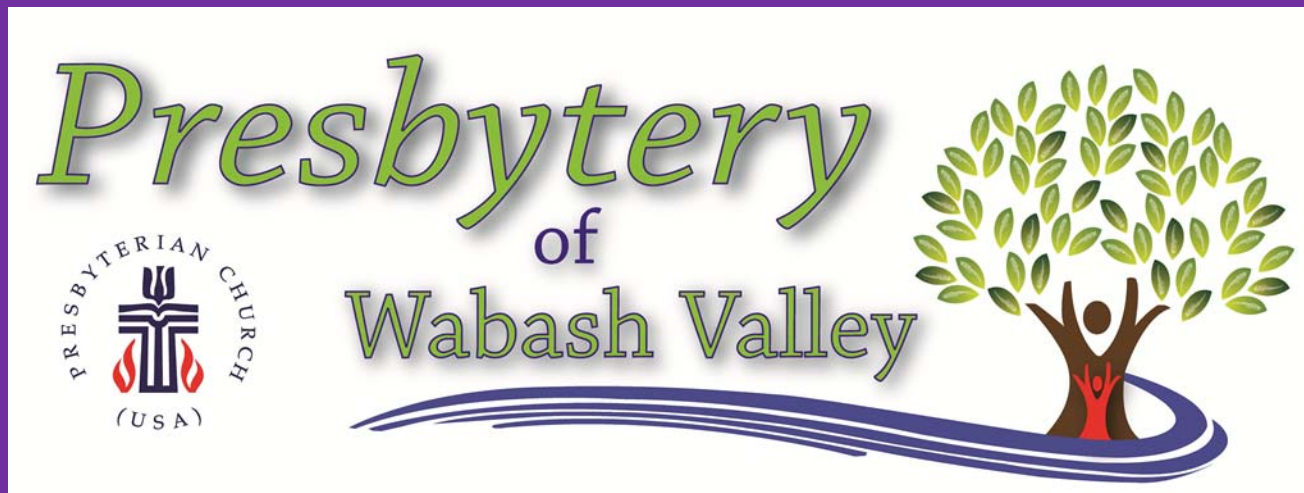
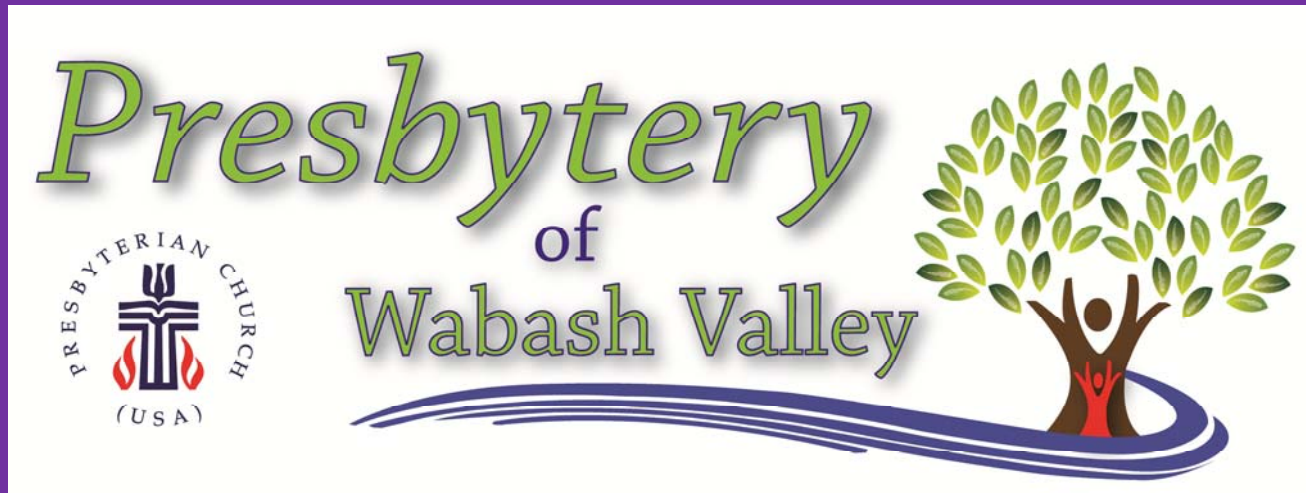


Good Morning!

This is COM and CPM Training

Jan Edmiston
jan.edmiston@pcusa.org





We seek to “awaken, enliven and enhance our
worshiping communities” by walking with our
congregations

“Elevating the discernment process”



The 21st Century Church 101

**1950s
Church**

**21st Century
Church**

First Grade 1950



First Grade 2017





Grocery Store 1911

Mariano's in Greektown 2013

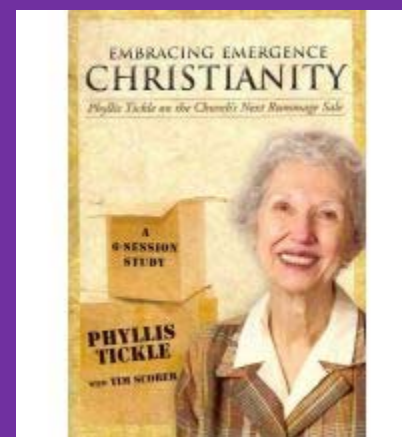








About every
500 years, the
church has a
rummage sale



Phyllis Tickle
Historian & Episcopal
Lay Leader





foto: peter schmelzle 2008

original upload to wikipedia commons



foto: peter schmelzle 2008
original upload to wikipedia commons

~4 BCE – Birth of Jesus the Messiah

476 – Fall of Rome

1054 – The Great Schism

1517 – The Great Reformation

~2000 – The Great Emergence?

Cultural Shifts

MODERNITY (17th - 20th Century)

- Westernization
- Print Culture
- National, Industrial-Based Economies
- Science versus Religion

POST-MODERNITY (late 20th – 21st Century)

- Globalization
- E-based Culture
- International, Information-Based, Consumer Driven Economies
- Convergence of Science and Religion

Cultural Shifts in The Church

Modern Era

- Outreach to unchurched/previously churched
- “*Come*” mentality
- We *GO* to church

Postmodern Era

- Outreach to spiritually curious but have never been part of the church
- “*Go out*” mentality
- We ARE the church

More Cultural Shifts in The Church

Modern Era

- Members support the Institutions
- Missionaries focus on foreign countries
- Social/civic incentives to being a church member

Post-Modern Era

- Institutions support the members
- Local coffee shop/office is the mission field
- Few social/civic incentives

Questions to ask
ourselves
as church leaders

Why Do We
Exist?

Are we here for
ourselves? The world?
Both?

Questions to Ask Ourselves as Church Leaders

Are we
most interested in
pleasing ourselves
or God?

Are we more
afraid of God
or the
congregation?

Why Do We Exist?

A: To transform the world
for good in the name of
Jesus Christ

Are we here for ourselves?

The world? Both?

A: Probably both – but which is
dominant?

Questions to Ask Ourselves as Church Leaders

Are we
most interested in
pleasing ourselves or
God?

A: Increasingly God

Are we more
afraid
of God or the
congregation?

A: Increasingly God



Attendance

Building

Cash

The image features a vertical stack of three wooden alphabet blocks on the left side. The top block is red with a white letter 'A', the middle block is yellow with a white letter 'B', and the bottom block is blue with a white letter 'C'. A large, bright red 'X' is superimposed over the center of the image, crossing out the word 'Building'. The background is a solid purple color. The words 'Attendance', 'Building', and 'Cash' are written in white text on the right side of the image.

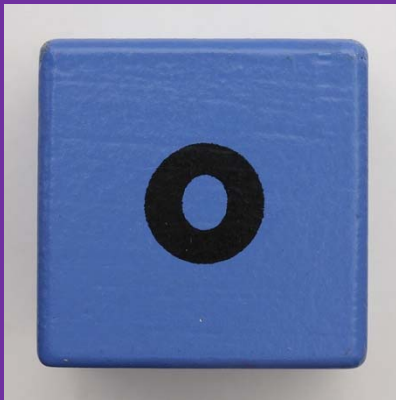
Attendance

~~Building~~

Cash



Neighbors



Organization



Paradigm Shift



Meet the Neighbors



Rethink Your Organization





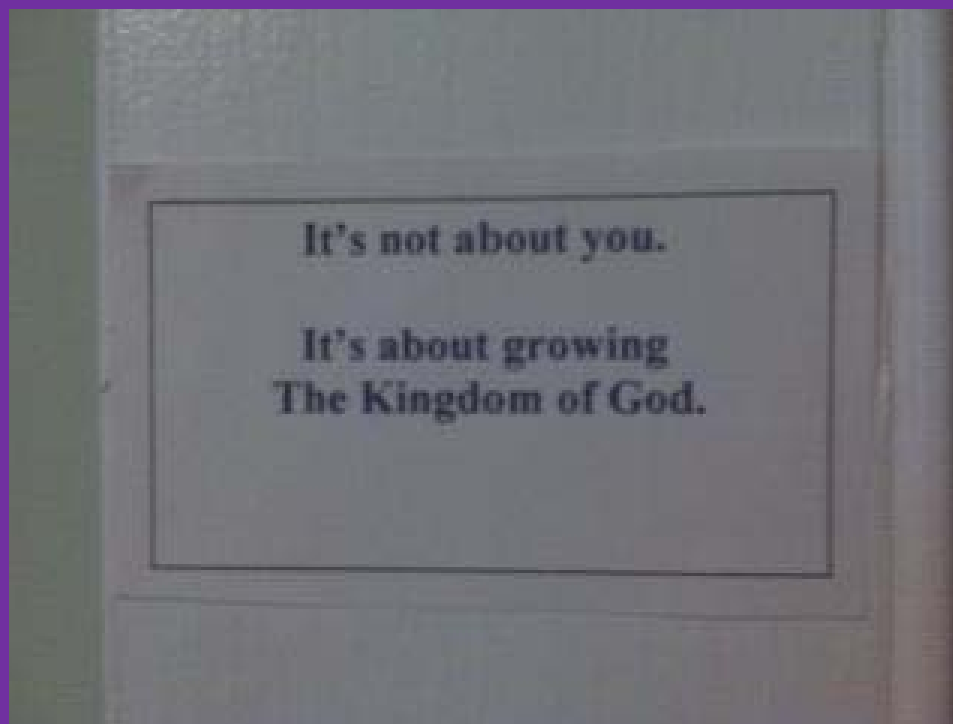
Paradigm Shifts (or Cultural Shifts)

- How congregations take meals to new parents
- How people dress for worship
(Is it okay to bring coffee into the sanctuary?)
- How we nominate and elect leaders
- How we discern our next pastoral leader
- How sermons are preached
- How we do mission

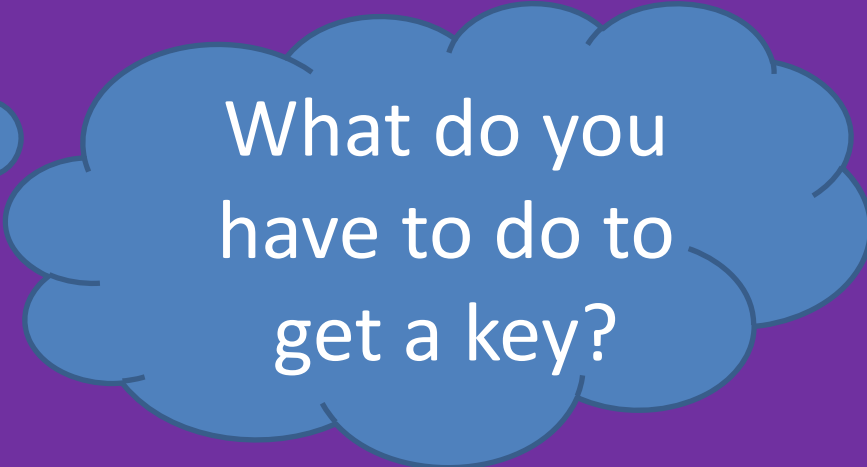
Is our church about pleasing me/my tastes in worship, etc.

Or

Is our church about reaching out to those who are not yet with us?



Is our culture
permission-giving or
do leaders see
themselves as
gatekeepers? •



What do you
have to do to
get a key?



How many hoops does someone
have to jump through
to start something new?



Stuff Church People Love & might worship more than God



A Little Quiz

aka *The Church Addiction Test*
by Tom Bandy

True or False:

Youth are not the future of our Church



TRUE



Transformed Adults between Ages 20 -40 are the future of the church.

True or False:

- “Merely friendly churches” are the dinosaurs of the 21st century
- Accepting whatever volunteers offer is NOT good enough



Most people don't listen to organ music throughout the week

True, True, True, & True

- The new species are churches that offer multiple opportunities for intimacy
- God expects (and deserves) excellence
- Most people listen to non-classical music (percussion, guitar, drums, small group ensembles get people's attention)

True or False?

- It is not only the pastor's job to visit hospitals.
- Elders have no business running the church.
- Church membership is unimportant.



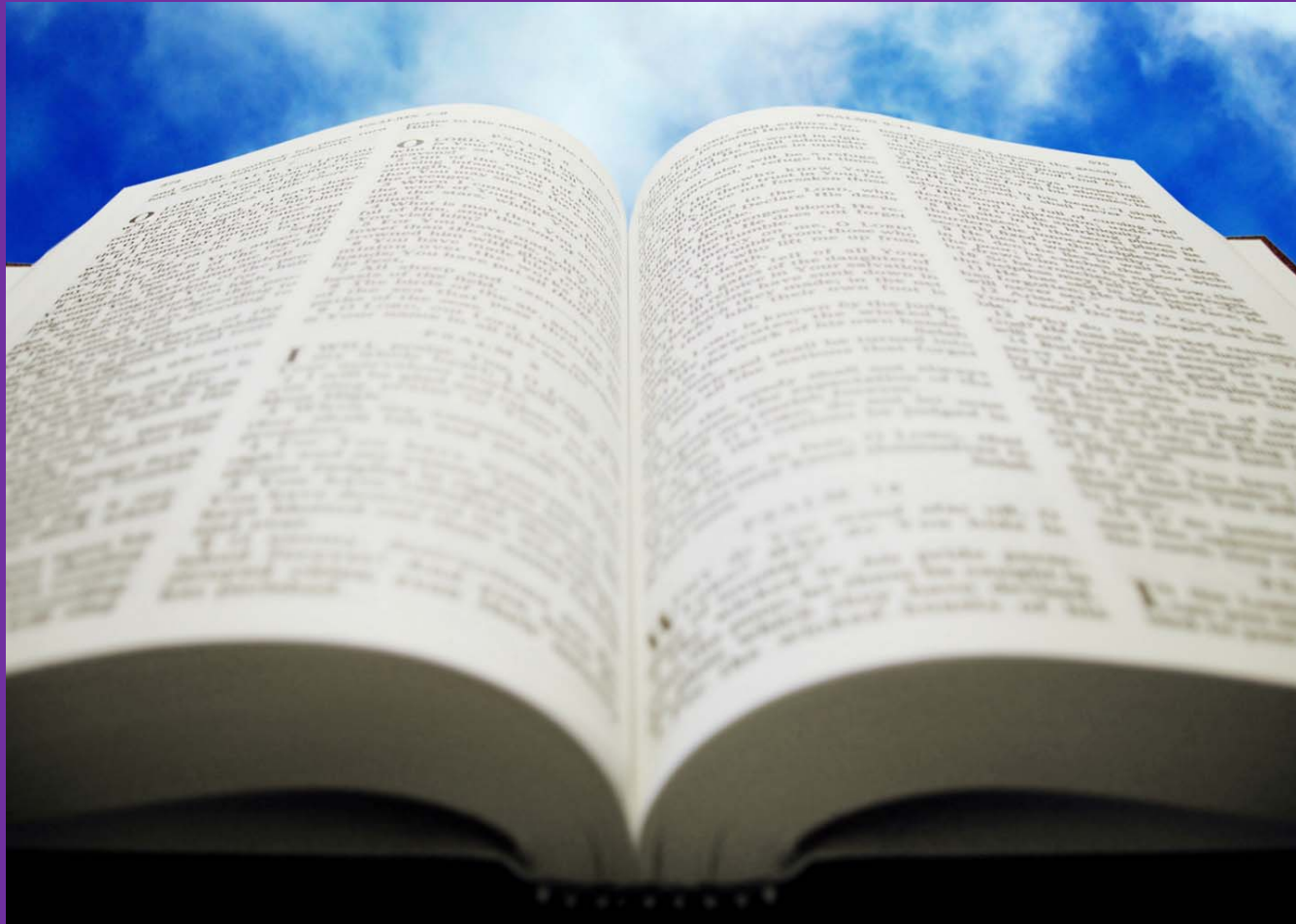
(Yikes!) True, True, True

It is the Pastor's job to train other leaders
to do pastoral care.

It is the Ruling Elder's job to do ministry
beyond management

Participation in any aspect of congregational
life and mission is everything.

Three Essential Bible Passages for the 21st Century Church



Matthew 28: 18-19

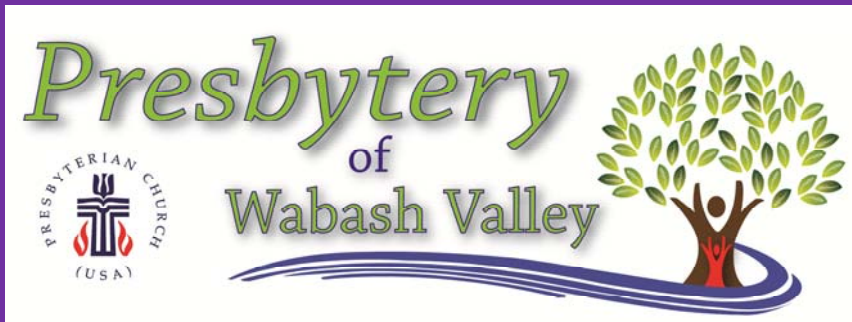


Ephesians 4:11-13



1 Peter 5:1-4





COM: We seek to “awaken, enliven and enhance our worshiping communities” by walking with our congregations when new ministries are celebrated, when pastoral leadership transitions occur and all the times in between.

CPM: “Elevating the discernment process” supporting, guiding, and praying for our Inquirer/Candidate/CRE members under care

Questions?

COM Basics:

- Serve as pastor and counselor to pastors, CREs, Educators
- Advise sessions, approve or dissolve calls on behalf of the presbytery.
- Appoint and approve ordination and installation commissions
- Facilitate relationships between congregations, ministers, educators and presbytery



- Visit congregations regularly consulting with ministers & sessions
- Counsel congregations without pastoral leaders and encourage creative ways to share pastoral leadership; approve appropriate preachers for limited pulpit supply.
- Validate pastoral work of ministers for pastoral positions not directly serving a congregation.



- Mediate difficulties when possible and expedient, promoting peace and harmony of the churches





- Approve acceptance and dismissal of minister members with other presbyteries and denominations
- Report annually to the Assembly the type of work in which each minister of the presbytery is engaged and release from ministry those who request it or do not engage in validated ministry for more than three years.
- Appoint moderators for congregations without pastors or when requested

- Implement equal opportunity for ministers and candidates
- Recommend trained lay pastors for commissioning by Presbytery to pastoral leadership supervised by ordained pastors.
- Report all actions it takes as a commission to the Assembly

CPM Basics:

- Handle the documentation that is required to track an individual through the process of becoming an Inquirer, moving to Candidate, and accepting a call for ordination.
- Guide those seeking training to be Commissioned Ruling Elders (CRE)
- Serve as supporters and gatekeepers to ensure that those under care receive the best preparation possible.



What's working well?

What could we be doing better?

What are we leaving out?

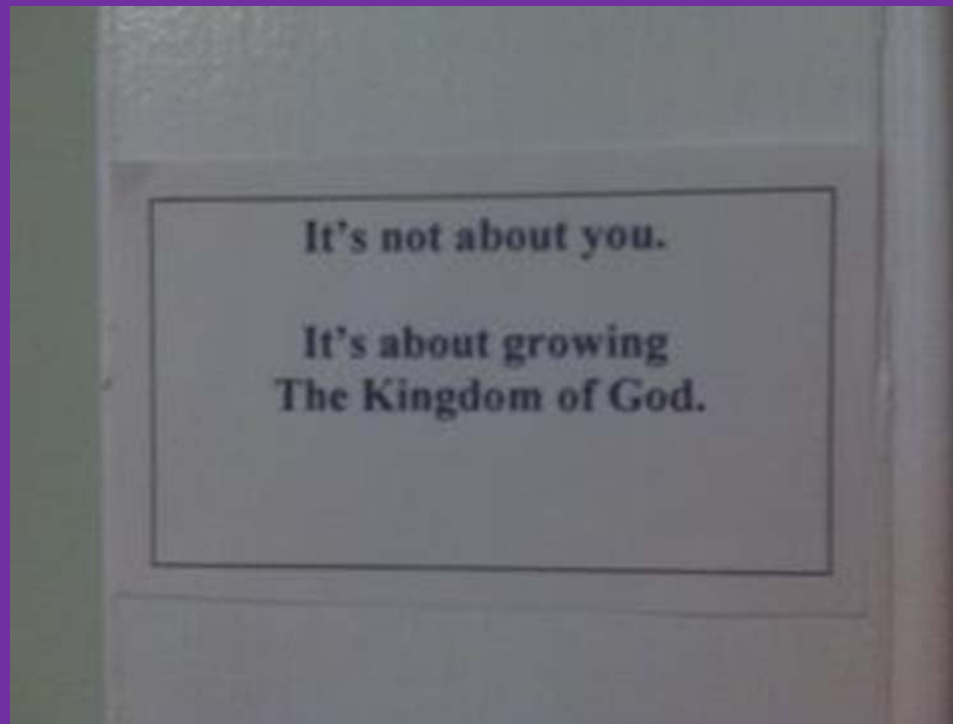
Dreams?

Questions I Wish Would Be Asked in Church Interviews



1. What Impresses You About a Congregation or a Pastor?
2. What do you not want me/us to know about you?
3. How have your leadership skills changed to better serve the 21st Century Church (if you are the potential pastor) or (if you are the search committee) how is your church's organizational structure and culture different than it was 10-20 years ago?

Authentic Relationships Information Sharing Humility



Let's Talk