

Leading Congregations in Mission

Shaped and Sent Christ's Mission

The Missional Question

The most important question for a missional church is not about long-term survival. It is about how we passionately pursue Christ's mission in a suffering world that groans for the liberating truths of the gospel. (Doctrine and Covenants 155: 7)

The missional question for the church is, "How does the hope of God's peaceful kingdom become more than a faint dream for them?"

President Steve Veazey - A Defining Moment

Congregational Renewal

- U.S. membership deeply concerned about decline in many U.S. congregations.
- Concern about demands on self-sustaining leadership in congregations - often one person.
- Looking for solutions that are sustainable.
- Desire to be faithful to our emerging vision and mission but not sure how to engage with a changing context for ministry.

Introduction

- Built on our experience with CPI.
- Made possible through a generous donation of \$4M.
- 1st Phase: Field Guide for Pastor and Leaders - 1st Quarter 2012
- 2nd Phase: Leading Congregations in Mission - CSM Training begins in April 2012, Congregations begin in Fall 2012.

Outcomes

Primary

- Equip pastor's leadership team to cultivate an environment of discernment, discovery, experimentation, and mission in local context.
- Aligned with Community of Christ IMMB.
- Oriented around giftedness of congregation.

Secondary

- Create opportunities for young adult leadership and giftedness to be developed.
- Work with field and IHQ to create a support system oriented around congregations' missional support needs.

Key Measures

- Increased levels of *missional* engagement in the larger community
- New forms and expressions of congregational life that align with missional focus
- Increased generosity to World Church and local ministries
- Increased baptisms/new disciples

Key Measures

- Broader base of participation in leadership and ministry for all ages
- Effectiveness of Pastor's Leadership Team
- Missional practices have become a part of congregational life and are leading to maturity
- Congregation is connected to the mission of the global church

LCIM Process Overview

- Three year process including 9 formational weekends located at key sites across United States and other participating western nation mission centers.
- Formational experiences will focus on equipping the pastor's leadership team with the skills and practices to cultivate congregational cultures of discernment, experimentation, and new forms of ministry and mission.
- Community of Christ Identity, Message, Mission and Beliefs will be woven throughout the formational weekends.

LCIM Process

- Key focus will be application of concepts, skills, and practices in local contexts.
- Congregation support ministers (CSM) will be identified, trained, and provide support to pastor's leadership team during three year process.
- Mission Center Presidents will be invited to participate in CSM training and formational weekend experiences for congregations.
- Mission Center Presidents may also assist with periodic evaluation throughout the process.

Overview of Formational Weekends

Journeying Together in Mission - Initial experience for pastor's leadership teams will model the missional process by providing a "missional encounter" experience.

This session will focus on how we understand holistic mission and identity in Community of Christ and provide practical ideas for how to explore missional concepts through current venues of congregational life. An initial discussion on the overall missional process will be introduced. This session will also review mutual expectations for the journey ahead.

Overview of Formational Weekends

Forming Sacred Community - Meaningful relationships provide the foundation for journeying together in discernment and mission. This session will explore initial concepts and practices that help create a safe space to share, imagine, and experiment.

This session will also explore how worship, learning, and fellowship can be infused with a deeper relational intent. Hospitality is a central practice that we extend to one another so we learn how to extend hospitality to others.

Overview of Formational Weekends

Our Changing Context for Mission - How do congregations engage in a context that in many ways no longer makes sense to them? Why do the methods used in prior years no longer work for the congregation today? This session will explore how the external culture around congregations has been shifting over the past 50 years and the implications for the local congregation.

This session will also explore methods to understand external culture including Percept, community survey, and missional practices focused on engaging with people in our neighborhoods.

Overview of Formational Weekends

Leading the Missional Journey 1 and 2- These two weekend sessions will explore a specific process that helps cultivate a congregational culture of discernment, discovery, and missional innovation. Leading others into a process of discernment, discovery, and innovation is different from traditional leadership models. It requires spiritual sensitivity, emotional intelligence, relational skills, and an ability to be intentional but not controlling.

Leading to cultivate a shift in congregational culture is a delicate balance between intentional planning, openness to the Holy Spirit, and openness to the giftedness and insights of others. These sessions will explore the leadership skills and practices that help others discover their giftedness and sense of call. This session will also explore how to develop a cohesive leadership team.

Overview of Formational Weekends

Discerning, Cultivating, and Utilizing the Gifts of all Ages - Becoming a missional congregation is not about discerning a grand vision and then finding people skilled to realize the vision. Vision emerges from the collective and unique giftedness of a specific congregation.

Becoming missional occurs when God's people imagine how their gifts can be utilized for the sake of others. This session will explore how to discern, cultivate, and fully utilize the gifts of all ages. Attention will also be given to utilizing priesthood specific ministry and gifts in the congregation and neighborhood.

Overview of Formational Weekends

Expanding Participation and Sustaining Mission - How does the leadership team continue to broaden the base of participation and ownership in the congregation's emerging sense of mission? How does the leadership team plan for pastor transitions? This session will explore how to assess the effectiveness of shared leadership and expand participation. This session will also explore practical suggestions for achieving life balance and avoiding burn out.

Moving from Experiments to New Forms of Missional Life - Special topics weekend that will address challenges with sustaining the missional journey and transitioning into new forms of missional life as a congregation. Topics will be developed in response to the experience and challenges of the congregations in the initial pilot.

Overview of Formational Weekends

Spiritual Formation Retreats - These retreats will provide opportunity for congregational leaders to explore spiritual practices that lead to renewal. These retreats will also provide an opportunity for rest and relationship building with other congregational leaders. Spiritual formation and renewal will be built into each retreat experience in addition to the one specific spiritual formation retreat experience.

Congregational Support Minister Training will include:

- Practices of an Effective Congregational Support Minister
- Missional Methodology and Practices
- Shared Leadership in the Congregation
- Community of Christ Missional Concepts
- Planning and Caring for Transitions (i.e. proactively leading change)

Congregation Support Ministers

- Provide an essential role in supporting the pastor's leadership team and congregation on their journey.
- Help translate concepts, skills, and practices into tangible leadership practices in the congregation.
- Help frame key questions that guide discernment and missional experiments.
- Help pastor's leadership team develop a level of self-confidence in their ability to discern and lead mission along with their congregation.

Congregation Support Ministers Key Qualifications

- Experience as a pastor or part of a pastor's leadership team - a seasoned minister.
- Aligned with our identity, message, mission, and beliefs.
- Sensitive to the Holy Spirit and commitment to spiritual practices.
- Self-confident and self-aware. Understands how to develop and empower others.

Congregation Support Ministers Key Qualifications

- Good facilitator and communicator.
- Understands the importance of process and can help a congregation connect the dots of meaning and evolving insights along the way.
- Willing to make a three year commitment to journey with a congregation.

Selection of CSM's

- CSM's will make or break the pilot process.
- It would be helpful to have a primary CSM and secondary CSM where feasible. The primary CSM must meet all the criteria and be an experienced minister. The secondary CSM may be a developmental opportunity for those who may have most of the skills but lack the experience.
- We will only be able to support the number of congregations we can match up with qualified CSM's.

Expectations of CSM's

- Community of Christ priesthood member
- Alignment with Community of Christ IMMB
- Commitment to attend training sessions
- Commitment to be connected to assigned congregational leadership team for 3 years
 - Monthly presence in congregations
 - Periodic meeting with pastor's leadership team
 - Attendance at formational retreats
 - Attendance at training for CSM's

Support of CSM's

- Travel and Lodging to two training events in Independence is covered.
- CSM's will be connected with a core group of support staff for questions and general support.
- Congregations will be encouraged to put dollars in their budgets to support CSM travel to congregation and formational experiences over three year period.

Selection of Congregations

- Initial Pilot Process - Congregations selected by MCP in consultation with field apostolic team.
- Congregations must be supported by a qualified CSM. It is helpful to consider geography since CSM's will travel to congregations on average once per month.
- Congregations must express a commitment to leading with a leadership team approach.
- Pastor's leadership team will attend formational weekends.

Selection of Congregations

- Congregations must be willing to make a financial commitment to support travel of pastor's leadership team and CSM to formational weekends.
- Congregations selected should represent diversity in demographics, size, and leadership capacity.
- Congregations are willing to commit to a process that will result in new approaches to congregational life and mission.

Selection of Congregations

- Congregations exhibit a restlessness with the status quo.
- Congregations' leadership teams are willing to commit to a three year process.

Next Steps

- Field teams identify congregational support ministers and congregations for initial pilot utilizing “Congregational Support Ministers Selection Criteria Final.doc” and “Congregational Selection Criteria Final.doc”. Consult with Dave Schaal or Ron Harmon if you have any questions as you work through the selection process.

Next Steps

- Send your selections with the following information to Tom Mountenay at tmountenay@cofchrist.org by **December 21, 2012**. Include the following:
 - List of Congregations with basic contact information for the pastor. Also include who the pastor would include as their leadership team in the formational experiences along with their contact information.
 - Congregation Support Ministers and their contact information. It will also be helpful to know if there are CSM's that you know are good facilitators and could help with the regional formation retreats for congregations.

Next Steps

- Communicate with CSM's the training dates. The two dates are April 20-22, 2012 and August 17-19, 2012 in Independence.
- Consider how many regional locations make sense for your field based on your selection of congregations. The formational weekends will be facilitator led with content delivered through a variety methods: DVD segments, exercises, practices, and discussion. It is desirable to have as few sites as possible while providing a reasonable travel distance for congregational pastor's leadership teams.
- First Congregation Formational Weekends begin in fall of 2012.