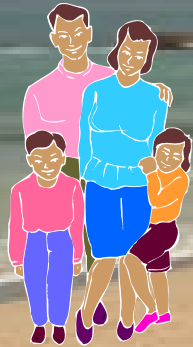




1550 Evangelism II



Section IV Postmodernism and the Missional Church: Practices and Implications

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Worship Forms and Generational Differences



Four Generations

What Were the Formative Experiences?

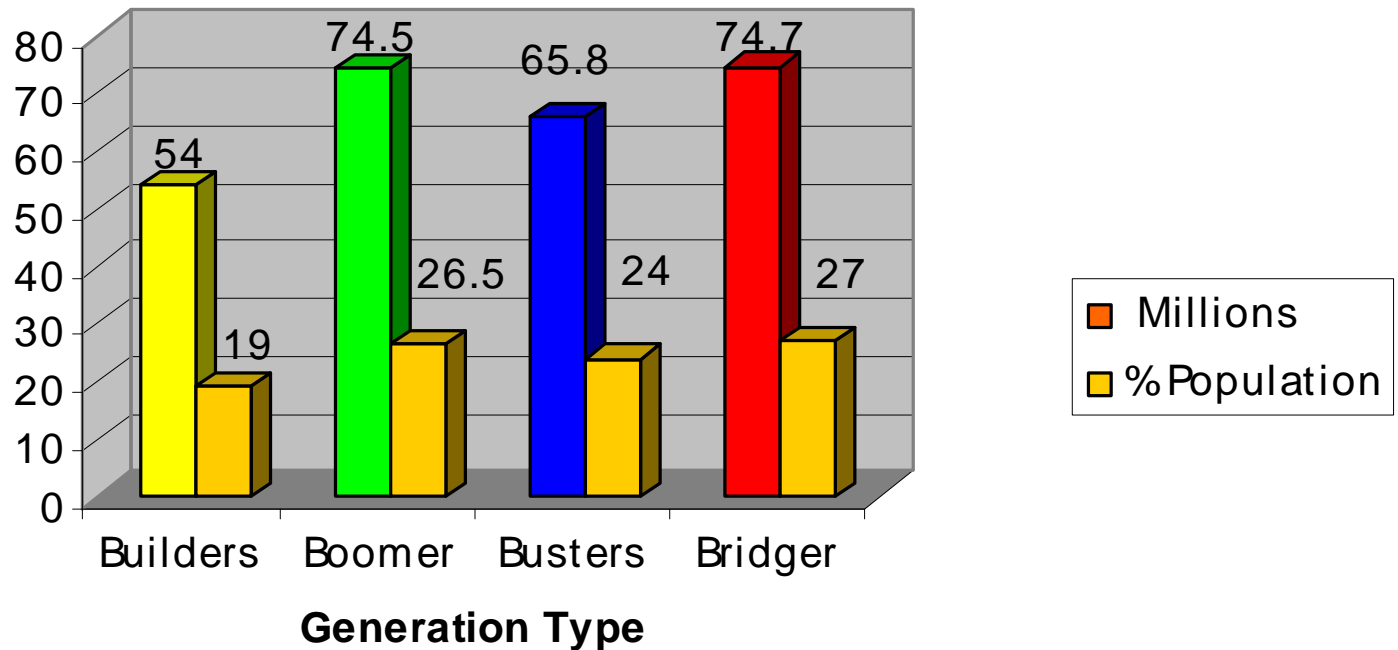
Before 1946	1946-1964	1965-1983	1984-2002
Builders	Boomers	Busters	Bridgers
Depression Rural, Auto Big Bands Pearl Harbor WWII Korea Family, Church School	Cold War TV, Affluence Rock & Roll Education Civil Rights Tech., Space Vietnam Energy Crisis Watergate	Roe vs. Wade High Tech Video Games TV, Challenger Berlin Wall Peer Groups Music!!!! Persian Gulf Aids OKC, Clinton	<u>Postmoderns</u> Internet MTV Diversity “Whatever” Columbine Speed, Change Terrorist Customized Lifestyles.

Much of this material adopted from: McIntosh, G. 2002 *One Church Four Generations*. Baker Books.



How Many in the Generations?

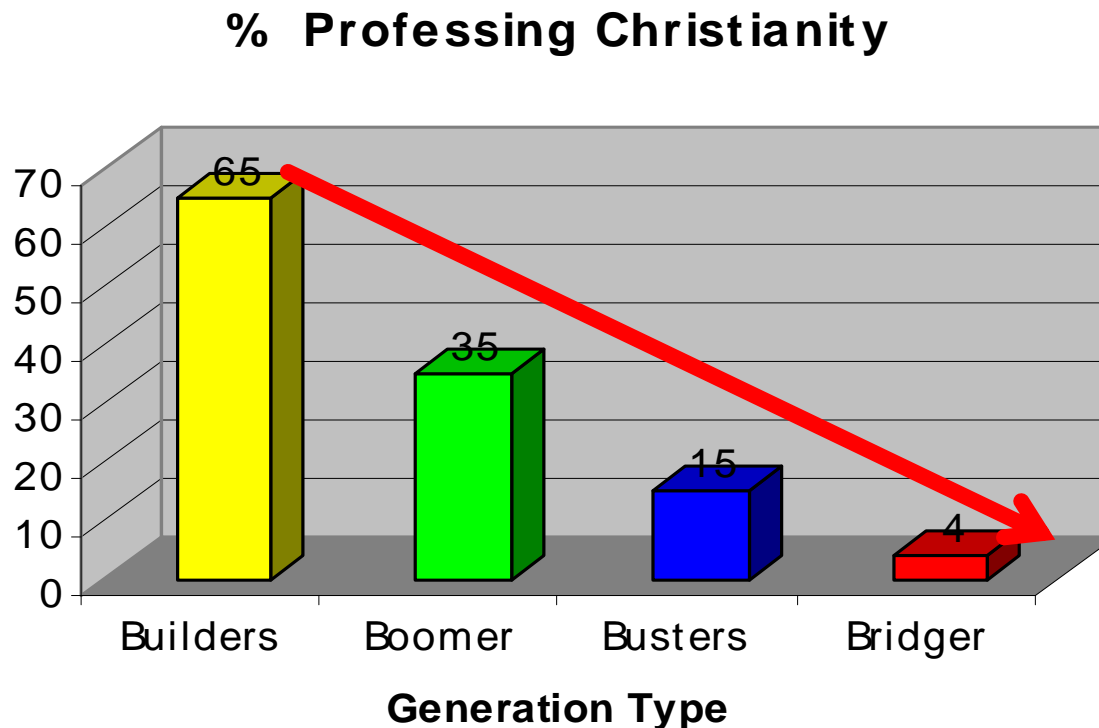
Generations by Population





Four Generations

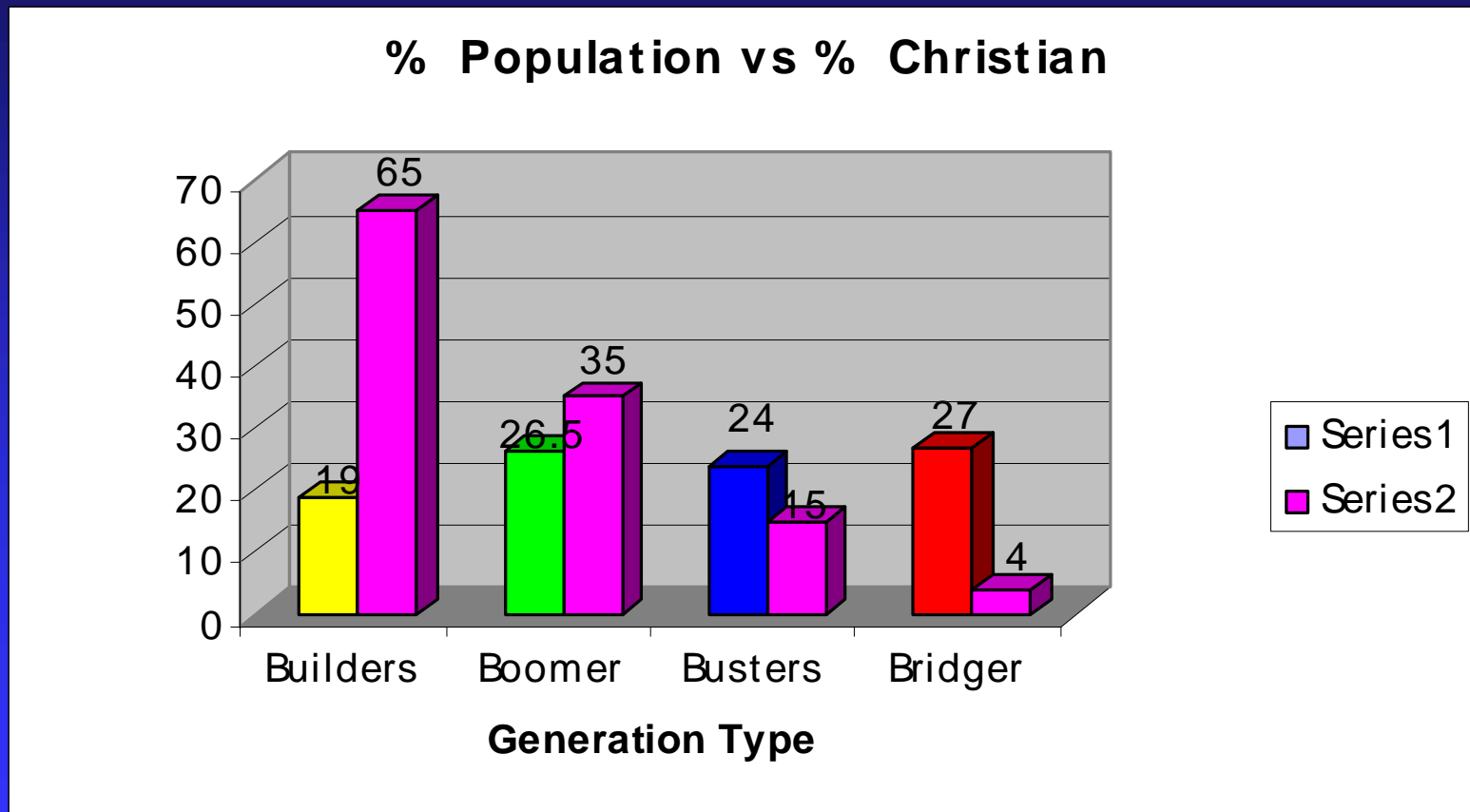
How Many Profess Christianity?



83% of those who become Christians do so before age 20.



How Does the % Christian Compare to the % Population





Four Generations

Secular Characteristics

Before 1946	1946-1964	1965-1983	1984-2002
Builders	Boomers	Busters	Bridgers
Hard working Savers Patriotic Loyal Private Cautious Respectful Dependable Stable Intolerant	Educated Media-oriented Cause-oriented Fitness Rock Music Activists Quality Question Authority. “Me”	Freedom 60’s Nostalgia Feel neglected and lonely Workers Reject boomer values. Education for jobs. Postpone Marriage	Entrepreneurial Tech Savvy Super Fragmented. Sophisticated Interactive Demanding Tolerant Wants Connected Group Reliant



Four Generations

Religious Characteristics

Before 1946	1946-1964	1965-1983	1984-2002
Builders	Boomers	Busters	Bridgers
Committed to the Church Foreign Missions Bible Studies Loyal Minister-Duty Reverent Worship Life must count	Relationships Wants to Belong Supportive Live their faith. Want experiences Tolerant Is this all there is?	Committed to family. Local causes. Short attention spans. Need meaning Modern options Meeting needs Less structure Stress relief	Committed to the group. Desire interactivity. Want honest relationships. Must be authentic Into "faiths", Spiritual.



Desired Worship Styles

Item	Before 1946	1946-1964	1965-1983	1984-2002
	Builders	Boomers	Busters	Bridgers
Pace	Slowly	Fast	Quick	Very Quick
Lighting	Softer	Bright	Bright/Soft	Bright/Soft
Sound	Moderate	Loud/Feel	Loud/Feel	Loud/Interactive
Length	Tolerate Longer	<75 Minutes	Mixed	Mixed
Formality	Some/Decorum	Dressy Casual	Flexible/Casual	Very Casual
“Feel”	Quiet/Reverent	Celebration	Celebration	Authentic
Participation	Watch/enjoy	Clapping, etc.	Clapping, etc.	Highly Interactive
Music	Hymnal/Reverent	Praise	Variety	Variety
Quality	Effort	Mistake Free	Authentic	Real



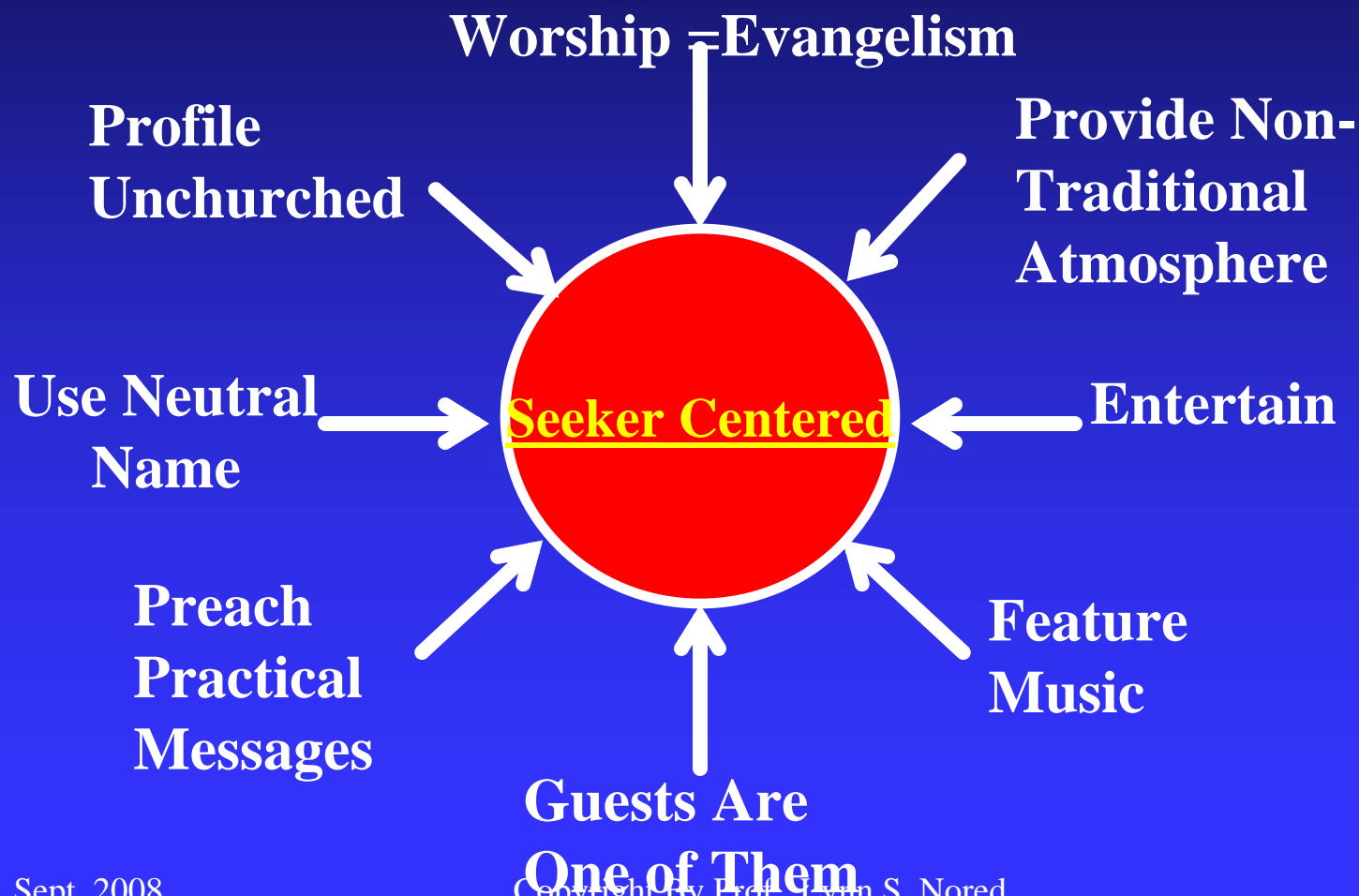
Other Attributes/Desires

Item	Before 1946	1946-1964	1965-1983	1984-2002
	Builders	Boomers	Busters	Bridgers
Sermon	Bible/Vertical	Life Application	Life Application	Authentic
Translations	Familiar	Modern	Modern	Modern
Building	Emotional Attachment	Used for Ministry	Used for Ministry	Place for Community
Attendance	Seen as commitment to Christ	Relationships stronger	Relationships stronger	Relationships Stronger
Missions	Foreign	Local	Direct Envolvement Locally	Serve/Short Term
Drama/Video	Use Print/Uncomfortable	Comfortable Audiovisual	Computer Generated	Interactive/Drama
Programs	Traditional/Bible Class	Small Groups	Small Groups	Small & Large Groups



Approaches or Models to “Church” for the Generations

The Community Church Model





Seeker Sensitive Model





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 and Rebirth Model

Satellite Model

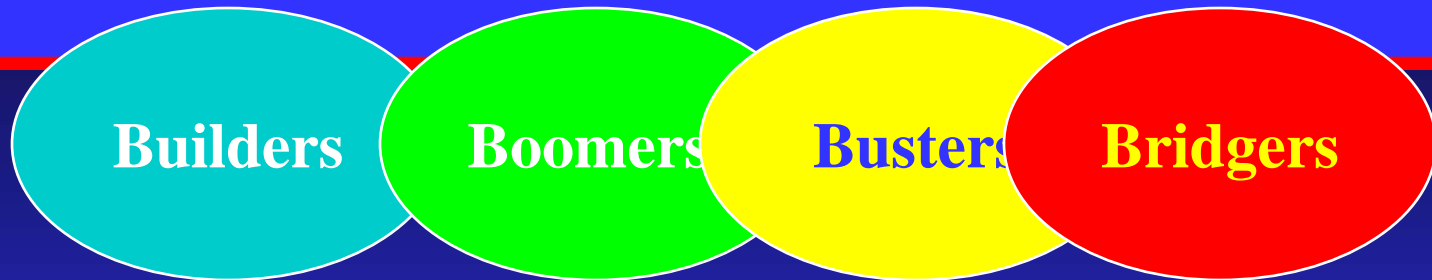
- Different Locations
- Talent and Management
- Committed to different generation
- Risk takers
- Long term leader

Rebirth Model

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

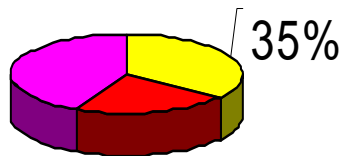


Blended Model

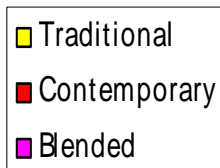


Blended usually focuses on Music first.

Blended
43%



22%



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?

“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”?

Learning By
Narrative



Not by
Propositional Truth



What Do We Give Them?

You



- 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



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 it's 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?

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

- Video to illustrate
- Popular culture
- Set design

Service
Action

Addresses
Hopeless-
ness

Multi-
Media

Learning by
Narrative

Not

Propositional Truth

Pop
Mu

For

Depend

Focuses
On the
“Real”

Whole Life

e
ity

vs Any
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Symbolism

- Change
- Encounter God

- No One Gets Lost
- Web is the media
- Relationships All
- Common Interests



What is the Emerging Church Movement?

Traditional



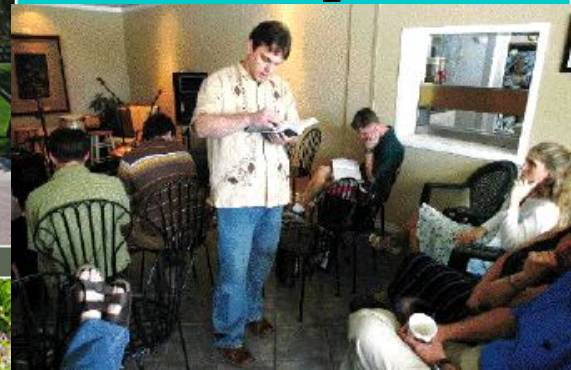
Modern/Mega/ Community

Consumer Oriented
Highly Sculpted
Performance



Postmodern/ Emerging

“Emergent is
first& foremost
friendship, a
network ... of
relationships.”





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 Sam15:10, 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, ²⁰ 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.

► more



What is the NT Purpose of Music?

Foolishness-Darkness

Leads to drunkenness,
debauchery

Wisdom-Light
Filled with the Spirit

Leads to edification,
Joy, praise, thanksgiving

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?

1 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

Slides 36-40, 42-43, 47-50 adapted by permission from a Presentation by James A. Nored, MDIV,
The Missional Church, Aug. 2008.



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).



The Great Commission in John

- 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).



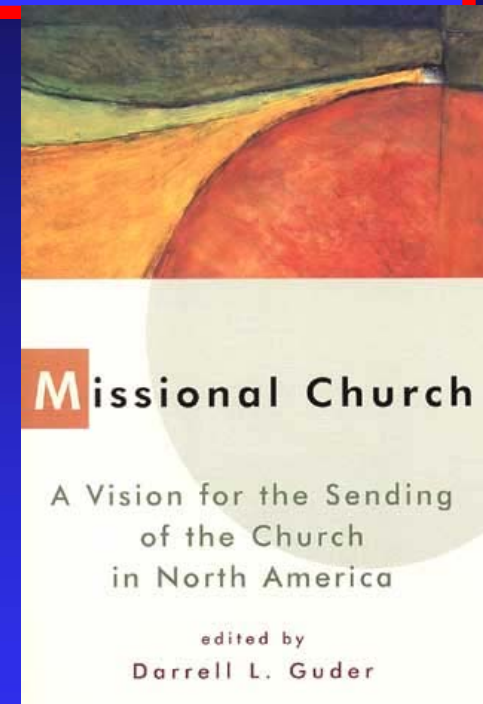
The Great Commission in John

- 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

The PLACE for Worship

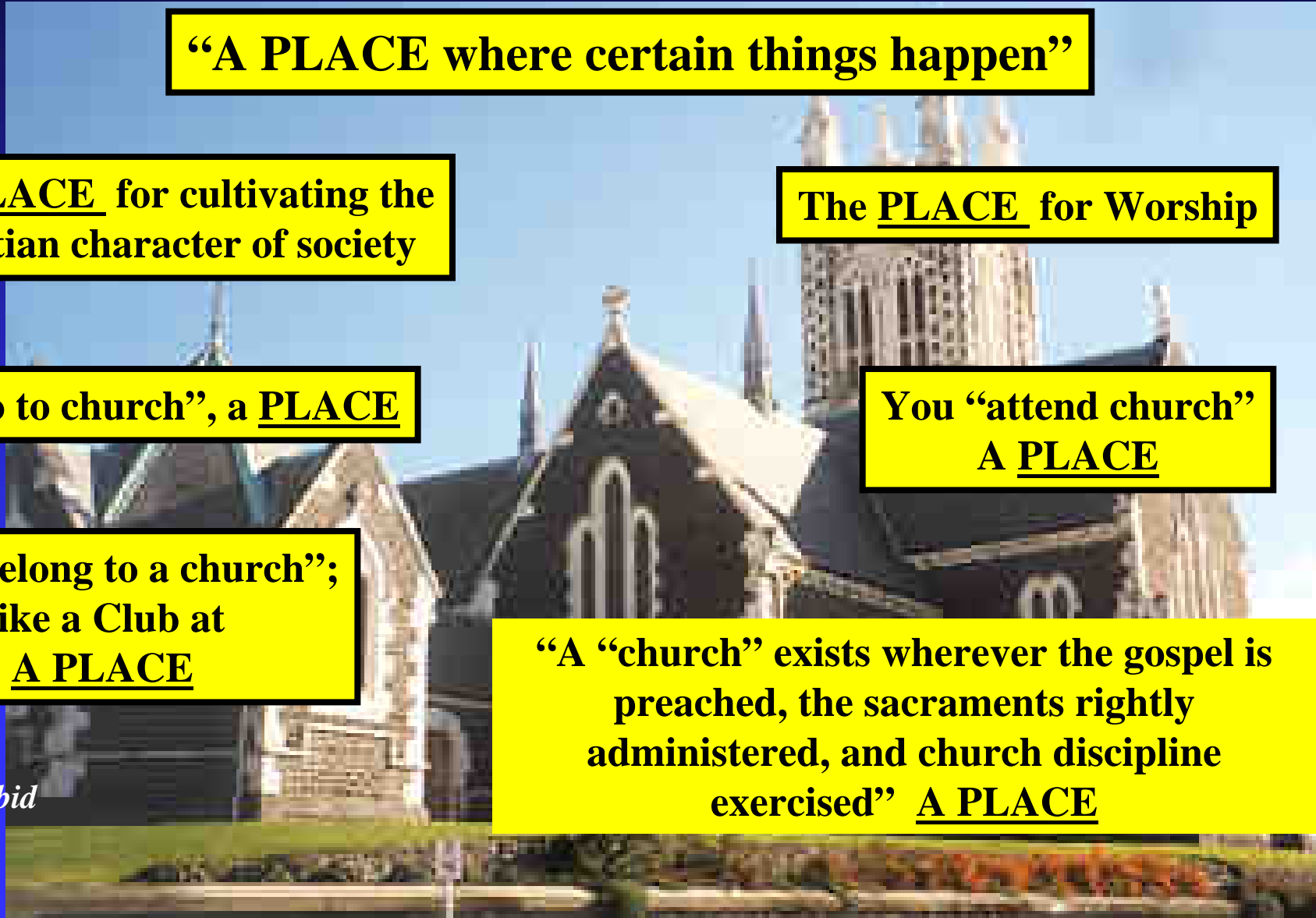
You “go to church”, a PLACE

You “attend church”
A PLACE

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

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

Guder, *Ibid*





What Did The Early Church Do?



Dionysius, Church Leader :Epidemic, AD 260

“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 Church

Other Reasons for Church's Growth



- **Rescued “exposed” babies**
- **Respected women & marriage**
- **Served people in cities**
- **Reached out to all races & classes**
- **Gave their lives**



“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.”

--Minatrea, Milford. 2004. *Shaped by God's Heart: The Passion and Practices of Missional Churches*. Market Place: Wiley



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.

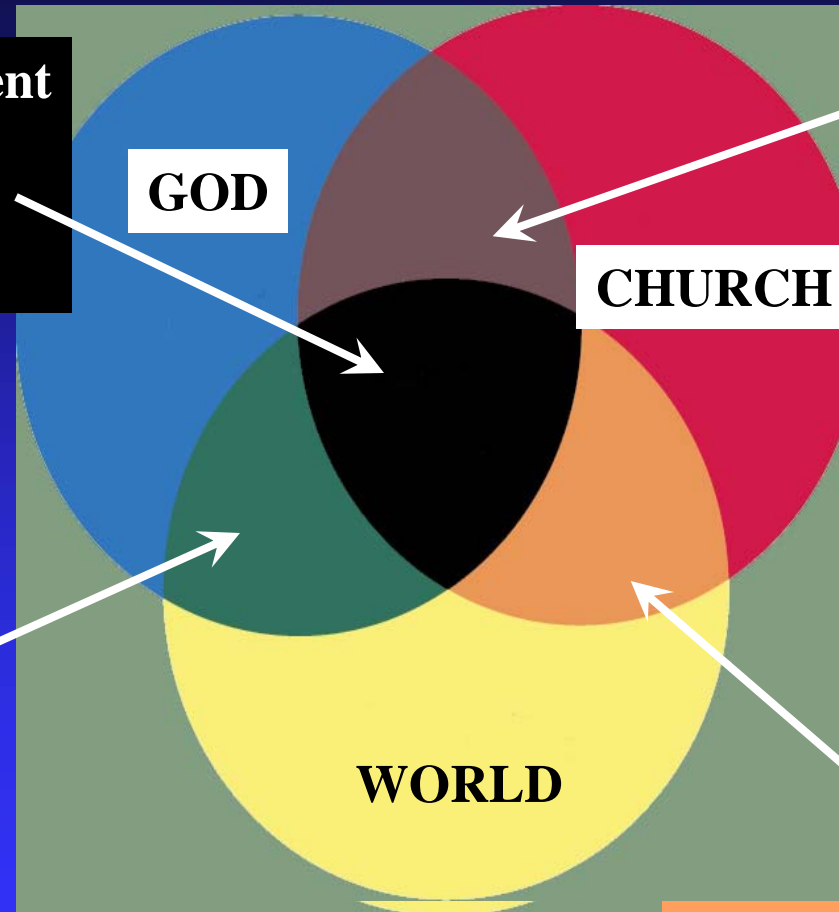
Organic Approach

- Distributed leadership teams, networked, viral replicating growth



Missional-Incarnational-Messianic-Apostolic Mode

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



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

- Common Grace
- Religions + New Age

- Technique Oriented Faith
- Religiosity
- Moralism and Legalism

Frost and Hirsch, *Ibid.* p 158.

Sept. 2008

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Apostolic DNA

Imbed mDNA
Equipping
Apostolic
Prophetic
Evangelistic
Pastoral
Teaching

Christ-likeness Modeling
Inspirational Leadership

Mission Focus
Real Environ-
ment
Ordeal/Danger

Apostolic
Environment

Jesus is Lord

“Me” for
The
Community

Missional-
Incarnational

Incarnational
Missio Deo
Not Attractional

Organic
Systems

Virus-like growth
Network Structure
Living Systems
A Movement Culture

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



**School
Supplies**

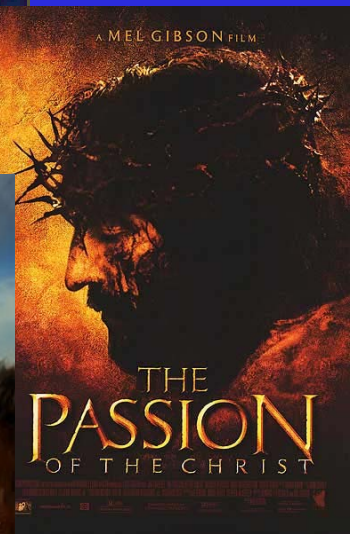
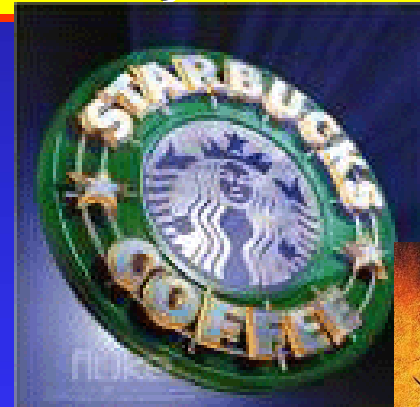
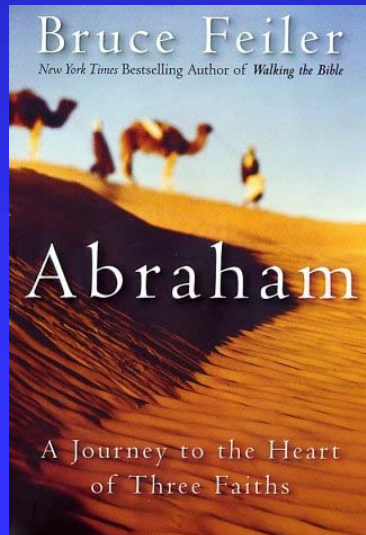
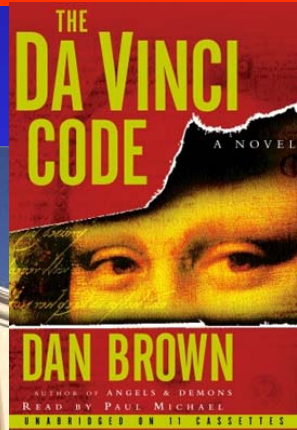
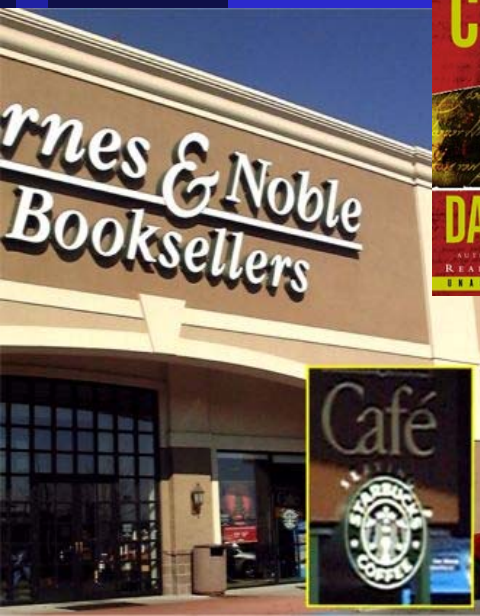


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Practical Incarnational-Service Activities:

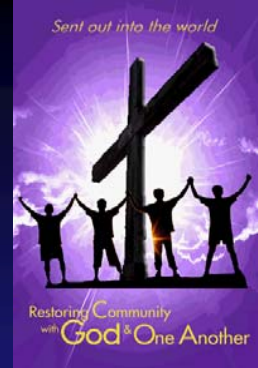
- Hold a Spiritual discussion group in Barnes & Noble/Starbuck --during regular “church times”
- *Rent out a theater, watch a “Spiritual” movie, have a devo, invite to regular assembly*



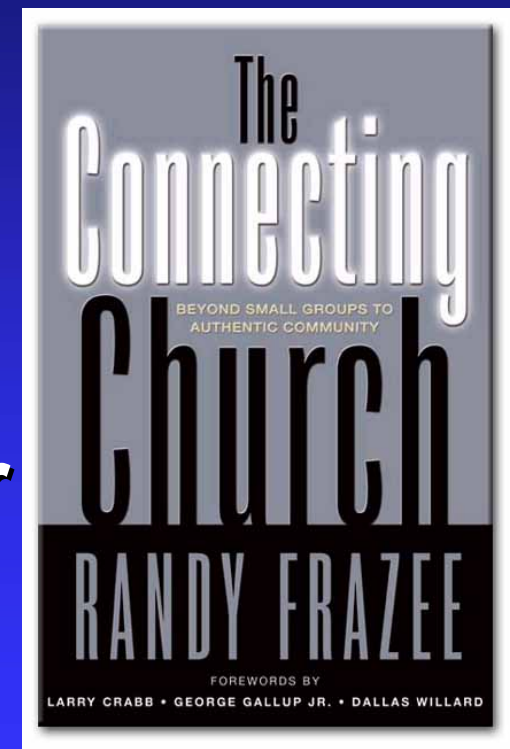
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Missional Approach



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



Nored, James. Used by permission



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



Theological Basis: Eph. 4:1-17

Foundational Unity

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.

Frost, M. and Hirsch, A. 2003. *The Shaping of Things to Come-Innovation and Mission For the 21st Century Church*. Peabody:Hendrickson.



Apostolic Leadership

ONE WHO IS SENT/
CREATES THE ENVIROMENT

APOSTLE

CALLS PEOPLE TO FAITHFULNESS

PROPHET

mDNA

TEACHER

EXPLAINS AND LEADS TO
MATURITY

PASTOR

CARES AND NURTURES

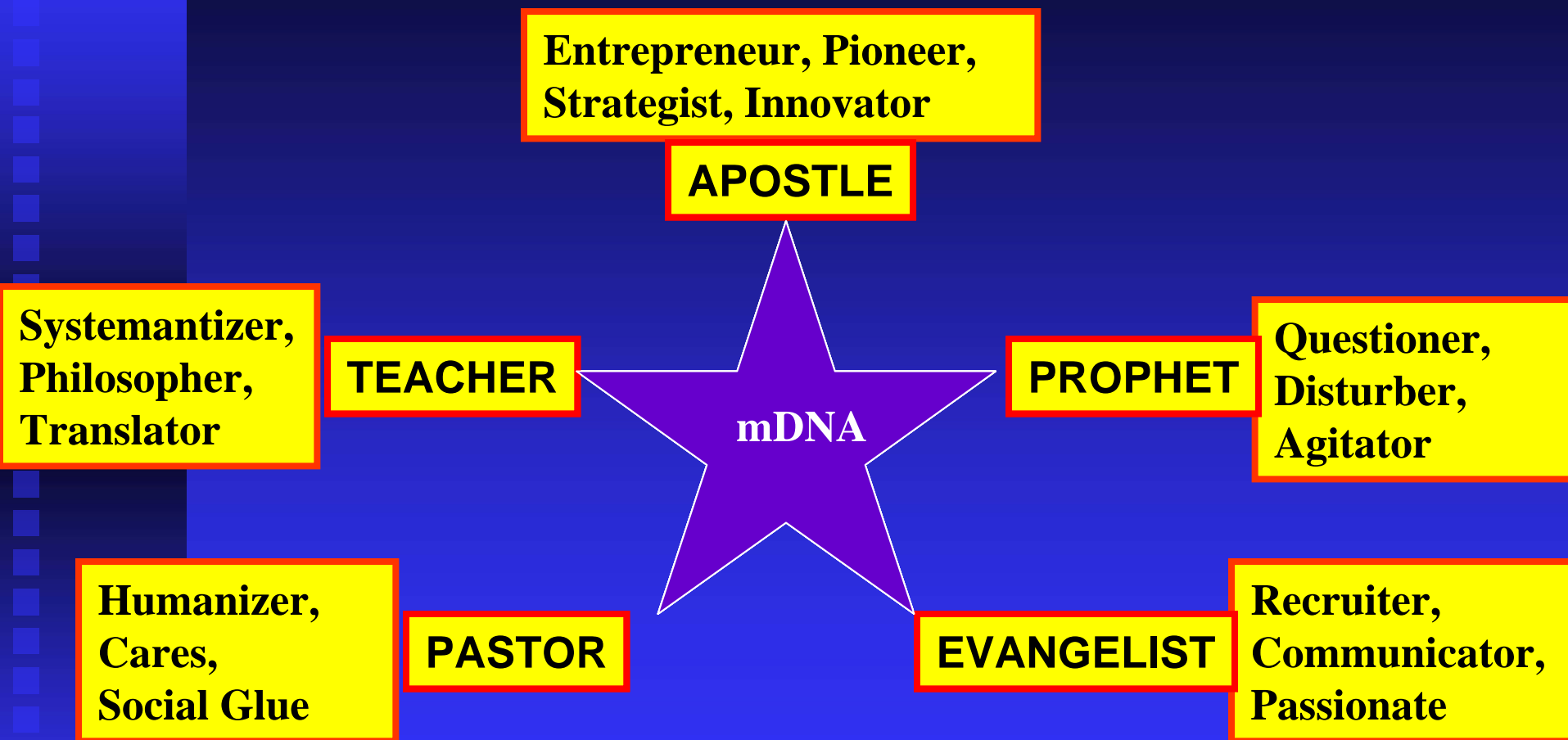
EVANGELIST

BRINGS PEOPLE INTO RELATIONSHIP

Frost, M. and Hirsch, A., *Ibid*



Apostolic Leadership: Sociology



Frost, M. and Hirsch, A., *Ibid*



Apostolic Leader: Established Congregations

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."¹¹

Hirsch, A. 2006. *The Forgotten Ways*, p. 154 *Grand Rapids: Brazos*



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

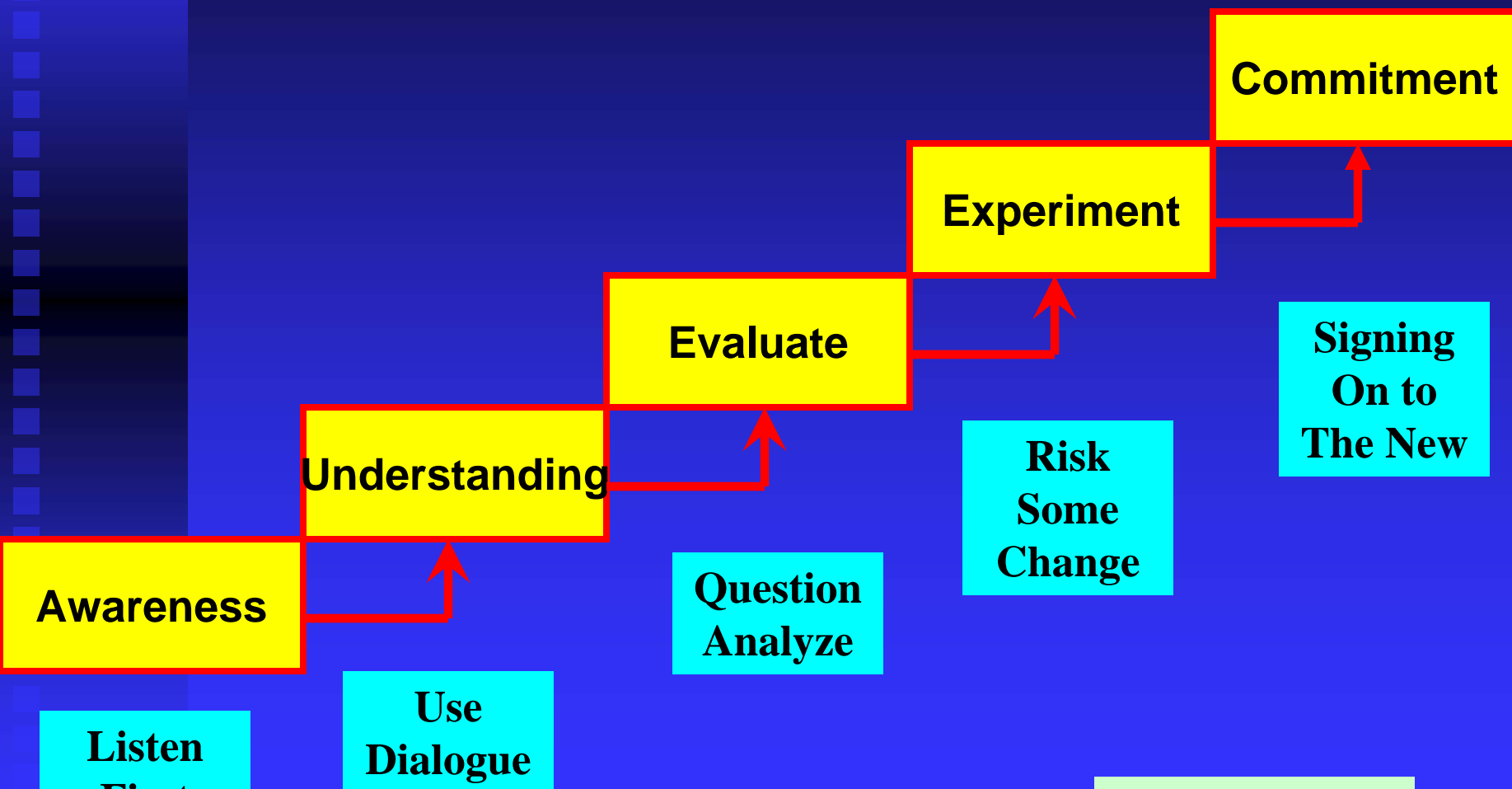
1. Understands Society
2. Member Engagement
3. Missional Future
4. Biblical Foundations

Missional Attributes

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

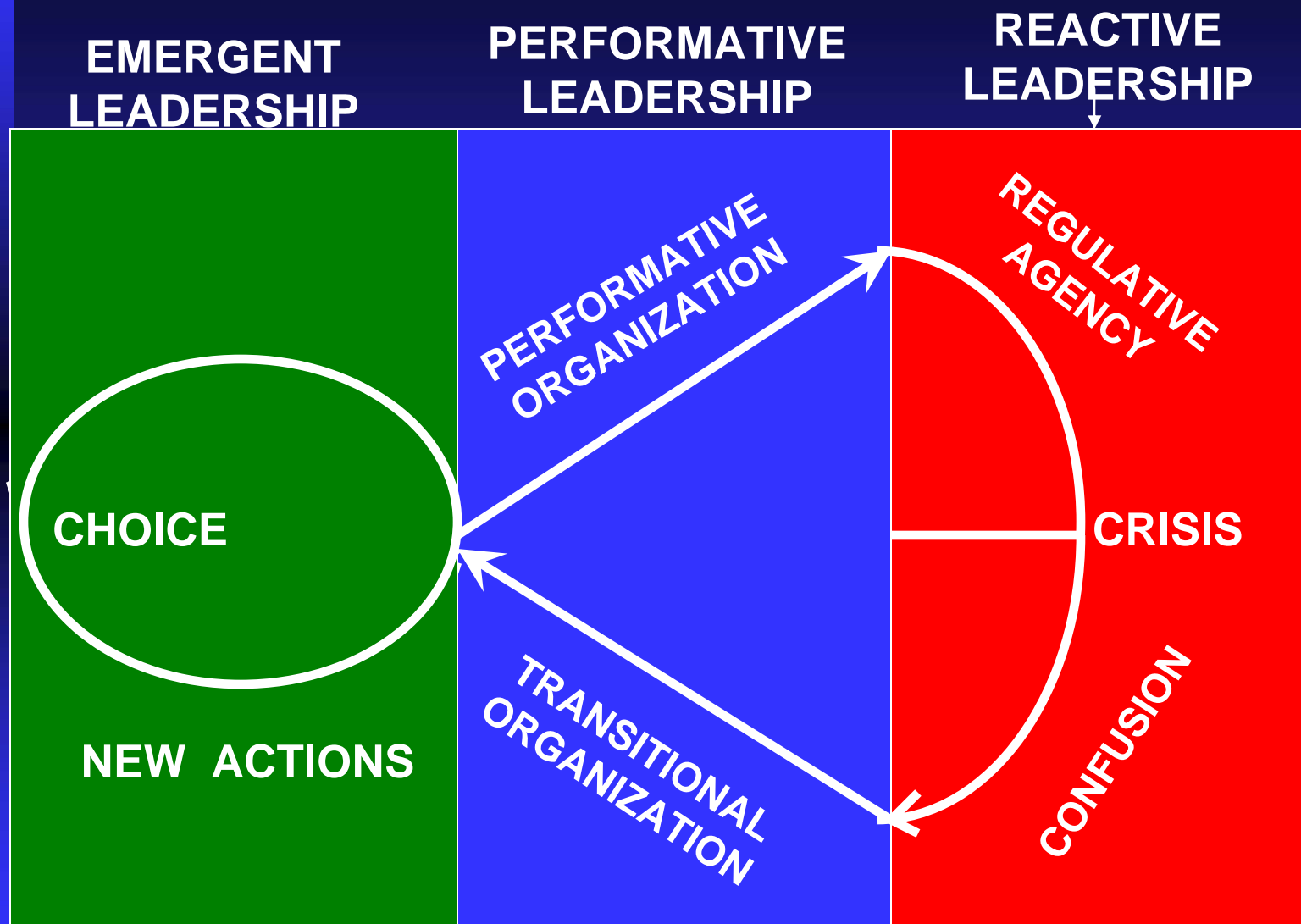


Model for Change





Typical Organizational Periods





Leadership as Team Building

“Leadership is about connecting, not controlling. It is about bringing people together for the purpose of creative synergy.”

Gibbs, E. 2005. *Leadership Next-Changing Leaders in a Changing Culture*. Downers Grove: Intervarsity Press.

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 (I 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

Gibbs, E. 2005. *Leadership Next—Changing Leaders in a Changing World..* Downers Grove: Inter-Varsity Press



Five Dysfunctions of a Team



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)

Nored, James. Fall 2006. *Missional Engagement in Suburbia*, pp.13-15
Presented To Fuller Theological Seminary in Fulfillment of “The Local Church as A Mission Outpost” TM710.

See also: www.gocn.com

And Frost, M. and Hirsch, A. 2003. *The Shaping of Things to Come*, pp. 11-12. Peabody: Hendrickson.



Spiritual Gifts and Spiritual Development



Where Do You Get Your “Gifts”

■ 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?

Administration: I Cor. 12:28

Discernment: I Cor. 12:10

Encouragement: Rom. 12:8

Evangelism: Eph. 4:11

Giving: Rom. 12:8

Helping: I Cor. 12:28

Hospitality: I Peter 4:9

Intercessory Prayer: Eph. 6:18

Knowledge: I Cor. 12:8

Leadership: Rom. 12:8

Mercy: Rom. 12:8

Prophecy (proclaim truth) Rom. 12:6

Service: Rom. 12:7

Shepherding: Acts 20:28

Teaching: Rom. 12:7

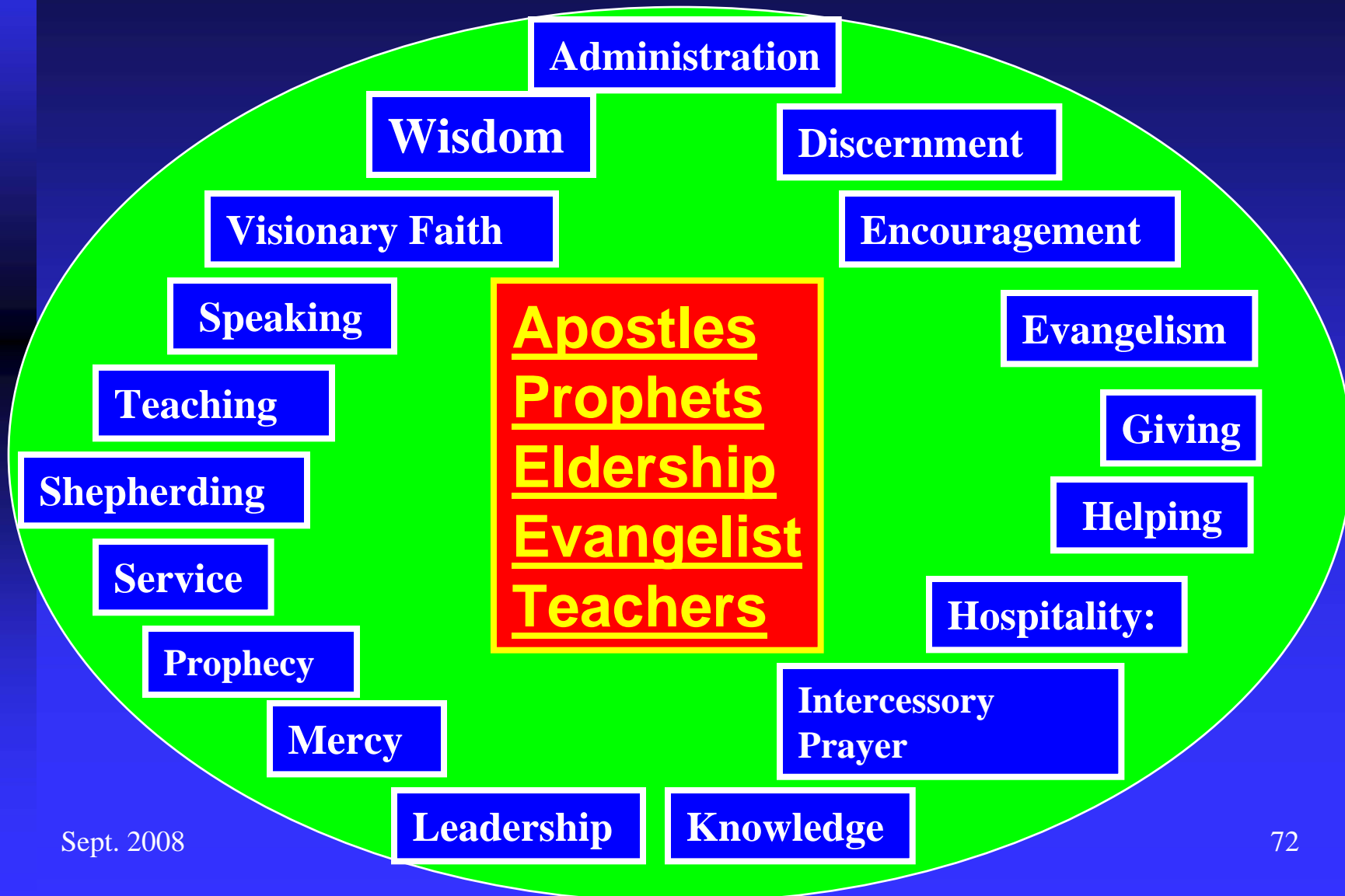
Speaking: I Peter 4:11

Visionary Faith: I Cor. 12:9

Wisdom: I Cor. 12:8

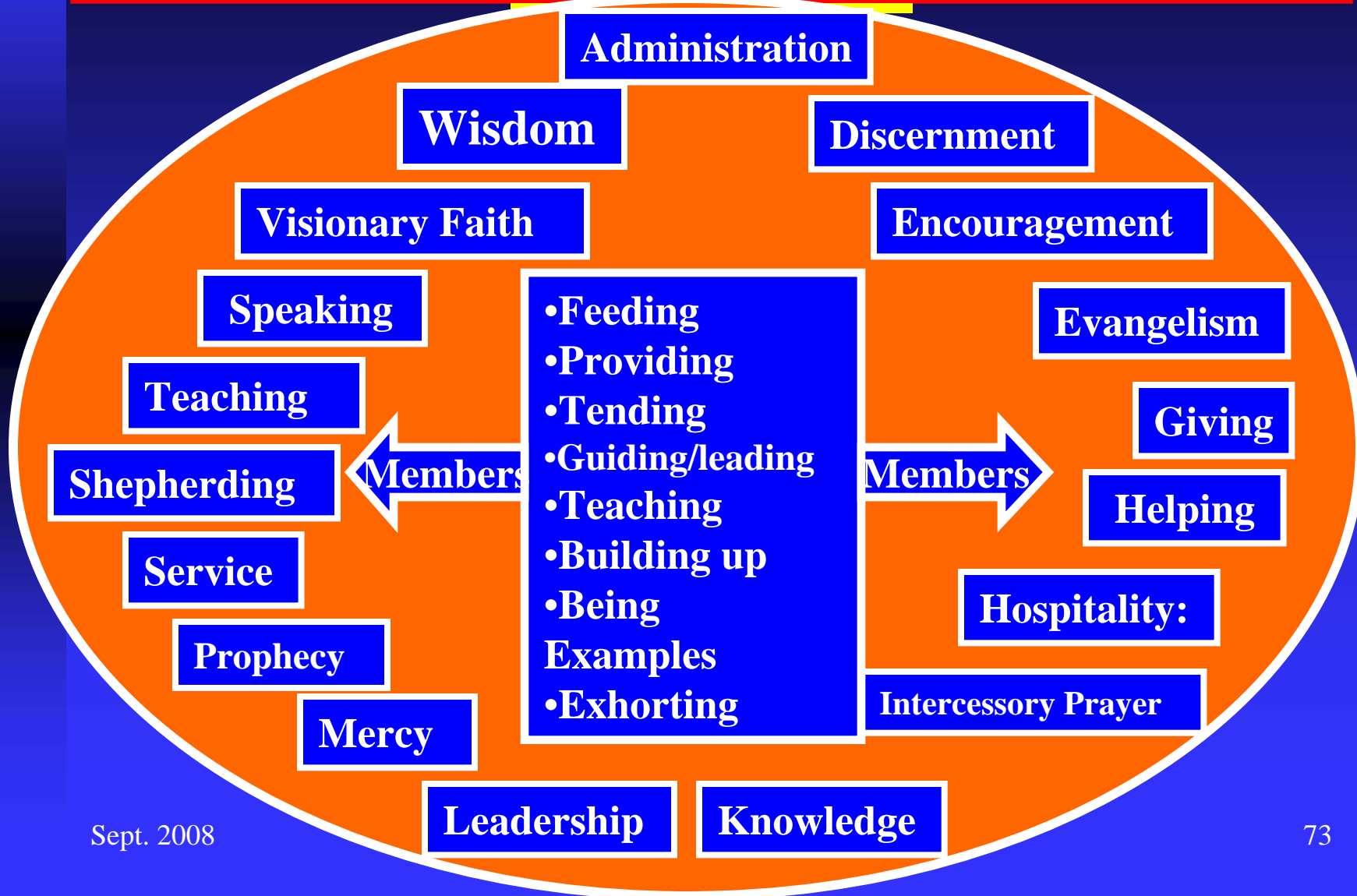


Who Is To “Equip”?





Preparing/Equipping Members





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. Roth, T. 2007. *StrengthsFinder 2.0*. New York:Gallop

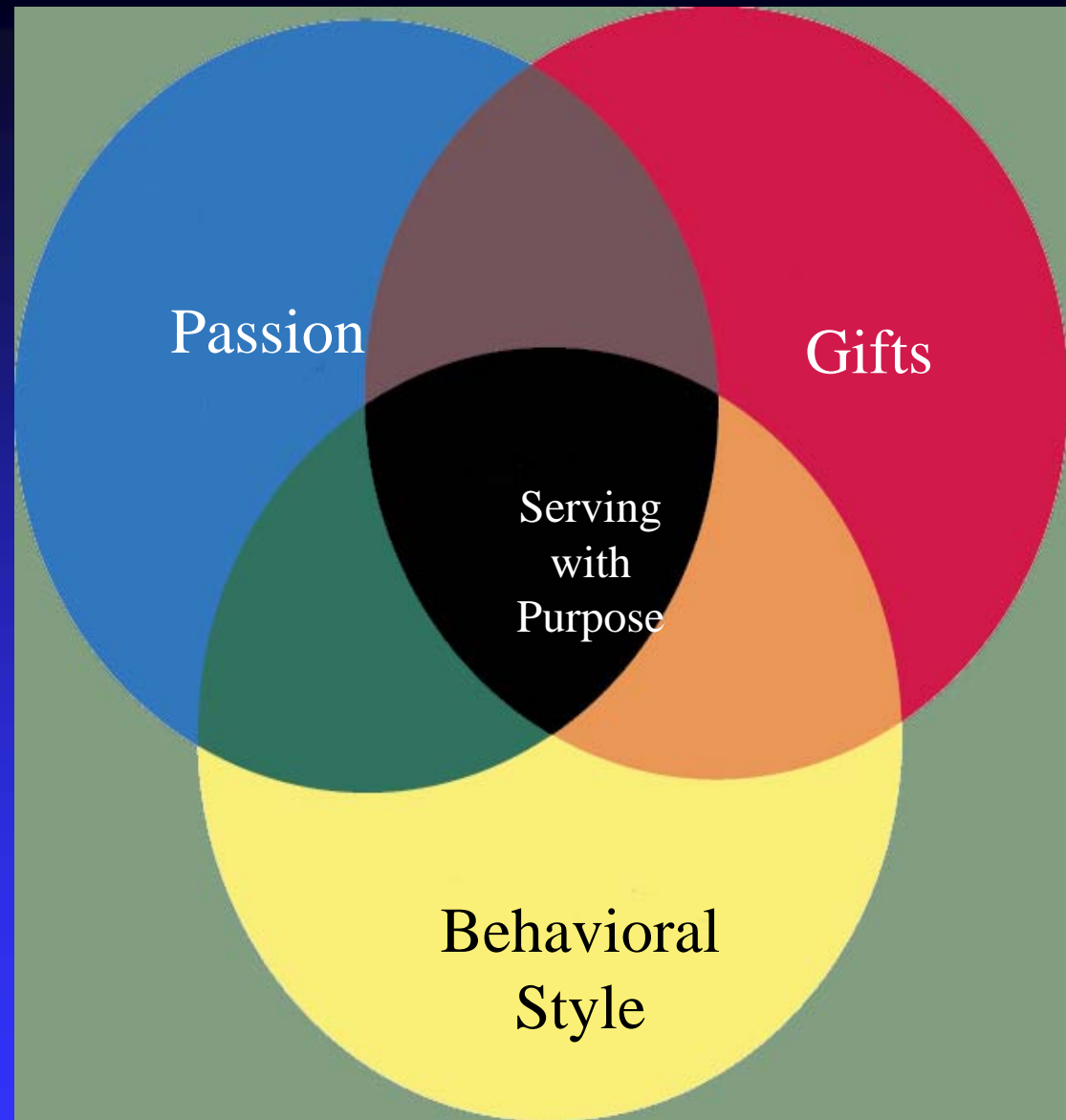
A spiritual gift is given by God in which you are particularly gifted to serve in this area.

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

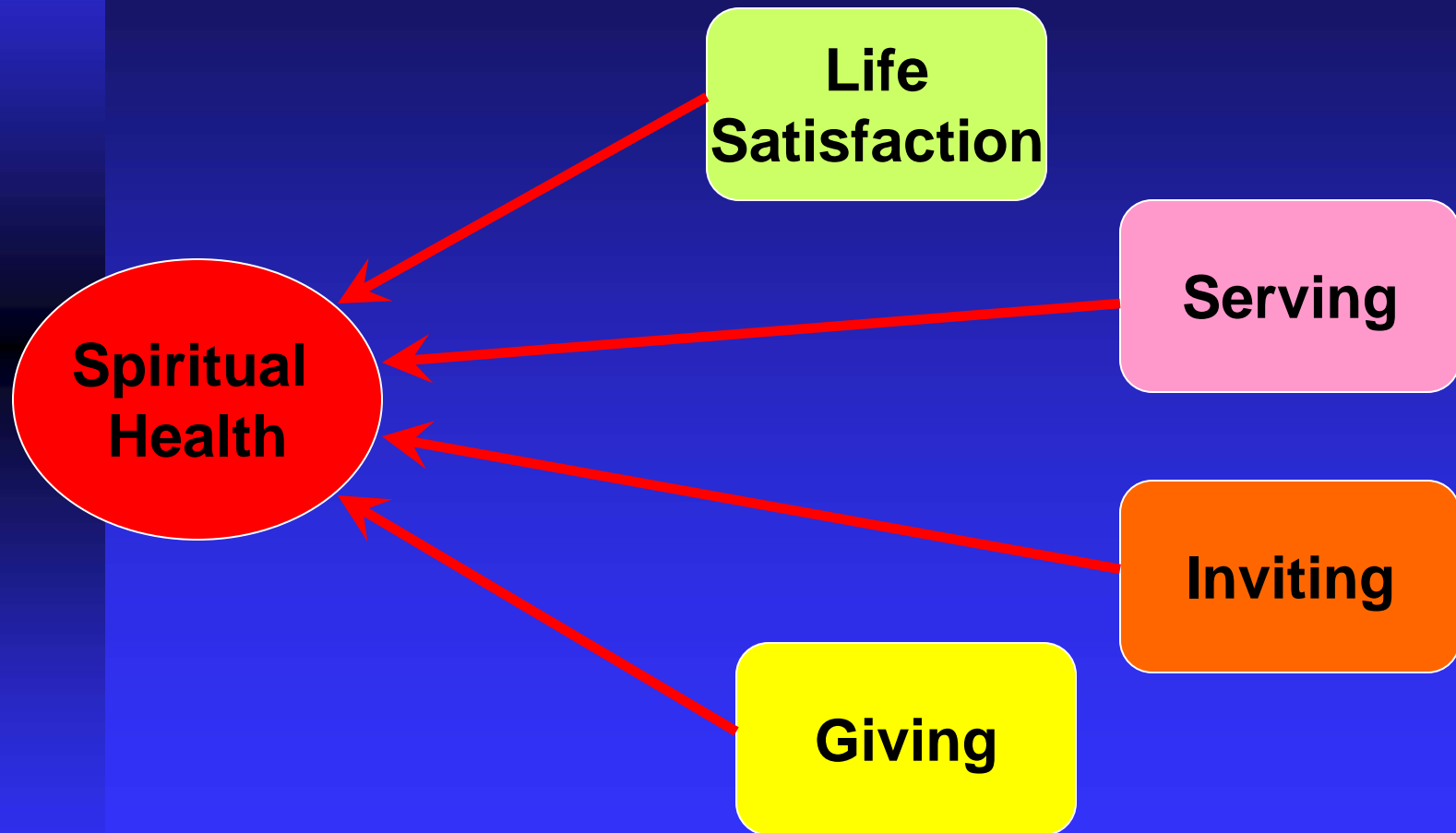
www.storyofredemption.com

- 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





Measuring Spiritual Health (Outcomes)



_____. 2004. *The Gallop Faith Practice-Growing Engaged Congregations Presentation*, Princeton: The Gallop Organization



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



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



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**

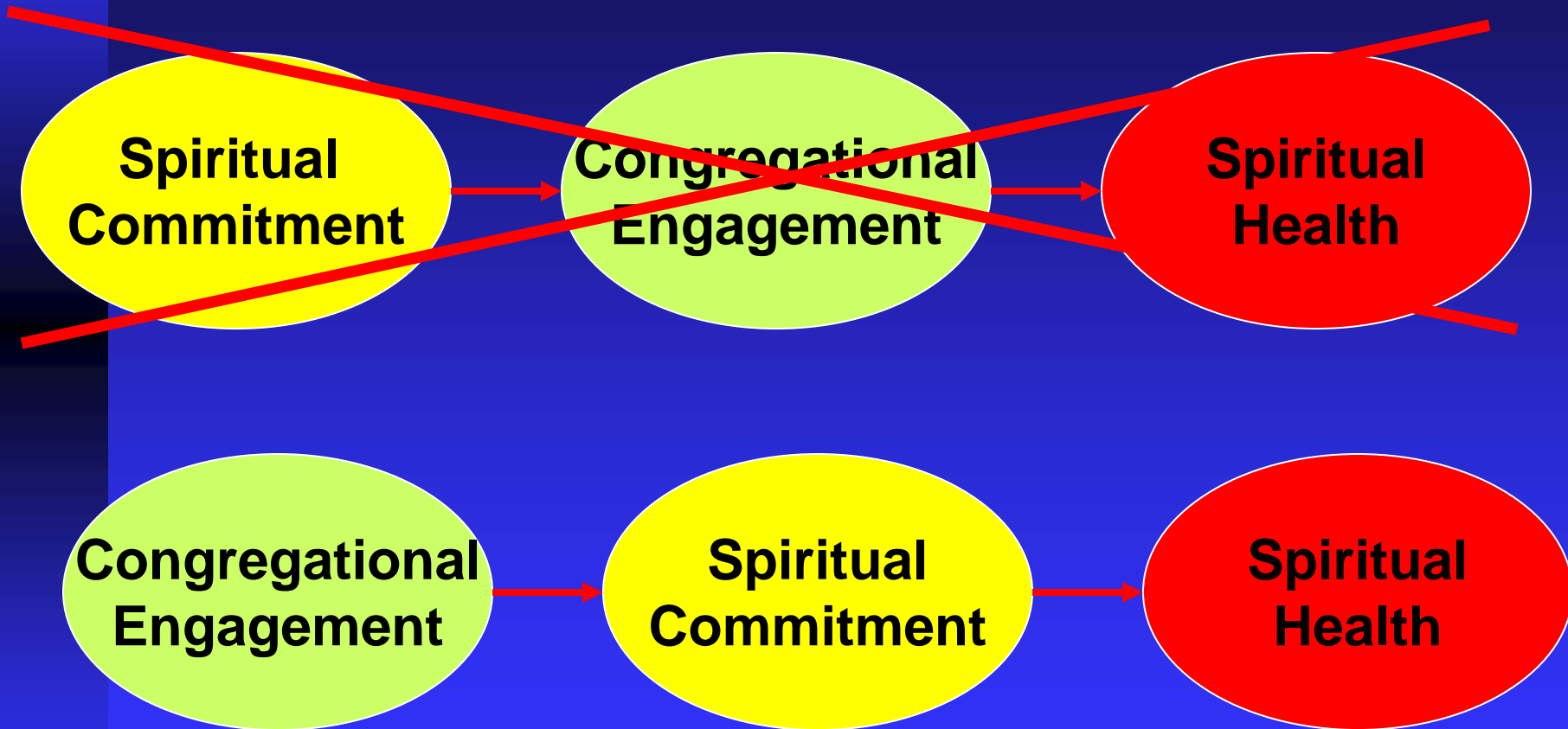


Spiritual Engagement: Measures Cont'd

- **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**



The Correct Order for Spiritual Growth



Engagement Leads to Commitment



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



Clifton Strengths Finder

www.strengthsfinder.com

Achiever	Activator	Adaptability
Analytical	Arranger	Belief
Command	Communication	Competition
Connectedness	Consistency	Context
Deliberative	Developer	Empathy
Focus	Futuristic	Harmony
Ideation	Includer	Individualization
Input	Input	Intellection
Learner	Maximizer	Positivity
Relator	Responsibility	Restorative
Self Assurance	Significance	Strategic
Woo		



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**

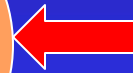


Example of Integration of Strengths and Gifts

**Strategic
Achiever
Maximizer
Learner
Ideation**



**Foreign
Mission
Strategic Plan**



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