The Legacy of the Builders Generation

Direct democracy

Large boards

"Functional Committees"

Traditional worship and music (which has lost its power in many churches)

Pastor-Centered style

Generational Change

People over 60 experience God in and through institutions

People under 60 experience God in and through relationships

People over 60 like to think and talk together about a need and then do something about it.

People under 60 like to do something about a need and then think and talk together about it.

Many pastors (and lay leaders) under 60 know little about how to nurture an institution for growth and effectiveness.

The flattening of hierarchies means all church polities (including episcopal and presbyterian) are increasingly congregational in polity.

Results of Hub and Spoke

Burn-out

Isolation of congregations from each other;

Isolation of ministers from each other;

Isolation of lay leaders from each other;

"Gassing off" of congregations, clergy and lay leaders.

Roles of Regional Staff In A Network Model

Legal and Moral Representative of the Judicatory

Sacramental role

Identifier and recruiter of talent among ministers and lay leaders

Identifier of creative congregations and programs

Inviter into various groups and relationships

Lineman for the County (Glen Campbell)

Network Possibilities/Building Blocks

Regional Elders

Regional Resource Teams

Clergy Peer Groups

Lay Leader Peer Groups

Affinity Groups (already present for men, women, outdoor ministries)

Dialogues (cultural, generational, theological)

Regional/District/cluster mission projects

Annual Planning Event

Note: **All these require a sophisticated interactive communication system**

Note: ***Not just a matter of redistributing work, but developing relationships!***

The Three Most Important Questions

What time is it? Where am I? What am I doing here?

Remember: All institutions hate change. Anxiety makes everything worse and drives us to our default (which is the modern).