**Tactical Teams-Transformation to New Church**

**October 30, 2020**

**Zoom Meeting**

**People Present: Terrell McTyer, Craig Walls, Jarrett Banks, D. Marie Tribble, Carla Leon, Courtney Armento, Mary Beth Becker**

**Video Playback:** <https://youtu.be/h3W0hYEHixo>

* Introductions
  + Craig Walls-Advisor with Disciples Church Extension Fund/Planter
  + Jarrett Banks-Planter
  + D. Marie Tribble-Planter
  + Carla Leon-United Church of Canada
  + Courtney Armento-Transformational Pastor
  + Mary Beth Becker-Chairperson for New Church and Evangelism in Oklahoma region.
* Feedback from New Church Summit
  + Carla-Felt it was great and she has been able to meet and speak with Courtney.
  + Jarrett-Importance of having a 501C3 that parallels the New Church, the funding to make it sustainable and to do the work that New Church needs to do in the communities they are serving.
  + D. Marie Tribble-Great stepping stone out of the previous Leadership Academy and being exposed to the things that she learned in the start track from that.
  + Courtney-Good to see she was already aligning with the disrupter philosophy. Already had that perspective from Leadership Academy. The other thing that resented beside meeting new people, there were things that were gnawing at her that were missing from the conversation. There are huge gaps and there needs to be more preparation to get people set up for success.
* Terrell talked about the purpose of the Tactical Teams.
* Plan to meet for the next 6 months.
* Plan to meet next spring either in person or virtually.
* Will be using Human Design Thinking Methodology and modeling after TryTank.
  + Insights
  + Idea Formulation
  + Try
* Terrell asked why New Church is important to you?
  + Craig-It has been a large part of his own ministry. Feels the best opportunity to make new disciples and to grow the church is through New Church. New Church has the ability to transform people’s lives a little bit different than established churches.
  + Mary Beth-New Church will help us reach people that we wouldn’t normally reach. These meetings are important because they are reframing the way that she sees church altogether.
  + D. Marie-Feels like established churches are missing people and we have become comfortable with missing people. So when someone new comes to this we then we create a new seat at the table.
  + Courtney-Feels it is important to be liberated. People were just coming to church to check a box and there was no connection to each other. Established churches can become closed communities and we are missing people. There are people needing something different and this helps to bridge the gaps for the people living in our communities. A whole new way to be relational and be God’s hands and feet and gives us life.
  + Jarrett-Following Jesus and being a disciples and when they asked Jesus how to do that and he mentioned the greatest commandment, love your God and your neighbor, but it has been his experience that if you took a poll, love your neighbor wouldn’t even make the list. Talked about moving from proclamation to demonstration.
  + Carla- “For me with 'transformation' as the theme - I feel as though new church is going to be a grandparenting model of church planting in the same place as where communities of faith are closing/composting. And the other idea for transformation is that communities of faith experimenting and doing fresh expressions is really a new church within the church. Only this way will transform the neighborhoods that we want to see.”
* Terrell asked why did you choose this Tactical Team?
  + D. Marie-Chose because she is currently the pastor of an established 125 year old congregation, even though she is focused on New Church, the concept of planting a new church for them is very scary. Transformation helps them hold on to the concept that they are not dying. Allows a way to create a marriage between her New Church work and her Transformation work.
  + Jarrett-Talked about how all of his work now is being funded by a church that started in 1980 and how they gave their money to the Great River Region and how there are a lot of churches that are in that same circumstance. He said his new way of doing church is an expression that allows established churches to transform and be viable.
  + Terrell-Talked about how this group is great because there are many that have established church experience, while also being the heart of a new church.
  + Craig-Terrell asked him to be on this team, but while he has the New Church background, his current role with DCEF, he works with congregations that are struggling or are trying to figure out how to move forward. Does some transformation work with congregations to let them see how to vision their future.
  + Carla-“ I just became the co-chair of my community of faith, and it is very similar to Courtney's experience. I'm learning how to transform the community of faith as a lay leader, and have been rallying my co-conspirators. It isn't that they aren't yearning for transformation, they just don't know what it looks like. My experience in transformation has been as a coach / consultant, and I'm now wearing a new hat which is something I'm seeking to learn from this taskforce. Hoping to create resources for lay leadership to create this change for the denomination nationally.”
  + Courtney-Talked about her corporate background is in hospitability and accounting management. Said she didn’t grow up in the church. Talked about streamlining processes, troubleshooting problems, risk management and process strategies are ingrained in her. As a transformation pastor it was incredibly painful and she felt she was ill-equipped and if others are going through that then she feels that is problematic. There are bullies in the church and pastors aren’t equipped to handle that. So asked how can we equip pastors to handle these thing including finance and budget, practical practices that they should all have knowledge of. There should be a process. There needs to be unity on the essentials while also allowing churches to be free and different. Having someone to journey with when transforming a church is so helpful. Carla added in the chat “Literally working through a dysfunctional team right now as well at the congregational level, and thank goodness I have a co-chair who has signed up to co-conspire with me!”
  + Mary Beth-The idea of transformation is so important at whatever level. It will help us not create the same thing all over again in a new church. Will open up new pathways.
  + D. Marie-Talked about how she has a congregation that wants to look into doing something new, but what does that look like? What is the first step and what should we be doing? Talked about how it would be good to have resources like that to know you aren’t alone.
  + Terrell-Talked about how Transformation viewed New Church as an antagonist. They are viewed as enemies and that doesn’t make sense to him. Much like how it doesn’t make sense that a grandparent would hate their grandchild. There is an interdependence there that they need to know on a deeper level. Growth and change are necessary. There is the need to focus on the great commission and then the first commission and first commandment, which is be fruitful and multiply. Is this entity fruitful? We need to be multiplying.
* Terrell talked about writing a vision statement, then doing a SWOT analysis and then a gap analysis. Next goals, objectives, tasks and timelines will be developed. Need to think about who the stakeholders are and then can go into formulation of ideas that we will try.
* Terrell asked, where do you see this work in about 5 years from now?
  + Mary Beth-Loves the idea of demonstrating as opposed to proclamation along with the closed community because you keep doing things the same way and it eventually doesn’t work. Terrell elaborated that this is a way for transformation to be a model for the church. Transformation in 5 years could be a demonstration of how things could go, Mary Beth emphasized, to lead in a new way.
  + D. Marie-This needs to be a part of the standard, we need to be forward thinking and this is part of the life cycle of every church. This is the multiplying section of it as well. All of our churches need to know that we are at the point where we need to transform into something else.
  + Craig-He struggles with the word transform because Jesus didn’t say transform, he said to go die. Not sure if we ever do transform, that is why New Church is so important. New Church has to show how we can do something new. He hasn’t seen transformation play out well in Disciples of Christ.
  + Carla-Talked about how when a church dies it is the grandparenting model. Talked about how the United Church of Canada has seen a bigger decline in belief in the US and how many in the institution believe that they are at Easter Sunday in the story, the church is dead and they just don’t know it. Others believe they are past Easter. 30% of the church are transforming or have transformed. So now feel they are closer to Pentecost. Craig reflected that he likes that thought a lot and he feels like perhaps there needs to be a revival moment. Courtney provided a quote from Norman Mailer “Every moment of our lives we are growing into more or retreating into less.” Emphasized everything must change. Nothing stays the same. Everything must evolve. Everything around the church changes. If the church doesn’t change then it is stagnant. Should be part of our process to go back and revision. Carla provided, “The 'goal' is to become adaptive organizations with adaptive leadership - -so that we are ready for the next change.” Courtney continues life is always changing, we as individuals grow or not. Must be a process of reflection and dreaming. Some people just need space to dream. What is God calling us to be? It may not be the same in 5 or 10 years. One of the things we have to grapple with is fear. We have to speak to that fear and let people know it is okay to be afraid. Start living into the model from the bible, “Do not be afraid.”
  + Terrell-Talked about how this isn’t an exact vision statement, but he is reflecting back what he has heard, in 5 years we will have created a space to dream.
  + Courtney-Loves this as a vision and also that we have to work on the dismantling of fear. The fear of established churches that they will die because of new church rather than they can transform because of new church. Create a new culture, partner New Churches with established churches, so if there are strong leaders in New Church that could help people transform, what could happen. Inspiration is important, people need to be inspired. Carla talked about how the church may not be at Good Friday, but approaching Pentecost has changed the story and provide more of upward spiral rather than a downward spiral.
  + Terrell talked about how he sees a lot of standing around and how being forced into this use of technology because of the pandemic is equipping us to change. This is part of why he created Multiply Movement.
* Terrell talked about how there will be continued work on the vision statement.
* Terrell asked, who is missing from the table? From the chat:

**00:58:20 Terrell L McTyer: DHM**

**00:58:22 Rev. Courtney Armento (she) theBLEND: Yani Davis, DHM rep,**

**00:58:26 D. Marie Tribble: Regional Ministers**

**00:58:43 Carla : leaders who have done this with a succession plan for leadership - great if we transform, but not if it goes back to the same when the leader leaves**

**00:58:55 Terrell L McTyer: Gen Z**

* Terrell talked about how the notes will be put into a Google doc so that people can continue to work and collaborate on this team.
* Terrell talked about the need for transparency. So will be asking who should be getting reports of this work and how to get the word out about this project.
* A Doodle Poll will go out to schedule the next meeting.



Terrell L McTyer

Minister of New Church Strategies