

Leadership Tips

on New Wineskins for a New Generation

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LEADERSHIP QUOTES

Quotes – Message and Ministry Models

“No one sews a patch of unshrunk cloth on an old garment, making the tear worse. Neither do men pour new wine into old wineskins. If they do, the skins will burst, the wine will run out and the wineskins will be ruined. No, they pour new wine into new wineskins and both are preserved.”

Matthew 9:16-17, NIV

“You’re packing a suitcase for a place none of us has been.”

U2 song, “Walk On”

“That night Matthew invited Jesus and his disciples to be his dinner guests, along with his fellow tax collectors and many other notorious sinners. The Pharisees were indignant. ‘Why does your teacher eat with such scum?’ they asked his disciples.

“When he heard this, Jesus replied, ‘Healthy people don’t need a doctor – sick people do.’”

Matthew 9:10-12, NLT

“As I grew up, I never thought of God as a God of love and grace. Instead he was an eye. The eye in the sky. My dad grew up in a church that had an eye painted on a wall near the youth room. A huge, staring eye. God’s eye. Always watching. Always judging. Underneath the picture, words were painted: Be careful little feet what you do. It was enough to scare the hell out of a kid – literally.”

Jay Bakker, son of Tele-evangelists Jim and Tami Bakker

“Then [Jesus] added, ‘Now go and learn the meaning of this Scripture: “I want you to be merciful; I don’t want your sacrifices.” For I have come to call sinners, not those who think they are already good enough.’”

Matthew 9:13, NLT

“I like your Christ, but I do not like your Christians. Your Christians are so unlike your Christ.”

Mahatma Gandhi, spiritual leader

“Then the King will say to those on his right, ‘Come you who are blessed of My Father, inherit the kingdom prepared for you from the foundation of the world. For I was hungry, and you gave Me something to eat; I was thirsty, and you gave Me something to drink; I was a stranger and you invited Me in; naked and you clothed Me; I was sick, and you visited Me; I was in prison, and you came to Me.’”

“Then the righteous will answer Him, ‘When did we see You hungry, and feed You, or thirsty, and give You something to drink? And when did we see You a stranger, and invite You in, or naked, and cloth You? When did we see You sick, or in prison, and come to You?’

“The King will answer and say to them, ‘Truly I say to you, to the extent that you did it to one of these brothers of Mine, even the least of them, you did it to Me.’”

Matthew 25:34-40, NASB

“No single church can possibly reach everyone. It takes all kinds of churches to reach all kinds of people.”

Rick Warren, pastor and author

CULTURAL TRENDS

Global Mind Change by Willis Harmon _____

Four Challenges to the Present Order

1. The challenge of environmental sustainability
2. The equity and justice challenge
3. Increasing marginalization of people and cultures
4. The world-view challenge

The Next American Spirituality by George Gallup, Jr. _____

“Bad News”

- ☹ Unsettling violence
- ☹ Corruption in leadership
- ☹ Lifestyle gaps
- ☹ Alcohol and drug abuse
- ☹ Poverty
- ☹ Racism
- ☹ Family breakdown
- ☹ Consumerism and materialism

“Good News”

- ☺ A bull-market spirituality
- ☺ A religion of me and thee
- ☺ A hunger for experience
- ☺ A search for roots amid relativism
- ☺ A quest for community

The Bridger Generation by Thom Rainer _____

Bible-based Believers by Generation

<u>Generation</u>	<u>Birth dates</u>	<u>% of Bible-based believers</u>
Builders	1927-1945	65%
Boomers	1946-1964	35%
Busters	1965-1983	16%
Bridgers	1984-Present	4%

OUTSIDERS/CHURCHGOERS PERSPECTIVES

“UnChristian” by David Kinnaman

	[Americans, 16-29 years old]	
	<u>Outsiders</u>	<u>Churchgoers</u>
Antihomosexual	91%	80%
Judgmental	87%	52%
Hypocritical	85%	47%
Old-Fashioned	78%	36%
Too involved in politics	75%	50%
Out of touch with reality	72%	32%
Insensitive to others	70%	29%
Boring	68%	27%
Not accepting of others faults	64%	39%
Confusing	61%	44%

They Like Jesus but not the Church by Dan Kimball

Six Common Perspectives of the Church (by outsiders)

1. The church is an organized religion with a political agenda
2. The church is judgmental and negative
3. The church is dominated by males and oppresses females
4. The church is homophobic
5. The church arrogantly claims all other religions are wrong
6. The church is full of fundamentalists who take the whole Bible literally

THEN, NOW, AND IN THE FUTURE

Topic	Then – 15 Years Ago	Now	Future – 15 Years Out
The Leader	The single leader	The leadership team	Developing a community of leaders
Pastor/Leader Role	Primarily preaching	Leadership development and mobilizing the laity	Building the leadership team and distributing leadership throughout the organization
Teaching Churches	Few in number and general in teaching	Several throughout the country both independent and denominationally affiliated	Many others in the future who will be more specialized in their expertise and teaching
Information	Desire for more information and it was “ <i>pushed</i> ” to the leader	It is “ <i>pulled</i> ” by the leader and customized to their needs or interests	Even more “ <i>pulled</i> ,” filtered and customized to specific needs “ <i>That is exactly what I want</i> ”

Outside Advice	There was a reluctance to ask for outside counsel and it was somewhat generalized	Leaders and churches are more open to outside counsel and it is specialized	Essential and will be customized for specific needs
Models of Ministry and Practice	Single models	Multiple models	Increased number of models and an interest in matching models to specific situations
External Consultants	“ <i>Defined experts</i> ” and usually involved an intervention	Specialized experts and more coaching and knowledge brokering	More interpretation, facilitating, mentoring and experience brokering
Failures	Hidden and not discussed	An openness to discussing and learning from them	More embracing and learning from them
Chief Resources	Money	Time	Knowledge, wisdom, and collaborative learning

Excerpt from *Futuring* by Samuel Chand. Pg 17-18

RIGID, EMERGENT, AND ANARCHIC CHURCH

Anarchic Church: A Table of Values

Rigid Church	Emergent/Conjunctive Church	Anarchic Church
Dictatorial, hierarchical leadership	Devolved, decentralized, resourcing, servant leadership	No leadership
Inflexible service structure, rigid program	Genuinely flexible structure and program	No structure, no program
Vertical communication, leader acts as main mouthpiece, little meaningful communication between people on the ground	Networked communication, much meaningful communication between people on the ground	No effective communication
Knowledge and truth resides in leader	Distributed knowledge, truth resides in the community	No shared knowledge, no agreed truth
Always look to the past for guidance	Future vision and past tradition enlighten present practice	The future is everything, nothing in the past or present is good enough
People herded	People gather freely	People don't want to gather
Leader controls mechanisms of forgiveness, communion, etc.	Devolved, communal responsibility for forgiveness, communion, etc.	No recognized mechanisms for forgiveness, communion, etc.
Sense of belonging from attendance	Sense of belonging from relationships	No sense of belonging
No feedback possible, leadership controls the agenda without consultation	Constant low-level feedback feeds into the agenda, agreed by the community	Feedback is unregulated, agenda veers off in any direction
No change possible	Incremental, ongoing, <i>Kaizen</i> approach to change	Change for change's sake

New Wineskins for a New Generation

by Paul Leavenworth

“The times, they are a changin’ ” wrote Bob Dylan in the 1960s about the cultural changes taking place in America during the Viet Nam war and “hippie” counterculture movement. Just as in the 60s, we are again facing a time of radical change in our culture and our churches.

Darrell Gruder, editor of the book *Missional Church*, states that:

“The obvious fact that what we once regarded as Christendom is now... Post-Christendom and even post-Christian mission field stands in bold contrast today with the apparent lethargy of established traditions in addressing this new situation [of cultural change] both creatively and faithfully.” (p. 7)

Leighton Ford, son-in-law of Billy Graham, has recently stated that “North America is the largest mission field in the English-speaking world. In a real sense, we are back in apostolic times. We are in a missionary situation in our own country.”

Although these changing times are challenging and stressful for church leaders and members, there is a sense that God is up to something. John Kinsley Alley, in his recent book *The Reformation of the Church* states that “God is about to take the church in hand, because we have a date with destiny... (p.41) There is to be a complete new wineskin.” (p. 21)

Jesus spoke of new wineskins in Matthew 9:17. He said, “Neither do men pour new wine into old wineskins. If they do, the skins will burst, the wine will run out and the wineskins will be ruined. No they pour new wine into new wineskins, *and both are preserved.*” (italics mine)

Notice here that when the new wine comes that it is to be poured into new wineskins and that “both are preserved.” Both old and new wineskins are necessary and can be preserved together when God pours out new wine! For this to happen, the old will need to lovingly tolerate the new while it matures over time and the new will need to lovingly respect the old for their faithfulness and wisdom. Both are good and necessary. Both are preserved as the old helps the new to grow into maturity!

Today, there is an old wineskin, new wineskins outpouring taking place in the church in America. God is beginning to pour out new wine and rising up new wineskins. This involves at least ten transitional changes in the church.

1. From Senior Pastor to Equipping Pastor

- Senior Pastor – motivates others to help fulfill personal vision; primary planner, decision maker; primary teacher, preacher; may delegate to compensate for weaknesses or to expands ministry base
- Equipping Pastor – fulfills personal vision by identifying, equipping, releasing, and supporting others to be who God wants them to be and accomplish what God wants them to accomplish

2. From Board to Team

- Board – governance/financial accountability managed through elected/appointed group of church members
- Team – vision/ministry generating through cooperating group of gifted, mature leaders

3. From Building to Community
 - Building – identity and functionality of church is closely tied to a building and physical plant
 - Community – identity and functionality of church is closely tied to relationships and ministries that are jointly valued
4. From Programs to Mentoring/Discipleship
 - Programs – activities that are designed to meet the specific needs of specific people
 - Mentoring/Discipleship – empowering people to become who God wants them to become and do what God wants them to do through accountable relationships
5. From Size to Multiplication/Church Planting
 - Size – health is measured primarily by increase in church attendance
 - Multiplication/Church Planting – health is primarily measured by conversion growth and church planting
6. From Male to Male/Female Partnership
 - Male – church leadership roles are primarily held by men
 - Male/Female – church leadership are held by men and women in partnership
7. From Vocational to Bi-Vocational Ministry
 - Vocational – pastors should be paid full-time ministers whenever possible
 - Bi-Vocational – pastors are bi-vocational to stay engaged in the harvest and have strong lay leadership teams
8. From Mono-Cultural to Multi-Cultural Partnership
 - Mono-Cultural – a congregation is made up of a predominate racial group, age group, and/or socio-economic group of people
 - Multi-cultural – a congregation is made up of diverse racial groups, age groups, and/or socio-economic groups of people
9. From Organization/Denomination to Relationship/Network Allegiance
 - Organization/Denomination – identity, functionality, and loyalties are tied to a central or semi-central organization with some common values and goals
 - Relationship/Network – identity, functionality, and loyalties are tied to close relationships, shared vision, and common ministry tasks
10. From Formal Training to Non/Informal Training
 - Formal Training – church pastors and leaders are trained in traditional models such as Bible colleges and seminaries
 - Non/Informal Training – church pastors and leaders are trained in local/mobile church-based discipleship/leadership programs and/or in mentoring/internship/apprenticeship relational programs

Remember that the purpose of the wine and wineskins are to fulfill the Great Commission (Matthew 28:35-37) in the power of the Spirit (Acts 1:8). The Gospel message always is the same but the way in which it is communicated and the structure for evangelism and discipleship may change as the culture changes.

In this challenging time of change and uncertainty, may we remain faithful to the Gospel of Jesus Christ while we love one another with tolerance for the new and respect for the old that both may be preserved.

If we can do this, God will grant us a place of productivity in the great harvest of salvation that is happening around the world as is beginning to happen in America.

Lord, grant us the privilege of partnering with you and one another in seeing the Gospel “preached in the whole world as a testimony to all nations, and then the end will come.” (Matthew 24:14, NIV)

CHURCH PLANTING MOVEMENTS

10 Elements in Every Church Planting Movement _____

1. **Extraordinary Prayer**
2. **Abundant Evangelism**
3. **Intentional Planting of Reproducing Churches**
4. **The Authority of God’s Word**
5. **Local Leadership**
6. **Lay Leadership**
7. **House Churches**
8. **Churches Planting Churches**
9. **Rapid Reproduction**
10. **Healthy Churches**

RESOURCES

Books _____

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WEB SITES:

www.emergingchurch.info

www.emergentvillage.com