

## Leadership Community

# A Challenge for Church Leaders

## Stable Institution or Dynamic Movement?

One of the lessons we are learning is that leading a movement of healthy, multiplying churches requires changing our understanding as Church Leaders. Many Church Leaders today are open to change, and change is taking place with effectiveness!

As we focus on movement away from institution, **our mental model of the church in USA/Canada culture** needs to be addressed. Times have changed. Unlike the past, we believe a healthy, multiplying church should no longer be seen as a stable institution, but rather as **a dynamic movement in a rapidly changing mission field**. In the past, people within our church culture shared the basic values our church taught, even though they might not have always lived them out. The pastor was highly respected in the community, served as shepherd and chaplain of the flock, "missions" were viewed as overseas, and standardized denominational programs and publications were used by all Nazarene churches.

This mental model of our church, every Superintendent knows has changed. Jim Herrington describes our problem in many places; "Much of the training that is provided to pastors, the programming in a typical church, the style of worship, and the way we proclaim our good news is based on beliefs and assumptions that are at least fifty years old." If the church is to effectively adjust to ministry that makes an impact in the 21<sup>st</sup> century, the **mental model** we have of the church must change. The list below is adapted from Jim Herrington's book, "**Leading Congregational Change**." It is offered to you simply as a place for a discussion to begin.

### Stable Institution & Context

### Rapidly Changing Mission Field

Slow, predictable change

Rapid, discontinuous change

Values in church & community shared

Values in church & community divergent

Target audience is homogeneous

Target audience is very diverse

Stable strategy developed at the regional level & implemented locally

Strategy begun & continuous adjustments made at the local level

Pastor operates as a shepherd & chaplain

Pastor operates as a movement leader

Standardized programs developed & used from the denomination

Programs adapted & learning is gained from many different organizations