Re-Formation = Re-Imagining the Future

The Heart of Renewal and Redevelopment
Pastor Judith VanOsdol, DEM
Thrilling time to be the Church

- Missional Church Movement— Alan Roxburgh, et al. —“The Great Unraveling”
- The Great Emergence: *How Christianity is Changing and Why*, Phyllis Tickle— “Every 500 years or so, the Church has a giant rummage sale…..”
- The Leadership Initiative— Ronald Heifetz and Marty Linsky, adaptive vs technical change, etc.
- Leading question: “What is God calling us to be and do at this time, in this place?”
- Identity, purpose, context and leadership
Vision

- **IDENTITY:** God’s Mission to which we are invited
- **PURPOSE:** Why in God’s name are we here, what in Jesus’ name are we invited/ called to do and how, with the Holy Spirit’s help, are we going to get there
- **CONTEXT:** Immersion, relevance, community
- **LEADERSHIP** training: equipping the saints
- Calling into **relationship/discipleship** with Christ: listening to God, each other and the community
- Forming community through **life-transforming faith**
The Renewal Process

Sending Transformation Changing the World
Reorient Congregation toward Community
and Community toward God

Spiritual Transformation Changed People
Reorient Selves toward God

GOD'S MISSION IN THE WORLD

Communal Transformation Changed Churches
Reorient Congregation toward God

Changed People, Change Churches; Changed Churches, Change the World
Tools for renewal

• Area Ministry Strategies
• Assessment tools (CVA, Comprehensive ministry review)
• Coaching– create a culture of coaching
• Cohort/ conference missional work
• Creative/ strategic partnerships
• Leadership training– equipping the saints
• Renewal/ redevelopment
• Strategic planning, fearless generosity
• Technological advances
Stats for RMS

2010 to 2015 Change in Average Worship Attendance

- Declining: 97-110 congregations (79.5%)
- Stable: 18 congregations (14.8 %)
- Growing: 7 congregations (5.7%)

Declining: AWA decline by more than -3 %;
Stable: AWA change between -3 % and +3 %
Growing: AWA growth by more than 3 %;
From 2005 to 2010 by Zip Code and Change in Congregation Average Attendance from 2005 and 2010 for the Rocky Mountain Synod

<table>
<thead>
<tr>
<th>NUMBER CHANGE</th>
<th>Congregations</th>
</tr>
</thead>
<tbody>
<tr>
<td>5,000 to 13,700</td>
<td>Growing (30)</td>
</tr>
<tr>
<td>1,000 to 5,000</td>
<td>Stable (15)</td>
</tr>
<tr>
<td>0 to 1,000</td>
<td>Declining (110)</td>
</tr>
<tr>
<td>-500 to 0</td>
<td>Missing or other data (12)</td>
</tr>
<tr>
<td>-1,700 to -500</td>
<td></td>
</tr>
</tbody>
</table>

*Growing, stable or declining congregations were determined by (2010 avg att - 2005 avg att)/2005 avg att
  Growth: greater than .05
  Declining: less than -.05
  Stable: at or between -.05 and .05

County boundary
Redevelopment Ministry

• An intentional process of renewal for a congregation that is declining/plateaued
• The congregation enters a covenant of renewal
• The renewal process is focused on discerning God’s mission through prayer and Scripture, deepening relationship with God, each other, and the community/wider church/world
• Key pieces of the renewal process include forming new types of leadership and evangelical outreach in the community.
• Redevelopment is a multi-year process.
Assessing Your Current Location

Where is here?
Assess Current Location

Develop A Plan

Work the Plan

Expect Surprises

Make adjustments

Invite the Church

See Destination

Celebrate
Redevelopment Tasks

1. Build Relationships
2. Develop a Guiding Coalition
3. Lead congregation in developing purpose, guiding principles
4. Focus on Discipleship
5. Engage the Community
6. Develop a plan
7. Work the plan
RMS Redevelopment Congregations

- Mount Hope, El Paso, TX—witness of Redeveloper / Pastor Matt Barnhouse
- St. Matthew, Taylorsville, UT—witness of Redeveloper/ Pastor Christine Higuera- Street
- Our Saviors, Denver, CO—point of calling new Redeveloper
- Redevelopment: Christ the King, Denver, with Redevelopment team from Abiding Hope, Littleton, CO
- "Informal" redevelopment congregations – several
The Congregational Life Cycle

- BIRTH
- GROWTH
- STABILITY
- REDEVELOPMENT
- REDEFINITION
- REBIRTH
- DECLINE
- DEATH

The cycle continues in a spiral, illustrating the ongoing process of congregational life.
Life Cycle of Congregational Change

Growing side

1. Courtship/excitement
2. Adolescence/time of transition
3. Prime/first in excellence

4. Go-go/new growth

Aging side

1. Loss of vitality
2. Early Bureaucracy/focus on structure
3. Aristocracy/air of nobility

4. Sustainability Line

Breakthrough To Creative Change by John Piper
What’s Driving Your Congregation?

- Tradition
- Fellowship
- Personality
- Finances
- Programs
- Buildings
- Events
- Purpose
Simple Assessment Tool

Commitment to God’s Mission

No Clue                              Fully Engaged

Willingness to Change

OMDB                                  FSA

Leadership

Divided or Stuck                      All on the same page
### Mission Models on the Move

<table>
<thead>
<tr>
<th>Renewable and sustainable resources</th>
<th>Fellowship of Members</th>
<th>Followers of Jesus</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Participate in the activities of the congregation (Consumer oriented)</td>
<td>Participate in the mission of God for the sake of the world (Gift oriented)</td>
</tr>
<tr>
<td></td>
<td><strong>Maintaining Congregations</strong> (Chaplaincy for the members)</td>
<td><strong>“In the Zone” Congregations</strong> (Community of the baptized in mission)</td>
</tr>
<tr>
<td>Lacking sufficient and sustainable resources</td>
<td><strong>Foundering Congregations</strong> (Atrophied)</td>
<td><strong>Emerging Congregations</strong> (Developing missional community)</td>
</tr>
</tbody>
</table>
Eight Quality Characteristics

- Empowering leadership
- Gift-based ministry
- Passionate spirituality
- Effective structures
- Inspiring worship service
- Holistic small groups
- Need-oriented evangelism
- Loving relationships
See The Next Point on Your Journey
Where are you going?
What is God’s vision?
For this time…
For this place. . .
For this people
Action Steps: Cast Your Vision

- Pray
- Go deep in the Word
- Ask what is God’s dream for this faith community
- Listen to the hopes and dreams of the church
- Listen to the hopes and dreams of the community
- Talk about, write about, hone and shape your vision
- Share the vision and invite the community to hone and shape it also.
Invite the Church to Join You

Pastor Albright says about St. Lukes, "This has been an incredible transition from death to life for both congregations."

[Images of people at events]
Invite the Church

- Build relationships with an eye on leadership potential
- Invite people to prayer and immersion in God’s word
- Select a guiding coalition
- Continue to go deep in the Word together.
- We are continually asking: What does God call us to be and do at this moment in time....
Make a plan

How will you get there?

Chart Your Course
Make a Plan, Work your Plan

- Empower Leadership
- Ask what needs to be done to move toward your vision.
- Break things down into concrete action steps
- Carry out the plan, celebrate small victories
- Evaluate continually
- Make adjustments
- Take the next step
Expect Surprises
Be anxious for nothing.

Trust in our Living God.