

**HOPE**  
Partnership for Missional Transformation

**Epiphany**  
Leadership for Tomorrow's Church

**Introductions & Announcements**

Who is HOPE?  
Your Facilitator

2

**Creating Space**

3

**Covenants of Presence:**

4

Assessment  
Leadership  
Context

**Future Story**

Implement

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**This weekend:**

“Why Am I Here?”  
“What Kind of Leader Am I?”  
“What Kinds of Leaders Are WE?”  
“The Power of Questions”  
“What is Next?”

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How many here are leaders in your church?

A leader is anyone who wants to help.  
--Margaret Wheatley



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A Transformational Leader:

**Someone who inspires a group of volunteers to do more than they ever imagined**



An Example of Leadership

**HAPPY**  
WE ARE HAPPY PEOPLE FROM ALL AROUND THE WORLD

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Pick a Word:

**Empower**      **Agility**  
**Inspire**  
**Courage**      **Dreams**

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The Dance of Leadership:



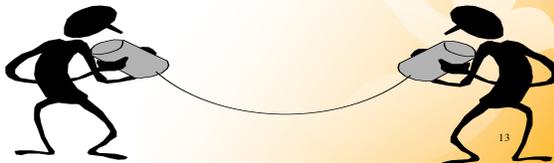
The world has changed forever:



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**Dyads:**

1. What did you remember from that video?
2. How has technology changed our environment?
3. What impact does this have on spiritual practices in North America?



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## Changes in Communication

**Oral to Written Word** 

**Written Word to Broadcast** 

**Broadcast to Interactive** 

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What sanctuary goes with which era of communication?



Medieval Help Desk



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15 minute Break

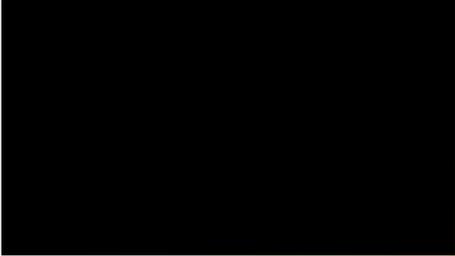


We are called to something **NEW!**

- The word **NEW** appears 374 times in Scripture
- The word **CHANGE** appears 119 times
- The stories of human transformation are countless

*Therefore, if any man be in Christ, he is a new creature, old things have passed away, behold **ALL THINGS** have become **NEW!***

Yet for some reason...



No longer a "Christian Era"



- Our churches grew because going to church *was just what we did*
- The unstated mission for most churches was "to be a good church home for the people of our denomination who moved to town"
- "Come, sit, stay" was our attitude
- Pastor's main job was to preach well, implement good programs and keep the peace

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Churches are stressed:

- Sustainability levels
- Generational Challenges
- Population shift
- Birth rates
- Numerous cultural factors




It is a huge challenge for leaders:

- We cannot depend on the old economic models of being church.
- We cannot depend on people "coming to us".
- We must flip our assumptions about what a church does in a post-modern environment.
- WE have to stop asking questions that lead us no-where.
- AND...we must do away with the Membership Model of being church-→

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**Two Different Models for Church:**

<p><b><u>Membership Model</u></b></p> <ul style="list-style-type: none"> <li>• "I pay my tithe" therefore I should benefit</li> <li>• The church serves its members</li> <li>• My pastor is responsible for my spiritual growth</li> <li>• Worship satisfies me</li> <li>• Majority rule decides</li> </ul>	<p><b><u>Discipleship Model</u></b></p> <ul style="list-style-type: none"> <li>• "I pay my tithe" to bless someone else</li> <li>• The church serves the community</li> <li>• I am responsible for my spiritual growth</li> <li>• Worship stretches me</li> <li>• Prayer decides</li> </ul>
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What else would you add to these lists?<sup>33</sup>

**REALITY:**

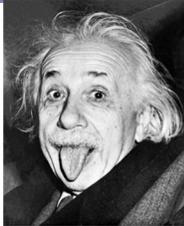
The world is different and changing quickly. We cannot do church same way...we need to make some courageous decisions.



A Pastor cannot do it alone. The only way things are going to change is because of people LIKE YOU. Leaders who want to help!

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Insanity is...



Doing the same thing over and over again and expecting different results.

Albert Einstein 25

We are being called to a new way...



A 500 year phenomena  
Previous generations made the transition...we can too.

BUT we must pause:

- Asking questions
- Having deep conversations
- Asking what God really wants us to do?
- Enacting!

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Journal Time:



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Break



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HOPE  
Partnership for Missional Transformation

What kind of leader am I?

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The Dance of Leadership...



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**What kind of Leader am I?**

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**BLUE TARP:**



- **EXERCISE**
- 1-Build a self standing shelter where 4 people could lay down and be dry. Use only string, tarp and PVC pipe.
- 2-It cannot be tied onto anything— must be self supporting.
- 3-I can change the rules at any time.

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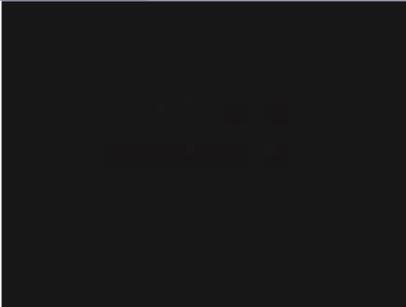
**BLUE TARP:**



- Report from Observers
- What roles did you observe?
- What kept you from seeing creative solutions

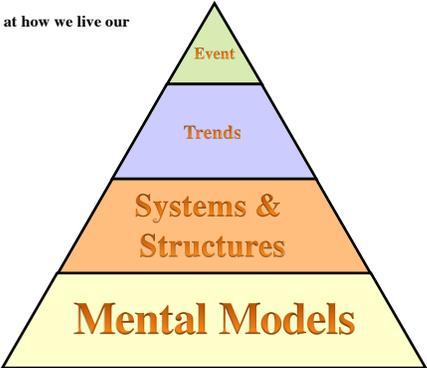
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**ASSUMPTIONS:**



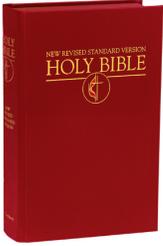
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Lets look at how we live our lives



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**ASSUMPTIONS:**

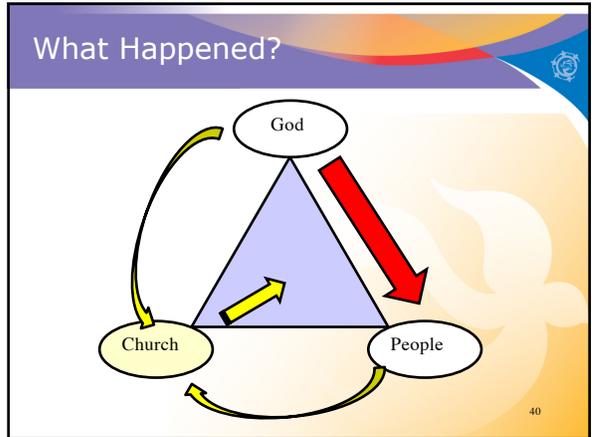
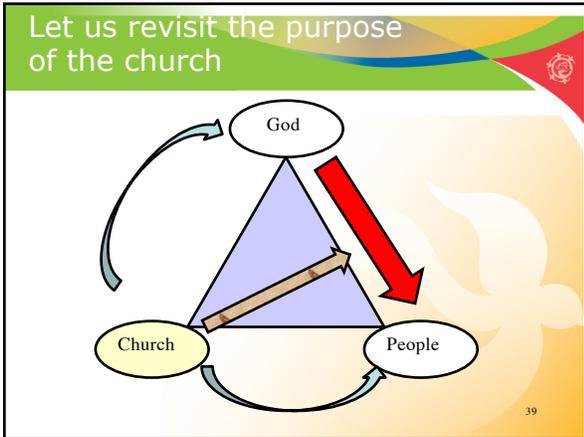
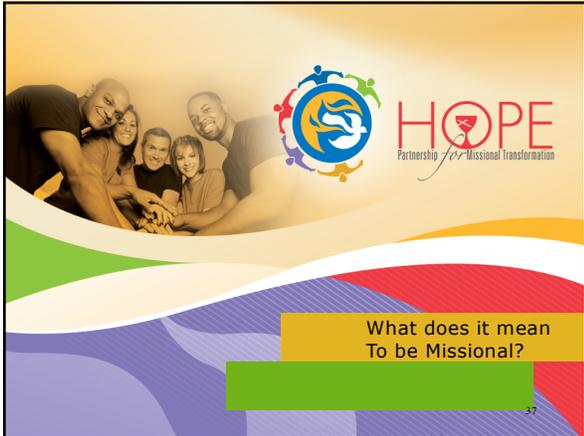


**Where does it say that Churches are successful if they are big?**

**Where does it say that Churches need a building?**

**Where does it say that Churches need lots of money?**

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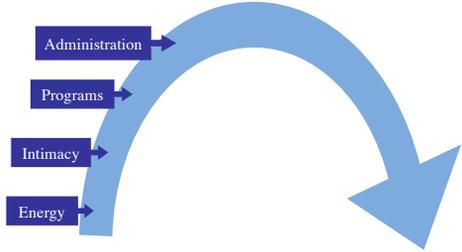


**BREAK**

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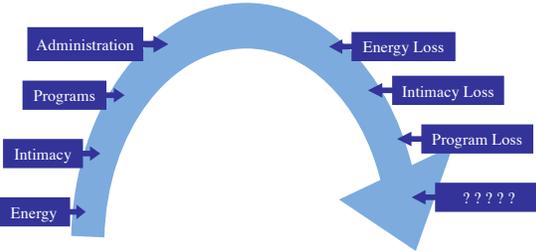


A church develops different elements at certain points



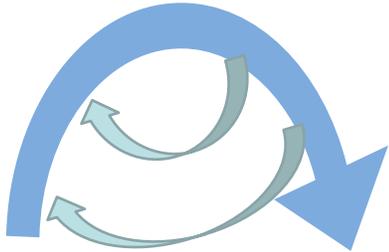
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And a church loses different elements at certain points



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We used to think...

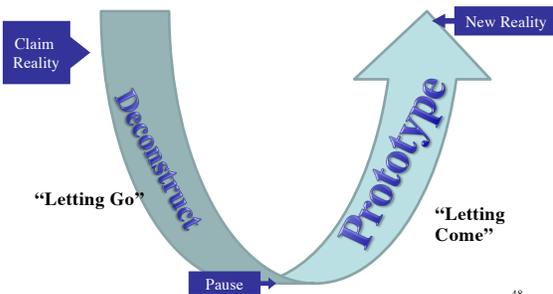


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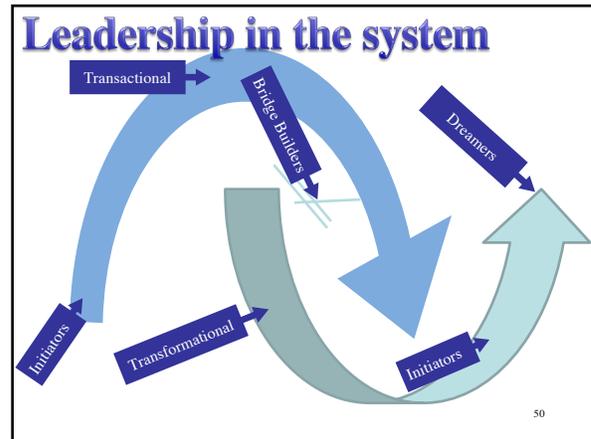
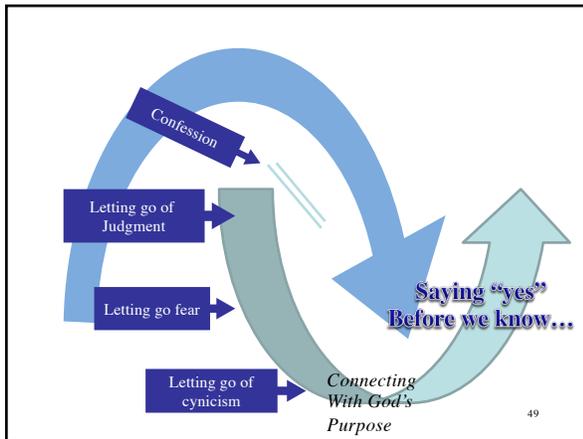
Theory U: Otto Scharmer



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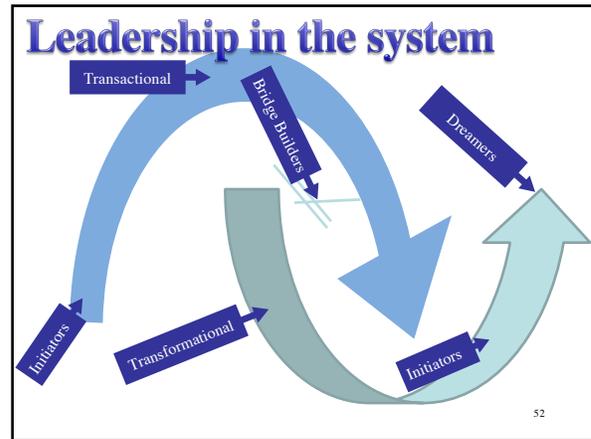


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**NO/YES AND**

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Who do you think you are?

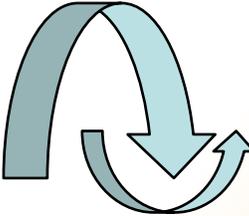
1. Transactional
2. Bridge Builder
3. Transformational
4. Initiator
5. Dreamer



**What is the strength of being a \_\_\_\_\_ leader?  
What are the blindsides of being a \_\_\_\_\_ leader?**

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Church Groups (20 min):



- 1- Using paper, plot each person your leadership graph:
- 2- What types of styles are missing?
- 3-What kind of styles are too abundant?
- 4-How does our church allow for creativity?

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Churches are designed to say NO!



- Voting
- Resolutions
- By-laws
- Budgets
- Committees
- “We’ve never done it that way before”
- “Our liability insurance might not cover it”
- Roberts Rules of Order!

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A pause in the journey.....  
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Epiphany

Leadership for Tomorrows Church

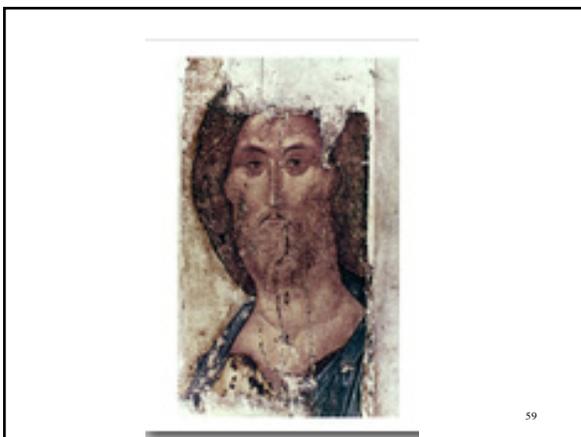
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Where have we come so far?



- Defined a Transformational leader
- Explored Shifts in our culture
- Challenged our assumptions
- Explored Cong. Life-cycle
- Explored our Leadership Styles
- Observed our teams leadership styles

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Questions change churches:

- What are the 2 worst questions?
- 6 types of powerful questions:
  - Vision/possibility questions:
  - Concrete action questions:
  - Thought Provoking questions:
  - Reality check questions:
  - Acknowledgement Questions
  - God Questions

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### Groups of 4:



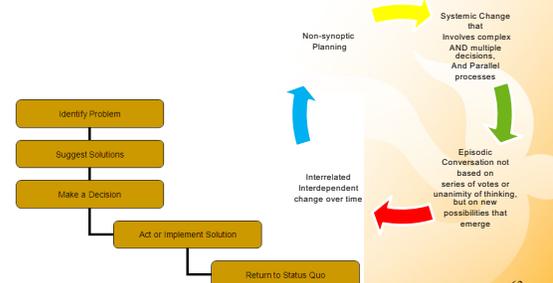
As a group, what is a truth about our church?

Create an insightful question that leads to deeper understanding.

Choose one of the 4 questions to share with the entire group.

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### Problem solving????



Identify Problem

Suggest Solutions

Make a Decision

Act or Implement Solution

Return to Status Quo

Non-synoptic Planning

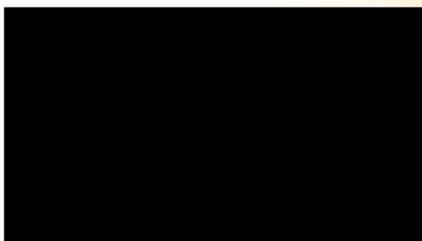
Systemic Change that Involves complex AND multiple decisions, AND Parallel processes

Episodic Conversation not based on series of votes or unanimity of thinking, but on new possibilities that emerge

Interrelated Interdependent change over time

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### The power of volunteering:



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### The state of volunteerism today:

Only 26.8% of the US population volunteers for anything during the course of a year. (61 million Americans)  
 In 1995 48.8%.

The age group that volunteers the most is aged 35-44. (most missed in churches)

Most volunteers are employed.  
 Volunteers spend an average of 51 hours per year.  
 People with higher education are most likely to volunteer.  
 Volunteers give 8.1 billion hours of service worth more than \$158 billion to American communities.  
 Majority of volunteerism is in religious organizations (47.8%)



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### Volunteerism or Discipleship?

**18** Jesus, undeterred, went right ahead and gave his charge: "God authorized and commanded me to commission you: **19**Go out and train everyone you meet, far and near, in this way of life, marking them by baptism in the threefold name: Father, Son, and Holy Spirit. **20** Then instruct them in the practice of all I have commanded you. I'll be with you as you do this, day after day after day, right up to the end of the age."

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### Volunteerism or Discipleship?

The Great Commission is NOT about:

- Right Belief
- Right Behavior



It is about RIGHT PRACTICE...EVERYDAY LIFE

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### Volunteerism or Discipleship

Volunteers	Disciples
Choice	Vocation
Service To	Service With
Luxury	Way of Life
Drop In/Drop Out	Wherever You Meet the Least of these
Doing Good	Doing Good Through the Lens of Faith

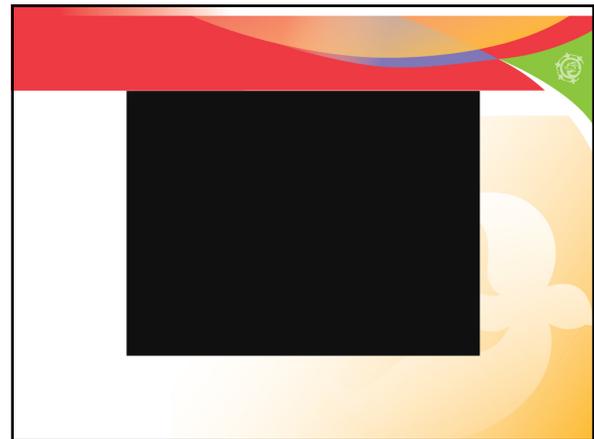
### disciples work in 4 ways:



- 1- Discern the fit of mission with the needs of community
- 2- Make Decisions about the uses of resources for mission
- 3- Form leaders for carrying out the mission
- 4- Maintain stewardship of resources (building, people, finances) for mission

### Church Groups conversation:

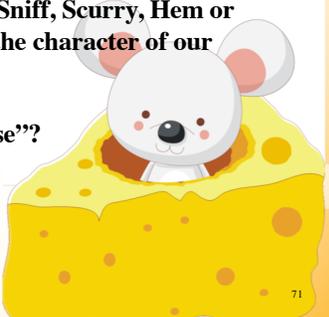
- What does our church do to help form people who can be disciples of Jesus Christ?
- Do we fill positions or make/form disciples?
- What do you remember about your baptism/confirmation?
- What does your baptism mean to you?



### Church Groups:

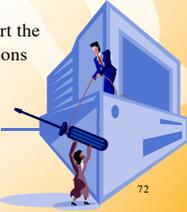
**Which character (Sniff, Scurry, Hem or Haw) is most like the character of our church?**

**What is our “cheese”?**



### You can count on it...

- People will ask about your weekend—and what you fixed.
- Some will want to share concerns they have with you about perceived change
- You can count on positional people especially those who resist change
- You can count on the fact that you will start the practice of asking different kinds of questions



**HOMWORK**



- 1- *Read the Assessment*
- 2- *Conduct interviews*
- 3- *What is your “Why” (purpose) as a Christian/Church*

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**A Word about your pastor:**



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**Transformation Happens:**

- Intentionally claim their commitment to transformation
- Work collaboratively in exploring adaptive questions
- Challenge the previous assumptions
- Engage in creative inquiry
- Remain committed to spiritual Disciplines, and a willingness to explore new ways to get closer to God
- Engage in many conversations about what it means to be the hands and feet of Jesus.
- Are willing to let go of sacred cows, in order to create openness for something new to occur
- Remain accountable to coworkers across congregational lines.

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**Closing Circle/Commissioning**



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**BREAK**

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