

Embracing God's Promised Future at Bethany



THE JOURNEY OF TRANSFORMATION AS A MISSIONAL CONGREGATION

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What is a Missional Church?



- The ***Borderland Church*** understands that it is primarily a missional community of people being trained and equipped to live among the world as missionaries. It's purpose is to carry out God's gospel mission of the healing and redemption of the world.

Partners with Christ



- As a ***Borderland Church***, we surrender to a vision of God greater than our own so that we can be conformed into the image of Christ. We become the face of Jesus to the world, his hands and his feet.



Behold the Lamb of God, who takes away the sin of the world

A New Sense of Identity



- Old Vision: “Called, Gathered, Nourished”
- New Vision: “Claimed, Gathered, Sent”

Shift from *Membership*
To *Discipleship*



Changing Paradigms

A Church Paralyzed

- Theology of scarcity
- Asset poor
- Sense of entitlement
- Limited capacity
- Members help pastor
- On life support
- Lone ranger
- A Care Center

A Church Propelled

- Theology of abundance
- Asset rich
- Sense of grace—sharing
- Unlimited possibilities
- Disciples in daily life
- Vital and renewing
- Partner with others
- A Mission Outpost

Moving Toward a Missional Imagination



Common Leadership Thinking

- Strategies for attraction and growth of church come from board.
- People *come* to church.
- People receive teaching, preaching as religious goods and services.
- Experts develop programs, minister to specific groups.

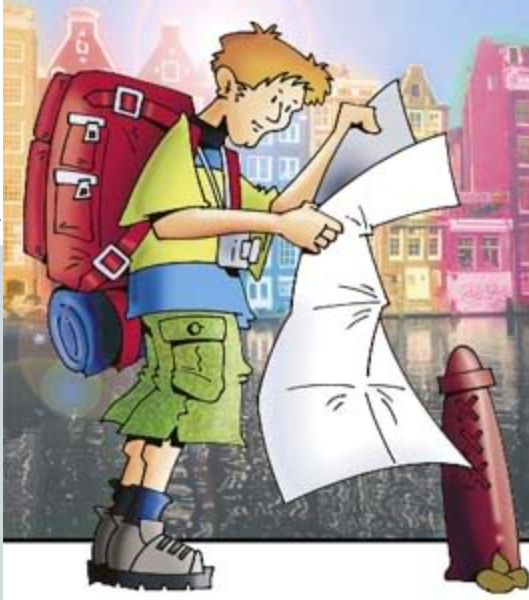
Leaders Developing a Missional Imagination

- Create dialogue among people; their stories give direction to missional life.
- Church is people engaged in their context w/ others.
- People are formed in a *way of life*. (Faith formation.)
- Church as a center for formation where people develop skills for ministry.

Ten Qualities of Missional Congregations



- 1. Spiritual and relational vitality.
- 2. Vital, transforming worship.
- 3. A clear focus on God's mission.
- 4. Gifts and call as the basis for ministry.
- 5. A commitment to equipping others.
- 6. Shared ministry and mission (a team approach).
- 7. Spirit-led organizational structure (strategic, transparent, and accountable).
- 8. Holistic small groups.
- 9. Commitment to relational evangelism.
- 10. Emphasis on discipleship (faith formation)--all ages.



Five Key Attitudes:

- 1. Imagination
- 2. A willingness to be surprised.
- 3. Openness to celebrate what really matters.
- 4. Being pragmatic.
- 5. Pack with the possibility you will never return.

From Board Culture to Ministry Culture



- **Christendom paradigm:** job of church members was not to be engaged in ministry themselves; they were to maintain the congregation. Primary way to participate in the church was to serve on a growing structure of church boards and committees.

Ministry Over Meetings



- **Post-Christendom Paradigm:** Everything a church does is mission. Every congregation is a mission outpost and every member a missionary. Rather than running the church, members are called to be engaged in ministry. Leaders are not to manage the church's ministry or the pastor's ministry, but to think strategically about how to release the gifts of God's people for ministry in the world. *This is a shift from the management of ministry to actually doing ministry.*

A Culture of Permission-Giving & Empowerment



- As ministry teams take hold and people participate through them, the structure of boards and committees can and will be reduced.
- Good governance and administration remain important, but they represent work that is required of a relative (and accountable) few rather than many.



Why Size Matters



FAMILY CHURCH
(UNDER 75 AT WORSHIP)
PASTOR CENTERED CHURCH
(75 TO 150)
PROGRAM CHURCH
(150-350)
CORPORATE CHURCH
(OVER 350)

Congregation Size and Dynamics

- FAMILY CHURCH
 - PASTOR CENTERED
 - PROGRAM CHURCH
 - CORPORATE CHURCH
- Patriarch and Matriarch “rule” the congregation; pastor outside power structure as chaplain.
 - Leadership circle of pastor and small cadre of lay leaders govern church.
 - Many cells of activity; larger council seeks to represent all ministries.
 - Staff coordinate ministry; small, strategic board.

Board Challenges for Corporate Churches



- **Multi-Celled Church (250-400)**
 - Organizing its work around mission/vision of the congregation; coordinating variety of ministry groups.
- **The Professional Church (400-800)**
 - Focusing on policy and preventing vision drift; relinquish daily management to staff.
- **The Strategic Church (800-1,200)**
 - Small board operates from strategic mind-set; provide strong support and accountability to head of staff.



Board Model

Administrative Council meets monthly to determine policy and strategy, maintaining focus on the vision. Staff delegated with managing day-to-day ministry of the parish.

A larger **Ministry Coordinating Council** chaired by President Elect meets quarterly for the purpose of training, sharing plans and progress on the vision, supporting each other.

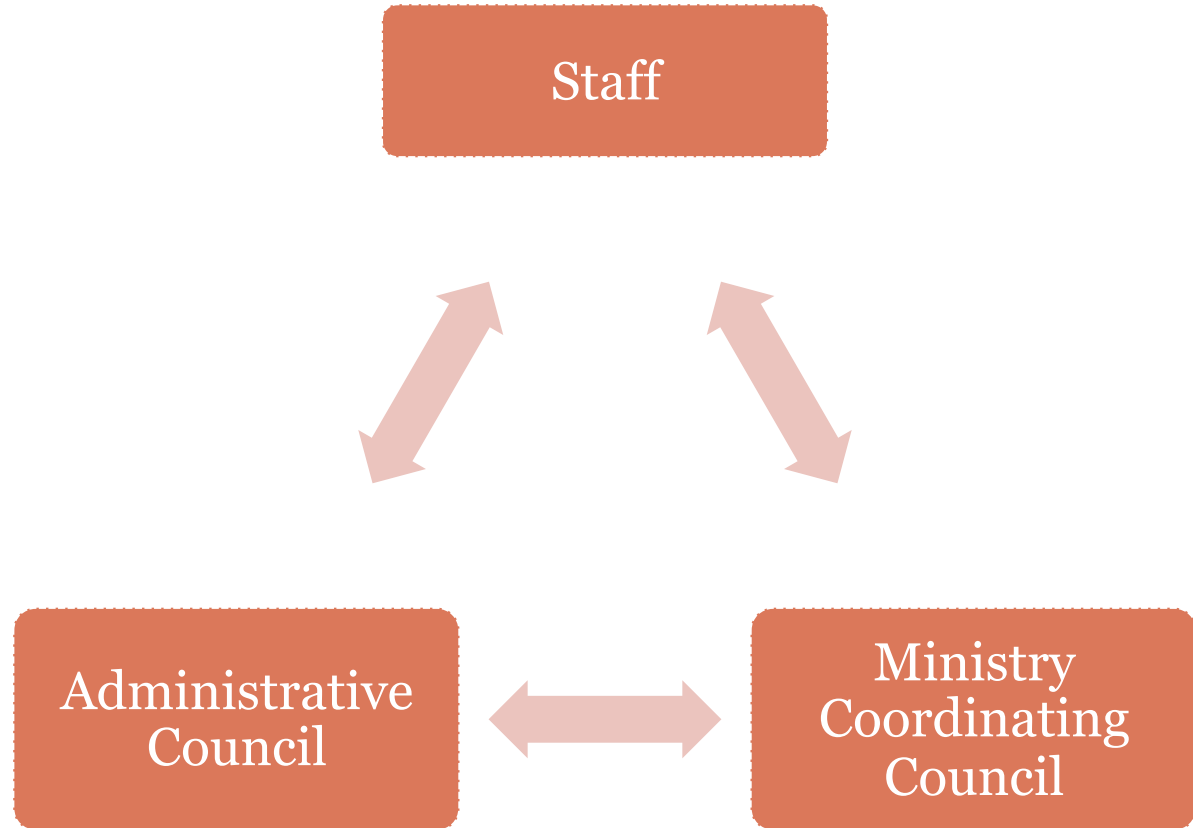




Relationship & Accountability

In the proposed model there is a culture of partnership and accountability between the *staff* and the *Administrative Council* as well as ministry teams of the *Ministry Coordinating Council*. Likewise there is an equality of relationship and accountability between the *Ministry Coordinating Council* and the *Administrative Council*.

Promoting a culture of permission-giving and empowerment



Sabbatical Issues



- 1. PASTOR RUTH ANN ASSUMES THE MANTLE OF LEAD PASTOR ALONG WITH RESPONSIBILITIES AND ACCOUNTABILITY.**
- 2. EXECUTIVE COMMITTEE IN CONSULTATION WITH PASTORS SHOULD HELP DETERMINE PRIORITY OF TASKS FOR INTERIM LEAD AND DELEGATE OTHER TASKS ACCORDINGLY.**
- 3. PASTORAL CARE, PROGRAM, VISION, AND POLICY ISSUES SHOULD MOVE FORWARD IN ABSENCE OF PASTOR RON.**

Table Conversation



- 1. What about our current structure at Bethany may impede mission and ministry?
- 2. What are some of the barriers (including attitudes) that need to be overcome in order to promote a culture of empowerment and permission-giving?
- 3. What do you see as some of the benefits of restructuring for mission. (Form follows function.)
- 4. How do you see yourself and your area of ministry providing sabbatical support for Pastor Ruth Ann?