

The Leader's Heart

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RenewalWorks™



Forward Movement
Reinvigorating the life of the church



What is the Episcopal Church Foundation (ECF)?

Overview:

- Independent and lay-led organization
- ECF's mission is to strengthen the **leadership** and **financial** capabilities of Episcopal congregations, dioceses, and other institutions
- ECF carries out this mission through a wide array of programs and partnerships...



Leadership Resources

- ECF Vital Practices (ecfp.org)
- Vestry Resource Guide
- Fellowship Partners Program
- Educational Events
- Vital Teams
- Strategic Solutions

Financial Resources

- Capital Campaigns
- Planned Giving
- Planned Giving on Demand
- Endowment Management
- Educational Events

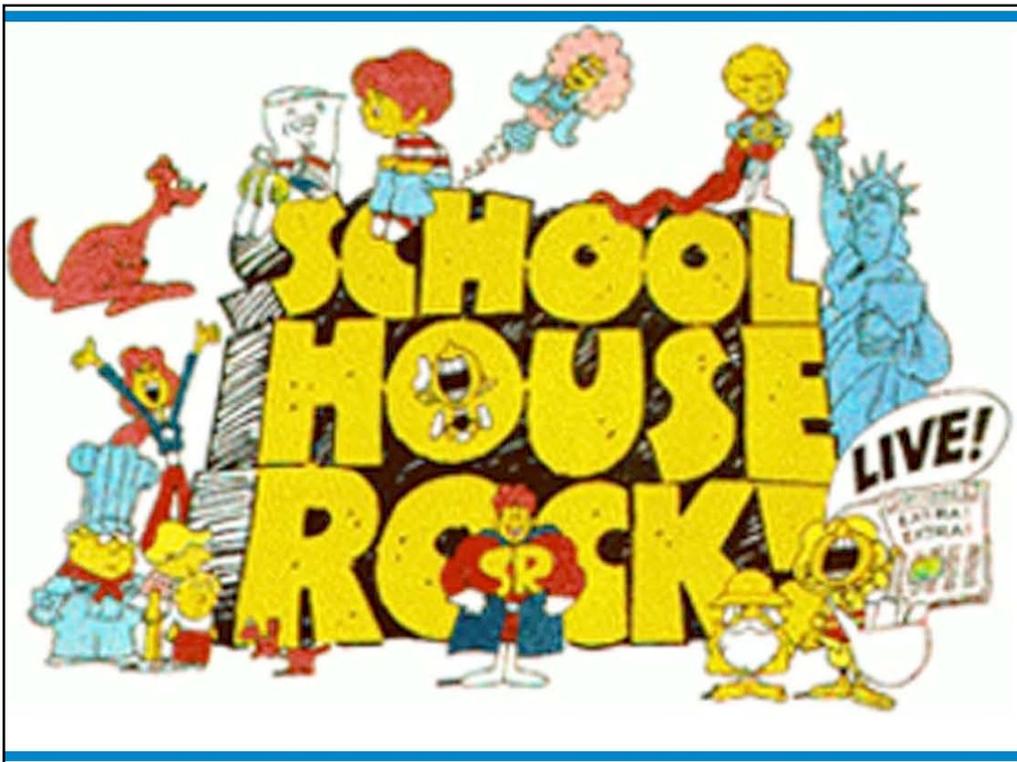


Welcome

Opening prayer

Almighty and everliving God, source of all wisdom and understanding, be present with those who lead in the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. *Amen.*

Introduction and overview of presentation



Dwelling in the Word: The letter to the Ephesians

- You have heard of the stewardship of God's grace that was given to me for your benefit.
- You have heard of the commission of God's grace that was given to you for me by revelation.
- You have heard how God's gift of grace to me was designed for your benefit.
- You have heard the way in which God entrusted me with the grace he gave me for your sake.

-Ephesians 3:2

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.

-Ephesians 4

Questions about
leadership:

From the
Outline of the Faith:

The mission of the church is to restore all people to unity with God and each other in Christ.

What does that movement look like? How is it led?

Are we going anywhere?

“The life-and-death question for each of our churches and denominations may boil down to this: Are we a club for the elite who pretend to have arrived or a school for disciples who are still on the way?”

Brian McLaren, *Finding Our Way*

What does it mean to be a disciple in today's world? What does it mean to be a church member? Are they the same thing?

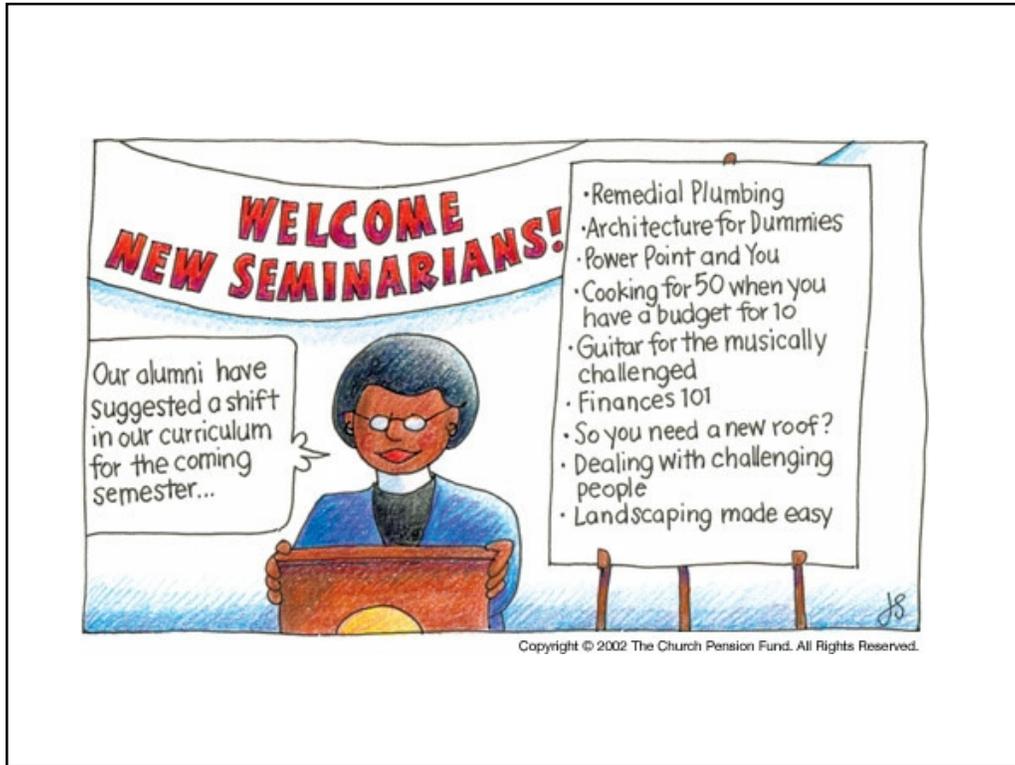
How does the shape of life in the Episcopal Church foster depth and commitment to the way of Christ and how does it undermine it?

From People of the Way by Dwight Zscheile

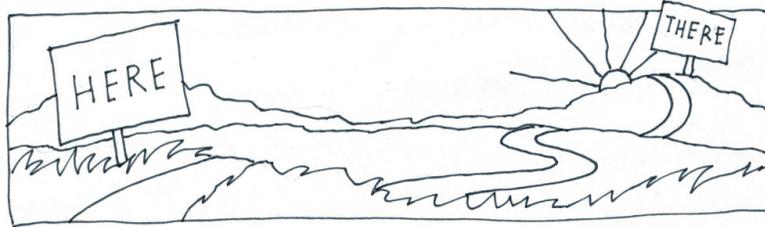
How do we understand the call to leadership?

Where are we hoping to lead people?

How do we learn to be leaders?



An introduction to
RenewalWorks:
Where we've been
and
what we've learned



The goal of RenewalWorks:

To encourage Episcopalians in their walk with Christ so that they more fully experience and share God's love.

To help congregations, ministries and individuals experience spiritual growth, moving from where they are to where they are called to be, with the expectation: "If you come here, you will grow."

A decade of research



- Over 450,000 congregants
- Over 1,700 churches, 15 countries
- Census profile: geography, type & church size
- Denominations represent 68%

Strategic questions

What drives
spiritual growth in
an individual?

What are
characteristics of
growing churches?

Through the Eyes of
Parishioners

A decade of research



- Key learning: spiritual growth is not necessarily about more church activity
- Congregants' attitudes shape their behavior
- If it's not about doing more stuff, what is it about?

What does seem to
matter?
Relationship with God
and neighbor.

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So what do we mean by
spiritual growth?

By spiritual growth we mean:

Growing in relationship with
God, neighbor, world and
self

The relational dimension of spiritual growth

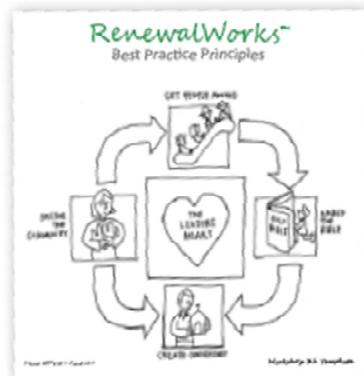
Jesus said: The first commandment is this:
Hear O Israel, the Lord our God is the only
Lord. Love the Lord you God with all your
heart, with all your soul, with all your mind,
with all your strength. The second is this:
Love your neighbor as yourself. There is no
other greater commandment than these.

Mark 12:29-31

The challenge:
How can we lead so that
people grow in love of
God, neighbor, self and
world?

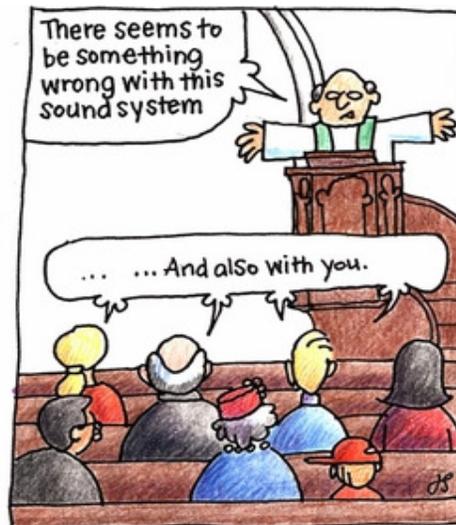
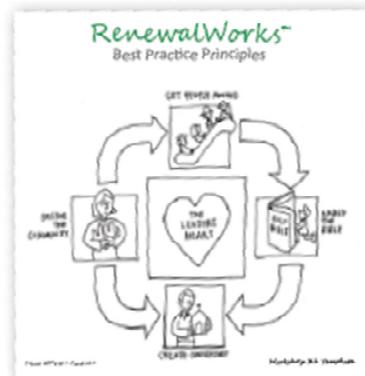
Questions

Research led to Best Practice Principles



1. Get people moving
2. Embed scripture
3. Create ownership
4. Pastor the community
5. Focus on leader's heart

The leader's heart: It's central.



What was learned:
Four characteristics
of leaders of vital
congregations.

Leaders of vital
congregations...

start with their own spiritual journey:

“The journey to a spiritually vital church
must begin with your own heart. You can
not reproduce in others what you are not
producing in yourself.”

Leaders of vital congregations are...

Disarmingly humble.

From Jim Collins GOOD TO GREAT:

“The best leader is someone who demonstrates combination of deep personal humility with intense professional will.”

Leaders of vital congregations...

model a life of discipleship: including vulnerability and transparency about the joys and challenges of the journey.

“They don’ t just teach the Bible. They let the Bible teach them.”

Leaders of vital congregations...

Focus on growing hearts, not growing
attendance.

Be single-minded in the objective of
forming disciples.

Questions or comments

The So-what factor:
10 ways to approach
leadership for
spiritual growth
incorporating best
practice principles:

1. Surround
leadership efforts in
prayer

*A letter from Evelyn Underhill to
Archbishop Lang of Canterbury
(Found among her papers, c. 1930)*

May it please your Grace:

I desire very humbly to suggest with bishops assembled at Lambeth that the greatest and most necessary work they could do at the present time for the renewal of the Anglican Church would be to call the clergy as a whole, solemnly and insistently to a greater interiority and cultivation of the personal life of prayer.

*More from a letter from Evelyn Underhill to
Archbishop Lang of Canterbury
(Found among her papers, c. 1930)*

The real hunger among laity is not for halting attempts to reconcile theology and physical science but for the deep things of the Spirit.

We look to the clergy to help and direct our spiritual growth.

God is the interesting thing about religion and people are hungry for God.

2. Embed scripture in every gathering

We are left with our question. What makes the church, your congregation and mine, different, utterly essential, without equal, unique? Let me venture a response:

A congregation is Christian to the degree that it is confronted by and attempts to form its life in response to the Word of God.

-Will Willimon, *Shaped by the Bible*

3. Frame the work you are doing as ministry

Questions to ask of each ministry:

- What do we do?
- Why do we do it?
- How does what we do contribute to spiritual growth?
- What would we like to do moving forward?

4. Equip the saints for ministry: leader as coach

Eugene Sutton, Bishop of Maryland says that the future of the Episcopal Church lies with the lay leadership. He suggested that you lose authority when you exert more control.

“We have religious institutions, some whole denominations, and certainly parishes that are invested in keeping their people at a low level of spiritual development and human and intellectual development. The leader exercises the power....You’ve got to let the people grow up. You talk about lay leadership and why we don’t have lay leadership? One reason is that [they’re being kept] in a system of control and not [being allowed to] rise up.”

5. Develop leaders:
the power of
invitation

6. Remember it's
relational: steward
the conversation

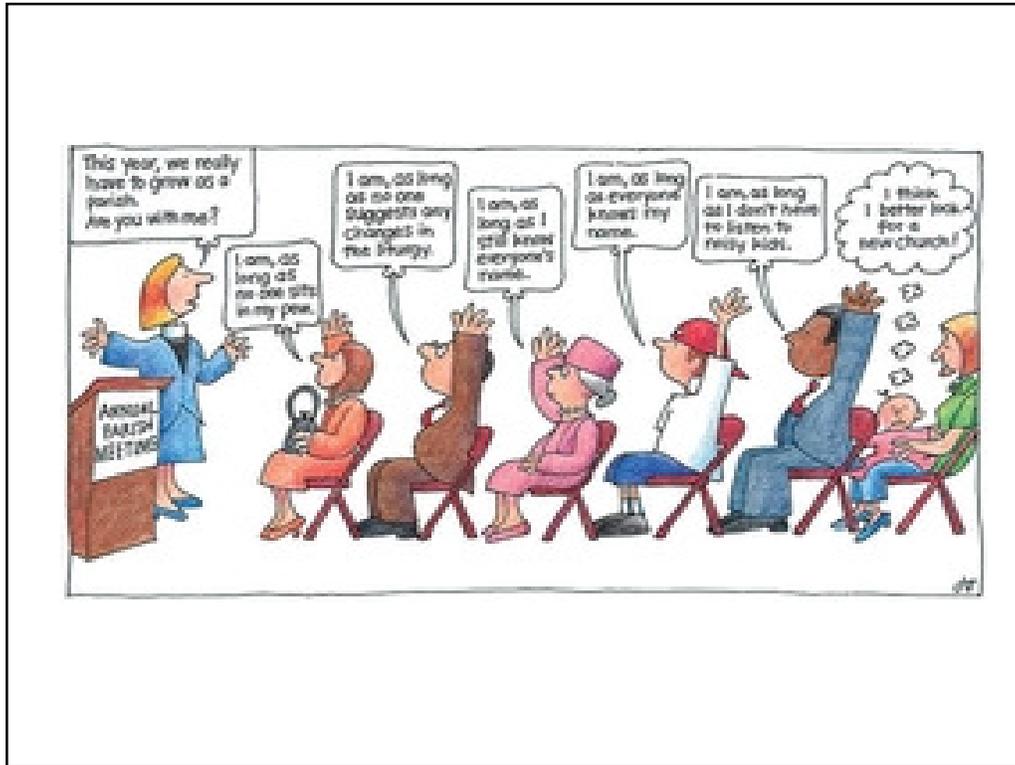
7. Practice
accountability
(and elevate
expectations)

I can't read the Bible for
you.

-Bill Hybels

For example:
What would a Vestry
covenant look like?

8. Anticipate
resistance and
conflict.



After over 20 years of parish ministry I am leaving it...I have resigned from all my denominational roles, and no one has said a word. Yet we are sad to leave, because of what it means. It means to us the church has become irrelevant to us. We care about spiritual disciplines of study, worship, confession and forgiveness, discernment, fellowship, and mission. In the church, I spent more time discussing the replacement of the church roof than on discerning our purpose as a church. We miss the liturgy and the relationships, but I do not miss the constant bickering over meaningless garbage, evening meetings, and working every weekend.

A note received on Diana Butler Bass' website as she was writing CHRISTIANITY AFTER RELIGION

9. Honor people's
presence and
participation

10. Joy: recall your
first love

The leader's heart:

Practice humility
Model discipleship
Start with your own journey
Focus on growing hearts not
attendance

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ.

-
Ephesians 4

Questions, comments
Concluding prayer

For more information about this
research on leadership from Willow
Creek:

Move, by Cally Parkinson and Greg
Hawkins

Follow Me, by Cally Parkinson and
Greg Hawkins

For more information about
RenewalWorks:

www.renewalworks.org
(especially the Resource page)

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