

Presbytery of Florida
COMMITTEE ON CONGREGATIONAL REVITALIZATION

REVITALIZATION TOOLBOX

CCR wants every congregation to know that **you are not alone!** We are honored to partner with you as we journey together toward greater wholeness and vitality as the Body of Christ in the Presbytery of Florida. This toolbox of resources may be a great starting place for exploring revitalization within your congregation. What is offered here is certainly not exhaustive, but we do hope and pray it is helpful.

EVALUATIVE RESOURCES CURRENTLY USED IN FLORIDA PRESBYTERY

- **Holy Cow! Consulting** – Congregational assessment with a presbytery consultant. (Greatly reduced fee when used through CCR.)
- **MissionInsite** – Community demographic assessment with a consultant from MissionInsite (Free use for our congregations.)

ONLINE REVITALIZATION RESOURCES

- **Appreciative Inquiry** - <https://appreciativeinquiry.champlain.edu/learn/appreciative-inquiry-introduction> A method of inquiry and assessment that begins with what is right in a congregation. (Trained consultants are required.)
- **Board of Pensions PC(USA)** – www.pensions.org
 - *Healthy Pastors, Healthy Congregations* - The Healthy Pastors, Healthy Congregations program restores the financial health and wholeness of Presbyterian Church (U.S.A.) pastors so they may revitalize their congregations.
 - *Pathways to Renewal* - offers qualifying congregations a significant dues reduction on new calls to ministers of the Word and Sacrament
- **Church Innovations** – www.churchinnovations.org – CI partners with churches to innovate their capacities to be renewed in God’s mission, discerning what God is up to in your church community and neighborhood.
- **Congregational Consulting (formerly Alban Institute)** – www.congregationalconsulting.org Lots of valuable information about revitalization, church growth, leadership renewal.
- **CongregationU** – www.congregationu.com - provides online training on the practical aspects of church life, from risk management to human resources to overall health and wellness.
- **Union Presbyterian Seminary (Richmond, VA)** – www.upsem.edu
 - *Leadership Institute* – offers online (and when possible, in person) classes on Bible, administration, polity, theology, and pastoral care

- **Duke University** – www.duke.edu
- *Faith and Leadership* - A learning resource for Christian leaders and their institutions from Leadership Education at Duke Divinity
- **Fresh Expressions** – www.freshexpressionsus.org – From the United Methodist Church, FE addresses changing culture, with an eye toward mission and evangelism primarily for those who are not yet part of any church.
- **Kaleidoscope Institute** – www.kscopeinstitute.org – From the Episcopal Church, KI trains leaders to create gracious space for courageous conversation and consulting to heal and transform local organizations.
- **Texas Presbyterian Foundation** – www.tpf.org – offers a host of downloadable resources related to finances
- **Theocademy** – www.theocademy.com - a series of videos on a variety of church leadership/faith formation topics, developed by Synod of Mid-America.
- **Vital Smarts** – www.vitalsmarts.com – Helps leaders (not specifically church-focused) become more effective by turning proven behavioral science principles into learnable, repeatable skills delivered through exceptional learning experiences.

BOOKS AND PRINTED RESOURCES

*All of these resources are available through Amazon.com.
This, however, is not an endorsement of Amazon.com.*

- ***A Change of Pastors and How it Affects Change in the Congregation*** – Loren B. Mead
Mead shares the wisdom he gained from 35 years of studying congregations, wisdom that he hopes will allow congregations to take full advantage of this “extraordinarily pregnant moment” during which incredible congregational change can happen.
- ***A Door Set Open: Grounding Change in Mission and Hope*** – Peter L. Steinke
We resist change less when we associate it with mission and fortify it with hope. Steinke explores the relationship between the challenges of change and our own responses to new ideas and experiences.
- ***Becoming a Blessed Church*** – N. Graham Standish
This book provides guidance to discern God’s purpose and the path God is calling your congregation to walk. This book will help you find Christ in your midst and become aware of the many ways the blessings of God’s Spirit flow through your congregation.
- ***Canoeing the Mountains – Christian Leadership in Unchartered Territory*** – Tod Bolsinger
Drawing from his extensive experience as a pastor and consultant, Tod Bolsinger brings decades of expertise in guiding churches and organizations through uncharted territory. He offers a combination of illuminating insights and practical tools to help you reimagine what effective leadership looks like in our rapidly changing world. If you're going to scale the mountains of ministry, you need to leave behind canoes and find new navigational tools.

- ***Congregational Leadership in Anxious Times*** – Paul L. Steinke
Anxious times hold not only the potential for loss but also for creation, important learnings, and changes that will strengthen the congregation. With this new book, internationally respected consultant Peter Steinke goes deeper into the requirements of effective congregational leadership. Born from the wisdom of Steinke's distinguished career, this new volume will both enlighten and embolden leaders. Steinke inspires courage in leaders to maintain the course, unearth secrets, resist sabotage, withstand fury, and overcome timidity or doubts.
- ***Everywhere You Look: Discovering the Church Right Where You Are*** – Tim Soerens
The emerging generation is opting out of the church in large numbers. Soerens sees this as an extraordinary opportunity: the church, he says, is on the edge of a new possibility at the very moment so much of it feels like it's falling apart. In his extensive travels in all kinds of neighborhoods, Soerens has seen the beginnings of this movement firsthand, and lays out practical, actionable steps for building collaborative communities in any neighborhood.
- ***Five Practices of Fruitful Congregations*** – Robert Schnase
Over the past ten years, thousands of church leaders have successfully transformed congregations with the principles from the original *Five Practices*: Radical Hospitality, Passionate Worship, Intentional Faith Development, Risk-Taking Mission and Service, and Extravagant Generosity. However, much has changed in the world and the Church. Leaders have discovered new ways to implement the *Five Practices* in settings that were not imagined when the original book was released.
- ***Gathered and Scattered Church, Equipping Believers for the 21st Century*** – Edward H. Hammett
Hammett takes seriously the issue that we are now living and serving in a secular culture. The message of Christ can penetrate the world when Christians learn to be and do church both inside and outside the walls of the church. He offers suggestions about understanding, activating, and evaluating the church and how we can equip believers for effective ministry in the 21st century.
- ***Healthy Congregations, A Systems Approach*** – Peter L. Steinke
Steinke takes readers into a deeper exploration of the congregation as an emotional system. He outlines the factors that put congregations at risk for anxiety and conflict. Learn ten principles of health, how congregations can adopt new ways of dealing with stress and anxiety, as well as how spiritually and emotionally healthy leaders influence the emotional system.
- ***Holy Conversations - Strategic Planning as a Spiritual Practice*** – Gil Rendle
Popular Alban consultants and authors Gil Rendle and Alice Mann cast planning as a “holy conversation,” a congregational discernment process about three critical questions: Who are we? What has God called us to do or be? Who is our neighbor? Rendle and Mann equip congregational leaders with a broad and creative range of ideas, pathways, processes, and tools for planning. By choosing the resources that best suit their needs and context, congregations will shape their own strengthening, transforming, holy conversation. They will find a path that is faithful to their identity and their relationship with God.

- ***Igniting Passion in Your Church*** – Steve Ayers
Ayers relates the Christian experience to a courtship and marriage. His writing and ideas are in harmony with Scripture and every principle found in this book, traces its origin back to the Bible. In this presentation, the author has reduced the spiritual passion that all believers were created to enjoy into simple illustrations.
- ***Imagining the Small Church - Celebrating a Simpler Path*** – Steve Willis
This book bears witness to what God is doing in small churches. Steve Willis tells stories from the small churches he has pastored in rural, town, and urban settings and dares to imagine that their way of being has something to teach all churches in this time of change in the American Christian Church.
- ***Making Your Church More Inviting*** – Roy M. Oswald
This contains fifteen sessions designed to help clergy or lay leaders guide committees or study groups through a dynamic exploration of their congregation's IQ (invitation quotient). Discover how well you invite, welcome, and incorporate new members. As participants uncover the inviting elements of your church, they develop a personal witness style that emerges comfortably from their individual gifts.
- ***Neighborhood Church – Transforming Your Congregation into a Powerhouse for Mission***
– Krin Van Tatenhove & Rob Mueller
The abandonment of the church by the millennial generation is ubiquitous; no denomination is escaping it. This is, in part, a consequence of disconnection from our communities. Van Tatenhove and Mueller believe that, parish by parish, we can reverse this trend. They dare to have an audacious hope for local congregations not only as signs of God's kingdom but as life-giving institutions that anchor their neighborhoods.
- ***Owl Sight – Evidence-based Discernment and the Promise of Organizational Intelligence for Ministry*** – J. Russell Crabtree
Crabtree identifies a missing component in congregations and names it organizational intelligence. In spite of the fact that leaders and members may be immersed in the life of their church, they typically have little clarity regarding how people are experiencing the church overall, their hopes for the future, or the patterns of thinking and behavior, unique to their congregation, that must be addressed to realize their vision.
- ***Raising More than Money – Redefining Generosity, Reflecting God's Heart*** – Doug M. Carter
Carter shows how to teach givers to participate in ministry with their gifts and offerings. Using examples from EQUIP and from EQUIP partners who have successfully used these principles in their churches and ministries, Doug shows the reader how to build relationships into stewardship and then create partnerships for ministry.
- ***Transforming Congregational Culture*** – Anthony Robinson
Robinson prescribes concrete changes in the practice of ministry that have been tried, tested, and lived out to great success. At the heart of his framework for church renewal is what he calls "cultural change." According to Robinson, technical or programmatic change is not sufficient to address the needs of the day. He argues for changing the very culture of mainline congregations, which involves recognizing and fostering their particular gifts and genius rather than trying to remake them into something they are not.

- ***Turnaround Church: The Inspiration and Tools for Life-Sustaining Change*** – Mary Louise Gifford
 People in dying churches will find assurance that they are still a part of the body of Christ. Clergy serving these struggling churches will discover tools and resources to help them guide change. Judicatory leaders will appreciate an inspiring story they can tell about a church that turned around in spite of the odds. While not a prescription for all churches, is a call to make long-lasting, life-sustaining changes.

- ***Twelve Dynamic Shifts for Transforming Your Church*** – E. Stanley Ott
 Arguing that the crisis in the church today is due to a loss of personal spirituality and congregational vitality, Ott challenges pastors and church leaders to adjust the style of their ministries to attract new people while continuing to encourage current members. He examines the characteristics of the "traditional" church, extols the features of the new "transformational" church, and lays out inspiring yet practical proposals to help congregations make the transition from traditional to transformational.

OLDER BUT STILL GREAT INFORMATION

- ***Effective Church Series: The Vital Congregation*** – Herb Miller
 A vital church helps people: Form a spiritual connection with God, Form a loving connection with other people, Form a committed connection to great causes.

- ***Making the Small Church Effective*** – Carl S. Dudley
 Dudley offers helpful resources, practical exercises, and tested and reshaped tools to highlight and affirm the admirable internal strengths and gifts that small churches uniquely possess.

- ***Natural Church Development*** – Christian A. Schwarz
 Schwarz uses the illustration of a barrel with eight staves to symbolize the eight quality characteristics. The barrel can only hold water to the height of the lowest stave. So too, Schwarz argues, a church can only grow as far as their 'Minimum factor,' which is the lowest of the eight quality characteristics in their church. He challenges churches to resist the temptation to work on improving areas in which they already excel, for by doing this they do not increase their minimum factor or their church quality.

- ***The In-Between Church*** – Alice Mann
 Often, congregations experiencing size change do not recognize the need to change culture and form as part of the successful adaptation process. Mann details the adjustments in attitude—as well as practice—that are necessary to support successful size change. Mann draws on her lengthy experience in helping congregations deal with the hurdles and anxieties of expansion or contraction in size.

- ***The Once and Future Church*** – Loren B. Mead
 Mead takes a broad look at past and present changes in the church, and postulates a future to which those changes are calling us. Denominations, once structured to deliver resources to far-off lands of foreign mission, now encounter the mission field in the layperson's

workplace and the community surrounding the local congregation. Thus, the church is called to reinvention for this new mission frontier