

# Reclaiming Our Rich Baptismal Identity

**LAY LEADERSHIP IN TRANSITION**

# Today's Presentation

Prayer

Common  
Ground

Present  
Reality

What Is Our  
Response?

Episcopal  
Futures

Prayer

Almighty and everlasting God, by whose Spirit the whole body of your faithful people is governed and sanctified: Receive our supplications and prayers which we offer before you for all members of your holy Church, that in their vocation and ministry they may truly and devoutly serve you; through our Lord and Savior Jesus Christ. *Amen.* (BCP, p. 100)

# Common Ground

# How is the Church Described in the Bible?

The Church is described as the Body of which Jesus Christ is the Head and of which all baptized persons are members. It is called the **People of God**, the New Israel, a holy nation, a royal priesthood, and the pillar and ground of truth.

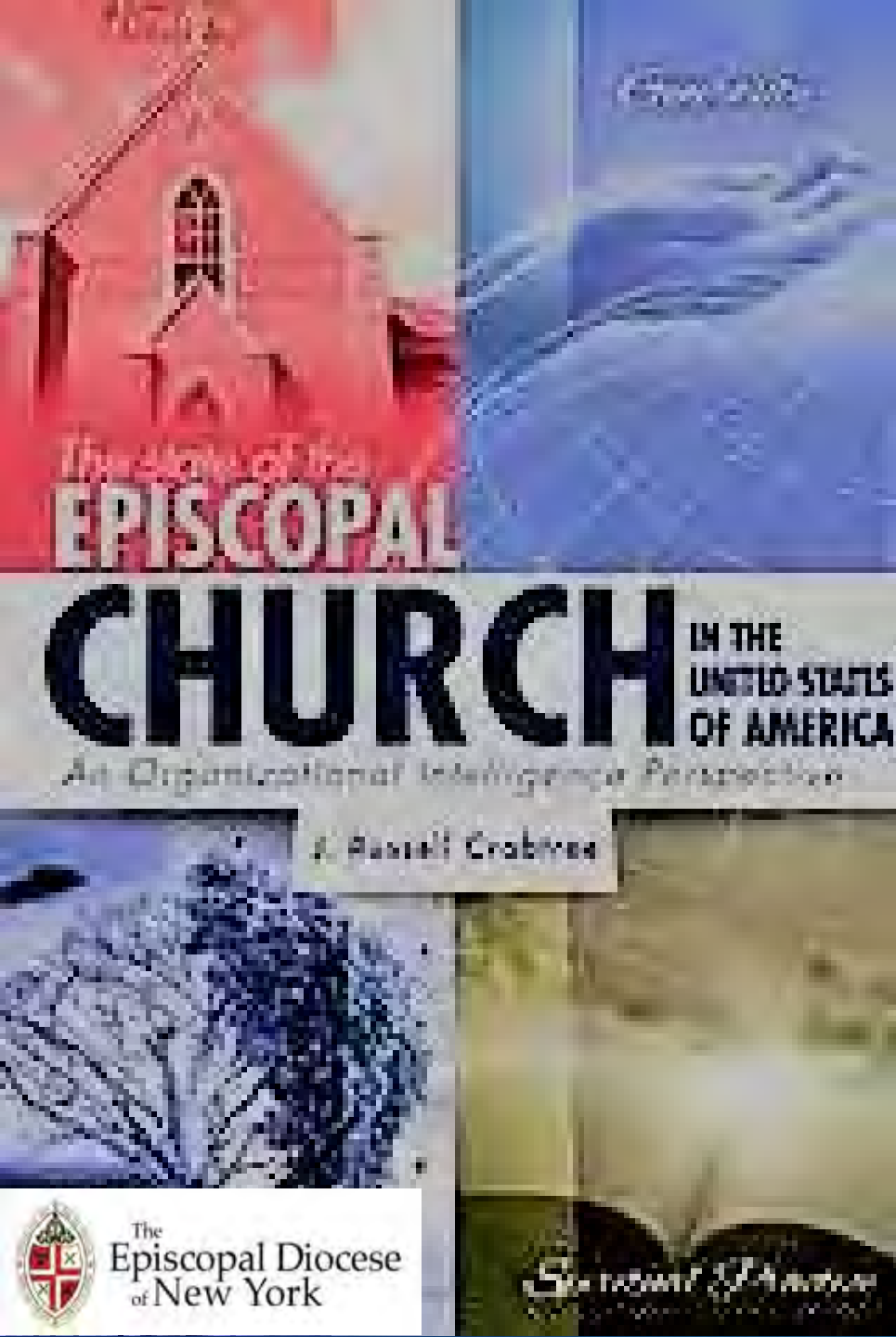
Book of Common Prayer, p. 854

# The People of God

Just as each of us has one body with many members, and these members do not all have the same function. So, in Christ we who are many form one body, and each member belongs to all the others.

**We have different gifts, according to the grace given us...**

*Romans 12:4-6 (NIV)*



# Recent Research in the Episcopal Church...

“The strongest predictor for the **vitality** of a church, and therefore the most important promise for the church to keep, is supporting folks in their ministry, whatever form that ministry might take.”

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*The State of the Episcopal Church in the  
United States of America: An  
Organizational Intelligence Perspective  
by J. Russell Crabtree*



# Present Reality

CHANGE

- 1.
- 2.
- 3.

ADJUST

MODIFY

NEW

SHIFT

TRANSITION

TRANSFORM



## William Bridges' Transition Management

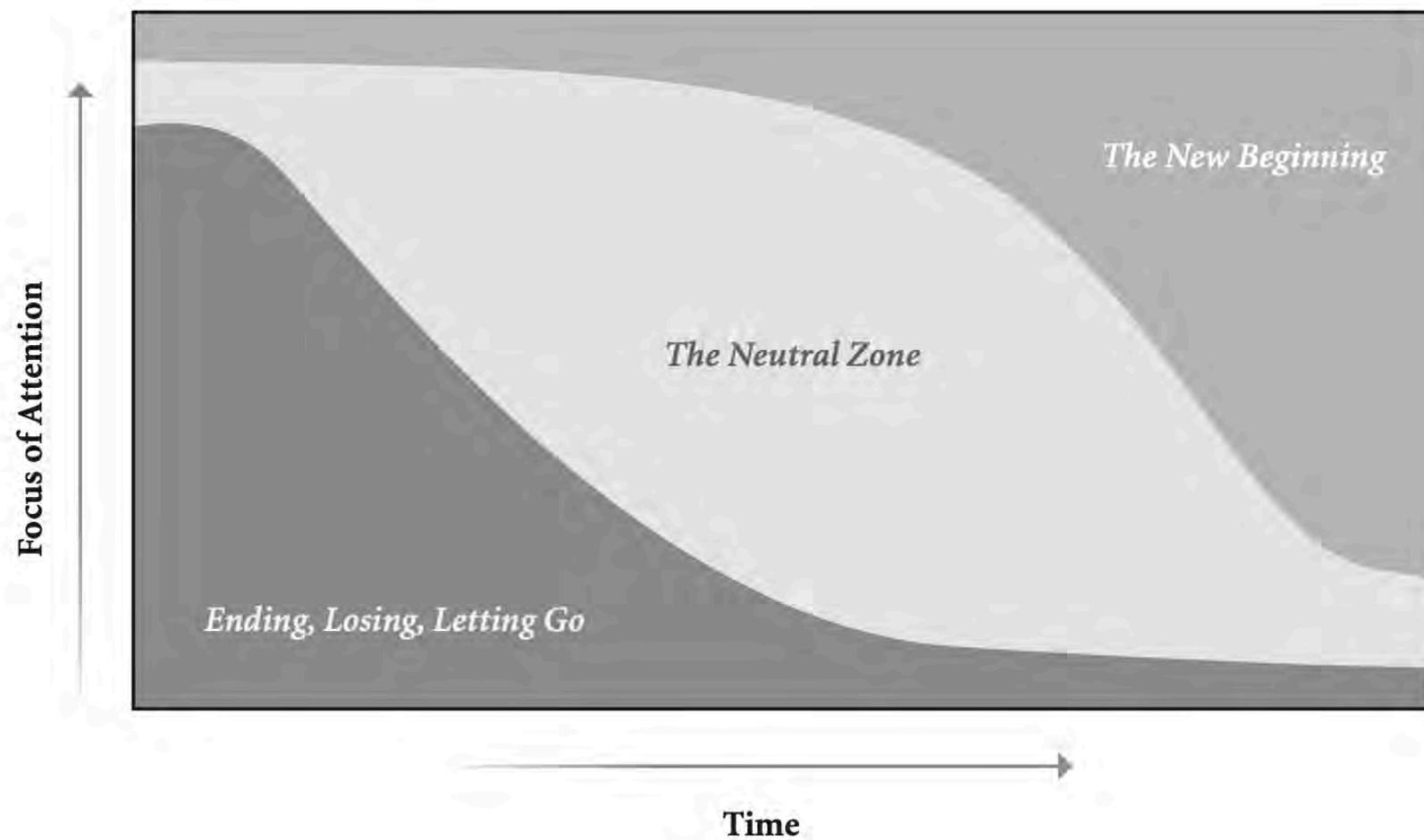


FIGURE A-20: BRIDGES' TRANSITION MANAGEMENT



# We Need a Cultural Revolution in the Church that Supports the Transformation of Lives

**Change** is doing something differently.  
**Transformation** is becoming something more.

“**Transformation** is discovering our truest identity in Christ. It begins to take place when we offer ourselves, our souls, our bodies, our dreams, our visions, our plans to Almighty God. And as we make our offering, we don't say, 'here are our plans, bless them,' but rather..... 'here are our lives, use them' ..... it is in that offering that our lives are transformed. ”

-The Rt. Rev. Duncan Gray of Mississippi in Address to Convention, 2008

# It's About Commitment to Transform the Culture

We must **assess our situations** and commit to necessary changes to **better know our people** and **resource them** for spiritual growth and engagement in their call to ministry.

This may mean a 180-degree flip in some of the ways the church works and where it puts its energy.



# What is Our Response?

# Transforming Our Congregation's Culture

- ▶ 3 to 5+ years to imbed systemic culture change
- ▶ Our mission requires focus on the transformation of lives
- ▶ What actions/behaviors need to happen for this transformation to occur?

Some  
Typical  
Church  
Behaviors  
That Must  
Change...



We need

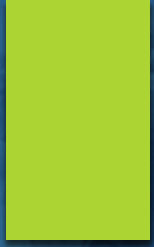
YOU!



Sorry,  
**ALL SLOTS HAVE BEEN  
FILLED,**

FEEL FREE TO JOIN THE WAIT LIST.

**(Commission status: Closed)**



# Congregational Team Model



How can the church  
resource & support  
people in their call from  
God to serve (minister)?

# It's About Clarity, Training, Resourcing, Caring



Clarity of Roles - Clergy, staff and ministry leaders



Training and expectations for all ministry leaders is a  
MUST!



Resourcing, holding accountable and data gathering  
is caring



# EPISCOPAL FUTURES





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