

Church of Scotland

The Path of Renewal

An introduction to the
process

There are huge changes under way in our world that are pressing hard against our assumed practices of church and causing us to re-imagine what it means to be God's people.

Honest church leaders realise that we are all in a period of massive transition that is leading us down a new path.

Alan Roxburgh
2009

Understanding your culture is vital



U.S.A.
Pest



China
Pet



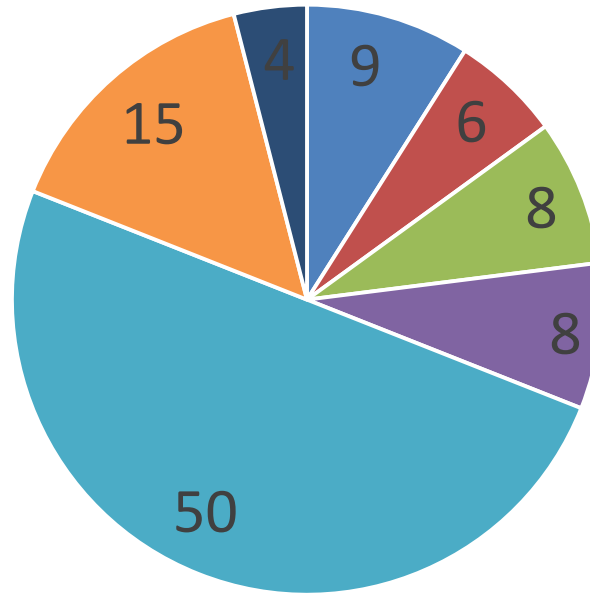
Northern Thailand
Appetizer

Understanding Different Perspectives & Perceptions

Some marks of contemporary Western culture

- Dependent on technology
- Wealthy – and wanting to guard that
- Consumer culture – values choice
- Suspicious of traditional forms of authority
- Individualistic – yet perhaps craving community
- Cynical about “big stories” (including Christianity)
- Concerned about the environment
- Concerned about justice
- Values tolerance and plurality – wary of absolutes

The last time I went to church was.....



■ This week

■ This month

■ Past 6 months

■ Past year

■ More than 1 year

■ Only for event

■ Never

CHRISTIANITY IN SCOTLAND



THE GOOD NEWS



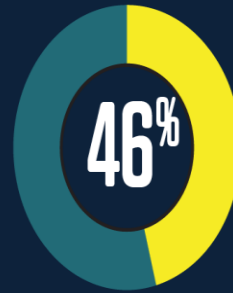
of adults have attended church regularly at some point in their life



of adults believe a church is a favourable thing for a community



of Scots have an overall favourable impression of Christianity



of Scots say it's accurate to describe present-day Christianity in Scotland as consistently showing love for other people



of Scots agree Christianity has good values and principles

CHRISTIANITY IN SCOTLAND



Barna

THE BAD NEWS



of 18-24 year old adults
say they don't attend church
because they just aren't
that interested in religion



of adults describe
present-day Christianity in
Scotland as 'judgmental'



of Scots say they never
read the Bible



of adults disagree that
faith is very important in
their life today



of Scots say Christianity is
relevant to their life

CHURCH HISTORY



% AMONG ADULTS WHO DO NOT REGULARLY ATTEND CHURCH NOW

● ALL ADULTS

● ADULTS 18 TO 24

Growing up, my
parents regularly prac-
tised Christianity

52%

40%

21%

4%

I regularly
attended church as
a teenager

I regularly
attended church
as a child

61%

45%

30%

54%

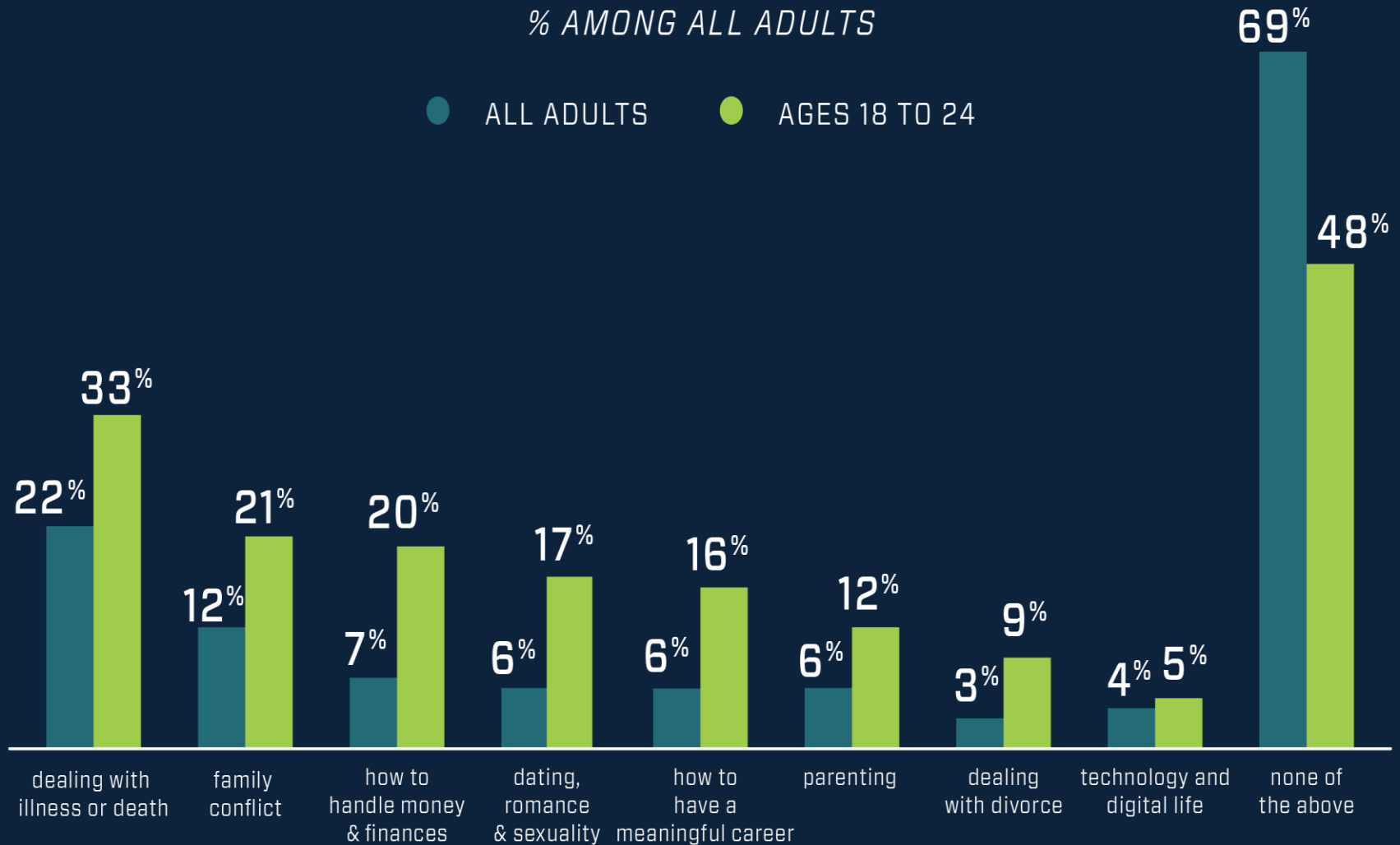
I have never
regularly attended
church

INTEREST IN LEARNING FROM THE BIBLE



% AMONG ALL ADULTS

● ALL ADULTS ● AGES 18 TO 24



PROFILE OF MINISTERS IN SCOTLAND

76%



3 out of 4 ministers say they are optimistic about ministry in Scotland



1 out of 2 ministers say they do not have a personal coach or mentor

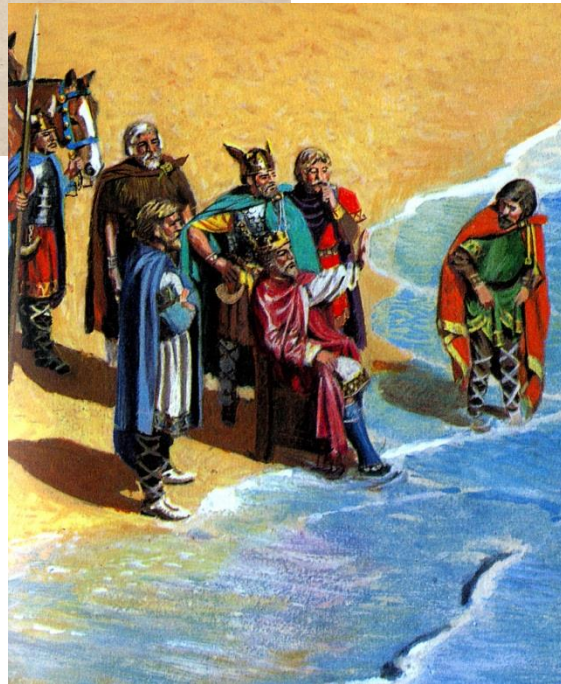
3 out of 4 ministers are 50 or older

76%



2 out of 3 have a network of ministry peers to provide support and accountability

So, how do we respond to this? – Three possible responses, none of them good



Some alternative responses

- Do what we've always done, but with better technology and music? – does result in some lively churches
- Keep doing what we're doing, and look to start something alongside it - this is what underlies Fresh Expressions
- Change the focus of what we do and how we think, so that church is not at the centre of our thinking – instead seek to join in with God's activity in society around us – this is the scariest, as it takes us into uncharted territory

A Path to Renewal



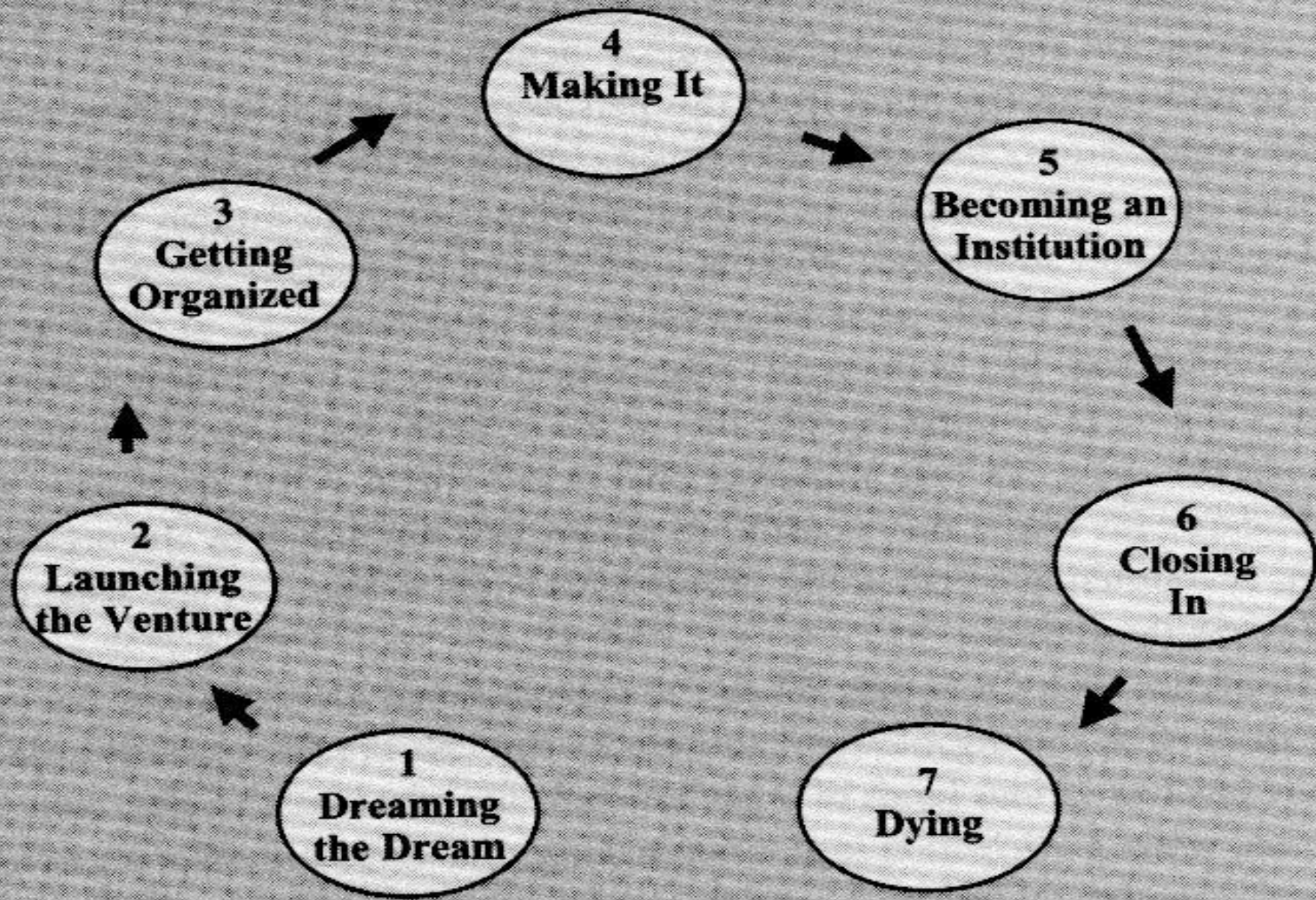


Figure 6.1 The organizational life cycle.

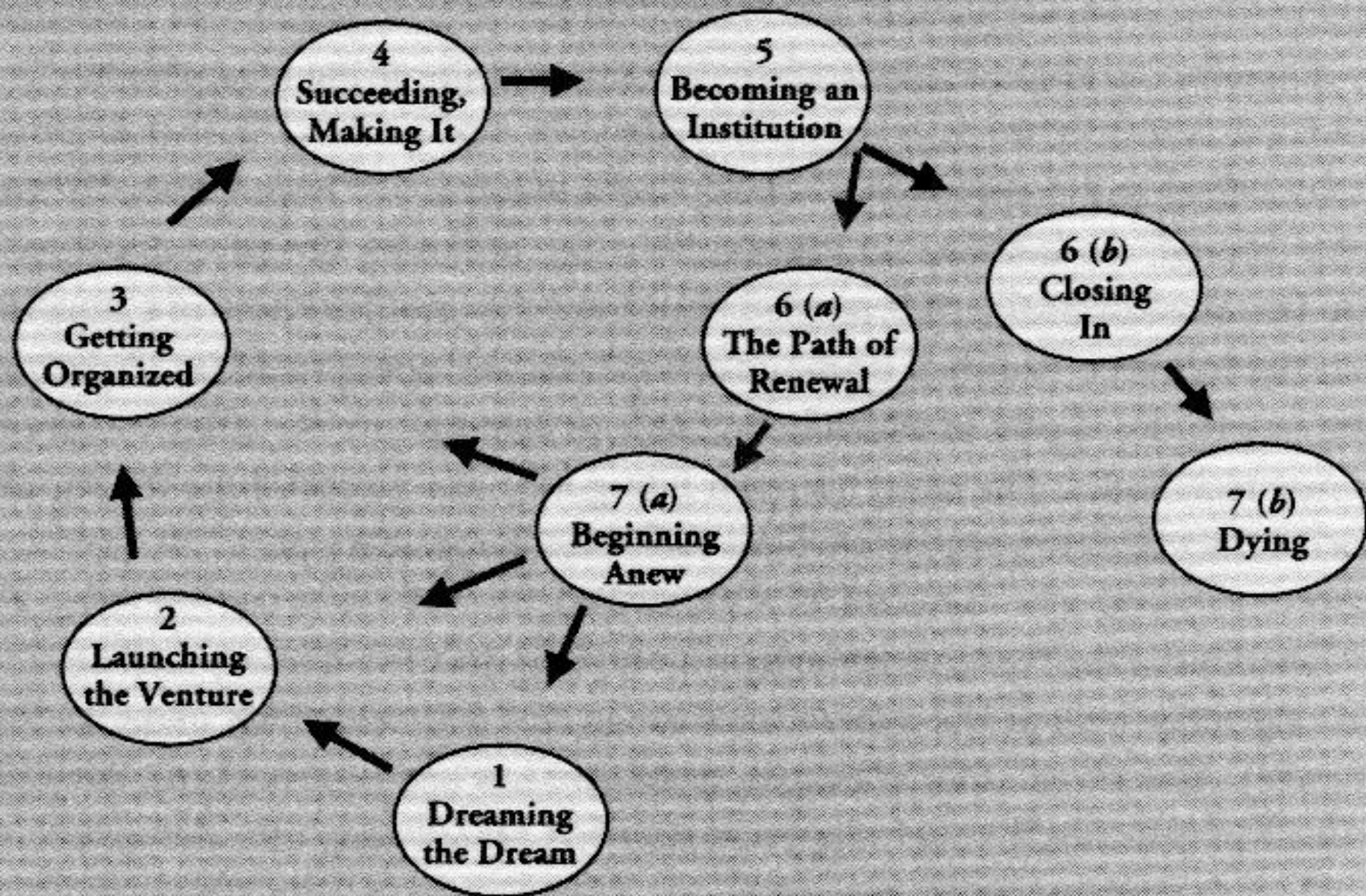


Figure 6.2 Organizational renewal.

Renewal – or the recovery of the youthful vigour the organisation had earlier in its life cycle – is in fact wired right into the organisational life cycle. What you have to do is choose, not Closing In, but the Path of Renewal.”

Bridges p87/88

Redreaming the dream

Launching the Venture

Getting Organised

A Programme for Renewal

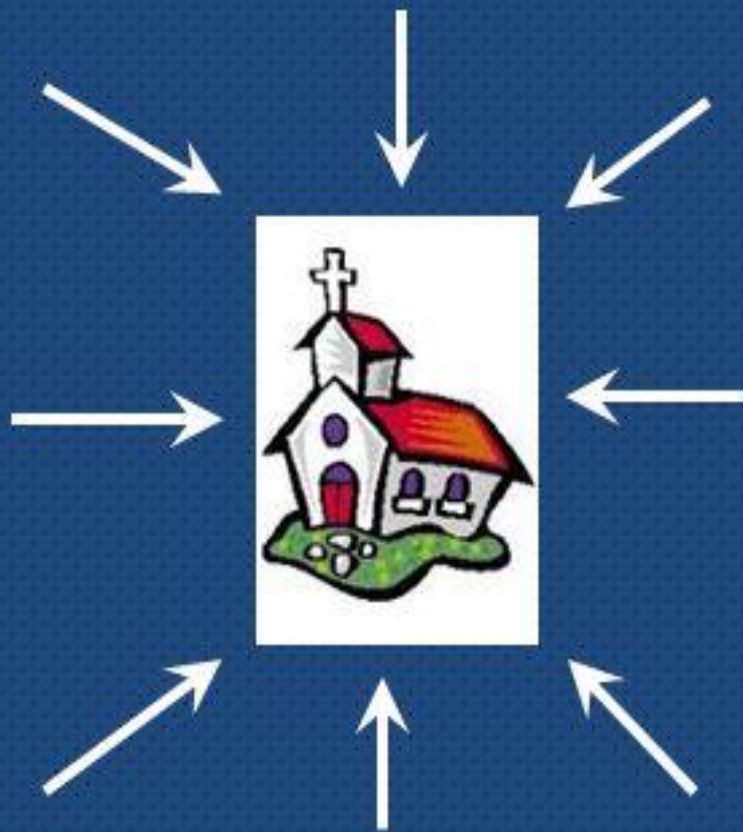




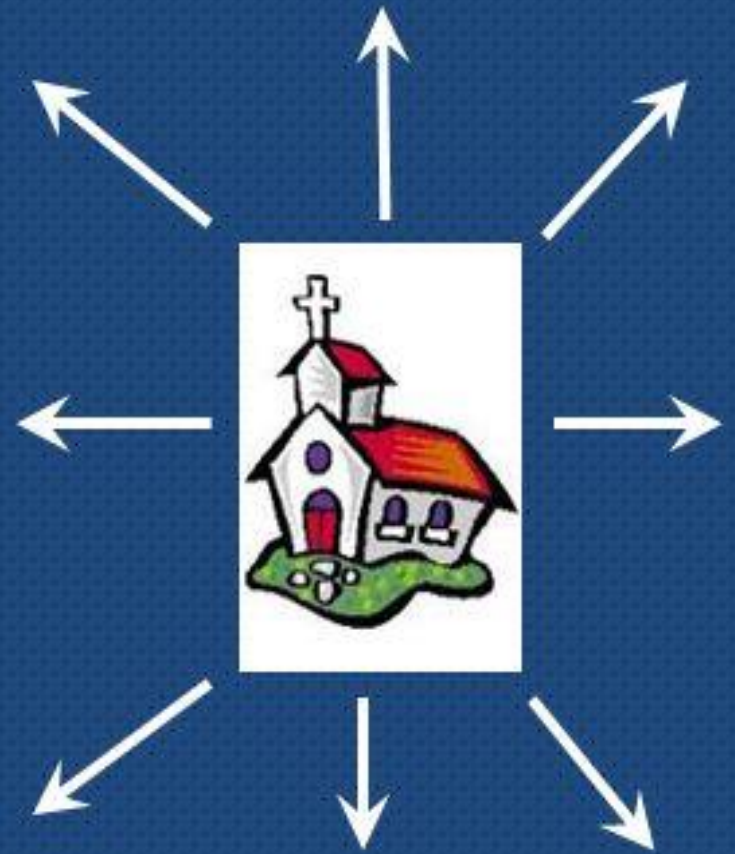
FROM MAINTENANCE

TO
Mission

Attractional



Missional



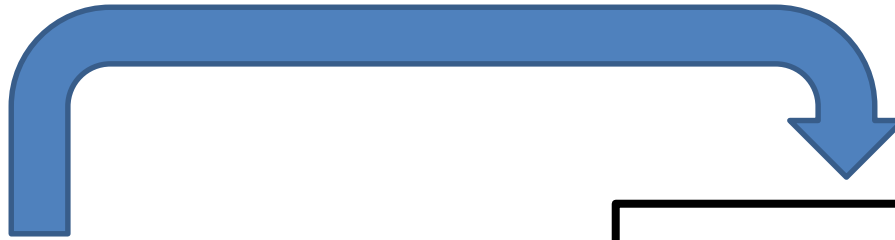
Not about changing everything at once!

Create a small team in each congregation to take new developments forward

A team committed to developing a missional approach

Supported, encouraged and resourced by Kirk Session & others

Support



Ongoing
work and
structures

A few people
developing
missional
approach



Learn from



A Programme for Renewal



Based on investing heavily in Ministers

Expecting them to invest heavily in others

Ephesians 4:

He appointed some to be apostles, others to be prophets, others to be evangelists, others to be pastors and teachers. ¹² He did this to prepare all God's people for the work of Christian service, in order to build up the body of Christ.

Investment in Ministers

2 day training event 3 times a year

Mentoring through a team of mentors
and coaches

A regional “learning community” which
will meet monthly

A healthy leadership culture makes a measurable difference.

The most common set of differences between leaders in growing churches and other leaders in the survey is the emphasis on leader accountability.

Barna Research

Put local support staff in place if needed
to create space for this

*Pastoral Asst., admin assistant or
facilities manager for 1 or 2 days a week*

Or

Allocate funds to allow you to appoint
someone from your congregation to
take some of the “new work” forward

**Expect ministers to invest heavily in
other potential leaders**

Build a small team of people who will
develop new work

Invest time and energy in them

Spiritual development key in this

Based on Jesus investment in twelve!

Modelling a “team approach” in the new work

Missional leadership is cultivating an environment that releases the missional imagination of the people of God.... calling forth God’s future from among the people rather than coming at them with pre-planned programmes and strategies.

Missional Leadership Alan Roxburgh & Fred Romanuk

Kirk Session's Role

Keep the existing work going and developing

Offer oversight & support to the “new”
without exercising control

“Support, resource & pray”

To learn and assimilate lessons from the new

3 learning blocks of 3 months each year

Missional Theology and Leadership

Missional and mission are different

Managing change

Mentoring missional leaders

Creating a discipleship process

Creating a local structure

October

A month to think things through on your own

November

A visit from two of the Steering Group to discuss the process and your potential involvement

December

Decision on the 20 congregations to enter the pilot process

January

First set of training conferences



