

# Interim Ministry Resources

## Chapter 13 Identity

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# Resources

## 1) Congregation Dynamics

### The Hidden Lives of Congregations: Discerning Church Dynamics by Israel Galindo (Author)

Faced with crisis, lack of direction, or just plain "stuckness," many congregations and their leaders are content to deal only with surface issues and symptoms—only to discover that the same problems keep recurring, often in different, and more serious, ways. In *The Hidden Lives of Congregations*, Christian educator and consultant Israel Galindo takes leaders below the surface of congregational life to provide a comprehensive, holistic look at the corporate nature of church relationships and the invisible dynamics at play. Informed by family systems theory and grounded in a wide-ranging ecclesiological understanding, Galindo unpacks clearly the factors of congregational lifespan, size, spirituality, and identity and shows how these work together to form the congregation's hidden life. He provides useful tools for diagnosing and understanding how one's congregation fits into the various categories he names and suggests what leadership skills are necessary to get beyond the impasse of surface issues and help the congregation achieve its mission.

*The Hidden Lives of Congregations* provides one of the most far-reaching looks into the invisible nature of faith communities written in recent years. For seminaries and divinity schools, it provides a standard text for getting a solid start in congregational practices; for experienced pastors, it provides support for renewing ministry; for lay leaders and committees, it offers insight to deepening mutual ministry. Israel Galindo has written an indispensable manual that leaders will return to repeatedly for new wisdom and guidance.

<http://www.amazon.com/The-Hidden-Lives-Congregations-Discerning/dp/1566993075>  
[https://www.goodreads.com/en/book/show/2143580.The\\_Hidden\\_Lives\\_of\\_Congregations](https://www.goodreads.com/en/book/show/2143580.The_Hidden_Lives_of_Congregations)  
<https://rowman.com/isbn/9781566993074/the-hidden-lives-of-congregations-discerning-church-dynamics>  
<https://books.google.com/books?isbn=1566996562>  
<http://www.israelgalindo.com/Resources/Church/Identity.pdf>  
<http://www.lifeandleadership.com/book-summaries/galindo-the-hidden-lives-of-congregations.html>  
<https://centerforcongregations.org/blog/understanding-dynamics-your-congregation>  
<https://alban.org/archive/behind-the-hidden-dynamics-of-congregational-leadership/>  
<http://restorativetheology.blogspot.com/2010/01/book-critique-hidden-lives-of.html>  
<http://www.chalicepress.com/Author.aspx?AuthorID=1258>  
[https://en.wikipedia.org/wiki/Israel\\_Galindo](https://en.wikipedia.org/wiki/Israel_Galindo)  
<https://www.amazon.com/Israel-Galindo/e/B001JS9L0W>  
[http://www.goodreads.com/author/show/816843.Israel\\_Galindo](http://www.goodreads.com/author/show/816843.Israel_Galindo)  
Images for Israel Galindo (Author)  
Images for The Hidden Lives of Congregations: Discerning Church Dynamics by Israel Galindo (Author)

## 2) Congregation Health

### A Typology for Congregational Health - The Parish Paper

While every congregation is unique, congregations fall into three broad categories of health: healthy, intentional, and fragile. Within these three health categories are ten specific types. Where would you place your congregation's health?

<https://www.theparishpaper.com/sites/default/files/resources/A%20Typology%20of%20Congregational%20Health.pdf>  
<https://www.theparishpaper.com/free-resources> A Typology for Congregational Health  
Images for Typology for Congregational Health - The Parish Paper  
<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper> April 2012 - "How Is Your Congregation's Health?"  
Images for How Is Your Congregation's Health - The Parish Paper  
[https://www.theparishpaper.com/sites/default/files/back\\_issues/PP--2012-04\\_0.pdf](https://www.theparishpaper.com/sites/default/files/back_issues/PP--2012-04_0.pdf)  
<http://www.hcucc.org/the-parish-paper>  
<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

### Center for Congregational Health (CCH)

Critical help at the right time—the Center for Congregational Health offers guidance to congregations that are facing both challenges and opportunities.

<https://healthychurch.org/>  
Images for Center for Congregational Health (CCH)  
<https://www.youtube.com/watch?v=Ne3C64R65Q> Intentional Interim Ministry at the Center for Congregational Health (CCH)

### 5 Little Talked About Insights Behind North Point's Success - Carey Nieuwhof

1. **Healthy** systems attract healthy people.

<https://careynieuwhof.com/5-little-talked-about-insights-behind-north-points-success/>  
Images for 5 Little Talked About Insights Behind North Point's Success - Carey Nieuwhof 1. Healthy systems attract healthy people.  
<https://careynieuwhof.com/7-healthy-ways-resolve-conflict/>  
<https://careynieuwhof.com/guide-on-how-to-create-an-amazing-church-culture/>  
<https://careynieuwhof.com/4-bad-ways-to-run-a-church-and-one-good-one/>  
<https://careynieuwhof.com/6-signs-church-culture-toxic/>  
Images for carey nieuwhof (author)

## Health & Wholeness - United Church of Christ

Resources for Health & Wholeness

<https://www.ucc.org/health>

[Images for Health & Wholeness - United Church of Christ](#)

## Healthy Congregations

Healthy Congregations is an interfaith organization that understands the times in which we live in.

<https://www.healthycongregations.com/>

[Images for Healthy Congregations is an interfaith organization that understands the times in which we live in.](#)

## How healthy is your congregation?: Here are 5 signs of congregational vitality | The Lutheran

"If you find the perfect parish, join it right away," a cleric once said. "But remember, once you join it, it will no longer be perfect." Many want to find the perfect congregation but because of human sin and folly, we never will. Still, every congregation can promote its well-being. Take these three examples.

<http://www.thelutheran.org/article/issue.cfm?issue=70>

[Images for How healthy is your congregation?: Here are 5 signs of congregational vitality | The Lutheran](#)

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

## [PDF] 12 Marks of Healthy Church Behavior - Episcopal Diocese of Michigan

The 12 Marks of Healthy Church Behavior is a resource created for use by congregations as a tool for self-assessment and reflection. The 12 Marks are intended to be a starting point of conversation not a silver bullet for church growth. As with any resource provided on congregational development, each congregation is assumed to be an expert on their own context and contain all things necessary for their own spiritual growth. The ultimate goal of any congregational development resource is to assist in the mission of the church in making disciples of Christ.

<http://www.edomi.org/wp-content/uploads/2013/11/VCC-12-Marks-of-Healthy-Church-Behavior.pdf>

[Images for 12 Marks of Healthy Church Behavior - Episcopal Diocese of Michigan](#)

<http://www.stmarksweb.org/message2.php?messageID=13733&>

<http://www.epicenter.org/12-marks-of-healthy-church-behavior/>

<http://www.epicenter.org/development-basics-101/>

<http://www.epicenter.org/congregational-life/congregational-vitality/congregational-vitality-assessments/>

[Images for congregational-life/congregational-vitality/congregational-vitality-assessments](#)

[http://www.edwm.org/small\\_church\\_task\\_force](http://www.edwm.org/small_church_task_force)

[www.ecfvp.org/files/uploads/Resource\\_Page\\_for\\_VIP\\_Talk.doc](http://www.ecfvp.org/files/uploads/Resource_Page_for_VIP_Talk.doc)

[http://www.ecfvp.org/uploads/vestry\\_papers/files/MayJune\\_2011.pdf](http://www.ecfvp.org/uploads/vestry_papers/files/MayJune_2011.pdf)

<http://www.nspeidiocese.ca/resou/Healthy%20Congregations%20Resource%20List.pdf>

[http://www.episcopalfoundation.org/uploads/pages/files/Bibliography\\_-\\_041513.pdf](http://www.episcopalfoundation.org/uploads/pages/files/Bibliography_-_041513.pdf)

[https://www.bexleyseabury.edu/wp-content/uploads/2013/09/images\\_documents\\_theses\\_1998-2012\\_thesis\\_titles\\_abstracts.pdf](https://www.bexleyseabury.edu/wp-content/uploads/2013/09/images_documents_theses_1998-2012_thesis_titles_abstracts.pdf)

## What Does the Bible Say About Health? - OpenBible.info

<https://www.openbible.info/topics/health>

[Images for Bible and Health](#)

<https://bible.org/seriespage/6-characteristics-healthy-church-acts-241-47>

<https://bible.org/seriespage/16-characteristics-healthy-churches-1-peter-51-5>

<https://www.awfumc.org/healthycongregationsbiblicalreflectionsforchurchleaders>

## 3) Congregation Norms

Discovering the Congregation's Norms by Roy M. Oswald, James M. Heath, and Ann W. Heath - PBS

An Event for Examining Unwritten Practices and Expectations

A good way to conduct this process is to devote time to examining how the congregation behaves and what its expectations are. Such an event will resemble the one of historical reflection, although its focus will be quite different. The first requirement is to recruit a leader. An outsider - the pastor of another congregation, a transition companion, or an experienced lay volunteer from another congregation - may be the best choice for facilitator, because she or he will probably have a less biased perspective. The facilitator should meet ahead of time with the new pastor and a small group from the congregation to determine areas where the pastor and leaders suspect current norms are inhibiting ministry, or about which they think discussion is needed. These areas might include:

[The Congregation . In Depth . Discovering the Congregation's Norms](#)

<http://www.pbs.org/thecongregation/indepth/discovering.html>

Discerning Your Congregation's Future: A Strategic and Spiritual Approach

[https://www.goodreads.com/author/show/152453.James\\_M\\_Heath](https://www.goodreads.com/author/show/152453.James_M_Heath)

[https://www.goodreads.com/author/show/152454.Ann\\_W\\_Heath](https://www.goodreads.com/author/show/152454.Ann_W_Heath)

[Images for Discovering the Congregation's Norms by Roy M. Oswald, James M. Heath, and Ann W. Heath - PBS](#)

Chapter 5: An Evening of Norm Identification

Appendix E: Norms: Every Church Has Them

Appendix D: How to Minister Effectively in Family, Pastoral, Program, and Corporate Sized Churches

[https://www.goodreads.com/book/show/933909.Discerning\\_Your\\_Congregation\\_s\\_Future](https://www.goodreads.com/book/show/933909.Discerning_Your_Congregation_s_Future)

[https://books.google.com/books/about/Discerning\\_Your\\_Congregation\\_s\\_Future.html?id=BvtYAwAAQBAJ](https://books.google.com/books/about/Discerning_Your_Congregation_s_Future.html?id=BvtYAwAAQBAJ)

[Discerning Your Congregation's Future: A Strategic and Spiritual Approach](#)

Singing Our Song with New Harmonies As We Explore Congregational Norms – John Beck

The past is often powerful but unrecognized in the present. Often congregational leaders are not aware of powerful, historical patterns (norms) that significantly influence mission and ministry in the congregation. Exploring those norms requires a managed context in four interconnected arenas: creating safety for open communication, managing air-time so all get to play, honoring the priority of relationship when there is a conflict in the congregation, and the power of covenanting to help manage challenging behavior. In this workshop you will learn an approach to community norming; a definition of leadership from Ron Heifetz that continues to empower leaders. You will have a chance to practice a process for developing instant communication guidelines, use Mutual Invitation to practice inclusiveness, and you will understand the necessity of biblical shalom-making practices. You will leave with examples of congregational covenants as norming tools.



2018 Annual Conference | IMN - Interim Ministry Network

<https://imnedu.org/2018-annual-conference/WORKSHOPS>

<https://imnedu.org/2018-annual-conference/conference-registration/concurrent-workshops-thursday-june-21-2018-1015-to-1145-am/>

[Images for Congregational Norms – John Beck interim ministry network](#)

#### 4) Congregation Size

[PDF]Bibliography of Resources on Church Size Theory

[http://www.ecfvp.org/files/uploads/Bibliography\\_of\\_Resources\\_on\\_Church\\_Size\\_Theory.pdf](http://www.ecfvp.org/files/uploads/Bibliography_of_Resources_on_Church_Size_Theory.pdf)

[Images for Bibliography of Resources on Church Size Theory](#)

Call Process Resources - Gulf Coast Synod

The following four paradigms are often used to describe **congregational sizes** and systems. The numbers - "Under 50" - are the average weekly worship attendance. But don't pay too much strict attention to them; more important is to recognize the system that a congregation has in place and how the **pastors and leaders** are expected to function in that system.

Gulf Coast Synod - ELCA [https://gulfcoastsynod.org/congregations/](https://gulfcoastsynod.org/congregations/Transition%20Process%20Handbook) [Transition Process Handbook](#)

2015 Introduction.pub - Gulf Coast Synod

<http://gulfcoastsynod.myworshiptimes22.com/wp-content/uploads/sites/49/2013/01/TransitionHandbook.pdf> Section 3 Page 2

[Images for congregational sizes and systems](#)

Church Leader Foundations, Church Size, Size Transitions – Ministry Resources

Part of the ministry resources on Church Leadership, Church Health and Renewal.

- Introduction
  - Typologies for Church Size
- Resources:
  - First Reads on Church Size Transitions Generally
  - First Reads on Church Size Transitions for the Small Church
  - Other Ministry Resources on Church Size Transitions Generally
  - Focus on Large Congregations
  - Transitioning Downward, Navigating Healthy Church Closures
- Related Ministry Resources

<http://www.lifeandleadership.com/ministry-resources/church-leader-foundations-church-size-size-transitions.html>

[Images for Church Leader Foundations, Church Size, Size Transitions – Ministry Resources](#)

<http://www.lifeandleadership.com/ministry-resource-guide-index>

[PDF]Church Size Impact Decision-Making

Second, given the size and culture of this congregation, what is the appropriate conceptual framework for deciding how to make decisions in this congregation today? Are we a family, a clan, a tribe, a nation, or a cluster?

[http://vbmb-wpengine.netdna-ssl.com/wp-content/uploads/2013/08/Parish-Paper\\_2008-08.pdf](http://vbmb-wpengine.netdna-ssl.com/wp-content/uploads/2013/08/Parish-Paper_2008-08.pdf)

<http://www.hcucc.org/the-parish-paper> August 2008: How Does Church Size Impact Decision-making?

[Images for Church Size Impact Decision-Making](#)

<https://www.theparishpaper.com/free-resources>

<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>

<http://www.wcucc.org/resource-center/church-management/parish-paper/>

#### Congregation Size: What the Research Tells Us » Alban

While considerable attention has been paid in recent years to small churches and megachurches, far less has been given to large churches—those with a minimum average attendance of 350 but not reaching the 2,000 mark often used as the cut-off point for defining a megachurch. However, studies and other research efforts have revealed some interesting and little-known findings about these churches—and church size in general.

#### [Alban at Duke Divinity School » Congregation Size: What the Research Tell US - Alban Institute](#)

<https://alban.org/archive/congregation-size-what-the-research-tell-us/>

[Images for Congregation Size: What the Research Tells Us » Alban](#)

<https://alban.org/archive/congregations-magazine-winter-2005/>

<https://alban.org/archive/why-size-matters/>

<https://alban.org/archive/building-blocks-an-anthropological-approach-to-congregational-size/>

<https://alban.org/archive/church-growth-shifting-your-leadership-style/>

<https://alban.org/archive/ask-alban-church-growth-shifting-your-leadership-style/>

<https://alban.org/archive/new-research-on-raising-the-roof/>

<https://alban.org/category/leadership/>

<https://alban.org/about-alban/alban-weekly/>

<https://alban.org/books/>

<https://alban.org/author/nekduke-edu/>

<https://www.facebook.com/albaninstitute/>

<http://www.elizabethpresbytery.org/Resource%20Center%20ON%20THE%20WEB/Alban%20Institute%20Resources%202012.pdf>

<https://alban.org/about-alban/congregations-magazine/>

#### Congregational Family Systems

One tool for better understanding your congregation is the congregational family systems. This is a way of understanding the dynamics that happen in your congregation, including relationships, decision making, role of the pastor(s), role of the members, etc. Congregational family systems groups congregations according to their **worship attendance**. Although not every congregation has all the characteristics of the family system in which it falls, most do. This is provided for you as a tool as you continue to examine the vision and ministry of your congregation.

##### Patriarchal/Matriarchal (under 50):

- Family church – personal ownership
- Clergy for traditional pastoral care
- Very high pastoral turnover
- Often survive by not taking pastors seriously
- Toughest place for new pastors right out of seminary

##### Pastoral (50-150):

- Pastor is central
- Pastor must delegate...or else
- Formula size for clergy burnout
- Expectations high, personal
- Oppressive time demands on pastor
- Growth often depends on popularity of pastor
- Hard on pastor's spouse and children
- Most churches this size

##### Program (150-350):

- Many leader cells – many programs
- Lay leadership vital
- Clergy still central, but role shifts
- Administration: recruiting, planning, training, evaluating, coordinating
- Pastor has little time for "just stopping in for coffee in the kitchen"
- Pastor helps people arrive at consensus • Pastor also motivator, trust builder

##### Corporate (350 or more):

- Quality of worship high priority
- Music program top-notch
- Head of staff spends quality time on sermon prep and worship planning
- Has head pastor as symbol of unity and stability
- More complex than program church
- Multiple staff collegial, yet diverse
- Staff must have fun working together
- Leaders generate energy, momentum

[\[PDF\] Completing the Ministry Site Profile - Southwest Minnesota Synod ELCA](#)

[https://swmnelca.org/Call\\_Process/Step\\_3/STEP3\\_COMPLETING\\_THE\\_MINISTRY\\_SITE\\_PROFILE\\_DRAFT.pdf](https://swmnelca.org/Call_Process/Step_3/STEP3_COMPLETING_THE_MINISTRY_SITE_PROFILE_DRAFT.pdf)

[Images for Congregational Family Systems Patriarchal/Matriarchal \(under 50\)](#)  
[Images for Congregational Family Systems Pastoral \(50-150\)](#)  
[Images for Congregational Family Systems Program \(150-350\)](#)  
[Images for Congregational Family Systems Corporate \(350 or more\)](#)

### Congregational Size Dynamics

No one fact says more about a group of human beings than its size. Dan Hotchkiss shares some of the differences in dynamics.

<https://www.uua.org/leadership/library/congregational-size-dynamics>  
[Images for Congregational Size Dynamics by Dan Hotchkiss](#)  
<https://www.uua.org/leadership/library/archive>

### Congregations: They Come in All Sizes | The Lutheran

But it's not as simple as tall, grande and venti

One glance around your community proves it: congregations come in all shapes and sizes.

The Lutheran landscape might look different from what many of us grew up with, but the word is still being proclaimed and the sacraments administered. An obvious change in that landscape is that for many, word and sacrament are being shared on a church "campus" and by a cadre of staff.

"Since the 1970s we've seen an increase in megachurches —very large churches," said Mark Chaves, professor of sociology, religion and divinity at Duke University, Durham, N.C. "And that includes the ELCA. Most churches are small, but most church members are part of large congregations. ... People are increasingly concentrating in the very largest churches."

[http://www.thelutheran.org/article/article.cfm?article\\_id=7764](http://www.thelutheran.org/article/article.cfm?article_id=7764)  
[Images for Congregations: They Come in All Sizes | The Lutheran](#)  
<https://www.livinglutheran.org/contact-us/>  
<https://www.livinglutheran.org/issues/>

### Congruence and Transitions in Congregational Size - Bexley Seabury

This paper begins by examining the ways in which the typology based on congregational size developed by Arlin J. Rothauge has been misunderstood and misapplied by those who focus primarily on the numerical size of a congregation and ignore the relationship style and leadership structure that matches with the numerical size in each type. As a way of discouraging such misunderstandings this paper offers a theory of congruence, as a framework for the Rothauge typology, which holds that each of the four types of congregations has not only a unique numerical size, but also a unique relationship style and a unique leadership structure. When these three variables are in congruence the congregation is a healthy example of its type. When the variables are not in congruence, there is inevitable dysfunction. There are four dimensions to the congruence theory: descriptive, diagnostic, prescriptive and transforming.

<http://www.bexleyseabury.edu/congruence-and-transitions-in-congregational-size/>  
[Images for Congruence and Transitions in Congregational Size](#)

### Do Your Mission and Method Fit Your Size? | The Parish Paper

Lyle Schaller pioneered research on congregational development and asserted that three factors predicted the development of any congregation:

- ☐ Who is the pastor and what does he or she know?
- ☐ What size is the congregation and how long has it been that way?
- ☐ What are the size limitations of the current facilities?

Building on these questions, Arlin Rothauge used church size to categorize the ways of "being the church." He named the church types as Family (49 or fewer active members), Pastoral (50 to 150 active members), Program (151 to 350 active members), and Corporate (more than 350 active members).

<https://www.theparishpaper.com/back-issue/do-your-mission-and-method-fit-your-size>  
<http://www.michigandistrict.org/sites/default/files/pdf/parishpapers/P%20P%20--8-2014%20Do%20Your%20Mission%20and%20Method%20Fit%20Your%20Size.pdf>  
<https://www.theparishpaper.com/back-issue/do-your-mission-and-method-fit-your-size>  
<https://www.theparishpaper.com/free-resources>  
<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper> August 2014 - "Do Your Mission and Method Fit Your Size?"

[Images for Do Your Mission and Method Fit Your Size? | The Parish Paper](#)

<https://winnebagopresbytery.org/parish-papers/> August 2008 – "How Does Church Size Impact Decision-Making?" – Lyle Schaller

[Images for "How Does Church Size Impact Decision-Making?"](#)

<http://www.theparishpaper.com/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%207.pdf> [PDF] [Church Effective Nugget, Volume 7: How to Build Assimilation Bridges for New Members/Attendees - The Parish Paper](#)  
<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 7: How to Build Assimilation Bridges for New Members/Attendees

<http://www.wcucc.org/resource-center/church-management/parish-paper/>

<http://www.hcucc.org/the-parish-paper>

<https://www.theparishpaper.com/back-issue-index> [Back Issue Index | The Parish Paper](#)



## Does Church Size Matter? - YouTube

Learn more about the true marks of church growth and the pride that plagues all Christian leaders.

<https://www.youtube.com/watch?v=qQa6lmCYF1Q>

[Images for Church Size - YouTube](#)

<https://www.youtube.com/watch?v=u9c4VtpRSig> 20/20 Seminars 6: Church Size - YouTube

<https://www.youtube.com/watch?v=25Jpdfip8-4> World's Largest single Church with 800,000 members! - YouTube

## Forty-Four Steps Up Off the Plateau by Lyle E. Schaller (Author)

Schaller defines a "plateau" as a stagnant holding point in the **size** and energy of a congregation--a level at which energy is focused entirely on maintenance of past structures. He shows how to move a long-established congregation up off a plateau in size and explains the three most important steps. Brings together in one volume Schaller's comprehensive analysis of a difficult subject. A wise, comprehensive and practical overview of realities and possibilities in a congregation facing a size plateau. Schaller explains clearly why many members and leaders prefer the status quo and offers a realistic assessment of the costs of each strategy he describes. This is not a "cookbook" with five easy steps, but rather a broad look at a variety of situations and strategies, organized around one of Schaller's signature questions; "How much change will this congregation support?" The short chapters and the "roadmap" introduction encourage lay, clergy and denominational leaders to dip into the book at the point of greatest need and benefit very quickly from the author's expansive knowledge.

<http://www.amazon.ca/44-Steps-Up-off-Plateau/dp/0687132916>

<http://www.biblio.com/lyle-e-schaller/author/96271>

<https://www.iaumc.org/ev-nm-resources>

<http://essays.wls.wels.net/bitstream/handle/123456789/84/Burmeister.pdf?sequence=1>

<https://www.uua.org/documents/congservices/smallcongs/a16resource.pdf>

[https://en.wikipedia.org/wiki/Lyle\\_E.\\_Schaller](https://en.wikipedia.org/wiki/Lyle_E._Schaller)

[http://www.abingdonpress.com/lyle\\_e\\_schaller](http://www.abingdonpress.com/lyle_e_schaller)

<https://www.thriftbooks.com/a/lyle-e-schaller/265357/>

<https://www.amazon.com/Lyle-E.-Schaller/e/B001IR1J9K>

[https://www.goodreads.com/author/list/179868.Lyle\\_E\\_Schaller](https://www.goodreads.com/author/list/179868.Lyle_E_Schaller)

[Images for Lyle E. Schaller \(Author\)](#)

[Images for Forty-Four Steps Up Off the Plateau by Lyle Schaller \(Author\)](#)

## How to Build Assimilation Bridges for New Members/Attendees – Parish Paper

Church **Size** Factors

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[PDF]Church Effective Nugget, Volume 7: How to Build Assimilation Bridges for New Members/Attendees - The Parish Paper

<http://www.theparishpaper.com/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%207.pdf>

<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 7: How to Build Assimilation Bridges for New Members/Attendees

[Images for How to Build Assimilation Bridges for New Members/Attendees – Parish Paper Church Size Factors](#)

<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>

<http://www.wcucc.org/resource-center/church-management/parish-paper/>

<http://www.hcucc.org/the-parish-paper>

<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

[Images for Church Size Factors](#)

## How To Minister Effectively in Family, Pastoral, Program, and Corporate Sized Churches by Roy M. Oswald

Here is a brief description of each of Rothauge's four sizes and my understanding of what members expect of clergy in each size.

As clergy move into new congregations they will profit from watching how a congregation's expectations of its clergy, growing out of the church's size and consequent dynamics, begin to be projected their way.

<https://static1.squarespace.com/static/54c7d7ede4b03a45e09cd270/t/5aa00b43652dea8c73c46299/1520438089615/HowToMinisterEffectivelyInFamilyPastoralProgramandCorporate-SizedChurches.pdf>

<https://www.amazon.com/Minister-Effectively-Pastoral-Corporate-Churches/dp/1566991110>

[https://www.goodreads.com/book/show/933909.Discerning\\_Your\\_Congregation\\_s\\_Future](https://www.goodreads.com/book/show/933909.Discerning_Your_Congregation_s_Future) Appendix D: How to Minister Effectively in Family, Pastoral, Program, and Corporate Sized Churches

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<http://www.congregationalconsulting.org/what-size-is-our-congregation/>

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[https://www.goodreads.com/author/list/152452.Roy\\_M\\_Oswald](https://www.goodreads.com/author/list/152452.Roy_M_Oswald)

[Images for Roy M. Oswald, author](#)

[Images for How To Minister Effectively in Family, Pastoral, Program, and Corporate Sized Churches by Roy M. Oswald](#)

How to Minister Effectively in Family, Pastoral, Program, and Corporate Sized Churches by Roy Oswald, former Senior Consultant, Alban Institute

Clergy may be set up for failure when they move from effective work in one size congregation and begin a new pastorate in a different-sized congregation. If, for example, a pastor is thriving in a Pastoral-sized congregation (50 to 150 active members) and then receives a call to a Program-sized congregation (150 to 350 active members), that pastor will have to make a significant shift in style of ministry to be effective in this new congregation, too. Few middle judicatories pay attention to this transition in context of ministry; thus, they fail to prepare their clergy adequately for a new style of pastoral leadership.

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<http://gulfoastsynod.myworshiptimes22.com/wp-content/uploads/sites/49/2013/01/TransitionHandbook.pdf>

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Call Process Resources - Gulf Coast Synod

<https://gulfoastsynod.org/leaders/callprocessresources/> [Transition Process Handbook](#)

[Images for Clergy move from one size congregation and begin a new pastorate in a different-sized congregation.](#)

#### Leadership and Church Size Dynamics: How Strategy Changes with Growth

One of the most common reasons for pastoral leadership mistakes is blindness to the significance of church size. Size has an enormous impact on how a church functions. There is a "size culture" that profoundly affects how decisions are made, how relationships flow, how effectiveness is evaluated, and what ministers, staff, and lay leaders do.

[http://theresurgence.com/files/2011/02/14/Leadership\\_and\\_Church\\_Size\\_Dynamics.pdf](http://theresurgence.com/files/2011/02/14/Leadership_and_Church_Size_Dynamics.pdf)

[Images for Leadership and Church Size Dynamics: How Strategy Changes with Growth](#)

<http://www.livingwatercc.org/images/VarArticles/ChurchSize2.pdf>

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<https://www.200churches.com/blog/what-is-keeping-your-church-from-growing>

#### [PPT] Levels of Leadership in the Local Church by Steve Dillman

Cat Less than 35 Family Driven; Collie 30-75 Pastor Driven; Garden 65-100 Board Driven; House 75-250 Pastor/Board Driven; Mansion 200-400 Committees/Leader Driven; Ranch 300-1500 Committees/Leader Directed; State Over 1000 Multiple Boards/Leader Directed. **Church Size** Designations adapted from Looking in the Mirror: Self-Appraisal in the Local Church by Lyle E. Schaller.

[www.enc.edu/WorkArea/DownloadAsset.aspx](http://www.enc.edu/WorkArea/DownloadAsset.aspx)

[Images for Levels of Leadership in the Local Church by Steve Dillman](#)

<https://www.amazon.com/Looking-Mirror-Self-Appraisal-Local-Church/dp/068722635X>

[Images for Looking-Mirror-Self-Appraisal-Local-Church](#)

<http://reviveaus.com.au/pdfs/15.3%20Leadership%20&%20Church%20Size%20Dynamics.pdf>

<http://kevinoncong.blogspot.com/2013/03/what-i-learned-from-lyle-schaller.html>

#### [PDF] Ministry Changes As Churches Grow - Unitarian Universalist Association

Just as there are different breeds of duck, there are different styles of ministry. And some approaches to ministry are better suited than others to congregations of a particular **size**.

<http://www.uua.org/documents/jonassonstefan/ministrychangeschurchesgrow.pdf>

[Images for Ministry Changes as Churches Grow](#)

<http://www.uua.org/documents/congservices/sizetransitions.pdf>

#### One Key Reason Most Churches Do Not Exceed 350 in Average Attendance - Thom Rainer

Here are the five major levels of organizational complexity in churches according to average worship attendance:

1. Under 100: Family and friends
2. 100 to 250: Basic
3. 251 to 350: Challenging
4. 351 to 750: Complex
5. Above 750: Highly Complex

<http://thomrainer.com/2015/03/one-key-reason-churches-exceed-350-average-attendance/>

[Images for five major levels of organizational complexity in churches according to average worship attendance](#)

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[Images for thom rainer \(author\)](#)



### One Size Doesn't Fit All: Bringing Out the Best in Any Size Church by Gary L. McIntosh (Author)

Different churches grow in different ways. This book will help you figure out your church's orientation and show the way to healthy growth.

Framed as a discussion between a pastor six months out of seminary and a veteran pastor, this book tackles the issues of how churches grow and how church size determines effective strategy for ministry. The pastors' Saturday morning dialogues reveal ten areas that will help readers understand their own church's psychology, addressing questions such as: How do churches grow? How does change take place? What is the church's orientation? How is the church structured? Who sets the direction? What is the pastor's role?

This is a vital resource for any new pastor, church planter, or lay leader concerned about his or her local church. Each chapter concludes with a Taking It Home segment.

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Images for Gary L. McIntosh (Author)

[Images for One Size Doesn't Fit All: Bringing Out the Best in Any Size Church by Gary L. McIntosh \(Author\)](#)

### One Size Doesn't Fit All: Inventing a Parish Specific Transitional Ministry Rev. Robert J. Voyle, Psy.D. 2009 - Clergy Leadership Institute

#### Congregational Size

In using appreciative inquiry in congregations, we have been surprised by the consistency of the language parishioners use to describe their congregation and its relationship to congregational size. Parishioners from small churches invariably describe their congregation as a family. In contrast parishioners from large congregations will describe their church as a community.

Parishioners from medium-sized churches will use a mix of family and community language.

<http://www.clergyleadership.com/tm-resources/one-size.pdf>  
Images for One Size Doesn't Fit All: Inventing a Parish Specific Transitional Ministry Rev. Robert J. Voyle  
<https://appreciativeway.com/tm-resources/one-size.pdf>  
<https://appreciativeway.com/search/designingTransitionalMinistry.pdf>  
<http://www.transitionalministry.org/resources.cfm> One Size Doesn't Fit All: Variable alternatives for providing Interim Ministry

### Overview of Church Size Theory - Episcopal Church

This handout provides a brief overview of church size theory that can be used by lay leaders or clergy to explain how church size effects the culture of a congregation: its norms and expectations, structure and governance. Church size theory is helpful when a congregation is experiencing a change in size and/or when it is in transition and looking for a new rector.

The handout consists of the following:

- A brief description of size types and their characteristics.

- A series of scales intended to help you identify how church size relates to congregational focus, the role of the rector, the role of the vestry, decision making, change, and tone of conflict.

- Discussion questions on how this applies or does not apply to your congregation.

- A companion PowerPoint presentation that provides additional information can also be found below.

If you are interested in reading more about church size theory, you will also find a bibliography of resources.

Overview of Church Size Theory (PDF)  
PowerPoint Presentation on Church Size Theory (PPT)  
PDF of Presentation on Church Size Theory (PDF)  
Bibliography of Resources on Church Size Theory (PDF)

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[www.ecfvp.org/files/uploads/Bibliography\\_of\\_Resources\\_on\\_Church\\_Size\\_Theory.pdf](http://www.ecfvp.org/files/uploads/Bibliography_of_Resources_on_Church_Size_Theory.pdf)

[PDF] Parish Size: Categories, Dynamics, and Issues

Common Dynamics Related to Organizational Size

Those who research organizational behavior have known for years that there are certain common dynamics related to organizational size. In general, when you increase size there is: More need for coordination, More need for routines and procedures, More potential for tension and conflict, More need for formal planning, More need for formal means of communication.

<http://shapingtheparish.com/storage/Size%20Categories%20Dynamics%20and%20Issues%20as%20of%203-1-06.pdf>

[Images for Parish Size: Categories, Dynamics, and Issues Common Dynamics Related to Organizational Size](#)

The In-Between Church: Navigating Size Transitions in Congregations by Alice Mann (Author)

Alban Senior Consultant Mann draws on her lengthy experience in helping congregations deal with the hurdles and anxieties of expansion or contraction in size. Often, congregations experiencing size change do not recognize the need to change culture and form as part of the successful adaptation process. Mann details the adjustments in attitude-as well as practice-that are necessary to support successful size change.

<http://www.amazon.com/The-In-Between-Church-Transitions-Congregations/dp/1566992079>

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[Images for The In-Between Church: Navigating Size Transitions in Congregations by Alice Mann \(Author\)](#)

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<http://www.pewforum.org/2015/05/12/americas-changing-religious-landscape/>

[PDF] Rethinking Transitional Ministry by Norman B. Bendroth - Amazon Web Services

New Questions

These are questions that need answers. In addition, I think we need to grapple with the following questions:

Are there congregations of different **sizes** that benefit more from interim ministry than others? Or are there situations in which an interim minister is unnecessary?

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Images for Rethinking Transitional Ministry by Norman B. Bendroth

### Size Transitions in Congregations (Harvesting the Learnings) by Beth Ann Gaede (Editor)

Congregations that seek growth are often frustrated at hitting a plateau-caught in a transition zone between sizes. The Alban Institute has long been recognized as a leader in size transition research and learning, and this anthology offers an in-depth collection of resources, through new articles developed for the book as well as previously published and highly regarded pieces that inform and provoke.

<http://www.amazon.com/Size-Transitions-Congregations-Harvesting-Learnings/dp/156699246X>

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Images for Size Transitions in Congregations (Harvesting the Learnings) by Beth Ann Gaede (Editor)

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Images for Harvesting the Learnings rowman

### Sizing Up a Congregation for New Member Ministry by Arlin J. Rothauge (Author)

Rothauge's book has become the standard by which church sizes are categorized. Though this book was written specifically about new member ministry, it contains enough information to be useful in understanding how churches of different sizes operate. The information on new member ministry is very helpful, since it talks about the strengths each church size has to offer in attracting and keeping new members.

<http://www.amazon.com/Sizing-Congregation-New-Member-Ministry/dp/9996536033>

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[Images for Sizing Up a Congregation for New Member Ministry by Arlin J. Rothauge \(Author\)](#)  
[Images for Family Church: 0-50](#)  
[Images for Pastoral Church: 50-150](#)  
[Images for Program Church: 150-350](#)  
[Images for Corporation Church: 350-500+](#)

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### Tools - Overview of Church Size Theory - ECF Vital Practices

This handout provides a brief overview of church size theory that can be used by lay leaders or clergy to explain how church size effects the culture of a congregation: its norms and expectations, structure and governance. Church size theory is helpful when a congregation is experiencing a change in size and/or when it is in transition and looking for a new rector.

The handout consists of the following:

A brief description of size types and their characteristics.

A series of scales intended to help you identify how church size relates to congregational focus, the role of the rector, the role of the vestry, decision making, change, and tone of conflict.

Discussion questions on how this applies or does not apply to your congregation.

A companion PowerPoint presentation that provides additional information can also be found below. If you are interested in reading more about church size theory, you will also find a bibliography of resources.

[Overview of Church Size Theory](#) (PDF)

[PowerPoint Presentation on Church Size Theory](#) (PPT)

[PDF of Presentation on Church Size Theory](#) (PDF)

[Bibliography of Resources on Church Size Theory](#) (PDF)

<https://www.ecfvp.org/tools/70/overview-of-church-size-theory>

[Images for Tools - Overview of Church Size Theory - ECF Vital Practices images](#)

[http://www.ecfvp.org/files/uploads/Overview\\_of\\_Church\\_Size\\_Theory\\_Notes\\_Pages\\_072012.pdf](http://www.ecfvp.org/files/uploads/Overview_of_Church_Size_Theory_Notes_Pages_072012.pdf)

<http://www.ecfvp.org/vestry-papers/article/633/resources-and-support-for-small-churches>

[http://www.ecfvp.org/files/uploads/Strategic\\_Planning\\_\(1\).pdf](http://www.ecfvp.org/files/uploads/Strategic_Planning_(1).pdf)

### Transitioning Structures for Congregational Size – Maylon Leadership

To maximize its effectiveness, a church needs to change the way it operates as the size of the congregation changes. This article suggests structural changes that need to occur as a church increases or decreases in congregational size.

<http://malyonleadership.org/305/>

[Images for Transitioning Structures for Congregational Size – Maylon Leadership](#)

### What Size is Our Congregation? - Dan Hotchkiss

So how do you tell what size your congregation is? The right metric depends, as it always has, on the question you are asking:

[www.danhotchkiss.com/what-size-is-our-congregation/](http://www.danhotchkiss.com/what-size-is-our-congregation/)

[Images for What Size is Our Congregation? - Dan Hotchkiss](#)

<https://www.uua.org/offices/people/dan-hotchkiss>

<https://www.uua.org/leadership/library/congregational-size-theory-resources-growth> Articles

<https://alban.org/archive/determining-ideal-board-size/>

<https://rowman.com/ISBN/9781566997393/Governance-and-Ministry-Rethinking-Board-Leadership-Second-Edition>

[Images for Dan Hotchkiss](#)

## 5) Context

### Honoring the Context of a New Ministry Setting - Lewis Center for Church Leadership

The pastor began with the people God had given rather than beginning with the pastor's interests. This is a good reminder of something we know about leadership but often forget — leadership is always about a group, not the leader. Leadership begins with those whom God has given us the opportunity to serve.

<https://www.churchleadership.com/leading-ideas/honoring-the-context-of-a-new-ministry-setting/>

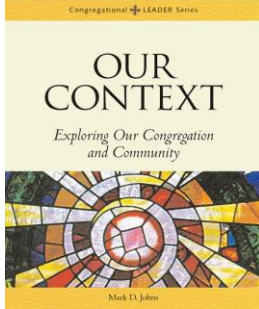
[Images for Honoring the Context of a New Ministry Setting - Lewis Center for Church Leadership](#)

<https://www.facebook.com/lewisleadership/>

<https://www.churchleadership.com/category/50-ways/>

### Our Context (Congregational Leader): Exploring Our Congregation and Community by Mark D. Johns (Author)

*Our Context* is a guide to exploring your congregation and the surrounding community, identifying potential problems, and highlighting new opportunities to carry out your congregation's mission and proclaim the gospel. If you are in a congregation or community that is changing, the process outlined in this book can help your congregation deal with the changes in a positive manner. This book helps pastors and congregational leaders work together in strategic planning, management, and evangelism teams. See Excerpts for reproducible tools that can be downloaded and customized.



<http://store.augsburgfortress.org/store/product/6605/Our-Context-Exploring-Our-Congregation-and-Community>  
[http://download.elca.org/ELCA%20Resource%20Repository/Manual\\_For\\_Congregational\\_Mission\\_Planning.pdf](http://download.elca.org/ELCA%20Resource%20Repository/Manual_For_Congregational_Mission_Planning.pdf)  
<http://store.augsburgfortress.org/store/contributor/3924/Mark-D-Johns>  
<https://www.luther.edu/johnsmar/assets/MJohnsCV2016.pdf>  
<https://www.luther.edu/johnsmar/>  
<https://scholar.google.com/citations?user=cX2qnVEAAAAJ&hl=en>  
Images for Mark D. Johns (Author) Our Context

Images for *Our Context (Congregational Leader): Exploring Our Congregation and Community* by Mark D. Johns (Author)  
<http://www.transactionpub.com/merchant2/merchant.mvc?&Screen=AUTHOR&authorid=16737>  
<https://scholar.google.com/citations?user=cX2qnVEAAAAJ&hl=en>  
<http://www.revwriter.com/revwriter-resource/examining-your-ministry-context%E2%80%A8#.WPIBsojuUk>  
<http://store.afcanada.com/store/productfamily/269/Congregational-LEADER-Series>  
<https://www.goodreads.com/series/148656-congregational-leader-series>  
<https://www.augsburgfortress.org/store/category/286319/Congregational-LEADER-Series>  
Images for Congregational-LEADER-Series

## 6) Contextual Intelligence

### Contextual Intelligence: An Emerging Competency for Global Leaders - Regent University

In the midst of globalization, emerging technology, global citizenship awareness, and the advent of the global organization, the contextual environment in which leaders must operate is increasingly complex, even mind-boggling. Today's business and organizational context is dynamic, turbulent, continuously evolving, and requires innovative leadership. Like Israel, in the days of the sons of Issachar, there is a clarion call for leaders who can both diagnose the context they are in then exercise their knowledge to know what to do in the midst of changing and turbulent times. Quite literally, decisions must be instant, pragmatic, and offer real solutions for real problems. Leaders who have the ability to contribute to these kinds of solutions, regardless of age or experience, are a valued commodity. These leaders have a high contextual intelligence.

[http://www.regent.edu/acad/global/publications/rgbr/vol2iss2/RGBR\\_Vol\\_2\\_Issue\\_2\\_PDF.pdf](http://www.regent.edu/acad/global/publications/rgbr/vol2iss2/RGBR_Vol_2_Issue_2_PDF.pdf)  
Images for Contextual Intelligence: An Emerging Competency for Global Leaders - Regent University

### Contextual Intelligence - Harvard Business Review

Context matters. This is not news to social scientists, or indeed to my [colleagues](#) who study leadership, but we have paid it insufficient attention in the field of management. There is nothing wrong with the analytic tools we have at our disposal, but their application requires careful thought. It requires *contextual intelligence*: the ability to understand the limits of our knowledge and to adapt that knowledge to an environment different from the one in which it was developed.

<https://hbr.org/2014/09/contextual-intelligence>  
Images for Contextual Intelligence – Harvard Business Review  
<https://hbr.org/product/contextual-intelligence/R1409C-PDF-ENG>  
<https://www.hbs.edu/faculty/Pages/item.aspx?num=47833>  
<https://southasiainstitute.harvard.edu/2014/09/contextual-intelligence-by-tarun-khanna/>  
<http://internationalinvestmentservice.com/contextual-intelligence-article-hbr/>  
<https://www.pinterest.com/pin/201254677073297916/> Article from hbr.org Contextual Intelligence  
Images for Article from hbr.org Contextual Intelligence on Pinterest  
<http://blogs.hbr.org/2007/07/contextbased-leadership-1/>  
Images for Context-Based Leadership  
<https://www.youtube.com/watch?v=3BLxcE4Lq3E> What Is The Meaning Of Contextual Intelligence? - YouTube  
Images for Contextual Intelligence? - YouTube



### Contextual Intelligence - Pinterest

<https://www.pinterest.com/pin/114771490476907369/>

Images for Contextual Intelligence - Pinterest

<https://www.pinterest.co.uk/spiretalentship/contextual-intelligence/>

[https://www.pinterest.com/balaprasad\\_c/spire-contextual-intelligence/](https://www.pinterest.com/balaprasad_c/spire-contextual-intelligence/)

### Contextual intelligence - SlideShare

Contextual intelligence deals with the practical application of knowledge and information to real-world situations and can be defined as: “the capacity to exploit business moments and operational events in a way that enables to make informed decisions and take effective action in varied, changing and uncertain situations.”

<https://www.slideshare.net/tgeurts/contextual-intelligence-43417425>

Images for Contextual intelligence - SlideShare

### Contextual Intelligence: Smart Leadership for a Constantly Changing World by Matthew Kutz

Contextual Intelligence is a leadership model that will help you navigate constantly shifting environments. This book integrates a cutting-edge 3D thinking framework with 12 core behaviors that will help you diagnose your context and lead others to higher levels of performance. Today's leadership landscape is dynamic and challenging. Earlier theories and assumptions appear to be inadequate and over simplistic in their ability to flex with the volatility and complexity of organizations which function in a knowledge economy at a local, national and global level. This book extends the non-Newtonian-based leadership paradigms by integrating the principles of tacit knowledge, synchronicity and time orientation, which are essential competencies for today's leaders.

<http://www.amazon.com/Contextual-Intelligence-Matthew-Kutz/dp/1300219777>

<https://books.google.com/books?isbn=1304337782>

<http://www.toledoshrm.org/events/documents/KutzMediaKit.pdf>

<https://www.youtube.com/watch?v=C6StP9EXb78> Contextual Intelligence – YouTube

<https://www.youtube.com/watch?v=JpwLfKvR0kI> Contextual Intelligence – YouTube

<https://www.youtube.com/watch?v=kk7N1j1q6Iq> Contextual Intelligence with Dr. Matthew Kutz – YouTube

Images for Contextual Intelligence with Dr. Matthew Kutz – YouTube

<https://www.youtube.com/watch?v=dVPQVwXHN5g> Obstacles to Contextual Intelligence – YouTube

<https://www.youtube.com/watch?v=ISXaBo3GNos> Importance of Contextual Intelligence – YouTube

<https://www.youtube.com/watch?v=X4tKAWs9vA> Complexity v. Complication – YouTube

<https://www.youtube.com/watch?v=wZZ0AyabxvY> Decisions and 3D Thinking – YouTube

<https://www.youtube.com/watch?v=4zqbYZMqnQU> Nature of intelligence - YouTube

[www.matthewkutz.com](http://www.matthewkutz.com)

<https://www.facebook.com/DrMattKutz/>

[https://www.goodreads.com/author/show/6824413.Matthew\\_Kutz](https://www.goodreads.com/author/show/6824413.Matthew_Kutz)

Images for Matthew Kutz, author

Images for Contextual Intelligence: Smart Leadership for a Constantly Changing World by Matthew Kutz

### Contextual Leadership - Business Leadership Qualities

**Contextual Leadership intelligence** is defined by Anthony Mayo and Nitin Nohria as the ability to understand an evolving environment, and to capitalize on those evolving trends.

<http://www.business-leadership-qualities.com/contextual-leadership.html>

Images for Contextual Leadership - Business Leadership Qualities

[www.wearecto2.com/blog/2016/1/1/contextual-leadership](http://www.wearecto2.com/blog/2016/1/1/contextual-leadership)

<http://blogs.lse.ac.uk/management/2016/04/18/leadership-development-one-size-does-not-fit-all/>

### Contextualize. Don't Merely Theologize. | Ed Stetzer

The context in which we study and share theology must be taken into consideration.

<http://www.christianitytoday.com/edstetzer/2015/august/contextualize-dont-merely-theologize.html>

Images for Contextualize. Don't Merely Theologize. | Ed Stetzer

[https://twitter.com/edstetzer?ref\\_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor](https://twitter.com/edstetzer?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor)

[https://en.wikipedia.org/wiki/Ed\\_Stetzer](https://en.wikipedia.org/wiki/Ed_Stetzer)

<https://vimeo.com/edstetzer>

<https://www.facebook.com/edstetzer/>

### Great Business Leaders - The Importance of Contextual Intelligence

The course has been created to help students analyze the role that contextual factors (specifically consumerism, government intervention, geopolitics, demography, social mores, technology, and labor) played in shaping leadership opportunities in the 20th century and how these factors will shape leadership in the future.

<http://www.hbs.edu/coursecatalog/2050.html>

Images for Great Business Leaders - The Importance of Contextual Intelligence

### Leadership, Power and Contextual Intelligence

Understanding context is crucial for effective leadership regardless of gender. Some situations call for autocratic decisions and some require the opposite. There is an infinite variety of contexts in which leaders have to operate, but it is particularly important



for leaders to understand culture, distribution of power resources, followers' needs and demands, time urgency, and information flows.

<http://www.worldfinancialreview.com/?p=1725>

[Images for Leadership, Power and Contextual Intelligence](#)

### Understanding Contextual Intelligence - Emergent Publications

Today's leadership landscape is dynamic and challenging. Earlier theories and assumptions appear to be inadequate and over simplistic in their ability to flex with the volatility and complexity of organizations which function in a knowledge economy at a local, national, and global level. This paper offers a working model of contextual intelligence for practitioners, which extends the non-Newtonian based leadership paradigms by integrating the principles of tacit knowledge, synchronicity, and time orientation: essential competencies for today's leaders.

[http://emergentpublications.com/\(S\(zgify55r5yzeb4qzj2rp1fh2\)\)/ECO/submissions/manuscript\\_90.pdf?AspxAutoDetectCookieSupport=1](http://emergentpublications.com/(S(zgify55r5yzeb4qzj2rp1fh2))/ECO/submissions/manuscript_90.pdf?AspxAutoDetectCookieSupport=1)  
[Images for Understanding Contextual Intelligence - Emergent Publications](#)

### What Is The Meaning Of Contextual Intelligence? - YouTube

Q what is contextual intelligence, and why it important?

A intelligence the ability to understand macro level ...

<https://www.youtube.com/watch?v=3BLxcE4Lq3E>

[Images for Contextual Intelligence - YouTube](#)

<https://www.youtube.com/watch?v=v4nibIXo9Nk> Contextual Intelligence Platform Overview - YouTube

<https://www.youtube.com/watch?v=qdzYLphenPM> Understanding Location Contextual Intelligence - YouTube

[https://www.youtube.com/watch?v=zLLNHQ2T5\\_M](https://www.youtube.com/watch?v=zLLNHQ2T5_M) Joseph Nye: Contextual Intelligence - YouTube

## 7) Convert

### Can the West be converted? | The Humanitas Forum

Can the West be converted? This question was asked in 1985 by Lesslie Newbigin, a retired missionary who had spent almost forty years in India. Although many would not consider Newbigin an Evangelical, his insights into the challenges of doing missions in the modern world are invaluable. He was one of the first to make the case that the West had become a mission field. He argued persuasively that modernization brings with it the "acids of modernity" which dissolve even the "most enduring of religious beliefs including the beliefs of Christianity."

<http://humanitas.org/?p=1630>

[Images for Can the West be converted? | The Humanitas Forum](#)

[Images for Lesslie Newbigin](#)

### Christianity for the Rest of Us Small Group: Study Guide

**Convert:** People without a religious background what are coming to church. Bass sees this term a little differently than a fundamentalist might where conversion is a one-time event. Instead, conversion is on-going; it is a pilgrimage.

<http://aprilsmallgroup.blogspot.com/2008/04/study-guide-for-session-1.html>

[Images for Convert: People without a religious background what are coming to church.](#)

[Images for Christianity for the Rest of Us Small Group: Study Guide by Diana Butler Bass](#)

### Conversion in the Wesleyan Tradition by Kenneth J. Collins (Author), John H. Tyson (Author)

This new collection of essays explores the subject of conversion in the Wesleyan tradition from biblical, historical, theological, and practical points of view. Written by leading Wesleyan scholars, the essays reinvoke the notion of conversion as an identifiable experience in the Christian's life. The contributors, drawn from a diversity of backgrounds, rightly call for a much needed, and inclusive, balance: process and instantaneousness, nurture and regeneration, holy living and vibrant faith. The recovery of conversion as an illuminating paradigm of saving grace promises both renewal and revitalization in the Wesleyan tradition.

<https://www.amazon.com/Conversion-Wesleyan-Tradition-Kenneth-Collins/dp/0687091071>

<https://books.google.com/books?isbn=0585483051>

<https://www.amazon.com/Kenneth-J.-Collins/e/B001HCWO1I>

[https://www.goodreads.com/author/list/304614.Kenneth\\_J\\_Collins](https://www.goodreads.com/author/list/304614.Kenneth_J_Collins)

[Images for Kenneth J. Collins \(Author\)](#)

<http://asburyseminary.edu/person/dr-kenneth-j-collins/>

[http://www.abingdonpress.com/kenneth\\_j\\_collins](http://www.abingdonpress.com/kenneth_j_collins)

[http://www.connect.ivpress.com/cgi-ivpress/author.pl/author\\_id=1507](http://www.connect.ivpress.com/cgi-ivpress/author.pl/author_id=1507)

[https://www.goodreads.com/author/show/1105362.John\\_H\\_Tyson](https://www.goodreads.com/author/show/1105362.John_H_Tyson)

[Images for John H. Tyson \(Author\)](#)

[Images for Conversion in the Wesleyan Tradition by Kenneth J. Collins \(Author\), John H. Tyson \(Author\)](#)

### Conversion to Christianity - Wikipedia

Conversion to Christianity is the religious conversion of a previously non-Christian person to some form of Christianity. It has been called the foundational experience of Christian life.<sup>[1]</sup> Conversion to Christianity primarily involves belief (faith) in the Christian God, thinking that one is far short of the Christian God's apparent "glory and holiness" (sin), repentance of "sin", and confession of their belief that Jesus Christ is the Son of God and the all-sufficient and only means by whom one's sin can be atoned for and therefore

the only route to salvation.<sup>[John 14:6]</sup> While conversion to Christianity may simply involve a personal choice to identify with Christianity rather than with another religion, many Christians understand it to mean that the individual attains eternal **salvation** by a genuine conversion experience or act—a "radical transformation of self."<sup>[2]</sup>



*The Conversion of Saul on the road to Damascus as painted by Michelangelo*

[https://en.wikipedia.org/wiki/Conversion\\_to\\_Christianity](https://en.wikipedia.org/wiki/Conversion_to_Christianity)

[Images for conversion to christianity](#)

192 best conversion to Christianity images on Pinterest

<https://www.pinterest.co.uk/g3org1/conversion-to-christianity/>

[Images for conversion to christianity pinterest](#)

<https://www.christianquotes.info/quotes-by-topic/quotes-about-conversion/#axzz4vVFtCGqZ>

<https://www.pinterest.com/drjohanhugo/muslims-converting-to-christianity/>

<https://www.pinterest.com/barblee/church-conversions/>

What Does the Bible Say About Conversion? - OpenBible.info

<https://www.openbible.info/topics/conversion>

[https://www.openbible.info/topics/converting\\_people](https://www.openbible.info/topics/converting_people)

[Images for Bible and Conversion](#)

<https://www.biblestudytools.com/dictionary/convert-conversion/>

<https://dailyverses.net/conversion>

<https://lifehopeandtruth.com/change/christian-conversion/what-is-conversion/>

[Images for christian conversion](#)

<https://bible.knowing-jesus.com/topics/Conversion,-examples-of>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Conversion/>

<https://bible.org/seriespage/lesson-3-mark-true-conversion-various-scriptures>

[Images for marks of true conversion](#)

<https://www.biblword.net/bible-talk-conversion/>

<https://www.gotquestions.org/convert-to-Christianity.html>

[Images for convert-to-Christianity](#)

## 8) Convictional Christian

Are you a convictional Christian? - Faith Radio

Christians who live according to their convictions are increasingly in the minority. What does it mean to be a convictional Christian?

<http://myfaithradio.com/2016/are-you-a-convictional-christian/>

[Images for Are you a convictional Christian? - Faith Radio](#)

Conviction Christian Quotes

<http://christian-quotes.ochristian.com/Conviction-Quotes/>

[Images for Convictional Christians quotes](#)

<https://www.jesussite.com/resources/quotes/conviction/>

<https://www.goodreads.com/quotes/tag/conviction>

<https://bible.knowing-jesus.com/topics/Conviction>

<https://gracequotes.org/topic/conviction/>

Cultural Christianity vs. Convictional Christianity - The Christian Post

Faithful witness, costly discipleship, and convictional Christianity will quickly separate the doers from the talkers and lead to ever-clearer distinctions between the real thing and its shadow — traditional Christianity in contrast to its merely civil residue.

<http://www.christianpost.com/news/cultural-christianity-vs-convictional-christianity-139422/>

[Images for Cultural Christianity vs. Convictional Christianity](#)

No, American Christianity is not dead by Ed Stetzer - CNN.com

'Christian' means different things to different people

It's helpful to statistically clarify Christianity in the United States into three categories—cultural, congregational, and **convictional**.

The first two categories are nominal Christians—they identify, but do not shape their lives around the Christian faith.

<http://www.cnn.com/2015/05/16/living/christianity-american-dead/>  
 Images for statistically clarify Christianity in the United States into three categories—cultural, congregational, and convictional  
<http://www.charismanews.com/culture/44114-4-trends-in-christianity-that-could-scare-you-according-to-ed-stetzer> #1  
<https://www.charismanews.com/opinion/43298-christian-it-s-more-than-just-a-label>  
<http://www.christianitytoday.com/edstetzer/2012/october/christianity-isnt-dying-cultural-christianity-is->  
<http://www.christianitytoday.com/edstetzer/2016/february/cultural-trends-pastors-should-recognize.html>  
<https://www.christianitytoday.com/ct/archives/>  
<https://www.christianitytoday.com/news/archives/>  
<http://www.lifeway.com/Article/facts-trends-winter-2013-ed-stetzer-q-and-a>  
<http://www.charismanews.com/culture/44114-4-trends-in-christianity-that-could-scare-you-according-to-ed-stetzer> #1  
<http://www.patheos.com/blogs/philosophicalfragments/2012/10/27/the-welcome-demise-of-cultural-christianity/>  
<https://www.crossway.org/articles/the-dying-away-of-cultural-christianity/>  
<http://www.outreachmagazine.com/features/19977-church-thrive.html>  
[https://www.washingtonpost.com/news/acts-of-faith/wp/2016/05/19/call-yourself-a-christian-start-talking-about-jesus-christ/?utm\\_term=.d9fafbc134c4](https://www.washingtonpost.com/news/acts-of-faith/wp/2016/05/19/call-yourself-a-christian-start-talking-about-jesus-christ/?utm_term=.d9fafbc134c4)  
<http://www.foxnews.com/opinion/2014/02/20/have-christians-lost-culture-war.html>  
<https://www.christianheadlines.com/news/ed-stetzer-on-statistics-and-the-church.html>  
<https://twitter.com/edstetzer/status/776875870766133248>  
<https://books.google.com/books?isbn=082723306X>  
[https://en.wikipedia.org/wiki/Ed\\_Stetzer](https://en.wikipedia.org/wiki/Ed_Stetzer)  
<https://www.amazon.com/Ed-Stetzer/e/B001JP8EUI>  
[https://www.goodreads.com/author/list/25148.Ed\\_Stetzer](https://www.goodreads.com/author/list/25148.Ed_Stetzer)  
 Images for Ed Stetzer

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**What Does the Bible Say About Conviction? - OpenBible.info**  
<https://www.openbible.info/topics/conviction>  
 Images for Bible and Conviction  
<http://www.patheos.com/blogs/christiancrier/2016/02/25/top-7-bible-verses-about-conviction/>  
<http://www.acts17-11.com/conviction.html>  
<https://www.gotquestions.org/conviction-of-sin.html>  
 Images for conviction-of-sin  
<https://www.biblegateway.com/resources/dictionary-of-bible-themes/3248-Holy-Spirit-conviction>  
 Images for Holy-Spirit-conviction  
<https://bible.org/seriespage/mark-6-biblical-conviction>  
[www.acts17-11.com/conviction.html](http://www.acts17-11.com/conviction.html)  
<https://www.biblestudytools.com/dictionary/convict-conviction/>  
<http://www.learnthebible.org/convictions.html>  
<http://pastorrick.com/devotional/english/teach-and-preach-biblical-conviction>  
 Images for preach-biblical-conviction

## 9) Cooperating Congregation

### Area Mission Strategies

#### Life Together: How to Form Cooperative Ministries

Can nine Lutheran congregations work together as one parish? What is it like having three pastors instead of one? Come and hear stories about what has worked in other synods. See how others have worked out the financial details and worship schedules. See a brief slide show that describes the stages of developing a regional parish. We will also talk about how Lutherans, Presbyterians, Methodists and our other full communion partners can walk together. Join us for conversation and information about how to form regional parishes.

#### 2014 Walking Together

June 7, 2014 Northwest Synod of Wisconsin

**View program descriptions. - Northwest Synod of Wisconsin**

[http://www.nwswi.org/webfiles/fnitools/documents/workshop\\_descriptions\\_4.30.2014.pdf](http://www.nwswi.org/webfiles/fnitools/documents/workshop_descriptions_4.30.2014.pdf)

Images for Area Mission Strategies Life Together: How to Form Cooperative Ministries

Page 6

### Breaking out of survival mode

Three small congregations being served by two retired pastors, six miles apart. No, it's not a math problem – it was the situation that prompted three congregations to think about the future of their ministries, **cooperatively**.

[http://www.mnys.org/breaking\\_out\\_of\\_survival\\_mode/](http://www.mnys.org/breaking_out_of_survival_mode/)

Images for breaking out of survival mode

Images for three congregations think about the future of their ministries cooperatively

### Charity: Cooperating Congregations of Waukesha County

Souper Bowl of Caring Charity Profile: "Cooperating Congregations of Waukesha County"

<https://souperbowl.org/charities/profile/44943>

## [Images for Cooperating Congregations of Waukesha County](#)

### **Congregations Cooperating for Mission - LEAD**

Marcia Kifer has been a Lutheran pastor for 34 years. In 2010 she was called to serve the Shared Lutheran Ministry of Fayette County – four small, rural congregations who made a bold decision in 2001 to enter into a truly shared ministry. Pastor Marcia loves to share their story along with some nuts and bolts for congregations looking at some form of shared ministry. It is her conviction that shared ministry isn't a last ditch effort to keep a church's doors open; it is a way for churches to thrive as they answer Jesus' call to grow disciples and share the Good News.

<https://waytolead.org/congregations-cooperating-mission/>

[Images for Congregations Cooperating for Mission - LEAD](#)

<https://www.youtube.com/watch?v=siCD77qJpU4> Congregations Cooperating for Mission Video FINAL - YouTube

[Images for Congregations Cooperating for Mission - YouTube](#)

### **Cooperating Congregations: Portraits of Mission Strategies [Gilson Waldkoenig, William Avery]**

Transitioning communities are challenging congregations to develop unique and creative mission strategies so that they may remain open as viable ministry centers. Gilson A. C. Waldkoenig and William O. Avery examine the strategy of cooperative ministry ventures in *Cooperating Congregations*, a new book from Alban Institute Press. The book takes a close look at cooperative congregations that have joined together to engage in common mission and to share resources while maintaining their autonomy. Based on an intensive study of five cooperative ministry ventures, *Cooperating Congregations* focuses on how each partnership takes a unique approach in addressing its own mission.

Through the stories of rural ministries, community development projects, and urban missions, Waldkoenig and Avery describe new approaches to parish and community issues. "In getting to know these congregations and then introducing them to us, Gilson Waldkoenig and William Avery have given all those who care about American congregations a great gift," writes James W. Lewis, Executive Director, Louisville Institute, in the foreword. "They remind us that cooperative parishes can be remarkably creative in discovering how to be the church in mission, adapting in the process to the challenging circumstances around them. Their story, then, is partly an account of institutional ingenuity. But, in the end, *Cooperating Congregations* is mainly a story of adaptation and of hope."

<http://www.amazon.com/Cooperating-Congregations-Gilson-C-Waldkoenig/dp/1566992257>

<http://www.goodreads.com/book/show/3627784-cooperating-congregations>

<https://rowman.com/ISBN/9781566995016/Cooperating-Congregations-Portraits-of-Mission-Strategies>

<https://www.barnesandnoble.com/w/cooperating-congregations-gilson-waldkoenig/1120884018?ean=9781566992251>

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[https://secure.widopen.net/itsg\\_s/db/index.htm?dir=about&page=people&dirid=54](https://secure.widopen.net/itsg_s/db/index.htm?dir=about&page=people&dirid=54)

<http://www.lifeandleadership.com/book-summaries/avery-revitalizing-congregations.html>

<http://www.ecfvp.org/vestrypapers/death-and-resurrection/real-collaboration/>

<https://ruralchurchnetwork.files.wordpress.com/2010/07/alive-and-kicking1.pdf>

<http://www.revwriter.com/revwriter-resource/collaborative-ministry/#.Va7SrPIVhBc>

<http://churchcollaboration.com/default.html>

<http://www.christianitytoday.com/ct/2011/september/missionalchurchmergers.html>

<http://churchcollaboration.com/Documents/Bandy%2010%20things%20to%20see%20in%20merger.pdf>

<http://www.youtube.com/watch?v=ryKqUVYde-c> Historic church may merge with another – YouTube

<http://www.itsg.edu/about-us/faculty-staff-directory/waldkoenig-gil>

<http://aseh.net/membership/directory/waldkoenig-gilson>

<https://www.amazon.com/Gilson-A.-C.-Waldkoenig/e/B001K7V948>

[https://www.goodreads.com/author/show/5822250.Gilson\\_A\\_C\\_Waldkoenig](https://www.goodreads.com/author/show/5822250.Gilson_A_C_Waldkoenig)

[Images for Gilson Waldkoenig, author](#)

<http://www.amerc.org/classes.html>

<https://books.google.com/books?isbn=149822637X>

<https://books.google.com/books?isbn=0761925988>

[https://almanac.logos.com/William\\_O.\\_Avery](https://almanac.logos.com/William_O._Avery)

<http://www.amerc.org/classes.html>

<https://www.amazon.com/William-O.-Avery/e/B001JRZETU>

[https://www.goodreads.com/author/show/879678.William\\_O\\_Avery](https://www.goodreads.com/author/show/879678.William_O_Avery)

[Images for William Avery, author cooperating congregations](#)

[Images for Cooperating Congregations: Portraits of Mission Strategies \[Gilson Waldkoenig, William Avery\]](#)

### **Partnersteps: Developing Cooperative Ministries Today [Edward A. Kail]**

Leaders are seeking more and better ways to pursue the church's ministry through shared or cooperative partnerships. This is a valuable tool for local church leaders and judicatory leaders responsible for the life and ministry of the church in transitional and missional areas. Partnersteps works from a process perspective to help the reader consider typical problems encountered in designing cooperative ministries, then suggests exercises that may help the reader apply the text to his or her own situation.

<http://books.google.com/books/about/Partnersteps.html?id=XYTfAAAACAAJ>

<http://www.amazon.com/Partnersteps-Developing-Cooperative-Ministries-Today/dp/0881773573>

<http://fumcndenison.tripod.com/Meet%20the%20New%20Outreach%20Minister.pdf>

<http://www.iaumc.org/people/detail/473774>  
[http://abcparish.blogspot.com/2011\\_02\\_06\\_archive.html](http://abcparish.blogspot.com/2011_02_06_archive.html)  
<http://www.wpaumc.org/event/detail/75205>  
[Images for Edward A. Kail \(author\)](#)  
[Images for Partnersteps: Developing Cooperative Ministries Today \[Edward A. Kail\]](#)

## 10) Core Values

### Advanced Strategic Planning: A 21st-Century Model for Church and Ministry by Aubrey Malphurs

Chapter 6 Discovering **Core Values** – Why We Do What We Do

<https://books.google.com/books?isbn=1441240306>

[Images for Advanced Strategic Planning: A 21st-Century Model for Church and Ministry by Aubrey Malphurs Chapter 6 Discovering Core Values – Why We Do What We Do](#)

First published in 1999, *Advanced Strategic Planning* explains why planning is so important to carrying out the church's mission. Now in its third edition, this classic resource offers a nine-step strategic thinking and acting model, useful ideas for developing a ministry strategy, diagrams to help illustrate concepts, a new section on spiritual formation.

The methods in this book are proven to work, having already helped many churches articulate their vision and implement their mission.

<https://www.amazon.com/Advanced-Strategic-Planning-21st-Century-Ministry/dp/0801014557>

<https://www.amazon.com/Aubrey-Malphurs/e/B001JS89K0>

[http://cdn.bakerpublishinggroup.com/processed/book-resources/files/Excerpt\\_9780801014550.pdf?1551811299](http://cdn.bakerpublishinggroup.com/processed/book-resources/files/Excerpt_9780801014550.pdf?1551811299)

<https://www.barnesandnoble.com/w/advanced-strategic-planning-aubrey-malphurs/1113143894>

### Core Values Quotes - BrainyQuote

[http://www.brainyquote.com/quotes/keywords/core\\_values.html](http://www.brainyquote.com/quotes/keywords/core_values.html)

[Images for Core Values Quotes](#)

[www.decision-making-solutions.com/values\\_quotes.html](http://www.decision-making-solutions.com/values_quotes.html)

<https://www.goodreads.com/quotes/tag/core-values>

[www.azquotes.com/quotes/topics/core-values.html](http://www.azquotes.com/quotes/topics/core-values.html)

### Core Values | Reform Congregation Keneseth Israel - Elkins Park

While KI is a diverse community representing a broad constituency of nearly 1,000 families strong, we have identified seven core values that define the heart and soul of our congregation.

<https://kenesethisrael.org/about-us/our-congregation/core-values>

[Images for Core Values | Reform Congregation Keneseth Israel - Elkins Park](#)

### Discerning and Developing Core Values | Effective Church Group

That being so, this post has been written to (1) take the mystery out of values; (2) help congregations discern and develop their core values; and (3) ensure their values make a difference in what and how the church operates.

<http://effectivechurch.com/discerning-and-developing-core-values/>

[Images for Discerning and Developing Core Values | Effective Church Group](#)

### Discerning Your Church's Hidden Core Values | Leadership Journal

As with any organization, a church's culture can be encapsulated into an "ethos," or a statement that summarizes its true guiding beliefs. The ethos is almost never officially articulated. It's something that is felt. This ethos is often hard to define, but that doesn't mean it is any less powerful. Ideally, the ethos of an organization should flow out of its purpose, but when it doesn't, the church's underlying culture can subvert even the best vision.

<http://www.christianitytoday.com/le/2005/january-online-only/cln50117.html>

[Images for Discerning Your Church's Hidden Core Values | Leadership Journal](#)

### Mission & Core Values | Central Reform Congregation

Our core values are central to everything we do and serve as guideposts for prioritizing our activities.

<http://www.centralreform.org/about-us/mission-core-values>

[Images for Mission & Core Values | Central Reform Congregation](#)

### Peace Lutheran Church » Core Values

Core Values. Grounded in the grace of God our congregation is committed to seeking and welcoming diversity of all kinds.

[http://www.peacelutheranseattle.org/?page\\_id=71](http://www.peacelutheranseattle.org/?page_id=71)

[Images for Peace Lutheran Church » Core Values](#)

### [PDF]The Powerful, Invisible Influence of Core Values - The Parish Paper

What are congregational core values? To understand the powerful nature of core values, think of an apple core: the seeds in that core are the apple tree's core values; these seeds create the future. A congregation's core values are deeply ingrained thought-patterns that motivate behaviors. Core values are those beliefs and convictions that are extremely meaningful to the



majority of a church's leaders and members. Usually unwritten and unstated, a congregation expresses its core values (deeply ingrained thought-patterns) in behaviors such as the following:

<https://www.theparishpaper.com/sites/default/files/resources/The%20Powerful,%20Invisible%20Influence%20of%20Core%20Values-%20Why%20Every%20Congregation%20Needs%20to%20Identify%20Them.pdf>

<https://www.theparishpaper.com/free-resources> The Powerful, Invisible Influence of Core Values: Why Every Congregation Needs to Identify Them

[Images for The Powerful, Invisible Influence of Core Values - The Parish Paper](#)

<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>

<http://www.wcucc.org/resource-center/church-management/parish-paper/>

<http://www.hcucc.org/the-parish-paper>

<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

### 26 best Our Core Values images on Pinterest

<https://www.pinterest.com/hammersmithmgmt/our-core-values/>

[Images for Core Values on Pinterest](#)

<https://www.pinterest.com/kirriw/the-importance-of-core-values/>

<https://www.pinterest.com/hireq/core-values/>

### Your Congregation's Core Values - Interim Ministry Partners

Core values are deeply-held understandings and attitudes that guide a church in its planning and decision-making processes.

<http://interimministrypartners.com/core-values/your-congregations-core-values>

[Images for Your Congregation's Core Values - Interim Ministry Partners](#)

[Images for deeply-held understandings and attitudes](#)

## 11) Corporate Size Congregation

### Beyond "Corporate": New Insights on Larger Churches - Alban Institute

Recent research has provided considerable data on how leadership, growth, and assimilation happen in congregations up to 400 and beyond 2,000 in weekly worship attendance. But what happens in between? What are the leadership, growth, and assimilation challenges faced by congregations with weekly attendance between 400 and 2,000? The lack of research and literature addressing this size range suggests that once a church has crossed the corporate size barrier, few significant adjustments in organizational strategy are required until transition into megachurch status. In fact, nothing could be further from the truth.

Having worked with a number of these congregations in my years as a senior consultant for Alban, I've discovered that very different issues are faced by the so-called corporate church depending on its attendance and budget. This has led me to develop a classification system that further stratifies the corporate size designation into what I call the *multi-celled church*, the *professional church*, and the *strategic church*.

<https://alban.org/archive/beyond-corporate-new-insights-on-larger-churches/>

[Images for Beyond "Corporate": New Insights on Larger Churches - Alban Institute](#)

<https://alban.org/archive/beyond-corporate-new-insights-on-larger-churches-2/>

<https://www.amazon.com/Inside-Large-Congregation-Susan-Beaumont/dp/1566994195>

<https://books.google.com/books?isbn=1566995612> Inside the Large Congregation - Rev. Susan Beaumont - Google Books

<http://www.susanbeaumont.com/beyond-corporate-new-insights-on-larger-churches/>

[www.susanbeaumont.com/articles/](http://www.susanbeaumont.com/articles/)

[http://www.ecfvp.org/files/uploads/Bibliography\\_of\\_Resources\\_on\\_Church\\_Size\\_Theory.pdf](http://www.ecfvp.org/files/uploads/Bibliography_of_Resources_on_Church_Size_Theory.pdf)

[http://www.episcopalfoundation.org/uploads/pages/files/Church\\_Size\\_Resources\\_-\\_101612.pdf](http://www.episcopalfoundation.org/uploads/pages/files/Church_Size_Resources_-_101612.pdf)

<https://alban.org/about-alban/alban-weekly/>

<https://alban.org/books/>

<https://alban.org/author/nekduke-edu/>

### [PDF] PASTORAL ROLES ACCORDING TO CHURCH SIZE

#### Corporation Size (351+)

- Pastor becomes a symbol of unity and stability for a diverse and complex organization
- Insures highest quality of worship
- Leads a multiple-staff successfully – including allowing others to do things differently than you would
- Must be able not only to manage but to generate the kind of energy a large church requires
- Visionary who embodies the vision of the church by their very presence

<http://mccchurch.org/download/sizesummitresources/PASTORAL%20ROLES%20ACCORDING%20TO%20CHURCH%20SIZE.pdf>

[Images for PASTORAL ROLES ACCORDING TO CHURCH SIZE Corporation Size \(351+\)](#)

### Reflections on Parish Leadership and Mission Strategy

#### Corporate-size church (401 to 1000)

Known for excellence in worship and music, and for the range and diversity of its programs. Specialized ministries are provided for narrowly identified groups of people; several of these programs may be known beyond the congregation for their excellence. Often, distinct sub-congregations form around multiple worship services. The senior pastor spends more time preparing to preach and lead worship than most clergy and must be skilled at working with a diverse staff of full-time professional leaders. Decision making



is carried out by a multilayered structure of staff, boards, and committees. While clergy continue to provide pastoral care, especially in crisis moments, most members find their spiritual support in small groups or from lay visitors. About a third of the corporate-size churches in the National Congregations Study<sup>7</sup> have at least 10 ongoing groups in addition to their classes, committees, and choirs.

[http://kotaraang.angelfire.com/Parish\\_Leadership.pdf](http://kotaraang.angelfire.com/Parish_Leadership.pdf)

Page 1

[Images for Reflections on Parish Leadership and Mission Strategy Corporate-size church \(401 to 1000\)](#)

[Images for excellence in worship and music](#)

### Size Transitions in Unitarian Universalist Congregations

#### Corporate Size Congregations

Excellence in worship and music, as well as a range and diversity of programs, characterizes the corporate size congregation. Specialized ministries focus on narrowly identified groups of people; several of these programs have a reputation beyond the congregation for their excellence. Often, distinct sub-congregations form around multiple worship services. The senior minister spends more time preparing to preach and lead worship than do most ministers and must be skilled at working with a diverse staff of full-time professional leaders. A multilayered structure of staff, boards, and committees make decisions. While ministers continue to provide pastoral care, especially in crisis moments, most members find their spiritual support in small groups or from lay visitors.

<http://www.uua.org/documents/congservices/sizetransitions.pdf>

[Images for Size Transitions in Unitarian Universalist Congregations Corporate Size Congregations](#)

### Sizing up a Congregation for New Member Ministry

The **Corporation** Church: 350-500 .....26

[https://episcopalchurch.org/files/CDR\\_series1\(1\).pdf](https://episcopalchurch.org/files/CDR_series1(1).pdf)

[Images for Sizing up a Congregation for New Member Ministry The Corporation Church](#)

<https://sethtan.wordpress.com/2017/09/17/sizing-up-a-congregation-book-summary/>

[https://www.episcopalfoundation.org/uploads/pages/files/Church\\_Size\\_Resources\\_-\\_101612.pdf](https://www.episcopalfoundation.org/uploads/pages/files/Church_Size_Resources_-_101612.pdf)

Page 3

### THE CORPORATE CHURCH (350 OR MORE ACTIVE MEMBERS)

The Corporate Church is distinguished from the Program Church by its complexity and diversity. The patriarchs and matriarchs return, but now as the governing boards who formally, not just informally, control the church's life and future. Laity lead on many levels, and the Corporate Church provides opportunity to move up the ladder of influence.

#### How to Minister Effectively in Family, Pastoral, Program, and Corporate-Sized Churches by Roy M. Oswald

<https://static1.squarespace.com/static/54c7d7ede4b03a45e09cd270/t/5aa00b43652dea8c73c46299/1520438089615/HowToMinisterEffectivelyInFamilyPastoralProgramandCorporate-SizedChurches.pdf>

Page 7

[Images for CORPORATE CHURCH \(350 OR MORE ACTIVE MEMBERS\)](#)

## 12) Coward

### Christianity Is Not for Cowards: Roberta Palmer Grummond

Are you hesitant to reveal your Christian faith in the world today? Do you sit in silence as others ridicule church and Jesus Christ? Do you cringe but turn a deaf ear when others curse and take the name of the Lord in anger? You are not alone. Christians everywhere are shrinking into the background of life to avoid confrontation with a world that is blind to the ways of the Kingdom of God. Roberta Palmer Grummond's Christianity Is Not for Cowards offers a wealth of ways to combat unbelievers and remain grounded in faith even during trying times, including doing good works, spending time alone with God's Word, and facing fear head-on. Realizing that the world has been shaken to its core in these last days, she reveals signs that will identify Christians and encourages believers everywhere in a time when Christians inevitably face challenges to their faith in God. Christianity is not a religion for wimps and milquetoasts. It takes courage to be a Christian today, along with strength of character, wisdom, and a whole lot more, as outlined in this thought-provoking book. Indeed, Christianity Is Not for Cowards!

<https://www.amazon.com/Christianity-Cowards-Roberta-Palmer-Grummond/dp/1616635045>

<https://books.google.com/books?isbn=1616635045>

[https://www.youtube.com/watch?v=xXBo4y\\_bjFc](https://www.youtube.com/watch?v=xXBo4y_bjFc) Christianity Is Not for Cowards | Free Audiobook - YouTube

[Images for Christianity Is Not for Cowards: Roberta Palmer Grummond](#)

### Cowardice - Wikipedia

Cowardice is a trait wherein excessive fear prevents an individual from taking a risk or facing danger.<sup>[1][2]</sup> It is the opposite of courage. As a label, "cowardice" indicates a failure of character in the face of a challenge. One who succumbs to cowardice is known as a coward.<sup>[3]</sup>

<https://en.wikipedia.org/wiki/Cowardice>

[Images for Cowardice](#)

### Cowards Among the Christians | Christian History Magazine

In 251 Decius died in battle, ending the persecution (which still ranks as one of the bloodiest in the history of the church). But then the church found itself facing a tempestuous internal struggle. What was the church to do with all these apostates who, when the crisis was over, wanted to rejoin the church? On what basis could they be readmitted? The struggle for an answer reflects a deeper tension about the nature of the church.

<https://christianhistoryinstitute.org/magazine/article/cowards-among-the-christians>

### Nine Common Types of Church Cowards - ThomRainer.com

So, pastors and other church leaders need to learn and deal with the reality of church cowards. They are few in number but, like a few bee stings from a hive of hundreds, they can be painful.

<http://thomrainer.com/2017/10/nine-common-types-church-cowards/>

<https://christianindex.org/nine-common-types-church-cowards/>

[Images for Nine Common Types of Church Cowards - ThomRainer.com](#)

<https://christianindex.org/before-you-fire-your-pastor/> #6

<http://www.christianitydaily.com/articles/9025/20170601/five-steps-respond-hurtful-hateful-email.htm>

<http://www.lifeway.com/pastors/2016/12/27/one-sentence-pastors-church-staff-hate-hear/>

<https://books.google.com/books?isbn=143364388X> The Critics

<https://books.google.com/books?isbn=0805447997>

Page 174

<http://sbcvoices.com/thom-rainer-talks-about-church-cartelsbullies-can-you-relate/>

<https://albaptiststaffing.org/author/thom-rainer/>

<https://ministrytodaymag.com/component/search/?searchword=Thom%20Rainer&areas%5B0%5D=gtag>

<https://www.amazon.com/Thom-S.-Rainer/e/B0011GLMVG>

[https://www.goodreads.com/author/show/27470.Thom\\_S\\_Rainer](https://www.goodreads.com/author/show/27470.Thom_S_Rainer)

<http://www.christianitydaily.com/articles/9025/20170601/five-steps-respond-hurtful-hateful-email.htm>

[Images for thom rainer \(author\)](#)

### The church is FULL of cowards who are too scared... - The Vigilant Christian

The church is FULL of cowards who are too scared to stand up to evil doers! Christians who confront evil by ignoring it, pretending it doesn't exist by sticking their heads in the sand.

<https://www.facebook.com/thevigilantchristianmario/posts/1367768643266922>

[Images for The church is FULL of cowards who are too scared... - The Vigilant Christian](#)

### What Does the Bible Say About Cowards? - OpenBible.info

<https://www.openbible.info/topics/cowards>

<https://www.openbible.info/topics/cowardice>

[Images for bible and coward](#)

<https://www.gotquestions.org/Bible-cowardice.html>

<http://biblereasons.com/cowards/>

<https://billygraham.org/decision-magazine/july-august-2014/cowards-or-overcomers-standing-strong/>

<https://bible.knowing-jesus.com/topics/Cowardice>

<http://biblehub.com/topical/c/cowardly.htm>

<http://kinsmanredeemer.com/ungodliness-being-coward>

[Images for ungodliness-being-coward](#)

<http://hopeforlife.org/2011/01/god-even-uses-cowards/>

[Images for god-even-uses-cowards](#)

## 13) Crusader Congregation

### Congregational Self-Images for Social Ministry | Resources for American Christianity

Dudley and Johnson summarize the nature of these images in terms of their primary style in response to human need: the survivor church is reactive to the crises of an overwhelming world; the **crusader church** is proactive to translate crises into causes; the pillar church takes civic responsibility that embraces the community; the pilgrim church cares for extended family or cultural group; and the servant church provides support for individuals who need help.

<http://www.resourcingchristianity.org/grant-product/congregational-self-images-for-social-ministry>

[Images for the crusader church is proactive to translate crises into causes](#)

### The Hidden Lives of Congregations: Discerning Church Dynamics [Israel Galindo]

The **crusader-stance** church has what can be called a "Kingdom of God" theology. This congregation embraces a cause and marches under that cause's banner.

Chapter 7 The Hidden Life of Congregational Identity

Page 124

<https://books.google.com/books?isbn=1566996562>

[Images for crusader-stance church "Kingdom of God" theology](#)

[Images for Israel Galindo, author](#)

[Images for The Hidden Lives of Congregations: Discerning Church Dynamics \[Israel Galindo\]](#)

## 14) Cultural Christian

### Are You a Cultural Christian or a Biblical Christian? — Charisma News

Is the man looking back at you in the mirror a cultural Christian or a biblical Christian?

<https://www.charismanews.com/opinion/45530-are-you-a-cultural-christian-or-a-biblical-christian>

Images for Cultural Christian or a Biblical Christian?

<https://www.crossroad.to/charts/cultural-Christianity.html>

<https://www.christianitytoday.com/pastors/2015/july-web-exclusives/farewell-cultural-christianity.html>

<https://www.amazon.com/Onward-Engaging-Culture-without-Losing/dp/1433686171>

### Cultural Christian - Wikipedia

Cultural Christians are individuals who identify themselves with [Christian culture](#) while not being religious [Christians](#). This kind of identification may be due to family background, personal experiences, the social and cultural environment in which they grew up, etc.<sup>[1]</sup> Contrasting terms are "biblical Christian",<sup>[2]</sup> "committed Christian",<sup>[3]</sup> or "believing Christian".<sup>[4]</sup>

[https://en.wikipedia.org/wiki/Cultural\\_Christian](https://en.wikipedia.org/wiki/Cultural_Christian)

Images for Cultural Christian

### Cultural Christianity vs. Convictional Christianity - The Christian Post

Clearly, cultural Christianity is losing ground, numbers, and influence in the United States. And this is not good news for America. A more secular, less "Christian" America will become less exceptional, less altruistic, and more self-centered, self-absorbed, and disconnected.

<http://www.christianpost.com/news/cultural-christianity-vs-convictional-christianity-139422/>

Images for Cultural Christianity vs. Convictional Christianity - The Christian Post

### Five Reasons Why Churches Are Dying and Declining - Thom Rainer

1. **Cultural Christianity** is declining rapidly.

<http://thomrainer.com/2016/09/five-reasons-churches-dying-declining-faster-today/>

Images for Five Reasons Why Churches Are Dying and Declining - Thom Rainer 1. Cultural Christianity is declining rapidly.

<http://thomrainer.com/2017/03/five-reasons-growth-may-difficult-church/>

<http://thomrainer.com/2017/12/ten-critical-trends-churches-2018/>

<http://thomrainer.com/2015/06/how-church-culture-changes-rainer-on-leadership-137/>

<http://thomrainer.com/2015/10/eight-reasons-many-churches-are-living-in-the-1980s/>

<http://thomrainer.com/2016/10/eight-reasons-many-bible-belt-churches-trouble/> #1

<http://thomrainer.com/2016/11/8-causes-concern-bible-belt-churches-rainer-leadership-279/> #1

<http://thomrainer.com/2017/03/urgent-church-nine-changes-must-make-die/> #1

<http://thomrainer.com/2016/10/cultural-crisis-church-featuring-dr-albert-mohler-rainer-leadership-266/>

<http://thomrainer.com/2017/11/five-key-steps-reach-retain-guests/>

<http://www.lifeway.com/pastors/2016/08/16/the-most-common-factor-in-declining-churches/>

<http://www.christianitytoday.com/pastors/2013/august-online-only/thom-rainer-church-membership-seriously.html>

<https://abc-mi.org/is-the-church-dying-really.html>

<https://www.crosswalk.com/blogs/christian-trends/5-urgent-changes-your-church-needs-to-make.html>

[https://en.wikipedia.org/wiki/Thom\\_S.\\_Rainer](https://en.wikipedia.org/wiki/Thom_S._Rainer)

[https://twitter.com/ThomRainer?ref\\_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor](https://twitter.com/ThomRainer?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor)

<https://www.amazon.com/Thom-S.-Rainer/e/B0011GLMVG>

[https://www.goodreads.com/author/list/27470.Thom\\_S\\_Rainer](https://www.goodreads.com/author/list/27470.Thom_S_Rainer)

<https://www.churchcentral.com/ceditors/thom-rainer/>

<https://www.christianbook.com/will-nine-habits-outwardly-focused-christian/thom-rainer/9781433687297/pd/687297>

Images for thom rainer (author)

### Lutheranism 101: Culture or confession? - The Lutheran Magazine

What does it mean to be Lutheran? For many in the ELCA who've grown up Lutheran, religious identity is intertwined with a sense of family and **cultural** traditions: beer and brats for some, lefse and lutefisk for others, familiar liturgy and hymns for all. But the shape of Lutheranism is changing.

While the majority of Lutherans worldwide still live in Northern Europe, Lutheranism is growing rapidly in other parts of the world, according to the Lutheran World Federation. Today there are almost as many Lutherans in Asia and the Middle East (7.4 million) as there are in North America (8.1 million), and there are more Lutherans in Africa (15 million) than there are in Germany (13 million).

So what does it mean to be Lutheran, beyond cultural heritage or geographical location?

During the 16th century, Martin Luther challenged the teachings, practices and structures of the Roman Catholic Church. He insisted that the central message of Christianity is the good news that sinners become reconciled to God by grace through faith because of the saving work of Jesus Christ.

It's important to remember that Luther didn't intend to start a new church. He wanted to reform the existing church, so the gospel message was communicated clearly and so the life of the church reflected that gospel center. Lutherans organized into a separate church only after the Roman Catholic Church repeatedly rejected Luther's views.

[http://www.thelutheran.org/article/article.cfm?article\\_id=5895](http://www.thelutheran.org/article/article.cfm?article_id=5895)

Images for Lutheranism 101: Culture or confession? - The Lutheran Magazine

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

## No, American Christianity is not dead by Ed Stetzer - CNN.com

'Christian' means different things to different people

It's helpful to statistically clarify Christianity in the United States into three categories—cultural, congregational, and convictional.

The first two categories are nominal Christians—they identify, but do not shape their lives around the Christian faith.

<http://www.cnn.com/2015/05/16/living/christianity-american-dead/>

[Images for American Christianity by Ed Stetzer](#)

[Images for Christianity in the United States—cultural, congregational, and convictional](#)

## What is cultural Christianity? | GotQuestions.org

Answer: Cultural Christianity is religion that superficially identifies itself as “Christianity” but does not truly adhere to the faith. A

“cultural Christian” is a nominal believer—he wears the label “Christian,” but the label has more to do with his family background and upbringing than any personal conviction that Jesus is Lord.

<https://gotquestions.org/cultural-Christianity.html>

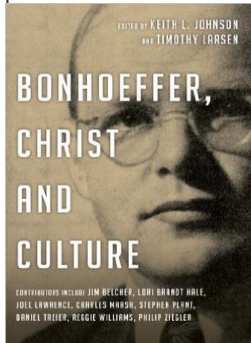
[Images for What is cultural Christianity? | GotQuestions.org](#)

<https://www.gotquestions.org/cultural-appropriation.html>

## 15) Culture

### Bonhoeffer, Christ and Culture [Keith L. Johnson, Timothy Larsen]

Dietrich Bonhoeffer (1906-1945) was one of the most compelling theologians of the twentieth century. A complex mix of scholarship and passion, his life and writings continue to fascinate and challenge Christians worldwide. He was a pastor and profound teacher and writer on Christian theology and ethics yet was also involved in the resistance against Hitler which plotted his assassination. Bonhoeffer graduated from the University of Berlin and earned his doctorate in theology at the age of twenty-one. While pursuing postgraduate work at New York's Union Theological Seminary his life and ministry was profoundly influenced by his unanticipated involvement with the African American Abyssinian Baptist Church in Harlem during that time. Protesting the unconstitutional interference by Hitler of the established national Protestant church and the persecution of the Jews and rejecting the alignment of the German Christian movement with the Nazi regime, Bonhoeffer became head of an underground seminary for the resisting Confessing Church in Germany. At the 2012 Wheaton Theology Conference, Bonhoeffer's thought and ministry were explored in stimulating presentations. Bonhoeffer's views of Jesus Christ, the Christian community, and the church's engagement with culture enjoyed special focus. Throughout, it is clear that in the twenty-first century, Bonhoeffer's legacy is as provocative and powerful as ever.



<http://www.amazon.com/Bonhoeffer-Christ-Culture-Keith-Johnson/dp/0830827161>

<http://www.goodreads.com/book/show/16211572-bonhoeffer-christ-and-culture>

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[http://www.academia.edu/11771452/Review\\_Keith\\_L.\\_Johnson\\_and\\_Timothy\\_Larsen\\_edds.\\_Bonhoeffer\\_Christ\\_and\\_Culture](http://www.academia.edu/11771452/Review_Keith_L._Johnson_and_Timothy_Larsen_edds._Bonhoeffer_Christ_and_Culture)

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<http://www.wheaton.edu/Academics/Faculty/J/Keith-Johnson>

<https://www.amazon.com/Keith-L.-Johnson/e/B003EEB9NG>

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[Images for Keith L. Johnson, author](#)

[https://www.goodreads.com/author/show/577417.Timothy\\_Larsen](https://www.goodreads.com/author/show/577417.Timothy_Larsen)

[Images for Bonhoeffer, Christ and Culture \[Keith L. Johnson, Timothy Larsen\]](#)

### Christ among the Dragons: Finding Our Way through Cultural Challenges [James Emery White]

“Here Be Dragons” When medieval mapmakers came to the end of the world as they knew it, they would write on the edges of their maps, “Here Be Dragons.” Without a way to navigate, these areas were, at best, promising yet unexplored, and at worst, perilous.

At the beginning of the twenty-first century, evangelical Christians have an equally unsettling map and a lack of unity in regard to how we will find our way through uncharted territory as we stray from core ideas and differ on key issues. How did we get here?

How will we find our way back? In this book, James Emery White takes us on a journey beyond the dragon territory to discover the new world Christ is mapping for us.

<http://www.amazon.com/Christ-Among-Dragons-Cultural-Challenges/dp/0830833129>

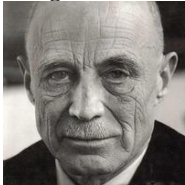
<http://astore.amazon.com/interimmini06-20/detail/0830833129>

<https://www.goodreads.com/book/show/8423919-christ-among-the-dragons>

<https://www.ivpress.com/christ-among-the-dragons>  
<http://www.churchandculture.org/book-sales>  
<http://www.churchandculture.org/james-emery-white>  
<http://myfaithradio.com/tag/christ-among-the-dragons-finding-our-way-through-cultural-challenges/>  
<https://books.google.com/books?isbn=0830833129>  
<http://apologetics.com/blog/dmartin/book-review-christ-among-the-dragons/>  
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[Images for james emery white, author](#)  
[Images for Christ among the Dragons: Finding Our Way through Cultural Challenges \[James Emery White\]](#)

### Christ and Culture (Torchbooks): H. Richard Niebuhr

This 50th-anniversary edition, with a new foreword by the distinguished historian Martin E. Marty, who regards this book as one of the most vital books of our time, as well as an introduction by the author never before included in the book, and a new preface by James Gustafson, the premier Christian ethicist who is considered Niebuhr's contemporary successor, poses the challenge of being true to Christ in a materialistic age to an entirely new generation of Christian readers.



<http://www.amazon.com/Christ-Culture-Torchbooks-Richard-Niebuhr/dp/0061300039>  
[https://www.goodreads.com/book/show/73189.Christ\\_and\\_Culture](https://www.goodreads.com/book/show/73189.Christ_and_Culture)  
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<http://www.focusinsights.org/article/faith-and-religion/christ-and-culture-five-views>  
<http://www.christianitytoday.com/ct/2002/april22/8.80.html> "In the World, but..." | Christianity Today  
<http://www.goodreads.com/quotes/616058-a-god-without-wrath-brought-men-without-sin-into-a>  
[http://www.newworldencyclopedia.org/entry/H.\\_Richard\\_Niebuhr](http://www.newworldencyclopedia.org/entry/H._Richard_Niebuhr)  
<http://hrr.hartsem.edu/ency/NiebuhrRH.htm>  
<http://press.georgetown.edu/book/georgetown/american-protestant-ethics-and-legacy-h-richard-niebuhr>  
<https://www.amazon.com/H.-Richard-Niebuhr/e/B0028DDQM6>  
[http://www.goodreads.com/author/show/41386.H\\_Richard\\_Niebuhr](http://www.goodreads.com/author/show/41386.H_Richard_Niebuhr)  
[Images for H. Richard Niebuhr, author](#)  
[Images for Christ and Culture \(Torchbooks\): H. Richard Niebuhr](#)  
<https://www.librarything.com/publisher/Harper+Torchbooks>  
<https://www.book-info.com/series/Harper+Torchbooks.htm>  
<https://www.goodreads.com/genres/harper-torchbooks>  
[Images for Torchbooks](#)

### H. Richard Niebuhr - Wikipedia

**Christ against Culture.** For the exclusive Christian, history is the story of a rising church or Christian culture and a dying pagan civilization.

**Christ of Culture.** For the cultural Christian, history is the story of the Spirit's encounter with nature.

**Christ above Culture.** For the synthesist, history is a period of preparation under law, reason, gospel, and church for an ultimate communion of the soul with God.

**Christ and Culture in Paradox.** For the dualist, history is the time of struggle between faith and unbelief, a period between the giving of the promise of life and its fulfillment.

**Christ Transforming Culture.** For the conversionist, history is the story of God's mighty deeds and humanity's response to them. Conversionists live somewhat less "between the times" and somewhat more in the divine "now" than do the followers listed above. Eternity, to the conversionist, focuses less on the action of God before time or life with God after time, and more on the **presence of God** in time. Hence the conversionist is more concerned with the divine possibility of a present renewal than with conservation of what has been given in creation or preparing for what will be given in a final redemption.

[http://en.wikipedia.org/wiki/H.\\_Richard\\_Niebuhr](http://en.wikipedia.org/wiki/H._Richard_Niebuhr)

[Images for H. Richard Niebuhr Christ against Culture](#)

[Images for H. Richard Niebuhr Christ of Culture](#)

[Images for H. Richard Niebuhr Christ above Culture](#)

[Images for H. Richard Niebuhr Christ and Culture in Paradox](#)



## Images for H. Richard Niebuhr Christ Transforming Culture

[PDF] Christ and Culture(s) – Word and World – Fall 1990 – Luther Seminary

[https://wordandworld.luthersem.edu/issues.aspx?article\\_id=1453](https://wordandworld.luthersem.edu/issues.aspx?article_id=1453) Christ and Culture(s) James L. Boyce

[https://wordandworld.luthersem.edu/issues.aspx?article\\_id=911](https://wordandworld.luthersem.edu/issues.aspx?article_id=911) Contextualization: Everybody's Doing It Duane A. Olson

[https://wordandworld.luthersem.edu/issues.aspx?article\\_id=576](https://wordandworld.luthersem.edu/issues.aspx?article_id=576) From Shamans to Missionaries: The Popular Religiosity of the Inupiaq Eskimo Larry Jorgenson

[https://wordandworld.luthersem.edu/issues.aspx?article\\_id=782](https://wordandworld.luthersem.edu/issues.aspx?article_id=782) Imagining the Human through Culture, Religions, Christ Paul Varo Martinson

[https://wordandworld.luthersem.edu/issues.aspx?article\\_id=155](https://wordandworld.luthersem.edu/issues.aspx?article_id=155) Living Faith: Luther, Preaching, and Ethics Charles L. Campbell

[https://wordandworld.luthersem.edu/issues.aspx?article\\_id=1091](https://wordandworld.luthersem.edu/issues.aspx?article_id=1091) Niebuhr's Christ and Culture: A Re-examination Jack Schwandt

[https://wordandworld.luthersem.edu/issues.aspx?article\\_id=457](https://wordandworld.luthersem.edu/issues.aspx?article_id=457) The Ethics of Business Corporations: A Possible Lutheran Contribution Stewart W. Herman

[https://wordandworld.luthersem.edu/issues.aspx?article\\_id=60](https://wordandworld.luthersem.edu/issues.aspx?article_id=60) Divestment in South Africa? A Mis-Guided Missile Thomas L. Basich

[https://wordandworld.luthersem.edu/issues.aspx?article\\_id=750](https://wordandworld.luthersem.edu/issues.aspx?article_id=750) Divestment in South Africa? Yes... But... Charles P. Lutz

Issues - Word & World - Luther Seminary CHRIST AND CULTURE(S) Vol. 10, No 4, Fall, 1990

[https://wordandworld.luthersem.edu/issues.aspx?issue\\_id=40](https://wordandworld.luthersem.edu/issues.aspx?issue_id=40)

[https://wordandworld.luthersem.edu/issues.aspx?issue\\_id=40](https://wordandworld.luthersem.edu/issues.aspx?issue_id=40) Images for [PDF] Christ and Culture – Word and World – Fall 1990 – Luther Seminary

## Cultural Crisis and the Church, Featuring Dr. Albrecht Mohler – Rainer on Leadership #266 – ThomRainer.com

Dr. R. Albert Mohler, Jr., joins us to talk about cultural issues in the church and how pastors can best minister in our changing cultural landscape.

<http://thomrainer.com/2016/10/cultural-crisis-church-featuring-dr-albert-mohler-rainer-leadership-266/>

Images for Cultural Crisis and the Church, Featuring Dr. Albrecht Mohler – Rainer on Leadership #266 – ThomRainer.com

<http://thomrainer.com/2016/07/ten-traits-healthiest-churches-ten-years-now/> #7

<http://thomrainer.com/2016/09/five-reasons-churches-dying-declining-faster-today/> #1

<http://thomrainer.com/issues/> Six Key Cultural Issues the Church Must Address

<http://thomrainer.com/2017/03/urgent-church-nine-changes-must-make-die/>

<http://thomrainer.com/2017/12/ten-critical-trends-churches-2018/>

<https://cultureconference.org/profile/thom-rainer>

[https://www.youtube.com/watch?v=Ky1Ej\\_wGrTE](https://www.youtube.com/watch?v=Ky1Ej_wGrTE) Good News About the Church in Today's Culture - YouTube

<http://thomrainer.com/about/>

[https://en.wikipedia.org/wiki/Thom\\_S.\\_Rainer](https://en.wikipedia.org/wiki/Thom_S._Rainer)

[https://twitter.com/ThomRainer?ref\\_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor](https://twitter.com/ThomRainer?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor)

<https://www.amazon.com/Thom-S.-Rainer/e/B0011GLMVG>

[https://www.goodreads.com/author/list/27470.Thom\\_S\\_Rainer](https://www.goodreads.com/author/list/27470.Thom_S_Rainer)

<https://www.churchcentral.com/ceditors/thom-rainer/>

Images for thom rainer (author)

## Culture change - Wikipedia

Culture change is a term used in [public policy](#) making that emphasizes the influence of [cultural capital](#) on individual and community behavior. It has been sometimes called repositioning of culture,<sup>[1]</sup> which means the reconstruction of the cultural concept of a society.<sup>[2]</sup> It places stress on the social and cultural capital determinants of decision making and the manner in which these interact with other factors like the availability of information or the financial incentives facing individuals to drive behavior.

These cultural capital influences include the role of parenting, families and close associates; organizations such as schools and workplaces; communities and neighborhoods; and wider social influences such as the media. It is argued that this cultural capital manifests into specific values, attitudes or social norms which in turn guide the behavioral *intentions* that individuals adopt in regard to particular decisions or courses of action. These behavioral intentions interact with other factors driving behavior such as financial incentives, regulation and legislation, or levels of information, to drive actual behavior and ultimately feed back into underlying cultural capital.

In general, cultural stereotypes present great resistance to change and to their own redefinition. Culture, often appears fixed to the observer at any one point in time because cultural mutations occur incrementally.<sup>[3]</sup> Cultural change is a long-term process.

Policymakers need to make a great effort to improve some basics aspects of a society's cultural traits.

[https://en.wikipedia.org/wiki/Culture\\_change](https://en.wikipedia.org/wiki/Culture_change)

Images for culture change

## Culture Quotes - BrainyQuote

<https://www.brainyquote.com/topics/culture>

Images for culture quotes

[www.wiseoldsayings.com/culture-quotes/](http://www.wiseoldsayings.com/culture-quotes/)

<https://www.goodreads.com/quotes/tag/culture>

<https://www.goodreads.com/quotes/tag/cultural>

[www.quoteland.com/topic/Culture-Quotes/513/](http://www.quoteland.com/topic/Culture-Quotes/513/)

<http://www.famousquotes123.com/culture-and-tradition-quotes.html>



[Images for culture-and-tradition-quotes](#)

[https://www.huffingtonpost.com/entry/10-culture-quotes-to-inspire-leadership\\_us\\_5976aa21e4b0c6616f7ce4c4](https://www.huffingtonpost.com/entry/10-culture-quotes-to-inspire-leadership_us_5976aa21e4b0c6616f7ce4c4)

[Images for culture-quotes-to-inspire-leadership](#)

### 8 Charts That Explain How Our Culture is Changing. (& 24 questions about the impact on your church)

One of our roles as church leaders is to have our pulse on the shifting cultural around us so we can serve our community better. We need understand the times, so we can have clarity on what actions we should be taking as a church. Below are some "signs of the times" and some quick thoughts on what impact I believe these will have on us in the coming years.

<http://www.unseminary.com/8-charts-that-explain-how-our-culture-is-changing-24-questions-about-the-impact-on-your-church/>

[Images for Explain How Our Culture is Changing](#)

### 5 Ways Christians Can Approach the Rapidly Changing Moral Culture – Carey Nieuwhof

I see at least five approaches emerging, some that are helpful and some that aren't.

<http://careynieuwhof.com/2016/05/5-ways-christians-can-approach-the-rapidly-changing-moral-culture/>

[Images for 5 Ways Christians Can Approach the Rapidly Changing Moral Culture – Carey Nieuwhof](#)

<http://careynieuwhof.com/how-to-respond-to-a-culture-you-dont-like-anymore/>

<http://careynieuwhof.com/2016/05/why-christians-should-let-non-christians-off-the-moral-hook-2/>

<http://careynieuwhof.com/2016/01/9-things-worked-church-decade-ago-no-longer-work-today/>

<http://careynieuwhof.com/2013/06/12-cultural-trends-church-leaders-cant-ignore-but-might/>

<http://careynieuwhof.com/2013/07/why-repentance-might-change-the-future-of-the-church/>

<https://careynieuwhof.com/episode36/> Why Churches Die – An Interview with Thom Rainer

<https://careynieuwhof.com/episode237/> CNLP 237: ED STETZER ON WHY CHRISTIANS ARE LOSING THE CULTURE WAR, HOW THE CULTURE IS CHANGING, AND WHAT'S NEXT FOR THE FUTURE CHURCH

<https://careynieuwhof.com/tag/culture/>

<https://careynieuwhof.com/tag/cultural-values/>

[https://twitter.com/cniewhof?ref\\_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor](https://twitter.com/cniewhof?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor)

<https://www.amazon.com/Carey-Nieuwhof/e/B003GJCLCM>

<https://www.goodreads.com/book/show/17310924-leading-change-without-losing-it>

[Images for carey nieuwhof \(author\)](#)

### Living into the New World: How Cultural Trends Affect Your Congregation by Gil Rendle (Author)

(An Alban Institute video with Gil Rendle) 40 mins. divided into 2 sessions

The context in which congregational leaders live and do ministry often feels like a wilderness. In this video, Alban Institute senior consultant Gil Rendle describes key trends in our culture that affect the work of faith communities. Changes in core values, the drift from deferred pleasure to instant gratification, the increasing emphasis on the individual, and a shift from a culture of sameness to one of diversity all have changed our mission. Congregational boards, strategic planning teams, and adult study groups will find this video useful for developing an understanding of cultural trends, so they can make more informed decisions about their congregation's ministry both in their community and in the larger world.

<https://www.amazon.com/Living-into-New-World-Congregation/dp/1566992346>

<http://marconf.ca/resources/living-into-the-new-world-how-cultural-trends-affect-your-congregation-gil-rendle/>

[https://books.google.com/books/about/Living\\_Into\\_the\\_New\\_World.html?id=CclangEACAAJ](https://books.google.com/books/about/Living_Into_the_New_World.html?id=CclangEACAAJ)

<http://www.ministrymatters.com/all/author/gil-rendle>

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<https://www.librarything.com/author/rendlegil>

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[Images for Gil Rendle \(Author\)](#)

[Images for Living into the New World: How Cultural Trends Affect Your Congregation by Gil Rendle \(Author\)](#)

### Resident Aliens: A Provocative Christian Assessment of Culture and Ministry for People who Know that Something is Wrong by Stanley Hauerwas (Author), William H. Willimon (Author)

Only when the Church enacts its scandalous Jesus-centered tradition will it truly be the body of Christ and transform the world.

Twenty-five years after its first appearance, *Resident Aliens* remains a prophetic vision of how the Church can regain its vitality, battle its malaise, reclaim its capacity to nourish souls, and stand firmly against the illusions, pretensions, and eroding values of today's world. *Resident Aliens* discusses the nature of the church and its relationship to surrounding culture. It argues that churches should focus on developing Christian life and community rather than attempting to reform secular culture. Stanley Hauerwas and William H. Willimon reject the idea that America is a Christian nation; instead, Christians should see themselves as "resident aliens" in a foreign land. According to Hauerwas and Willimon, the role of Christians is not to transform government but to live lives that model the love of Christ. Rather than try to convince others to change their ethics, Christians should model a new set of ethics that are grounded in the life, death, and resurrection of Christ.

<http://www.amazon.com/Resident-Aliens-Christian-Expanded-Anniversary/dp/1426781903>

[https://www.goodreads.com/book/show/145076.Resident\\_Aliens](https://www.goodreads.com/book/show/145076.Resident_Aliens)

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[https://www.washingtonpost.com/news/acts-of-faith/wp/2017/01/27/christians-dont-be-fooled-trump-has-deep-religious-convictions/?utm\\_term=.770ab4ff2ac9](https://www.washingtonpost.com/news/acts-of-faith/wp/2017/01/27/christians-dont-be-fooled-trump-has-deep-religious-convictions/?utm_term=.770ab4ff2ac9)

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<https://www.christiancentury.org/contributor/william-h-willimon>

<https://sojo.net/biography/william-willimon>

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Images for William H. Willimon (Author)

Images for Resident Aliens: A Provocative Christian Assessment of Culture and Ministry for People who Know that Something is Wrong by Stanley Hauerwas (Author), William H. Willimon (Author)

### Smart Online Commentary on Religion & Culture | A Wee Blether

In the meantime, here's a list of some great religion and **culture** sites that get eye time each week.

<http://www.adamjcopeland.com/2013/11/01/smart-online-commentary-on-religion-and-culture/>

Images for Religion & Culture

### Transitional Ministry Today: Successful Strategies for Churches and Pastors edited by Norman B. Bendroth

#### OUR CURRENT CONTEXT

While interim ministry has served the church well since its inception, much has changed in the **culture**, the church, and its mission since Mead and his colleagues conceived of the ministry and IMN was launched.

<https://books.google.com/books?isbn=1566997518>

Page 6

Images for much has changed in the culture, the church, and its mission

<https://www.amazon.com/Transitional-Ministry-Today-Successful-Strategies/dp/156699750X>

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<https://alban.org/2015/03/06/norman-bendroth-transitional-ministry-today/>

Images for Transitional Ministry Today: Successful Strategies for Churches and Pastors

### What Does the Bible Say About Culture? - OpenBible.info

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[www.patheos.com/blogs/bibleandculture/](http://www.patheos.com/blogs/bibleandculture/)

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### [PDF] What is 'Lutheran'? We have a particular way of understanding the Jesus story By Elizabeth A. Eaton

If **culture** and cuisine don't define us, our theology must.

<http://www.uss-elca.org/wp-content/uploads/2014/02/October-Eaton-column.pdf>

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<https://www.livinglutheran.org/author/elizabeth-a-eaton/>

<http://day1.org/5442-bishop-elizabeth-eaton>

Images for Elizabeth A. Eaton

## 16) Decaying Congregation

### Four kinds of congregations – John Meunier

**Decaying** churches: Negative growth and low sustainability. The largest group of United Methodist churches. Have no real sense of identity or purpose.

<https://johnmeunier.wordpress.com/2011/02/19/four-kinds-of-congregations/>

Images for Four kinds of congregations – John Meunier Decaying churches: Negative growth and low sustainability.

<http://um-insight.net/blogs/john-meunier/what-congregations-do/>

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[http://www.ministrymatters.com/all/author/john\\_meunier](http://www.ministrymatters.com/all/author/john_meunier)

### In U.S., Congregations Struggle in Decaying Churches | Fox News

Caring for old church facilities is an increasingly acute problem, particularly for mainline Protestant denominations. As membership declines and budgets shrink, the beautiful edifices of American Christianity can feel like weights dragging down churches that are forced to spend money on maintenance and repairs instead of ministry, charity and other Gospel-deprived imperatives.

<http://www.foxnews.com/us/2010/07/17/congregations-struggle-decaying-churches.html>  
Images for Congregations Struggle in Decaying Churches

### What Does the Bible Say About Beauty And Decay? - OpenBible.info

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<https://www.biblestudytools.com/dictionary/decay/>  
<https://www.hanoverbaptistchurch.org/blogpastor/2018/what-does-the-bible-say-about-moral-decay-and-personal-resolve/>  
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<https://bible.org/seriespage/14-signs-spiritual-decay>  
Images for spiritual-decay

## 17) Deceased Church

### Autopsy of a Deceased Church: 12 Ways to Keep Yours Alive by Thom S. Rainer (Author)

No one wants to see a church die. And yet, far too many churches are dying. For more than 25 years, Dr. Thom Rainer has helped churches grow, reverse the trends of decline, and has autopsied those that have died. From this experience, he has discovered 12 consistent themes among those churches that have died. Yet, it's not gloom and doom because from those 12 themes, lessons on how to keep your church alive have emerged. Whether your church is vibrant or dying, whether you are a pastor or a church member, *Autopsy of a Deceased Church* will walk you through the radical paths necessary to keep your church alive to the glory of God and advancement of Christ's Kingdom!

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<https://www.youtube.com/watch?v=E9w9k7w5rZ4> "Autopsy of a Deceased Church" by Thom Rainer – Review and Application to Churches of Christ - YouTube  
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<http://www.ymjen.com/blog/posts/recent-reads-autopsy-of-a-deceased-church-by-thom-rainer>  
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[https://en.wikipedia.org/wiki/Thom\\_S.\\_Rainer](https://en.wikipedia.org/wiki/Thom_S._Rainer)  
[https://twitter.com/ThomRainer?ref\\_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor](https://twitter.com/ThomRainer?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor)  
<https://www.amazon.com/Thom-S.-Rainer/e/B0011GLMVG>  
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[Images for Thom S. Rainer \(Author\)](#)  
[Images for Deceased Church by Thom S. Rainer \(Author\)](#)

## 18) Declining Congregation

### Decline Definition and Meaning - Bible Dictionary - Bible Study Tools

#### DECLINE

de-klin' [(@cur], or sur, naTah):

In the King James Version this word occurs 9 times in its original sense (now obsolete) of "turn aside." the Revised Version (British and American) substitutes "turn aside" in [Exodus 23:2](#); [Deuteronomy 17:11](#); [2 Chronicles 34:2](#); [Job 23:11](#).

<https://www.biblestudytools.com/dictionary/decline/>

[Images for Decline Definition and Meaning – Bible Dictionary](#)

### 11 reasons churches lose momentum and decline | Biblical Leadership

So, what went wrong?

Churches have to directly face the reasons for decline and confront that which has been holding them back. Though there are numerous reasons for ministry decline, here are the ones most recognized by Church Revitalization specialists and consultants. Ministry leaders that are evaluating the vitality of their churches would be wise to deliberate on the following causes of congregational decline.

<https://www.biblicalleadership.com/blogs/11-reasons-churches-lose-momentum-and-decline/>

[Images for 11 reasons churches lose momentum and decline | Biblical Leadership](#)

### FactChecker: Are All Christian Denominations in Decline?

Mainliners may try to comfort themselves by claiming that every denomination is in decline, but it's simply not true. While conservative churches aren't growing as quickly as they once were, mainline churches are on a [path toward extinction](#). The mainline churches are finding that as they move further away from Biblical Christianity, the closer they get to their inevitable demise.

<https://www.thegospelcoalition.org/article/factchecker-are-all-christian-denominations-in-decline>

[Images for Are All Christian Denominations in Decline?](#)

### [PDF] THE GROWTH AND DECLINE OF CONGREGATIONS

Why do some churches grow, and others decline? That is the central question addressed by the chapters in this section.

<http://hrr.hartsem.edu/bookshelf/Church&Denomgrowth/ch&dngrw-pt.2.pdf>

[Images for DECLINE OF CONGREGATIONS](#)

### The Most Common Factor in Declining Churches – ThomRainer.com

Stated simply, the most common factor in declining churches is an inward focus.

<http://thomrainer.com/2014/05/common-factor-declining-churches/>

[Images for The Most Common Factor in Declining Churches – ThomRainer.com](#)

<http://thomrainer.com/autopsy/>

<http://thomrainer.com/2017/06/dispelling-80-percent-myth-declining-churches/>

<http://thomrainer.com/2017/07/seven-common-reasons-churches-dramatic-decline-attendance/>

<http://thomrainer.com/2017/10/the-five-choices-of-declining-churches/>

<http://thomrainer.com/2017/12/five-reasons-homogeneous-church-declining-dying/>

<http://thomrainer.com/2017/10/six-often-unseen-signs-declining-church-revitalize-replant-006/>

<http://thomrainer.com/2016/09/five-reasons-churches-dying-declining-faster-today/>

<http://thomrainer.com/2015/07/seven-key-reasons-your-church-attendance-may-be-declining/>

<http://thomrainer.com/2013/08/the-number-one-reason-for-the-decline-in-church-attendance-and-five-ways-to-address-it/>

<http://thomrainer.com/2014/03/ten-dangers-of-denial-in-a-declining-church/>

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<http://thomrainer.com/2009/09/five-warning-signs-of-declining-church-health/>

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<http://thomrainer.com/2017/07/church-death-spiral/>  
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<https://www.amazon.com/Autopsy-Deceased-Church-Yours-Alive/dp/143368392X>  
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<https://www.churchcentral.com/editors/thom-rainer/>  
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<https://erlc.com/resource-library/author-index/thom-rainer>  
[Images for thom rainer \(author\)](#)

### The shrinking church - Living Lutheran

Congregations look for solutions as they face **declines** in membership, attendance

<https://www.livinglutheran.org/2013/01/shrinking-church/>  
[Images for shrinking church - Living Lutheran](#)  
<https://www.livinglutheran.org/2017/01/small-congregations-share-strengths-struggles/>  
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### 12 Kinds of Churches – Which One is Yours? – Will Mancini

4 KINDS OF **DECLINING** CHURCHES

<http://www.willmancini.com/2011/01/12-kinds-of-churches-which-one-is-yours.html>  
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## 19) Deep Church

### Deep Church: A Third Way Beyond Emerging and Traditional by Jim Belcher (Author), Richard J. Mouw (Foreword)

2010 *Christianity Today* Book Award winner! 2010 Golden Canon *Leadership* Book Award winner! Feeling caught between the traditional church and the emerging church? Discover a third way: deep church. C. S. Lewis used the phrase “deep church” to describe the body of believers committed to mere Christianity. Unfortunately, church in our postmodern era has been marked by a certain shallowness. Emerging authors, fed up with contemporary pragmatism, have offered alternative visions for twenty-first-century Christianity. Traditionalist churches have reacted negatively, at times defensively. Jim Belcher knows what it's like to be part of both of these worlds. In the 1990s he was among the pioneers of what was then called Gen X ministry, hanging out with creative innovators like Rob Bell, Mark Oestreicher, and Mark Driscoll. But he also has maintained ties to traditionalist circles, planting a church in the Presbyterian Church of America. In *Deep Church*, Belcher brings the best insights of all sides to forge a third way between emerging and traditional. In a fair and evenhanded way, Belcher explores the proposals of such emerging church leaders as Tony Jones, Brian McLaren and Doug Pagitt. He offers measured appreciation and affirmation as well as balanced critique. Moving beyond reaction, Belcher provides constructive models from his own church planting experience and paints a picture of what this alternate, deep church looks like--a missional church committed to both tradition and culture, valuing innovation in worship, arts and community but also creeds and confessions. If you've felt stuck between two extremes, you can find a home here. Plumb the depths of Christianity in a way that neither rejects our postmodern context nor capitulates to it. Instead of veering to the left or the right, go between the extremes--and go deep.

<http://www.amazon.com/Deep-Church-Beyond-Emerging-Traditional/dp/0830837167>  
<http://www.goodreads.com/book/show/6637395-deep-church>  
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<http://www.providencecc.edu/academics/faculty/jim-belcher/>  
[https://www.ivpress.com/cgi-ivpress/author.pl/author\\_id=6227](https://www.ivpress.com/cgi-ivpress/author.pl/author_id=6227)  
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[http://www.goodreads.com/author/show/2993632.Jim\\_Belcher](http://www.goodreads.com/author/show/2993632.Jim_Belcher)  
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<http://www.theopedia.com/richard-mouw>  
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<http://biologos.org/blogs/kathryn-applegate-endless-forms-most-beautiful/how-i-changed-my-mind-about-evolutionrichard-mouw>  
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 Images for Deep Church: A Third Way Beyond Emerging and Traditional by Jim Belcher (Author), Richard J. Mouw (Foreword)

### Exploring Deep Church | The Anabaptist Network

Aug 17, 2008 - The phrase 'deep church' was first used by C S Lewis in a letter to The Times in 1952, in which he urged the Catholic and Evangelical wings of the Church of England to make common cause against the pretensions of modernity and recover the historical foundations and practices of the Christian church.

<http://www.anabaptistnetwork.com/node/494>

[Images for Exploring Deep Church | The Anabaptist Network](#)

## 20) Demography

### Data Services - The United Methodist Church

Every United Methodist clergy member and every congregation in the United States has a record that contains vital information such as **Demographics** and contact particulars, but also the congregation or person's history with the Church. Data Services keeps in close contact with all annual conferences and agencies to ensure that the Church's records are current and intact. Every day our staff update information as churches are started or closed, districts realign, and annual conferences unify together as one, and as pastors start a new appointment, move, or retire (or come out of retirement).

<http://www.umc.org/gcfa/data-services>

[Images for Data Services - The United Methodist Church - demographics](#)

### Demographic and Statistical Information about Unitarian Universalist Association

Demographics for Congregations

**Research and Information:** Congregations can use demographic information to help them successfully plan their congregation's growth and outreach efforts.

<http://www.uua.org/directory/data/demographics/>

[Images for Demographic and Statistical Information about Unitarian Universalist Association](#)

### Demographic Reports - Evangelical Lutheran Church in America

This demographic report is designed to help ELCA congregations gain a general understanding of their community and to plan mission using that information.

<http://www.elca.org/Our-Work/Congregations-and-Synods/Research-and-Evaluation/Demographic-Reports>

[Images for Demographic Reports - Evangelical Lutheran Church in America](#)

### Help for Congregations - Presbyterian Mission Agency

1. **Demographic Report:** Learn about the people who live in the community around your church. The Demographic Report can help your congregation identify mission and outreach possibilities.



<https://www.presbyterianmission.org/ministries/research/help-congregations/>  
[Images for Help for Congregations - Presbyterian Mission Agency 1. Demographic Report](#)  
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[Images for presbyterianmission/ministries/research/statistics-reports-and-articles](#)

#### Norman Bendroth: Transitional Ministry Today - Alban Institute

Context, context, context. The second question, "Who is our neighbor?" requires special attention if the congregation is going to find a good match between their gifts and assets and the hurts and hopes of their community. **Demographic** services such as MissionInsite, interviews with key community leaders and garden variety folks in town will help the congregation get out of their bubble and drill down to the particular and peculiar ministry God has for them.

<https://alban.org/2015/03/06/norman-bendroth-transitional-ministry-today/>  
[Images for Norman Bendroth: Transitional Ministry Today - Alban Institute](#)

#### Studying Your Congregation and Community | The Episcopal Church

Looking at the social and **demographic** characteristics of the local community sheds light on the people to which we hope to minister. Looking at trends in membership, average worship attendance, and financial giving sheds light on congregational strength and whether current patterns indicate growth, decline, or stability.

<https://www.episcopalchurch.org/page/studying-your-congregation-and-community>  
[Images for Studying Your Congregation and Community | The Episcopal Church Looking at the social and demographic characteristics of the local community](#)

#### What Community Demographics Should a Pastor Know? Rainer on Leadership #232 – ThomRainer.com

We cover seven demographics for pastors and church leaders to know about their community.

<http://thomrainer.com/2016/06/community-demographics-pastor-know/>  
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[http://enrichmentjournal.ag.org/200604/200604\\_000\\_demo\\_evang.cfm](http://enrichmentjournal.ag.org/200604/200604_000_demo_evang.cfm) Demographic Evangelism  
<http://perceptgroup.com/>  
[Images for thom rainer \(author\)](#)

## 21) Differences

#### God's Tapestry: Understanding and Celebrating Differences by William M. Kondrath William Lawrence Professor of Pastoral Theology and Director of Theological Field Education (Author)

Our differences are our greatest blessings and our greatest challenges, maintains William Kondrath, Episcopal priest and seminary professor. Theologically and ecologically, differences foster life and growth, but discord within denominations and congregations frequently have to do with the inability of individuals and groups to deeply understand and value differences.

In *God's Tapestry*, Kondrath shows us how to embrace our multiculturalism--our differences of race, culture, gender, age, theology, language, sexual identity, and so forth. He does this by exploring differences on four levels--personal, interpersonal, institutional, and cultural. He also demonstrates a threefold process for becoming multicultural: recognizing our differences, understanding those differences and their significance and consequences, and valuing or celebrating those differences.

While ministry is the work of the faith community, not only ordained or professional staff, it is critical that leaders learn the art and skill of recognizing, understanding, and valuing differences. Then the congregations and agencies they serve, having learned and practiced the art and skill of celebrating differences, can be the yeast that brings this awareness of God's diverse blessings to the wider world.

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<http://journals.sfu.ca/rpfs/index.php/rpfs/article/view/249/248>  
<https://www.youtube.com/watch?v=f7kuaKkNsiM> God's Tapestry: Understanding and Celebrating Differences  
<https://books.google.com/books?isbn=1566995353>  
<http://static1.1.sqspcdn.com/static/f/1488335/26584565/1444081833460/KONDRATH-William-Author-Flyer-RowmanLittlefield.pdf?token=LfH4Np9TeaKAnvs0lfb43hv8D6l%3D>  
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[Images for William M. Kondrath, author](#)

#### What Does the Bible Say About Differences? - OpenBible.info

<https://www.openbible.info/topics/differences>

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[https://www.openbible.info/topics/cultural\\_difference](https://www.openbible.info/topics/cultural_difference)

Images for Bible and Differences

<https://bible.org/seriespage/lesson-92-getting-along-spite-our-differences-romans-141-4>

Images for getting-along-spite-our-differences-romans

<https://bible.org/seriespage/lesson-5-resolving-doctrinal-differences-church-acts-151-21>

Images for resolving-doctrinal-differences-church-acts

## 22) Difficult Congregation

#### Exit Strategy: How a Pastor Should Resign from a Church - LifeWay

If Jesus, from the cross, could pray, "Father forgive them," should you do less as you leave a **difficult church**? If they have not heeded your words while you were their pastor, they will certainly not listen to you on your way out. Don't confirm the gossip of those who accused you of being less than a pastor should be. Take the high road.

<http://www.lifeway.com/Article/pastor-resignation-leave-church-strategy>

Images for Exit Strategy: How a Pastor Should Resign from a Difficult Church - LifeWay

#### Hope for Difficult Churches - DashHouse

In the end, I'm hopeful for churches when these three things are present, even when there has been a history of conflict. If pastors know what to expect, church leaders confront the dysfunction, and together they seek God, there's every reason to expect that things can change. It will be hard, and you will pay the price, but it can happen.

<http://dashhouse.com/dashhouse/2013/8/7/hope-for-difficult-churches>

Images for Hope for Difficult Churches - DashHouse

#### How to Survive a Difficult Pastorate by Chris Bonts

Countless surveys show that many pastors are hurting. Many pastors are hurting because they are in difficult churches. And many pastors will leave ministry after experiencing and encountering one of these **difficult churches**. Chris Bonts knows about such churches. He's been there and done that. But he's come out on the other side a stronger and wiser pastor and leader. *Surviving a Difficult Pastorate* tells real life stories about the hurt and pain pastors often experience. Dr. Bonts presents such challenging times in a theological framework that helps us understand the why of these difficult times. But he doesn't stop there. He offers sage and practical advice about what pastors should do as they are experiencing these trials.

<http://www.amazon.com/Survive-Difficult-Pastorate-Chris-Bonts-ebook/dp/B00EN8EEZ2>

<https://www.goodreads.com/book/show/18388511-how-to-survive-a-difficult-pastorate>

<http://rainerpublishing.com/product/how-to-survive-a-difficult-pastorate/>

<http://thomrainer.com/2013/08/how-pastors-survive-a-difficult-church/>

<http://thomrainer.com/2013/08/26/how-pastors-should-leave-a-difficult-church/>

[www.chrisbonts.com](http://www.chrisbonts.com)

Images for dr. chris bonts

Images for How to Survive a Difficult Pastorate by Chris Bonts

#### What Does the Bible Say About Difficulty? - OpenBible.info

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<https://bible.knowing-jesus.com/words/Difficulty>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Difficulty/>

[www.equip.org/category/bible-difficulties/](http://www.equip.org/category/bible-difficulties/)

#### Why is Church Work So Difficult? - ChurchLeaders

But this post is not a plea for anyone to quit church ministry. It's a plea to prayerfully process the ongoing feelings of stress, anxiety and unfulfilled expectations. It's a plea to see the problem in the light of Scripture, not in the light of blame. If you're a pastor or church leader, and if a church signs your paycheck, your primary (and biblical) responsibility is to equip the saints for the work of ministry. There is no getting around that.

<http://www.churchleaders.com/pastors/pastor-articles/163091-gary-molander-why-church-work-difficult.html>

Images for Why is Church Work So Difficult? - ChurchLeaders

<https://churchleaders.com/pastors/pastor-how-to/173171-rob-pochek-so-difficult-to-lead-a-church-through-change.html>  
[Images for difficult-to-lead-a-church-through-change](#)

## 23) Disrupter

### Crazy Life: Navigating Through Life's Disruptions Without Losing Your Faith by Tony L. Nelson

Depression is a disrupter. It almost destroyed our marriage and at best could have crippled my future in ministry.

<https://books.google.com/books?isbn=1683502132>

Page 74

You're not crazy; life is! Life is full of interruptions. Some are irritating disruptions, some come from positive life experiences, and others are tragic. The problem is that very few actually prepare for life's imminent storms and upheavals. Have you ever wondered how to navigate through life's whirlwinds, without losing your faith, or questioned where God is in all of it? *Crazy Life* offers timeless hope while helping readers recognize God's glorious presence in the center of each struggle.

<https://www.amazon.com/Crazy-Life-Navigating-Through-Disruptions/dp/1683502124>

<https://www.barnesandnoble.com/w/crazy-life-tony-l-nelson/1124658644?ean=9781683502135>

<http://tonynelson.com/>

<http://www.gracenetradio.com/?p=2732> Vocal Point-Tony L. Nelson | GraceNetRadio

<http://www.blogtalkradio.com/krvr/2017/03/06/dr-tony-nelson-chats-about-lifes-interruptions>

[Images for Crazy Life: Navigating Through Life's Disruptions Without Losing Your Faith by Tony L. Nelson](#)

### [PDF] n r How Can You Best Help Disrupters, Lazy or Disobedient Christians?

PROPOSITION: There comes a time when we must disassociate ourselves with believers who continue in a disruptive, lazy or disobedient way to give them the best chance to see & turn from the errors of their way.

<https://static1.squarespace.com/static/57926296893fc0b16ac15104/t/599305b2be65946755ac25a4/1502807509781/8-13-17+-+How+Can+You+Best+Help+Disrupters+Lazy+or+Disobedient+Christians+Notes.pdf>

[Images for How Can You Best Help Disrupters, Lazy or Disobedient Christians?](#)

### Six Traits of a Church Disrupter - ThomRainer.com

The disrupter is just that. He disrupts the unity of the church. He disrupts the outward focus of the church. And he disrupts the plans of church leadership. So, what are some key traits to watch for with church disrupters? Here are six:

<http://thomrainer.com/2017/08/six-traits-church-disrupter/>

[Images for Six Traits of a Church Disrupter - ThomRainer.com](#)

<https://churchleaders.com/outreach-missions/outreach-missions-articles/309554-6-traits-church-disrupter-thom-rainer.html>

[#3](https://www.sermoncentral.com/pastors-preaching-articles/thom-rainer-seven-deadly-statements-of-church-members-3036)

## 24) Distracted Congregation

### A New Theory of Distraction | The New Yorker

Like typing, Googling, and driving, distraction is now a universal competency.

<https://www.newyorker.com/culture/cultural-comment/a-new-theory-of-distraction>

[Images for New Theory of Distraction | The New Yorker](#)

### [PDF]A Typology for Congregational Health - The Parish Paper

#### IX. Distracted Congregations

A. Description: Abused congregations often in conflict

B. Need: Mediation or someone to listen to their stories of hurt and pain

C. Intervention: Mediation or facilitation as requested and appropriate.

<http://www.theparishpaper.com/sites/default/files/resources/A%20Typology%20of%20Congregational%20Health.pdf>

[https://www.theparishpaper.com/sites/default/files/back\\_issues/PP--2012-04\\_0.pdf](https://www.theparishpaper.com/sites/default/files/back_issues/PP--2012-04_0.pdf)

<https://www.theparishpaper.com/free-resources> A Typology for Congregational Health

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<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>

<http://www.wcucc.org/resource-center/church-management/parish-paper/>

<http://www.hcucc.org/the-parish-paper>

<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

### Leading Distracted People | CT Pastors | Christianity Today

5 ways to de-clutter ministry without losing impact.

<http://www.christianitytoday.com/pastors/2013/winter/leading-distracted-people.html>

[Images for Leading Distracted People | CT Pastors | Christianity Today](#)

<https://www.ucg.org/beyond-today/spiritual-distractions>

<https://www.desiringgod.org/articles/lord-deliver-me-from-distraction>

[http://www.revwriter.com/2013/09/09/have-we-become-distracted-leaders/#.VPdHs\\_nF9SI](http://www.revwriter.com/2013/09/09/have-we-become-distracted-leaders/#.VPdHs_nF9SI)

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<http://www.onenewsnow.com/features/2015/01/23/20-top-church-worship-distractions-to-avoid#.VPdFLPnF9SI>  
[Images for church-worship-distractions-to-avoid](#)

#### Preaching in an Age of Distraction by J. Ellsworth Kalas (Author)

Veteran preacher and homiletics professor J. Ellsworth Kalas offers wise insights for effective preaching in an age of distraction. He examines how people have been distracted in every era and explores how God can meet people precisely at the point of their distraction. Regardless of whatever new technologies come our way, this call to pastoral attentiveness, creativity and excellence provides avenues for connecting with congregations with a countercultural clarity of focus.

<https://www.amazon.com/Preaching-Age-Distraction-Ellsworth-Kalas/dp/0830841105>  
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[Images for J. Ellsworth Kalas \(Author\)](#)  
[Images for Preaching in an Age of Distraction by J. Ellsworth Kalas \(Author\)](#)

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<https://www.ucg.org/beyond-today/spiritual-distractions>  
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[Images for dangers-of-earthly-distractions](#)  
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<https://engagemagazine.net/starting-blog/life/10-distractions-to-studying-scripture/>  
<http://pastorrick.com/devotional/english/hear-god-eliminate-the-distractions>  
<https://www.ccsouthbay.org/blog/distracted-future>  
<https://arabahjoy.com/10-hacks-for-overcoming-distractions-during-your-bible-study/>  
<https://utmost.org/the-distraction-of-contempt/>  
[Images for Distraction of Contempt | My Utmost For His Highest](#)

## 25) Diversity

#### Church for the Like-Minded Only? Won't Get My Vote. | The BTS Center

Is that a possibility for 21st century ministry—the opening of church spaces where **diversity** and difference are actively cultivated? Where real conversations—even ones where people disagree, perhaps passionately—are seen as occasions to learn from others, to change along with them?

<http://www.thebtscenter.org/church-for-the-like-minded-only-wont-get-my-vote/>  
[Images for church spaces where diversity and difference are actively cultivated](#)

#### Diversity Quotes - BrainyQuote

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[Images for diversity quotes](#)  
[www.wiseoldsayings.com/diversity-quotes/](http://www.wiseoldsayings.com/diversity-quotes/)  
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<https://www.psychologytoday.com/us/blog/communication-success/201401/12-empowering-and-uplifting-quotes-diversity-inclusion>  
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### 5 Reasons Churches Need Diversity - OnFaith

As the pastor of a 7,500-member church that represents 40 nationalities, I offer up five reasons churches need diversity — and how we can get there.

<http://www.faithstreet.com/onfaith/2015/02/24/5-reasons-churches-need-diversity/36221>

[Images for Reasons Churches Need Diversity](#)

<https://www.lifeway.com/pastors/2017/02/27/five-principles-leading-church-toward-racial-cultural-diversity/>

<https://www.christianitytoday.com/edstetzer/2013/december/thinking-through-multicultural-church.html>

<http://www.jubilee-centre.org/unity-and-diversity-the-church-race-and-ethnicity-by-sujit-sivasundaram/>

<https://www.americamagazine.org/faith/2015/02/25/imagining-church-reflects-diversity-its-people>

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### 70 best Diversity images on Pinterest

<https://www.pinterest.com/sabrinaychin/diversity/>

[Images for diversity pinterest](#)

<https://www.pinterest.com/sjww/diversity/>

<https://www.pinterest.com/cpi/diversity/>

<https://www.pinterest.com/miroundtable/quotes-of-diversity-and-inclusion/>

[Images for pinterest/quotes-of-diversity-and-inclusion](#)

### The most and least racially diverse U.S. religious groups | Pew Research Center

The nation's population is growing more racially and ethnically diverse — and so are many of its religious groups, both at the congregational level and among broader Christian traditions. But a new analysis of data from the 2014 Religious Landscape Study also finds that these levels of diversity vary widely within U.S. religious groups.

<http://www.pewresearch.org/fact-tank/2015/07/27/the-most-and-least-racially-diverse-u-s-religious-groups/>

[Images for The most and least racially diverse U.S. religious groups | Pew Research Center](#)

<http://www.pewforum.org/2014/04/04/global-religious-diversity/>

<https://www.vox.com/2014/4/15/5617068/a-surprising-map-of-the-worlds-most-and-least-religiously-diverse>

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<https://spectrummagazine.org/article/2015/07/28/seventh-day-adventist-church-most-racially-diverse-group-united-states>

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<https://www.pinterest.com/pin/405605510168539661/> Article from huffingtonpost.com These Are The Most-Diverse And Least-Diverse U.S. Religious Groups

[Images for Most-Diverse And Least-Diverse U.S. Religious Groups on Pinterest](#)

### The Pursuit of Diversity and the Local Church - Christianity Today

I want to briefly share three possibilities that may hinder a pursuit of diversity.

<http://www.christianitytoday.com/edstetzer/2013/june/pursuit-of-diversity-and-local-church.html>

[Images for The Pursuit of Diversity and the Local Church - Christianity Today](#)

<https://www.christianitytoday.com/pastors/2010/june-online-only/theology-of-multi-ethnic-church.html> Diversity isn't just a social issues, it's a biblical one.

[Images for Diversity isn't just a social issues, it's a biblical one.](#)

<https://www.christianitytoday.com/edstetzer/2017/july/race-and-ethnicity.html>

We are church together.

We respect and honor the diversity of traditions, cultures, languages, abilities and experiences among us in the ELCA and the larger Christian community. We seek full participation of all in the life and work of this church and strive to address the ways that racism, sexism, classism and other forms of injustice limit participation and harm people, communities, and the whole body of Christ.

<https://www.elca.org/Future>

[Images for diversity of traditions, cultures, languages, abilities and experiences among us in the ELCA](#)

<https://www.elca.org/About>

### What Does the Bible Say About Diversity? - OpenBible.info

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## 26) DNA

### Cracking Your Congregation's Code: Mapping Your Spiritual DNA to Create Your Future [Robert Norton, Richard Southern]

Discover your unique strengths and values -- and what God wishes for the future of your church. All congregations want to thrive and remain vibrant -- but it's not always easy. Many approaches to growth and renewal don't quite fit, because they don't take into account the "spiritual DNA" of the congregation -- those intrinsic characteristics that give each congregation its unique identity. *Cracking Your Congregation's Code* provides a practical program for reaching the heart of what must be done to survive and thrive. This unique book guides clergy and lay leaders to create or revisit their mission, vision, and values. The authors' proven, field-tested change process will help congregations in any setting refocus on what really matters in ministry: welcoming, nurturing, empowering, and serving new and current members.

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<http://www.barnesandnoble.com/w/cracking-your-congregations-code-robert-norton/1112711909>  
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[Images for Richard Southern, author congregation's code](#)  
[Images for Robert Norton, author congregation's code](#)  
[Images for Cracking Your Congregation's Code: Mapping Your Spiritual DNA to Create Your Future \[Robert Norton, Richard Southern\]](#)

### Discerning Your Congregation's DNA By Rev. Norman Bendroth

Ever wonder why the church you are serving has these crazy rituals, unspoken rules, folkways and behaviors that seem inexplicable? Maybe it's something in their genetic weed bed that keeps sprouting up. One of the interim minister's task is to help congregations come to terms with their history. Often what we hear are the official, sanitized versions of that history skipping over painful memories, nasty conflicts and bad behavior. Using Bowen, Friedman, and the insight of historiography, Rev. Bendroth will discuss why it is important for churches to claim the light and shadow side of their past, give participants a variety of tools to use in the process, and do some case studies.

[Annual Conference | IMN - Interim Ministry Network](#)  
<https://imnedu.org/annual-conference/> 2010 Program  
<http://imnedu.org/wp-content/uploads/2012/05/2010Program.pdf> Page 6  
[Images for Discerning Your Congregation's DNA By Rev. Norman Bendroth](#)

### Healthy Church DNA®: Transforming the Church for Effective Ministry by Larry Webb (Author)

Some Protestant churches are in decline. A major mind shift is needed to create healthier and more effective congregations. Healthy Church DNA® provides a new, powerful way to transform congregations and keep them healthy. A radical departure from past models, this new appreciative and solution-focused approach can open the hearts of all those involved. Healthy Church DNA® and DISCERNPlus®, its seven-step change process, gives instruction on how to: Break free from fixing weaknesses. Do God's work from the gifts provided to the congregation. Turn problems into solutions. Focus on the future and the possibilities to which God is calling the congregation. Unite the congregation around a spiritually-discerned vision of a faithful future and a compelling action plan to fulfill that vision. Generate a self-fulfilling congregational conversation around stories of faith community at its present and future best. Strengthen the congregation's sense of community, build resilience and mobilize the gifts of pastor, staff and members. Guide transformational change with a sensitivity to transitions, resistance, church size, readiness for change, and stages in the church life cycle. Healthy Church DNA: Transforming the Church for Effective Ministry can help churches guide change by mirroring the sensitivity Jesus exhibited for those he touched.

<https://www.amazon.com/Healthy-Church-DNA%C2%AE-Transforming-Effective/dp/059548512X>  
[https://books.google.com/books/about/Healthy\\_Church\\_Dna.html?id=vaOe0me46moC](https://books.google.com/books/about/Healthy_Church_Dna.html?id=vaOe0me46moC)  
<http://ministrydesignconcepts.com/book-reviews/>  
<https://www.churchleadership.com/authors/>  
<https://www.linkedin.com/in/webbconsultantsinternational>  
[https://www.goodreads.com/author/show/5282849.Larry\\_E\\_Webb](https://www.goodreads.com/author/show/5282849.Larry_E_Webb)

[Images for Healthy Church DNA®: Transforming the Church for Effective Ministry by Larry Webb \(Author\), Glen Rediehs \(Author\)](#)

### **Leader's Insight: Your Church's DNA | CT Pastors - Christianity Today**

Each church has a unique make-up that's essential to its life, health, and future.

<https://www.christianitytoday.com/pastors/2007/july-online-only/cln70723.html>

[Images for Leader's Insight: Your Church's DNA | CT Pastors - Christianity Today](#)

<https://www.christianitytoday.com/pastors/archives/>

<https://www.christianitytoday.com/pastors/leadership-journal-archives/>

<https://pastors.lifeway.com/2016/01/25/the-four-dna-elements-you-must-understand-about-your-church/>

[Images for the-four-dna-elements-you-must-understand-about-your-church](#)

<http://malphursgroup.com/dna-unfriendly-church/>

[http://www.mtmfoundation.org/Servant/Vol\\_9\\_1/v9\\_1\\_04.htm](http://www.mtmfoundation.org/Servant/Vol_9_1/v9_1_04.htm)

<http://www.sasv.ca/en/The-DNA-of-the-Congregation.php>

[Images for -DNA-of-the-Congregation](#)

<https://www.biblicalleadership.com/blogs/revitalizing-your-church-5-crucial-steps-to-changing-dna/>

[Images for revitalizing-your-church-5-crucial-steps-to-changing-dna](#)

<https://www.aspengroup.com/blog/3-keys-to-discovering-what-makes-your-church-your-church>

<https://www.efcatoday.org/story/your-churchs-dna>

<https://www.fpcjackson.org/resource-library/sermons/the-three-fold-dna-of-a-missions-church>

[Images for dna-of-a-missions-church](#)

<https://chognews.org/2017/06/07/missions-generosity-in-the-dna-of-wyoming-congregation/>

<http://stand-firm.blogspot.com/2011/12/did-you-know-your-churchs-dna-is.html>

<https://omf.org/blog/2014/07/25/mission-dna-6-ideas-to-transform-your-church/>

[Images for mission-dna-6-ideas-to-transform-your-church](#)

[http://www.u4theu.com/wp-content/uploads/2015/06/analyzing\\_your\\_church.pdf](http://www.u4theu.com/wp-content/uploads/2015/06/analyzing_your_church.pdf)

<http://www.confessingcongregations.com/news-views/item/the-dna-of-the-uca/>

<https://www.jeffkrogstad.com/p/pastorates-manusc.html>

<https://worship.calvin.edu/resources/resource-library/shaping-a-congregations-worship-dna/>

[Images for shaping-a-congregations-worship-dna](#)

<https://www.ethicsdaily.com/cracking-your-congregations-code-mapping-your-spiritual-dna-to-create-your-future-cms-188/>

[Images for cracking-your-congregations-code-mapping-your-spiritual-dna-to-create-your-future](#)

### **The Spiritual DNA of a Church on Mission: Rediscovering the 1<sup>st</sup> Century Church for 21<sup>st</sup> Century Spiritual Awakening by Bob Burton (Author)**

In *Spiritual DNA of the Church On Mission*, author Bob Burton compares the missional foundation of the early church to human DNA. He argues that understanding the Church's missional DNA is the most effective starting point in engaging your church members on God's mission for the sake of total gospel transformation.

<https://www.amazon.com/Spiritual-DNA-Church-Mission/dp/1433645874>

<https://www.goodreads.com/book/show/39096781-the-spiritual-dna-of-a-church-on-mission>

<https://www.christianbook.com/spiritual-dna-church-mission-workbook-ebook/bob-burton/9781433646027/pd/104839EB>

<https://www.scribd.com/book/442805126/The-Spiritual-DNA-of-a-Church-on-Mission-Rediscovering-the-1st-Century-Church-for-21st-Century-Spiritual-Awakening>

<https://www.cokesbury.com/9781433645877-the-spiritual-dna-of-a-church-on-mission>

<https://www.lifeway.com/en/product/the-spiritual-dna-of-a-church-on-mission-P005826445>

[https://books.google.com/books/about/The\\_Spiritual\\_DNA\\_of\\_a\\_Church\\_on\\_Mission.html?id=uxd1swEACAAJ](https://books.google.com/books/about/The_Spiritual_DNA_of_a_Church_on_Mission.html?id=uxd1swEACAAJ)

[The Spiritual DNA of a Church on Mission: Rediscovering the 1<sup>st</sup> Century Church for 21<sup>st</sup> Century Spiritual Awakening](#)

<https://www.namb.net/replant-blog/replant-book-recommendation-the-spiritual-dna-of-a-church-on-mission/>

<https://bobburton.net/>

<https://www.amazon.com/Bob-Burton/e/B0848JWWPM>

[https://www.goodreads.com/author/show/212601.Bob\\_Burton](https://www.goodreads.com/author/show/212601.Bob_Burton)

[Images for Bob Burton \(Author\) spiritual awakening](#)

[Images for The Spiritual DNA of a Church on Mission: Rediscovering the 1st Century Church for 21st Century Spiritual Awakening by Bob Burton \(Author\)](#)

## **27) Dying Congregation**

### **Can a Dying Church Find Life? Six Radical Steps to "Yes" – ThomRainer.com**

Though each of the stories I examined has its own nuances, I did find some common themes. Please take careful note. My brief blogpost is not a quick-fix solution to dying churches. To the contrary, it's the story of six radical steps taken by key members in each of the churches.

<http://thomrainer.com/2013/04/can-a-dying-church-find-life-six-radical-steps-to-yes/>

[Images for Can a Dying Church Find Life? Six Radical Steps to "Yes" – ThomRainer.com](#)

<http://thomrainer.com/2013/05/can-a-dying-church-find-life-rainer-on-leadership-006/>

<http://thomrainer.com/2016/07/change-die-five-types-dying-churches-rainer-leadership-239/>

<http://thomrainer.com/2016/06/five-kinds-churches-must-change-die/>

<http://thomrainer.com/2017/06/six-stages-dying-church/>  
<http://thomrainer.com/2017/11/mostly-healthy-churches-consider-acquiring-dying-church-revitalize-replant-014/>  
<http://thomrainer.com/2016/03/seven-ways-churches-should-die-with-dignity/>  
<http://thomrainer.com/2016/08/four-types-churches-will-soon-die/>  
<http://thomrainer.com/2013/10/five-questions-to-ask-to-see-if-your-church-is-dying/>  
<http://thomrainer.com/2017/08/dying-churches-die/>  
<http://thomrainer.com/2014/05/dangers-denial-dying-churches-rainer-leadership-055/>  
<http://thomrainer.com/2017/05/eight-signs-church-may-closing-soon/>  
<http://careynieuwhof.com/2015/05/episode36/> Why Churches Die – An Interview with Thom Rainer  
<http://thomrainer.com/2015/11/4110/> Why Churches Choose to Die – Rainer on Leadership #178  
<http://thomrainer.com/books-by-rainer/autopsy-of-a-deceased-church/>  
<http://thomrainer.com/2015/10/why-churches-are-stuck-in-the-past-rainer-on-leadership-170/>  
<http://thomrainer.com/2014/05/dangers-denial-dying-churches-rainer-leadership-055/>  
<http://thomrainer.com/2017/06/eight-signs-point-impending-church-death-rainer-leadership-337/>  
<http://www.christianpost.com/news/3-common-sentences-of-dying-churches-170084/>  
<http://www.christianpost.com/news/5-reasons-churches-are-dying-faster-today-169583/>  
<http://www.outreachmagazine.com/features/22510-dying-churches-2.html>  
<https://careynieuwhof.com/11-signs-your-church-is-going-extinct/>  
<https://careynieuwhof.com/tag/how-to-revive-a-dying-church/>  
[Images for thom rainer \(author\)](#)

### 5 Factors That Brought a Dying Church Back to Life – Church Leaders

Only God brings life to dead things. But here are five lessons I learned that I believe contributed to our church's revitalization.

<http://www.churchleaders.com/outreach-missions/outreach-missions-articles/156651-5-things-that-brought-life-to-a-dying-church.html>  
[Images for 5 Factors That Brought a Dying Church Back to Life – Church Leaders](#)  
<https://factsand Trends.net/wp-content/uploads/2015/03/FT-MayJuneJuly-2015.pdf> Revitalize: New Life for Dying Churches  
[Images for Revitalize: New Life for Dying Churches](#)  
<https://www.amazon.com/Replanted-Church-Leading-dying-church/dp/1981645179>  
[Images for Replanted-Church-Leading-dying-church](#)  
<https://sojo.net/articles/10-ways-revive-dying-church>  
[Images for 10 Ways to Revive a Dying Church | Sojourners](#)  
<http://www.recklesslyalive.com/13-ways-to-revive-the-dying-american-church/>  
[Images for 13-ways-to-revive-the-dying-american-church](#)  
<https://www.faithandleadership.com/dying-texas-church-gives-life-new-congregation>  
[Images for dying-texas-church-gives-life-new-congregation](#)  
<https://www.christiancentury.org/review/books/can-we-revitalize-our-dying-church-should-we>  
[Images for can-we-revitalize-our-dying-church-should-we](#)

### 5 Sure Signs of a Dying Church - The Christian Post

Here are 5 simple ways to gauge the health of a church:

<http://www.christianpost.com/news/5-sure-signs-of-a-dying-church-140485/>  
[Images for 5 Sure Signs of a Dying Church - The Christian Post](#)  
<https://www.christianpost.com/archives.html>  
<https://www.charismanews.com/opinion/the-pulse/60070-13-signs-of-a-dying-church>  
[Images for 13-signs-of-a-dying-church](#)  
<https://churchleaders.com/pastors/pastor-articles/166318-tim-spivey-signs-your-church-is-dying.html>  
<https://www.visionroom.com/5-warning-signs-of-a-dying-church/>  
[Images for 5-warning-signs-of-a-dying-church](#)  
<https://www.crosswalk.com/church/pastors-or-leadership/6-subtle-signs-that-a-church-is-on-its-deathbed.html>  
[https://www.huffingtonpost.com/steve-lawler/dying-church-in-a-resurrection-time\\_b\\_7077830.html](https://www.huffingtonpost.com/steve-lawler/dying-church-in-a-resurrection-time_b_7077830.html)  
<https://www.christianity.com/church/pastors/when-you-sense-your-church-is-dying.html>  
[Images for when-you-sense-your-church-is-dying](#)

### 7 Subtle Signs Your Church Is Dying – Carey Nieuwhof

So how do you know your church is dying?

What are the earliest warning signs?

Here are 7 I've seen and watch for constantly in [our church](#).

<http://careynieuwhof.com/2016/03/7-subtle-signs-church-dying/>  
[www.sermoncentral.com/pastors-preaching-articles/carey-nieuwhof-7-subtle-signs-your-church-is-dying-2459](http://www.sermoncentral.com/pastors-preaching-articles/carey-nieuwhof-7-subtle-signs-your-church-is-dying-2459)  
[Images for Signs Your Church Is Dying – Carey Nieuwhof](#)  
<https://careynieuwhof.com/church-attendance-is-dying-heres-whats-next/>  
<https://careynieuwhof.com/episode101/> TURNING AROUND A DYING CHURCH  
<https://careynieuwhof.com/tag/signs-of-a-dying-church/>  
<https://careynieuwhof.com/11-signs-your-church-is-going-extinct/>  
<https://www.sermoncentral.com/pastors-preaching-articles/carey-nieuwhof-11-signs-your-church-is-going-extinct-2267>

[http://www.lastingimpactbook.com/  
Images for carey nieuwhof \(author\)](http://www.lastingimpactbook.com/Images%20for%20carey%20nieuwhof%20(author))

### **The State of the Church in America: Hint: It's Not Dying**

The church is not dying.

Yes, the church in the West—the United States included—is in transition right now. But transitioning is not the same as dying, particularly if you hold the belief that Christianity is represented by people who live for Christ, not check “Christian” on a survey form.

<http://www.christianitytoday.com/edstetzer/2013/october/state-of-american-church.html>  
[Images for The State of the Church in America: Hint: It's Not Dying The church is not dying.](http://www.crosswalk.com/blogs/christian-trends/the-church-in-america-isn-t-dying-it-s-changing.html)  
[http://www.crosswalk.com/blogs/christian-trends/the-church-in-america-isn-t-dying-it-s-changing.html](https://www.huffingtonpost.com/steve-mcswain/is-the-church-dying_b_8498804.html)  
[Images for the church in america isn-t-dying-it-s-changing](https://www.huffingtonpost.com/steve-mcswain/is-the-church-dying_b_8498804.html)  
[https://www.huffingtonpost.com/steve-mcswain/is-the-church-dying\\_b\\_8498804.html](https://www.huffingtonpost.com/steve-mcswain/is-the-church-dying_b_8498804.html)  
[Images for steve-mcswain/is-the-church-dying](https://www.amazon.com/My-Church-Not-Dying-Episcopalians/dp/0819229342)  
<https://www.amazon.com/My-Church-Not-Dying-Episcopalians/dp/0819229342>  
[Images for My-Church-Not-Dying-Episcopalians](https://www.amazon.com/My-Church-Not-Dying-Episcopalians/dp/0819229342)

## **28) Dysfunctional Congregation**

Dysfunction, Unfaithfulness, or Human Frailty? – Alban Institute

Constructing Reality

I offer here a way of viewing these dynamics that involves neither dysfunction nor unfaithfulness. This view stems from an idea developed by Harvard professor Robert Kegan, “constructive-developmental theory.”<sup>1</sup>

Alban at Duke Divinity School » Dysfunction, Unfaithfulness, or Human Frailty?

<https://alban.org/archive/dysfunction-unfaithfulness-or-human-frailty-how-to-understand-the-difference-in-your-congregation/>  
[Images for alban/dysfunction-unfaithfulness-or-human-frailty-how-to-understand-the-difference-in-your-congregation](https://alban.org/archive/dysfunction-unfaithfulness-or-human-frailty-how-to-understand-the-difference-in-your-congregation/)  
<https://alban.org/archive/the-failure-to-form-basic-partnership-resolving-a-dilemma-of-new-pastorates/>  
<https://alban.org/archive/where-are-we-now-a-leadership-report-update/>  
<https://alban.org/about-alban/alban-weekly/>  
<https://alban.org/books/>  
<https://alban.org/author/nekduke-edu/>

### **Dysfunctional Churches - Battered Sheep Ministry**

As behavioral scientists remind us all too often, that most basic of social institutions--the family--is increasingly subject to frailty and failure. The label that is currently popular for unhealthy families is “dysfunctional.” Unfortunately, sociologists of religion (as well as many ex-members) know that some churches are also dysfunctional, even to the point of being spiritually abusive. If truth in advertising standards could be applied to religion, some churches would be required to display a sign reading: “Warning: this church could be harmful to your spiritual and psychological health.”

<http://www.battereddsheep.com/dysfunctional.html>  
[Images for Dysfunctional Churches - Battered Sheep Ministry](http://www.churchleaders.com/pastors/pastor-articles/160606-ed_stetzer_6_signs_your_church_is_dysfunctional.html)  
[http://www.churchleaders.com/pastors/pastor-articles/160606-ed\\_stetzer\\_6\\_signs\\_your\\_church\\_is\\_dysfunctional.html](http://www.churchleaders.com/pastors/pastor-articles/160606-ed_stetzer_6_signs_your_church_is_dysfunctional.html)  
[Images for signs\\_your\\_church\\_is\\_dysfunctional](http://ichthys.com/mail-Dysfunctional-Churches.htm)  
[http://ichthys.com/mail-Dysfunctional-Churches.htm](https://www.christiantoday.com/article/5-signs-of-a-dysfunctional-ministry/86120.htm)  
<https://www.christiantoday.com/article/5-signs-of-a-dysfunctional-ministry/86120.htm>  
[Images for signs-of-a-dysfunctional-ministry](https://www.christiantoday.com/article/5-signs-of-a-dysfunctional-ministry/86120.htm)

### **Fifteen Characteristics Of A Dysfunctional Church**

Certainly, every church has some of the above dynamics to one degree or another. However, the greater the number and intensity of the dynamics, the greater the degree to which the church can be characterized as “dysfunctional” and characterized by conflict. Resultantly, the likelihood that the church will resist changes, pastors and their well-intended ministries, and other attempts and programs designed to address the various dysfunctions may also increase.

[http://www.ministryhealth.net/mh\\_articles/095\\_fifteen\\_char\\_dysfunctional\\_church.html](http://www.ministryhealth.net/mh_articles/095_fifteen_char_dysfunctional_church.html)  
[Images for Characteristics Of A Dysfunctional Church](http://www.ministryhealth.net/mh_articles/095_fifteen_char_dysfunctional_church.html)

### **Healing the Dysfunctional Church Family (The Recovery Bookshelf) by David R. Mains (Author)**

No church is perfect, just as no family is perfect. This profound and honest book calls us to accept the church's humanness as it explores common dysfunctions. But it also calls upon us to view each local congregation as a place where we can feel loved, helped, and forgiven.

<https://www.amazon.com/Healing-Dysfunctional-Church-Recovery-Bookshelf/dp/0896930505>  
[https://www.goodreads.com/book/show/1201111.Healing\\_the\\_Dysfunctional\\_Church\\_Family](https://www.goodreads.com/book/show/1201111.Healing_the_Dysfunctional_Church_Family)  
[https://books.google.com/books/about/Healing\\_the\\_Dysfunctional\\_Church\\_Family.html?id=rSr6lJbwk4C](https://books.google.com/books/about/Healing_the_Dysfunctional_Church_Family.html?id=rSr6lJbwk4C)  
<https://www.sundaysolutions.com/Healing-the-Dysfunctional-Church-Family-p/bdmhtdcf.htm>  
<https://www.librarything.com/author/mainsdavidr>  
<http://kingdomtales.com/about/>  
<https://www.amazon.com/David-R.-Mains/e/B001IU4QBA>

[https://www.goodreads.com/author/show/430861.David\\_R\\_Mains](https://www.goodreads.com/author/show/430861.David_R_Mains)

[Images for David R. Mains \(Author\)](#)

[Images for Healing the Dysfunctional Church Family \(The Recovery Bookshelf\) by David R. Mains \(Author\)](#)

[Images for Recovery Bookshelf](#)

### How to Manage Conflict in the Church, Dysfunctional Congregations [Norman Shawchuck]

This book leads you into an understanding of **dysfunctional conflict situations** and gives you an entirely new set of tools and approaches for working with dysfunctional persons, groups and conditions. Conflicts that grow out of dysfunctional relationships are different from all other types of conflict, and require entirely new tools and responses.

<http://www.amazon.com/Manage-Conflict-Church-Dysfunctional-Congregations/dp/0938180169>

<http://books.upperroom.org/book-author/norman-shawchuck/>

<https://www.amazon.com/Norman-Shawchuck/e/B0011YZ8S6>

[https://www.goodreads.com/author/list/307029.Norman\\_Shawchuck](https://www.goodreads.com/author/list/307029.Norman_Shawchuck)

[Images for Norman Shawchuck, author](#)

[Images for How to Manage Conflict in the Church, Dysfunctional Congregations \[Norman Shawchuck\]](#)

[Images for dysfunctional conflict situations](#)

### More Division and Dysfunction Within the Church | Pinterest

<https://www.pinterest.com/pin/249949848053216533/>

[Images for Dysfunction Within the Church | Pinterest](#)

<https://www.pinterest.com/pin/756112224909997357/> So, what is a dysfunctional church? - Pinterest

[Images for So, what is a dysfunctional church? - Pinterest](#)

### Six Symptoms of a Dysfunctional Church - ThomRainer.com

If you want to hear about really sick churches, then stick with me on this post. If you are tired about many of us writing about the sordid state of congregations, I understand. Skip this article and I will return with more good news in the near future.

So, what is a dysfunctional church? By definition, it is a congregation that no longer carries out essential biblical purposes. In other words, the church does not function properly; it is thus dysfunctional.

<http://thomrainer.com/2014/07/02/six-symptoms-dysfunctional-church/>

[Images for Symptoms of a Dysfunctional Church - ThomRainer](#)

<http://www.lifeway.com/Article/church-member-pastor-When-to-leave-your-church>

<http://samrainer.com/2015/05/how-a-healthy-church-can-spiral-quickly-into-dysfunction/>

<http://thomrainer.com/2015/10/why-churches-are-stuck-in-the-past-rainer-on-leadership-170/>

## 29) Dystrophic Congregation

### Congregational analysis: a theological and ministerial approach

The greatest difference between vital and **dystrophic** churches is the way they view growth. Dystrophic churches devote an enormous amount of energy to getting bigger; growth is a goal and an end in itself. In vital churches growth is a byproduct of healthy practices...Vital congregations find that they have no trouble drawing and keeping new participants, though their numeric increases may not be as dramatic as most of their dystrophic counterparts.

[http://www.scielo.org.za/scielo.php?script=sci\\_arttext&pid=S0259-94222009000100061](http://www.scielo.org.za/scielo.php?script=sci_arttext&pid=S0259-94222009000100061)

[Images for Congregational analysis: a theological and ministerial approach](#)

### Four kinds of congregations – John Meunier

**Dystrophic** churches: Positive growth and low sustainability. In some ways, the stars of the United Methodist system. Growing is their focus, and they do it well. Underneath the numbers though, you find large numbers of inactive members.

<https://johnmeunier.wordpress.com/2011/02/19/four-kinds-of-congregations/>

[Images for Four kinds of congregations – John Meunier Dystrophic churches](#)

[https://um-insight.net/topics/john\\_meunier/](https://um-insight.net/topics/john_meunier/)

## 30) Effective Congregation

### 4 Practices of Highly Effective Churches — Ministry Today

Through all these meetings and interactions with churches, our leaders have seen that effective churches of any age, stage, or size consistently do the same four things really well.

<http://ministrytodaymag.com/leadership/administration/21180-4-practices-of-highly-effective-churches>

[Images for 4 Practices of Highly Effective Churches — Ministry Today](#)

<https://ministrytodaymag.com/278-archives>

### Growing Effective Churches – The Susquehanna Conference of the United Methodist Church

Effective churches making disciples of Jesus Christ for the transformation of the world

Establishing new churches and faith communities

Transforming existing congregations

Raising up transformational leadership



<http://growingeffectivechurches.blogspot.com/>  
[Images for Growing Effective Churches](#)

### Seven Habits of Highly Effective Churches 1 | Liturgy

Habit 1 of highly effective churches is focus on God.

<https://liturgy.co.nz/seven-habits-of-highly-effective-churches-1/17783>  
<https://liturgy.co.nz/seven-habits-of-highly-effective-churches-2>  
<https://liturgy.co.nz/seven-habits-of-highly-effective-churches-3>  
<https://liturgy.co.nz/seven-habits-of-highly-effective-churches-4>  
<https://liturgy.co.nz/seven-habits-of-highly-effective-churches-5>  
<https://liturgy.co.nz/seven-habits-of-highly-effective-churches-6>  
<https://liturgy.co.nz/seven-habits-of-highly-effective-churches-7>  
[Images for Seven Habits of Highly Effective Churches – Liturgy: Spiritual practices for a digital world](#)

### 10 Habits of Highly Effective Churches - Church Trainer

Churches vary in style and genre, but these 10 habits are found in all healthy growing churches:

<https://churchtrainer.com/10-habits-of-highly-effective-churches/>  
[Images for 10 Habits of Highly Effective Churches - Church Trainer](#)  
<https://www.excelerate.com/articles/7-habits-of-highly-effective-churches/>  
<http://liturgy.co.nz/seven-habits-of-highly-effective-churches-1>  
<https://www.uccresources.com/products/the-7-habits-of-highly-ineffective-effective-churches>  
<https://alban.org/archive/the-seven-habits-of-highly-effective-and-highly-ineffective-churches/>  
[Images for seven-habits-of-highly-effective-and-highly-ineffective-churches](#)  
<https://www.patheos.com/blogs/monkeymind/2008/03/anthony-robinsons-seven-habits-of-highly-ineffective-churches.html>  
[Images for anthony-robinsons-seven-habits-of-highly-ineffective-churches](#)

### The Habits of Highly Effective Churches: Being Strategic in Your God Given Ministry [George Barna]

In this revealing study, researcher George Barna describes the characteristics of the most effective Christian churches in the U.S. Barna contends that these attributes are the outgrowth of carefully and intentionally cultivated habits which facilitate life-changing ministry. In this book, he describes the habits that have catapulted highly effective churches from being survival-based ministries to those in which people's lives are being constantly transformed.

<http://www.amazon.com/The-Habits-Highly-Effective-Churches/dp/0830718605>  
[https://www.goodreads.com/book/show/493864.The\\_Habits\\_of\\_Highly\\_Effective\\_Churches](https://www.goodreads.com/book/show/493864.The_Habits_of_Highly_Effective_Churches)  
<http://bakerpublishinggroup.com/books/the-habits-of-highly-effective-churches/359081>  
<https://www.barnesandnoble.com/w/the-habits-of-highly-effective-churches-george-barna/1120035864?type=eBook>  
<http://home.snu.edu/~hculbert/barna.htm>  
<http://www.barnabasministry.com/review-hohec.htm>  
<http://victorleetaty.blogspot.com/2012/06/habits-of-highly-effective-churches.html>  
<https://transforminggrace.wordpress.com/2008/07/07/9-habits-of-highly-effective-churches/>  
<https://www.lifeway.com/en/product/the-habits-of-highly-effective-churches-P005757161>  
<http://www.barnabasministry.com/review-hohec.htm>  
<https://www.ministrylibrary.com/habits-of-highly-effective-churches/>  
[https://en.wikipedia.org/wiki/George\\_Barna](https://en.wikipedia.org/wiki/George_Barna)  
<https://www.amazon.com/George-Barna/e/B000APJB4G>  
[https://www.goodreads.com/author/list/32052.George\\_Barna](https://www.goodreads.com/author/list/32052.George_Barna)  
[Images for George Barna, author](#)  
[Images for The Habits of Highly Effective Churches: Being Strategic in Your God Given Ministry \[George Barna\]](#)

## 31) Endowed Congregation

### Lutheran Association of Endowed Congregations Inc

The LAEC provides a forum for congregations to assist each other in faithful stewardship of endowments by sharing information and expertise.

<https://greatnonprofits.org/org/lutheran-association-of-endowed-congregations-inc>  
[Images for Lutheran Association of Endowed Congregations Inc](#)

### Survey of Endowed Presbyterian Churches - PEER Network

In April 1994, the National Association of Endowed Presbyterian Churches (NAEPC), with the support of a grant from the Lilly Endowment, asked Professor Dean Hoge, Catholic University of America, and Rev. Loren Mead, former president of Alban Institute, to conduct a study of how endowed Presbyterian churches manage, utilize, view, and grow their invested funds.

<http://www.presbyterianendowment.org/information/library/articlespresentations/survey-endowed-presbyterian-churches>  
[Images for Endowed Presbyterian Churches](#)  
<http://www.resourcingchristianity.org/grant-product/survey-of-endowed-presbyterian-churches>  
<http://www.resourcingchristianity.org/grant-project/survey-of-characteristics-of-endowed-presbyterian-churches>

## 32) Enneagram

### Enneagram of Personality - Wikipedia

The Enneagram of Personality, or simply the Enneagram (from the Greek words *έννέα* [*ennea*, meaning “nine”] and *γράμμα* [*gramma*, meaning something “written” or “drawn”<sup>[1]</sup>]), is a model of human personality which is principally understood and taught as a typology of nine interconnected [personality types](#). Although the origins and history of many of the ideas and theories associated with the Enneagram of Personality are a matter of dispute, contemporary Enneagram understandings are principally derived from the teachings of [Oscar Ichazo](#) and [Claudio Naranjo](#). Naranjo's theories were partly influenced by some earlier teachings of [G. I. Gurdjieff](#). As a typology the Enneagram defines nine [personality types](#) (sometimes referred to as “enneatypes”), which are represented by the points of a geometric figure called an [enneagram](#),<sup>[2]</sup> which also indicates some of the connections between the types. As there are different schools of thought among Enneagram theorists about some aspects of how it is understood, its interpretation is not always unified or consistent.<sup>[2]</sup>

The Enneagram of Personality is not a typology that is commonly taught or researched in academic [psychology](#).<sup>[citation needed]</sup> It has been widely promoted in both business management and spiritual contexts through seminars, conferences, books, magazines, and DVDs.<sup>[3][4]</sup> In business contexts it is generally used as a typology to gain insights into workplace dynamics; in spirituality it is more commonly presented as a path to higher states of [being](#), [essence](#), and [enlightenment](#). It has been described as a method for self-understanding and self-development<sup>[3]</sup> but has been criticized as being subject to interpretation, making it difficult to test or validate scientifically.<sup>[5]</sup>

[http://en.wikipedia.org/wiki/Enneagram\\_of\\_Personality](http://en.wikipedia.org/wiki/Enneagram_of_Personality)

[Images for Enneagram of Personality](#)

<https://en.wikipedia.org/wiki/Enneagram>

### Enneagram.net (enneagram) on Pinterest

<https://www.pinterest.com/enneagram/>

[Images for enneagram pinterest](#)

<https://www.pinterest.co.uk/wecounselling/the-enneagram/>

<https://www.pinterest.com/EnneaWorld/>

<https://www.pinterest.co.uk/musicademy/enneagram/>

### How The System Works — The Enneagram Institute

Designate each point by a number from one to nine, with nine at the top, for symmetry and by convention. Each point represents one of the nine basic personality types.

<https://www.enneagraminstitute.com/how-the-enneagram-system-works>

[Images for How The System Works — The Enneagram Institute](#)

### The Enneagram - An Adventure in Self Discovery

The Enneagram is a rich and practical study of personal growth based on ancient teachings of mysterious origins. Today, this study has a modern overlay of psychological typing rooted in these ancient teachings.

The Enneagram of personality describes nine distinct types. Each personality type is defined by a chief mental and emotional concern which underlies the development of the personality and highly influences the life experiences of the person who falls under that particular Enneagram type.

This web site is devoted to furthering the growing field of knowledge about the Enneagram and how we all can benefit from a greater understanding of our individual personalities and the intricate and fascinating ways in which we interact with one another.

<http://www.ennea.com/>

[Images for Enneagram - An Adventure in Self Discovery](#)

### The Enneagram - Trinity Lutheran Church

Introduction to the Enneagram - Sat., Oct. 4, 9 a.m.-noon – Garden Room

Cost: \$40 (includes book), *Discovering Your Personality Type* and materials

The Enneagram is one of the most popular systems for self-understanding and is used as a tool for personal growth & spiritual transformation. This morning retreat will introduce the nine distinct personality types and show you how you can rediscover your way of connecting to God. Led by Jody Thone

<http://www.trinitylc.org/page/show/231956-the-enneagram>

[Images for Introduction to the Enneagram](#)

<http://www.centerforgoodwork.com/meet-jody>

<https://www.facebook.com/jody.thone>

[Images for Jody Thone](#)

## 33) Ernest Becker

### Ernest Becker - Wikipedia

Influence<sup>[edit]</sup>

Becker's work, particularly as expressed in his later books, *The Denial of Death* and *Escape from Evil*, have had a significant impact on social psychology and the [psychology of religion](#). *Terror management theory*, an important research programme in [social](#)

psychology that has spawned over 200 published studies<sup>[7]</sup> has turned Becker's views on the cultural influence of death anxiety into a scientific theory that helps to explain such diverse human phenomena as self-esteem, prejudice,<sup>[8]</sup> and religion.<sup>[9]</sup>

[https://en.wikipedia.org/wiki/Ernest\\_Becker](https://en.wikipedia.org/wiki/Ernest_Becker)

[Images for Ernest Becker](#)

[https://en.wikiquote.org/wiki/Ernest\\_Becker](https://en.wikiquote.org/wiki/Ernest_Becker)

[https://wikispooks.com/wiki/Ernest\\_Becker](https://wikispooks.com/wiki/Ernest_Becker)

### Escape from Evil [Ernest Becker]

From the Pulitzer Prize-winning author of *The Denial of Death*, a penetrating and insightful perspective on the source of evil in our world.

"A profound, nourishing book...absolutely essential to the understanding of our troubled times." —Anais Nin

"An urgent essay that bears all the marks of a final philosophical raging against the dying of the light." —*Newsweek*

"Brilliant and challenging...adds another bit of reason to balance destruction...It is, in the best sense of the words, both scientific and philosophical...of the highest importance." —*Los Angeles Times*



<http://www.amazon.com/Escape-Evil-Ernest-Becker/dp/0029024501>

[https://www.goodreads.com/book/show/162757.Escape\\_from\\_Evil](https://www.goodreads.com/book/show/162757.Escape_from_Evil)

<https://www.simonandschuster.com/books/Escape-from-Evil/Ernest-Becker/9780029024508>

<http://ernestbecker.org/news-archives/escape-from-evil-the-unfulfilled-promise-of-religion.html>

<https://www.ianfelton.com/2017/09/27/Book-review-Escape-From-Evil-by-Ernest-Becker/>

[http://www.tandemproject.com/issue\\_statements/statements/2011/101911\\_issue.htm](http://www.tandemproject.com/issue_statements/statements/2011/101911_issue.htm)

<https://ernestbecker.org/about-becker/theories/>

<https://www.nytimes.com/1975/12/14/archives/further-intimations-of-immortality.html>

<http://donemmerichnotes.blogspot.com/2011/09/escape-from-evil.html>

<http://www.constantreader.com/discussions/escapefromevil.htm>

<https://www.youtube.com/watch?v=T5pmYXIMvuo> Escape from Evil#1 (Ernest Becker) – YouTube

[Images for Escape from Evil \(Ernest Becker\) – YouTube](#)

<https://www.pinterest.es/pin/514817801140402197/> Ernest Becker - Pinterest

[Images for Ernest Becker - Pinterest](#)

[http://en.wikipedia.org/wiki/Ernest\\_Becker](http://en.wikipedia.org/wiki/Ernest_Becker)

[http://www.newworldencyclopedia.org/entry/Ernest\\_Becker](http://www.newworldencyclopedia.org/entry/Ernest_Becker)

<https://www.amazon.com/Ernest-Becker/e/B000AQ1I28>

[https://www.goodreads.com/author/quotes/1895.Ernest\\_Becker](https://www.goodreads.com/author/quotes/1895.Ernest_Becker)

[https://www.goodreads.com/author/show/1895.Ernest\\_Becker](https://www.goodreads.com/author/show/1895.Ernest_Becker)

[Images for ernest becker](#)

[Images for Escape from Evil \[Ernest Becker\]](#)

### The Denial of Death [Ernest Becker]

Winner of the Pulitzer prize in 1974 and the culmination of a life's work, *The Denial of Death* is Ernest Becker's brilliant and impassioned answer to the "why" of human existence. In bold contrast to the predominant Freudian school of thought, Becker tackles the problem of the vital lie -- man's refusal to acknowledge his own mortality. In doing so, he sheds new light on the nature of humanity and issues a call to life and its living that still resonates more than twenty years after its writing.

<http://www.amazon.com/The-Denial-Death-Ernest-Becker/dp/0684832402>

[http://www.goodreads.com/author/quotes/1895.Ernest\\_Becker](http://www.goodreads.com/author/quotes/1895.Ernest_Becker)

<http://public.zoob.eml.cc/becker1-2.pdf>

[http://en.wikipedia.org/wiki/The\\_Denial\\_of\\_Death](http://en.wikipedia.org/wiki/The_Denial_of_Death)

<http://ernestbecker.org/lecture-texts/the-denial-of-death-and-the-practice-of-dying.html>

<https://www.politics-prose.com/book/9780684832401>

<https://www.politics-prose.com/staff-pick/denial-of-death-ernest-becker>

<https://www.pinterest.com/BhearNow/ernest-becker/>

<https://www.youtube.com/watch?v=XpVkrldz9-Y> Sheldon Solomon - Ernest Becker & The Denial of Death - YouTube

<https://www.youtube.com/watch?v=9Hi1C4NNnV4> The Denial of Death by Ernest Becker – YouTube

<https://www.youtube.com/watch?v=9Hi1C4NNnV4&t=55s> The Denial of Death by Ernest Becker – YouTube

[Images for Denial of Death by Ernest Becker – YouTube](#)

<https://www.youtube.com/watch?v=qtACq9tommw> The Denial of Death Chapters 1&2 – YouTube

<https://www.youtube.com/watch?v=noB1trmRuak> The Denial of Death Chapter 3 – YouTube

[https://www.youtube.com/watch?v=SiKjX\\_0Ec8U](https://www.youtube.com/watch?v=SiKjX_0Ec8U) The Denial of Death Chapter 4 – YouTube

[https://www.youtube.com/watch?v=cjj4\\_bA7LtY](https://www.youtube.com/watch?v=cjj4_bA7LtY) HEROISM - THE DENIAL OF DEATH BY ERNEST BECKER - YouTube

<http://www.yorku.ca/dcarveth/Becker.html>

[Images for Denial of Death \[Ernest Becker\]](#)

## 34) Established Congregation

### Aligning New Ministries Within Established Churches – ThomRainer.com

According to the research we gathered for *Simple Church*, we found it is vital that you make sure new ministries fit into the simple process before they begin.

<http://thomrainer.com/2013/01/aligning-new-ministries-within-established-churches/>

Images for Aligning New Ministries Within Established Churches – ThomRainer.com

<http://thomrainer.com/2015/01/millennial-pastors-established-churches-rainer-leadership-088/>

<http://thomrainer.com/2014/09/seven-reasons-give-established-churches/>

<http://thomrainer.com/2012/11/established-churches-and-inward-drift/>

<http://www.lifeway.com/pastors/2014/06/12/established-churches-leaders-and-confident-humility/>

<http://www.lifeway.com/pastors/2014/11/03/6-reasons-a-pastor-would-want-to-lead-a-congregation-in-need-of-revitalization/>

#2

Images for thom rainer (author)

### Obstacles in the Established Church: How Leaders Overcome Them by Sam S Rainer III (Author)

Many established churches in North America are struggling. But the obituaries are premature. Struggling churches can make a difference again. Many churches have several obstacles in front of them slowing growth and preventing health. While every church is a unique congregation in a specific local context, patterns present in one established church are often present in another. Rainer identifies these obstacles and reveals how churches can successfully overcome them. God does not give up on these congregations. Despite the obvious obstacles, we should not give up on them either.

<https://www.amazon.com/Obstacles-Established-Church-Leaders-Overcome/dp/0692289852>

<http://www.artrainer.com/books/obstacles-in-the-established-church-how-leaders-overcome-them/>

[http://www.goodreads.com/author/show/4547015.Sam\\_Rainer](http://www.goodreads.com/author/show/4547015.Sam_Rainer)

<http://www.christianpost.com/news/seven-reasons-why-we-should-not-give-up-on-established-churches-127198/>

Images for Sam S Rainer III (Author)

Images for Obstacles in the Established Church: How Leaders Overcome Them by Sam S Rainer III (Author)

### 6 Reasons Established Churches Should Plant Churches | The Exchange: A Blog by Ed Stetzer

Let's plant churches that plant churches that plant churches.

<http://www.christianitytoday.com/edstetzer/2014/november/6-reasons-established-churches-should-plant-churches.html>

Images for 6 Reasons Established Churches Should Plant Churches | The Exchange: A Blog by Ed Stetzer

<https://www.christianitytoday.com/ct/archives/>

<https://www.christianitytoday.com/news/archives/>

<https://edstetzer.com/>

[https://en.wikipedia.org/wiki/Ed\\_Stetzer](https://en.wikipedia.org/wiki/Ed_Stetzer)

<https://www.facebook.com/edstetzer/>

<https://vimeo.com/edstetzer>

<http://www.moodychurch.org/staff-directory/ed-stetzer/>

Images for Ed Stetzer

## 35) Ethos

### Ethos - Wikipedia

Ethos is a Greek word meaning "character" that is used to describe the guiding beliefs or ideals that characterize a community, nation, or ideology.

<https://en.wikipedia.org/wiki/Ethos>

<https://en.wiktionary.org/wiki/ethos>

Images for ethos

### How to Define Church Ethos - Alban

Discerning and claiming a culture can be daunting. Ethos is reality, whether we readily enthusiastically embrace it or not. Naming and claiming its presence is the first step to navigating out of the storm and sailing into a thrilling adventure.

### Alban at Duke Divinity School » R. Mark King: How to Define Church Ethos

<https://alban.org/2015/10/08/r-mark-king-the-church-ethos-process/>

Images for How to Define Church Ethos - Alban

<https://alban.org/2015/06/11/r-mark-king-church-ethos/>

<https://www.facebook.com/albaninstitute/posts/10158516096839988>

<http://missionaryrenegade2013.blogspot.com/2015/06/church-ethos-by-r-mark-king-from-alban.html>

<http://www.marblechurch.org/>

<https://www.wnccumc.org/staffdetail/1644125>

<http://www.congregationaldevelopment.com/means-of-grace-hope-of-glory/2015/7/29/parish-development-resources-episcopal-ethos-the-daily-offic.html>

<https://alban.org/category/renewal-vitality/>

<https://alban.org/about-alban/alban-weekly/>

<https://alban.org/books/>

## 36) Evangelical Lutheran Church in America

### About - Evangelical Lutheran Church in America

The Evangelical Lutheran Church in America (ELCA) is one of the largest Christian denominations in the United States, with about 4 million members in nearly 10,000 congregations across the United States, Puerto Rico and the U.S. Virgin Islands.

We are the church that shares a living, daring confidence in God's grace. For us, as the ELCA, this faith comes through the good news of Jesus Christ and gives us the freedom and the courage to wonder, discover and boldly participate in what God is up to in the world.

We are a church that is always being made new, and at the same time, is deeply rooted in Scripture, Lutheran theology and Lutheran confessions. We are also rooted in the vibrant, diverse communities and rich histories of our congregations. It's through these roots that the Holy Spirit guides and nourishes us so that we can be a church that is both resilient and always new.

We welcome you to join this community of faith — the Evangelical Lutheran Church in America — regardless of your age, race, gender, life experience, complexities and questions. You have a unique story that can only add to the richness of the larger story that makes up the ELCA. There is a place for you here!

<https://www.elca.org/About>

[Images for About - Evangelical Lutheran Church in America](#)

<https://www.pinterest.com/stjohnssa/elca-resources-evangelical-lutheran-church-in-amer/>

[Images for pinterest/elca-resources-evangelical-lutheran-church-in-america](#)

Always being made new: ELCA anniversary not about the past but the future - The Lutheran Magazine

Twenty-five years ago, this month, the ELCA came into existence. Do you remember our beginning? If so, what comes to mind?

As a parish pastor I recall thinking how much was not new. In fact, I remember parishioners wondering what all the fuss was about. Worship order and hymns? Confirmation and Sunday school? Scripture and Lutheran confessional writings? Outreach ministry to the community and congregational leadership? They all remained the same. Yes, the beginning of the ELCA was marked by both continuity and change.

"Always being made new, 25 years together in Christ" is our anniversary theme. May it provide opportunity for us to reflect upon how deeply rooted we are as a church and how God continues to make all things new.

[http://www.thelutheran.org/article/article.cfm?article\\_id=11201](http://www.thelutheran.org/article/article.cfm?article_id=11201)

[Images for Always being made new: ELCA anniversary not about the past but the future - The Lutheran Magazine](#)

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

### Book of Faith - Evangelical Lutheran Church in America

In order to delve deeper in the word, the Book of Faith Initiative recommends a four-fold method for reading the Bible: devotional, historical, literary and Lutheran theological reading. It's up to you and your faith community to decide how the Book of Faith Initiative will become a vital part of your ministry so that together we grow in our deep engagement with the word of God.

Initiative will become a vital part of your ministry so that together we grow in our deep engagement with the word of God.

<http://www.elca.org/en/Resources/Book-of-Faith>

[Images for Book of Faith - Evangelical Lutheran Church in America](#)

<http://store.augsburgfortress.org/store/productfamily/130/Book-of-Faith>

<http://store.augsburgfortress.org/store/productfamily/133/Books-of-Faith-Bible-Study-Series>

### [PDF] Claimed, Gathered, Sent: A Guide for Conversation

*Claimed, Gathered, Sent: A Guide for Conversation* includes this leader guide and five handouts, each outlining a process for conversation. The first four handouts focus on one of the emphases Presiding Bishop Eaton has identified for the **ELCA**:

- We are church.
- We are Lutheran.
- We are church together.
- We are church for the sake of the world.

The fifth session turns to the ELCA's relationship with its global and ecumenical partners, particularly The Lutheran World Federation.

The goals of this guide are:

To invite reflection, conversation and discernment about what being the church means today.

To strengthen the mission and ministry of congregations and the ELCA as a whole by going back to our spiritual roots.

[http://download.elca.org/ELCA%20Resource%20Repository/ClaimedGatheredSent\\_AGuideForConversation.pdf](http://download.elca.org/ELCA%20Resource%20Repository/ClaimedGatheredSent_AGuideForConversation.pdf)

[Images for Claimed, Gathered, Sent: A Guide for Conversation](#)

<https://www.youtube.com/watch?v=8Tr96wOutTg> Claimed, Gathered, Sent: A Guide for Conversation - YouTube

### ELCA Teaching - Evangelical Lutheran Church in America

The ELCA confesses the Triune God — Father, Son, and Holy Spirit. We proclaim Jesus Christ as Lord and Savior. In our preaching and teaching the ELCA trusts the Gospel as the power of God for the salvation of all who believe.

ELCA teaching or theology serves the proclamation and ministry of this faith. It does not have an answer for all questions, not even all religious questions. Teaching or theology prepares members to be witnesses in speech and in action of God's rich mercy in Jesus Christ.

<http://www.elca.org/Faith/ELCA-Teaching>

[Images for ELCA Teaching - Evangelical Lutheran Church in America](#)



## Evangelical Lutheran Church in America - Wikipedia

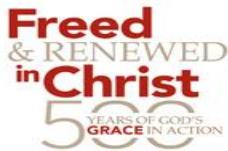
The Evangelical Lutheran Church in America (ELCA) is a [mainline Protestant denomination](#) headquartered in [Chicago, Illinois](#). The ELCA officially came into existence on January 1, 1988, by the merging of three Lutheran church bodies. As of 2015, it had 3,668,034 baptized members in 9320 congregations.<sup>[4]</sup> In 2015, Pew Research estimated that 2.1% of the U.S population self-identifies with the ELCA and mainline Lutheranism.<sup>[6]</sup> It is the seventh-largest religious body<sup>[7]</sup> and the largest [Lutheran](#) denomination in the [United States](#).<sup>[8]</sup> The next two largest Lutheran denominations are the [Lutheran Church–Missouri Synod](#) (LCMS) (with approximately 2.1 million members<sup>[9]</sup>) and the [Wisconsin Evangelical Lutheran Synod](#) (WELS) (with approximately 370,000 members).<sup>[10]</sup> There are also many [smaller Lutheran church bodies](#) in the [United States](#), some of which came into being composed of dissidents following the major 1988 merger. The ELCA belongs to the [World Council of Churches](#) and the [Lutheran World Federation](#). The ELCA is in full communion with the [Episcopal Church](#), [Moravian Church](#), [Presbyterian Church \(USA\)](#), [Reformed Church in America](#), [United Church of Christ](#), and the [United Methodist Church](#).<sup>[11]</sup>

[https://en.wikipedia.org/wiki/Evangelical\\_Lutheran\\_Church\\_in\\_America](https://en.wikipedia.org/wiki/Evangelical_Lutheran_Church_in_America)

<https://en.wikipedia.org/wiki/ELCA>

[Images for Evangelical Lutheran Church in America](#)

500 Years



Are you ready? The ELCA is preparing for the 500-year anniversary of the Reformation. How will your congregation be involved?

[View resources.](#)

## The Evangelical Lutheran Church in America's Observance of The Reformation's 500th Anniversary

This site lifts up Evangelical Lutheran Church in America's (ELCA) Reformation observances and facilitates connections among ELCA partners, networks and expressions.

<http://www.elca500.org/>

[Images for elca 500 years](#)

<https://www.elca.org/Resources/500-Years>

<https://www.facebook.com/elca500/>

<https://www.livinglutheran.org/2014/10/500-years-evangelical-reformation/>

[Images for living lutheran/500-years-evangelical-reformation](#)

## Ready to be moved by Spirit: ELCA clear about who it is, mission for life in the world | The Lutheran

"I have come to this [Churchwide Assembly](#) more hopeful and grateful for the [Evangelical Lutheran Church in America](#) than I have ever been." So began my report to the 2011 [Churchwide Assembly](#). The reason is clear and was evident throughout the assembly: we are a church clear about who we are and about our engagement in God's mission for the life of the world ("[Churchwide Assembly looks to future](#)").

I am hopeful because we are a church called to discern what the death and resurrection of Jesus Christ mean for the world and our life together. The assembly theme, "Freed in Christ to Serve," is grounded in the good news that in Christ we have been freed from the power of sin, death and evil and freed for lives of service.

Videos shown at the assembly portrayed what it means to "live Lutheran." In a culture and world where lines constantly are being drawn to divide, exclude and demean, to "live Lutheran" means to embody the ministry of reconciliation God entrusted to us.

I am hopeful because we are a church that belongs to Christ. We believe God calls each of us by name. The assembly's actions said, "There is a place for you here" to those often isolated or forgotten.

[http://www.thelutheran.org/article/article.cfm?article\\_id=10155](http://www.thelutheran.org/article/article.cfm?article_id=10155)

[Images for Ready to be moved by Spirit: ELCA clear about who it is, mission for life in the world | The Lutheran](#)

[https://day1.org/articles/5d9b820ef71918cdf2002f0b/bishop\\_mark\\_hanson\\_ready\\_to\\_be\\_moved\\_by\\_the\\_spirit](https://day1.org/articles/5d9b820ef71918cdf2002f0b/bishop_mark_hanson_ready_to_be_moved_by_the_spirit)

## Seeds for the Parish - Evangelical Lutheran Church in America

We are a church that is deeply rooted — and always being made new. Our roots are in Scripture, tradition and the Lutheran Confessions, as well as in the vibrant communities and rich histories of our congregations.

[http://download.elca.org/ELCA%20Resource%20Repository/Seeds\\_Winter\\_2014.pdf](http://download.elca.org/ELCA%20Resource%20Repository/Seeds_Winter_2014.pdf)

[Images for Our roots are in Scripture, tradition and the Lutheran Confessions](#)

We are a church that is energized by lively engagement in our faith and life. "Our faith is a living, busy, active, mighty thing," said Martin [Luther](#). We continually strive for a deeper understanding of what the death and resurrection of Jesus Christ means for the world. Doing so puts us right where God wants us to be: in the thick of life.

[http://download.elca.org/ELCA%20Resource%20Repository/Seeds\\_Spring\\_2014.pdf](http://download.elca.org/ELCA%20Resource%20Repository/Seeds_Spring_2014.pdf)

[Images for "Our faith is a living, busy, active, mighty thing," said Martin Luther.](#)

[Images for Seeds for the Parish - Evangelical Lutheran Church in America](#)

### Shout-out for Team ELCA | The Lutheran

The question should not be “What does the synod do for us?” or “What do we get from the synod?” Rather, transformed by the love of God in the death and resurrection of Christ, the question should be “What are we able to do together as synod?” or “What do we get to do as synod or as the ELCA?”

This isn't a plug for institutional survival or mindless loyalty. It's a call to each of us and all of us to greater, deeper and unapologetic participation in the part of the church known as the ELCA. We can have a little pride in who we are without irony. I believe I've established my theological heft, so I am allowed a little hokeyness. Here it is: We are Team ELCA.

[http://www.thelutheran.org/article/article.cfm?article\\_id=12029](http://www.thelutheran.org/article/article.cfm?article_id=12029)

[Images for Shout-out for Team ELCA | The Lutheran](#)

[http://www.southernhiosynod.org/aws/SOS/asset\\_manager/get\\_file/80257?ver=52](http://www.southernhiosynod.org/aws/SOS/asset_manager/get_file/80257?ver=52) Shout-out for Team ELCA

[http://support.elca.org/site/TR?fr\\_id=1190&pg=entry](http://support.elca.org/site/TR?fr_id=1190&pg=entry) Team ELCA - Team ELCA

### The ELCA Song - YouTube

The ELCA rip-off of the YMCA song being sung at the ELCA national youth gathering in San Antonio, TX.

<https://www.youtube.com/watch?v=mHEWYDp2YuA>

[Images for ELCA Song - YouTube](#)

### The State of the Evangelical Lutheran Church in America by Heather Clark (Artist), J. Russell Crabtree (Author), Robyn Strain (Contributor), Emily Crabtree Swanson (Editor)

In his new book, *The State of the ELCA*, J. Russell Crabtree examines the perspectives, experiences, and aspirations of a large cross section of members in the Evangelical Lutheran Church in America. In his reflection on the responses of nearly 60,000 members to a variety of questions, he addresses a number of topics including: • How does the experience of Lutherans compare with other mainline denominations? • Which groups feel most positive and which groups feel less positive about their experience in the Lutheran church? • What are some of the factors that make the difference between Lutheran churches that are experiencing vitality and those that are struggling? • How are Lutherans experiencing life in their congregations over their lifecycle ranging from the teenage years through child bearing, child rearing, empty nest, and retirement? • As they think about the future, what are the aspirations of Lutherans for their churches and how do these vary from Boomlets up through Boomers and the GI Generation? • What are the motivating factors for giving among Lutherans and how do these differ from one congregation to another? Get ready for a few surprises as you read the answers to these questions, but also discover Lutheran perspectives on Scripture, spiritual practices, pastoral transitions, and Synods. *The State of the ELCA* ends on a positive note by summarizing interviews with the pastors of four transformational Lutheran churches, one large, one small, one more conservative, and one more progressive. Once again, Russell Crabtree has challenged us with a call to base our planning and practice on evidence rather than pre-conceptions or anecdotal biases. This book is a must-read for congregational leaders, synod staffs, and synod councils. For those who have ears to hear it will guide us into more effective and faithful leadership.

BISHOP WAYNE N. MILLER, METROPOLITAN CHICAGO SYNOD

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[Images for J. Russell Crabtree \(Author\)](#)

[Images for Emily Crabtree Swanson, author](#)

[http://www.goodreads.com/author/show/332514.Heather\\_Clark](http://www.goodreads.com/author/show/332514.Heather_Clark)

[Images for The State of the Evangelical Lutheran Church in America by Heather Clark \(Artist\), J. Russell Crabtree \(Author\), Robyn Strain \(Contributor\), Emily Crabtree Swanson \(Editor\)](#)

### Who We Are – The Northwest Synod of Wisconsin

We are all the **ELCA**

Our nearly 10,000 congregations and 65 synods across the United States, Puerto Rico and the U.S. Virgin Islands are where you'll find us hard at work loving and serving our neighbors and sharing the good news of Jesus Christ.

Congregations are communities of faith that reach out to all people, serve all people and help us negotiate the complexities and questions of life with a daring confidence in God's grace and love.

Synods support, connect and guide the leaders and ministries of congregations, working together to achieve things on a scale and scope that we could never do otherwise.

Together, we are a church that is deeply rooted and always being made new. We strive for strong, vibrant congregational ministries that are relevant to our ever-changing neighborhoods and world, actively engaged in God's mission.

The blessing of ELCA congregations and synods working together is that we are able to draw upon a wealth of leaders, resources, networks, support, ideas, experiences, diverse perspectives and diverse communities for doing God's work in the world.

[Search for People](#)

We have over 300 rostered leaders.

[Find active rostered leaders.](#)

## Congregations

There are 199 congregations (over 93,000 members) in our synod.

[Find a congregation.](#)

## Synod Contacts

Our synod covers 23 counties in Wisconsin and is divided into seven conferences.

[View a map of our synod.](#)

[Meet the synod council and staff.](#)

[View conference deans.](#)

[View partnership ministries.](#)



## Northwest Synod of Wisconsin

Evangelical Lutheran Church in America

God's work. Our hands.

[http://www.nwswi.org/who\\_we\\_are/](http://www.nwswi.org/who_we_are/)

[Images for Who We Are – The Northwest Synod of Wisconsin We are all the ELCA](#)

## 37) Evangelicals

### American Evangelicals Today by Corwin E. Smidt (Author)

*American Evangelicals Today* assesses the contemporary social, religious, and political characteristics of evangelical Protestants today, and it does so in light of (1) whether these characteristics are similar to, or different from, the corresponding characteristics of adherents of other major faith traditions in American religious life, and (2) the extent which these particular characteristics among evangelicals may have changed over the past four decades. In addition, it analyzes the extent which evangelicals are divided today, and it does so within the framework of four potential factors that might shape such divisions -- racial/ethnic differences, generational differences, educational differences, and religious differences.

*American Evangelicals Today* is designed to serve as an accessible, but scholarly, overview of American evangelicals, one that is appealing to all scholars, students, and laity alike. Smidt offers a discussion of the nature of evangelical Protestantism, highlights the particular analytical issues at play when one seeks to determine just who are to be classified as evangelicals, and reveals some of the contradictory findings that can emerge through the use of these different analytical frameworks for defining evangelicals. The volume not only analyzes the current characteristics of evangelicals in light of those exhibited by other religious traditions as well as how evangelicals have changed over time, but it looks toward the future, addressing generational differences and other possible factors for change among evangelical Protestants.

<https://www.amazon.com/American-Evangelicals-Today-Corwin-Smidt/dp/1442217294>

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[Images for Corwin E. Smidt \(Author\)](#)

[Images for American Evangelicals Today by Corwin E. Smidt \(Author\)](#)

### Evangelicalism - Wikipedia

Evangelicalism (/ˌvænˈdʒɛlɪkəlɪzəm, ˌɛvən-, -ən/), evangelical Christianity, or evangelical Protestantism,<sup>[note 1]</sup> is a worldwide trans-denominational movement within [Protestant Christianity](#) that maintains the belief that the essence of the [Gospel](#) consists of the doctrine of [salvation](#) by [grace alone](#), solely through [faith](#) in [Jesus's atonement](#).<sup>[1][2][3]</sup> Evangelicals believe in the centrality of the conversion or "[born again](#)" experience in receiving salvation, in the authority of the [Bible](#) as [God's](#) revelation to humanity, and in [spreading the Christian message](#). The movement has long had a presence in the [Anglosphere](#) before spreading further afield in the 19th, 20th and early 21st centuries.

Its origins are usually traced to 1738, with various theological streams contributing to its foundation, including [Pietism](#), [Puritanism](#), [Presbyterianism](#) and the [Moravian Church](#) (in particular its bishop [Nicolaus Zinzendorf](#) and his community at [Herrnhut](#)).<sup>[4]</sup> Preeminently, [John Wesley](#) and other early Methodists were at the root of sparking this new movement during the [First Great Awakening](#). Today, evangelicals are found across many Protestant branches, as well as in various denominations not subsumed to a specific branch.<sup>[5]</sup> Among leaders and major figures of the evangelical Protestant movement were [John Wesley](#), [George Whitefield](#), [Jonathan Edwards](#), [Billy Graham](#), [Bill Bright](#), [Harold Ockenga](#), [John Stott](#) and [Martyn Lloyd-Jones](#). The movement gained great momentum during the 18th and 19th centuries with the [Great Awakenings](#) in Great Britain and the United States.

In 2016, there were an estimated 619 million evangelicals in the world, meaning that one in four Christians would be classified as evangelical.<sup>[6]</sup> The [United States has the largest concentration of evangelicals](#) in the world.<sup>[7]</sup> American evangelicals are a quarter

of that nation's population and its [single largest religious group](#).<sup>[8][9]</sup> As a trans-denominational coalition, evangelicals can be found in nearly every Protestant denomination and tradition, particularly within the [Reformed](#), [Baptist](#), [Wesleyan](#), [Pentecostal](#) and [charismatic](#) churches.<sup>[10][11]</sup>

<https://en.wikipedia.org/wiki/Evangelicalism>

<https://simple.wikipedia.org/wiki/Evangelicalism>

[Images for Evangelicalism](#)

#### **Pew: Evangelicals Stay Strong as Christianity Crumbles in America**

Amid changing US religious landscape, Christians 'decline sharply' as unaffiliated rise. But born-again believers aren't to blame.

<http://www.christianitytoday.com/gleanings/2015/may/pew-evangelicals-stay-strong-us-religious-landscape-study.html>

[Images for Pew: Evangelicals Stay Strong as Christianity Crumbles in America](#)

#### **The Evangelicals You Don't Know: Introducing the Next Generation of Christians by Tom Krattenmaker (Author)**

So, you have a problem with evangelical Christians? Which ones?

These are the provocative questions Tom Krattenmaker poses to his fellow progressives in *The Evangelicals You Don't Know*. He challenges stereotypes about evangelical Christians and introduces readers to a movement of "new evangelicals" who are bringing forth a non-partisan expression of evangelicalism and creating opportunities for alliances and partnerships to advance the common good. Krattenmaker argues that cultural fault lines no longer divide the religious from the secular, or the evangelicals from "everyone else." Rather, the lines that matter now run between the fundamentalist culture warriors of both the left and right on one side, and, on the other, the good-doers of any faith, or none, who want to work together to solve our society's problems and introduce a new civility and decency to our shared national life.

Krattenmaker is one of the best-informed non-evangelicals writing about evangelicalism in American public life. He offers interesting stories, intriguing character sketches, and incisive writing in his readable and engaging book. Recounting the findings and insights gleaned from his many years of engagement with evangelical America, he draws conclusions sure to surprise, challenge, and even inspire non-evangelicals who had written off this controversial and influential faith movement. *The Evangelicals You Don't Know* offers a refreshing alternative to narratives that pay attention only to aspects of evangelicalism that are most distasteful and threatening to secular-progressives and liberal religionists — providing instead a hopeful introduction to promising new currents rising among theologically conservative Christians.

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[Images for Tom Krattenmaker \(Author\)](#)

[Images for The Evangelicals You Don't Know: Introducing the Next Generation of Christians by Tom Krattenmaker \(Author\)](#)

#### **The 25 Most Influential Evangelicals in America - TIME**

American Evangelicalism seems to defy unity, let alone hierarchy. Yet its members share basic commitments. TIME's list focuses on those whose influence is on the rise or who have carved out a singular role.

<http://content.time.com/time/specials/packages/0,28757,1993235,00.html>

[Images for 25 Most Influential Evangelicals in America - TIME](#)

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[Images for evangelicals-influential-america-list](#)

#### **38) Excellence**

**11 best Striving for Excellence images on Pinterest**

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### Excellent Protestant Congregations: The Guide to Best Places and Practices [Paul Wilkes]

While many individuals might seek out an assortment of spiritual practices and approaches, the local congregation still remains the place where most Christians turn for religious education, nurture, ritual, and a sense of community. Yet many congregations struggle to respond to the spiritual needs of new faces in their pews. In *Excellent Protestant Congregations*, respected religion journalist Paul Wilkes profiles nine dynamic, geographically and denominationally diverse congregations that have the ability to create a vibrant community of worship. The result is a book that provides real-world insights that are both inspiring and applicable in a local congregation.

<http://www.amazon.com/Excellent-Protestant-Congregations-Places-Practices/dp/066422329X>  
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Images for Paul Wilkes, author excellent protestant congregations  
Images for Excellent Protestant Congregations: The Guide to Best Places and Practices [Paul Wilkes]

### Excellence Is an Attitude - Forbes

To me, the most powerful and valuable form of excellence is when it spans the entire customer experience.

<https://www.forbes.com/sites/tomgillis/2011/06/17/excellence-is-an-attitude/#9bb02da79424>  
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### [PDF] Sustaining Pastoral Excellence report - Center for Pastoral Excellence

The Endowment launched the Sustaining Pastoral Excellence initiative in order to support pastors of of nearly every Christian tradition with opportunities for ongoing biblical study, theological reflection, disciplined prayer, and spiritual renewal, as well as sustained friendship and support among colleagues—the kinds of experiences that keep ministry alive.

<http://www.cpx.cts.edu/docs/default-source/pen-documents/sustaining-pastoral-excellence-report.pdf?sfvrsn=0>  
<http://cpx.cts.edu/> Center for Pastoral Excellence at CTS



Images for Pastoral Excellence

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### The Traits of Excellence | Psychology Today

From habit change to reaching excellence.

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Images for talent-matters-excellence

### Vince Lombardi - Wikiquote

Gentlemen, we are going to relentlessly chase perfection, knowing full well we will not catch it, because nothing is perfect. But we are going to relentlessly chase it, because in the process we will catch **excellence**. I am not remotely interested in just being good.

- First team meeting as Packers coach (1959), reported in Chuck Carlson, *Game of My Life: 25 Stories of Packers Football* (2004), p. 149; Richard Scott, Jay Barker, *Legends of Alabama Football* (2004), p. 78.

[https://en.wikiquote.org/wiki/Vince\\_Lombardi](https://en.wikiquote.org/wiki/Vince_Lombardi)

[Images for vince lombardi catch excellence](#)

### What Does the Bible Say About Excellence? - OpenBible.info

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### 39) Exile

#### Christianity for the Rest of Us Small Group: Study Guide

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### Babylonian captivity - Wikipedia

The Babylonian captivity or Babylonian **exile** is the period in Jewish history during which a number of people from the ancient Kingdom of Judah were captives in Babylonia. ... After the fall of Babylon to the Persian king Cyrus the Great in 539 BCE, exiled Judeans were permitted to return to Judah.



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### The Church in Exile: God's Counterculture in a Non-Christian World by James W. Thompson (Author)

Christians have become more and more a minority group in American culture, and so now find themselves in a situation similar to the early Christians--facing the challenge of living as cultural exiles. *THE CHURCH IN EXILE* draws upon the epistle of 1 Peter, which was written to "exiles," to help us learn how to live faithfully when many around us do not share Christian values. Because Christians in America now belong to a distinctly minority group, their behavior will increasingly be considered strange to the majority of the population. This new situation presents Christians with demanding tests--on the job, at school, and in our relationships with neighbors. We are now discovering the challenge of being Christians when that is not a popular **identity**. During the first four centuries, Christians met in small house churches surrounded by neighbors and even family members who scorned their beliefs and their morality. 1 Peter was written to such believers. The "alien" Christians who first read 1 Peter were not strangers in their own lands because of their skin colors or their nationalities. Their obedience to the call of Christ had made them exiles.

According to 1 Peter, Christians are "aliens and exiles" (2:11). The Christian life is similar to the Israelites in Egypt or Babylon, who also did not assimilate into the larger population. So today, how do we find the resources to live as exiles? The epistle of 1 Peter is a sermon that was originally preached to offer such resources. *THE CHURCH IN EXILE* applies this message to Christians in Dallas, Atlanta, Los Angeles, and Chicago in the early twenty-first century, showing us how to live as a counterculture in a non-Christian world.

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### The Church in Exile: Living in Hope after Christendom [Lee Beach, Walter Brueggemann]

The people of God throughout history have been a people of exile and diaspora. Whether under the Assyrians, Babylonians, Greeks or Romans, the people chosen by God have had to learn how to be a holy people in alien lands and under foreign rule. For much of its history, however, the Christian church lived with the sense of being at home in the world, with considerable influence and power. That age of Christendom is now over, and as Lee Beach demonstrates, this is something for which the church should be grateful. The "peace" of Christendom was a false one, and there is no comfortable normalcy to which we can or should return. Drawing on a close engagement with Old Testament and New Testament texts, *The Church in Exile* offers a biblical and practical theology for the church in a post-Christian age. Beach helps the people of God today to develop a hopeful and prophetic imagination, a theology responsive to its context, and an exilic identity marked by faithfulness to God's mission in the world.

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#### 40) Externally Focused Congregation

**[PDF] Church-to-Church Collaborations on the Rise Survey of Externally Focused Churches Finds That Food Programs and Emergency, by Krista Petty**

A survey of churches in the Leadership Network Externally Focused Churches Leadership Community delivered similar results. Churches are stepping up to work together in community service ministry. The following list highlights the primary ways these churches say they have worked with other churches for community service in the past 12 months.

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<http://kristapetty.blogspot.com/>

#### The Externally Focused Church by Rick Rusaw (Author), Eric Swanson (Author)

Learn from churches that have made serving their communities a priority--with dramatic results. Your church can be a firm pillar in your community because of the unwavering truth and love of its members.

Use case studies from churches that have mastered community service, and apply the action steps to: Attract new believers and reach hurt and skeptical people through service, Use the resources your church already has to impact those in need, Learn how churches have made community service a part of their DNA, Help your members deepen their spiritual commitment through service, Discover practical ways to change your community--starting now. From the minister to the mechanic and the teen to the tenured, your church will expand God's kingdom when it extends his love to the people in your community.

<https://www.amazon.com/Externally-Focused-Church-Rick-Rusaw/dp/0764427407>

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#### 41) Extrovert

##### Extroverts and introverts in ministry - which is more effective? - YouTube

Do you know which personality style is more effective for the pastor of a large church? (Excerpted from a Society for Church Consulting training session taught by Aubrey Malphurs)

<https://www.youtube.com/watch?v=iYgwQ0m9TzA>

[Images for Extroverts and introverts in ministry - which is more effective? - YouTube](https://www.youtube.com/watch?v=iYgwQ0m9TzA)

##### Extroverts and Introverts in the Body of Christ | CT Women

Learning from our obsession with personality types.

<http://www.christianitytoday.com/women/2014/january/extroverts-and-introverts-in-body-of-christ.html>

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##### Tyranny of the Extroverts, In Church and Out - Crisis Magazine

The conclusion seems to be that the Western world (Cain cites studies which show that Asians don't fit into this schema) is an extrovert's world, both for secular society and the Church. The danger is that both realms have gotten so noisy and/or busy that there is hardly any space for reflection and meditation—let alone occasional flights of the spirit, for those wanting to be airborne. Even St. Joseph of Cupertino, famed for unintentional levitations during Mass, might be prevented from this anomaly if he were subjected to our *novus ordo* rubrics.

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##### Youth Ministry and the Myth of Extroversion | Confirm not Conform

Before I entered youth ministry, I too bought into the stereotype that youth ministers needed to be extroverted as well as young, energetic, with a certain type of outgoing personality. But what I quickly learned was that this is a myth – and a dangerous one.

<http://www.confirmnotconform.com/blog/youth-ministry-and-myth-extroversion>

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## 42) Extroverted Congregation

### Balance Between Extroverted & Introverted Church | St. Nicholas Hamilton

Churches tend to fall along the spectrum depending on the clergy, the culture, and the congregation. St. Nicholas could be seen as an extroverted church because of our dedication to being warm and friendly.

<http://stnicholashamilton.org/2014/04/extrovert-introvert/>

[Images for Balance Between Extroverted and Introverted Church | St. Nicholas Hamilton](#)

### Leadership That Fits Your Church: What Kind of Pastor for What Kind of Congregation (The Columbia Partnership) by Cynthia Woolever (Author), Deborah Bruce (Author)

Leading **extroverted congregations** places greater stress on the pastor, who must deflect tendencies to turn the attention inward.

However, leading extroverted congregations benefits the pastor's overall satisfaction with ministry.

<https://books.google.com/books?isbn=0827221746>

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[Images for extroverted congregations](#)

Matching the right pastor with the right congregation is one of the most important -- and daunting -- decisions either party can make. While there are many pastors and congregations that merely fit OK, there are other matches that fit perfectly. *Leadership that Fits Your Church* explores how to find what really works for pastors and congregations. Cynthia Woolever and Deborah Bruce, known for their work with congregational life research, lead you on an enlightening adventure in finding that perfect match. Follow the pastoral transition experiences of three churches: a mainline, Protestant congregation; a conservative church; and a Catholic parish. Each example starts with basic descriptions of pastors and church types, then digs into illustrations of deeper dynamics that yield a good match between congregation and pastoral leadership.

From The Columbia Partnership (TCP) Leadership Series

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[Images for Columbia Partnership \(TCP\) Leadership Series](#)

### The Introverted/Extroverted Church — Nathan Colquhoun

The strictly **extroverted** chance on the other hand will have a whole other list of problems. It's a problem that we can see in many evangelical churches today. You've heard the saying that the churches are a mile wide and only an inch deep. That's because the whole "raise your hand and say a thirty second prayer" era in the evangelical church has been able to rack up attendance and tallies and yet they have no disciples. They spend most of their focus bringing new people in the doors and rushing them to the altar that no attention is paid to bring them into a loving and growing relationship with Jesus Christ.

<http://www.nathancolquhoun.com/2005/04/13/the-introverted-extroverted-church>

[Images for Introverted/Extroverted Church](#)

## 43) Faithful Congregation

### Facing Decline, Finding Hope: New Possibilities for Faithful Churches by Jeffrey D. Jones (Author), Phyllis Tickle (Foreword)

Church today isn't the same as it was fifty years ago—or even ten years ago. In spite of the powerful stories of turnaround churches with skyrocketing memberships, the difficult reality is that most congregations are getting smaller. Jeffrey D. Jones asks brave questions for congregations facing this reality—what if membership growth isn't the primary goal for a church? How can churches remain vital, even with declining attendance?

*Facing Decline, Finding Hope* is an essential resource to help congregations confront their shrinking size while looking towards the hopeful reality that God is calling them to greater faithfulness. The book draws on biblical and theological resources, as well as contemporary leadership studies, to help leaders—both clergy and laity—set aside a survival mentality and ask new questions to shape ministry more attuned to today's world.

*Facing Decline, Finding Hope* is a powerful book for leaders who want to honestly assess the size of their church and plan for faithful, invigorating service regardless of whether membership numbers are up or down.

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<https://everydayservant.com/great-is-your-faithfulness/>  
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<https://www.cgg.org/index.cfm/fuseaction/Library.sr/CT/PERSONAL/k/244/Fruit-of-Spirit-Faithfulness.htm>  
Images for fruit-of-the-spirit-faithfulness  
<https://www.biblegateway.com/resources/encyclopedia-of-the-bible/Faith-Faithfulness>  
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<http://www.kcm.org/real-help/faith/learn/a-study-gods-faithfulness>  
<https://www.whatchristianswanttoknow.com/21-bible-verses-on-gods-faithfulness/>  
<https://gracelovelife.com/15-bible-verses-on-gods-faithfulness/>  
Images for gods-faithfulness

#### 44) Family Size Congregation

##### Family Size Congregations

A family size congregation is a small congregation that operates like an extended family (and that may in fact be a biological family network). Just as in the famous tavern from the television series Cheers, in a family size congregation, “everybody knows your

name.” This church organizes around one or two anchoring figures that Rothauge calls matriarchs or patriarchs to indicate their tacit authority in the system. Such congregations often have part-time ministers who tend to adopt the chaplain role—leading worship and giving pastoral care. A minister who challenges the authority of a matriarch or patriarch, or who presumes to be the primary leader of the congregation, generally will not stay long.

[PDF]Size Transitions in UU Congregations update2 - Unitarian Universalist Association - 2005  
<http://www.uua.org/sites/live-new.uua.org/files/documents/congservices/sizetransitions.pdf>  
[Images for Family Size Congregations](#)

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#### How to Minister Effectively in Family, Pastoral, Program, and Corporate-Sized Churches by Roy M. Oswald

This small church can also be called a **Family Church** because it functions like a family with appropriate parental figures. It is the patriarchs and matriarchs who control the church's leadership needs. What Family Churches want from clergy is pastoral care, period. For clergy to assume that they are also the chief executive officer and the resident religious authority is to make a serious blunder. The key role of the patriarch or matriarch is to see to it that clergy do not take the congregation off on a new direction of ministry. Clergy are to serve as the chaplain of this small family. When clergy don't understand his, they are likely to head into a direct confrontation with the parental figure. It is generally suicide for clergy to get caught in a showdown with the patriarchs and matriarchs within the first five years of their ministry in that place. Clergy should not assume, however, that they have no role beyond pastoral care. In addition to providing quality worship and home/hospital visitation, clergy can play an important role as consultants to these patriarchs or matriarchs, befriending these parent figures and working alongside them, yet recognizing that when these parent figures decide against an idea, it's finished.

<https://static1.squarespace.com/static/54c7d7ede4b03a45e09cd270/t/5aa00b43652dea8c73c46299/1520438089615/HowToMinisterEffectivelyInFamilyPastoralProgramandCorporate-SizedChurches.pdf>

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[Images for How to Minister Effectively in Family, Pastoral, Program, and Corporate-Sized Churches by Roy M. Oswald](#)

#### [PDF]PASTORAL ROLES ACCORDING TO CHURCH SIZE

##### **Family** Size (1-50)

- Primary expectation is pastoral care
- The pastor serves as family chaplain
- Serves as consultant to matriarchs/patriarchs
- Provides appropriate worship

<http://mccchurch.org/download/sizesummitresources/PASTORAL%20ROLES%20ACCORDING%20TO%20CHURCH%20SIZE.pdf>  
[Images for PASTORAL ROLES ACCORDING TO CHURCH SIZE Family Size \(1-50\)](#)

#### Reflections on Parish Leadership and Mission Strategy

##### **Family**-size church (up to 50 adults and children at worship)

A small congregation that operates like an extended family (and may in fact be a biological family network). Just as in the famous tavern from the television series Cheers, “everybody knows your name.” This church is organized around one or two anchoring figures called matriarchs and patriarchs by Rothauge to indicate their tacit authority in the system. Such congregations often have part-time pastors, and their clergy tend to adopt a chaplain role— leading worship and giving pastoral care. A pastor who challenges the authority of a patriarch or matriarch, or who presumes to be the primary leader of the congregation, generally will not stay long.

[http://kotaraang.angelfire.com/Parish\\_Leadership.pdf](http://kotaraang.angelfire.com/Parish_Leadership.pdf)

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[Images for Reflections on Parish Leadership and Mission Strategy Family-size church \(up to 50 adults and children at worship\)](#)

#### Sizing up a Congregation for New Member Ministry

The **Family Church: 0-50** .....3

[https://episcopalchurch.org/files/CDR\\_series1\(1\).pdf](https://episcopalchurch.org/files/CDR_series1(1).pdf)

[Images for Sizing up a Congregation for New Member Ministry The Family Church](#)

<https://sethttan.wordpress.com/2017/09/17/sizing-up-a-congregation-book-summary/>

[https://www.episcopalfoundation.org/uploads/pages/files/Church\\_Size\\_Resources\\_-\\_101612.pdf](https://www.episcopalfoundation.org/uploads/pages/files/Church_Size_Resources_-_101612.pdf)

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#### The Challenge of Pastoral Leadership: The Family Church

Family churches usually have about 50 participants on a Sunday morning. In this setting, the pastor is the chaplain of the family. They just want the pastor “to love them” and accept them the way they are. There is often a patriarch or matriarch who is the leader of the congregation, even if not officially designated as such. This person has been around long enough to see a number of preachers come and go. They are not necessarily opposed to change; they just see it as unimportant or irrelevant. There are some necessary competencies for a pastor to be successful within the confines of the family congregation. The pastor should be able to preach and teach the Bible with some level of skill and clarity. The pastor also exercises pastoral care through visitation, calling on the sick, and performing “priestly” functions such as baptizing, officiating at the Lord’s Table, conducting funerals, and performing weddings. In the family size church, the pastor is not seen as a leader but more as a “sounding board” and advisor to the patriarchs or matriarchs in the congregation. Any influence the pastor has comes in relationships he or she develops with the real leaders of the church.

[http://barnabasfile.blogspot.com/2012/08/the-challenge-of-pastoral-leadership\\_23.html](http://barnabasfile.blogspot.com/2012/08/the-challenge-of-pastoral-leadership_23.html)

[Images for The Challenge of Pastoral Leadership: The Family Church – Barnabas File](#)

### The Family Church (fewer than 50 active members)

One group consists of highly knot extended families or “clans” that center on matriarchs or patriarchs.

<https://static1.squarespace.com/static/57bb3649440243cd1731c323/t/5ad6b08770a6ad5688212630/1524019337530/size+church+intro+sheet.pdf>

[Images for The Family Church \(fewer than 50 active members\)](#)

## 45) First Call Congregation

### Building blocks for a strong and healthy church

Best Practices Checklist for Congregations Vocations of **First Call Congregations** Project 2010

[http://www.mnys.org/building\\_blocks\\_for\\_a\\_strong\\_and\\_healthy\\_church/](http://www.mnys.org/building_blocks_for_a_strong_and_healthy_church/)

[Images for First Call Congregations](#)

### [PDF] ELCA Sustaining First Calls

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First Call Theological Education Programs	5
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Churchwide Roles and Support	13
Congregations and First Call	16
Project Highlights	18

<http://www.vasynod.org/wp-content/uploads/2013/02/SUSTAINING-FIRST-CALLS.pdf>

[Images for ELCA Sustaining First Calls: A Handbook of Best Practices in the Evangelical Lutheran Church in America](#)

<https://www.elca.org/News-and-Events/5658> ELCA to Study 'First Call' Congregations with Lilly Endowment Grant

### First-call congregation | The Christian Century

He found Calypso Presbyterian to be a place where members feel free to guide rookie pastors "gently, always gently, in better directions," and where the members are also eager to grow and learn.

<http://www.christiancentury.org/article/2010-11/first-call-congregation>

[Images for First-call congregation | The Christian Century](#)

<https://www.christiancentury.org/magazine>

### First Call - Southeastern Iowa Synod

One of the most dramatic transitions in the life of newly called leaders is the transition from seminary or non-rostered status to the first call to public ministry. For that reason, the Evangelical Lutheran Church in America (ELCA) has developed First Call Theological Education (FCTE), a three-year structured program of personal leadership development. FCTE is for all rostered leaders: pastors, Associates in Ministry, and Diaconal Ministers in the first three years of their first call and is designed and coordinated within each synod of the ELCA. FCTE involves theological reflection, experiential learning, colleague support, and builds upon foundations provided by a seminary, a college, or other educational program.

The three primary content areas of the FCTE program are:

Ministerial Identity – assuming a religious leadership role

Ministry Skills – learning how to provide leadership for the variety of functions in the life of the congregation

Context of Ministry – discovering the history, values, and commitments of the specific setting of ministry

<http://seiasynod.org/for-rostered-leaders/first-call/>

[Images for First Call - Southeastern Iowa Synod](#)

### First Call Theological Education – Northern Illinois Synod

First Call Theological Education (FCTE) is a three-year structured program of theological education designed to assist newly called leaders in the transition to rostered ministry. One of the most dramatic transitions in the life of a newly rostered minister is the transition from seminary or non-rostered status to the first call to public ministry. FCTE is for all rostered ministers: pastors and deacons in the first three years of their first call, and is designed and coordinated within each synod of the ELCA.

<https://nisynod.org/fcte/>

[Images for First Call Theological Education – Northern Illinois Synod](#)

### First Call – Upper Susquehanna Synod

[Click here for the document "First Call: Preparing for a Successful Ministry"](#)

The above document will help prepare a first call pastor, the calling congregation, and the synod for a successful transition into ministry. The information below describes our synod's practices/expectations regarding theological education for rostered leaders in the first three years of their first call.

<https://www.uss-elca.org/first-call-theological-education/>

[Images for First Call: Preparing for a Successful Ministry Upper Susquehanna Synod](#)