

Thomas Bandy.

'Ideas that could be useful?' Summary

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The paper below is Ross Neville's ideas that he has gleaned from a number of Bandy's books and 4 conference sessions he has been part of with Bandy over the last few years. Books: Christian Chaos, Moving off the Map, Coaching Change, Introducing the Uncommon Lectionary, Kicking Habits

When a word or phrase is in italics it means Bandy has a list of dot points or a more extensive definition somewhere else in his books or seminar notes.

Evaluation systems

Can be used for each congregation:

What type of congregation do you belong to?

Bandy suggests some classifications with significant implications.

Dying, Modern, Chaplaincy or Family Or

Thriving, Post Modern, Program, Adaptive, Breakthrough or Apostolic

Bandy compares *Differences in attitude to Mission, Organisation, worship, system or Nature, desires, needs and leadership* These attitudes can be used to indicate where you are and what your needs may be to change or grow.

Change mechanisms

A congregation can change by some of the following mechanisms:

Change the foundational, functional and formal subsystems

Look for God quakes, Leverage points

3 questions to ask congregations or councils to shift attitudes:

1. What is it about our (congregational) experience of Jesus that this community cannot live without?
2. With our first breath and last penny will it be 'me or mission' (What are our priorities).
3. Are we prepared to lose a few controllers to rescue many seekers?

A Systems approach to growth/change using identified **leverage points** in some of the following subsystems can make change happen.

Bandy suggests to begin change identify the **restless** in the congregation wherever they are in the subsystems: Find out where their **heartburst** (the issues, aspects of the gospel, they are passionate about) is leading them and begin discipling and focusing their mission.

Four of the most potent leverage points are: Disciplining a core group;
adult spiritual growth;
heartburst focused activity;
experiential mission targeted worship.

Three Subsystems that are in all churches that can be worked on: Foundational,
Functional and Formal

It is best to work on the Foundational or aspects of the Functional subsystems first. It is very difficult to introduce growth or change if you begin with the Formal subsystem.

Foundational subsystems:

*Genetic change,
Core leadership,
Organisation*

Functional Subsystems:

*Changing people,
Growing Christians,
Discerning call,
Equipping disciples,
Deploying servants*

Formal Subsystem:

*Property,
Finance,
Communication*

1. Change/Growth in Foundational subsystems

(A) Foundational change in **Core leadership**

Are we training leaders for Church Leadership or mission leadership?
The difference between these two attitudes is critical. We have to be educating for mission not church leadership in the current culture.

Bandy lists the shifts this means for each of:

Pastor/clergy Change from enabling to coaching,
Team, Volunteer leaders, Change from management to ministry
member Change from fundraising to hands on

The common critical Criteria for all roles and positions: Missional attitude, Integrity, Skills and willingness to learn, Able to work in teams

In most congregations there are 3 types of members: Restless (usually about 20% of members), Controllers (20%) In between (60%).

The restless are usually regulars, demonstrate vision, leadership, and are yearning for something better.

Controllers are usually focused on Sunday school, youth programs, family worship, harmony, clergy/professional focused ministry agents.

The church also has many *Meandering dilettantes* (dabblers in religion that don't let it affect their lifestyle) *Lost crusaders* (driven by ideological, philanthropic or dogmatic agendas.) *Roadrunners* People driven by the experience they have had of the Holy.

(B) Foundational change in **Organisation**

The church is an organism not a hierarchical organisation

The church is meant to be an empowering organisation. Bandy lists the differences in Traditional institutions and the servant empowered organisations. Councils of the church should not be managers but spend effort continually defining boundaries, sharing authority, growing leaders, Raising quality, coordinating teams, mission. A servant empowering organisation must work against becoming some form of business model this can mean.

Shift from task groups to cell groups.

Groups focus on a missional purpose not a program need

A team based organisation

(C) Foundational change in **Genetic code**

This is important to help: define boundaries; core business; to enable trust to happen; to be modelled by everyone and everyone to be held accountable.

The DNA or Genetic code changes and continually need regular refining and evaluating at least annually.

Bandy suggests the genetic code of the group be found by determination of:

Core values, Bedrock beliefs, Motivating vision, Key Mission

He suggests tactics that can help these be determined. Large gatherings,

Focus groups,

Interview teams,

market surveys,

listening prayer triads.

The DNA must be embedded in every group and individual. Corporate and cultural addiction will oppose its introduction Shared DNA allows diversity, multi options, multi services, multitrack services

2. Change in Functional subsystem

(A) ***Changing people***

We have to help church people change from a membership attitude to a mission attitude.

Shift from leaders in an institution to spiritual mentors.

Shift from Conflict resolution to control intervention.

Shift from good theology to experiential Christology.

Shift from top down to bottom up organisation.

Change can happen through a more effective Faith formation process by coaching mentoring and cell groups.

Growth then happens through: relationships, disciplining, focusing on mission purpose and people experiencing the 'Touch of the Holy'. Bandy lists the 8 faces of Jesus Christ that people can experience. (Jesus the healer, Jesus the promise keeper, Jesus the spiritual guide, Cosmic Christ new beginnings, Christ the vindicator; Christ perfectly human; Christ the creator, Jesus the multicultural person.)

Bandy calls these small groups/cells Monastic movements or Pilgrim people because they are people becoming spiritual entrepreneurs.

(B) Discerning Call

Align God's mission and Our mission

What is the purpose of: God for the world, Your church, Your Team, Your personal mission. Each of these purposes if they are not aligned can mean a: *Different approach to membership, to visitors, to new believers, to pagans (non believers)*

Bandy categorises church people as: *Spiritual dilettantes, Flaky fringe, Rationally reserved, seriously experimenting, Radically committed, seekers*

It is important for each person to do some Spiritual mapping.
Discerning their ability, their Christology, their gifts, their heartburst.

For mission and call to be effective we must understand society today.
Bandy suggests western society and its people can be identified in three broad groups based on their backgrounds.

*Institutional church
People with Christian memory,
Spiritually yearning Institutionally alienated*

These groups each have different needs.

(C) Growing Christians

We are an experienced based culture not a reading based culture

Growth therefore occurs best through discipleship methods based on: *an experience of the Holy; membership of discovery groups; having a mentor; finding and belonging to mission team called for a common purpose; equipped by the congregation; sent by the church body*

Groups are living cells (they must die to multiply)

Generally there are 3 types Discovery, Destiny, Mission

Discipleship occurs through an effective Faith formation process:

People are changed because they have an experience of the Holy

They grow in God through small groups.

They are provided with a mentor and/or coach.

They discover their gifts and ministry area.

They are called by God into mission.

Equipped by the church.

Sent out in a mission team

(D) *Equipping disciple*

Train in missiology methods. Bandy suggests methods appropriate for today are:

Listening,
Lurking,
Prayer triads
Skills training,
Learning team principles

Understand what the public post moderns are asking,

Eg *What is reality, Living with Paradox, Yearning for purpose and meaning*
(all of these are really questions about religion)

Understand what the public post moderns are anxious about: eg: *fate & death, guilt & condemnation, meaninglessness & emptiness*)

Spiritual mapping of each believer is an integral part of identifying their call,

Developing a talisman (Symbol) is important and significant for the post modern believer.

Study

Visit emerging Communities of faith;

thriving, post modern, program, adaptive, breakthrough, apostolic

Mission field areas today can be: *Geographic, Demographic, lifestyle, affinity*

Evangelism today is different and is based on:

A Christ centred life,
lifestyle authenticity,
guidance through ambiguity,
accountability,
mobile spirituality.

There are different styles of evangelism: Worship, workplace, recreational, Intervention, Crisis, life cycle

(E) *Send*

Place in a mission team each individual with others who have the same heartburst or others who have a call to support.

3. Change in Formal subsystem

(A) Communication

A change in style is not a change in purpose

Designing worship for mission means a change in (*Style, Tactics, Content*)

Bandy suggests four styles of service that can communicate to those outside the church: *Healing, Topical, Cherishing, Celebrational*)

Helping people understand they can experience possible eight forms of Jesus Christ and what that means for them as a body of believers: Jesus the healer, Jesus the promise keeper, Jesus the spiritual guide, Cosmic Christ new beginnings, Christ the vindicator; Christ perfectly human; Christ the creator, Jesus the multicultural person. How do they communicate these experiences?

The Uncommon lectionary is based around team leadership and relating the bible to the everyday and is an attempt to help the service themes and message be more post modern.

It has two cycles each of 52 weeks: *Seeker cycle*, synchronised with the calendar year of public events and holidays, *Common bible stories*. *Disciple cycle* synchronised with public institutions, five story lines each of 8-10 weeks eg Jesus' purpose, Christians mission.....

Each person must be able to talk about in common language The Jesus experience that would encourage another person to change the way they are living their life

(B) Property

Property is actually a tactic, tool for the church and is not actually an essential part of the gospel and mission.

There are essentially 3 key spaces in property:

- A Worship centre (large, no fixed seats, power points, wireless internet);

- A childcare centre/nursery;

- A food court with multiple food outlets

Transformational stages that Bandy suggests best follow in sequence

- 1 Building a shared Vision The genetic code**
- 2 Building a larger, deeper congregational spirituality. Diversify worship, develop adult faith formation, build leaders**
- 3 Re-define leadership Clergy become coaches laity become futurers and performers**
- 4 Streamline the organisation Accountability is based on the genetic code task groups to cell groups and teams.**
- 5 Birth and rebirth the system. Multi track worship, diversify and equip new leaders, unify evangelism and social action**

Some churches will close, some will turn around, some will plant new churches, larger parishes can form a number of new congregations.