs 14:4

"Where there are no oxen, the manger is empty, but from the strength of an ox comes an abundant harvest."

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Power of the Holy Spirit

"But you will receive *power* when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth." *Acts 1:8*

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Power of the Holy Spirit

"The church did not start or grow by its own power or enthusiasm. The disciples were *empowered* by the Holy Spirit. He was the promised Counselor and Guide sent when Jesus went to heaven. The Holy Spirit's work demonstrated that Christianity was supernatural. Thus the church becomes more Holy Spirit-conscious than problem-conscious.

Continued

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Power of the Holy Spirit

By faith, any believer can claim the Holy Spirit's power to do Christ's work. This power is given to all believers to help us fulfill the mission of Jesus. That power includes confidence, courage, boldness, insight, ability and authority.

Continued

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Power of the Holy Spirit

When the Holy Spirit works there is movement, excitement and growth. The Spirit gives us the motivation, energy, and ability to get the gospel to the whole world. This was evidenced in the growth of the early church to 39 cities and 30 countries, islands or provinces in the first century alone. It was a dynamic and growing community of believers from Jerusalem to Syria, Africa, Asia and Europe."

(Life Application Bible, p.1941)

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The Seed

Wise farmers _____ on getting the seed in the ground and _____ of an abundant harvest.

The seed is the _____ that brings change.

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Dreaming of the Harvest

He also said, "This is what the kingdom of God is like. A man scatters seed on the ground. Night and day, whether he sleeps or gets up, the seed sprouts and grows, though he does not know how. All by itself the soil produces grain – first the stalk, then the head, then the full kernel in the head. As soon as the grain is ripe, he puts the sickle to it, *because the harvest has come.*"

Mark 4:26-29

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The Plow

Wise farmers _____ the plow as a _____ to maximize their efforts in breaking up the ground.

_____ are _____ that healthy missional leaders use to lead change effectively, efficiently and joyfully.

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**"The harvest follows the
plow."**

A.W. Tozer

**"The plow follows the
harvest."**

- a Covenant farmer from Nebraska

Organics

_____ is a significant
part of leading healthy missional
change.

**"The tendency of the land is toward the
wilderness, not the fruitful field."**

A.W. Tozer

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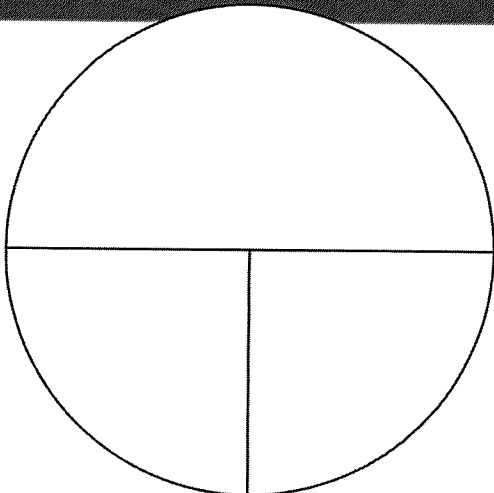
Constructs

- Make the invisible visible
- Provide a window into the reality of change
- Help us pinpoint our location on the journey of change
- Tell us how to lead change step by step
- Help us understand and anticipate resistance
- Make us more responsive to God's prompting

Some constructs are more timely than others.

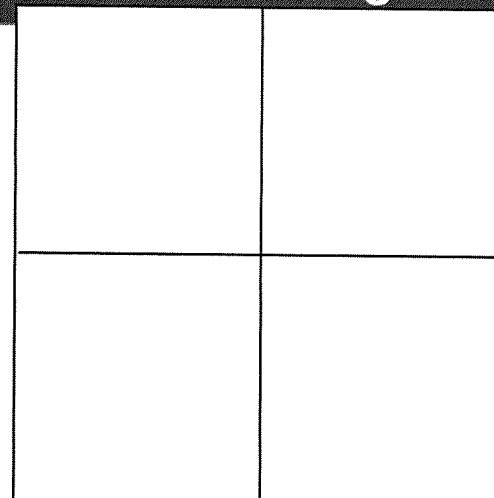
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Leading Change



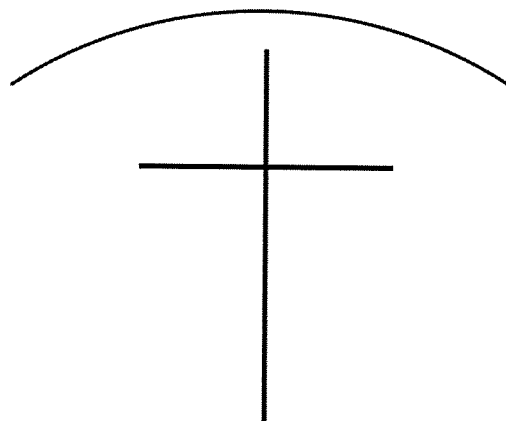
© 2007 Department of Church Growth and Evangelism Source: Center for Creative Leadership

Good Change



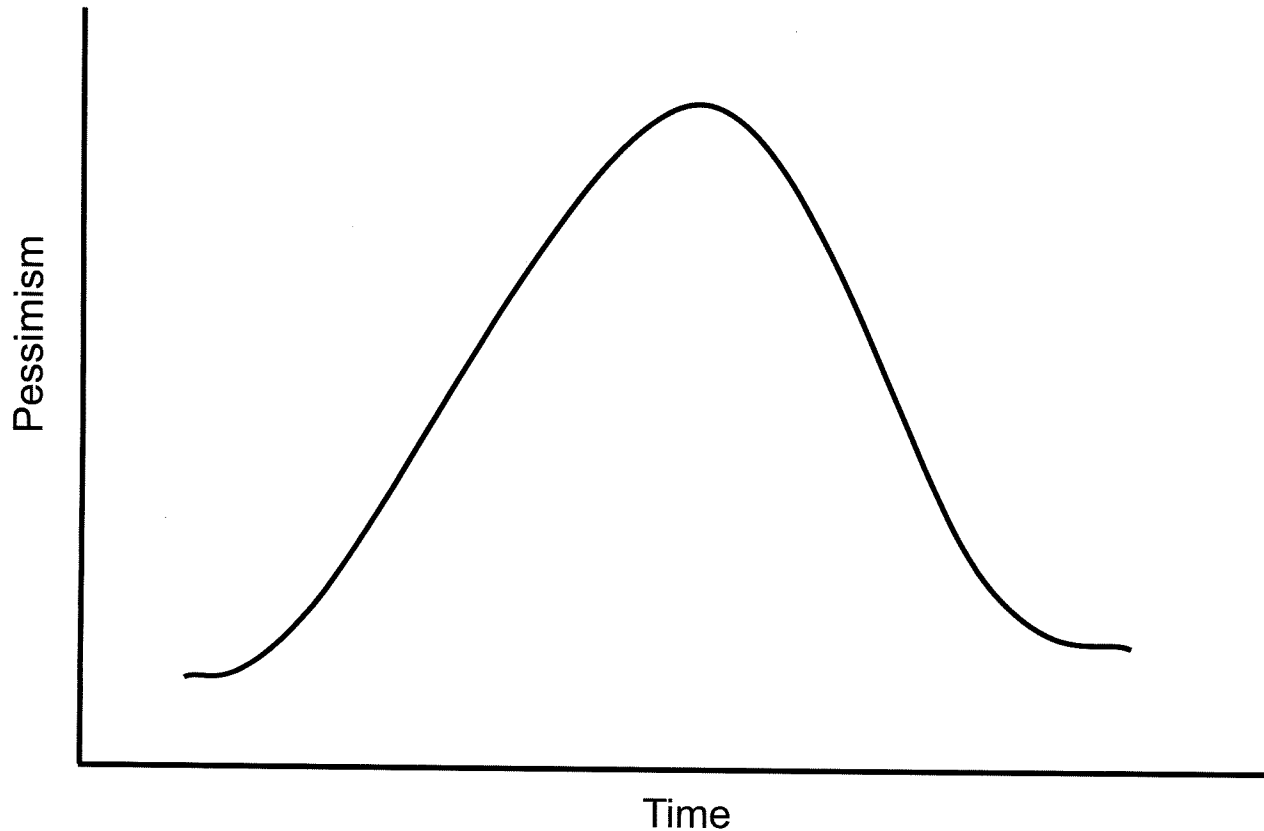
© 2008 Department of Church Growth and Evangelism Source: Martin Giese, *Leading Through Change*

Missio Dei

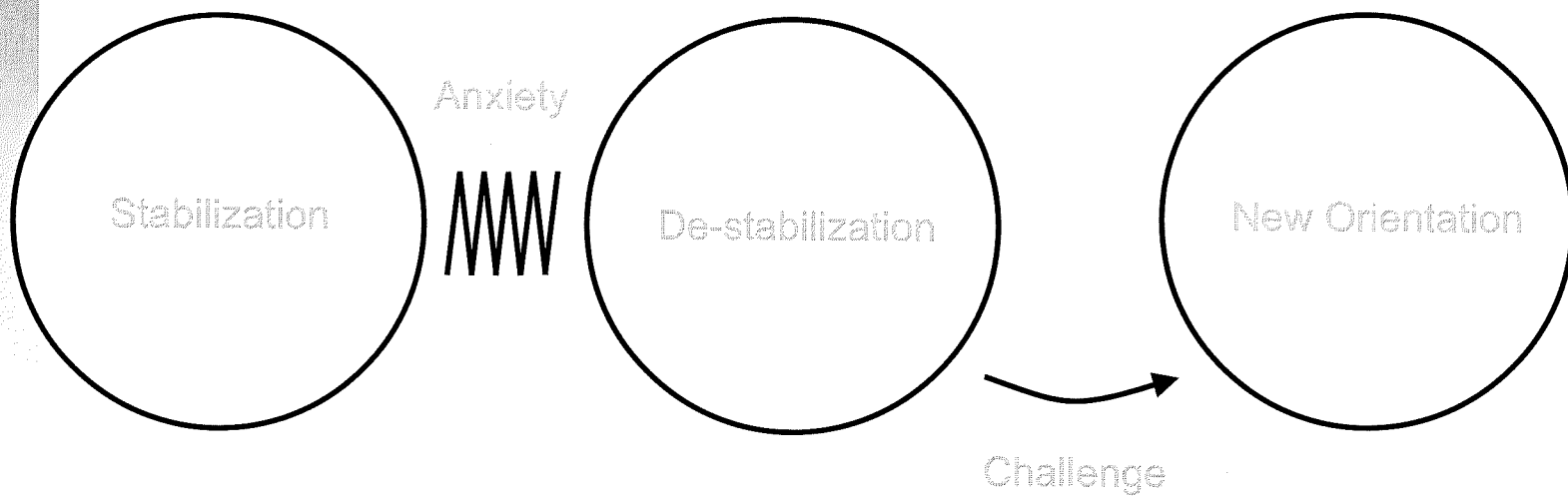


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Pessimism and Optimism



Adaptive Leadership



Challenge Questions to break out of the Doom Loop

- Is the need for change valid?
- Do we trust those urging it?
- Does it contribute to our vision?
- If we do this, will we better serve Christ and others?
- If we don't do this, will we regret it?
- Would Jesus do it?
- Does the Evil One oppose it?
- Will we survive this change?
- Will we thrive if we don't change?

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Adaptive Leadership

"A note of warning for those leading in established churches: what Western Christianity desperately needs at the moment is adaptive leadership - people who can help us transition to a different, more agile, mode of church. Such leaders don't necessarily have to be highly creative innovators themselves, but rather people who can move the church into adaptive modes - people who can disturb the stifling equilibrium and create the conditions for change and innovation. By and large, many leaders in church organizations, particularly those with strong caring and teaching gifts, can exhibit a tendency to avoid conflict and too easily soothe tensions. Left unchecked, this can be lethal because it caters to equilibrium and therefore ultimately to death.

Continued

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Adaptive Leadership

The essential work of adaptive leadership is to resist these appeals. Instead, they must: 1) hold the collective feet to the fire, 2) regulate distress such that the system is drawn out of its comfort zone (yet contain stress so it does not become dysfunctional), and 3) manage avoidance mechanisms that inevitably surface (such as scapegoating, looking to authority for the answer, and so forth)."

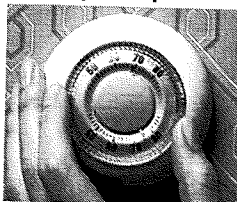
Alan Hirsch

Forgotten Ways: Reactivating the Missional Church

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Adaptive Leadership

Keeping an organization in a productive zone of disequilibrium is a delicate task; in the practice of leadership, you must *keep your hand on the thermostat*. If the heat is consistently too low, people won't feel the need to ask uncomfortable questions or make difficult decisions. If it's consistently too high, the organization risks a meltdown: People are likely to panic and hunker down.

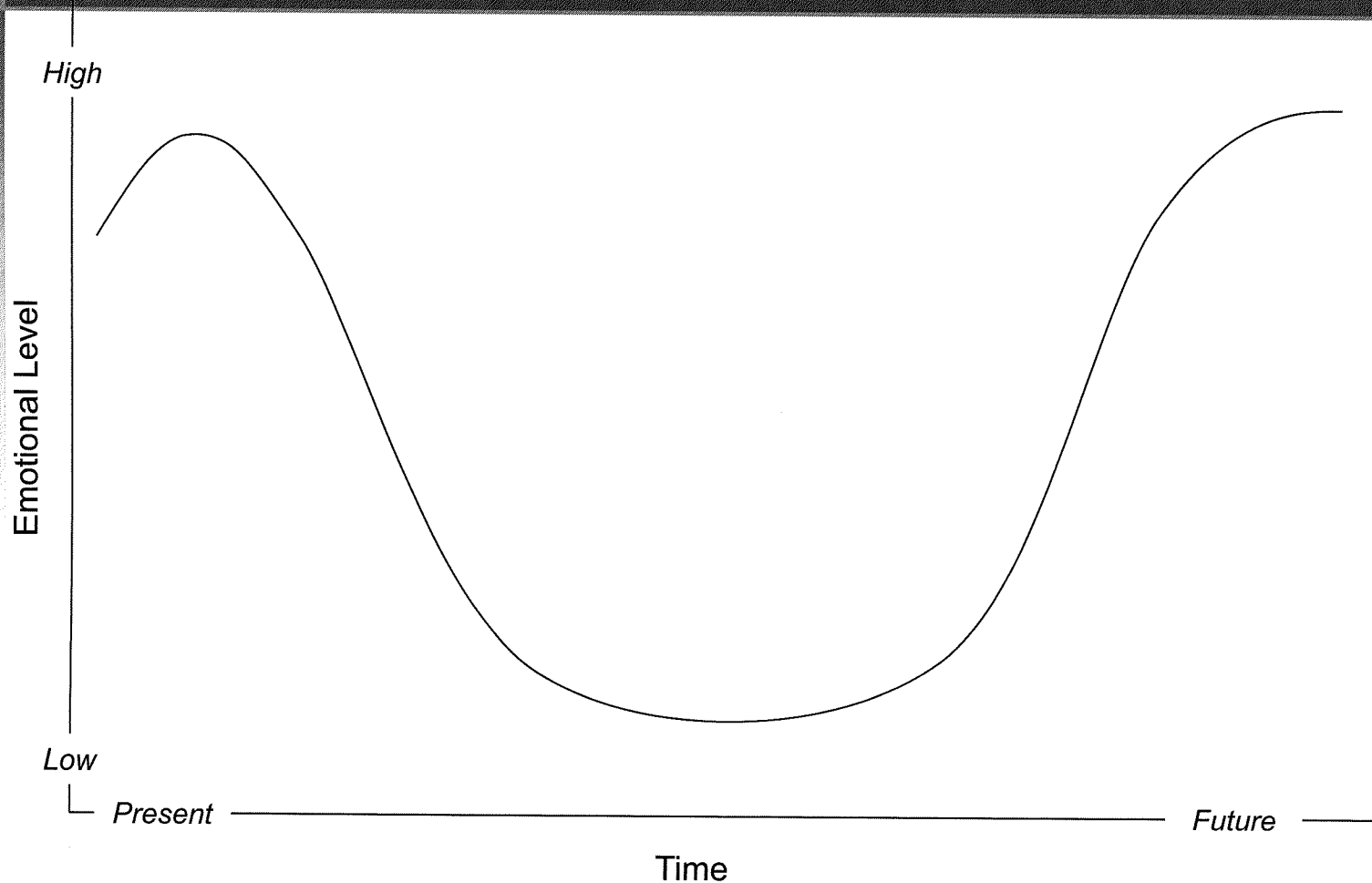


Ronald Heifetz

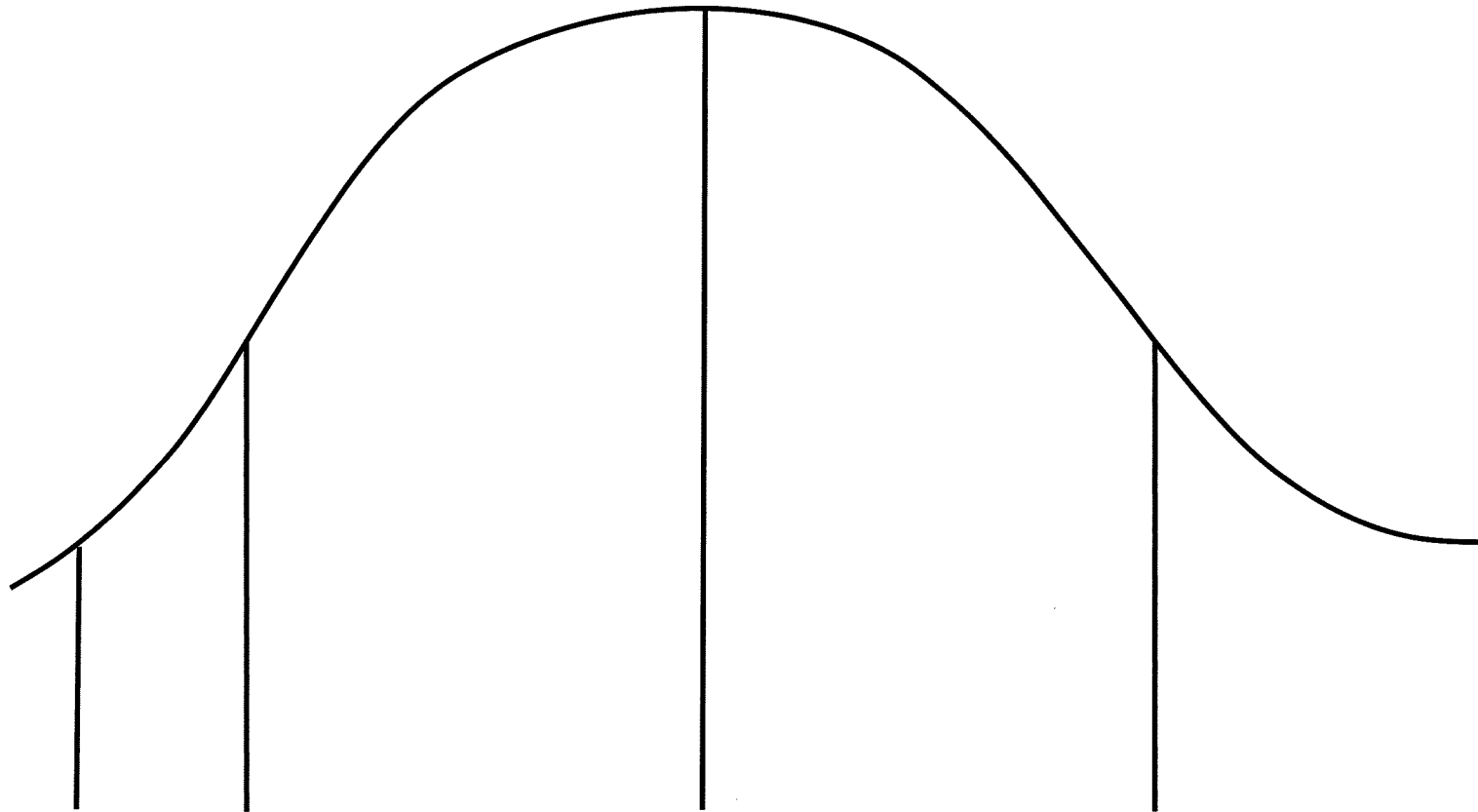
The Practice of Adaptive Leadership
(as quoted in the Harvard Business Review)

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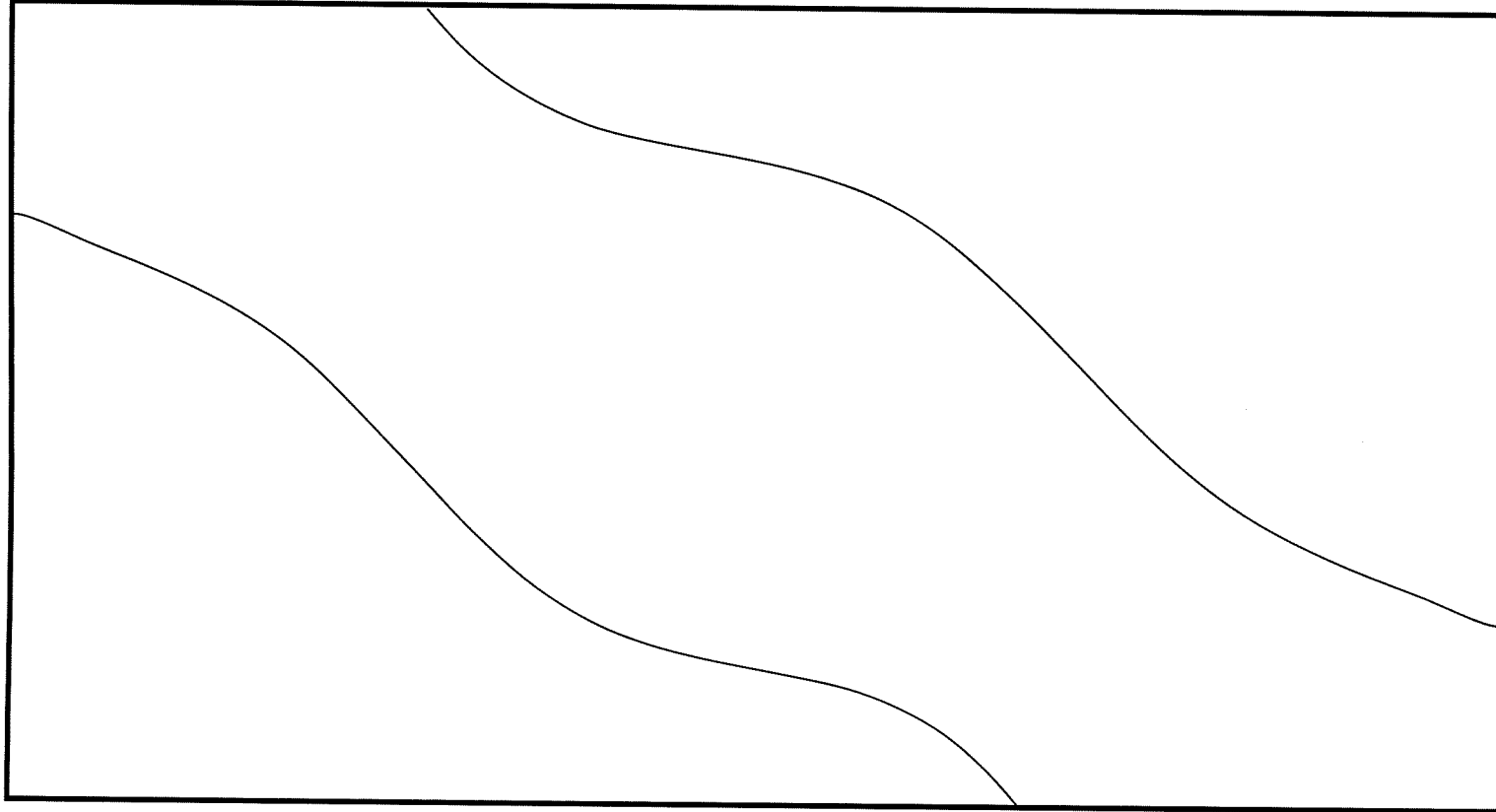
The Roller Coaster of Change



Responses to Change



Transitions



Leading Two Types of Change

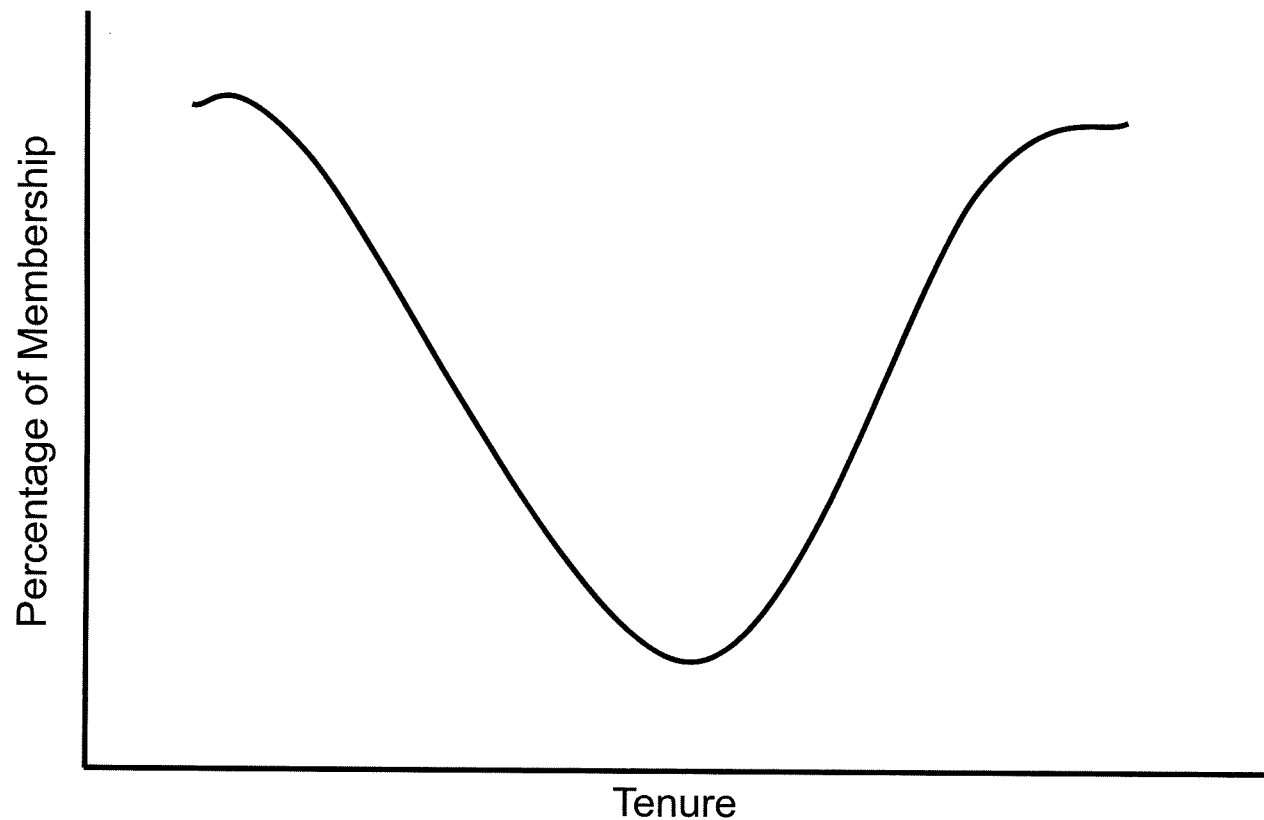
Technical

P _____
A _____
D _____
I _____

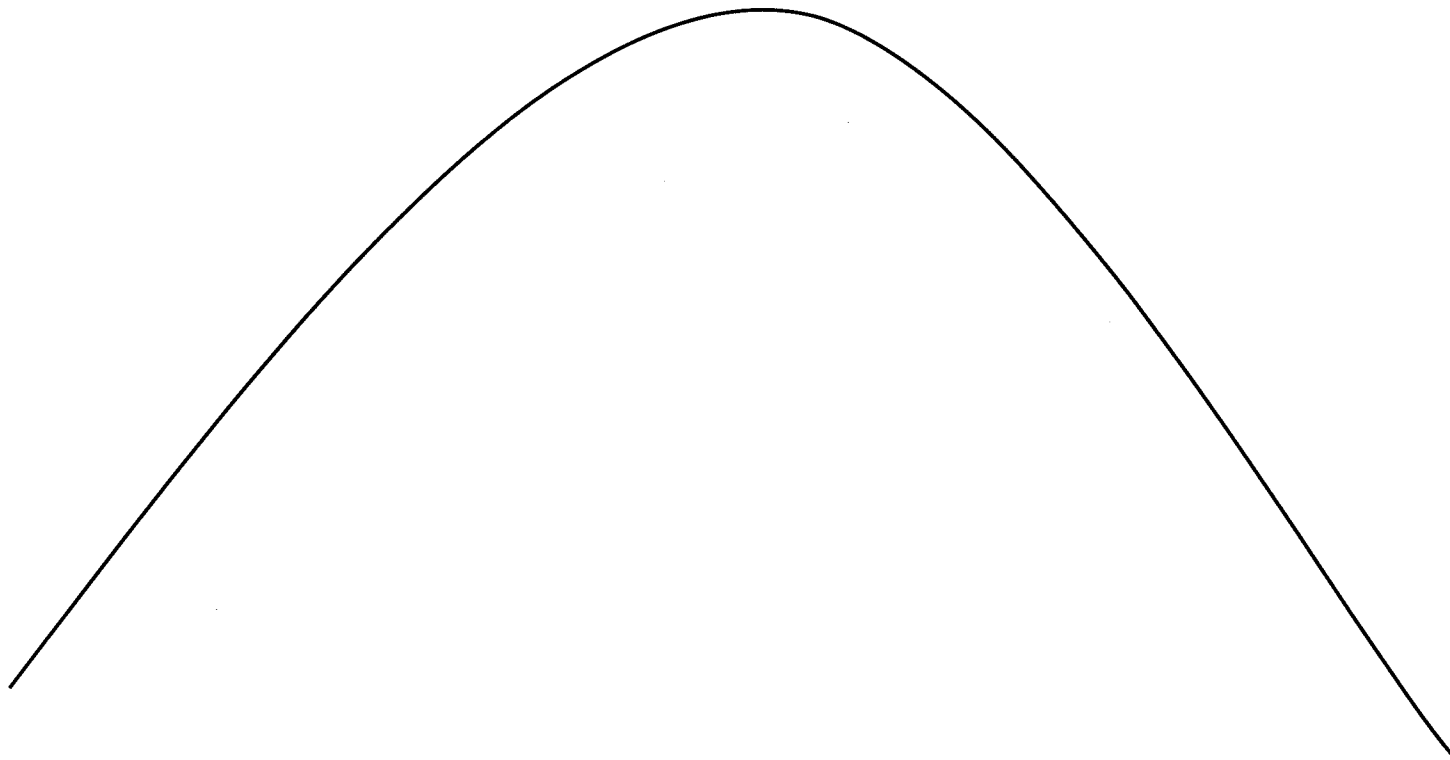
Adaptive

P _____
+
P _____
→
T _____
→
C _____
→
F _____

Bimodal Congregation

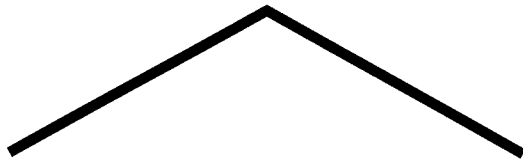


Life Cycle



The Strike Zone

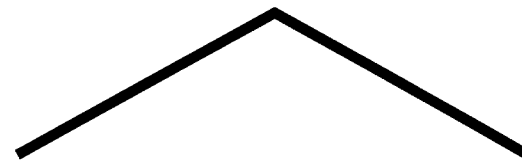
Catalizer







Stabilizer







Where do we go from here?

- Fast, pray and listen to the Holy Spirit!
- Keep moving forward on the congregational vitality pathway.
- Know your church's history regarding change.
- Review the notes and read the entire resource section, especially the Checklist for Change.
- Interact with one construct a month at the leadership team meeting. Be proactive.
- Celebrate small wins!

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Take-Away

- Reflect on all that we experienced today.
- What is one "take-away" that you want to look at more deeply?
- Write it down.
- Share it with people at your table.

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