

3-D net

Introduction and welcome

Session 1: Mission “in their own language”: reflecting upon being a missional church

Session 2: Mission as innovation: nurturing capacity for outside the box thinking in ourselves and our congregations

Steve Taylor ...

- has grown up in PNG, a cross-cultural orientation
- initial ministry experiences planting Graceway
- PhD study on mission and culture, esp new forms of church and their effectiveness in creating disciples of Jesus
- Graceway + PhD = a book, *The Out of Bounds Church? Learning to Create a Community of Faith in a Culture of Change*, Zondervan, 2005.
- my ministry experiences at Opawa, an inherited church asking for a change agent pastor to explore a new mission future. Six wonderful years, developing a multi-congregational model that allowed a “mixed-economy”, creative “spirituality-2-go” resources, a local community focus, a multi-staff team and a major building project.
- invitation to “workshop” this work of the Spirit in diverse church contexts
- always talking mission, church, leadership at www.emergentkiwi.org.nz

Session 1

Mission “in their own language”: reflecting upon being a missional church

a) A missio-what?

2008 - Parkin Wesley had
Biblical Studies : Historic and Systematic Theology : Pastoral Studies

2010 - Uniting College for Leadership and Theology has
Biblical Studies : Discipleship : Leadership : Missio-what?

Story: What is mission?

A missio-what? By definition

Mission is the creating, reconciling and transforming action of God, flowing from the community of love found in the Trinity, made known to all humanity in the person of Jesus, and entrusted to the faithful action and witness of the people of God who, in the power of the Spirit, are a sign, foretaste and instrument of the reign of God.¹

A missio-what? The globality of mission

A “global missions” quiz

A missio-what? Some stories of mission

John 4 in art (14th century Gladzor gospels)

Brendan the Navigator

Clare of Assisi

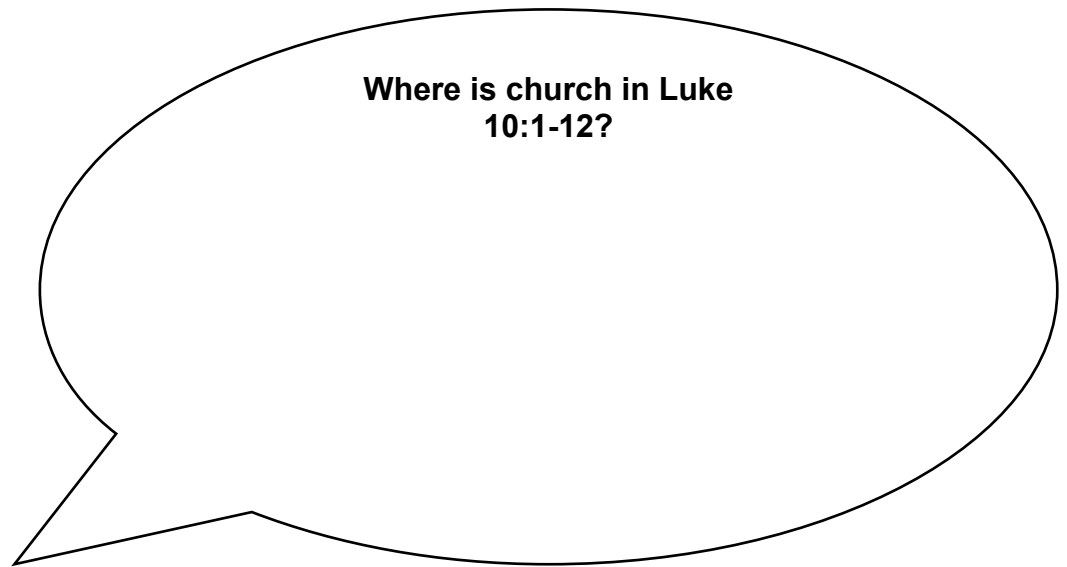
Alexandre de Rhodes

A missio-what? The marks

- To proclaim the Good News of the Kingdom
 - To teach, baptise and nurture new believers
 - To respond to human need by loving service
 - To seek to transform unjust structures of society
 - To strive to safeguard the integrity of creation and sustain and renew the life of the earth
- (Bonds of Affection-1984 ACC-6 p49, Mission in a Broken World-1990 ACC-8 p101)*

¹ Adapted from a statement of the Commission on Mission of the National Council of Churches in Australia

b) Church and mission



Luke 10:1-12

1After this the Lord appointed seventy-two[a] others and sent them two by two ahead of him to every town and place where he was about to go. 2He told them, "The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field. 3Go! I am sending you out like lambs among wolves. 4Do not take a purse or bag or sandals; and do not greet anyone on the road.

5"When you enter a house, first say, 'Peace to this house.' 6If a man of peace is there, your peace will rest on him; if not, it will return to you. 7Stay in that house, eating and drinking whatever they give you, for the worker deserves his wages. Do not move around from house to house.

8"When you enter a town and are welcomed, eat what is set before you. 9Heal the sick who are there and tell them, 'The kingdom of God is near you.' 10But when you enter a town and are not welcomed, go into its streets and say, 11'Even the dust of your town that sticks to our feet we wipe off against you. Yet be sure of this: The kingdom of God is near.' 12I tell you, it will be more bearable on that day for Sodom than for that town.

Footnotes: 1. Luke 10:1 Some manuscripts seventy; also in verse 17

c) Church-in-mission in 3 places

sending - *1 After this the Lord appointed seventy-two[a] others and sent them*

pilgrim - *1 sent them two by two ahead of him to every town and place where he was about to go. 4Do not take a purse or bag or sandals*

fresh expression - *8 "When you enter a town and are welcomed, eat what is set before you. 9Heal the sick who are there and tell them, 'The kingdom of God is near you.'*

For discussion: Which church place most challenges you?

Session 2

Mission as innovation

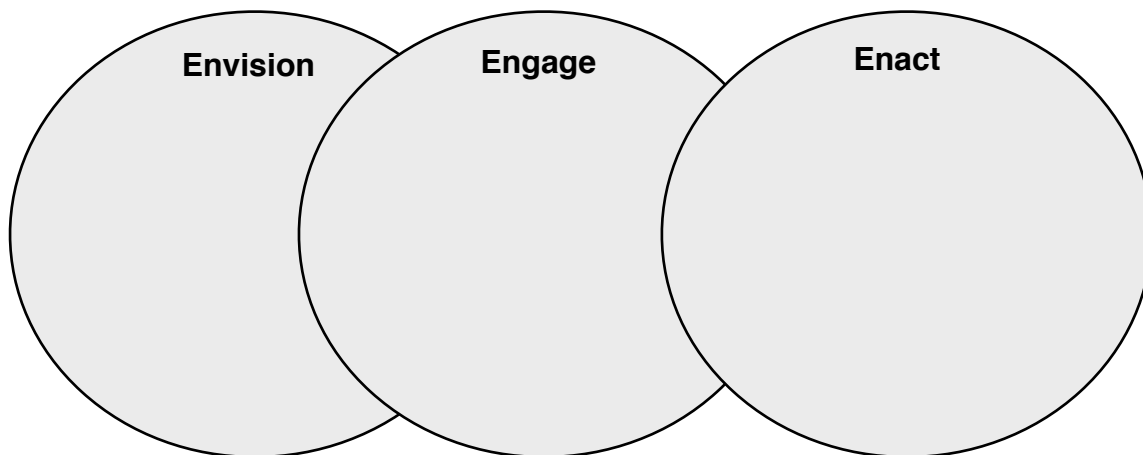
a) Leadership: Complex and easy

Leadership is one of the most observed and least understood phenomena on earth -
James MacGregor Burns

While nearly 2000 books were recently written on leadership in 2009, very few address
leaders in change and innovation
Paul Aitkens and Malcolm Higgs

Story: Monday night at the Taylor table

Leadership is²



This means that

- leadership is a process, **not** a person
- leadership is a verb, **not** a noun

Identify one project which you saw bring positive change. Try to list the contributions.

² Kotter, *The Leadership Challenge*; Cammock, *The Dance of Leadership*.



For more see

- Lead with your strengths by NCLS team
- www.leadwithyourstrengths.net

b) Leadership as Innovation

Bodge plants a seed

Bodge the innovation change agent (four core change leadership principles):³

- **attractor** – creates energy for change by connecting with others emotionally to embody the future, creates compelling story, weaves it to make sense of the life of the organisation, seeks good of the organisation above their own, self-aware and able to adapt their leadership
- **edge and tension** – amplifies disturbance by telling truth, is constant in tough times, challenges assumptions, stretches people, grows talented people
- **creates a container** – holds the tension around the change by managing expectations, faces conflict, encourages, creates safe space to take risks, seeks alignment of resources
- **creates movement** – committed in a way that engenders trust, is vulnerable in a way that frees people to new possibilities, breaks existing patterns, inquires into systemic blockages and creates time and space for transforming encounters.

Which most challenges you?

³ From Aitken and Higgs, *Developing Change Leaders*, Butterworth-Heinemann, 2010, 52-4.

c) Opawa story case study

... in 10 leadership capacities

... in 3 places

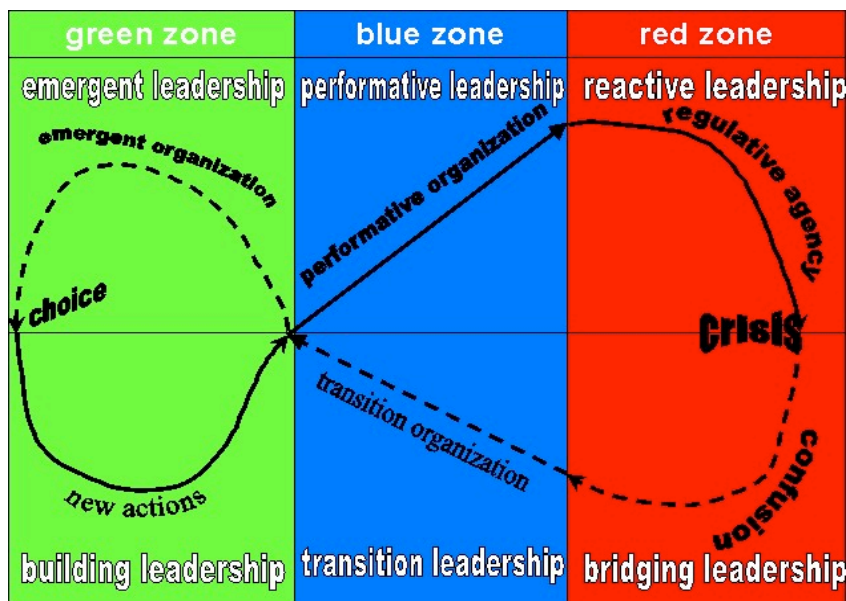
Sending -

Pilgrim - mission collectives, 7 practices, Growth coaching

Fresh expressions - evangelism as process, six new forms (espresso, hymn service, Grow, Soak, the Gathering, spirituality grouping)

d) The innovation context: Organisational 3 zone model

The Three Zone Model ... visualizes the organizational cultures congregations and denominations form at various periods in their lives. It represents a dynamic of continuous change in organizational culture relative to the external environment. Church systems living in the discontinuous change now characteristic Western societies will be continually shifting through these zones.⁴



Taken from <http://www.signposts.org.au/2005/10/07/green-zoneblue-zonered-zone/>

Note that:

- life cycle process are normal. We should expect cycles of life, death and resurrection.
- change in any particular movement needs to be understood as part of a series of phases and not simply looked at in isolation
- all zones are valid and essential. For example, red zone leadership is needed, required, natural part of organisational life.

⁴ Roxburgh A and Romanuk F, Christendom thinking to missional imagination, unpublished work, p 26.

- the diagram can help to identify the leadership type required to move to the next stage of the life cycle
- classical pastoral training is often shaped by blue or red zone
- different congregations and groupings in a organisation can be at different stages. At one time you can have parts that are being planted, flourishing or dying.

e) Developing innovation leaders⁵

- Develop decision making – specifically the ability to wait and see, keep an open mind and be comfortable with contradictions. Central to this is the ability to inquire, to accept that you are not the expert and that someone in your team may have a better insight.
- Access capability from across the team
- Become a co-creator of a learning culture
- Combine future-sensemaking with strategic thinking – digging deeper, reading widely, in a desire to appreciate the system and not just the events.
- Develop ‘total’ leadership – including authenticity, integrity and experimentation, at all levels of a person’s life
- Develop competency to work in diverse cultures
- Develop 1-1 coaching skills – eg micro-skills of building rapport, active listening, attention, sensitivity.
- Develop 1-many skills – eg micro-skills of dialogue, facilitation, process consulting, because leadership is about responding to real lived relationships.
- Emotional intelligence including self-awareness, emotional resilience, sensitivity, influence, intuition and conscientiousness.
- Dialogue on performance - coaching, feedback, mentoring skills

What would this look like for training candidates? What would this look like for the already ordained?

f) Innovation as creating spaces to play

Exercise: When do you get your ideas? During what kinds of activities and situations do you get your ideas? For example, doing routine work, as a response to questions, during physical exercise, late at night, driving, in the company of others, under stress, etc.

I have asked this question to probably a million people. The answers I've received can be **grouped into two categories**. The first is **necessity**, and is represented by replies such as:

- "When I'm faced with a problem."
- "When things break down, and I have to fix them."
- "When there's a need to be filled."

⁵ From Aitken and Higgs, *Developing Change Leaders*, Butterworth-Heinemann, 2010, 131-155.

- "When the deadline is near . . . that's the ultimate inspiration."

These responses bear out the old adage that "**necessity is the mother of invention.**"

But interestingly enough, an equal if not greater number of people get their ideas in the **opposite situation**, and they respond along these lines:

- "When I'm just playing around."
- "When I'm doing something else."
- "When I'm not taking myself too seriously."
- "After my second beer."

From this I conclude that: "**Necessity may be the mother of invention, but play is certainly the father.**"

Indeed, I sincerely believe that a playful attitude is fundamental to creative thinking. I'll bet that you generate most of your new ideas when you're playing around in your mental playground. That's because your defenses are down, and there is little concern with the **rules, practicality, or being wrong**. When you play, you give yourself a license to try different approaches without fear of penalty.⁶

How do you create room and space to "play"? Personally? With your leaders?

Takehome practicalities:

Helpful websites when you get back home include:

http://www.mycoted.com/Category:Creativity_Techniques

<http://www.skelliewag.org/110-resources-for-creative-minds-121.htm>

g) Mission and innovation: in conclusion

... Bodge plants a seed

⁶ From <http://blog.creativethink.com/2008/04/when-do-you-get.html>