

# Interim Ministry Resources

## Chapter 14 Vision

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Introduction 1

Reflections and Resources (1)

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## Introduction

### Transition Dynamics

#### Reflection

Heritage	Past	Where have we been?
Identity	Present	Where are we at?
Vision	Future	Where is God leading?

#### Action

Mission	Definition	What is God's purpose for this congregation?
Leadership	Operation	How is God's purpose to be carried out?
Connections	Cooperation	Who are the partners in mission God provides?

- Heritage appreciate how the past of the congregation informs the present
- Identity discover who the congregation is in the current context
- Vision discern what it is this congregation understands God is calling this congregation to be
- Mission define purpose and direction for the congregation in God's mission
- Leadership engage people of the congregation in God's mission
- Connections explore all the relationships a congregation shares beyond itself

## Alban at Duke Divinity School » Twelve Characteristics for Effective 21<sup>st</sup>-Century Ministry

4. **The ability to develop and communicate a vision.** Compelling vision means believing that our best days are ahead, and that God can perform remarkable acts in our midst. The process of discovering this destiny is often led by the pastor but is never solely the pastor's task. The pastor must talk, act, and lead as if the vision can and will be made real in their midst.

<https://alban.org/archive/twelve-characteristics-for-effective-21st-century-ministry-2/>

[Images for Alban at Duke Divinity School » Twelve Characteristics for Effective 21st-Century Ministry 4. The ability to develop and communicate a vision.](#)

## Called Forward Together in Christ - Evangelical Lutheran Church

The ELCA is a young church at only 28 years old. It is a good time to take a look at where we are as God's people and try to understand what God has in store for us. And we think it is an exciting time to be looking forward together as we approach the 500<sup>th</sup> anniversary of the Reformation in 2017.

We want to create a **vision** for the future ELCA – as a church with solid foundations sharing the Good News of Jesus Christ and making a difference in the world locally and globally. And as a church that we can be proud to pass on to our children.

We want to discover how we can continue to faithfully serve God's mission in the years ahead and reach a shared understanding among church leaders about the ministries that are most important.

And we want to assess whether the structures that were set up for this church are right for the future, and as part of this consider how we use our resources in the best possible way. There are many challenges.

## Called Forward Together in Christ

<https://www.elca.org/future>

<https://www.elca.org/en/Future-Direction/The-Process>

<https://www.elca.org/en/Future-Direction/Timeline>

<https://www.uss-elca.org/wp-content/uploads/2017/02/Called-Forward-Strategic-Directions-12-8-16.pdf>

[Images for Called Forward Together in Christ - ELCA](#)

<https://vimeo.com/156902052> Called Forward Together in Christ on Vimeo

<https://www.youtube.com/watch?v=JRtTH-LrRK8> Called Forward Together in Christ - ELCA Synod Assembly 2017 – YouTube

<https://www.youtube.com/watch?v=JnSGGUaeFJM> Called Forward Together in Christ ELCA Synod Assembly 2017 – YouTube

<https://www.livinglutheran.org/2017/01/january-2017-news/> Council looks to future – Living Lutheran

## Chief's Primary Role

Define the relationship of the tribe to the wider environment in which the tribe exists. In the leadership literature, this is called creating a shared **vision** and purpose. From an incarnational perspective, the first thing to note is it is a "shared vision" not an "imposed vision." I do not consider myself a visionary. Through using Appreciative Inquiry, in which all the stake holders participate in creating the shared vision, I have learned how to help a congregation discover their shared vision and purpose. Once established it is now the leader's responsibility to hold the vision and continually remind the congregation of that vision.

[Appreciative Way Newsletter - Clergy Leadership Institute](#)

<http://www.clergyleadership.com/news/ai-way-leader1.cfm>

[Images for Chief's Primary Role Define the relationship of the tribe to the wider environment](#)

[Images for shared vision and purpose](#)

## Commitment to New Directions in Ministry

Having come through the transition period together, the congregation will have discovered a new sense of self and sense of competence, with a new sense of direction, and with a clear **vision** of the pastoral leadership needed for the next phase of the congregation's ministry and mission.

[Transition Process Manual - Amazon Web Services](#)

<http://worshiptimesmedia.s3.amazonaws.com/gulfcoast/files/2013/01/TPM2011Complete.pdf>

Section 3/Page 8

[Images for Transition Process Manual Commitment to New Directions in Ministry](#)

[Images for new sense of direction, and with a clear vision](#)

## Development/Review of Core Values, Mission Statement and Vision Statement III-6

Every church has a purpose. We know that we have been sent "to make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit." (Matthew 28:19).

And we know that churches function in the areas of faith, fellowship and service. A mission statement that reflects those three things could be applied to almost any Christian church. But no two churches are exactly the same. Each one has a different personality, a different ambience, a different realm in which it functions best. Each one has its own core values, some of which may be similar to other churches, but there are some core values that make your church unique. These are the lenses through which you see the world, the priorities you have established for yourselves. As you begin to evaluate and update your mission statement, try to list 4 or 5 core values of your congregation.

Every church also has a vision, what it shall be some day. A vision is necessary for survival. "Where there is no vision, the people perish." (Proverbs 29:18)

Maybe you have not given much thought to your congregational vision lately. The interim period is a good time to re-vision your congregation. Prepare your hearts for the vision that God has for you. Spend intentional time in the interim period with spiritual

disciplines. Establish a Bible Study and encourage everyone's participation. The Book of Acts has a lot to offer a congregation doing a self-reflection and self-study as do Paul's letters to the Corinthians. The Book of Nehemiah, probably less familiar to many, is the story of a great visionary who sets about rebuilding the wall around Jerusalem. He encounters many of the same things that congregations today encounter.

As you prepare your hearts and minds for God's vision for your congregation, you will be asking yourself: "What is our purpose? What is God calling us to be? And then as you discover your vision for your future, you will identify the activities you will engage to get there. This becomes your mission statement.

A **vision** statement is more about becoming:

- it pictures the future of your church as God has planned it to be
- it describes the results you hope you will realize in the "real world."
- it captures the uniqueness that God has given your church
- it is short, motivational, and easy to memorize.

Example: To be a church that is known as a safe haven for all people.

A mission statement is more about doing:

- it tells something about your purpose as a part of the larger body of Christ
- it hints at how you will make your vision a reality.
- it is short, motivational, and easy to memorize.

Example: We welcome our neighbors with enthusiasm and love knowing that God will show us the ministry we might do.

Your congregation probably has a mission statement already. Does it reflect your core values?

Does it describe the overall purpose of the congregation? Is it clear to those who are not members or part of the congregation?

Does it guide the members of the congregation as they make decisions, make policies, and develop ministries? Do the members of the congregation know and embrace the mission statement? Where is the mission statement displayed? Where is it discussed?

How does the mission statement shape the mission of the congregation and how is the mission of the congregation reflected in the mission statement?

It's usually easier to write a mission statement in a small group than in the congregation as a whole. It is important, however, to have a feedback loop that includes everyone, so that the statement is not something imposed on them and the congregation can "own" it.

A vision statement reflects where the congregation sees itself in the future if it is effectively carrying out its mission. Putting together a vision statement can be an enjoyable process allowing people to "dream big" and "imagine success." The statement can be used as a motivational tool or as a reminder of why we do what we do as a congregation. A helpful vision statement is one that has an idealism mixed with realism. What will your congregation look like in ten years if you are actively engaged in your mission? What does God have in mind for you given the gifts he has placed in this congregation?

There are many resources to help you develop mission, vision and values statements. One site online would be [http://www.managementhelp.org/plan\\_dec/str\\_plan/stmnts.htm#anchor519441](http://www.managementhelp.org/plan_dec/str_plan/stmnts.htm#anchor519441), but there are many others as well. Your interim pastor will help you put together your discovery processes.

**congregational handbook for pastoral transitions**

<http://www.lutheransnw.org/files/leadership/TransitionHandbook.pdf>

[Images for Core Values, Mission Statement and Vision Statement](#)

[Images for congregational handbook for pastoral transitions](#)

**Fulfilling the Great Commission: Congregations as Missionary Outposts**

Claude E. Payne and Hamilton Beazley describe their **vision** of congregations as missionary outposts.

<https://alban.org/archive/fulfilling-the-great-commission-congregations-as-missionary-outposts/>

[Images for Claude E. Payne, author great commission](#)

[Images for Hamilton Beazley, author great commission](#)

[Images for vision of congregations as missionary outposts](#)

**Future Directions - Evangelical Lutheran Church in America**

Our **Vision**

A world experiencing the difference God's grace and love in Christ makes for all people and creation.

<https://www.elca.org/future>

[http://download.elca.org/ELCA%20Resource%20Repository/Future\\_Directions\\_Paper\\_Called\\_Forward\\_Together\\_in\\_Christ.pdf](http://download.elca.org/ELCA%20Resource%20Repository/Future_Directions_Paper_Called_Forward_Together_in_Christ.pdf)

<https://www.livinglutheran.org/2017/01/january-2017-news/> Council looks to future

<https://metrodcelca.org/wordpress/wp-content/uploads/2017/05/2.1.3ELCACWdetailed.pdf>

Page 3

<https://pioneerlakelc.org/elca-conference-of-bishops-targets-developing-leaders-congregational-growth/>

[Images for Future Directions - Evangelical Lutheran Church in America](#)

[Images for Our Vision A world experiencing the difference God's grace and love in Christ](#)

**Interim Ministry: A Primer for Congregational Staff (pdf)**

What does an interim minister do?

In addition to carrying out customary ministerial duties, an interim minister assists a congregation in:

- claiming and honoring its past and engaging and honoring its griefs and conflicts
- recognizing its unique identity and its strengths, needs, and challenges
- clarifying the appropriate leadership roles of minister(s), church staff, and lay leaders and navigating the shifts in leadership that may accompany times of transition
- making appropriate use of District, UUA, and other

outside resources • proudly coming into possession of a renewed **vision** and strong stewardship, prepared for new growth and new professional leadership, ready to embrace the future with anticipation and zest.

[https://www.uua.org/sites/live-new.uua.org/files/interim\\_ministry\\_primer.pdf](https://www.uua.org/sites/live-new.uua.org/files/interim_ministry_primer.pdf)

[Images for Interim Ministry: A Primer for Congregational Staff](#)

[Images for renewed vision and strong stewardship](#)

Lord, Whose Love through Humble Service

3. As we worship, grant us **vision**,  
Till Your love's revealing light,  
In its height and depth and greatness,  
Dawns upon our quickened sight,  
Making known the needs and burdens  
Your compassion bids us bear,  
Stirring us to tireless striving,  
Your abundant life to share.

The Presbyterian Hymnal: Hymns, Psalms, and Spiritual Songs - Worship Organizer

<http://worship-organizer.awtrey.com/hymnal/?number=427>

[Images for Lord, Whose Love through Humble Service](#)

[DOC]Model Constitution for Congregations 2019 - ELCA Resource Repository

## Chapter 12.

### CONGREGATION COUNCIL

**C12.04.** The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following:

- a. **To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities,** and to evaluate its activities in light of its mission and goals.

<https://www.elca.org/constitution> 2019 Model Constitution for Congregations

<https://download.elca.org> › ELCA Resource Repository › Model Constitution

<http://www.elca.org/Resources/Office-of-the-Secretary>

[Images for Model Constitution for Congregations 2019 Chapter 12. CONGREGATION COUNCIL long-range planning](#)

Prophetic Vision

<sup>18</sup> Where there is no prophetic **vision** the people cast off restraint,<sup>[a]</sup> but blessed is the one who keeps the law.

Proverbs 29:18 ESV

<http://www.biblegateway.com/passage/?search=Proverbs+29%3A18&version=ESV>

[Images for Where there is no prophetic vision the people cast off restraint](#)

Reflections on the church's talking points | Saint Paul Area Synod

What ought to claim our attention now is "The Nones," those living in this post-Christian culture who claim no religious affiliation.

<http://www.spas-elca.org/mutual-conversation/reflections-church%E2%80%99s-talking-points>

[Images for post-Christian culture who claim no religious affiliation](#)

Strategic Directions for the ELCA Churchwide Organization

Claimed, gathered, and sent by God's grace for the sake of the world, the Evangelical Lutheran Church in America in and through its churchwide expression will:

- Accompany congregations as growing centers for evangelical mission; and
- Build the capacity of this church for evangelical witness and service in the world to alleviate poverty and to work for justice and peace.

To this end, the churchwide organization can continue to play a significant and pivotal role in the life of this church by working with its local and global mission partners to build, support and extend the mission of this church.

<http://www.elca.org/Who-We-Are/Our-Three-Expressions/Churchwide-Organization/Office-of-the-Presiding-Bishop/Plan-for-Mission/Our-Mission-and-Vision/Strategic-Directions.aspx>

[Images for Strategic Directions for the ELCA Churchwide Organization](#)

Transitional Ministry Today by Norman Bendroth - Alban Institute

Three Questions. The three most important questions that any congregation must answer, but especially those in transition, are: "Who are we?" (Identity); "Who is our neighbor?" (Mission); and, "What is God calling us to do and to be?" (**Vision**). Making ample time to mine this data will help a congregation to learn who they are and create a road map towards tomorrow.

Norman Bendroth: Transitional Ministry Today - Alban Institute

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

[Images for "What is God calling us to do and to be?" \(Vision\)](#)

<https://alban.org/category/leadership/page/3/>

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

<http://www.goodreads.com/book/show/23811442-transitional-ministry-today>  
<https://books.google.com/books?isbn=1566997518>  
<http://interimtraining.org/media-uploads/sites/5/2015/07/IIPT-trifold.pdf>  
<https://www.upsem.edu/event/interim-ministry-week-1/>  
<https://louisville-institute.org/interviews/norman-bendroth/>  
<https://www.linkedin.com/in/norman-bendroth-19575434>  
[http://www.goodreads.com/author/show/10793952.Norman\\_B\\_Bendroth](http://www.goodreads.com/author/show/10793952.Norman_B_Bendroth)  
[http://www.goodreads.com/author/show/692292.David\\_R\\_Sawyer](http://www.goodreads.com/author/show/692292.David_R_Sawyer)  
[http://www.goodreads.com/author/show/4923940.Cameron\\_Trimble](http://www.goodreads.com/author/show/4923940.Cameron_Trimble)  
[http://www.goodreads.com/author/show/8537496.John\\_Keydel\\_Jr](http://www.goodreads.com/author/show/8537496.John_Keydel_Jr)  
[http://www.goodreads.com/author/show/1017011.Beverly\\_A\\_Thompson](http://www.goodreads.com/author/show/1017011.Beverly_A_Thompson)  
[http://www.goodreads.com/author/show/1104766.George\\_B\\_Thompson\\_Jr](http://www.goodreads.com/author/show/1104766.George_B_Thompson_Jr)  
[http://www.goodreads.com/author/show/8537499.Bianca\\_Duemling](http://www.goodreads.com/author/show/8537499.Bianca_Duemling)  
[http://www.goodreads.com/author/show/10793955.Michael\\_S\\_Rev\\_Piazza](http://www.goodreads.com/author/show/10793955.Michael_S_Rev_Piazza)  
[http://www.goodreads.com/author/show/70337.Anthony\\_B\\_Robinson](http://www.goodreads.com/author/show/70337.Anthony_B_Robinson)  
[http://www.goodreads.com/author/show/10793956.Robert\\_J\\_Voyle](http://www.goodreads.com/author/show/10793956.Robert_J_Voyle)  
[http://www.goodreads.com/author/show/10793957.Deborah\\_J\\_Pope\\_Lance](http://www.goodreads.com/author/show/10793957.Deborah_J_Pope_Lance)  
[http://www.goodreads.com/author/show/6058156.Gretchen\\_J\\_Switzer](http://www.goodreads.com/author/show/6058156.Gretchen_J_Switzer)  
[Images for Transitional Ministry Today by Norman Bendroth - Alban Institute](#)  
[http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82\\_Rethinking%20Transitional%20Ministry.pdf](http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82_Rethinking%20Transitional%20Ministry.pdf)  
<https://alban.org/archive/rethinking-transitional-ministry/>

#### Vision Quotes - BrainyQuote

<http://www.brainyquote.com/quotes/keywords/vision.html>  
[Images for Vision Quotes](#)  
<https://www.goodreads.com/quotes/tag/vision>  
<https://www.leadershipnow.com/visionquotes.html>  
<http://www.leadershipgeeks.com/vision-quotes/>  
[www.wow4u.com/visionquotes/](http://www.wow4u.com/visionquotes/)  
[www.iuemag.com/january2017/di/7-great-quotes-power-of-vision.php](http://www.iuemag.com/january2017/di/7-great-quotes-power-of-vision.php)  
[Images for quotes-power-of-vision](#)  
<https://serveleadnow.com/15-great-leadership-vision-quotes/>  
[Images for great-leadership-vision-quotes](#)  
<http://awakenthegreatnesswithin.com/38-inspirational-quotes-on-vision/>  
[Images for inspirational-quotes-on-vision](#)

#### Vision in the Bible

##### Resources

**The Genesis of Leadership: What the Bible Teaches Us about Vision, Values and Leading Change [Rabbi Nathan Laufer, Dr. Michael Hammer, Senator Joseph I. Lieberman]**

The rich lessons of the Bible can be your leadership guidebook.

Successful leaders don't rely solely on natural charisma and organizational authority as their tickets to success. Successful leadership is a learned art form and a developed discipline. You can master the art of leadership by examining the pitfalls and achievements of past leaders and penetrating the stories of our cultural and religious heritage. The Bible is the ultimate resource for learning by example: its stories of family relationships, political beginnings and even divine encounters provide valuable lessons about leading effectively.

In this empowering guidebook, Nathan Laufer walks you through the stories at the very beginning of the Bible to examine the portraits of leadership success—and failure—they contain. He reveals the life-affirming values that the Bible uses to measure its leaders beginning in the Garden of Eden; analyzes the ups and downs in Abraham's, and later Joseph's, leadership journeys; and scrutinizes the many challenges faced by Moses—and God—in the books of Exodus and Numbers.

Laufer draws out from Bible stories the lessons we can use every day—lessons not only of exemplary leadership, but also of failing to lead, leading with no direction and leading in the wrong direction or to a destructive destination. Through Laufer's interpretive lenses, these ancient stories come alive to inform and inspire our leadership today and offer us direction for the future.

<http://www.amazon.com/The-Genesis-Leadership-Teaches-Leading/dp/158023352X>  
<https://www.barnesandnoble.com/w/the-genesis-of-leadership-nathan-laufer/1118850551>  
<http://www.thenile.co.nz/books/Nathan-Laufer/The-Genesis-of-Leadership-What-the-Bible-Teaches-Us/9781580233521/>  
[http://www.jewishlights.com/page/category/nathan\\_laufer](http://www.jewishlights.com/page/category/nathan_laufer)  
<https://tikvahfund.org/about/staff/nathan-laufer/>  
<http://blogs.timesofisrael.com/author/nathan-laufer/>  
[http://www.jewishlights.com/page/category/nathan\\_laufer](http://www.jewishlights.com/page/category/nathan_laufer)  
[https://www.korenpub.com/toby\\_en\\_usd/rabbi-nathan-laufer?limit=all](https://www.korenpub.com/toby_en_usd/rabbi-nathan-laufer?limit=all)  
<http://sdjewishjournal.com/sdjj/tag/rabbi-nathan-laufer/>  
<http://sdjewishjournal.com/sdjj/tag/nathan-laufer/>  
<https://www.amazon.com/Nathan-Laufer/e/B001JRXDPW>

[https://www.goodreads.com/author/show/464173.Nathan\\_Laufer](https://www.goodreads.com/author/show/464173.Nathan_Laufer)

Images for Rabbi Nathan Laufer, author

Images for The Genesis of Leadership: What the Bible Teaches Us about Vision, Values and Leading Change [Rabbi Nathan Laufer, Dr. Michael Hammer, Senator Joseph I. Lieberman]

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

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

[http://www.openbible.info/topics/knowning\\_the\\_future](http://www.openbible.info/topics/knowning_the_future)

Images for bible and vision

<http://www.kingjamesbibleonline.org/Bible-Verses-About-Vision/>

<https://www.biblestudytools.com/topical-verses/bible-verses-about-vision/>

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

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

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

<https://bible.org/seriespage/communicating-vision>

<http://www.ely.anglican.org/mission/pdfs/Vision%20and%20Mission%20Bible%20Studies%20A4.pdf>

<http://www.creatingnewworlds.org/visibibl.htm>

<http://hhgcc.org/content/vision-and-purpose-bible-verses>

<https://bible.org/seriespage/13-vision>

<https://bible.org/seriespage/vision>

[www.patheos.com/blogs/christiancrier/2015/12/29/top-7-bible-verses-about-visions/](http://www.patheos.com/blogs/christiancrier/2015/12/29/top-7-bible-verses-about-visions/)

[http://www.openbible.info/topics/plans\\_for\\_the\\_future](http://www.openbible.info/topics/plans_for_the_future)

<https://bible.org/seriespage/17-communicating-vision>

## Visualize and Actualize

### Resources

Visualize - Definition and More from the Free Merriam-Webster

vi·su·al·ized vi·su·al·iz·ing

- Full Definition of VISUALIZE

*transitive verb*

: to make visible: as

a : to see or form a mental image of : *envisage* <trying to *visualize* the problem>

b : to make (an internal organ or part) visible by radiographic *visualization*

*intransitive verb*

: to form a mental *visual* image

See *visualize* defined for English-language learners

See *visualize* defined for kids

Examples of VISUALIZE

1. She tried to *visualize* the scene he was describing.
2. Before you swing, *visualize* yourself hitting the ball.

<http://www.merriam-webster.com/dictionary/visualize>

Images for Visualize

actualize - Wiktionary

actualise (*Commonwealth English*)

Verb [edit]

actualize (*third-person singular simple present actualizes, present participle actualizing, simple past and past participle actualized*)

1. (*transitive*) To make *real*; to *realize*.
2. (*intransitive*) To become *actual* or *real*.
3. (*reflexive*) To realize one's full potential.

<http://en.wiktionary.org/wiki/actualize>

Images for realize one's full potential

## Vision and Interpretation

Rev. Julie A. K. Anderson from Winds of the Prairie Ministry [www.windersoftheprairie.org](http://www.windersoftheprairie.org) in her presentation *Life Together: How to Form Cooperative Ministries* for a gathering of interested persons in the Northwest Synod of Wisconsin on May 20, 2014 spoke of how those who have a vision need to seek out those who can provide interpretation. She pointed to Joseph in Genesis as one who was able to provide interpretation. Another way of getting at this, she suggested, is to have a dream team with the ideas and a structure team who can work out the ideas.



## Forward Looking

### The Rev. Dr. Robin J. Steinke Named President of Luther Seminary

The Luther Seminary Board of Directors has elected the Rev. Dr. Robin J. Steinke to be the seminary's next president. Steinke is the first woman in the 145-year history of the seminary to be named president. She will succeed the Rev. Rick Foss, who served as interim president since December 2012. Steinke will take office on June 1, 2014.

Steinke is currently the dean of the seminary and professor of theological ethics and public life at Lutheran Theological Seminary at Gettysburg, where she has served since 1999. She previously served as an Evangelical Lutheran Church in America (ELCA) pastor; a training manager and financial planner at American Express Financial Advisors; and a middle school band director in Marietta, Ga. Steinke is a graduate of Augustana College in Sioux Falls, S.D. She holds a Master of Divinity and a Master of Sacred Theology from Trinity Lutheran Seminary in Columbus, Ohio. She received her Ph.D. from the University of Cambridge in England. "Robin is a proven leader who is uniquely qualified for this position. First and foremost, she has a strong faith and is committed to our mission of educating leaders for Christian communities," said Gus Blanchard, a member of the board of directors and chair of the presidential search committee. "Her **forward-looking leadership skills**, ability to build strong, productive relationships, financial acumen and commitment to academic quality, ministry and mission make her a marvelous fit for Luther Seminary. We are thrilled to have her join us as our next president."

Steinke is known for her strategic leadership and passion for sharing the gospel. She is involved in a number of important church and academic initiatives. She is currently co-chairing the national ELCA Theological Education Advisory Council that is evaluating and exploring the future of theological education. She serves as the ELCA Representative to the Lutheran World Federation Council and chairs their Endowment Fund. She is a member of the ELCA Ecclesiology Task Force and serves on a number of other church and academic committees. In June, she will conclude her six-year term as a commissioner for the Association of Theological Schools' Commission on Accrediting.

"I am humbled and honored to be called to this important work in the life of Luther Seminary and the church," Steinke said. "I am mindful of the strong legacy that is Luther Seminary. As we look forward, I believe we must work in new and nimble ways to imagine a sustainable **future**. This effort is complex and multifaceted, yet I can't imagine a more exciting time to be doing this creative work."



[http://www.luthersem.edu/news/press\\_room.aspx?news\\_item\\_id=369](http://www.luthersem.edu/news/press_room.aspx?news_item_id=369)

[Images for The Rev. Dr. Robin J. Steinke Named President of Luther Seminary](#)

<https://www.luthersem.edu/president/>

[www.elca.org/News-and-Events/7655](http://www.elca.org/News-and-Events/7655) Robin Steinke named president of Luther Seminary - ELCA

[www.augie.edu/answering-call-robin-steinke-80](http://www.augie.edu/answering-call-robin-steinke-80)

### Communicating a shared vision

Once established it is now the leaders' responsibility to hold the vision and continually remind the congregation of that vision.

Here are some core activities that can be used to grow that vision within consciousness so that every parishioner will know and be guided by the shared purpose:

<http://www.clergyleadership.com/news/ai-way-leader1.cfm>

[robvolve@appreciativeway.com](mailto:robvolve@appreciativeway.com) via mail74.us4.mcsv.net

[Images for Communicating a shared vision](#)

### ELCA Message and Values - SlideShare

11. We are a church that is a catalyst, convener, and bridge builder. Our faith calls us to see the world as interdependent. The ELCA has become a force for connection, working across denominations, faiths, organizations and sectors, locally and globally. We're a welcome partner because we respect the perspectives and strengths of others and share a common **vision** to uphold human dignity.

<https://www.slideshare.net/kevinstillson/elca-25th-anniversary-marketing>

[Images for ELCA Message and Values](#)

### 9 Signs Your Church Needs an Intentional Interim Pastor

1. Mission, **Vision** and Strategic Planning. An intentional interim pastor will possess the skills necessary to *guide* the congregation into their own understanding of the mission. This requires the ability to work within denominational guidelines and doctrinal statements while remaining true to the text of scripture. The pastor must also know how to move from mission to vision and thence to strategic planning. The end result of this part of the transition process is that the members themselves own the mission, they are energized by the vision and they are committed to executing the strategic plan. *The intentional interim pastor must know how to guide the congregation or its leaders so they are the ones who do the actual development work. If they don't, the mission, vision and plans aren't theirs!*

<http://pastors.com/intentional-interim/>

[Images for Mission, Vision and Strategic Planning.](#)



Bishop Rev. Rick Hoyme

715-859-6810 • [rhoyme@nswswi.org](mailto:rhoyme@nswswi.org)

Rev. Rick Hoyme is a graduate of St. Olaf College and Luther Seminary. He was elected to serve as bishop of the Northwest Synod of Wisconsin - ELCA in June of 2013.

Rick's role is to cast **vision** for the synod, shepherd its leaders, and empower its congregations. Rick and his wife, Diane, have two grown daughters, one granddaughter and two Golden Retrievers.

[Images for bishop casts vision for the synod](#)

## Walking Together

I have a **vision** of our synod (which, ironically, means "walking together") where together we are better, warmer, and stronger than we can ever be alone. I have a vision of our synod walking together with the synods around us and synods on the far edge of our country and around the world.

*By Bishop Rick Hoyme*

## Northwest Synod of Wisconsin | Evangelical Lutheran Church of America

Synod news Northwest of Wisconsin

Synod supplement to The Lutheran

[http://www.nswswi.org/webfiles/fnitools/documents/5hmar14\\_web.pdf](http://www.nswswi.org/webfiles/fnitools/documents/5hmar14_web.pdf)

[Images for Bishop Rick Hoyme](#)

[Images for vision of our synod which means "walking together"](#)

## Ministry Site Profile - Evangelical Lutheran Church in America

### PART II: OUR **VISION** FOR MISSION

#### 6. Ministry Site Characteristics

##### AS A COMMUNITY

A LOT

LIKE US

We tend to be formal and programmatic.

We have clearly defined goals and plans for our future.

We are racially and economically diverse.

A LITTLE

LIKE US

A LOT

LIKE US

o o o o We tend to be informal and spontaneous.

o o o o We have no stated goals or plans.

o o o o We are demographically homogeneous.

A LITTLE

LIKE US

##### OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.

We rely on our leaders for directions.

We have learned how to use conflict constructively.

o o o o We prefer ideas that are tried and true.

o o o o We rely on group decision-making.

o o o o We tend to perceive conflict as something destructive.

##### OUR PROGRAMMING

Our facilities are often used by community groups.

We train people to minister outside our walls.

We focus on ideas and beliefs.

o o o o Our facilities are only used for our activities.

o o o o We train people to minister inside our walls.

o o o o We focus on skills and action.

##### OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.

We participate in synod and ELCA activities.

We focus on Biblical studies and doctrine.

o o o o We are less obvious about our Lutheran heritage.

o o o o We are not very active in the synod and ELCA.

o o o o We focus on contemporary issues and topics

#### 7. Purpose, Giftedness and Mission

##### Purpose

How does this congregation or organization understand its reason for being in the light of God's call to mission and service?

Who are you? Why are you here?

##### Giftedness

What are your gifts and resource for fulfilling this purpose? What are the congregation's or organizations top three assets and how are they being used? Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?

##### Mission

In light of the way you have described your ministry context in this Ministry Site Profile, what are the top three mission priorities which, if accomplished, hold the most promise for the continued development of this ministry?

#### 8. Summary Description

Please describe your ministry setting and position opening in 75 words or less. This is the brief description that will be publicized.

[http://download.elca.org/ELCA%20Resource%20Repository/Sample\\_Ministry%20Site%20Profile.pdf](http://download.elca.org/ELCA%20Resource%20Repository/Sample_Ministry%20Site%20Profile.pdf)

[Images for Images for Ministry Site Profile - Evangelical Lutheran Church in America - Purpose, Giftedness and Mission](#)

## Temporary Shepherds: A Congregational Handbook for Interim Ministry [Roger S. Nicholson]

Chapter 10 Commitment to **New Directions** in Ministry Page 108

Tool 2 Bible Studies for the Journey Page 164

Tool 3 Commitment to New Directions in Ministry Page 172



Effective interim ministry depends on strong partnership between the interim minister and congregation. Lay leaders of congregations preparing for such a transition will value the expert guidance provided by over a dozen experienced interim pastors. What is interim ministry all about? What needs to happen during the interim? What should leaders and members expect from the interim pastor and themselves during this transition? What other resources are available for congregations?

<http://www.amazon.com/Temporary-Shepherds-Congregational-Handbook-Ministry/dp/1566992087>

<https://rowman.com/ISBN/9781566996464/Temporary-Shepherds-A-Congregational-Handbook-for-Interim-Ministry>

[http://www.goodreads.com/book/show/1463283.Temporary\\_Shepherds](http://www.goodreads.com/book/show/1463283.Temporary_Shepherds)

<https://books.google.com/books?isbn=1566996465>

[Images for A Congregational Handbook for Interim Ministry Commitment to New Directions in Ministry](#)

### **Consultation of the Assistant to the Bishop with the Parish Council**

- 1 Biblical basis – Acts 2:37-47
- 2 Prayer
- 3 Time line review of the year past and the year to come
- 4 Charting and highlighting parish history
- 5 Situation surrounding these congregations
- 6 **What is God calling this parish to be?**
- 7 What are the needs of this community and parish?
- 8 Celebrate the strengths of this parish
- 9 Goals for upcoming year and five years from now
- 10 Getting ready to call a pastor
  - a Detailed profile data by volunteers
  - b Profile information by survey of congregations
  - c Clarifying the expectations
  - d Selecting a Call Committee
  - e Keeping the congregation informed
  - f Organizing for mission

### **Annual Report Strategic Planning Committee**

The Strategic Planning Survey Summary Comments and Potential Responses are as follows:

#### **Faith Formation**

(All ages; how to get those confirmed to remain active in the church.)

- Bible studies for the youth – make more meaningful and structured.
- More studies for adults – 20 to 30 years old and or singles.  
Alternate hours – daytime is difficult for those who work.
- Faith Formation/Education Coordinator – an important position we need to fill. Perhaps not full-time to balance cost. Strong desire for adequate staffing. Potentially reorganize role.
- More programs for youth.
- Youth Director – clarification of duties and roles.
- Expand programs/outreach to parents and young children.  
Ministry Outside the Walls – (Global and Local)
- More services at alternate places (assisted living, nursing homes, college campuses).
- Increased focus on community outreach beyond our walls.
- Visitation is very important, but sometimes difficult due to privacy laws.
- Involvement – (All ages, volunteers, throughout the church and service areas.)
- More people to help out and more youth involvement in the church.
- Coordinate or committee to handle coordination and asking of volunteers; importance of personal asking.
- Relationships are important.

#### **Worship**

- Intentional focus regarding unified effort on pastoral leadership.
- Change declining trends.
- Continue to offer a variety of worship styles. Examine impact of each worship style and time for further expansion and growth.

### **Identifying Goals for the Future**

[Newsletter column]

From the Pastor

Finally, beloved, whatever is true, whatever is honorable, whatever is just, whatever is pure, whatever is lovely, whatever is gracious, if there is any excellence, if there is anything worthy of praise, think about these things. Philippians 4:8

One of the goals of the interim period is to use the time in-between installed pastors to identify long-range goals and congregation objectives. As your interim pastor, I would like to lift up the thoughts that have been developing among congregation leadership in partnership with pastoral leadership.

One of the high priorities has been to involve children and youth in the worship life of the congregation. Initially this has been done through the following: offering children's sermons, inviting children to the communion rail to receive a blessing, and having the children present special music. As a ripple effect, children sometimes bring their parents and families to church.

Another priority is education. In working with our Board of Education, many possibilities are being explored for enhancing education for children, youth, and adults. For instance, the following are lifted up: strengthening Vacation Bible School, offering a Sunday school class for the senior high, and involving adults in study or forums.

The Board of Deacons has reviewed the membership list and identified a need to reach out to people within the membership to encourage greater participation. In addition, with new people moving into the area, this congregation stands in a good position to invite others into the community of faith.

The Board of Trustees has come up with a list of items related to property and management that need to be attended to. Included in this work is to prepare the parsonage for the arrival of a new pastor.

The Call Committee has stated that it wants to have an installed pastor in place by September 1. Excitement and anticipation are building as the congregation is looking forward to a partnership in the gospel with a new installed pastor.

Sincerely in Christ,

Pastor Lowell Bolstad

### Model for Congregation Life

#### Bishop's Initiative

The Bishop's Initiative is an effort by the six synods of Wisconsin to be intentional about raising up leaders for the church. **Raising up leaders happens best when both home and church partner in deeply instilling the Christian faith during the first third of life.** The Vibrant Faith website provides various resources to assist your congregation in raising up leaders. Learn more on the Vibrant Faith

website: <http://vibrantfaith.org/>

[www.nwswi.org/growing\\_in\\_faith](http://www.nwswi.org/growing_in_faith)

[Images for Raising up leaders happens best when both home and church partner in deeply instilling the Christian faith during the first third of life.](#)

[The work of Vibrant Faith is now being carried on by Milestones Ministry.]

**Milestones Ministry | A Vital Partnership Between Home and Congregation**

Because the home is a place where God's people dwell and prepare to serve in the larger world, it is a place worthy of the attention and support of local congregations as part of the renewal of the life of the larger church.

Excerpt *From the Great Omission to Vibrant Faith: The Role of the Home in Renewing the Church* by David W. Anderson

<https://milestonesministry.org/>

<https://milestonesministry.org/milestones/our-story/>

[Images for Milestones Ministry | A Vital Partnership Between Home and Congregation](#)

Vibrant Faith in the Congregation. By David W. Anderson

3,4,5,6: AAA Adults; Four Keys; Five Principles; Six Locations of Ministry

#### AAA Adults

AAA - Authentic, Available, Affirming

#### Four Keys

Key 1 – Caring Conversations

Key 2 – Devotions

Key 3 – Service

Key 4 – Rituals and Traditions

#### Five Principles

Principle 1 – Faith is formed through personal, trusted relationships.

Principle 2 – The church is a living partnership between home and congregation.

Principle 3 – Home is church too.

Principle 4 – Faith is caught more than taught.

Principle 5 – It takes Christian parents and other adults to raise Christian youth.

#### Six Locations

1 Children and Youth

2 Homes

3 Congregations

4 Community

5 Culture

6 Creation

#### Builds on Strengths

This Vibrant Faith model for congregational life builds on the present practices of the Splash curriculum for baptismal formation, milestone ministry, lectionary based educational ministry, and Faith Inkubators Confirmation. The "Taking Faith Home" bulletin insert is a primary tool.

#### Recommended Congregations Presently Using this Model of Congregational Life

Small congregation (name) Lutheran Church in (name)

Mid-sized congregation (name) Lutheran Church in (name)

Large congregation (name) Lutheran Church in (name)

## Ministry Site Profile - 8. Summary Description

(name) Lutheran is located close to schools in a town of 3,000+, some 50 miles east of (name). Following the retirement of a long-term pastor, we seek pastoral leadership to help us move in a new direction by establishing a partnership between home and church in order to live out our mission: "(name) Lutheran is a *vibrant faith* church in that we seek to grow in our faith and to share that faith with others."

### Faith Formation 2020: Designing the Future of Faith Formation by John Roberto (Author)

This is a book about hope. Hope in the future of faith formation. Hope in the next generation. Hope in churches that are resilient and adaptive in the face of great challenges and opportunities. Hope and trust in God who will do marvelous and wondrous things in our churches and world through us. *Faith Formation 2020: Designing the Future of Faith Formation* will guide your church in envisioning and developing dynamic, engaging, and inspiring faith formation in the second decade of the 21st century. The new environment in which Christian faith formation operates today requires new thinking, models, practices, resources, and technologies to address the spiritual and religious needs of all ages, families, and generations. The book presents four scenarios for envisioning the future of faith formation with 1) people of vibrant faith and active engagement in the church community, 2) people who participate occasionally but are not actively engaged or spiritually committed, 3) people who are spiritual but not religious, and 4) people who are uninterested in the spiritual life and unaffiliated with religion. The book presents the knowledge and tools for envisioning the future in your church, for utilizing practices and strategies for bringing the future to life in your church, and for developing your capacities for leading faith formation into the future. It is organized in four sections:

Part 1 Envisioning the Future of Faith Formation 2020

Part 2 Designing the Shape of Faith Formation 2020

Part 3 Leading Faith Formation 2020

Part 4 Bringing the Faith Formation 2020 Scenarios to Life: 16 Strategies

### 2020 Book - Faith Formation 2020

<http://www.faithformation2020.net/ff-2020-book.html>

[www.faithformation2020.net/family.html](http://www.faithformation2020.net/family.html)

<https://www.amazon.com/Faith-Formation-2020-Designing-Future-ebook/dp/B007387MZ8>

<https://www.barnesandnoble.com/w/faith-formation-2020-john-roberto/1113647878?type=eBook>

[https://www.lifelongfaith.com/uploads/5/1/6/4/5164069/ff\\_2020\\_chapter\\_4.pdf](https://www.lifelongfaith.com/uploads/5/1/6/4/5164069/ff_2020_chapter_4.pdf)

<https://www.buildfaith.org/envisioning-the-future-of-faith-formation-in-your-congregation-part-1/#gref>

[http://www.allsaints.co.nz/uploads/1/8/2/1/18219017/lifelong\\_multigenerational\\_resources.pdf](http://www.allsaints.co.nz/uploads/1/8/2/1/18219017/lifelong_multigenerational_resources.pdf)

<https://imnedu.org/lifelongfaith-john-roberto/>

[http://www.talbot.edu/ce20/educators/catholic/john\\_roberto/](http://www.talbot.edu/ce20/educators/catholic/john_roberto/)

<https://forthesomedaybook.wordpress.com/tag/faith-formation/>

[https://www.goodreads.com/author/list/464300.John\\_Roberto](https://www.goodreads.com/author/list/464300.John_Roberto)

[Images for John Roberto \(Author\)](#)

[Images for Faith Formation 2020: Designing the Future of Faith Formation by John Roberto \(Author\)](#)

<http://www.twentythirdpublications.com/mejoro.html>

<https://www.pinterest.com/pin/234679830555922133/> Faith Formation 2020

<https://www.pinterest.com/pin/380132024769586704/> Faith Formation 2020

<https://www.pinterest.com/pin/234679830555897936/> Faith Formation 2020

<https://www.pinterest.com/pin/234679830555897942/> Faith Formation 2020

<http://thecrg.org/search?query=intergenerational> Center for Congregations results for "intergenerational"

## Resources

### Frogs Without Legs Can't Hear: Nurturing Disciples in Home and Congregation [David W. Anderson, Paul Hill]

Are you up for the challenge? *Frogs without Legs Can't Hear* challenges church leaders to shift the center of faith formation from the congregation into a shared center involving the home and ministry in daily life. The end result is a stronger congregation home partnership.

One of the objectives of this book is to replace a historically recent and dominant vision of the church with one that better serves the well-being of the congregation and the home. The expectation is that through this alternative vision for the church, this book hopes that through the grace and work of God - as parents and pastors, congregational leaders, and the mentors of children and youth, more effectively pass on faith, values, and character formation from generation to generation.

It takes a whole church frog - head (leadership), torso (body), and legs (home) - to raise persons of faith in a world set against the ways of God. *Frogs Without Legs Can't Hear: Nurturing Disciples in Home and Congregation* challenges church professionals and volunteers to shift the center of faith formation from the congregation to a shared center involving the home and ministry in daily life. Drawing on five principles that define the congregation-home partnership, and four key faith practices that promote faith development, David W. Anderson and Paul Hill have written a timely and provocative book keenly suited to ministry in the 21st century.

<http://www.amazon.com/Frogs-Without-Legs-Cant-Hear/dp/0806646497>

[https://www.goodreads.com/book/show/332670.Frogs\\_Without\\_Legs\\_Can\\_t\\_Hear](https://www.goodreads.com/book/show/332670.Frogs_Without_Legs_Can_t_Hear)

<http://store.milestonesministry.org/product-p/fwlch.htm>

<https://www.barnesandnoble.com/w/frogs-without-legs-cant-hear-david-w-anderson/1100920986>

[https://books.google.com/books/about/Frogs\\_Without\\_Legs\\_Can\\_t\\_Hear.html?id=hvS2L0PQ5F0C](https://books.google.com/books/about/Frogs_Without_Legs_Can_t_Hear.html?id=hvS2L0PQ5F0C)

<http://sinningboldly.blogspot.com/2005/12/frogs-without-legs.html>

[http://www.saintnicholaslutheran.org/sermons/021807-frogs\\_without\\_legs.pdf](http://www.saintnicholaslutheran.org/sermons/021807-frogs_without_legs.pdf)

[http://www.faithformationlearningexchange.net/uploads/5/2/4/6/5246709/best\\_practices\\_in\\_family\\_faith\\_formation.pdf](http://www.faithformationlearningexchange.net/uploads/5/2/4/6/5246709/best_practices_in_family_faith_formation.pdf)  
<http://milestonesministry.org/milestones/our-story/>  
<https://www.linkedin.com/pub/paul-hill/56/346/bb0>  
[https://www.goodreads.com/author/show/111043.David\\_W\\_Anderson](https://www.goodreads.com/author/show/111043.David_W_Anderson)  
[Images for Frogs Without Legs Can't Hear: Nurturing Disciples in Home and Congregation \[David W. Anderson, Paul Hill\]](#)

#### **From the Great Omission to Vibrant Faith: The Role of the Home in Renewing the Church [David W. Anderson]**

In this resource, Anderson identifies a repeated mistake happening in church practices all across North America. The mistake is not inviting, equipping, and expecting parents and other adults to play a vital role in the faith formation of their children and the young people in their congregation.

Anderson calls this error The Great Omission. The result of repeatedly making this mistake has had a negative impact. Young people have left congregational life in droves. Ironically, research shows they have not left their spirituality behind, they simply have not found communities of faith that embrace them and challenge them to live lives of faith and service. In *From the Great Omission to Vibrant Faith*, Anderson traces how this has happened and what to do about it. He writes to congregational leaders, parents, grandparents, and adults who seek a vibrant faith in Jesus Christ for themselves and their children.

<http://www.amazon.com/Great-Omission-Vibrant-Renewing-Church/dp/1889407488>  
<https://kindle.amazon.com/work/from-great-omission-vibrant-faith-ebook/B004CB64NU/B0048EKMU2>  
<https://store.milestonesministry.org/product-p/ftgo.htm>  
<http://nwmnsynod.org/assets/02-great-omission.pdf>  
<https://larrywohrabe.blogspot.com/2011/02/deep-into-marrow.html>  
<https://www.pinterest.co.uk/revnhavelka/faith-formation-reading/>  
<https://www.pinterest.com/pin/375065475187554301/> From the Great Omission to Vibrant Faith - The Role of the Home in Renewing the Church: Dr. David W. Anderson  
<https://www.pinterest.com/pin/58546863878230292/> From the Great Omission to Vibrant Faith - The Role of the Home in Renewing the Church: Dr. David W. Anderson  
<http://www.faithformation2020.net/family.html>  
[http://www.allsaints.co.nz/uploads/1/8/2/1/18219017/lifelong\\_multigenerational\\_resources.pdf](http://www.allsaints.co.nz/uploads/1/8/2/1/18219017/lifelong_multigenerational_resources.pdf)  
[https://faithfulteaching.org/f-ft/u24/renaming\\_and\\_reclaiming\\_a\\_faith\\_practice.pdf](https://faithfulteaching.org/f-ft/u24/renaming_and_reclaiming_a_faith_practice.pdf)  
<http://www.providencepres.org:8080/ExpertSearch?SF0=Anderson%2C%20David%20W.&ST0=A>  
[http://digitalcommons.luthersem.edu/cgi/viewcontent.cgi?article=1006&context=cyf\\_papers](http://digitalcommons.luthersem.edu/cgi/viewcontent.cgi?article=1006&context=cyf_papers)  
[https://etd.ohiolink.edu/etd.send\\_file?accession=trin1383669229&disposition=inline](https://etd.ohiolink.edu/etd.send_file?accession=trin1383669229&disposition=inline)  
[http://www.mnys.org/ministries2/reading\\_list/](http://www.mnys.org/ministries2/reading_list/)  
<http://eandsynodfaithformation.squarespace.com/to-live-1/>  
[http://www.lifelongfaith.com/uploads/5/1/6/4/5164069/ff\\_2020\\_chapter\\_4.pdf](http://www.lifelongfaith.com/uploads/5/1/6/4/5164069/ff_2020_chapter_4.pdf)  
<http://www.ziondavenport.org/docs/July2011.pdf>  
[Images for From the Great Omission to Vibrant Faith: The Role of the Home in Renewing the Church \[David W. Anderson\]](#)

Page 3

#### **Milestones Ministry | A Vital Partnership between Home and Congregation**

The Milestones Ministry mission is to provide congregations and households with products and coaching services to nurture the Christian faith and reach out to others with the love of God in Christ.

<http://milestonesministry.org/>  
[http://www.faithformationlearningexchange.net/uploads/5/2/4/6/5246709/renaming\\_and\\_reclaiming\\_a\\_faith\\_practice.pdf](http://www.faithformationlearningexchange.net/uploads/5/2/4/6/5246709/renaming_and_reclaiming_a_faith_practice.pdf)  
[Images for Milestones Ministry | A Vital Partnership between Home and Congregation](#)

#### **Vibrant Faith in the Congregation: Dr. David W. Anderson.**

Do you wonder what vibrant faith looks like in a congregation? The Vibrant Faith Frame is a great place to start! The Vibrant Faith Frame helps connect all of a congregation's programs into one ministry, rather than having several disconnected activities under one roof. As a result, congregations stay focused on two foundational tasks in everything they do – Christian faith formation and community outreach. Whether just getting started or looking for best practices, this book outlines what the Vibrant Faith Frame should look like from the perspective of various congregational ministries, including evangelism, Christian education, worship, and preaching, youth and family, and stewardship. As the second book in a trilogy, this is an excellent follow up to *From the Great Omission to Vibrant Faith: The Role of the Home in Renewing the Church*.

<http://store.milestonesministry.org/product-p/vfite.htm>  
[Images for Vibrant Faith in the Congregation: Dr David W. Anderson.](#)  
<http://nwmnsynod.org/assets/Fostering-Vibrant-Faith-Info.pdf>

## Vibrant Faith Ministries

### Our Mission

Vibrant Faith Ministries is a *catalyst* for Christian congregations, communities and households *striving* to practice vibrant faith in a *dynamic world*.

What does this mean?

A “*catalyst*” affects change and the rate of change. We recognize that followers of Jesus need to change their practices and how they organize themselves in order to remain faithful, relevant and life transforming for these times.

We are “*striving*” to live a vibrant faith because God’s Spirit is never completely done with us. We are always being renewed and called to make a difference in Jesus’ name.

We do this work in a “*dynamic world*.” Everything is rapidly changing around us. There is no longer a “one-size-fits-all” when it comes to faith, so we must serve as curators, dialogue partners, consultants, coaches, cheerleaders and researchers to further the work of God’s kingdom.

<http://vibrantfaith.org/>

[Images for Vibrant Faith Ministries](#)

## A Time for Discernment

[Newsletter article]

At the annual meeting, a plan was proposed for a “time for discernment” between the annual meeting and the Day of Pentecost. This three-month period will allow time for prayerful conversation around the three areas outlined below (unity, vision, and mission). [Only vision will be included in this chapter. Unity and mission will be included in respective chapters.] This exercise is intended to be used in the many and various groups and individuals in the congregation. Participants are invited to respond in writing to the questions offered around these three areas. Please give your signed comments to Pastor Lowell Bolstad. These will then be used by the Congregation Council for envisioning and leading this congregation into greater unity, clearer vision, and expanded mission.

**Vision** – What is God calling the church to be and to do at this point in time? Read and discuss Acts 1:8, 12-14; 2:1-17. What do these passages have to say about the thrust and direction of the community of faith? Discuss the inward movement of prayer and of the outward movement of witness. The power of the Holy Spirit empowers people of God to imagine and dream. Particularly imagine the dreams for this congregation. How does the inward and outward movement travel in concentric circles? Think of a pebble dropped in a pond. This congregation is a downtown church. How does this location give unique character and personality? Talk about the diversity of the central city. This congregation is also a regional church drawing in people from a wide area. Talk about the reasons for this attraction. Keeping in mind that there are more people without a church home than there are with a church home, what would it be like to imagine the congregation as a mission outpost? What would it be like to think like a missionary? Think of a family and home that has a warmth and glow about it where the kids of the neighborhood congregate. What would it be like to be a similar magnet church here in this region. A congregation, like a person, possesses a personality. How would you characterize the personality of this congregation? What image do you have of the congregation? Engage in conversation with people outside this community of faith and ask them what image they would use in describing this community of faith and ask them what image they would use in describing this community of faith. Little words make a difference. Reflect on the following statement: “Living out the community of faith is not only what members do at the church but also as the church.” What would it be like for this to be a community of faith of faith that gathers people with the invitation to “come and see” and then sends them out with the invitation to “go in peace and serve the Lord.” What shape might the great conversation take to relate faith and life so that what happens on Sunday makes a difference in the various spheres of life during the week?

## Adopted Mission Statement and Congregational Goals

**Mission Statement** – The mission of this congregation is to empower its members to live for Christ through worship, education, witness, fellowship, and service.

### Congregational Goals

1. Enrich and enhance both the traditional and contemporary forms of worship.
2. To develop a long-range plan for renovation of the sanctuary.
3. To uphold the educational ministry to children and youth, while increasing offerings to adults.
4. To continue the strong emphasis on youth ministry.
5. To strengthen links between current members by offering more fellowship opportunities involving the whole congregation.
6. To involve congregational members in ministering to the homebound, inactive members, and others in special circumstances.
7. To intensify efforts for inviting new people into the church and for assimilating them into the life of the congregation.
8. To offer a variety of small groups as a way for people to relate to each other on a personal basis.
9. To serve in the community through membership involvement and by offering the use of facilities to community groups.
10. To strengthen the links to the conference, Bible Camp, synod, and churchwide structures.



# Reflections and Resources

## Reflections from a Bishop on the Future of God's Church

The following excerpts are taken from a keynote address by Bishop Duane Pederson of the Northwest Synod of Wisconsin at Walking Together: a congregational resource event on March 17, 2013 entitled The Future of God's Church— Death and Resurrection. Resources are offered to augment the reflections.

Duane Pederson | LinkedIn

<https://www.linkedin.com/in/duane-pederson-436b199>

<http://www.elca.org/News-and-Events/5938> Duane Pederson Elected Bishop of ELCA Northwest Synod of Wisconsin  
Images for Bishop Duane Pederson

[https://en.wikipedia.org/wiki/Duane\\_C.\\_Pederson](https://en.wikipedia.org/wiki/Duane_C._Pederson)

[https://www.leadertelegram.com/news/front-page/bishop-taking-new-position/article\\_cc222dd4-f755-556d-b82c-129b98d69567.html](https://www.leadertelegram.com/news/front-page/bishop-taking-new-position/article_cc222dd4-f755-556d-b82c-129b98d69567.html)

<http://www.stjohnelca.org/index.php/about/staff/pederson>

## 1) Collaboration

### Collaboration

The Future of God's Church – Death and Resurrection

Keynote Address by Bishop Duane Pederson

Walking Together: A Congregational Resource Event

Collaboration will be a primary watchword. No more Lone Ranger congregations. No more siloing. No more maverick pastors who can kingdom build in congregations without colleagues and without the wider Christian community. Collaboration fits, of course, our theology and the biblical emphasis of "community." No one is really an isolated individual or fellowship. Jesus shatters such individualistic notions in the water and word of baptism. We are knit to one another, **knit together as the body of Christ**.

What would happen if larger congregations redefined themselves beyond self-sustained mini-kingdoms? They could become regional centers whose mission could be broader than their individual church, not to create a bigger kingdom, but to partner with other communities of faith rather than simply absorbing them—I'm talking about real, mutual partnerships.

On the flip side of the same coin, what if smaller congregations—especially those struggling within a very closed system—saw themselves as part of the missional whole and were willing to partner and be creative with others, share staff, be part of area-wide strategies, and stop defining "church" as 1) a building of their own and 2) a pastor of their own? This can be done without losing congregational self-identity, even though such self-identity is secondary to being disciples who live for Jesus.

Thus, it is my hope that groupings of congregations will seriously consider coming together to be served by various configurations of pastors, program, and support staff. Depending upon how many, how large, how far apart, and the envisioned mission of the parish cluster, staffing and creative initiatives could take a variety of forms. But, numerous attitudes, historical prejudices, and parochial cultures will have to die in order to resurrect new possibilities for ministry now and in the future. There will need to be a serious openness and commitment to collaboration. Death and resurrection.

Death and Resurrection - Northwest Synod of Wisconsin

[http://www.nswsi.org/webfiles/fnitoools/documents/keynote\\_pederson\\_2013.pdf](http://www.nswsi.org/webfiles/fnitoools/documents/keynote_pederson_2013.pdf) Page 2

[info@nswsi.org](mailto:info@nswsi.org)

Images for Bishop Duane Pederson on Collaboration

Images for knit together as the body of Christ

<http://www.elca.org/News-and-Events/5938> Duane Pederson Elected Bishop of ELCA Northwest Synod of Wisconsin

[https://en.wikipedia.org/wiki/Duane\\_C.\\_Pederson](https://en.wikipedia.org/wiki/Duane_C._Pederson)

<http://www.stjohnelca.org/index.php/about/staff/pederson>

<https://www.linkedin.com/in/duane-pederson-436b199/zh-cn>

<http://www.elca.org/News-and-Events/5938> Duane Pederson Elected Bishop of ELCA Northwest Synod of Wisconsin

[https://en.wikipedia.org/wiki/Duane\\_C.\\_Pederson](https://en.wikipedia.org/wiki/Duane_C._Pederson)

<http://www.stjohnelca.org/index.php/about/staff/pederson>

Images for Bishop Duane Pederson

### Resources

#### A Biblical and Theological Basis for Collaborative Ministry

Andrew Dawswell notes that collaborative ministry is much discussed in the Church of England. It is usually seen as self-evidently right, or as a pragmatic response to diminishing resources. In this article, he considers the nature of ministry and leadership, collective and individual, as discussed in Old and New Testament scholarship, and in current theology influencing the development of ministry leadership teams.

[http://www.biblicalstudies.org.uk/pdf/anvil/21-3\\_165.pdf](http://www.biblicalstudies.org.uk/pdf/anvil/21-3_165.pdf)

Images for Biblical and Theological Basis for Collaborative Ministry

#### Church Collaboration Home

**Collaborations: A new way to think about your church**

If your church is thinking about collaboration you are not alone. Many congregations find that they can accomplish more through cooperation than competition. One can even make the argument that collaboration follows the spirit of the New



Testament churches. On a practical level, collaboration can help churches concentrate more resources on mission and less on maintenance.

This site grew out of research conducted by ChurchFuture for a cluster of churches that wanted to explore their options. We found that information about collaborations is scattered and difficult to pull together. We also found very little objective data about the success rate of collaborations. We were happily surprised, however, at the creativity we found in congregations throughout the United States.

The purpose of this web site is to share the results of our ongoing research and to provide a starting point for congregations that want to explore collaboration. The site also includes what we've learned about results. We found that some of the forms of collaboration that are the most appealing during the talking phase are the hardest to put into action, and we found little-known forms of collaboration that work amazingly well.

The site includes case studies from both mainline and evangelical churches, but the perspective of is primarily mainline protestant. Most of the data on congregations comes from the Evangelical Lutheran Church in America and the United Methodist Church.

1. Shared Campus
2. Parish Model
3. Continuation Merger
4. Rebirth Merger
5. Absorption Merger
6. Service Coalition
7. Church Partnership
8. Without Walls
9. New Church Plant

Resources

Coach/Consultant

How-to Guide

Contact Us

<http://www.churchcollaboration.com/>

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

<http://www.churchcollaboration.com/Steps.htm>

[Images for Collaborations: A new way to think about your church](#)

[Images for Church Collaboration: How Congregations Can Work Together for Mission 9 Ways to Cooperate](#)

[Images for Ways for Churches to Cooperate Shared Campus Parish Model Continuation Merger Rebirth Merger Absorption Merger Service Coalition Church Partnership Without Walls New Church Plant](#)

### Church Partnerships and Collaborative Leadership

As financial pressures ratchet up for our smaller congregations, the benefits from collaboration and partnerships with other congregations increase.

<https://www.ecfvp.org/vestry-papers/article/740/church-partnerships-and-collaborative-leadership>

[Images for Church Partnerships and Collaborative Leadership](#)

### Collaboration - Affect/Possibility: Ken Blanchard at | TED-Ed

Stating that "no one of us is as smart as all of us," Ken Blanchard teaches us three aspects of successful collaboration: 1. if you meet someone who wants to accomplish something, and you want to accomplish something, the experience is meant to be dynamic; 2. rely on the different skills and experience people bring to the table; 3. "essence" and "form" are the two characteristics of a solid collaboration.

<https://ed.ted.com/on/mTmQpEPG>

<https://www.youtube.com/watch?v=HKGkBRk1kSo>

[Images for Collaboration - Affect/Possibility: Ken Blanchard at | TED-Ed](#)

[Images for Collaboration - YouTube](#)

<https://www.youtube.com/watch?v=VmQVNE-MbKI> The power of collaboration: Dr. Shelle VanEtten de Sanchez at TEDxABQWomen - YouTube

<https://www.youtube.com/watch?v=0qWdmZnXpN0> The Power of Collaboration - YouTube

[https://www.youtube.com/watch?v=y\\_m9nReouVY](https://www.youtube.com/watch?v=y_m9nReouVY) The Power of Collaboration - YouTube

[Images for Power of Collaboration - YouTube](#)

### Collaboration Quotes - BrainyQuote

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

[Images for collaboration quotes](#)

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

<https://www.psychologytoday.com/us/blog/here-there-and-everywhere/201205/25-quotes-collaboration>

<https://www.virgin.com/richard-branson/my-top-10-quotes-collaboration>

<https://www.forrelationshiphelp.com/collaboration-quotes/>

<https://productiveteams.io/25-quotes-inspire-collaboration/>

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

<https://redbooth.com/blog/14-collaboration-quotes-to-kick-off-the-new-year>

<https://bayart.org/top-teamwork-quotes-celebrate-collaboration/>

<https://www.onedesk.com/collaboration-quotes-our-top-10/>  
<https://www.pinterest.com/jaimeyaeger/quotes-on-collaboration/>  
[www.betterworld.net/quotes/collaboration-quotes.htm](http://www.betterworld.net/quotes/collaboration-quotes.htm)  
[www.azquotes.com/quotes/topics/collaboration.html](http://www.azquotes.com/quotes/topics/collaboration.html)  
<https://www.tinypulse.com/blog/motivational-quotes-about-collaboration-slideshare>  
<https://www.brighthub.com/office/collaboration/articles/71425.aspx>  
[www.azquotes.com/quotes/topics/cooperation-and-collaboration.html](http://www.azquotes.com/quotes/topics/cooperation-and-collaboration.html)  
 Images for cooperation and collaboration  
<https://everydaypowerblog.com/collaboration-quotes/>  
<https://www.virgin.com/richard-branson/my-top-10-quotes-collaboration>  
<http://blog.mavenlink.com/60-quotes-to-inspire-collaboration-in-the-new-year>  
<https://blog.teamwork.com/25-quotes-inspire-collaboration/>  
 Images for inspire collaboration  
<https://www.slideshare.net/HubSpot/31-quotes-to-celebrate-teamwork-and-collaboration>  
 Images for celebrate collaboration  
<https://blog.bit.ai/teamwork-collaboration-quotes/>  
<https://www.onedesk.com/collaboration-quotes-our-top-10/>  
<https://www.risebeyond.org/10-quotes-on-collaboration/>  
<http://www.betterworld.net/quotes/collaboration-quotes.htm>  
[https://todayinsci.com/QuotationsCategories/C\\_Cat/Collaboration-Quotations.htm](https://todayinsci.com/QuotationsCategories/C_Cat/Collaboration-Quotations.htm)

### Collaboration - Wikipedia

Collaboration is the process of two or more people or [organizations](#) working together to complete a task or achieve a goal.<sup>[1]</sup> Collaboration is similar to [cooperation](#). Most collaboration requires [leadership](#),<sup>[vague]</sup> although the form of leadership can be social within a [decentralized](#) and [egalitarian](#) group.<sup>[2]</sup> Teams that work collaboratively often access greater resources, recognition and rewards when facing competition for finite resources.<sup>[3]</sup> Structured methods of collaboration encourage [introspection](#) of behavior and communication.<sup>[2]</sup> Such methods aim to increase the success of teams as they engage in collaborative [problem-solving](#). Collaboration is present in opposing goals exhibiting the notion of [adversarial collaboration](#), though this is not a common use of the term.

In its applied sense, "(a) collaboration is a purposeful relationship in which all parties strategically choose to cooperate in order to accomplish a shared outcome."<sup>[4]</sup>



Catalan *castellers* collaborate, working together with a shared goal

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

Images for collaboration

<https://en.wikiquote.org/wiki/Collaboration>

### Collaborative Ministry: Communion, Contention, Commitment by Norman P. Cooper (Author)

Communion --

An ecclesiological foundation for collaborative ministry --

A spiritual foundation for collaborative ministry --

Contention --

The leadership styles that facilitate collaborative ministry --

Developing/reviewing the parish mission statement --

Commitment --

A process for strategic planning --

A model for ecclesial development.

<http://www.amazon.com/Collaborative-Ministry-Communion-Contention-Commitment/dp/0809133768>

<https://www.worldcat.org/title/collaborative-ministry-communion-contention-commitment/oclc/26975107>

Images of collaborative ministry communion, contention, commitment

Images for Collaborative Ministry: Communion, Contention, Commitment by Norman P. Cooper (Author)

### Collective intelligence - Wikipedia

Collective intelligence is **shared** or **group** intelligence that **emerges** from the **collaboration**, collective efforts, and competition of many individuals and appears in **consensus decision making**. The term appears in **sociobiology**, **political science** and in context of **mass peer review** and **crowdsourcing** applications. It may involve **consensus**, **social capital** and formalisms such as **voting systems**, **social media** and other means of quantifying mass activity. Collective IQ is a measure of collective intelligence, although it is often used interchangeably with the term collective intelligence. Collective intelligence has also been attributed to bacteria<sup>[1]</sup> and animals.<sup>[2]</sup>

[https://en.wikipedia.org/wiki/Collective\\_intelligence](https://en.wikipedia.org/wiki/Collective_intelligence)  
[Images for Collective intelligence](#)

### Core Competencies for Being Your Congregation's Chief (Part Three): Asking Powerful Questions.

A secondary competency is:

#### **Making it Safe to Answer Powerful Questions**

For example, in conflicted situations questions are typically framed around "why is the conflict occurring?" But the problem is never conflict, the problem is the lack of collaboration. In conflicted situations, we need to be looking for seeds of **collaboration**, the solution, rather than origins of the conflict. Frame problems from the perspective of what you want more of, rather than what you want less of. Conflict management is nonsensical. What we need are reconcilers and collaboration builders. We have not been entrusted with a ministry of conflict management but a ministry of reconciliation.

<http://www.clergyleadership.com/news/ai-way-leader3.cfm>

[Images for Core Competencies for Being Your Congregation's Chief \(Part Three\): Asking Powerful Questions.](#)  
[Images for Making it Safe to Answer Powerful Questions](#)

### Eleven Characteristics of Excellent Pastors - Faith & Leadership

5. **Collaborates** with other clergy, staff, and parishioners and empowers them to service - both within and beyond the parish.

<http://www.faithandleadership.com/programs/spe/articles/200606/eleven.html>

[Images for Eleven Characteristics of Excellent Pastors - Faith & Leadership 5. Collaborates](#)

### 43 best images about Collaboration on Pinterest

<https://www.pinterest.com/missioninstitut/collaboration/>

[Images for Collaboration on Pinterest](#)

<https://www.pinterest.com/TheRayCenter/communication-collaboration-teamwork/>

[Images for communication-collaboration-teamwork](#)

### Fulfilling the Vision: Collaborative Ministry in the Parish [Howard J. Hubbard]

The parish community is the center of the church's life. Offering both encouragement and insight, this book shows that real opportunities exist for developing creative and future-oriented approaches to parish life.

<http://www.amazon.com/Fulfilling-Vision-Collaborative-Ministry-Parish/dp/0824517199>

[http://books.google.com/books/about/Fulfilling\\_the\\_Vision.html?id=VAJMWVITr8QC](http://books.google.com/books/about/Fulfilling_the_Vision.html?id=VAJMWVITr8QC)

[https://en.wikipedia.org/wiki/Howard\\_James\\_Hubbard](https://en.wikipedia.org/wiki/Howard_James_Hubbard)

[http://www.goodreads.com/author/show/786877.Howard\\_J\\_Hubbard](http://www.goodreads.com/author/show/786877.Howard_J_Hubbard)

[Images for Howard J. Hubbard, author](#)

[Images for Collaborative Ministry in the Parish \[Howard J. Hubbard\]](#)

### HEALTHY START

The Healthy Start program our congregation is participating in will help form a **collaboration** between new pastor and congregation which will serve as a guide for the first year of our relationship together. Four action teams have been formed to allow us to work toward building a healthy foundation for our ministry. Members of the Healthy Start team include Glen Fisher, Gus Myran, Patty Bosse, Jan Harvey, Missy Mellinger, Trisha Schaff, Sharon Wold, Kathy Palme, Bill Bird, Barb Gort, Heather Kistner, and myself. The Healthy Start team members identified four key areas to focus on in our first year together, they include: Worship, Council Leadership, Relationships and Organization. As the teams have opportunity to form and determine their goals you will be kept informed of their plans and how you can actively participate in the process.

### Our Monthly Newsletter—November 2014 - Peace Lutheran Church

[http://plcmenomonie.com/docs/Newsletters/November\\_Newsletter\\_2014.pdf](http://plcmenomonie.com/docs/Newsletters/November_Newsletter_2014.pdf)

[Images for collaboration between new pastor and congregation](#)

### How to be a good shepherd: nine traits of effective pastoral leaders

#### 5. AN ABILITY TO **COLLABORATE**

The "lone ranger" style of parish leadership has mostly slipped away. Priests now regularly work closely with deacons, pastoral associates, directors of religious education and liturgy, and school principals. Together they form a pastoral team that can be supportive and freeing as well as demanding and frustrating.

Good pasturing in today's church demands that parish leaders are healthy and humble enough to recognize and celebrate the ministerial gifts of their colleagues. Pastors who feel their **priestly** identity threatened by the church's theology of ministry and the expanded pool of ministers may easily resent the successes of their colleagues and the time and energy required for healthy and creative team functioning.

<http://www.thefreelibrary.com/How+to+be+a+good+shepherd%3A+nine+traits+of+effective+pastoral+leaders.-a082374376>

## Images for How to be a good shepherd: nine traits of effective pastoral leaders 5. AN ABILITY TO COLLABORATE

### How-to Guide - Church Collaboration

ChurchFuture strongly recommends that congregations incorporate faith-building measures into the collaboration process. Pick a good book or develop a top-notch Bible study and get all your leaders involved in the discussion. Weave your study theme into sermons and newsletter articles and Christian education to expose the entire congregation. This can be a good time to use short-term small groups. Church consultant Linnea Nilsen Capshaw recommends that the cluster team prepare a "spiritual support plan" to integrate faith building into the process. Your objective is to move people from "what I want for me and my church" into asking what God wants his congregation to become.

<http://churchcollaboration.com/Steps.htm>

[Images for How-to Guide - Church Collaboration](#)

[Images for ask what God wants congregation to become](#)

<http://www.churchcollaboration.com/Resources.htm>

### Leadership Traits | New Members Round Table (NMRT)

Social

- Cooperates and **collaborates** with others

<http://www.ala.org/nmrt/initiatives/ladders/traits/traits>

[Images for Leadership Traits | New Members Round Table \(NMRT\) Social • Cooperates and collaborates with others](#)

### Parish Leadership: A Shared Responsibility

A Model of **Collaborative** Parish Leadership Formation, Engaging Ordained and Lay Ecclesial Ministers in the Los Angeles Archdiocese

With the establishment of parish leadership teams, the local church of Los Angeles Archdiocese emphasized joint formation of ordained and lay ecclesial ministers (parish life directors, pastoral associates, directors of religious education, youth ministers) as a critical component of collaborative parish ministry. Interestingly, there is a scarcity of functioning models that foster joint formation. The contribution to ministry is evidenced by the Archdiocesan mandates for effective collaboration in parish leadership, equally important to the effective development and implementation of a joint formation model, is the strong leadership and support by the cardinal and the regional bishop that has already been demonstrated.

[http://aladinrc.wrlc.org/bitstream/handle/1961/9707/Brown\\_cua\\_0043A\\_10203display.pdf?sequence=1](http://aladinrc.wrlc.org/bitstream/handle/1961/9707/Brown_cua_0043A_10203display.pdf?sequence=1)

[Images for Parish Leadership: A Shared Responsibility](#)

[Images for Model of Collaborative Parish Leadership Formation](#)

### 7 habits of highly successful businesses—commentary

3. Freely **collaborate** across the organization. Flatten lines of communication and allow information, insights and support to flow throughout your enterprise. The more readily you can align tools, talent and resources toward common goals, the more readily you can foster innovation.

<http://www.cnn.com/id/102329997#>

[Images for collaborate across the organization](#)

### Ten essential skills the next generation of religious leaders will need

4. **Collaborate**: Effective clergy know how to engage their congregants if they want to move forward toward a common vision. Peers, of the Pastoral Excellence Network, quotes a colleague who says, "Clergy need the ability to play jazz, while their seminary teaches them to play from sheet music."

<http://religioninsights.org/articles/ten-essential-skills-next-generation-religious-leaders-will-need>

[Images for Images for essential skills the next generation of religious leaders will need - Collaborate](#)

### The Collaborative Leader: Listening to the Wisdom of God's People by Loughlan Sofield (Author), Donald H. Kuhn (Author)

How can church leaders be more competent, dynamic and effective? Based on interviews with 42 lay Christian leaders in diverse fields. The answer is collaboration. They stress that the collaborative leader is a person of character who listens, responds to needs, establishes a vision and empowers others to use their gifts and abilities.

Loughlan Sofield and Donald Kuhn offer recommendations on how those in formal ministry might examine their own approach to leadership and how they meet the needs, expectations, and challenges of their people. Highlighting the comments of those who say that what they do in the workplace is not recognized or supported as ministry, the authors argue persuasively that the church is overlooking a powerful resource. Sofield and Kuhn urge church leaders to listen to the different voices in their own parishes and institutions, contending that they will find in these people dynamic, if sometimes unheralded, witnesses of the Christian message who daily carry the good news to the marketplace.

<https://www.amazon.com/Collaborative-Leader-Loughlan-Sofield/dp/0877935440>

[http://books.google.com/books/about/The\\_Collaborative\\_Leader.html?id=8vgNAAAACAAJ](http://books.google.com/books/about/The_Collaborative_Leader.html?id=8vgNAAAACAAJ)

<http://www.smgreensborough.catholic.edu.au/site/DefaultSite/filesystem/documents/Parish%20Review/Parish%20Review%20Article%208%20Ministry%20An%20Expanded%20Concept%20of%20Leadership.pdf>

[Images for The Collaborative Leader: Listening to the Wisdom of God's People](#)

<https://books.google.com/books?isbn=9048129966>

Page 175

<https://books.google.com/books?isbn=0801026903>

Page 162

<https://books.google.com/books?isbn=1402057768>

Page 101

<https://books.google.com/books?isbn=0813217962>

Page 389

<https://www.theologyofwork.org/uploads/general/Vocation-Theology-of-Work-and-Pastoral-Implications-Thesis.pdf> Page 210

<https://www.thriftbooks.com/a/loughlan-sofield/279700/>

<https://www.amazon.com/Loughlan-Sofield/e/B001JPAG04>

[http://www.goodreads.com/author/show/449842.Loughlan\\_Sofield](http://www.goodreads.com/author/show/449842.Loughlan_Sofield)

Images for Loughlan Sofield (Author)

<https://www.avemariapress.com/author/174/Loughlan-Sofield-ST/>

<https://www.avemariapress.com/author/316/Donald-Kuhn/>

[http://presbyteryov.org/resource\\_center/authors/kuhn-donald-h/](http://presbyteryov.org/resource_center/authors/kuhn-donald-h/)

[http://www.goodreads.com/author/show/753872.Donald\\_H\\_Kuhn](http://www.goodreads.com/author/show/753872.Donald_H_Kuhn)

Images for Donald H. Kuhn (Author) collaborative leader

[https://www.goodreads.com/author/show/1058148.Dolores\\_Leckey](https://www.goodreads.com/author/show/1058148.Dolores_Leckey)

Images for Dolores Leckey, author

Images for *The Collaborative Leader: Listening to the Wisdom of God's People* by Loughlan Sofield, Donald H. Kuhn

### The Collaborative Leadership Fieldbook: David D. Chrislip

When the landmark book *Collaborative Leadership* was first published in 1994, it described the premise, principles, and leadership characteristics of successful collaboration. The book outlined an innovative way of building partnerships to solve the civic problems too big for anyone to solve alone as well as a new type of leadership that brings together diverse stakeholders to solve a community's problems. While that book provides a much-needed framework for working together, *The Collaborative Leadership Fieldbook* offers nonprofit practitioners, community leaders, and public officials a practical, hands-on resource. It presents the tools needed for applying the lessons learned, powerful approaches that get results, and guidance for solving complex community problems. In clear and concise terms, the Fieldbook

- \* Presents a wide range of tools and concepts that can be readily applied
- \* Provides a comprehensive guide to collaboration from conception to implementation
- \* Describes how to establish effective civic leadership development programs to support collaborative efforts
- \* Contains stories and examples that clearly illustrate the book's concepts and tools
- \* Helps readers find-quickly and easily-what they need for their specific situations

<https://www.amazon.com/Collaborative-Leadership-Fieldbook-David-Chrislip/dp/0787957194>

[https://www.goodreads.com/book/show/1454565.The\\_Collaborative\\_Leadership\\_Fieldbook](https://www.goodreads.com/book/show/1454565.The_Collaborative_Leadership_Fieldbook)

<https://www.wiley.com/en-us/The+Collaborative+Leadership+Fieldbook-p-9780787957193>

<https://www.barnesandnoble.com/w/collaborative-leadership-fieldbook-david-d-chrislip/1102383261>

<http://intersector.com/resource/the-collaborative-leadership-fieldbook-a-guide-for-citizens-and-civic-leaders/>

<https://www.myctb.org/wst/absc/Shared%20Documents/Chrislip,%202002,%20Collaborative%20Leadership%20Fieldbook.pdf>

<https://books.google.com/books?isbn=0787966835>

[https://books.google.com/books/about/The\\_Collaborative\\_Leadership\\_Fieldbook.html?id=dFzXJ7EGFGkC](https://books.google.com/books/about/The_Collaborative_Leadership_Fieldbook.html?id=dFzXJ7EGFGkC)

<http://www.tamarackcommunity.ca/collaborativeleadership>

<https://iialaska.org/collaborative-leadership-initiatives/>

<http://www.collaborativeleadership.skillfulmeans.org/about-david.php>

<https://www.amazon.com/David-D.-Chrislip/e/B001KHCX8O>

[https://www.goodreads.com/author/show/605258.David\\_D\\_Chrislip](https://www.goodreads.com/author/show/605258.David_D_Chrislip)

Images for David D. Chrislip

Images for *Collaborative Leadership Fieldbook*: David D. Chrislip

### The Power of Collaboration | Psychology Today

<https://www.psychologytoday.com/us/collections/201212/the-power-collaboration>

Images for Power of Collaboration | Psychology Today

### Transforming Leadership: From Competition to Collaborative Community

Training and Coaching Design

Introduction to Transforming Leadership:

The leadership challenge and opportunity

"Assessing Your Leadership Behavior"

Faithful and Fruitful Leadership

A theology of leadership

Cause and Effect Factors

Four Systems of Leadership

Strengthening Leadership Behavior

The supportive leader

Transforming six key leadership behaviors

Resources for transforming leadership

The following resources have been developed to make connections as the church called to take part in God's mission with helpful leadership and organizational practices.

<http://www.missionalchurch.org/resources/leading.html>



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

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

[Images for Bible and Collaboration](#)

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

[http://oceansidechurchofchrist.net/Sermons/Series/2012-04-15AM\\_How\\_to\\_Have\\_Success\\_Nehemiah\\_Part\\_2\\_.html](http://oceansidechurchofchrist.net/Sermons/Series/2012-04-15AM_How_to_Have_Success_Nehemiah_Part_2_.html)

III. **COLLABORATE** OUR EFFORTS

<http://ministry127.com/pastoral-leadership/bible-principles-that-relate-to-collaboration>

[Images for bible principles collaboration](#)

[https://biblicalstudies.org.uk/pdf/anvil/21-3\\_165.pdf](https://biblicalstudies.org.uk/pdf/anvil/21-3_165.pdf) [PDF] A Biblical and Theological Basis for Collaborative Ministry and Leadership

[Images for Biblical and Theological Basis for Collaborative Ministry and Leadership](#)

## 2) Collegiality

### Collegiality

The Future of God's Church— Death and Resurrection

Keynote Address by Bishop Duane Pederson

Walking Together: a congregational resource event March 17, 2013

Conferences in the ELCA, of which we have seven in this synod, vary considerably. Some conferences exist primarily for fellowship and worship, some are geared to a monthly program of some sort, some do serious biblical and theological study, and some have no particular focus of purpose. What if conferences of the synod engaged in regular conversation about what we might be able to do *together* to address mission concerns that are likely larger than any single congregation. What if area mission strategies were formed so that shared resources could extend and strengthen the mission reach of cluster congregations?

[http://www.nswsi.org/webfiles/fnitoools/documents/keynote\\_pederson\\_2013.pdf](http://www.nswsi.org/webfiles/fnitoools/documents/keynote_pederson_2013.pdf) [info@nswsi.org](mailto:info@nswsi.org) Page 2

[Images for Collegiality - The Future of God's Church— Death and Resurrection](#)

### Resources

#### Colleague Groups

Interim Ministry Association Serving the ELCA. The Newsletter. Spring 2007. Page 2

<http://www.elca.org/Growing-In-Faith/Ministry/Interim-Ministry-Association/Newsletter.aspx> [info@nalip.net](mailto:info@nalip.net)

[Images of colleague groups interim ministry association](#)

### Collegiality

Colleagues are those explicitly **united in a common purpose** and respecting each other's activities to work toward that purpose.

The word collegiality suggests respect for another's commitment to the common purpose and ability to work toward it.

Collegiality includes trust, cooperative interaction, and sharing. Collegiality among pastors is an important ingredient of promoting better working conditions, improving pastoral practice, and getting better results. Understood as a form of professional virtue, collegiality is a powerful substitute for bureaucratic leadership. Barriers to achieving collegiality in church judicatories are both structural and attitudinal. Contrived collegiality, by forcing people together, can take a toll on a person's time and compromise their professional autonomy. What makes two people colleagues is common cause, shared professional values, and a shared professional heritage.

About Us - Clergy-care.org

<http://clergy-care.org/page2.html>

[Images for Collegiality includes trust, cooperative interaction, and sharing](#)

### Collegiality - Wikipedia

Collegiality is the relationship between colleagues. Colleagues are those explicitly united in a common purpose and respecting each other's abilities to work toward that purpose. A colleague is an associate in a profession or in a civil or ecclesiastical office. Thus, the word *collegiality* can connote respect for another's commitment to the common purpose and ability to work toward it.

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

[Images for Collegiality](#)

### Definitions and Expectations

5. Expectations of the conference and its congregations.

During the interim period, the conference and its congregations expect that the NT-NL Mission Area/bishop will:

- ☐ make arrangements for adequate interim ministry to the congregation and community during the pastoral vacancy,
- ☐ work closely with congregational leaders to plan for future pastoral ministry within the congregation, based on the congregation's present and future needs, and
- ☐ honor the uniqueness of each situation and, when appropriate, strategize creative options for pastoral ministry within the congregation.

During the interim period, the conference and its congregations expect that the congregation will:

- ☐ maintain a strong relationship with the conference and conference congregations for on-going mutual support and encouragement, and



- consult with the conference regarding relocation possibilities (if they are being considered) and strategic planning. During the interim period, the conference and its congregations expect that the interim pastor will:
- establish **collegial** relationships with the conference dean and pastors, and
- work closely with conference leaders on congregational mission and ministry issues that directly impact the conference or its congregations.

[PDF]Interim Ministry Handbook - Northern Texas – Northern Louisiana Mission Area

<https://www.ntnl.org/wp-content/uploads/2014/01/Interim-Ministry-Handbook-Interim-Pastor.pdf>

Section 1 #5

[Images for establish collegial relationships](#)



We are a church that believes God is calling us into the world - together.

We don't have to do it alone, and we don't have to do everything. Each of us has a unique story, and we are part of a larger story that makes up the ELCA. We work through our congregations, synods and partners, and the churchwide organization. Together, we achieve things on a scale and scope that we could never do otherwise.

**This Week in the Northwest Synod of Wisconsin – ELCA Week of October 27, 2013**

<http://archive.constantcontact.com/fs191/1101126434512/archive/1115480030537.html>

[Images for We are a church that believes God is calling us into the world - together.](#)

#### Pastor-2-Pastor | Church Relations & Community Engagement

A supportive network of pastors for pastors.

A program designed to care for body, mind, and spirit of pastors.

A ministry open to pastors of the Southwestern Minnesota and Southeastern Minnesota synods of the ELCA who are in their final year of First Call or have completed the experience. Open to pastors of other denominations who have an interest in collegiality and spiritual growth.

A program cooperatively sponsored by the Southwestern and Southeastern Minnesota Synods ELCA and Gustavus Adolphus College.

##### **Colleague Teams**

A small group of 4–6 pastors meets monthly.

A trained facilitator who is a pastor leads the group.

Mutual accountability, sharing of issues, and concerns.

Building friendships, support, and collegiality with peers.

Meaningful study, prayer, and worship.

<https://gustavus.edu/servantleadership/churchrelations/pastor2pastor/>

[Images for Colleague Teams A small group of 4–6 pastors meets monthly. A trained facilitator who is a pastor leads the group.](#)

[Images for care for body, mind, and spirit](#)

<http://nwmnsynod.org/resources/pastor-2-pastor/>

#### Scott Manetsch, Pastoral Collegiality & Accountability in Calvin's Geneva - YouTube

In recent years, several commentators have noted the unique challenges faced by Evangelical ministers in contemporary America as they encounter a religious culture infatuated with robust individualism, celebrity preachers, and ministry empires. Too often, these cultural forces render Christian pastors isolated and discouraged, covetous and unaccountable to others. This lecture will explore the institutions and ministry models that the reformer John Calvin (1509-1564) created in order to promote the collegiality, accountability, and spiritual vitality of the company of ministers who worked in Geneva in the sixteenth century. Though Calvin's religious and social context was vastly different than ours, the reformer's vision for Christian ministry provides an important corrective for many of the challenges faced by ministers today.



[https://www.youtube.com/watch?v=1evABm\\_O0vE](https://www.youtube.com/watch?v=1evABm_O0vE)

[Images for Scott Manetsch, Pastoral Collegiality & Accountability in Calvin's Geneva - YouTube](#)

<http://henrycenter.tiu.edu/resource/pastoral-collegiality-accountability-in-calvins-geneva/>

<http://henrycenter.tiu.edu/2014/09/lessons-from-calvins-geneva-pastoral-collegiality-and-accountability/>

<https://divinity.tiu.edu/academics/faculty/scott-m-manetsch-phd/>

<https://www.amazon.com/Calvins-Company-Pastors-1536-1609-Historical/dp/0190224479>  
<http://www.reformation21.org/articles/pastoral-collegiality-and-accountability-in-calvins-geneva.php>  
<http://www.credomag.com/2015/07/22/calvins-company-of-pastors-an-interview-with-scott-manetsch-2/>  
<https://www.thegospelcoalition.org/article/learning-from-calvins-company-of-pastors>  
<http://themelios.thegospelcoalition.org/review/calvins-company-of-pastors-pastoral-care-and-the-emerging-reformed-church>  
<https://exploringchurchhistory.com/scott-manetsch-pastoral-ministry-calvins-geneva/>  
<https://www.amazon.com/Scott-M.-Manetsch/e/B009HXVMVC>  
 Images for Scott Manetsch, author

### Silos, Politics and Turf Wars: A Leadership Fable about Destroying the Barriers That Turn Colleagues into Competitors [Patrick Lencioni]

In yet another page-turner, *New York Times* best-selling author and acclaimed management expert Patrick Lencioni addresses the costly and maddening issue of silos, the barriers that create organizational politics. Silos devastate organizations, kill productivity, push good people out the door, and jeopardize the achievement of corporate goals. As with his other books, Lencioni writes *Silos, Politics, and Turf Wars* as a fictional—but eerily realistic—story. The story is about Jude Cousins, an eager young management consultant struggling to launch his practice by solving one of the more universal and frustrating problems faced by his clients. Through trial and error, he develops a simple yet ground-breaking approach for helping them transform confusion and infighting into clarity and alignment.



<http://www.amazon.com/Silos-Politics-Turf-Wars-Competitors/dp/0787976385>  
[http://www.goodreads.com/book/show/19129.Silos\\_Politics\\_and\\_Turf\\_Wars](http://www.goodreads.com/book/show/19129.Silos_Politics_and_Turf_Wars)  
<https://www.barnesandnoble.com/w/silos-politics-and-turf-wars-patrick-m-lencioni/1103274815#/>  
<https://www.cokesbury.com/9780787976385-Silos--Politics--and-Turf-Wars>  
<https://www.wiley.com/en-us/Silos%2C+Politics+and+Turf+Wars%3A+A+Leadership+Fable+About+Destroying+the+Barriers+That+Turn+Colleagues+Into+Competitors-p-9780787976385>  
<http://www.tablegroup.com/books/silos/>  
<https://books.google.com/books?isbn=0470893893>  
<http://www.audiobooks.com/audiobook/silos-politics-and-turf-wars-a-leadership-fable-about-destroying-the-barriers-that-turn-colleagues-into-competitors/191549>  
<https://www.youtube.com/watch?v=1dNaE8Fogs8> Silos, Politics & Turf Wars by Patrick Lencioni-Audiobook Excerpt – YouTube  
<https://www.publishersweekly.com/978-0-7879-7638-5> Book Review  
<https://www.summary.com/book-summaries/ /Silos-Politics-and-Turf-Wars/>  
<http://social-media-university-global.org/2008/01/book-review-silos-politics-and-turf-wars/>  
<https://vialogue.wordpress.com/2008/11/15/silos-politics-and-turf-wars-notes-review/>  
[http://www.summary.com/authors/detail/?author\\_ID=1747634e-833f-4e2e-91df-b74c4108604b](http://www.summary.com/authors/detail/?author_ID=1747634e-833f-4e2e-91df-b74c4108604b)  
<https://www.tablegroup.com/pat/>  
[https://twitter.com/patricklencioni?ref\\_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor](https://twitter.com/patricklencioni?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor)  
[http://premierespeakers.com/patrick\\_lencioni/bio](http://premierespeakers.com/patrick_lencioni/bio)  
<https://www.facebook.com/Patrick-Lencioni-133626265614/>  
[https://en.wikipedia.org/wiki/Patrick\\_Lencioni](https://en.wikipedia.org/wiki/Patrick_Lencioni)  
<https://www.amazon.com/Patrick-M.-Lencioni/e/B001ILFMB2>  
[http://www.goodreads.com/author/show/11503.Patrick\\_Lencioni](http://www.goodreads.com/author/show/11503.Patrick_Lencioni)  
 Images for Patrick Lencioni  
 Images for Silos, Politics and Turf Wars: A Leadership Fable about Destroying the Barriers That Turn Colleagues into Competitors [Patrick Lencioni]

### [PDF] The Critical Reflection Process: A Tool for Learning and Collegiality

The Critical Reflection Process is a process of analyzing, reconsidering, and questioning experiences within the context of ministry. Interim ministry often places interim pastoral leaders in a different place than other neighboring pastors and ministers serving in regular parish calls. In the context of interim ministry which many pastors across our three Texas-Louisiana synods find themselves called to, a Critical Reflection practice, entered into with other similarly serving interims, can provide both learning resource as well as a mechanism of support.

<http://ntnl.org/wp-content/uploads/2014/01/Critical-Reflection-Process.pdf>  
 Images for The Critical Reflection Process: A Tool for Learning and Collegiality

### The One Thing Necessary in Pastoral Colleague Relationships

Emotional maturity is marked by a kind of resiliency of spirit, a spirit that is adaptable, forgiving, willing to listen, to compromise, and to move on together. It involves a willingness to do difficult things without resentment. If this is beginning to

sound like a Pauline exhortation, that is entirely fitting. What Paul had to say to the Corinthian church about maturity and love is, in many respects, just what needs to be said to pastors and the congregations they serve.

<https://alban.org/archive/the-one-thing-necessary-in-pastoral-colleague-relationships/>

<http://www.alban.org/conversation.aspx?id=2068>

[Images for One Thing Necessary in Pastoral Colleague Relationships](#)

<https://alban.org/archive/pastoral-care-as-healing-presence/>

[Images for pastoral-care-as-healing-presence](#)

### The practice of collegiality - Free Online Library

To be collegial is to have eyes wide open to the gifts of all, knowing that we are part of the priesthood of all believers.

Seminary students prepare together for rostered ministries, which in the ELCA means pastors, diaconal ministers, deaconesses, and associates in ministry. Together in the church, we practice collegiality with ecumenical and interfaith partners, forming leadership networks to raise critical issues, care for the vulnerable and work for justice. (1)

What Does This Look Like?

<http://www.thefreelibrary.com/The+practice+of+collegiality.-a0269530329>

[Images for practice of collegiality](#)

[Images for priesthood of all believers](#)

### 28 best Collegiality images on Pinterest

<https://www.pinterest.com/alverniam/collegiality/>

[Images for collegiality pinterest](#)

### Ups, Downs, Ins, and Outs of Intentional Interim Ministry

Rev. John Keydel and Rev. Sue Seiffert

This workshop is a facilitated reflection on the work of actually doing Intentional Interim Ministry. In both theory and practices, Intentional Interim Ministry isn't nearly as much about delivering the perfect solution the first time, as it is about being a living model of an Action/Reflection approach to congregational learning and empowerment. The session will prove an opportunity to reflect on our learning experiences, as well as an opportunity to identify things which went so well that we didn't learn anything. It is our sincere belief that both our practice and our perspective will be enhanced by a little bit of serious, yet light hearted, reflection on the **collective** experience of the two experienced interim ministers.

Page 7



[PDF] 2013 IMN Conference program.pub

<http://imnedu.org/wp-content/uploads/2012/05/2013-IMN-Conference-program.pdf>

[Images for Ups, Downs, Ins, and Outs of Intentional Interim Ministry](#)

<http://imnedu.org/wp-content/uploads/2012/05/2015-IMN-Conference-program.pdf>

<https://imnedu.org/imn-membership/board-of-directors/>

<https://www.linkedin.com/pub/john-keydel/2b/486/21b>

<https://imnedu.org/interim-spectrum/> IMN | Interim Spectrum – by Rev. John Keydel, Jr.

<https://christstmichaels.org/clergy-staff/>

[http://christchurchglendale.org/wp-content/uploads/2015/03/March\\_Chimes\\_2015.pdf](http://christchurchglendale.org/wp-content/uploads/2015/03/March_Chimes_2015.pdf)

<https://www.linkedin.com/in/john-keydel-21b4862b>

[http://www.goodreads.com/author/show/14747961.Rev\\_John\\_Keydel\\_Jr](http://www.goodreads.com/author/show/14747961.Rev_John_Keydel_Jr)

[Images for Rev. John Keydel](#)

<https://alban.org/archive/rethinking-transitional-ministry/>

<http://www.episcopalchurch.org/parish/st-barnabas-episcopal-church-montgomery-oh>

[http://articles.aberdeennews.com/2009-05-14/news/26385712\\_1\\_interim-minister-seiffert-interim-senior-pastor](http://articles.aberdeennews.com/2009-05-14/news/26385712_1_interim-minister-seiffert-interim-senior-pastor)

<http://rlcpdx.net/welcome-to-rlc/our-pastor>

<http://rlcpdx.net/about-rlc>

<https://imnedu.org/imn-membership/board-of-directors/>

<http://www.gdlcwilliston.org/history.htm>

[Images for Rev. Sue Seiffert](#)

Page 17

## 3) Configurations

### Configurations

The Future of God's Church— Death and Resurrection

Keynote Address by Bishop Duane Pederson

Walking Together: a congregational resource event

March 17, 2013

Thus, it is my hope that groupings of congregations will seriously consider coming together to be served by various **configurations** of pastors, program, and support staff. Depending upon how many, how large, how far apart, and the envisioned mission of the parish cluster, staffing and creative initiatives could take a variety of forms. But, numerous attitudes, historical prejudices, and parochial cultures will have to die in order to resurrect new possibilities for ministry now and in the future. There will need to be a serious openness and commitment to collaboration. Death and resurrection.

[http://www.nswi.org/webfiles/fnitools/documents/keynote\\_pederson\\_2013.pdf](http://www.nswi.org/webfiles/fnitools/documents/keynote_pederson_2013.pdf) [info@nswi.org](mailto:info@nswi.org) Page 2

[Images for Configurations - The Future of God's Church— Death and Resurrection](#)

[Images for groupings of congregations](#)

[Images for configurations of pastors, program, and support staff](#)

#### Building Community in the Image of Trinity: Outlook and District Rural Ministry Study

The Ministry Study was initiated in 2002-2003 with the following goals:

1. To complete a demographic analysis of Lutherans in Outlook and the surrounding District;
2. To explore the potential for ministry among present members, other Lutherans and people with no church affiliation;
3. To explore of models for Lutheran Ministry in Outlook and the surrounding District;
4. To prepare reports with recommendations for future ministry. This dissertation will offer analysis of data relating to goals 3 and 4. Chapter One offers a theological framework in which the nature of Trinity forms the basis for understanding both the form and mission of the Church.

[http://www.cameronharder.com/publications\\_presentations/Outlook%20Study-final.pdf](http://www.cameronharder.com/publications_presentations/Outlook%20Study-final.pdf)

[Images for Building Community in the Image of Trinity](#)

#### 4) Ecumenism

##### Ecumenism

The Future of God's Church— Death and Resurrection

Keynote Address by Bishop Duane Pederson

Walking Together: a congregational resource event March 17, 2013

Speaking of collaboration, I am fairly confident that **ecumenical** relationships will reflect the changing landscape of Christianity in this country. While our theological convictions are very important and our traditions significant, I think we are moving into a time when we will emphasize what we believe and do in *common* rather than hold up *differences* that keep us apart. Death and resurrection.

[http://www.nswi.org/webfiles/fnitools/documents/keynote\\_pederson\\_2013.pdf](http://www.nswi.org/webfiles/fnitools/documents/keynote_pederson_2013.pdf) [info@nswi.org](mailto:info@nswi.org) Page 3

[Images for Ecumenism - The Future of God's Church— Death and Resurrection](#)

[Images for emphasize what we believe and do in common](#)

[Images for mission and ministry together](#)

##### Resources

**Best 25+ Ecumenical council ideas only on Pinterest**

<https://www.pinterest.com/explore/ecumenical-council/>

[Images for Ecumenical on Pinterest](#)

<https://www.pinterest.com/byzntn2/ecumenism-awareness/>

<https://www.pinterest.com/jaaboumoussa/separated-brethren-ecumenism/>

<https://www.pinterest.com/timmerriman/ecumenical-humor/>

##### Christianity - Ecumenism | Britannica.com

The word *ecumenism* comes from a **family** of Classical Greek words: *oikos*, meaning a "house," "family," "people," or "nation"; *oikoumenē*, "the whole inhabited world"; and *oikoumenikos*, "open to or participating in the whole world." Like many biblical words, these were invested with Christian meaning. The word *oikoumenē* describes the place of God's **reconciling** mission (Matthew 24:14), the unity of the **Roman Empire** (Luke 2:1) and of the kingdoms of the earth (Luke 4:5), and the world destined to be redeemed by **Christ** (Hebrews 2:5). The vision of one **church** serving God in the world came to reflect a central teaching of the early Christian **faith**.

<https://www.britannica.com/topic/Christianity/Ecumenism>

<https://www.britannica.com/topic/Christianity/Ecumenism-since-the-start-of-the-20th-century>

[Images for Christianity - Ecumenism](#)

##### First Council of Nicaea - Wikipedia

The First Council of Nicaea (/naɪˈsiːə/; **Greek**: Νίκαια [ˈniːkaja]) was a council of Christian bishops convened in the **Bithynian** city of **Nicaea** (now **Iznik**, Bursa province, Turkey) by the **Roman Emperor Constantine I** in **AD 325**. Constantine I organized the Council along the lines of the **Roman Senate** and presided over it, but did not cast any official vote.

This **ecumenical council** was the first effort to attain **consensus** in the Church through an **assembly** representing all of **Christendom**. **Hosius of Corduba**, who was probably one of the **Papal legates**, may have presided over its deliberations.<sup>[9][6]</sup> Its main accomplishments were settlement of the **Christological** issue of the divine nature of **God the Son** and his relationship to **God the Father**,<sup>[3]</sup> the construction of the first part of the **Nicene Creed**, establishing uniform observance of the date of **Easter**,<sup>[7]</sup> and **promulgation** of early **canon law**.<sup>[4][8]</sup>



16<sup>th</sup>-century fresco depicting the Council of Nicaea

[https://en.wikipedia.org/wiki/First\\_Council\\_of\\_Nicaea](https://en.wikipedia.org/wiki/First_Council_of_Nicaea)

[https://simple.wikipedia.org/wiki/First\\_Council\\_of\\_Nicaea](https://simple.wikipedia.org/wiki/First_Council_of_Nicaea)

[Images for First Council of Nicaea](#)

### Living into the Future Together (LIFT)

*Renewing the Ecology of the ELCA Task Force*

The report's resolutions clustered around:

5. Strengthened relations with global companions and **ecumenical** partners based on the model of accompaniment

<http://www.elca.org/Who-We-Are/Our-Three-Expressions/Churchwide-Organization/Office-of-the-Presiding-Bishop/Plan-for-Mission/LIFT.aspx>

[Images for living into the future together \(lift\)](#)

### 2017 Synod Assembly Letter from Presiding Bishop Eaton – (English)

What is the church we are becoming?

- A thriving church spreading the gospel and deepening faith for all people.
- A church equipping people for their baptismal vocations in the world and this church.
- An inviting and welcoming church that reflects and embraces the diversity in our communities and the gifts and opportunities that diversity brings.
- A visible church deeply committed to working **ecumenically** and with other people of faith for justice, peace and reconciliation in our communities and around the world.
- A well-governed, connected and sustainable church.

<http://scsynod.com/download/2017-synod-assembly-letter-from-presiding-bishop-eaton-english/?wpdmdl=6688>

[Images for visible church deeply committed to working ecumenically](#)

## 5) Lay Leadership

### Lay Leadership

The Future of God's Church— Death and Resurrection

Keynote Address by Bishop Duane Pederson

Walking Together: a congregational resource event March 17, 2013

First and foremost, it is my conviction that lay leadership will become more important than ever, especially because of the need to move from a clergy-centered church to a lay-driven church. Rostered leadership matters; it matters a lot! But if the laity do not own their own ministries rather than depend primarily up-on the pastor, the church will not have the "fire" or critical mass it needs to be a force for mission. And if congregations continue to see their pastor as the "hired hand" paid to do ministry *for* them, then pastors will be endlessly frustrated because congregations will not be able to grasp discipleship or a healthy understanding of baptismal vocation: pastors will urge mission; the church will push back at such leadership.

[http://www.nswi.org/webfiles/fnitools/documents/keynote\\_pederson\\_2013.pdf](http://www.nswi.org/webfiles/fnitools/documents/keynote_pederson_2013.pdf) [info@nswi.org](mailto:info@nswi.org) Page 4

[Images for Lay Leadership - The Future of God's Church— Death and Resurrection](#)

### Philosophy of the Lay School of Ministry

The Lay School of Ministry (LSM) is an educational ministry of the Northwest Synod of Wisconsin (ELCA), which assists lay people to a deeper Christian identity and participation in the mission of the whole church. The curriculum and educational objectives of the Lay School of Ministry emphasize the baptismal vocation of all Christians. Courses are designed to help students develop a deeper understanding of the Bible, Worship, Spirituality and Lutheran theology. Most students enter LSM with a history of active ministry in their own congregations and communities. These ministries include, but are not limited to: teaching, preaching, serving as worship leaders, administrators, catechists, music directors, liturgical assistants, visitation, and striving for social justice.

LSM's mission is to provide students with opportunities to reflect on their past and present ministries, while engaging in theological studies with peers and with encouragement and guidance from a faculty consisting of seminary professors and members of the clergy and lay staff of congregations. LSM is not designed to provide students with training or endorsement for specific ministries. Those seeking such training are encouraged to contact the synod office for information and guidance.

Participants who have completed the basic course of study are encouraged to make a personal commitment for continuing education when offered by the LSM or through the Northwest Synod of Wisconsin. Service offered by current



and past participants of the LSM should always be performed as a part of the Church's one holy ministry offered by a community of baptized servants who are instruments of service to Christ's calling. The synod will recognize milestones in a LSM participant's education using the Rite of Affirmation of Baptism.

<http://layschoolofministry.org/LSMphilosophy.html>

[Images for Philosophy of the Lay School of Ministry](#)

[http://layschoolofministry.org/16-17\\_ContinuingEd.html](http://layschoolofministry.org/16-17_ContinuingEd.html)

<http://archive.constantcontact.com/fs191/1101126434512/archive/1118077289489.html> Sign up now for Lay School of Ministry

[Images for Lay School of Ministry \(LSM\) NW Synod of Wisconsin \(ELCA\)](#)

## 6) Education of Laity and Clergy

### Education of Clergy

The Future of God's Church— Death and Resurrection

Keynote Address by Bishop Duane Pederson

Walking Together: a congregational resource event March 17, 2013

#### Laity

First and foremost, it is my conviction that lay leadership will become more important than ever, especially because of the need to move from a clergy-centered church to a lay-driven church. Rostered leadership matters; it matters a lot! But if the laity do not own their own ministries rather than depend primarily up-on the pastor, the church will not have the "fire" or critical mass it needs to be a force for mission. And if congregations continue to see their pastor as the "hired hand" paid to do ministry *for* them, then pastors will be endlessly frustrated because congregations will not be able to grasp discipleship or a healthy understanding of baptismal vocation: pastors will urge mission; the church will push back at such leadership.

### Education of Clergy

As I gaze into my crystal ball, albeit a cloudy view, I suspect that we will prepare our called leadership in very different ways, especially for pastors. The old European, academic model of the university that has trained our clergy by having them be in residence for a four-year master's program is simply not sustainable. Our seminaries are now under significant strain because of this reality. So, we are seeing alternative routes to equipping those who will be called to the Office of Word and Sacrament—The TEEM program (Theological Education for Emerging Ministries), Distributive Learning, and a variety of ways to utilize online learning are examples. Just think how much technology has advanced. Technology has provided a whole new arena for delivering an educational product. Models where the supervised practice of ministry is done concurrently with study are on the increase. The collaboration and partnership between some ELCA colleges and seminaries are providing a model where college becomes a prep school for a seminary education. Even accreditation organizations are reexamining what markers and measurements must be in place to permit flexibility in how we train, while at the same time ensuring the standards we expect our rostered leaders to have to be called leaders of the church. This evolution is already well underway, there are plans for significant changes over the course of the next three years, and I look for ongoing experimentation as the church attempts to become more nimble in how it trains leaders and to do it with an eye toward a stewardship that is sustainable.

[http://www.nwswi.org/webfiles/fnitools/documents/keynote\\_pederson\\_2013.pdf](http://www.nwswi.org/webfiles/fnitools/documents/keynote_pederson_2013.pdf) [info@nwswi.org](mailto:info@nwswi.org) Page 4

[Images for Education of Clergy - The Future of God's Church— Death and Resurrection](#)

### Resources for Education of Laity

#### Philosophy of the Lay School of Ministry

The Lay School of Ministry (LSM) is an educational ministry of the Northwest Synod of Wisconsin (ELCA), which assists lay people to a deeper Christian identity and participation in the mission of the whole church. The curriculum and educational objectives of the Lay School of Ministry emphasize the baptismal vocation of all Christians. Courses are designed to help students develop a deeper understanding of the Bible, Worship, Spirituality and Lutheran theology.

Most students enter LSM with a history of active ministry in their own congregations and communities. These ministries include, but are not limited to: teaching, preaching, serving as worship leaders, administrators, catechists, music directors, liturgical assistants, visitation, and striving for social justice.

LSM's mission is to provide students with opportunities to reflect on their past and present ministries, while engaging in theological studies with peers and with encouragement and guidance from a faculty consisting of seminary professors and members of the clergy and lay staff of congregations. LSM is not designed to provide students with training or endorsement for specific ministries. Those seeking such training are encouraged to contact the synod office for information and guidance.

Participants who have completed the basic course of study are encouraged to make a personal commitment for continuing education when offered by the LSM or through the Northwest Synod of Wisconsin. Service offered by current and past participants of the LSM should always be performed as a part of the Church's one holy ministry offered by a community of baptized servants who are instruments of service to Christ's calling. The synod will recognize milestones in a LSM participant's education using the Rite of Affirmation of Baptism.

<http://layschoolofministry.org/LSMphilosophy.html>

[Images for Philosophy of the Lay School of Ministry](#)

### Resources for Education of Clergy

[PDF]Becoming a Pastor: Reflections on the Transition into Ministry [James P. Wind and David J. Wood] - Alban Institute

As you will see in the following pages, James Wind and David Wood provide a thorough description of the challenges faced by new pastors today, give a rich description of the central characteristics of the experimental programs, and, most importantly,



offer insightful reflections regarding ways that all of us—congregations, denominational judicatories, seminaries, and other religious organizations—can work collaboratively to help new pastors (and congregations) thrive. We hope you will find fresh perspectives and encouragement in this special report. We believe collaborative efforts among many organizations can make a big difference in helping a new generation of young people become excellent pastoral leaders who find deep satisfaction and fulfillment in their ministries.

[PDF] [Becoming a Pastor - Alban Institute](#)

<https://alban.org/uploadedFiles/Alban/Bookstore/pdf/TIMReport.pdf>

<https://www.wesleyseminary.edu/employees/james-p-wind/>

<https://cathedral.org/staff/rev-dr-james-p-wind/>

<https://www.christiancentury.org/contributor/james-p-wind>

<https://www.carnegiecouncil.org/people/james-p-wind>

<https://www.amazon.com/James-P.-Wind/e/B001H6OBPG>

[http://www.goodreads.com/author/show/243349.James\\_P\\_Wind](http://www.goodreads.com/author/show/243349.James_P_Wind)

Images for James P. Wind, author

<https://www.wesleyseminary.edu/employees/james-p-wind/>

<https://www.faithandleadership.com/david-j-wood>

<http://www.glencoeunionchurch.org/leadership/>

[https://day1.org/speakers/5d9b820ef71918cdf2003d30/the\\_rev\\_david\\_wood](https://day1.org/speakers/5d9b820ef71918cdf2003d30/the_rev_david_wood)

<https://www.christiancentury.org/contributor/david-j-wood>

Images for David J. Wood, author

Images for *Becoming a Pastor: Reflections on the Transition into Ministry* [James P. Wind and David J. Wood] - Alban Institute

<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/>

### Changing Theological Education: Reforming from the Bottom Up | HuffPost

Back to Luther. Who are we to judge what happened at Luther? Speculating on what leaders at Luther did or should have done is Monday morning quarterbacking.

But all of us who care deeply about Luther and about theological education and the church need to figure out what we might learn from this crisis. With no judgment intended, it feels to me like Luther invested in a future that looked too much like the past, rather than being led by the changing landscape and radical influences that are defining our future.

I believe that when we vision a new understanding of seminary education and create that, alongside the very prophetic voices of these upcoming leaders, we will have the learning lab and launching pad that seminaries need to become.

Don't count Luther or many of these seminaries out. The schools I work with are filled with the prophetic voices of presidents and deans, have creative leadership in the faculty and dynamic individuals in the student body.

We are a resurrection people. Luther will not only survive, but also thrive and regain its leadership role. Faculty like Rolf Jacobson will lead curriculum reform and Jessicah Duckworth will bring her fresh and creative inquiry and initiatives around engaging young people in the church.

Carrie Carroll will continue to create a culture of engagement in her role as Vice President for Student Affairs as the and students like Lindsey Bulger, Jason Clifton, Asher O'Callahan, Kristen Wilcox and

Jessica Schenk will lead the campus to a new understanding of itself, rooted in tradition yet relevant and hopeful for the future.

[http://www.huffingtonpost.com/wayne-meisel/changing-theological-education-reforming-from-the-bottom-up\\_b\\_3007544.html](http://www.huffingtonpost.com/wayne-meisel/changing-theological-education-reforming-from-the-bottom-up_b_3007544.html)

Images for *Changing Theological Education: Reforming from the Bottom Up* | HuffPost

Important Updates from Luther Seminary: September 2014

Dear Pastor Bolstad,

It is with thankfulness that I write this letter to you. I have been at Luther Seminary for several months and I have such an appreciation for the ways you partner with us. Your prayers, financial gifts, prospective student referrals and encouraging words all make a difference. Thank you.

I want to continue the practice of providing updates about what's going on at Luther Seminary. Because this is my first letter to you, I will also share some initial observations.

Our focus on our mission is clear

As we welcome new and returning students to campus and online, there is a lot of excitement about preparing these leaders for ministry. They are eager to learn and we are eager to engage them in rich and challenging discussions about theological matters. We are implementing a new curriculum this fall that will continue to equip our leaders to meet the changing needs of the church and world. This new curriculum has been a labor of love. Faculty members and staff have worked diligently to create a curriculum that provides greater flexibility and more options yet is true to the Lutheran foundations of our faith. If you want to learn more about our new curriculum, [watch this video](#).

We are committed to a sustainable future

We are building on the work done in the last two years to identify the kind of nimble, innovative teaching and learning institution we need to become to achieve long-term sustainability. Several faculty members are synthesizing this work. Once completed, we will bring together multiple constituents to review, discuss and

explore pathways for enhancing our sustainability as an educational institution. Our goal is to have an integrated plan in place by March 2015 when the representatives from the Association of Theological Schools and the Higher Learning Commission visit campus for our 10-year accreditation review. I am praying that the power of the Holy Spirit will stir in us an openness to new ways of serving our mission. We are blessed with many talented, faithful and wise people. I'm confident we will discover a sustainable way forward.

We need others to help us

Given the fast-paced changes and complexity of our world, it is clear that we need to do some things differently. One way is to collaborate with more people and organizations to fulfill our mission. We have begun to explore a host of possibilities for partnering with others in creative and exciting ways. As an example, we have a beautiful campus in the heart of the Twin Cities. At times, such as evenings and weekends, we have excess capacity. So, I have been meeting with presidents of colleges and nonprofit organizations around the region to start discussing potential ways they might utilize our campus during our off-peak times.

We are looking forward with hope and imagination

In the last year and a half, we've made significant progress in getting our financial situation in order. In fact, I'm pleased to announce the addition of Michael Morrow, our new vice president of finance and administration. Michael is a seasoned financial executive with experience in both large and small organizations, including Blue Cross Blue Shield of Minnesota and Children's Home Society and Family Services. He is a proven leader with expertise in financial management, turnaround operations, contract negotiations and staff administration. We are excited to have him continue the good work of our former interim VP, Bill Frame. Michael will start on Oct. 1.

As we have addressed our financial situation, we have experienced an anticipated decline in enrollment, which mirrors an overall national decline in students attending seminaries. This comes at a time when there is a growing need for more church leaders. So, we are imagining new ways to educate more leaders while continuing to manage our finances carefully. We are discussing new offerings which will attract more students—both for our academic and our Lifelong Learning programs. We are also exploring new partnerships that will leverage our expertise, our property and our resources in ways that will continue to help us share the good news of God's saving grace.

The church and the world are going through dramatic changes. And the message of God's love is desperately needed. We remain committed to educating leaders for Christian communities and are excited about doing so in creative and meaningful ways.

Thank you for your continued partnership.

Peace,

Robin Steinke

President

This email was sent to [pstrbolstad@gmail.com](mailto:pstrbolstad@gmail.com) from:  
Luther Seminary – 2481 Como Ave. – St. Paul, MN 55108  
<https://www.luthersem.edu/president/>

Luther Seminary – Office of the President: March 2017

Dear Pastor Bolstad,

Campus was buzzing in January. Distributed learning students streamed in from all over the country to take courses compressed into "intensives" that last a week or two. We are delighted that they bring along the energy they have built over months of online interaction. Students who are officially registered as residential also take advantage of the courses available during these intensive weeks. Then the Doctor of Ministry students make their way here from their ministry settings to support each other as they nurture their ministry skills together, engaged and enthused by how they are growing.

We have the privilege of watching this **amazing mix of learners** create holy energy together, being formed as the leaders they are called to be. Walk into any building on campus and you can see small groups of people huddled in rich conversation, asking questions, wondering about theology and life and the nature of ministry in the 21st century. This is exactly what Luther Seminary exists for.

For those of us who studied and lived on seminary campuses even as recently as a decade ago, the pace of life on campus between January and June would seem strangely quiet with only about eleven percent of our students in residence. January and June are powerful, tangible reminders that tendrils of theological energy spread from here all over the country as these learners return to the geographies and ministry settings they call home.

I remain deeply grateful for your support: your prayer, your good will and your financial giving. Your generosity at calendar year end means we can meet budget for the first half of our fiscal year.

Changing demographics

Our boards met in early February and began putting together budget building blocks for the next fiscal year (FY18) that begins on July 1. Our commitment to financial sustainability means we will become leaner in FY18. As many of you know, becoming leaner can be painful, but it also invites us to imagine new ways to do the important work of preparing leaders for Christian communities.

In the ELCA, demographic changes are demanding that we do our best. At the same time, our enrollment numbers are getting smaller, retirement numbers are growing. This means congregations, especially those in rural areas, are finding it more difficult to call new leaders. This is a challenge for the whole church.

I am drawn to Paul's idea of the body of Christ. To raise up leaders, we all have a part to play, not just those of us formally called. For example, I can hear the voice of the Sunday School teacher who once saw in me some potential for a vocation in church leadership. We can each make formative contributions by just observing and speaking to young people in our congregations. "I see gifts in you. Listen for your call. Might it be to church leadership?" Imagine the impact!

And what about encouraging the leaders you have? Students at Luther Seminary may be preparing for their first call to serve, or they may be well seasoned, here to grow their insight and capacity to lead. Think of the impact you could have if you lobbied for continuing education resources for the leaders who serve you. They will be blessed, and so will you.

The mission continues

Meanwhile, we continue to imagine and reimagine a model of theological education that will be financially healthy and sustainable for learners, for the seminary and for the church.

- Our collaborative work with Augsburg College is moving forward. Our information systems teams have integrated and our library teams are planning an integrated organizational structure. Our business offices, communications teams and campus ministries are all in discovery phases. We are looking for efficiencies, not merger.
- In mid-May, the Festival of Homiletics will be in San Antonio, Texas under the theme "Preaching at the Borders." We estimate that nearly 2,000 ecumenical preachers will gather to hear great preaching and grow their skills. A recent Pew study indicates that 83% of Americans say the quality of preaching played an important role in their choice of congregation\*. Supporting preachers is crucial.
- We are estimating a graduating class of around 130. They will head out into ministry before we know it. This year's clergy tax seminar, offered each spring to seniors, was just announced, a sure sign that commencement is around the corner. This is why we do what we do. This is what you support. Just as our distributed students create a web of theological energy across the country, so do our graduates. Perhaps one of them will be your new leader.

Living in the light

In this Epiphany season, I hear Scripture calling us to look to the light of Christ and to be the light of Christ in the world. We are all a part of that light, our students, we who are called to daily work here, and you. We are both blessed by it and called to serve it. This is our community of saints, each doing our part to bring the grace and mercy of the gospel to the world.

Every time I think of you I thank my God. Please remember us in your prayers as well.

With gratitude,

The Rev. Dr. Robin J. Steinke

President

\*Pew Research Center, "Choosing a New Church or House of Worship", August 23, 2016

This email was sent to [pstrbolstad@gmail.com](mailto:pstrbolstad@gmail.com) from:

Luther Seminary | 2481 Como Ave. | St. Paul, MN 55108

<https://www.luthersem.edu/>

Important Updates from Luther Seminary: May 2017

Dear Pastor Bolstad,

Easter greetings! I am struck by this verse describing the post-resurrection lives of the early disciples. From the readings for Sunday, May 7:

*They devoted themselves to the apostles' teaching and fellowship,  
to the breaking of bread and the prayers. (Acts 2:42)*

The disciples knew that life had changed dramatically. In the midst of the rugs being completely rearranged beneath their feet, they centered themselves in learning and being together, eating and praying. These are our aspirations as well.

At Luther Seminary, we are putting finishing touches on our preparations for graduation, a couple of weeks away. This ritual represents the completion of good work, of devotion to teaching and learning, of endurance and commitment. Graduation represents a momentous transition for most of the 100+ people who will receive their degrees, as they commence lives in service to the gospel, and lead in Christian communities across the world.

As a supporter of Luther Seminary, you are very much a part of the sense of accomplishment so many feel on graduation day. Because you have prayed, encouraged, given and responded, this work on behalf of the church is possible. I am deeply grateful for your partnership.

**Luther Seminary is leading during its share of change as well.** A recent event illustrates this reality. On March 30, The Friends of Luther Seminary closed its ministry after 77 years of faithful service. From a February Board resolution commending their ministry: "Their efforts have included providing bedspreads, home canned produce and bakery treats for students, serving at special functions and always holding the entire community in prayer. Most recently, the Friends have prayed for students, staff, faculty and alumni, helped stock the student food shelf, and through fundraising activities have provided scholarships through the Friends Endowed Scholarship Fund currently valued at more than \$220,000."

This group of women made the difficult decision to end the Friends' active ministry, though the generosity of their scholarship fund will continue in perpetuity. Even the simple shift from "home canned goods" to "stock the student food shelf" is illustrative of the cultural changes this organization of supporters has navigated. During their time of service, the first women came to be students. Their advocacy surely contributed to the fact that women now are participating at all levels of church leadership, including bishops and seminary presidents. I am a beneficiary.

This year, the recipient of the Friends scholarship is a first-year Master of Divinity student, Kendrick Hall. Kendrick is an African American Lutheran, a member of a mostly African American Lutheran congregation. His pastor will be featured in the

next Story magazine. Kelly Chatman has inspired four current members to follow a call to church leadership. Beautifully, Kendrick is also being supported by the commitment of the Friends, women who care deeply about the vitality of the church, most of whom claim Northern European ancestry.

Much has changed since I graduated from an ELCA seminary. Though enrollment in the ELCA seminary system stayed fairly stable from the late 1980s to 2012, it's been a different story since then. In the course of the last five years, Luther's enrollment is down between 30% and 40%, depending on how you count. Other ELCA seminaries are seeing similar declines. Add escalating retirements, and this explains why a 2016 report by the ELCA projects that within a few years there will be 1,000 pastoral vacancies in congregations that could otherwise afford to call a full-time pastor.

Let's ask a wonderful Lutheran question: What does this mean?

This means the church needs more candidates for ministry, and more individuals and congregations who are willing to inspire and invite promising candidates to consider this vocation. What kinds of gifts do they need? Theological curiosity, passion for the gospel, empathy, leadership potential, commitment, cultural competence and a spirit that is hungry to learn.

Our board met in late April. They remain committed to financial sustainability, and also recognize the need for investment. We have come a long way. In 2012, we were working from a budget of \$27 million with revenue of \$21 million. The board passed a budget for fiscal year 2018 of \$19 million with expected revenue of \$18 million. Why a deficit still? They are determined to support the important work of resurrection (adaptive change) that is happening here even as we work long-term to bring depreciation above the line and secure an operating margin of 2.5%.

New models are emerging for the work of forming leaders, better integrating the academy and the gifts of practitioners. Staff and faculty in congregational mission and leadership have been collaborating to take advantage of the geographical spread of our students, a surprising asset and outcome of our distributed learning program. We both need and have access to practitioners around the country. Talk about getting out of the ivory tower!

The Festival of Homiletics in San Antonio is just days away. More than 1,800 preachers will gather from all over the country for a week of rich learning and inspiration by the best preachers around. Luther Seminary's [Working Preacher](#) resource continues to feed thousands of preachers weekly, and many in San Antonio are no doubt regular users. But you don't have to be a preacher to appreciate it.

Thank you for your prayers and support. Many of you have been committed to this mission for decades. We are truly partners in raising up leaders that the gospel might be heard and experienced. Though the pace of change may be disorienting at times, we trust in God's good intention for this mission, and your good intention as well. It is Easter, and the promise of new life is before us. The tomb is empty!

With gratitude,

The Rev. Dr. Robin J. Steinke

President

This email was sent to [pstrbolstad@gmail.com](mailto:pstrbolstad@gmail.com) from:  
Luther Seminary | 2481 Como Ave. | St. Paul, MN 55108  
<https://www.luthersem.edu/>

#### **M.Div. - Distributed Learning - Luther Seminary**

With Luther Seminary's Distributed Learning (DL) program, you can pursue a M.Div. from virtually anywhere. Learn at your own pace and participate in a cohort of up to the 25 students. Here's how it works:

[https://www.luthersem.edu/mdiv\\_distributed/](https://www.luthersem.edu/mdiv_distributed/)

[Images for M.Div. - Distributed Learning – Luther Seminary](#)

#### **Preparing the Pastors We Need: Reclaiming the Congregation's Role in Training Clergy [George A. Rev. Mason Senior Pastor]**

Amid the widespread discussion about 'the future of the church,' an important point is sometimes overlooked: tomorrow's church will depend to a great extent on the new pastors of today who will serve and guide our churches in the years ahead. George Mason's *Preparing the Pastors We Need: Reclaiming the Congregation's Role in Training Clergy* makes a timely intervention, asking us to redefine pastoral leadership by analyzing how, in fact, pastors are made in the first place. The book highlights an exciting development in the training of pastors: pastoral residency programs and mentoring. Mason demonstrates that these programs work best when the congregations themselves, not just leadership or staff, are an active participant in the training. In this way, churches begin to reclaim their rightful role in the formation of the ministers that will serve them. And, at the same time, they become healthier and more effective churches.

Mason gives us the analogy of physician training. Medical school produces graduates with extensive knowledge of the body, but a practicing doctor will require several more years of internship and residency. Similarly, our seminaries and divinity schools produce men and women with good biblical knowledge, but they might not prepare a graduate for the task of helping a bereaved parishioner cope with the sudden loss of a loved one. Moreover, such areas as finances, budgets, personnel management, and vocational identity are also not well suited to seminary study. Mason shows that congregation-based mentoring and residency are excellent ways to bridge this gap.



<http://www.amazon.com/Preparing-Pastors-Need-Reclaiming-Congregations/dp/1566994276>  
<https://rowman.com/ISBN/9781566994279/Preparing-the-Pastors-We-Need-Reclaiming-the-Congregation's-Role-in-Training-Clergy>  
<http://www.resourcingchristianity.org/interview/george-mason-on-preparing-the-pastors-we-need-0>  
<https://books.google.com/books?isbn=1566996090>  
<https://alban.org/archive/new-experiments-in-clergy-training/>  
<http://williamcmills.blogspot.com/2013/01/book-review-preparing-pastors-we-need.html>  
<http://www.wilshirebc.org/about-wilshire/senior-pastor-george-mason/>  
[http://day1.org/319-the\\_rev\\_dr\\_george\\_mason](http://day1.org/319-the_rev_dr_george_mason)  
<http://lakewood.advocatemag.com/2016/11/25/xbf-baptist-pastor-george-mason-jewish-bff/>  
 Images for Rev. George A. Mason (author) preparing pastors  
 Images for Preparing the Pastors We Need: Reclaiming the Congregation's Role in Training Clergy [George A. Rev. Mason]

#### [PDF]Report and Recommendations from the Theological Education Advisory Council

Theological Framework of TEAC's Report and Recommendations

TEAC comes to its recommendations out of a deep sense that God is calling us as Lutheran Christians to claim our distinctive theological voice in the world and an equally firm sense that often we do not feel equipped to pursue our callings. The recommendations that follow, therefore, lift up both the promising ministry of the faithful in God's world and the need for our church to strengthen its teaching ministry to equip the faithful.

[https://www.luthersem.edu/strategic\\_plan/2015\\_November\\_CC\\_TEAC\\_Report\\_and\\_Rec.pdf](https://www.luthersem.edu/strategic_plan/2015_November_CC_TEAC_Report_and_Rec.pdf)

Images for Theological Education Advisory Council

Images for teaching ministry to equip the faithful

#### The Changing Nature of Theological Education

As Christians living in the 21st Century, many of us have started to become accustomed to hearing about the changing nature of our faith traditions. Numbers are declining across Christendom. Local churches are closing at alarming numbers.

Technology has changed the way we think about [worship, fellowship](#), and [study of Scripture](#). Church of the 1950's stands as the model for many churches across the country, and few leaders seem to be able to keep up with changes in our society while not selling out to the world. But there's another change afloat in Christianity that rarely gets press: theological education as expressed in our seminaries.

<http://churchmag.org/the-changing-nature-of-theological-education-churchmag-readers-save15-on-logos-bible-software/>

Images for Changing Nature of Theological Education

#### The Future of Theological Education – Adam Copeland

A few weeks ago, I attended a consultation on, among other things, the future of graduate theological education. [Robert Saler](#), Director of the Lilly Endowment Clergy Renewal Programs, presented 15 "Thesis for Discussion" on the topic. Indeed, Saler elicited some great discussion at the conference and still has me thinking. Here's how:

<http://www.adamcopeland.com/2014/01/31/the-future-of-theological-education/>

<http://rhetoricandreligion.blogspot.com/2014/01/the-future-of-theological-education.html>

<http://www.adamcopeland.com/2013/02/07/is-seminary-for-slackers/>

Images for Future of Theological Education

#### Theological Education for Emerging Ministries (TEEM)

The Theological Education for Emerging Ministries (TEEM) certificate program is a non-residential and contextual-educational arm of [Pacific Lutheran Theological Seminary](#) in collaboration with [Luther Seminary](#), aimed at preparing women and men for ordained ministry in the Evangelical Lutheran Church in America (ELCA) and the Episcopal Church USA.

<http://www.plts.edu/programs/certificates/theological-education-for-emerging-ministries.php>

Images for Theological Education for Emerging Ministries

[https://www.luthersem.edu/story/default.aspx?article\\_id=217&issue\\_id=23](https://www.luthersem.edu/story/default.aspx?article_id=217&issue_id=23)

Images for Luther and PLTS "TEEM" Up to Provide Innovative Theological Education images

[www.lpls.edu/wp-content/uploads/2017/12/TEEM-Handbook.pdf](http://www.lpls.edu/wp-content/uploads/2017/12/TEEM-Handbook.pdf)

<https://www.wartburgseminary.edu/teem/>

## 7) Governance

### Governance

The Future of God's Church— Death and Resurrection

Keynote Address by Bishop Duane Pederson

Walking Together: a congregational resource event March 17, 2013

So, there's a ton of fiduciary governance, a little bit of strategic governance, and almost no generative governance. *Generative governance* is viewing ministry from the 30,000-foot perspective, asking the big questions, looking at things from varying perspectives, considering history and the desired new narrative, and noticing patterns and newly emerging opportunities. In short, generative thinking decides what to pay attention to, what it means, and what to do about it. It's filled with creativity and what ifs, and it permits the pooled experience, gifts, and maturity of leaders to come together in a life-giving, generative way.



All three modes of governing—**fiduciary, strategic, generative**—are necessary for good governance, for good leadership. Should we not bring our best to the leadership we provide for the mission of Christ's church? Look at what you do as church leaders in your congregation. When and how do you engage in each of the three? At least ask how generative thinking might become part of your council's regular, ongoing work. It just might be that such thinking will be a gateway into more missional thinking and doing!

[http://www.nswsi.org/webfiles/fnitools/documents/keynote\\_pederson\\_2013.pdf](http://www.nswsi.org/webfiles/fnitools/documents/keynote_pederson_2013.pdf) [info@nswsi.org](mailto:info@nswsi.org) Page 5

[Images for Governance - The Future of God's Church— Death and Resurrection](#)

[Images for governance in the congregation](#)

#### Our Leadership | The Presbytery of Los Ranchos

**Administrative** - Oversees the resources and assets of the Presbytery

**Strategic** - Directs us on how to do our mission effectively

**Generative** - Views the Presbytery from the perspective of "the balcony", bringing regular "Odyssey Reports" to the Presbytery Gatherings and raising challenges and opportunities

<http://www.losranchos.org/about-us/our-leadership/>

[Images for Administrative Strategic Generative](#)

#### Resources for Fiduciary

##### Fiduciary - Wikipedia

A fiduciary is a **legal** or ethical relationship of **trust** between two or more **parties**. Typically, a fiduciary prudently takes care of money for another person. One party, for example a corporate trust company or the trust department of a bank, acts in a fiduciary capacity to the other one, who for example has entrusted funds to the fiduciary for safekeeping or investment. Likewise, asset managers—including managers of pension plans, endowments and other tax-exempt assets—are considered fiduciaries under applicable statutes and laws.<sup>[1]</sup> In a fiduciary relationship, one person, in a position of vulnerability, justifiably vests confidence, **good faith**, reliance, and trust in another whose aid, advice or protection is sought in some matter. In such a relation, good conscience requires the fiduciary to act at all times for the sole **benefit** and interest of the one who trusts.

<http://en.wikipedia.org/wiki/Fiduciary>

<https://www.shutterstock.com/search/fiduciary>

<https://www.123rf.com/stock-photo/fiduciary.html>

##### Responsibilities and position descriptions for Congregation Council

The Congregation Council is responsible for management of the business and affairs of the corporation. In carrying out their responsibilities, the law imposes on pastors specific **fiduciary** duties of care, loyalty, and obedience to the law.

[http://synodresourcecenter.org/admin/personnel/council\\_members/0002/position\\_descrip.html](http://synodresourcecenter.org/admin/personnel/council_members/0002/position_descrip.html)

[Images for responsibilities and position descriptions for Congregation Council](#)

[Images for pastors fiduciary duties](#)

#### Resources for Strategic

##### Advanced Strategic Planning: A New Model for Church and Ministry Leaders [Aubrey Malphurs]

First published in 1999, *Advanced Strategic Planning* explained why planning was so important to carrying out the church's mission. Now in its second edition, this practical resource offers

- a nine-step strategic thinking and acting model
- useful ideas for developing a strategy
- diagrams to help illustrate concepts
- a new chapter on spiritual formation

This updated edition places a stronger emphasis on disciple making and clarifies answers to nine fundamental ministry questions. The methods in this book are proven to work, having already helped many churches articulate their vision and implement their mission.

At a time of mega-change, Malphurs offers churches and Christian organizations a practical strategic planning process to help leaders face the future wisely.

<http://www.amazon.com/Advanced-Strategic-Planning-Ministry-Leaders/dp/0801091810>

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

<https://www.goodreads.com/book/show/16234346-advanced-strategic-planning>

[http://books.google.com/books/about/Advanced\\_Strategic\\_Planning.html?id=kISC3Hsn1esC](http://books.google.com/books/about/Advanced_Strategic_Planning.html?id=kISC3Hsn1esC)

<http://www.9marks.org/books/book-review-advanced-strategic-planning>

<https://www.youtube.com/watch?v=WpRx34bHdwl> Christian Book Review: Advanced Strategic Planning: A New Model for Church and Ministry Leaders by Aubrey Malphurs - YouTube

<http://www.scribd.com/doc/55059027/CLED620-Malphurs-Review>

<http://thegospelcoalition.org/blogs/trevinwax/2007/09/19/book-review-advanced-strategic-planning/>

<http://ezinearticles.com/?A-Review-of-Advanced-Strategic-Planning-A-Model-for-Church-and-Ministry-Leaders-by-Aubrey-Malphurs&id=7416714>

<http://baptist.ca/wp-content/uploads/2013/10/2-Advanced-Strategic-Planning1.pdf>

[http://assets.bakerpublishinggroup.com/processed/book-resources/files/Excerpt\\_9780801014550.pdf?1417550105](http://assets.bakerpublishinggroup.com/processed/book-resources/files/Excerpt_9780801014550.pdf?1417550105)

[http://www.sermoncentral.com/article.asp?article=a-Aubrey\\_Malphurs1\\_1\\_07](http://www.sermoncentral.com/article.asp?article=a-Aubrey_Malphurs1_1_07)

<http://www.faithwriters.com/article-details.php?id=154569>

<http://www.lifeandleadership.com/book-summaries/malphurs-advanced-strategic-planning.html>



[www.drbriankelly.com/wp-content/.../MalphursAdvcedStrtgicPlning.ppt](http://www.drbriankelly.com/wp-content/.../MalphursAdvcedStrtgicPlning.ppt)  
<https://www.youtube.com/watch?v=K-jiONUXd78> What Aubrey Malphurs looks for when he visits a church – YouTube  
<https://www.youtube.com/watch?v=QFIVG9C8Z2Q> Reshaping a Church's Mission and Vision – YouTube  
<https://www.youtube.com/watch?v=ySETD3EqkXg> Implementing Change and Making it Stick – YouTube  
<http://www.dts.edu/about/faculty/amalphurs/>  
<https://www.logos.com/product/30293/aubrey-malphurs-collection>  
<http://www.churchplanting.com/aubrey-malphurs/#.WSMkZGjyuUk>  
<http://www.malphursgroup.com/>  
<https://www.amazon.com/Aubrey-Malphurs/e/B001JS89K0>  
[https://www.goodreads.com/author/show/231303.Aubrey\\_Malphurs](https://www.goodreads.com/author/show/231303.Aubrey_Malphurs)  
 Images for Aubrey Malphurs, author  
 Images for Advanced Strategic Planning: A New Model for Church and Ministry Leaders [Aubrey Malphurs]

### Church Leadership Strategies, Strategic Planning - Ministry Resource

Part of the Ministry Resource Guide on Church Leadership and Renewal.

- Introduction to Strategic Planning in Christian Ministry
- Ministry Resources on Leader-Participatory Strategic Planning
- Ministry Resources on Congregational Discernment Strategic Planning
- Select Resources from the Corporate Arena on Strategic Planning
- Related Ministry Resources

<http://www.lifeandleadership.com/ministry-resources/church-leadership-strategies-strategic-planning.html>  
 Images for Church Leadership Strategies, Strategic Planning - Ministry Resource

Fine-Tuning the Organizational and Communication Engine – The Parish Paper

Strategic-Planning Team

Vision, Mission, Strategy, Tactics, and Values

Page 11

Page 39

**[PDF]**Ch. Effectiveness Nuggets--Volume 23—Fine Tuning the Organizational and Communication Engine - The Parish Paper

<https://www.theparishpaper.com/sites/default/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%2023.pdf>  
<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 23: Fine-Tuning the Organizational and

Communication Engine

Images for Fine-Tuning the Organizational and Communication Engine – The Parish Paper

Images for Strategic-Planning Team

Images for Vision, Mission, Strategy, Tactics, and Values

<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

### Focused Living Resource Kit Living a Life that Counts (NEW EDITION!)

Focused Living is a personal developmental process designed to help believers bring strategic focus to their life and ministry. Focus is obtained by examining their past in a post-it time-line exercise. Then each participant will work through core values, first order call “to be” and second order call “to do” which leads to a personal calling statement and surrender to God’s call on your life. Focused Living is designed to be more than just a Bible study. It allows believers to ask the strategic questions that keep their hearts attentive to the voice of God and their lives focused on the plan of God.

<http://www.churchsmart.com/ProductDetails.asp?ProductCode=FL>  
 Images for strategic focus to life and ministry

### Future Directions - Evangelical Lutheran Church in America

ELCA Strategic Directions 2025 tells the story of the church we are becoming – a church that is confident about who we are in Christ and what God is calling us to do. The directions are presented in three parts: The ELCA – who we are; What unites us as church; and, Our goals and priorities.

<https://www.elca.org/future>  
 Images for Future Directions - Evangelical Lutheran Church in America

Images for ELCA Strategic Directions 2025

[http://download.elca.org/ELCA%20Resource%20Repository/Future\\_Directions\\_Paper\\_Called\\_Forward\\_Together\\_in\\_Christ.pdf](http://download.elca.org/ELCA%20Resource%20Repository/Future_Directions_Paper_Called_Forward_Together_in_Christ.pdf)  
<https://www.elca.org/News-and-Events/7867> ELCA Church Council approves strategic directions plan - ELCA

Images for ELCA Church Council approves strategic directions plan - ELCA

<https://www.livinglutheran.org/2017/01/january-2017-news/> Council looks to future

<https://metrodelca.org/wordpress/wp-content/uploads/2017/05/2.1.3ELCACWdetailed.pdf> Page 3  
<https://pioneerlcelc.org/elca-conference-of-bishops-targets-developing-leaders-congregational-growth/>

Interim Ministry Network  
 FROM THE BOARD  
 Welcome 2019

We think it is important to share the Key areas of Strategic Focus from IMN's 2019 Management Plan.

#### 2019 Strategic Focus I. IMN Teams

There are currently four active Teams: 1. Conference Team. 2. Continuing Education Team. 3. Education Team, and 4. Member Support Team. Team leads meet in monthly videoconference conversations under the leadership of IMN Vice President, Malcolm Himschoot. Collaboration of efforts will be explored and support. The purpose of each Team is as follows:

The Conference Team is led by Keith Copeland and the Board/Team Advocate is Kevin Buchanan. The Team Purpose is to plan and implement an Annual Conference in coordination with the Executive Committee, the Board and IMN Staff.

The Continuing Education Team is led by Norman Bendroth and the Board/Team Advocate is Michael Remson. The Team Purpose is to offer continuing education and training using a variety of delivery modes.

The Education Team is led by Arlen Vernava and the Board/Team Advocate is Katrina Palan. The Team Purpose is to review and update IMN core education, including curriculum and faculty.

The Member Support Team is led by Andrew Cooley and the Board/Team Advocate is Julie Harris. The Team Purpose is to broaden and deepen engagement of the IMN membership.

#### 2019 Strategic Focus II. Strategic Communications

Communications has been identified as a priority in 2019 with multiple purposes, including: promotion of IMN events, FTM classes, Conferences, Continuing Education opportunities and much more.

#### 2019 Strategic Focus III. Financial Position

Although IMN continues to operate on a thin margin, no fee increases are anticipated in 2019. Staff salaries, still as 2013 levels with bonuses being given when there has been a surplus will continue into 2019. The contract with Education Alliance has been extended through December 31, 2020. The Executive Committee also looked at ways for Financial Health Improvements and actions to pursue in 2019. These include developing and implementing fundraising strategies, improving membership retention, and expanding judicatory memberships, judicatory attendance at Annual Conference and active support of IMN training.

#### 2019 Strategic Focus IV. Board Engagement

The IMN Board will take leadership in membership communication through personal conversations with individuals completing their FTM coursework. A Board Task Force of Jenny Stephens, Malcolm Himschoot and Keith Kron are exploring such initiatives as judicatory support groups and communications targeting judicatories.

#### 2019 Strategic Focus V. IMN Operations

The IMN office lease is current through September 2020. The office copier lease has been extended for three years with more favorable terms saving approximately \$225 monthly. There is no need to upgrade or replace computer equipment during 2019. These are some of the highlights from the IMN 2019 Management Plan. More details and specifics will appear in future articles. Blessings in the New Year!

Les Robinson, IMN President

Cynthia Huheey, IMN Executive Director

Interim Ministry Network [via inmedu.ccsend.com](mailto:via_inmedu.ccsend.com) Jan 11, 2019, 2:13PM

[Images for Key areas of Strategic Focus from Interim Ministry Network 2019 Management Plan](#)

### 9 Signs Your Church Needs an Intentional Interim Pastor

The intentional interim pastor's job

5. Mission, Vision and Strategic Planning. An intentional interim pastor will possess the skills necessary to guide the congregation into their own understanding of the mission. This requires the ability to work within denominational guidelines and doctrinal statements while remaining true to the text of scripture. The pastor must also know how to move from mission to vision and thence to strategic planning. The end result of this part of the transition process is that the members themselves own, they are energized by the vision, and they are committed to executing the strategic plan.

<http://pastors.com/intentional-interim/>

[Images for The intentional interim pastor job Mission, Vision and Strategic Planning](#)

[Images for committed to executing the strategic plan](#)

### Renewing Mission Table - Indiana-Kentucky Synod

#### **Strategic Planning Packet**

Strategic Mission Planning Resources

Download and print these resources as your packet of information.

[Outline for Strategic Mission Planning](#)

[Guiding Principles for Congregational Mission Planning](#)

[One to One Conversations](#)

[One to One Relationship Meetings](#)

[Take a Risk Devotions](#)

[SWOT Instructions](#)

[SWOT Analysis Chart](#)

[I-K Synod Mission Statement](#)

<http://iksynod.org/strategic-mission-planning-resources/>

[Images for Images for Renewing Mission Table - Indiana-Kentucky Synod - Strategic Planning Packet](#)

**Sacred Strategies: Transforming Synagogues from Functional to Visionary by Isa Aron (Author), Steven M. Cohen (Author), Lawrence A. Hoffman (Author), Ari Y. Kelman (Author)**

*Sacred Strategies* is about eight synagogues that reached out and helped people connect to Jewish life in a new way—congregations that had gone from commonplace to extraordinary. Over a period of two years, researchers Aron, Cohen, Hoffman, and Kelman interviewed 175 synagogue leaders and a selection of congregants (ranging from intensely committed to largely inactive). They found these congregations shared six traits: sacred purpose, holistic ethos, participatory culture, meaningful engagement, innovation disposition, and reflective leadership and governance. They write for synagogue leaders eager to transform their congregations, federations and foundations interested in encouraging and supporting this transformation, and researchers in congregational studies who will want to explore further.

Part 1 of this book demonstrates how these characteristics are exemplified in the four central aspects of synagogue life: worship, learning, community building, and social justice. Part 2 explores questions such as: What enabled some congregations to become visionary? What hindered others from doing so? What advice might we give to congregational, federation, and foundation leaders? The picture that emerges in this book is one of congregations that were entrepreneurial, experimental, and committed to 'something better.'

<https://www.amazon.com/Sacred-Strategies-Transforming-Synagogues-Functional/dp/1566994012>

<http://www.goodreads.com/book/show/8362786-sacred-strategies>

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<https://www.amazon.com/Isa-Aron/e/B001K8GTP6>

[https://www.goodreads.com/author/show/1021349.Isa\\_Aron](https://www.goodreads.com/author/show/1021349.Isa_Aron)

Images for Isa Aron (Author)

[https://en.wikipedia.org/wiki/Steven\\_M.\\_Cohen](https://en.wikipedia.org/wiki/Steven_M._Cohen)

<http://huc.edu/directory/steven-m-cohen>

<http://www.jewishledger.com/2013/02/conversation-with-dr-steven-m-cohen/>

<http://forward.com/author/steven-m-cohen/>

<http://www.huffingtonpost.com/author/steven-m-cohen>

<https://www.amazon.com/Steven-Martin-Cohen/e/B001HPITGO>

[https://www.goodreads.com/author/show/499384.Steven\\_M\\_Cohen](https://www.goodreads.com/author/show/499384.Steven_M_Cohen)

Images for Steven M. Cohen (Author)

[https://en.wikipedia.org/wiki/Lawrence\\_A.\\_Hoffman](https://en.wikipedia.org/wiki/Lawrence_A._Hoffman)

<http://www.lawrenceahoffman.com/>

[http://www.jewishlights.com/page/category/lawrence\\_hoffman](http://www.jewishlights.com/page/category/lawrence_hoffman)

<http://huc.edu/directory/lawrence-hoffman>

<http://jewishweek.timesofisrael.com/writers/rabbi-lawrence-a-hoffman/>

<https://www.amazon.com/Lawrence-A.-Hoffman/e/B001H6UYNY>

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<http://jewishstudies.stanford.edu/faculty/ari-y-kelman>

<https://www.thenation.com/authors/ari-y-kelman/>

<http://www.ucpress.edu/book.php?isbn=9780520255739>

<https://www.huffingtonpost.com/author/ari-y-kelman>

[https://www.goodreads.com/author/show/2897389.Ari\\_Y\\_Kelman](https://www.goodreads.com/author/show/2897389.Ari_Y_Kelman)

Images for Ari Y. Kelman (Author) transforming synagogues

Images for *Sacred Strategies: Transforming Synagogues from Functional to Visionary* by Isa Aron (Author), Steven M. Cohen (Author), Lawrence A. Hoffman (Author), Ari Y. Kelman (Author)

**Simply Strategic Stuff: Help for Leaders Drowning in the Details of Running a Church [Tim Stevens, Tony Morgan]**

Here are 99 topics church leaders need to know! Some say it's the little things that matter the most, but the little details are often what pastors dread the most. Easy-to-understand and humorous, *Simply Strategic Stuff* equips pastors to perform the administrative details of pastoring with ease, and enthusiasm. Pastors are encouraged to consider basic principles that will help them develop systems and structures for releasing growth, enabling churches to reach their communities and the world for Jesus Christ!

<http://www.amazon.com/Simply-Strategic-Stuff-Leaders-Drowning/dp/0764426257>

[http://www.goodreads.com/book/show/390889.Simply\\_Strategic\\_Stuff](http://www.goodreads.com/book/show/390889.Simply_Strategic_Stuff)

<https://www.barnesandnoble.com/w/simply-strategic-stuff-tim-stevens/1122987469?ean=9780764426254>

[http://books.google.com/books/about/Simply\\_Strategic\\_Stuff.html?id=oAhhXCuD9DwC](http://books.google.com/books/about/Simply_Strategic_Stuff.html?id=oAhhXCuD9DwC)

<https://www.sermoncentral.com/content/tony-morgan-tim-stevens-10-ways-to-wake-up-your-church?ac=true>

<http://markartrip.wordpress.com/2008/01/29/book-reviewsimply-strategic-stuff/>

<http://coolconversationslive.com/simply-strategic-stuff-about-church-building/>

<https://www.executivepastoronline.com/simply-strategic-stuff/>

<http://alexineai.blog.com/2012/06/18/downloads-simply-strategic-stuff-help-for-leaders-drowning-in-the-details-of-running-a-church-Images-for-tim-stevens-author-of-simply-strategic-stuff>  
<http://leadingsmart.com/books/>  
<https://www.amazon.com/Tim-Stevens/e/B001H6GPCS>  
[http://www.goodreads.com/author/show/222204.Tim\\_Stevens](http://www.goodreads.com/author/show/222204.Tim_Stevens)  
<https://www.amazon.com/Tony-Morgan/e/B002BMD6A>  
[http://www.goodreads.com/author/show/218816.Tony\\_Morgan](http://www.goodreads.com/author/show/218816.Tony_Morgan)  
 Images for Tony Morgan, author  
 Images for Simply Strategic Stuff: Help for Leaders Drowning in the Details of Running a Church [Tim Stevens, Tony Morgan]

#### 6 Traits of Effective Interim Pastors - Pastors.com

6. You can think and act **strategically**

Interim pastors are there for a short period, for a specific purpose. You've got to learn what sticks to pick up, which ones to leave alone and to avoid being distracted by your hobby horses.

You manage people and problems personably while maintaining a bigger picture of the church-as-system.

You see the congregation as a structure of interrelated human and divine relationships.

You recognize and use the formal and informal structures in a congregation to accomplish the mission.

When dealing with people, problems and challenges your moves are governed by the big picture.

<http://pastors.com/6-traits-of-effective-interim-pastors/>

Images for Images for Traits of Effective Interim Pastors think and act strategically

#### Strategic Leadership for a Change: Facing our Losses, Finding Our Future [Kenneth J. McFayden]

Many congregations are experiencing significant change both within and beyond their walls, and both members and leaders feel a sense of loss in the midst of these changes. In the midst of change, loss, and grief, congregations yearn for leadership - typically with differing expectations of what constitutes effective leadership in response to their needs, hopes, and priorities. At the same time, congregations resist leadership. After all, leadership assumes those who follow will be open to more change.

*Strategic Leadership for a Change* provides congregational leaders with new insights and tools for understanding the relationships among change, attachment, loss, and grief. It also helps to facilitate the process of grieving, comprehend the centrality of vision, and demonstrate theological reflection in the midst of change, loss, grief, and attaching anew. All this occurs as the congregation aligns its vision with God's and understands processes of change as processes of fulfillment. Drawing on attachment theory, leadership studies, and biblical and theological resources, McFayden's work is invaluable for leaders whose congregations face change, experience loss, wonder about their future, and yearn for leadership.



<http://www.amazon.com/Strategic-Leadership-Change-Facing-Finding/dp/156699392X>

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<https://alban.org/archive/the-vision-to-embrace-change/>

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<https://alban.org/archive/finding-your-fundraising-voice/>

<http://www.newcastle.anglican.org/userfiles/file/Newcastle%20Website/Mission%20and%20Ministry/Local%20Ministry%20and%20Readers%20Training/Albanweekly2April2012.pdf> A BACKDROP OF LOSS by Kenneth J. McFayden

<http://www.lifeandleadership.com/book-summaries/mcfayden-strategic-leadership-for-a-change.html>

<https://www.churchleadership.com/leading-ideas/leading-with-energy-intelligence-imagination-and-love/>

<http://lifelearnlpts.blogspot.com/2009/?m=0> New Leadership Book Welcomed

<https://www.pcusa.org/resource/excerpt-strategic-leadership-change-ken-mcfayden/>

<http://www.nacba.net/DC2011/Documents/B07%20McFayden,%20Ken.pdf>

[http://www.churchleadership.com/leadingideas/leaddocs/2010/100120\\_article2.html](http://www.churchleadership.com/leadingideas/leaddocs/2010/100120_article2.html)

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[Images for Kenneth J. McFayden, author](#)

[Images for Strategic Leadership for a Change: Facing our Losses, Finding Our Future \[Kenneth J. McFayden\]](#)

### **Strategic Leadership Formation by Jim VanYperen (Author), Robert Rummel (Editor), Julie Becker (Illustrator)**

The future health of your church is directly related to how you identify and equip emerging leaders. This comprehensive curriculum will help you identify, practice and form the spiritual character and leadership skill necessary to grow redemptive communities of Christ.

By Strategic we mean an intentional, timely and innovative approach to training leaders. By Leadership we mean gifted men and women who want to learn and are ready to grow. By Formation we mean forming spiritual character and leadership competency.

This innovative curriculum combines principles of spiritual formation with leadership development into one, powerful resource that will revolutionize the way you think about, and practice, church ministry. Beginning with a biblical theology of spiritual formation, participants will discover how their identity, reality, and activity is shaped by the Salvation story. This produces a certain kind of leader one who interprets, serves and shepherds; a certain kind of character one formed by brokenness, courage, integrity and justice; and a certain kind of redemptive community where Jesus is Lord.

Your leaders will learn and practice:

Corporate Disciplines: Prayer, confession, Worship and Communion

Personal Disciplines: Study, Silence, Prayer, Fasting, Exercise, Service

Marriage Disciplines: Fidelity, Renewing Vows

Family Disciplines: Family Worship, Love, Discipline, Encouragement

Ministry Disciplines: Team-building, Decision-making and more.

The resource kit includes: leader's notes, participant's guide, cd with powerpoint presentations, 10 audio CD's and a copy of The Shepherd Leader.

<https://www.amazon.com/Strategic-Leadership-Formation-Jim-VanYperen/dp/1889638404>

<http://www.churchsmart.com/ProductDetails.asp?ProductCode=SLF>

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[Images for Jim VanYperen \(Author\)](#)

[Images for Strategic Leadership Formation by Jim VanYperen \(Author\)](#)

[Images for Corporate Disciplines: Prayer, confession, Worship and Communion](#)

[Images for Personal Disciplines: Study, Silence, Prayer, Fasting, Exercise, Service](#)

[Images for Marriage Disciplines: Fidelity, Renewing Vows](#)

[Images for Family Disciplines: Family Worship, Love, Discipline, Encouragement](#)

[Images for Ministry Disciplines: Team-building, Decision-making and more.](#)

### **Strategic Leadership Lessons from Disney – An Interview with Steven Barr – Carey Nieuwhof**

What can your church or organization learn from Disney? More than you might think. Disney is not just a fantastic family vacation, it's an amazing leadership organization that has sharpened many leaders. In today's interview, I talk to Steven Barr, Executive Director of Cast Member Church in Orlando—a church created to minister exclusively to Disney employees, who are known as 'cast members'. Steve and I talk about Disney's leadership strategies, how his church is reaching millennials and how to do niche ministry for particular groups of people.

<http://careynieuwhof.com/2014/12/episode12/>

[Images for Strategic Leadership Lessons from Disney – An Interview with Steven Barr – Carey Nieuwhof](#)

<https://careynieuwhof.com/vision-disconnect-or-strategic-difference/>

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<http://churchleaders.com/author/careynieuwhof>

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

[Images for Carey Nieuwhof on strategy](#)



### Strategic Planning for Leadership – XPastor®

Today's strategic planning involves understanding of our times and knowing what to do in our ministries. The days when leaders could "fly by the seat of their pants" are gone. With the fast pace of our world, leaders of ministry organizations must think and act strategically if they're to lead their organizations in the twenty-first century.

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<https://nsresources.com/collections/leadership>

<https://leaders.church/> STRATEGIC-THINKER

### Strategic Planning Workbook for Nonprofit Organizations by Bryan W. Barry (Author)

Time or budget constraints? Here's how to overcome obstacles to create a winning strategic plan! How do you reach your goals and make an impact when you're faced with funding cuts and increased competition? You'll find the answer in this practical guide. Step-by-step instructions help you develop sound, realistic plans for the future. You'll learn how to:

- \* Solve a web of problems that are hard to address one-by-one
- \* Build teamwork, improve communication, and boost managerial skills
- \* Influence rather than be influenced—especially in this time of new federal cutbacks
- \* Survive—even thrive—with fewer resources
- \* Stimulate forward thinking and refocus your mission

Written by national strategic planning expert Bryan Barry, this updated edition builds on the original and adds new sections so that you get:

- \* Step-by-step guidance through the five planning steps
- \* Four methods for developing a plan
- \* Critical ingredients of a sound plan
- \* Information on how to create a shared vision of your nonprofit's future to guide staff in making everyday choices
- \* Strategies to address problems and opportunities that the nonprofit sector now faces
- \* A new, more detailed sample of one nonprofits actual three-year plan including goals, strategies, staffing, financial, and implementation plans
- \* New suggestions on how to format your plan
- \* Additional tips for implementing and updating your plan

A sample 3-year plan

- \* Examples of how multiple organizations, coalitions, and communities can use strategic planning
- \* Easy-to-complete, detachable worksheets to help you develop your own plan, sell it to your colleagues, and measure results
- \* Completed worksheet samples with the *Strategic Planning Workbook* you'll get a clear sense of direction that will guide your choices about which opportunities to pursue and which to avoid!

<http://www.amazon.com/Strategic-Planning-Workbook-Nonprofit-Organizations/dp/0940069075>

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### Strategic Problem Solving for Better Decision Making | Fred Pryor Seminars

Struggling with creating long-term, impactful solutions?

Decision making and problem solving are at the heart of what successful people do best. Professionals in all industries must navigate these tedious tasks through high levels of uncertainty. Teams made up of multi-functional players from varied schools of thought can either act to stimulate or suppress creative thinking in the workplace. The competitive landscape of business in today's world is in a mode of constant re-design and must be monitored for change. Besides making short-term tactical decisions, managers must be able to comfortably and confidently execute tasks requiring long-term, strategic decision making. Problem solving with a view to the future is one of the challenges requiring the critical thinking skills many people lack.

*Strategic Problem Solving for Better Decision Making* is designed to improve your analytical abilities and guide you toward critical thought. You will understand the decision-making process from start to finish. You will receive the tools necessary to develop your ability to strategically make individual, team, and organizational decisions. Ask yourself the following questions:

- When problem solving, do past outcomes weigh heavily in determining future solutions?
- Do you feel stifled by other people when trying to problem-solve?
- When solving a problem do you often second-guess your decisions?
- Are you looking for specific action steps to spark strategic thinking in your teammates?
- Do you find it difficult to challenge your own beliefs or opinions when seeking to solve problems?
- Do you find details are drowning out the productivity of your decision-making processes?

Answering 'yes' to any of these questions indicates this problem-solving skills training will offer solutions which will benefit not only you, but your entire team! During this information-packed hour we will explore the best practices and behaviors that lead to strong strategic thinking, problem solving and decision-making habits. You will learn how to effectively use critical thinking and gain a more thorough understanding of the connection between a decision and a solution. Learning to employ the *7 Step Approach to Problem Solving* will eliminate the tendency to procrastinate allowing for a higher level of productivity due to more timely decision making and strategic problem solving.

This course walks you through enlightening information and helps you to begin using strategic problems solving techniques immediately.

#### What You'll Learn

- ☐ Making a Decision vs. Strategically Solving a Problem — What's the difference?
- ☐ The 5 Main Benefits of Strategic Problem Solving
- ☐ The 6 Habits of Strategic Thinkers
- ☐ Tips for Recognizing Your Thinking and Problem Solving Style
- ☐ How to Strategically Think about *Tomorrow's* Business Decisions
- ☐ Using the SWOT Analysis Strategically
- ☐ The 7 Step Approach to Strategic Problem Solving

<http://www.pryor.com/site/webinar-audio/strategic-problem-solving-for-better-decision-making>

[Images for Strategic Problem Solving for Better Decision Making | Fred Pryor Seminars](#)

#### The Art and Discipline of Strategic Leadership by Mike Freedman

Now in paperback, *The Art and Discipline of Strategic Leadership* offers business strategists an integrated five-phase model for setting and implementing strategy. Proven effective at a diverse range of organizations worldwide, the model provides executives with a powerful framework for assessing and tweaking current strategy, or charting a bold new strategic course.

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<http://www.scap.pk/article/The%20Art%20and%20Discipline%20of%20Strategic%20Leadership.pdf>

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[Images for Mike Freedman \(Author\) strategic leadership](#)

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#### The Executive Guide to Strategic Planning by Patrick J. Below (Author), George L. Morrissey (Author), Betty L. Acomb (Author)

Offers a comprehensive approach to strategic planning: how to formulate strategic plans that will develop the company's strengths, be responsive to changing business conditions, and chart a productive and profitable company future. Provides numerous charts, worksheets, and other resources.

<http://www.amazon.com/Executive-Strategic-Planning-Jossey-Bass-Management/dp/155542032X>

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<http://www.yourthoughtpartner.com/blog/bid/53459/Guest-Blogger-George-L-Morrissey-Are-You-Ready-for-Strategic-Planning>

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### The Habits of Highly Effective Churches: Being Strategic in Your God Given Ministry [George Barna]

George Barna reveals nine critical habits proven to make a church an effective local body. *The Habits of Highly Effective Churches* dispels popular myths and wrong beliefs as to what constitutes a thriving church in today's society and is an excellent resource for ministry leaders who are seeking or willing to re-evaluate and restructure a church.

Learn the secrets of successful churches and help your church become all it can be! Drawing on solid scientific research, Barna reveals nine crucial traits that all thriving congregations have in common. His penetrating insights will challenge you to think differently about your church or parachurch organization.

<http://www.amazon.com/Habits-Highly-Effective-Churches-Strategic/dp/0830718605>  
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### Resources for Generative

#### Governance as Leadership: Reframing the Work of Nonprofit Boards [Richard P. Chait, William P. Ryan, Barbara E. Taylor]

A new framework for helping nonprofit organizations maximize the effectiveness of their boards. Written by noted consultants and researchers attuned to the needs of practitioners, *Governance as Leadership* redefines nonprofit governance. It provides a powerful framework for a new covenant between trustees and executives: more macro-governance in exchange for less micromanagement.

Informed by theories that have transformed the practice of organizational leadership, this book sheds new light on the traditional fiduciary and strategic work of the board and introduces a critical third dimension of effective trusteeship: **generative** governance. It serves boards as both a resource of fresh approaches to familiar territory and a lucid guide to important new territory and provides a road map that leads nonprofit trustees and executives to governance as leadership.

*Governance as Leadership* was developed in collaboration with BoardSource, the premier resource for practical information, tools and best practices, training, and leadership development for board members of nonprofit organizations. Through its highly acclaimed programs and services, BoardSource enables organizations to fulfill their missions by helping build effective nonprofit boards and offering credible support in solving tough problems. For the latest in nonprofit governance, visit [www.boardsource.org](http://www.boardsource.org), or call us at 1-800-883-6262.

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 Images for Governance as Leadership: Reframing the Work of Nonprofit Boards [Richard P. Chait, William P. Ryan, Barbara E. Taylor]

### Leadership and Listening: Spiritual Foundations for Church Governance [Donald E. Zimmer]

Church leaders must fundamentally change the way they view leadership, governance, and management in their organizations if they are to take seriously the need to listen to God's desires before acting. In *Leadership and Listening*, readers will find encouragement and specific suggestions for re-imagining church governance and management. Zimmer observes that the contemporary church is rooted in both the kingdom of God and the systems and cultures of government and business. Most people who serve in governing and management roles in the church in the United States today have been formed in the corporate world and acculturated to parliamentary process. As a result, many church governing boards are about 'business,' rather than their primary task: discerning God's desires for the part of the church they serve. Through research with more than one hundred church leaders, Zimmer learned that the church and the business community possess many insights and resources that can help boards shift toward a focus on seeking first the desires of God's heart and then responding effectively. By drawing on the guidance Zimmer offers, a church board can transform itself from a group that manages the day-to-day affairs of the church to one that makes listening, prayer, worship, reflection, and community the first priority.

<http://www.amazon.com/Leadership-Listening-Spiritual-Foundations-Governance/dp/1566994144>  
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 Images for Leadership and Listening: Spiritual Foundations for Church Governance [Donald E. Zimmer]

### [PDF] Leadership on the Line Staying Alive through the Dangers of Leading

#### Get on the Balcony

Few practical ideas are more obvious or more critical than the need to get perspective in the midst of action. Jesuits call it "contemplation in action." Hindus and Buddhists call it "karma yoga," or mindfulness. The mental activity of stepping back in the midst of action and asking, "What's really going on here?"

<https://eboardsecure.dcsdk12.org/attachments/9fa8dcc2-05dd-4b73-9178-5cdf531a918.pdf> Page 7  
 Images for Leadership on the Line Staying Alive through the Dangers of Leading Get on the Balcony

To lead is to live dangerously. It's romantic and exciting to think of leadership as all inspiration, decisive action, and rich rewards, but leading requires taking risks that can jeopardize your career and your personal life. It requires putting yourself on the line, disturbing the status quo, and surfacing hidden conflict. And when people resist and push back, there's a strong temptation to play it safe. Those who choose to lead plunge in, take the risks, and sometimes get burned. But it doesn't have to be that way say renowned leadership authorities Ronald Heifetz and Marty Linsky. In *Leadership on the Line*, they show how it's possible to make a difference without getting "taken out" or pushed aside. They present everyday tools that give equal weight to the dangerous work of leading change and the critical importance of personal survival. Through vivid stories from all walks of life, the authors present straightforward strategies for navigating the perilous straits of leadership. Whether parent or politician, CEO or community activist, this practical book shows how you can exercise leadership and survive and thrive to enjoy the fruits of your labor.

<https://www.amazon.com/Leadership-Line-Staying-through-Dangers/dp/1578514371>  
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#### Life Changes: 10 Ways to Get Perspective – Huffington Post

##### 3. [Look at Your Trajectory](#)

Take a moment to close your eyes and imagine what your life would look like 10 years from now, 20 years from now? What would it look like if you had stayed on the same path? Notice how you feel. Does it give you a sense of happiness, excitement or peace?

##### 7. [Take a Bird's Eye View](#)

From 1,000 feet above, imagine taking a snapshot of your past/present/future in all directions. What are the pathways and patterns you notice about the direction your life has taken? Look at your whole life as though you were watching a movie, staying detached and neutral. What would you tell yourself 300 years from now about your life situation? Is it terribly serious?

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[Images for Perspective Look at Your Trajectory](#)

[Images for Perspective Take a Bird's Eye View](#)

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#### Reinventing Your Board: A Step-by-Step Guide to Implementing Policy Governance Hardcover – by John Carver (Author), Miriam Carver (Author)

In the second edition of this best-selling Policy Governance operating manual, John Carver and Miriam Carver make this exciting approach to effective governance even more accessible and user-friendly, gleaming lessons learned in years of practice to help readers understand and use this invaluable model.

Carver's groundbreaking Policy Governance model is the best-known, respected, and talked about governance model in the world and has fundamentally influenced the way organizations are governed. *Reinventing Your Board*, second edition, is a hands-on, step-by-step guide that puts the model to work in the meeting-to-meeting lives of board members. It includes new policy samples and a new chapter on monitoring performance, as well as other practical "put-the-model-in-motion" advice. This popular and highly successful companion to *Boards That Make a Difference* contains the nuts-and-bolts materials needed for implementing Policy Governance. The authors illustrate effective board decision making, show how to craft useful policies, and offer practical advice on such matters as setting the agenda, monitoring CEO performance, defining the board role, and more. Step-by-step instructions and sample policies make this a must-have resource for boards in the public and nonprofit sectors aiming to govern their organizations with excellence.

<https://www.amazon.com/Reinventing-Your-Board-Step-Step/dp/0787981818>

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[https://www.wiley.com/en-](https://www.wiley.com/en-us/Reinventing+Your+Board%3A+A+Step+by+Step+Guide+to+Implementing+Policy+Governance%2C+Revised+Edition-p-9780787981815)

[us/Reinventing+Your+Board%3A+A+Step+by+Step+Guide+to+Implementing+Policy+Governance%2C+Revised+Edition-p-9780787981815](https://www.wiley.com/en-us/Reinventing+Your+Board%3A+A+Step+by+Step+Guide+to+Implementing+Policy+Governance%2C+Revised+Edition-p-9780787981815)

[http://books.google.com/books/about/Reinventing\\_Your\\_Board.html?id=crBkb7vHO98C](http://books.google.com/books/about/Reinventing_Your_Board.html?id=crBkb7vHO98C)

<http://www.vtvsba.org/streaming/pg/overview/overview.pdf>

<https://www.amazon.com/John-Carver/e/B001JS608S>

[https://en.wikipedia.org/wiki/John\\_Carver\\_\(board\\_policy\)](https://en.wikipedia.org/wiki/John_Carver_(board_policy))

[https://en.wikipedia.org/wiki/Policy\\_Governance](https://en.wikipedia.org/wiki/Policy_Governance)

[https://www.goodreads.com/author/list/53713.John\\_Carver](https://www.goodreads.com/author/list/53713.John_Carver)

<https://www.youtube.com/watch?v=cqlu1s18soc> John Carver - The Policy Governance Model – YouTube

<http://www.uua.org/governance/ga/98376.shtml> The Carver Model of Policy Governance | UUA.org

<http://www.policygovernance.com/MiriamCarver.htm>

<http://www.policygovernance.com/pubs.htm>

<https://books.google.com/books?isbn=0470620188>

<https://www.thriftbooks.com/a/miriam-carver/404474/>

<https://www.amazon.com/John-Carver/e/B001JS608S>

[https://www.goodreads.com/author/list/53713.John\\_Carver](https://www.goodreads.com/author/list/53713.John_Carver)

[Images for John Carver \(Author\), Miriam Carver \(Author\)](#)

[Images for Reinventing Your Board: A Step-by-Step Guide to Implementing Policy Governance Hardcover – by John Carver \(Author\), Miriam Carver \(Author\)](#)

#### 10 Congregational Issues for Generative Dialogue: SSJ Playbook Resources from [www.TheColumbiaPartnership.org](http://www.TheColumbiaPartnership.org) by George Bullard (Author)

*Spiritual Strategic Journey Initial Assessment*

*Ten Congregational Issues for Generative Dialogue* is an eBook resource for the forthcoming print and digital book, *Spiritual Strategic Journey: A Playbook for Becoming a Faith Soaring Church*. It is in support of the section tentatively entitled Pre-Season for Exploring. This section deals with the assessment, learning, and readiness activities in which a congregation needs to engage before they launch a Spiritual Strategic Journey.



The purpose of *10 Congregational Issues for Generative Dialogue* is to provide content for people connected with a congregation to use as they have dialogue about the past, present, and future of their congregation. At times, this dialogue is takes place during 100 Days of Discernment in Dialogue and Prayer Triplets. [The 100 Days of Discernment will be the subject of a future eBook.]

This eBook contains the details of the 10 congregational issues for generative dialogue. A free inventory that can be used in congregations to assess themselves on these 10 issues is found a [www.SSJPlaybook.info](http://www.SSJPlaybook.info).

<http://www.amazon.com/Congregational-Issues-Generative-Dialogue-www-TheColumbiaPartnership-org-ebook/dp/B00BBCY9LC>

[http://bullardjournal.blogs.com/bullardjournal\\_microblog/2013/03/featured-ebook-for-monday-10-congregational-issues-for-generative-dialogue.html](http://bullardjournal.blogs.com/bullardjournal_microblog/2013/03/featured-ebook-for-monday-10-congregational-issues-for-generative-dialogue.html)

<http://www.lifeandleadership.com/book-summaries/bullard-pursuing-full-kingdom-potential-of-your-congregation.html>

<http://bullardjournal.blogs.com/about.html>

[https://www.transformingthechurch.org/GB-02\\_public\\_about\\_george\\_bullard](https://www.transformingthechurch.org/GB-02_public_about_george_bullard)

<http://www.chalicepress.com/Author.aspx?AuthorID=75>

<https://www.linkedin.com/in/georgebullard>

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

<https://www.amazon.com/George-Bullard/e/B001JS8GR6>

[http://www.goodreads.com/author/list/7501519.George\\_Bullard](http://www.goodreads.com/author/list/7501519.George_Bullard)

[Images for George Bullard \(Author\) generative dialog](#)

[Images for 10 Congregational Issues for Generative Dialogue](#)

### The Source: Twelve Principles of Governance That Power Exceptional Boards by BoardSource (Author)

Exceptional boards add significant value to their organizations, making discernible differences in their advance on mission.

How does a board rise to this level? Are there standards that describe this height of performance? *The Source: Twelve Principles of Governance That Power Exceptional Boards* defines governance not as dry, obligatory compliance, but as a **creative and collaborative process** that supports chief executives, engages board members, and furthers the causes they all serve. The Source enables nonprofit boards to operate at the highest and best use of their collective capacity. Aspirational in nature, these principles offer chief executives a description of an empowered board that is a strategic asset to be leveraged.

They provide board members with a vision of what is possible and a way to add lasting value to the organizations they lead.

<http://www.amazon.com/Source-Twelve-Principles-Governance-Exceptional/dp/1586860925>

<http://www.boardsource.org/Bookstore.asp?Item=171>

<http://www.pipertrust.org/wp-content/uploads/2011/05/ExceptionalBoards.pdf>

<http://www.boardsource.org/UserFiles/File/Research/NPQSum2003.pdf> Problem Boards or Board Problem? - Nonprofit Quarterly

[http://www.governancematters.org/index.cfm?organization\\_id=56&section\\_id=779&page\\_id=3721](http://www.governancematters.org/index.cfm?organization_id=56&section_id=779&page_id=3721)

<http://www.hsctc.org/uploads/documents/HSC%20Resources/Governance/12%20Principles%20of%20Governance.pdf>

<http://www.curling.ca/w2/files/2014/05/Twelve-Principles-of-Governance-That-Power-Exceptional-Boards.pdf>

[Images for The Source: Twelve Principles of Governance That Power Exceptional Boards by BoardSource \(Author\)](#)

## 8) Buildings

### Buildings

The Future of God's Church— Death and Resurrection

Keynote Address by Bishop Duane Pederson

Walking Together: a congregational resource event March 17, 2013

Thus, while there will always be churches with reserved holy space, I suspect we will see the rise of house churches, small groups of Christians meeting together in homes and other settings. These small groups will hopefully replace our automatic American default in understanding church only as a big building. We will likely have more communities of faith without walls, or we'll construct church buildings such that sanctuary space is also used for a variety of ministry activities.

[http://www.nwswi.org/webfiles/fnitools/documents/keynote\\_pederson\\_2013.pdf](http://www.nwswi.org/webfiles/fnitools/documents/keynote_pederson_2013.pdf) [info@nwswi.org](mailto:info@nwswi.org) Page 5

[Images for Buildings - The Future of God's Church— Death and Resurrection](#)

[Images for communities of faith without walls](#)

### Resources for house churches

#### Church Buildings or House-Churches? - 5solas.org

*Biblical and Practical Advantages for Meeting within Homes*

Whenever we think of planting churches, we imagine the process as starting within a home and, eventually, ending with the purchase of a building. We tend to pity those who do not have the means to secure their own "sanctuary." We might even look upon them as "second-class" churches because they lack the apparent amenities of a spacious building. But should house-churches really be pitied? Are they truly "second-class" churches? The following truths will help to answer such questions and, hopefully, demonstrate the practical wisdom of gathering within homes over large, religious edifices.

<http://www.5solas.org/media.php?id=87>

[Images for Church Buildings or House-Churches? - 5solas.org](#)

<https://www.truthaccordingtoscripture.com/documents/church-practice/house-churches.php#.XCeqYFxFkiUk>

### Church Buildings vs. House Churches - Sermon Index

One of the great topics of debate in modern day Christendom is the issue of building church buildings vs. meeting in small gatherings from house to house.

Those who defend the house church movement argue that for the first 300 years of church history there were no such thing as church buildings. It wasn't until Constantine became emperor in Rome that the emphasis of church architecture came into be. They say that in church buildings it takes away from authentic community life as well as the freedom for believers to exercise their spiritual gifts.

Those who defend meeting in church buildings argue that it doesn't matter the locality of the meeting. They say that the meeting and gathering of homes was something that took place because of the culture of the day. But because our culture is different, there is no need to gather in homes anymore. They give stronger emphasis to believers hearing the preaching of the Word, and to getting people connected into ministries that build up the church.

What are your thoughts on this issue? And what Scriptural grounds would you give to defend your thoughts? Would love to hear comments from you all on this popular topic.

[http://www.sermonindex.net/modules/newbb/viewtopic.php?topic\\_id=20911&forum=36&9](http://www.sermonindex.net/modules/newbb/viewtopic.php?topic_id=20911&forum=36&9)

[Images for Church Buildings and. House Churches - Sermon Index](#)

### Church Without Walls: Moving Beyond Traditional Boundaries by Jim Petersen (Author)

The first-century Christians had to sort out Jesus from Judaism in order to become a people for all nations. Today, we have to sort out Jesus from religious traditions in order to make Him available to our nation.

That's the challenge this book tackles: Will we be the church without walls, communicating a gospel free of traditional and cultural trappings?

<https://www.amazon.com/Church-Without-Walls-Traditional-Boundaries/dp/0891096639>

[https://www.goodreads.com/book/show/1014378.Church\\_Without\\_Walls](https://www.goodreads.com/book/show/1014378.Church_Without_Walls)

<https://www.barnesandnoble.com/w/church-without-walls-jim-petersen/1112652096>

<https://www.betterworldbooks.com/product/detail/Church-Without-Walls--Moving-Beyond-Traditional-Boundaries-9780891096634>

[https://www.thriftbooks.com/w/church-without-walls-moving-beyond-traditional-boundaries\\_jim-petersen/311973/#isbn=0891096639](https://www.thriftbooks.com/w/church-without-walls-moving-beyond-traditional-boundaries_jim-petersen/311973/#isbn=0891096639)

<http://faithinmemphis.com/2012/02/04/burnett-brown-churches-without-walls-free-to-serve/>

[Images for churches without walls free to serve](#)

<https://books.google.com/books?isbn=1619049716>

Page 331

<https://books.google.com/books?isbn=1610974697>

Page 145

<https://books.google.com/books?isbn=1929451075>

Page 112

<https://books.google.com/books?isbn=0310863880>

Page 163

<https://www.amazon.com/Jim-Petersen/e/B001JP7INW>

[https://www.goodreads.com/author/show/448535.Jim\\_Petersen](https://www.goodreads.com/author/show/448535.Jim_Petersen)

[https://www.goodreads.com/author/show/36039.Gene\\_A\\_Getz](https://www.goodreads.com/author/show/36039.Gene_A_Getz)

[Images for Church Without Walls: Moving Beyond Traditional Boundaries by Jim Petersen \(Author\)](#)

### First Century House Churches | Atlanta Reformation Fellowship

#### The Premise

There are no known church buildings prior to the time of Constantine.<sup>[1]</sup> During the apostolic era and for the next two centuries, the church met primarily in the private homes of its wealthier members.<sup>[2]</sup> This necessarily meant that the typical congregation was smaller rather than larger.

<http://atlantareformationfellowship.com/smaller-congregations-2/>

[Images for First Century House Churches | Atlanta Reformation Fellowship](#)

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

[https://www.openbible.info/topics/church\\_buildings](https://www.openbible.info/topics/church_buildings)

[https://www.openbible.info/topics/church\\_building](https://www.openbible.info/topics/church_building)

[Images for Bible and Church Buildings](#)

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

<http://www.bibleanswer.com/buildngs.htm>

<https://relevantmagazine.com/god/remember-bible-never-mentions-building-called-church>

<https://www.ucg.org/bible-study-tools/bible-study-course/bible-study-course-lesson-10/the-church-is-not-the-building>

[http://www.ucc.org/daily\\_devotional\\_the\\_church\\_is\\_not\\_a\\_building](http://www.ucc.org/daily_devotional_the_church_is_not_a_building)

<https://newspring.cc/studies/1-timothy-an-11-day-devotional/the-church-is-not-a-building>

### Resources for new church design

#### Designing Church Multipurpose Halls: 10 Things to Consider

Cafetorium, Sanctatorium, Sanctunarium, Family Life Center, [Insert Donor Name Here] Hall... Multipurpose spaces of all types are very common elements in church design. And why not? They make great first phase buildings, they allow you to fundraise from multiple sources of your ministry (and sometimes even outside your ministry), and they allow one building to satisfy many different needs of your community. However, designing these spaces to truly be flexible takes a lot of thought both on your part and your architect's part. Get it right, and your building will seamlessly serve your congregation's needs for

years to come. Get it wrong, and you and your congregation will be fighting over the space or adapting your desires to the building's limitations for years to come. Here are 10 points you should be sure you understand before you begin to design.

<http://www.heimsath.com/blog-0/bid/48615/Designing-Church-Multipurpose-Halls-10-Things-to-Consider>

<http://www.heimsath.com/blog-0/bid/48622/Designing-Church-Multipurpose-Rooms-10-Things-to-Consider>

<http://www.heimsath.com/blog-0/bid/48632/Designing-Church-Multipurpose-Spaces-10-Things-to-Consider-Part3>

[Images for Designing Church Multipurpose Halls](#)

### The Changing Nature of Church Design | Religious Product News

Traditional design and ornate architecture are expensive and very labor intensive. Church architecture is becoming simpler and plainer due to tight budgets and the need to build more building for less money. Even large churches that can afford "nicer" buildings often choose to spend their money on space and technology rather than traditional design features.

<http://www.religiousproductnews.com/articles/2006-November/Feature-Articles/The-Changing-Nature-of-Church-Design.htm>

[Images for The Changing Nature of Church Design | Religious Product News](#)

## 9) Synods and the Churchwide Organization

### Synods and the Churchwide Organization

The Future of God's Church— Death and Resurrection

Keynote Address by Bishop Duane Pederson

Walking Together: a congregational resource event March 17, 2013

My crystal ball aligns with the conclusion of *Living into the Future Together*, or LIFT. The LIFT report was ratified at the 2011 Churchwide Assembly and states clearly that the local congregation is the heartbeat of the church, the regular gathering around Word and Sacrament and the ministries that result from that gathering. As such, synods are in the best position to support and resource congregations and specialized ministries, not the churchwide expression. Synods are closer to the ground, have relationships, and understand the specific context in which congregations live and breathe. The days are long gone when a national-oriented program can be a one-size-fits-all resource. These days, lateral relationships and a flattened organization provide the framework for making mission happen.

[http://www.nwswi.org/webfiles/fnitools/documents/keynote\\_pederson\\_2013.pdf](http://www.nwswi.org/webfiles/fnitools/documents/keynote_pederson_2013.pdf) [info@nwswi.org](mailto:info@nwswi.org) Page 6

[Images for Synods and the Churchwide Organization - The Future of God's Church— Death and Resurrection](#)

### LIFT: Renewing the Ecology of the ELCA | Living Into the Future

Recognizing these significant environmental changes and the opportunities placed before the ELCA by the mission of the triune God, the task force was led by these overarching questions: What is God calling this church to be and do in the future? What changes are in order to help us respond most faithfully?

[https://liftelca.files.wordpress.com/2011/04/lift\\_report\\_041111\\_complete.pdf](https://liftelca.files.wordpress.com/2011/04/lift_report_041111_complete.pdf)

[https://liftelca.files.wordpress.com/2011/05/lift\\_talkingpoints1.pdf](https://liftelca.files.wordpress.com/2011/05/lift_talkingpoints1.pdf)

[https://liftelca.files.wordpress.com/2011/05/lift\\_faqs.pdf](https://liftelca.files.wordpress.com/2011/05/lift_faqs.pdf)

[https://liftelca.files.wordpress.com/2011/05/lift\\_discussion.pdf](https://liftelca.files.wordpress.com/2011/05/lift_discussion.pdf)

[https://liftelca.files.wordpress.com/2011/05/lift\\_synodassemblies.pdf](https://liftelca.files.wordpress.com/2011/05/lift_synodassemblies.pdf)

[https://liftelca.files.wordpress.com/2011/04/lift\\_ccactions\\_041811.pdf](https://liftelca.files.wordpress.com/2011/04/lift_ccactions_041811.pdf)

[Images for living into the future together \(lift\)](#)

### Resources

[PDF]future@elca.org - ELCA Resource Repository

Called Forward Together in Christ has delivered a strategic framework that will serve shared leadership across the ELCA to realize common aspirations and better face the challenges this church faces.

[https://download.elca.org/ELCA%20Resource%20Repository/Future\\_Directions\\_Paper\\_Called\\_Forward\\_Together\\_in\\_Christ.pdf](https://download.elca.org/ELCA%20Resource%20Repository/Future_Directions_Paper_Called_Forward_Together_in_Christ.pdf)

[Images for future@elca.org - ELCA Resource Repository](#)

<https://www.elca.org/future>

[http://download.elca.org/ELCA%20Resource%20Repository/FAQs\\_congregations.pdf](http://download.elca.org/ELCA%20Resource%20Repository/FAQs_congregations.pdf)

<https://www.uss-elca.org/wp-content/uploads/2017/02/Called-Forward-Strategic-Directions-12-8-16.pdf>

[Images for future@elca.org - ELCA Resource Repository](#)

[PDF]Report of the Memorials Committee - ELCA Resource Repository

Category D10: **Merging or Consolidating Synods**

[https://download.elca.org/ELCA%20Resource%20Repository/Section\\_VII-Report\\_of\\_Memorials\\_Committee.pdf](https://download.elca.org/ELCA%20Resource%20Repository/Section_VII-Report_of_Memorials_Committee.pdf) Page 89

[Images for Merging or Consolidating Synods in the ELCA](#)