

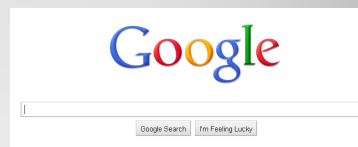
Healthy, Holy and Missional: Rebuilding Anglican Leaders and Congregations in North America



ANiC Synod Workshop
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The Rev. Canon J. Philip Ashey
The American Anglican Council
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From Gutenberg to Google



What does it mean to move from a predominately **print** based culture toward a **digital** culture? Circle one item in each row you think best describes your **CURRENT** state as an organization.

From Gutenberg to Google

Category	Print Traits	Broadcast Traits	Digital Traits
Leadership Structure	Command and Control	Motivational and Visionary	Intrinsic Motivation and Self Directed
Work Climate	Formal	Business Casual	Context Defined
Performance Management	Deviation from Norm	Goals and Objectives	Results and Contribution
Organizational Model	Bureaucratic	Entrepreneurial	Adhocracy
Primary Medium of Business	Paper Driven	Computer Based	Web 2.0 and Based
Decision Structure	Hierarchy	Team Structure	Flat or Coalitional
Training	Standardized Learning	Tailored Learning	Self-Directed, Self Paced Learning
Value Creation	Product Focused	Service Centered	Experience and Engagement
Time Orientation	History is the Benchmark	The Future is the Benchmark	Scenarios and Simulation provide guide our decision
Who Leads	Authorities Lead	Experts Lead	Influencers Lead
Workplace	I want a permanent place	I want an effective place	I want to be able to work anywhere
Technological Priority	Technology needs to be good enough (up to 5 yrs old)	Technology to be current (1-3 yrs. old)	Technology needs to be leading edge
Brain Orientation	Left brain thinker	Right brain thinker	Holistic (systems) thinker
Loyalty	Company is my home	Company is my vehicle	Company is my platform
Market Context	Stable	Changing	Unpredictable
Demand	Meet demand	Create demand	Find the yearning

Understand the increasingly secular and post-Christian culture in the USA:

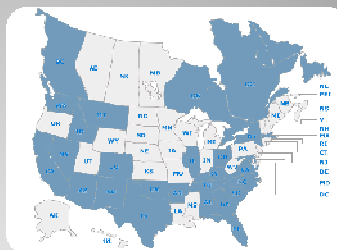
- The Church is becoming less theologically literate.
- Growing numbers of people are less interested in spiritual principles and more desirous of learning pragmatic solutions for life.
- Among Christians, interest in participating in community action is escalating.
- The postmodern insistence on tolerance is winning over the Christian Church.
- The influence of Christianity on culture and individual lives is largely invisible. - as reported by The Barna Group, December 13, 2010

AAC Survey of Congregation Leaders

Out of 164 responses...

Over 80% marked the following categories as very important or important to their parish:

- Defining Vision and Direction
- Raising Up Lay Leaders
- Strategies for Effective Evangelism
- How to Attract Young Families



Over 80% marked the following categories as very important or important to their vestry:

- Defining Vestry Mission and Vision
- Being Spiritually Committed to Leadership of the Church
- Clear Effective Communications to Parish

AAC Survey of Leaders and Congregations, cont'd.

Over 80% marked the following categories as very important or important areas of need in their personal or ministry life:

- The leader's walk with God
- Ministry in outreach to your community
- Ministry in evangelism through the church
- Ministry in prayer
- Communicating values, vision, mission, strategy



**As in the days of Nehemiah
Understand Our Context as North American Anglicans**

- Returned from a Babylonian captivity to false religion and an exile within a religious culture hostile to our faith
- Re-established a place of true and faithful worship, but we are surrounded by the rubble and residue of the past
- Vulnerable to our demographics - most of our members are 50+ and aging
- Limited resources ("A-B-C's": Attendance, Buildings, Cash)
- We are open to attack—tradition bound, homophobic, and judgmental
- We are not exercising dominion—most growth is by transfer rather than conversion

Nehemiah: God's pattern for rebuilding Leaders and Churches

What do we need to **CONFESS** and **REPENT**?

- **Pride:** Anglicanism/tradition over mission
- **Sentimentality:** Ritual over obedience
- **Presumption:** Rugged individualism over community; Christianity without power
- **Disobedience:** Lack of discipleship and holiness
- **Anger:** Dwelling on past hurts, "inner vows"
- **Sloth:** Indifference to lost people

"When I heard these things, I sat down and wept. **For some days** I mourned and fasted and prayed before the God of heaven." Nehemiah 1:4

Nehemiah: God's pattern for rebuilding Leaders and Churches

Are You Laying a Foundation in **PRAYER**?

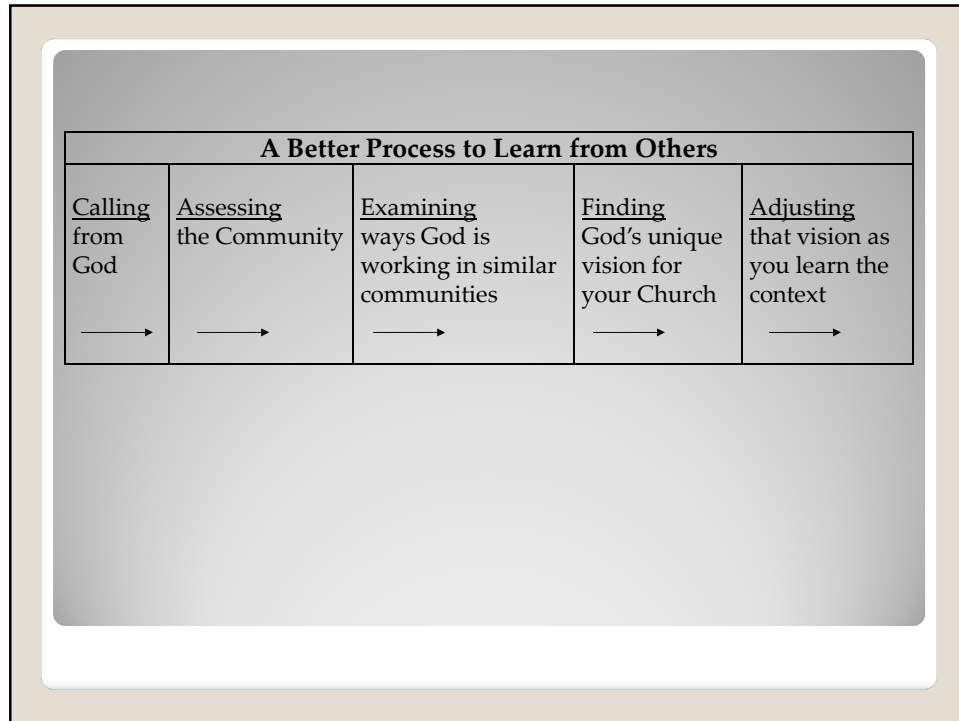
- A "Prayer Driven" church: who are your intercessors?
- Vital role of Rector: Pastors who Pray for their People
- Prayer Ministry coordinator: Teach the church to pray
- Specialized Prayer Teams: healing, deliverance, evangelism
- Prayer Space: Prayer Rooms and Hours
- Prayer Shield: Prayer covering for clergy and leaders

"O LORD, let your ear be attentive to the prayer of this your servant and to the prayer of your servants who delight in revering your name. Give your servant success today..." (Nehemiah 1:11)

Nehemiah: God's pattern for rebuilding Leaders and Churches

Have You **ASSESSED** Your Ministry Context? *Neh. 3: 11-15*

- **DxVxFS>R**: Facing the facts about ourselves and our community will help create the "holy dissatisfaction" necessary to initiate change.
- **Internal/Assessing our Congregation**: recommended resources
TAG Transforming Church Index (TCI)
www.transformingchurch.net
Network: Discovering Your Spiritual Gifts www.willowcreek.com
- **External/Assessing our Community**: recommended resources
MissionInsite Mission Context Analyses www.missioninsite.com
Percept Ministry Area Profile www.perceptgroup.com



Nehemiah: God's pattern for rebuilding Leaders and Churches

What are you doing to identify, recruit and equip **LEADERS?**

- Assess your lay leadership: Are they healthy, holy and missional?
- See AAC Survey results....
- Assess your clergy: Are they healthy, holy and missional?
- See AAC Survey results....

"Then I said to them [leaders "or any others who would be doing the work],
'You see the trouble we are in: Jerusalem lies in ruins, and its gates have
been burned with fire. **Come, let us rebuild the wall of Jerusalem...**'"
(Nehemiah 2:17)

Nehemiah: God's pattern for rebuilding Leaders and Churches

What is Your **VISION**?

- **DxVxFS>R**: Vision is the bold, startling picture of a desirable future for your church and community... that will help overcome resistance and initiate change
- Vision answers the question: "What is our goal?"
- **What picture has God placed:** on the hearts of leaders and intercessors?
- **Reports from the field in ACNA**

"Come, let us rebuild the wall of Jerusalem **and we will no longer be in disgrace**. I also told them about the gracious hand of my God upon me and what the king had said to me." (Nehemiah 2:17-18)

Vision Practicum

"I define an organizational vision as a clear and challenging picture of the future of a ministry as you believe that it can and must be."

Aubrey Malphurs, Developing Vision for Ministry in the 21st Century
(Grand Rapids: Baker, 2007), p. 32

Vision Audit

1. Is our vision _____: Do the people in our ministry understand it?
2. Is it _____: Does it move our people to action?
3. Does it create a _____: Can they see it in their head?
4. Is it _____: Does it present a picture of the ministry's future?
5. Do we believe that it _____: Is it feasible?
6. Are we convinced that it _____: Are we passionate about it?

Define Your Vision

Brainstorming:

Address this QUESTION: "Ten years from now my church will become..."

Constructing a Vision Statement:

Condense these statements into a single sentence (or 2 – 3 sentences at most) that describe the future you are aiming to become together.

Evaluate your Vision Statement

Is it right for the times, right for the church, and right for the people?

Does it promote faith rather than fear?

Does it motivate people to take action?

Does it require risk-taking?

Does it glorify God, not people?

Post-Script: Please do not be discouraged or overwhelmed! This is only a first draft and will be refined through interplay with your values and your context.

Nehemiah: God's pattern for rebuilding Leaders and Churches

What are Your **CORE VALUES**– and the disconnects?

- Deep seated beliefs about what is important to our church and about our church's place in the community and the world
- **Real commitments** that drive a church day-by-day and how we operate
- Aspired vs. Operating: Differences and Disconnects/Example
- Adaptive vs. Technical change
- The role of the Leader

"So I called together a large meeting to deal with them and said, 'As far as possible, we have bought back our Jewish brothers who were sold to the Gentiles. Now you are selling your brothers, only for them to be sold back to us!'" (Nehemiah 5:8)

CORE VALUES PRACTICUM

1. Identifying Core Values

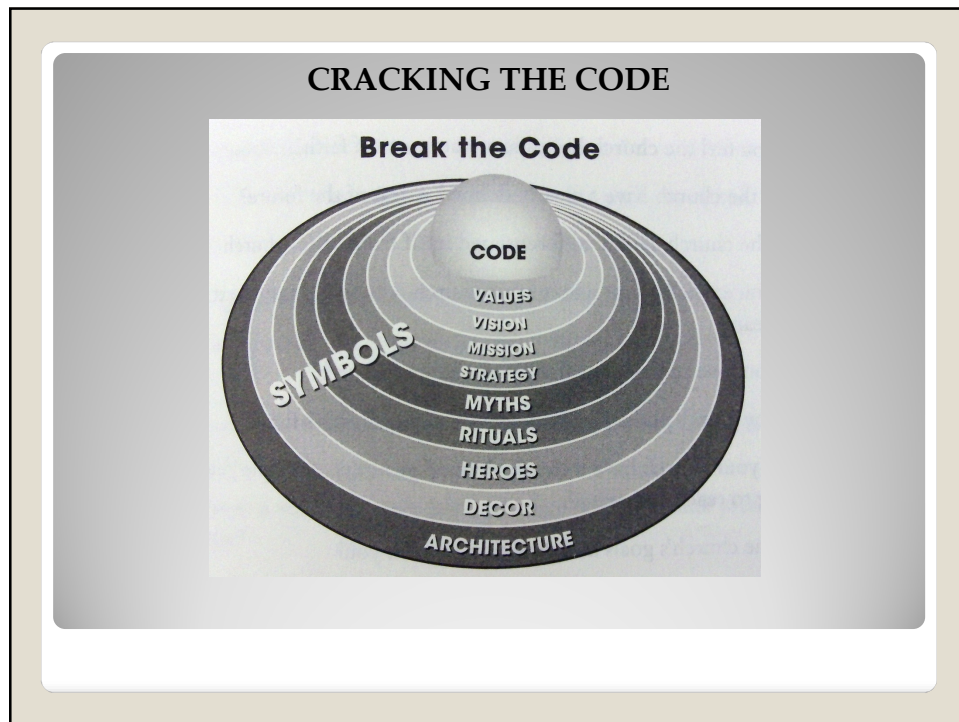
Read *Acts 2:42-47*. Identify the Core Values and behaviors in the passage.

2. List 4-7 Core Values that most describe YOU.

3. Evaluate your List for completeness and "disconnects" between professed and actual. (*Read Acts 2:42-47*)

4. Questions to help you assess the integrity of your core values:

- If the church were really the church, what would it be doing?
- What makes you angry about the church?
- What in the church makes you passionate?
- How do you invest your time and money?
- What's your biggest criticism of the church?
- For what do you want your church to be known?
- What are the essential functions of the church?



Nehemiah: God's pattern for rebuilding Leaders and Churches

What **OBSTACLES** are you facing from **outside** the church?

- Increasingly secular, intolerant, post-Christian culture
- Attempts to undermine/destroy ACNA
- Attempts to undermine/destroy GAFCON and other orthodox Anglicans

"But when Sanballat, Tobiah, the Arabs, etc....heard that the repairs to Jerusalem's walls had gone ahead and that the gaps were being closed, they were very angry. They all plotted together to fight against Jerusalem and stir up trouble against it. **But we prayed to our God and posted a guard day and night to meet this threat.**" (Nehemiah 4:7-9)

Nehemiah: God's pattern for rebuilding Leaders and Churches

What **OBSTACLES** are you facing from **within** the church?

- Unhealthy, un-holy, un-missional leadership?
- Clergy that are suffering PTSD/Burnout?
- Church conflict/competing values?
- Other obstacles?

"Before this, Eliashib the priest had been put in charge of the storerooms of the house of our God. He was closely associated with Tobiah, and he had provided him with a large room formerly used to store the grain offerings... I was greatly distressed and threw all of Tobiah's household goods out of the room. I gave orders to purify the rooms..." (Nehemiah 13:4-9)

Nehemiah: God's pattern for rebuilding Leaders and Churches

Do you need a **NEHEMIAH**?

- One who will grieve over the broken walls and burned gates of your church and life...
- One who will go to the King and intercede for you
- One who will bring the King's resources to bear on your needs
- One who will bring a unity among leaders
- One who will overcome the schemes of the enemy and unholiness within
- One who will set a time with the King for the completion of the work!

His name is נַחֲמִיָּה ... Nachemyah: "yah comforts"...

THE COMFORTER, THE HOLY SPIRIT!

AAC Clergy Leadership Training Institute

- Yearly gatherings with gifted and recognized speakers on needs of ACNA clergy
 - Create a culture of leadership that is healthy, holy and missional
 - Skills to survive and thrive through conflict
 - Small groups for mutual support, prayer and peer coaching
 - Personal coaching and consulting as needed
 - G1: *Character*: Personal/Spiritual Life; G2: *Competency*: Leadership skills development; G3: *Compound Results*: Multiplying leaders and *Conflict Management* throughout
- www.AmericanAnglican.org/CLTI



The Sure Foundation Project

- 42 hours of training
- A new Pentecost and Christianity with power
- Strategic Growth Plan and SMART goals
- Benchmarks in Evangelism, Discipleship, local outreach, mission and prep for planting
- On site consultations with AAC regional coach for each participating congregation
- Affordable– cost per session



Questions for Small Group Discussion

- What question or stage of rebuilding do you and your congregation identify with the most? Why?
- What clergy leadership need in the AAC Survey do you identify with the most?

