

Reimagining Church and using Methodist processes to help that happen....

A brief introduction...

Insights from asking the question,
“How can presbyters best oversee
Methodist fresh expressions?”

www.fxoversight.online/reimagine



Thinking about a mixed ecology... (rather than an 'economy')



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Nurturing mission-shaped
churches and circuits

Six strands...

1. Why is good oversight important?
2. Matching 'purpose' and 'process'.
3. Different ways of authorising a fresh expression.
4. Being attentive to the power-dynamics at work.
5. Being aware of your options - 'What' and 'Where'.
6. Time for questions.



1. Why good oversight?

1. Get the regulation in first, before the problem surfaces, not the other way round – who has oversight? What is happening in terms of safeguarding? What is happening in terms of finance? This is particularly sharp in ecumenical settings.
2. In order to grow, fresh expressions need to have a certain level of autonomy (or subsidiarity). Gauging where the balance is, is key.
3. CPD (or the inherited tradition) of the church can be used to undermine fresh expressions, on the grounds that they are not properly authorised, or not ‘proper’ church.

2. Purpose and process

1. Know what the purpose of your fresh expression is. To what extent is it looking to 'become church'.
2. Look at where the 'traffic' is headed and use the structures and processes of the church to advocate for the project.
3. Look at the relationship between the fresh expression and the Church Council.
4. Look at who you authorise, and how you authorise them.



3. Authorising a fresh expression

1. A project authorised by Church Council
2. A 'class' of a church
3. A 'class' of the circuit
4. A fresh expression authorised by the circuit
5. A declining church which asks to become a fresh expression, recognised by the circuit.



4. Thinking about ‘power’

1. If the fx is under the oversight of the Church Council, consider how it is (or will be) influenced by the inherited expectations and power-dynamics of the wider church.
2. What is the balance of representation of fresh expressions on Church Councils?
3. How will the development of the fresh expression be adequately discussed, and where will this take place? How will this involve people who are on the fringes.
4. Whether people love it or loathe it, membership is ‘power’.



5. 'What' and 'Where'

1. Often what we do and where we do it betrays our true conviction about a fresh expression.
2. The importance of locality.
3. Thinking about baptism, confirmation, membership, and holy communion.



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How roles are changing

1. What is Oversight? (The Nature of Oversight)
2. Presbyters – Pastoral charge, Word, and Sacrament
3. Deacons – ‘a mission focused pioneering community’
4. Specific roles: administrators, mission enablers, pioneers
5. New ways of delivering pastoral care: local pastors
6. Team ministry in different forms
7. Widening of dispensation for communion



Managing culture change...

1. Force people to acknowledge the crisis or need.
2. Convince them that they should do something to resolve it, and could do if they wished.
3. Look at how you enable discussion...De Bono's thinking hats
4. Reassure people that they will not be criticised for their honesty – people often fear being 'shown up'.
5. Watch out for 'survival' anxiety, and 'learning' anxiety.
6. We need pioneering people to 'rebalance' the church.

Managing conversations ...DeBono's thinking hats

In brief, this is a very good, tried and tested way of helping churches reflect on difficult issues:

- Rather than everyone piling-in and having a mass brawl(!), start by identifying the problem and allow everyone to comment from different perspectives, working through them one at a time.
- The hats are – (1) Facts only, (2) Benefits (3) Drawbacks (4) Feelings (and these do not have to be justified), (5) Alternatives (6) Conclusion



Church focus is more inwardly, sustaining existing work and focuses on retaining unity.



Church focus is more outward, pioneering new work and embracing diversity.



Minister and stewards enable others to take the initiative

*Put this slide and the last slide
together and you get.....*

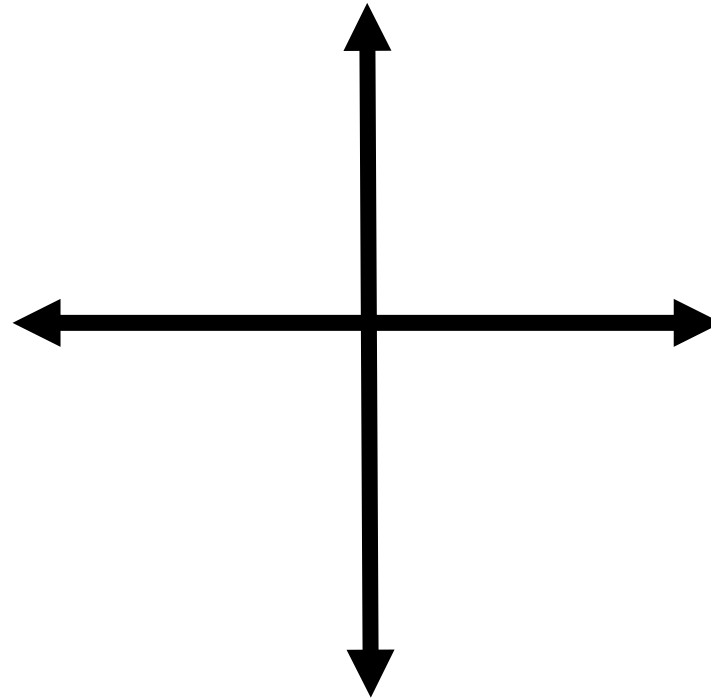


Minister and stewards hold tightly to decision making



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‘Ours’ is not the only way of working:

Introducing the Competing Values Framework

These four quadrants allow us to see how people and organisations work differently. They help us value each other. Each quadrant can be given a different colour, and account for slightly different pattern of working....

A spatial model of effectiveness criteria: Towards a competing values approach to organizational analysis. *Management Science*, 29, 363–377



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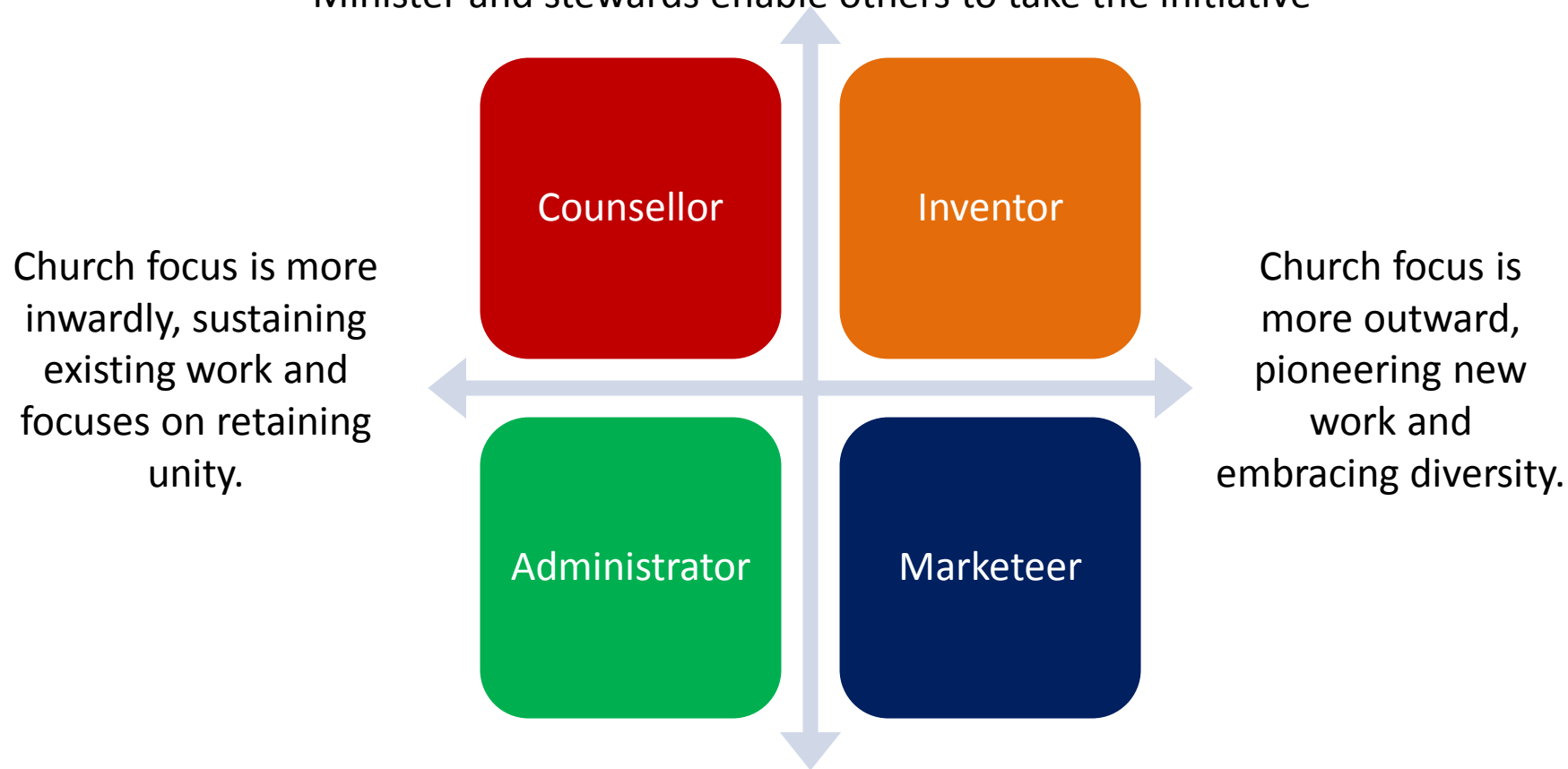
Introducing the Competing Values Framework

- **The Inventor** (Adhocracy model): Creative, values innovation
- **The Administrator** (Hierarchy model): Controlling, values efficiency
- **The Marketeer** (Competing model): Competitive, borrows ideas
- **The Counsellor** (Collaborative model), values family & commitment

A spatial model of effectiveness criteria: Towards a competing values approach to organizational analysis. *Management Science*, 29, 363–377



Minister and stewards enable others to take the initiative



Presbyter and Church officers hold tightly to decision making



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Importantly,

- (a) People who are opposite to each other, sometimes just ‘don’t get’ why they work differently to each other.
- (b) It sounds simple but in order for churches to change, they need input from all quadrants. If you are looking for a group to produce ideas, you do not want them to be all ‘administrators’ as you will lack innovators. However, you need an administrator on board, or no-one arranges meetings and keeps track on progress!
- (c) In general, the Methodist Church would acknowledge, in light of its pioneering scheme, that it struggles to incorporate those with the skills that fill the right hand sides of the quadrant.

A spatial model of effectiveness criteria: Towards a competing values approach to organizational analysis. *Management Science*, 29, 363–377