

# **CHURCH LEADERSHIP FOR THE RE-LAUNCH INTO THE EMERGING WORLD**

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# THE EMERGING MINISTRY CONTEXT:

## (THE LATE/POST-PANDEMIC WORLD)

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- ❑ Increasingly Secular
- ❑ Increasingly Dangerous
- ❑ Increasingly Virtual
- ❑ Increasingly Diverse
- ❑ Increasingly Non-Traditional Family Structures
- ❑ Increased Economic Disparity
- ❑ Increasingly Distracted by Social Media

# INCREASINGLY SECULAR

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- In 2000 70% of US citizens participated in an organized faith community. By 2020 that number declined to 47% (Pew Research). Biggest drop in shortest period of time on record.
- Decline in religious participation not uncommon in wealthy educated societies.
- Contributors to US religious decline include anti-authority culture, church scandals, prosperity theology and materialism, bigotry and violence among religious groups, lack of compassion. In short perceived hypocrisy.
- The Covid-19 Pandemic has accelerated the pace of decline in formal religious participation.

# INCREASINGLY DANGEROUS

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- More than 500 million guns are now owned by American citizens. Many on them automatic or semi-automatic weapons of military grade. 81.4 million Americans own firearms
- FBI & Homeland Security inform that domestic terrorism is the chief threat to the U.S, homeland. The bulk of the threat is coming from White Supremacist groups (Proud Boys, Oath Keepers, 3-%'s, KKK, etc) many of whom openly fantasize about an armed race war.
- Weak gun laws allow terrorists, criminals & the mentally ill easy access to highly lethal weapons
- 45k gun deaths in U.S. in 2021 (24k suicides: 70% of world total). 689 mass shootings in the US in 2021.
- The danger is not just physical. Cyber attack is an existential threat to nations, organizations, and individuals who use the internet.

# INCREASINGLY VIRTUAL

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- Covid-19 dramatically accelerated the pace at which American life was moving on-line (retail, education, dating, health care, entertainment, banking and bill paying, and religious services).
- Upside: Virtual religious services expand reach and therefore increase access and participation.
- Downside: Virtual Church cannot build relationships nor cultivate intimacy which are critical components of the spiritual growth and development of both the individual and the congregation.

# INCREASINGLY NON-TRADITIONAL FAMILY STRUCTURES

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- In 2020 18 percent of all new marriages were interracial. Since 1980 African Americans have moved from 5% to 18%. White Americans have move from 4% to 11%. Asian Americans are at 29% Interracial. Hispanic Americans are at 27%.
- 980K U.S. households were headed by a same-sex couple in 2021.(1.5% of total U.S, households). This is an increase from 705K since just 2016 (1.1% of total U.S. households). 58% of same-sex households are married. 42% are unmarried partners.
- Marriage rates are steadily falling. In 2019 53% of adults ages 25-54 were married (down from 67% in 1990). In 2018 a record 35% of adults 25-50 years of age had never married. The number was only 9% in 1970.

# INCREASING ECONOMIC DISPARITY

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- US has highest level of Income inequality among G7 countries (US, UK Italy Japan, Canada, Germany France)
- Income disparity increased dramatically during the Covid-19 related recession.
- Today's federal minimum wage is 7.25 hr. The 1979 minimum wage (\$3.60 hr) adjusted for inflation would be equivalent to \$10.29 hr.
- 90% of all new wealth in America is going to the top 1 percent of Americans.

# THE RICH GET RICHER...

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- **Wealth of Jeff Bezos (Amazon)**

2009: \$6.8 billion

2021: 200.9 billion

- **Wealth of Mark Zuckerberg (Facebook)**

2009: \$2 billion

2021: \$135.2 billion

## **U.S. Minimum Wage**

2009: \$7.25

2021: \$7.25



# INCREASINGLY DISTRACTED

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- Today's world is dominated by social media. People experience life and the world through their digital devices.
- Human interactions are now secondary to Internet interaction
- Social Media reaches more people, more often, and much faster than traditional media outlets. However, social media is flush with disinformation, inaccuracies, extremist indoctrinations, etc.
- As social media use increases so too does certain forms of mental illness due to its isolating effect on the user.

# CHALLENGES FOR RE-LAUNCH

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- Evolve from Local church/Mega-church to META-Church
- Transition Sanctuary to Studio
- Big Crowd to Small Groups
- Repurpose Ministry Teams
- Repurpose Budget Dollars (e.g. Facility Maintenance to Technology)
- Innovation vs Replication

# THE PATHWAY TO RE-LAUNCH

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1. **Re-Connect** (Who's still with Us?)
2. **Re-Assess**
  - a. Internal (Capacity vs Maturity Index)
  - b. External (What's going on around us?)
3. **Re-Imagine** (*What Needs to be different?*)
4. **Re-Train** (what you can't retrain, replace!)
5. **Re-Build** (Customize Ministry for the emerging world)

# MINISTRY MATURITY VS CAPACITY INDEX

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In the Book, *Elephant in the Board Room*, Carolyn Weese and J. Russel Crabtree provide four levels of Church ***“maturity vs capacity”***

# CAPACITY VS MATURITY

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## Level Zero: Not Performing

- A level zero church does not produce an effective ministry in the area under consideration.

# CAPACITY VS MATURITY

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## Level One: Person-Driven

- A level one church produces an effective ministry in the area under consideration. However, performance depends on individual knowledge and effort.

# CAPACITY VS MATURITY

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## Level Two: Team-Driven

A level two church produces an effective ministry in the area under consideration. However, level 2 churches differ from level 1 one churches in that they produce the ministry in a manner that is planned and tracked by a “*group*” of people who all understand how and why the ministry works.

The level 2 ministry is no longer dependent on the knowledge or skills of one key person. An entire team has sufficient understanding of the ministry and control of it.



# CAPACITY VS MATURITY

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## Level Three: innovation-Driven

Like level 2 churches, level 3 churches produce a ministry in a way that is planned and tracked. However, the level 3 church has a greater understanding of the parameters within the development of the ministry that make it more-or-less effective. A level 3 church tends to be more focused on quantitative measures than a level 2 church. It is more aware of capabilities and how to maximize them...It knows the best practices being used today, and it has a “*surplus*” of energy that enables them to absorb the risks of innovation and creativity.



# CAPACITY VS MATURITY

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## Exercise:

List the top 3 Ministries that you currently participate in. In your opinion, which level best describes each of these respective ministries? Provide reasons. Discuss with persons at your table.



# THE PATHWAY TO RE-LAUNCH (CONT')

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1. **Re-Connect** (Who's still with Us?)
2. **Re-Assess**
  - a. Internal (Ministry Capacity vs Maturity Index)
  - b. External (What's going on? Analytics) Prov. 4:7; 2 Tim. 2:15a-b
3. **Re-Imagine** (What needs to be different? Purpose, goals, strategies, tactics, skills, etc)  
Nehemiah 2:11-15 (Vision in Dialogue)
4. **Re-Train** (Everybody! Starting with the Pastor, Ministerial Staff, Ministry Heads, etc)
5. **Re-Build** (Customizing Ministry for the emerging world. Are we willing to tear down, rip out, throw away to build back better?)

# WHAT KIND OF “ABILITIES” DO CHURCH LEADERS NEED FOR THE CHURCH’S RE-LAUNCH?

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- Teach-**ability**
- Flex-**ability**
- Adapt-**ability**
- Correct-**ability**
- Cred-**ability**
- Rely-**ability**
- Relate-**ability**
- Sustain-**ability**
- Reconcile-**ability**

## QUOTE I

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Sigmund Frued: In natural selection the fittest is not necessarily the strongest or the smartest, but the most adaptable.

## QUOTE 2

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James Russel Lowell: *“New occasions teach new duties. Time renders ancient good uncouth. They must ever upward and onward be; those who would be in pursuit of truth.”*

## QUOTE 3

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Samuel DeWitt Proctor: *“Every Church leader must strive to be both an advocate of the Big Picture and a master of the small frame.”*

## QUOTE 4

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Leslie David Braxton: “Every Christian leader must make a choice between being destructively comfortable or constructively uncomfortable. The outcome of their ministry will reflect this choice.”

