

PATHFINDER CHURCH CONSULTING

ADAPTIVE CHANGE OR TRANSFORMATION A PROCESS WITH MANY APPROACHES

There are many approaches to adaptive change or transformation in congregations. This indicates that no easy single program will suffice given the changes faced by the church today. Many features reoccur. Some of the approaches are listed below. Can you suggest others?

Field Guide for Changing Congregations – Transform Church Leaders, Mission Assessment, Core Values, Bedrock Beliefs, Motivating Vision, Key Mission, Discernment, Mapping – Thomas G. Bandy, **Moving Off the Map: A Field Guide to Changing the Congregation**, Abingdon, 1998

Appreciative Inquiry – Initiate, Inquire, Imagine, Innovate – useful description and case study in Mark Lau Branson, **Memories, Hopes and Conversations: Appreciative Inquiry and Congregational Change**, Alban, 2004

Centrist and Progressive Churches – Hospitality, Discernment, Healing, Contemplation, Testimony, Diversity, Justice, Worship, Reflection, Beauty - Diana Butler Bass, **Christianity for the Rest of Us: How the Neighborhood Church is Transforming the Faith**, Harper, 2006

Missional Church – Calling/Sending, Discipleship, Contrast Community, Demonstrating God's Care, Worship as Public Witness, Depend on the Holy Spirit, Witness to God's Reign, Missional Authority – among many other books, Lois Y. Barrett et al, **Treasure In Clay Jars: Patterns in Missional Faithfulness**, Eerdmans, 2004

Twelve Keys – Specific Missional Objectives, Pastoral & Lay Visitation, Dynamic Worship, Relational Groups, Strong Leadership, Streamlined Structures & Participatory Decision Making, Several Competent Programs & Activities, Open Accessibility, High Visibility, Adequate Parking & Land, Adequate Space, Solid Financial Resources – Kennon L. Callahan, **Twelve Keys to an Effective Church**, Harper, 1983

Leading Change and Disciplines of Transformational Leadership – (1) Spiritual and Relational Vitality, Groundwork, Vision, Widespread Impact; (2) Generating and Sustaining Creative Tension, Harnessing the Power of Mental Models, Enabling Team Learning, Practicing Systems Thinking – two books apply the work of John Kotter, Peter Senge and Robert Quinn to the church, Jim Herrington, Mike Bonem, James H. Furr, **Leading Congregational Change: A Practical Guide for the Transformational Journey and Leading Congregational Change Workbook**, Jossey-Bass, 2000

Emerging Church – Jesus is Lord, Disciple Making, Missional/Incarnational Impulse, Apostolic Environment, Organic Systems, Communitas – The *emerging church* is often applied to new congregations but not always. See the work of an Australian. – Alan Hirsch, **the Forgotten Ways: Reactivating the Missional Church**, Brazos, 2006

Discipleship Making – A Heart for Christ Alone, A Mind Transformed by the Word, Arms of love, Knees for Prayer, A Voice to Speak the Good News, A Spirit of Servanthood and Stewardship, - Glenn McDonald, **The Disciple Making Church: From Dry Bones to Spiritual Vitality**, Faith Walk, 2007

Twelve Dynamic Shifts – Present Hope to Future Expectations, Program to Vision, Maintenance to Mission, Friendlessness to Hospitality, Assuming Disciples to Developing Disciples, Balance Communal Life and Mission, Unchanging Worship to Need Based Worship, Audience-Oriented Program to Face-to-Face Ministry, Adding New People to Adding New Groups, Committees to Teams, Controlling Leadership to Permission-Giving Sending Leadership, Pastor Centered to Shared Ministry – E. Stanley Ott, **Twelve Dynamic Shifts for Transforming Your Congregation**, Eerdmans, 2002

Basic Shifts – Membership to Ministry, Entitlement to Mission, Education to Spiritual Development, Diversity to Engagement – Roy D. Phillips, **Letting Go: Transforming Congregations for Ministry**, Alban, 1999

Redeveloping Congregations – Sense of Urgency, Establishing a Team, Vision, Ownership, Empowering People, Celebrating, Building Momentum, Anchoring Change – adapting the work of John P Kotter in *Leading Change* – Mary K. Sellon, Daniel P. Smith, Gail F. Grossman, **Redeveloping the Congregation: A How To for Lasting Change**, Alban, 2002

Natural Church Development – Empowering Leadership, Gifts-Oriented Ministry, Passionate Spirituality, Functional Structures, Inspiring Worship, Holistic Small Groups, Need-Oriented Evangelism, Loving Relationships – Christian A. Schwarz, **Natural Church Development: A Guide to Eight Essential Qualities of Healthy Churches**, ChurchSmart, 1996

Dynamics of Church Development (Presbyterian Church, U.S.A.) – Practice Spirituality, Congregational Identify, Play Your Work-Work Your Plan, Engage You Community, Work In Teams and Small Groups, Financial Resources – See www.pcusa.org or www.presbyteryofli.org

Purpose Driven Church – Defining Purposes, Reaching Out to the Community, Bringing in a Crowd, Building Up the Church – Rick Warren, **The Purpose Driven Church: Growth Without Compromising You Mission & Mission**, Zondervan, 1995 – a Presbyterian version of the Purpose Driven Church is built on the Great Ends of the Church: Proclamation of the Gospel for the Salvation of Humankind, The Shelter, Nurture, and Spiritual Fellowship of the Children of God, Maintenance of Divine

Worship, Preservation of the Truth, Promotion of Social Righteousness, Exhibition of the Kingdom of Heaven in the World.

Megatrends – Mass Evangelism to Relational Evangelism, Tribal Education to Immigrant Education, Surrogate Missions to Hands-on Missions, Reasonable Spirituality to Mysterious Spirituality, Official Leadership to Gifted Leadership, Segmented to Holographic Programming, Secondary Planning to Primary Planning - C. Jeff Woods, **Congregational Megatrends**, Alban, 1996

10 Strengths of Congregations – Growing Spirituality, Meaningful Worship, Participation, Sense of Belong, Caring for Children and Youth, Community, Sharing Faith, Welcoming New People, Empowering Leadership, Looking to the Future - Cynthia Woolever and Debra Bruce, **Beyond the Ordinary: 10 Strengths of U.S. Congregations**, Westminster John Knox, 2004

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