Section IV
Postmodernism and the Missional Church: Practices and Implications
Worship Forms and Generational Differences
# Four Generations

## What Were the Formative Experiences?

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<td><strong>Builders</strong></td>
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<td><strong>Busters</strong></td>
<td><strong>Bridgers</strong></td>
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<td>Depression</td>
<td>Cold War</td>
<td>Roe vs. Wade</td>
<td>Postmoderns</td>
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<tr>
<td>Rural, Auto</td>
<td>TV, Affluence</td>
<td>High Tech</td>
<td>Internet</td>
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<td>Big Bands</td>
<td>Rock &amp; Roll</td>
<td>Video Games</td>
<td>MTV</td>
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<td>Pearl Harbor</td>
<td>Education</td>
<td>TV, Challenger</td>
<td>Diversity</td>
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<td>WWII</td>
<td>Civil Rights</td>
<td>Berlin Wall</td>
<td>“Whatever”</td>
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<tr>
<td>Korea</td>
<td>Tech., Space</td>
<td>Peer Groups</td>
<td>Columbine</td>
</tr>
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<td>Family, Church</td>
<td>Vietnam</td>
<td>Music!!!!</td>
<td>Speed, Change</td>
</tr>
<tr>
<td>School</td>
<td>Energy Crisis</td>
<td>Persian Gulf</td>
<td>Terrorist</td>
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<tr>
<td></td>
<td>Watergate</td>
<td>AIDS</td>
<td>Customized</td>
</tr>
<tr>
<td></td>
<td></td>
<td>OKC, Clinton</td>
<td>Lifestyles.</td>
</tr>
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Much of this material adopted from: McIntosh, G. 2002 *One Church Four Generations*. Baker Books.
How Many in the Generations?

Generations by Population

- Builders: 54 millions, 19% population
- Boomers: 74.5 millions, 26.5% population
- Busters: 65.8 millions, 24% population
- Bridgers: 74.7 millions, 27% population

Generation Type

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Four Generations
How Many Profess Christianity?

83% of those who become Christians do so before age 20.
How Does the % Christian Compare to the % Population

% Population vs % Christian

Series1 Series2

Generation Type
### Four Generations
#### Secular Characteristics

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<td><strong>Boomers</strong></td>
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<td><strong>Bridgers</strong></td>
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<tr>
<td>Hard working</td>
<td>Educated</td>
<td>Freedom</td>
<td>Entrepreneurial</td>
</tr>
<tr>
<td>Savers</td>
<td>Media-oriented</td>
<td>60’s Nostalgia</td>
<td>Tech Savvy</td>
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<tr>
<td>Patriotic</td>
<td>Cause-oriented</td>
<td>Feel neglected</td>
<td>Super</td>
</tr>
<tr>
<td>Loyal</td>
<td>Fitness</td>
<td>and lonely</td>
<td>Fragmented.</td>
</tr>
<tr>
<td>Private</td>
<td>Rock Music</td>
<td>Workers</td>
<td>Sophisticated</td>
</tr>
<tr>
<td>Cautious</td>
<td>Activists</td>
<td>Reject</td>
<td>Interactive</td>
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<tr>
<td>Respectful</td>
<td>Quality</td>
<td>boomer values.</td>
<td>Demanding</td>
</tr>
<tr>
<td>Dependable</td>
<td>Question</td>
<td>Education for</td>
<td>Tolerant</td>
</tr>
<tr>
<td>Stable</td>
<td>Authority.</td>
<td>jobs.</td>
<td>Wants Connected</td>
</tr>
<tr>
<td>Intolerant</td>
<td>“Me”</td>
<td>Postpone Marriage</td>
<td>Group Reliant</td>
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### Four Generations

**Religious Characteristics**

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<tbody>
<tr>
<td>Builders</td>
<td>Boomers</td>
<td>Busters</td>
<td>Bridgers</td>
</tr>
<tr>
<td>Committed to the Church</td>
<td>Committed to family.</td>
<td>Committed to the group.</td>
<td></td>
</tr>
<tr>
<td>Foreign Missions</td>
<td>Supportive</td>
<td>Desire</td>
<td></td>
</tr>
<tr>
<td>Bible Studies</td>
<td>Live their faith.</td>
<td>Interaction.</td>
<td></td>
</tr>
<tr>
<td>Loyal</td>
<td>Want experiences</td>
<td>Want honest relationships.</td>
<td></td>
</tr>
<tr>
<td>Minister-Duty</td>
<td>Tolerant</td>
<td>Must be authentic</td>
<td></td>
</tr>
<tr>
<td>Reverent Worship</td>
<td>Is this all there is?</td>
<td>Into “faiths”,</td>
<td></td>
</tr>
<tr>
<td>Life must count</td>
<td></td>
<td>Spiritual.</td>
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## Desired Worship Styles

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<td><strong>Boomers</strong></td>
<td><strong>Busters</strong></td>
<td><strong>Bridgers</strong></td>
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<tr>
<td><strong>Pace</strong></td>
<td>Slowly</td>
<td>Fast</td>
<td>Quick</td>
<td>Very Quick</td>
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<tr>
<td><strong>Lighting</strong></td>
<td>Softer</td>
<td>Bright</td>
<td>Bright/Soft</td>
<td>Bright/Soft</td>
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<tr>
<td><strong>Sound</strong></td>
<td>Moderate</td>
<td>Loud/Feel</td>
<td>Loud/Feel</td>
<td>Loud/Interactive</td>
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<tr>
<td><strong>Length</strong></td>
<td>Tolerate Longer</td>
<td>&lt;75 Minutes</td>
<td>Mixed</td>
<td>Mixed</td>
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<tr>
<td><strong>Formality</strong></td>
<td>Some/Decorum</td>
<td>Dressy Casual</td>
<td>Flexible/Casual</td>
<td>Very Casual</td>
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<tr>
<td><strong>“Feel”</strong></td>
<td>Quiet/Reverent</td>
<td>Celebration</td>
<td>Celebration</td>
<td>Authentic</td>
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<tr>
<td><strong>Participation</strong></td>
<td>Watch/enjoy</td>
<td>Clapping, etc.</td>
<td>Clapping, etc.</td>
<td>Highly Interactive</td>
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<tr>
<td><strong>Music</strong></td>
<td>Hymnal/Reverent</td>
<td>Praise</td>
<td>Variety</td>
<td>Variety</td>
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<tr>
<td><strong>Quality</strong></td>
<td>Effort</td>
<td>Mistake Free</td>
<td>Authentic</td>
<td>Real</td>
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## Other Attributes/Desires

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<td><strong>Busters</strong></td>
<td><strong>Bridgers</strong></td>
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<tr>
<td>Sermon</td>
<td>Bible/Vertical</td>
<td>Life Application</td>
<td>Life Application</td>
<td>Authentic</td>
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<tr>
<td>Translations</td>
<td><strong>Familiar</strong></td>
<td><strong>Modern</strong></td>
<td><strong>Modern</strong></td>
<td><strong>Modern</strong></td>
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<tr>
<td>Building Attachment</td>
<td>Emotional Attachment</td>
<td>Used for Ministry</td>
<td>Used for Ministry</td>
<td>Place for Community</td>
</tr>
<tr>
<td>Attendance</td>
<td>Seen as commitment to Christ</td>
<td>Relationships stronger</td>
<td>Relationships stronger</td>
<td>Relationships Stronger</td>
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<tr>
<td>Missions</td>
<td>Foreign</td>
<td>Local</td>
<td>Direct Engagement Locally</td>
<td>Serve/ Short Term</td>
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<tr>
<td>Drama/Video</td>
<td>Use Print/ Uncomfortable</td>
<td>Comfortable Audiovisual</td>
<td>Computer Generated</td>
<td>Interactive/ Drama</td>
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<tr>
<td>Programs</td>
<td>Traditional/ Bible Class</td>
<td>Small Groups</td>
<td>Small Groups</td>
<td>Small &amp; Large Groups</td>
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</table>
Approaches or Models to “Church” for the Generations

The Community Church Model

Worship = Evangelism

Profile
Unchurched

Provide Non-Traditional Atmosphere

Use Neutral Name

Entertain

Preach Practical Messages

Feature Music

Guests Are One of Them

Seeker Centered
Seeker Sensitive Model

Worship as Evangelism

Time to Observe

Guests are One of them

Seeker Sensitive

Churched

Message To Churched/Unchurched

Music for Churched/unchurched

Facilities for churched
Multiple Track Model

Track One
- Traditional Service

Track Two
- New Worship Style

- Separate services, separates styles
- Separate ministries for each service
- Allows for diversity
- Generations minister to each other
- Reach multiple target groups
- Multiple approaches simultaneously
Satellite Model

- Different Locations
- Talent and Management
- Committed to different generation
- Risk takers
- Long term leader

Rebirth Model

- Small
- Face closing the shop
- Core with vision
- Leader
- Desperate
Blended Model

Builders  Boomers  Busters  Bridgers

Blended usually focuses on Music first.

Though focused on “music” other factors such as pace, sound, light, formality, sermon type, feel, participation, use of building, audio-visual, mission, and vision have to be addressed.
Generations: Our Proper Attitude

Phil 2:3 Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. 4 Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Christ Jesus:
Doing Church for Postmoderns
What Do We Mean By Doing Church?

“What Do We Mean By Doing Church?” to Moderns Means the Worship Service

“Quest is diligently working to destroy the erroneous notion of “going to Church.” Christ never called us to “go” to anything. Christ’s invitation to follow Him has always been correctly understood to be an invitation to a life of following. And the church is meant to be God’s new community of followers on earth”
<www.quest.nu>

• They are skeptical of institutions, so they meet in a building not identified as a “church.” Members of both Impact churches don’t “go to church,” they “meet at the Warehouse” or “go to Impact.”
• Postmoderns are totally unfamiliar with the lingo, rituals and beliefs of the traditional church. (Cavenaug, Connie. 1902. Impacting Postmoderns, On Mission.com, Wezine, Jan-Feb)
What Do Postmoderns Seek in “Church”?}

- Provides Hope
- Image Oriented
- Recognizes Community
- Very Informal
- Experiential
- Relevant to Whole of Life
- Connected
- Emphasizes The Spiritual
- Multiple Music Styles
- Participative
- Christ Centered

You Are Here

Is Authentic

Not by Propositional Truth

Learning By Narrative

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What Do We Give Them?

- Central Figures
- Highly Organized Services
- Little or No Participation (Few actually do anything)
- Formality vs. Informality
- Minimal Experiences
- Reliance on Programs
- Minimal Time for Relationships
- Excellence vs. Authenticity
- Rational vs. Emotional Emphasis
- Two Basic Music Styles
- Focus on “Us” vs. Community
- Minimal Use of Multi-Media

You
Ten Reasons for a Church to Die

- It does not understand the community at large
- It does not have a solid vision
- It’s inbred
- It’s concerned with look and not action
- It’s comfortable in its misery and is looking for company
- It’s out of touch with the 21st century.
- It has poor leadership
- It is graying
- It’s all about politics
- It all about money.

www.ginkworld.net/yourvoice/straighttalk/archive_2004/art
What would "Church Look Like?"

- Worshipers Speak Up
- No Central Figure
- Team Leadership & Consensus

- Addresses Hopelessness
- Multi-Media
- No One Gets Lost
- Web is the media
- Relationships All
- Common Interests

- Service Action
- Pop Music
- Focus on the "Real"
- Relevant to Whole Life
- Dependent Learning by Narrative
- Not Propositional Truth

- Symbolism
- Change
- Encounter God

Learning by Narrative
Not Propositional Truth
What is the Emerging Church Movement?

<table>
<thead>
<tr>
<th>Traditional</th>
<th>Modern/Mega/Community</th>
<th>Postmodern/Emerging</th>
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<tr>
<td><img src="image1" alt="Traditional Church" /></td>
<td><img src="image2" alt="Modern/Mega/Community Church" /></td>
<td><img src="image3" alt="Postmodern/Emerging Church" /></td>
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<tr>
<td>Consumer Oriented</td>
<td>Highly Sculpted Performance</td>
<td>“Emergent is first &amp; foremost friendship, a network … of relationships.”</td>
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<tr>
<td><img src="image1" alt="Traditional Church" /></td>
<td><img src="image2" alt="Modern/Mega/Community Church" /></td>
<td><img src="image3" alt="Postmodern/Emerging Church" /></td>
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</table>
What Is the Emerging Church Movement?

- “Whatever” Churches
- 24-7-365 Fellowships anywhere and Anytime
- Use Interactive Learning
- Use Web, email, chat rooms, discussion boards, Internet technology, extensive video
- Provide Connecting relationships
- Want to experience God
- Share experiences
- Ask questions and have dialogue
- Experiment with ideas
- Study the word
- Be missional (as a group)
What Is Postmodern Music?

Modern Music
- Focused on music fundamentals and expression
- Dissonant,
- Elite,
- Academic, and
- Original

Postmodern Music
- Sells cultural image surrounding the music.
- Consonant, Eclectic, Derivative
- Irony, humor self parody
- Mixing of genres and collage
- Consumer Oriented

Delivered through radio, CD’s, the Internet, TV, Computers, wireless phones, PDA’s, etc.
What is Postmodern Music?

- Madonna
- Britney Spears
- Christina Aguilera
- Backstreet Boys
- Dixie Chicks
- Shania Twain

Locates identity and difference in the surface appearances in mode and attitude.
What Were Biblical Uses of Music?

- For a joyful send-off (Laban to Jacob Ge 31:27)
- To express victory (against Egypt Ex 15)
- To express sorrow (Jeremiah for Josiah 2 Ch 35:25)
- To accompany banqueting (Is 5:12)
- To rejoice (prodigal son Lu 15:25)
- At the Lord’s deliverance with dancing (Egypt, Ex 15:20)
- At weddings (Jer. 16:9)
- At births (Christ: Luke 2:9)
- At coronation of kings (II Sam 15:10, I Kings 1:39)
- Commanded for worship (II Ch 29:25)
What is the NT Purpose of Music?

For communicating, praise, and thanksgiving

Eph.5:19 Speak to one another with psalms, hymns and spiritual songs. Sing and make music in your heart to the Lord, always giving thanks to God the Father for everything, in the name of our Lord Jesus Christ.

For teaching, admonishing, and thanksgiving

Col3:16 Let the word of Christ richly dwell within you, with all wisdom teaching and admonishing one another with psalms and hymns and spiritual songs, singing with thankfulness in your hearts to God.
What is the NT Purpose of Music?

Eph 5:18 Do not get drunk on wine, which leads to debauchery. Instead, be filled with the Spirit. 19 Speak to one another with psalms, hymns and spiritual songs. Sing and make music in your heart to the Lord, 20 always giving thanks to God the Father for everything, in the name of our Lord Jesus Christ.
Biblical Strategies For “Doing” Church

- Sermon/Lesson by:
  - Short presentation of topic/
  - Passage
  - Discussion by all
- Some “Sermons” by:
  - Sharing parables/stories
  - Personal Testimonies
  - Sharing Biblical Insights
- Singing led from group members
- Communion “experiences”
- All “Playing out” biblical messages
- Use and discussion of videos
- Setting of atmosphere
- Going to and into the community
Biblical Strategies for “Doing Church”

Create/Use Small Groups in our homes to specifically to reach unchurched postmoderns.

Go where postmoderns congregate.
What Must We Do?

Become A Missional Church

Matt 18:“All authority in heaven and on earth has been given to me. 19 Therefore GO and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”
What Must We Do?

I cor. 9:19 Though I am free and belong to no man, I make myself a slave to everyone, to win as many as possible. 20 To the Jews I became like a Jew, to win the Jews. To those under the law I became like one under the law (though I myself am not under the law), so as to win those under the law. 21 To those not having the law I became like one not having the law (though I am not free from God’s law but am under Christ’s law), so as to win those not having the law. 22 To the weak I became weak, to win the weak. I have become all things to all men so that by all possible means I might save some. 23 I do all this for the sake of the gospel, that I may share in its blessings.
What Must We Do?

- Be authentic and real
- Connect people to our community
- Give them experiences before “truth”
- Teach by narrative
- Reclaim the sense of mystery
- Experience God through the arts
- Reject the corporate oversimplified view of the gospel; reject the scripted and musically showy like performance services.
Forming a Missional Church

How Do We Reach Out to A Lost and Broken World?

I'm standing on a bridge
I'm waiting in the dark
I thought that you'd be here by now
There’s nothing but the rain
No footsteps on the ground
I'm listening but there’s no sound

Isn't anyone trying to find me?
Won't somebody come take me home
It's a [hard] cold night
Trying to figure out this life
Won’t you take me by the hand
take me somewhere new
I don’t know who you are
but I... I'm with you

I’m looking for a place
searching for a face
is anybody here i know
cause nothing’s going right
and everything’s a mess
and no one likes to be alone

Avril Lavigne :
“I’m With You”
The Great Commission
Matthew, Mark, Luke & Acts

- **19** Therefore *go* and make disciples of all nations, 
baptizing . . .  
**20** and teaching*” *(Mt. 28:19-20)*.

- **7** But *go*, tell his disciples and Peter . . .  
**8** They said nothing to anyone, because they were afraid  
*(Mk. 16:8)*.

- **48** You are *witnesses* of these things *(Lk. 24:48)*.

- **8** “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)*.
21 Again Jesus said, “Peace be with you! As the Father has sent me, I am sending you.” (Jn. 20:21).

7b Unless I go away, the Counselor will not come to you; but if I go, I will send him to you. 8 When he comes, he will convict the world of guilt in regard to sin and righteousness and judgment” (Jn. 16:7b, 8).
The Great Commission in John

- The Father **sent** the Son, the Son **sent** the Spirit, and the Son **sends us**.
- The church is the “body of Christ” (1 Cor. 12:27) and we seek to be “imitators of God” (Eph. 5:1).
- We are a **“sent”** / missional people because God/Christ/Holy Spirit is missional!
The Missional Church

- Missio--Latin for sent
- “‘Mission’ is not something the church does, a part of its total program. No, the church’s essence is missional, for the calling and sending action of God forms its identity.” --Missional Church
- Mission is at the heart of the church’s nature and purpose!
(Mis)-Conceptions of the Church
A Place OR A People?

“A PLACE where certain things happen”

The **PLACE** for cultivating the Christian character of society

You “go to church”, a **PLACE**

You “Belong to a church”; Like a Club at **PLACE**

You “attend church” A **PLACE**

“A “church” exists wherever the gospel is preached, the sacraments rightly administered, and church discipline exercised”  **PLACE**

Guder, *Ibid*
Most of our brother Christians showed unbounded love and loyalty, never sparing themselves and thinking only of one another, they took charge of the sick, attending to their every need and ministering to them in Christ . . . Many, in nursing and curing others, transferred their death to themselves and died in their stead. . . . The best of our brothers lost their lives in this manner, a number of elders, deacons, and laymen.

Eusebius, Historian : Plague of AD 309-313

“Christians were the only people who amid such terrible ills showed their fellow-feeling and humanity by their actions. Day by day some would busy themselves with attending to the dead and burying them .. Others gather in one spot all who were afflicted by hunger throughout the whole city and gave bread to them all. When this became known, people glorified the Christians’ God.”
Missional churches are . . . enhancing the quality of life of those in the communities where those churches are located . . . The missional church blesses the world through its presence. Its community is a better place to live because the church is there.”  

Christendom Church vs. Missional Church

Attractional Approach
• If we build it they will come

Dualistic Approach
• Separates sacred from profane
  “Church” separate from “life”

Hierarchical Institutional Approach
• Top-down leadership Vs. grass root “gifted” leadership

Incarnational Approach
• Go where the people are

Integrated Approach
• Christ-centered in all aspects of life. It is “salt” which flavors all of life.

Organic Approach
• Distributed leadership teams, networked, viral replicating growth

Missional-Incarnational-Messianic-Apostolic Mode

- Incarnational Engagement
- Missional Discipleship
- Missional Spirituality
- Church on the Frontiers

- Common Grace
- Religions + New Age

- Theology in Abstract
- Irrelevant Church Expression
- Non-Missional Spirituality
- Worship in Abstract

- Technique Oriented Faith
- Religiosity
- Moralism and Legalism

Frost and Hirsch, Ibid. p 158.

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Apostolic DNA

Imbed mDNA
Equipping
Apostolic
Prophetic
Evangelistic
Pastoral
Teaching

Apostolic
Environment

Disciple
Making

Christ-likeness Modeling
Inspirational Leadership

Mission Focus
Real Environment
Ordeal/Danger

“Me” for
The
Community

Missional-
Incarnational

Organic
Systems

Virus-like growth
Network Structure
Living Systems
A Movement Culture

Jesus is Lord

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Practical Incarnational-Service Activities:
“I always thought that the actions of men were the best interpreters of their thoughts.” -- John Locke

- Partner with local schools to provide school supplies, mentoring, tutoring, helping.
- Go out to neighborhoods and deliver food and clothing.
- Follow-up with same families year around, with multiple contacts
- Offer a free car wash

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Practical Incarnational-Service Activities:

- Hold a Spiritual discussion group in Barnes & Noble/Starbuck -- during regular “church times”
- Rent out a theater, watch a “Spiritual” movie, have a devo, invite to regular assembly
Missional Approach

- Arrange life groups into *geographic, intergenerational small groups*
- Have them serve their particular neighborhood

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Implement BELLS

- **Bless** x3 (1 Christian., 1 non-Christian., 1 either)
- **Eat together** x3 (1 Chr., 1 non-Chr., 1 either)
- **Learn** x1 (Gospel, book, movie on Jesus)
- **Listen** x1 (prayer, opportunities)
- **Spend time** x2-3 (in “third” place) w/another Christian

Nored, James. Used by permission
Apostolic Leadership
3 Make every effort to keep the **UNITY** of the Spirit through the bond of peace. 4 There is **one body** and one Spirit—just as you were called to one hope when you were called—5 one Lord, one faith, one baptism; 6 one God and Father of all, who is over all and through all and in all.

**Gifting of ALL/Diversity**

7 But to **each one of us** grace has been given as Christ apportioned it…

11 It was **he who gave some** to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, ….

16 From **him the whole body**, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

**Ministry Leadership Matrix**

11 It was he who gave some to be **APOSTLES**, some to be **PROPHETS** some to be **EVANGELIST**, and some to be **PASTORS** and **TEACHERS**
Theological Basis: Eph. 4:1-17

LEADERSHIP EQUIPPING FUNCTION

12 to prepare God’s people for works of service,

Growth and Maturity Goals

…so that the body of Christ may be built up 13 until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

Apostolic Leadership

APOSTLE
ONE WHO IS SENT/CALLS PEOPLE TO FAITHFULNESS
CREATE THE ENVIRONMENT

PROPHET
CALLS PEOPLE TO FAITHFULNESS

EVANGELIST
BRINGS PEOPLE INTO RELATIONSHIP

PASTOR
CARES AND NURTURES

TEACHER
EXPLAINS AND LEADS TO MATURITY

Apostolic Leadership: Sociology

Entrepreneur, Pioneer, Strategist, Innovator

APOSTLE

Systemantizer, Philosopher, Translator

TEACHER

mDNA

PROPHET

Questioner, Disturber, Agitator

PASTOR

Humanizer, Cares, Social Glue

EVANGELIST

Recruiter, Communicator, Passionate

The apostolic role within established churches and denominations requires the reinterpreting of the denomination’s foundational values in the light of the demands of its mission today. The ultimate goal of these apostolic leaders is to call the denomination away from maintenance, back to mission. The apostolic denominational leader needs to be a visionary, who can outlast significant opposition from within the denominational structures and can build alliances with those who desire change. Furthermore, the strategy of the apostolic leader could involve casting vision and winning approval for a shift from maintenance to mission. In addition the leader has to encourage signs of life within the existing structures and raise up a new generation of leaders and churches from the old. The apostolic denominational leader needs to ensure the new generation is not “frozen out” by those who resist change. Finally, such a leader must restructure the denomination’s institutions so that they serve mission purposes.”

Leadership Models

**Pastoral/”Senior Minister”**
- Decision Maker
- Staff Run
- “Felt Need” Response
- Provides Solutions
- Preaching “tells”
- Professional Staff
- Peace at all costs
- Conflict “Fixer”
- Recovery Expert
- Manager of Centralized Ministries

**Missional Leader**
- Is coach and mentor
- Equips Members
- Incarnation & Service
- Cultivates Members
- Narrative Engagement
- Gifting Members
- Tension/Conflict OK
- Conflict Facilitator
- Vision and Creativity
- Releases members to minister

Leadership Attributes

Cultivating People
1. Missional Imagination
2. Cultivates Growth
3. Enables Change
4. Creates Coalitions

Forming Mission Environments
1. Member Integration
2. Member Culture
3. Missional Practices

Engaging Context
1. Understands Society
2. Member Engagement
3. Missional Future
4. Biblical Foundations

Missional Attributes
1. Maturity
2. Conflict Management
3. Courage
4. Develops Trust

Model for Change

- Awareness
  - Listen First
- Understanding
- Evaluate
- Experiment
- Commitment
  - Signing On to The New
  - Risk Some Change
- Question
  - Use Dialogue
- Analyze

Roxbaugh, *Ibid*
Typical Organizational Periods

- Crisis Leadership
- Emergent Organization
- Performative Leadership
- Trans transitional Organization
- Regulative Leadership
- Confusion
“Leadership is about connecting, not controlling. It is about bringing people together for the purpose of creative synergy.”

**THEOLOGY: FELLOWSHIP (koinonia)**
- In the gospel (Phil 1:5)
- With the Father (1 Jn 1:3)
- With the Spirit (Phil 2:1)
- With the Son (1 Cor. 1:9)
- With One Another (1 Jn. 1:7)
- Example of Trinity
- Example of Jesus with 12.

**PRACTICAL ASPECTS**
- BUILT ON GIFTEDNESS
- HAS CLEAR VISION
- USES NARRATIVE STORIES
- MAKES COLLABORATIVE CONNECTIONS
- FACILITES DIRECTION

Five Dysfunctions of a Team

1. Absence of Trust
2. Fear of Conflict
3. Lack of Commitment
4. Avoidance of Accountability
5. Inattention to Results
Leaders questions should...And should not ask!

Wrong Questions

- How do we develop leaders for church work?
- How do we plan for the future?
- How do we develop church members?
- How do we turn members into ministers?
- How do we grow the church?
- How do we do church better?

Right Questions

- How do we develop leaders for Christ?
- How do we do prepare for the future?
- How do we do we develop followers of Jesus?
- How do we do turn church members into missionaries?
- How do we do transform our community?
- How do we convert from “Churchianty” to “Christianity”?
SUMMARY OF MISSIONAL CHARACTERISTICS: The Missional Church.

- Loves God and neighbor
- Views itself as a missional community
- Lives incarnationally amongst the people it seeks to save and is thus contextualized for its community
- Follows the Spirit who has preceded them into the world w/o fear.
- Engages in table fellowship including non-believers on a consistent Basis
  - Provide ministries of healing to the world, ministering to brokenness
  - Proclaims the gospel of Jesus, the kingdom of God, and Christ’s death, burial, and resurrection.
  - Lives under the kingdom reign of God and witnesses through it’s lifestyle
- Ministers to the poor, needy, and outcasts of society
SUMMARY OF MISSIONAL CHARACTERISTICS: The Missional Church

- Is being made holy, transformed into the image of God by the Spirit and shaped through the truth of Christ and the Scripture
- Emphasizes heart over ritual, continually seeking to shed itself of burdensome rules that are oppressive
- Challenges all structures and powers, both religious and political, which fall short of the kingdom of God
- Brings glory to God through its worship, its being, and its service
- Seeks to keep all believers faithful
- Proclaims repentance and forgiveness of sins and it itself a repentant and forgiven community
- Reaches out to all nations/ethnic groups
- Is an agent of reconciliation, breaking down all barriers
SUMMARY OF MISSIONAL CHARACTERISTICS: The Missional Church.

- Forms disciples of Jesus Christ (as it goes out into the world) baptizing them and teaching to obey
- Is Incarnational not Attractional in its ecclesiology (Hirsch)
- Is messianic, not dualistic in spirituality (Hirsch)
- Adopts an apostolic not hierarchical mode of leadership (Hirsch)

Presented To Fuller Theological Seminary in Fulfillment of “The Local Church as A Mission Outpost” TM710.

See also: [www.gocn.com](http://www.gocn.com)
Spiritual Gifts and Spiritual Development
Acts 2:38

Eph 7 But to each one of us grace has been given as Christ apportioned it. 8 This is why it says:
“‘When he ascended on high, he led captives in his train and gave gifts to men.’”
What is the Purpose of Your “Gift(s)”

- Given by the Spirit to Build Up the Church
  - Some Temporary I Cor. 13:8-13
- To bring Grace Eph. 4:7:
  - “To each of us grace has been given as Christ has apportioned it ..”
  - “The body is a unit, though made up of many parts”
- To work and serve I Peter 4:10
  - “Each one should use whatever gift he has received to serve others”
What is the Purpose of Your Gift(s)?

- Growth
  - Eph. 4: 12-14
    - Build up the body
    - Unifies
    - Increases our knowledge
    - Guards Us
    - Produces Love for One Another
## What Are Spiritual Gifts?

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<thead>
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<th>Spiritual Gifts</th>
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<td>Leadership</td>
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<tr>
<td>Mercy</td>
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<td>Prophecy (proclaim truth)</td>
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<td>Teaching</td>
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<td>Visionary Faith</td>
<td>I Cor. 12:9</td>
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<tr>
<td>Wisdom</td>
<td>I Cor. 12:8</td>
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</tbody>
</table>
Who Is To “Equip”?

Apostles
Prophets
Eldership
Evangelist
Teachers

Administration
Wisdom
Discernment
Encouragement
Evangelism
Giving
Helping
Hospitality:
Intercessory Prayer
Leadership
Knowledge

Visionary Faith
Speaking
Teaching
Shepherding
Service
Prophecy
 Mercy
Preparing/Equipping Members

- Administration
- Wisdom
- Discernment
- Leadership
- Knowledge
- Visionary Faith
- Encouragement
- Evangelism
- Giving
- Helping
- Hospitality: Intercessory Prayer
- Shepherding
- Service
- Prophecy
- Mercy
- Teaching
- Speaking
- Feeding
- Providing
- Tending
- Guiding/leading
- Teaching
- Building up
- Being Examples
- Exhorting
- Being Examples
- Exhorting
What Are Strengths or Talents?

- **Six Impacting** themes explain how an individual moves others to action
- **Seven Relating** themes explain how a person builds connections with others
- **Nine Striving** themes explain what pushes others toward results
- **Twelve Thinking** themes explain how a person analyzes the world.
What is the difference between gifts and strengths?

A strength or talent is a natural way of thinking, feeling or behaving about the World. It is the way you naturally go about doing things.  


A spiritual gift is given by God in which you are particularly gifted to serve in this area.

Strengths are the mechanism or way you would naturally implement your gift.
Our purpose is to Equip you to serve By:

1) Assisting in identifying your spiritual gifts
2) Assisting in identifying your Strengths
3) Assisting to serve in what you feel/think passionately about
Impact of Using Your Gifts

- 70% More Aware how to serve
- 66% Had more insights into their abilities
- 78% More Aware of Evangelism Opportunities
- 74% Said those who take would be more active in personal lives
- 66% Thought more about serving in the church
- 52% Better served their family

www.storyofredemption.com
Measuring Spiritual Health (Outcomes)

- Life Satisfaction
- Serving
- Inviting
- Giving

Spiritual Health

Spiritual Commitment

Attitudes

- My faith is in every aspect of my life
- My faith gives me meaning and purpose
- My faith gives me an inner peace
- I am a person who is spiritual committed

Gallop: Ibid.
Spiritual Commitment

- Spiritual Behaviors
  - I spend time in worship or prayer every day
  - Because of my faith, I have forgiven those who have hurt me
  - My faith has called me to develop my strengths
  - I will take unpopular stands to defend my faith
  - I speak words of kindness to those in need of encouragement

Gallop: Ibid.
Spiritual Engagement: In the congregation

Am I Valued? Do I Make A Meaningful Contribution?

- I know what is expected of me
- My spiritual needs are met.
- I regular have the opportunity to do what I do best
- In the last month I have receive recognition or praise
- The leaders seem to care about me
- There is someone who encourages my spiritual development

Gallop: Ibid.
Spiritual Engagement: Measures Cont’d

- My opinions seem to count
- The purpose of my congregation makes me feel my participation is important
- Aside from my family members, I have a best friend in my congregation
- In the last six months someone talks to me about my spiritual growth
- I have the opportunities to learn and grow

Gallop: Ibid.
The Correct Order for Spiritual Growth

Engagement Leads to Commitment

Spiritual Commitment
Congregational Engagement
Spiritual Health

Congregational Engagement
Spiritual Commitment
Spiritual Health

Gallop: Ibid.
Importance of Equipping: Using Strengths

- Are spiritually committed at levels up to eight times as high
- Are up to twice as likely to be satisfied with their lives
- Are up to eight times as likely to invite others to their churches
- Volunteer at least twice as many hours per week in their community
- Give up to three times as much money to their churches

Gallop: Ibid.
<table>
<thead>
<tr>
<th>Clifton Strengths Finder</th>
<th><a href="http://www.strengthsfinder.com">www.strengthsfinder.com</a></th>
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<tbody>
<tr>
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<td>Self Assurance</td>
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<tr>
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</tbody>
</table>
Example of Strengths

- **Strategic**
  - Quickly spot patterns and issues. Create alternative ways to proceed

- **Achiever**
  - Make things happen by putting thoughts into action

- **Maximizer**
  - Focus on others strengths to stimulate person and group excellence

- **Learner**
  - Great desire to learn and to continuously improve

- **Ideation**
  - Fascinated by ideas. Able to find connections between disparate phenomena
Example of Gifts

- Knowledge
- Leadership
- Speaking
- Administration – Coordination of People & Projects
- "Apostolic" Missional Leadership
Example of Integration of Strengths and Gifts

Strategic Achiever
Maximizer
Learner
Ideation

Foreign Mission Strategic Plan

"Apostolic" Missional Leadership
Knowledge Leadership
Speaking Administration
– Coordination of People & Projects