New MODEM book forms basis for special one day workshop

More than forty people from the north west of England attended a workshop on 9 March at Rydal Hall, Cumbria. The day looked at some of the *101 Great Ideas for Growing Healthy Churches* included in MODEM’s latest book, which was published in November 2012. The book investigates practical ways in which better church management can improve life, worship and witness.

Anton Müller, one of the co-editors, said: “The aim of this day was to encourage church leaders and church members in the work they are already doing by sharing good ideas and good practice – not only through church services but through services of care and support to the communities around them.”

The first session, looking at how a church family can agree a vision, was led by Rt Revd James Newcome, Bishop of Carlisle. Another co-editor, Michael Lofthouse, former Deputy Director of Canterbury Christ Church University Business School, looked at how church ministry and management can run in harmony.

Other contributors included Revd Kevin Huggett, chaplain at the University of Lancaster, and Sue Müller, who has 30 years’ nursing experience.

Anton Müller added: “What excites me about this book is that it is full of thoughts and ideas that can be done by anybody….because they have already been done by somebody! The book is a practical guide to be dipped into just as one might dip into a recipe book. It is a treasure trove of wise words and pointers for leading and managing churches into healthy growth.”

L-R, Raphael Oyelade, workshop delegate; Laura Wood, delegate; Kevin Huggett, Great Idea 65 Learn How to Listen; James Newcome, Great Idea 1 Agree a Vision; Sue Müller, Great Idea 40 Embrace Those on the Final Journey; Anton Müller, Great Idea 6 Be Able to Say Sorry; 36 Don’t Recruit – Evangelize!, 74 Make Your Church a World Church; Michael Lofthouse, Great Idea 7 Be About Your Father’s Business, 9 Be an Agent for Change.

The book’s lead editor is John Nelson. *101 Great Ideas for Growing Healthy Churches* is MODEM’s fifth book and is published by Canterbury Press at £18.99. MODEM members can order a discounted copy for £14.50 (inc. p&p). This is a strictly limited offer until current stocks are exhausted. To reserve your copy, email sales@modem-uk.org. A Kindle edition is available, price £10.74: to download, visit http://www.amazon.co.uk/Ideas-Growing-Healthy-Churches-ebook/dp/B00AYCQCTC/ref=pd_rhf_ee_p_t_1_Q2T3
Chair’s reflection

Margaret Thatcher’s death and funeral have dominated British headlines and brought out the mixed range of comments that her premiership evoked. As a woman, I delight in the first woman Prime Minister, but am still left wondering why there are not a greater number of woman MPs and why equal representation of men and women in Parliament seems as far away as ever.

Mrs Thatcher is referred to as having been a strong leader, yet this very reference throws open the nature of leadership. There is a strength in being able to drive events and people forward and persevere to the end for the perceived right goals. There is also a strength in being able to stop and listen, in being able to hear different views, in being able to recognise the gifts of a range of diverse people and raise them up for a sharing in leadership.

The conference on women in leadership, ‘Equipped for the Journey’, held in March at Sarum College, fluctuated in its view of the role of women in leadership from a rather depressed sense to a movement backwards, to an invigorated sense of the opportunities opening up for the celebration of women’s leadership. The conference drew together around 30 women in leadership roles, and the more positive end of the spectrum focused on such areas as the new creativity and increasing levels of emotional intelligence that women can bring. MODEM will be further exploring the nature of leadership at our conference in December, first details of which are announced in this issue.

In this Easter season, I reflect on the nature of leadership seen in God’s revelation in Christ, where the strength of Jesus’ leadership comes in his faithfulness in offering himself even to death, and the power of God is seen in his raising of Jesus up to new life. Faithfulness to the task, self-offering and openness to the possibilities of new beginnings are each hallmarks of effective leadership.

Revd Elizabeth Welch

Chair, MODEM Please contact me at: chair@modem-uk.org

In this issue: .....
NEWS AND VIEWS FROM THE FRONT LINE

First Details of MODEM’s 2013 Conference Announced

Date:  6/7 December 2013  
Venue: Sarum College, Salisbury  
Theme: Developing Leadership

This year’s conference continues the cycle of alternating residential and day conferences. Following last year’s conference in London, we are returning to Sarum College, who hosted the 2011 conference. We are delighted to announce that two respected authorities from the worlds of business and theological education have accepted our invitation to be keynote speakers:

Donna Ladkin is Professor in Leadership and Ethics at Cranfield University School of Management, and author of Rethinking Leadership (Edward Elgar, 2010).

Clemens Sedmak is FD Maurice Professor for Moral and Social Theology at King's College London, where he is convenor of the MA in Ethical Leadership.

We are also inviting speakers from the church leadership community and beyond. We will announce further details, including fees, as they become available via Twitter and the conference website. The conference is being organised by a small group led by MODEM Leadership Committee member, Rob Sharp. Other members of the team are Sue Howard, former MODEM Matters editor, Sue Miller and Tim Harle. If you have any queries, or would like to reserve a provisional place, please email Rob at conference@modem-uk.org.

Further details of the conference will be added to http://www.modem-uk.org/conference2013.html

RESOURCES

Book review 1


Reviewed by Timothy Hewitt

Developing Faithful Ministers 'aims to support the work of all those involved in supervision and training relationships within the Church.' I certainly think that the book fulfils its aim. However, before the eyes and minds of those clergy who are not training Incumbents or team leaders glaze over, thinking that this book is not for them, the additional value of this book lies in the way that it has much to say to parochial clergy generally in helping them reflect on the context of their ministries alongside the people whom they serve.
The book can support any minister. This is borne out by the fourteen chapters, the subjects of which are: Confidence in Calling; Making Friends; Priestly Formation; The Teacher - Learner Relationship; Asking Questions; Creating Critical Conversations; Time Wisdom; Enabling Ministry; Preaching for Today; Money; Law; Chairing Meetings; Continuing Professional Development; Learning Outcomes Exercises.

I felt that the book is timely, not only due to the current issue of developing in ministry, but because of the way it helped towards finding answers regarding various questions in my own mind about my own context as both a Parish Priest and CMD Officer. The range of topics demonstrates well that a number of facets must be viewed to enable faithful ministries to develop, and the book may help clergy re-evaluate some topics which they felt to be less important than others.

It was often the case that various chapters of the book complimented and informed each other in good and helpful ways: Sue Cross' chapter of The Teacher - Learner Relationship dovetailed Neville Emslie's chapter on Confidence in Calling. The book is full of very thought provoking sentiments and sentences which will help re-orientate the newly ordained and their training incumbents and any cleric to the calling of ministry. For example, as Neville Emslie helps us see, a curacy is about discovering the depths of the self and of depths of Christ. Sometimes, we make it into the shallower business of getting to know people and places quickly, which is altogether something different.

Paul Bayes' chapter on Making Friends has a good evaluation of the changed status ministry brings with it, and Andrew Mayes' chapter on Priestly Formation was an useful reminder of why we talk of formation in particular, and his useful meditation on what the Eucharist might mean for a worshipping community is a good example of material that can benefit any worshipping community as it seeks to deepen its spiritual life.

David Parrott's chapter on Law was a very helpful description of who's who in Church Law and why it exists. Simon Baker's chapter Preaching for Today contained a considerable amount of very useful detail, but I felt it lacked detail in the nuts and bolts of how to construct a sermon in terms of planning out the contents of a sermon.

Some parts of Neil Evans' chapter on Chairing Meetings seemed to jar with each other slightly at times: On the one hand, undue pressure on people and the meeting itself by Any Other Business being discussed is helpfully addressed, but suggesting that a new idea be briefly mentioned at the end of one meeting ready for the next may leave the idea and people's feelings about it unhelpfully up in the air for everyone. Spending 20 minutes of Bible Study of next Sunday's Gospel Reading within a 2 hour meeting in order to inform 40 minute main item discussion will only work well, I suspect, if the two are directly related well to each other. All this said, the chapter will help chairs of PCC's decide on what kind of meetings, and what dynamics in the meetings, they do and do not want to have.

As I read some chapters of the book, I hoped that some subjects could have been developed further, because of the way that they held my attention: Tim Ling's excellent consideration of a professional ministry and professional development was an example. His contribution is very timely with various Churches developing professional standards for clergy.

A second volume developing various ideas initially explored in this volume would be something to which, I for one, would look forward. The price of £25.00 should not be something which should cause concern, but be seen as a small investment which will provide countless positive returns, not just for clergy, but more importantly still, for the people alongside whom they serve.

Revd Timothy Hewitt is Vicar of Ystalyfera and Continuing Ministerial Development Officer for the Diocese of Swansea and Brecon, Church in Wales.
Book review 2


Reviewed by Elizabeth Welch

Doug Gay writes, from a perspective that is both critical and affirmative, of the ‘emerging church’ movement, offering what he sees as an epilogue (or is it an epitaph?) to a movement which might possibly be nearing its end as a movement and yet has valuable insights to offer to the future church. He draws together his own personal experience of emerging church and his academic background as a practical theologian within the Reformed tradition to offer an analysis of this movement in a five-fold framework of ‘auditing, retrieval, unbundling, supplementing and remixing.’

The emerging church movement has embraced a range of approaches to worship which have become known as Alternative Worship in order to develop an approach to the Christian life which connects more readily with a generation disenchanted with traditional church. Gay’s analysis points to the mix of critical reflection on traditional worship practice (auditing), with a search for worship elements and approaches from across the Christian spectrum (retrieval and unbundling) in order to come up with a new approach to being church (supplementing and remixing). Gay notes the sometimes unwitting ecumenical perspective involved, at least in terms of institutional ecumenism, as insights from different traditions are shared and developed in a practical approach to worship. He quotes Barth’s insistence that ‘as believers attend to the real presence of Christ among them, this present Christ will “dash out of their hands” their “claim to be identical with the one church in contrast to others”.’

This book is helpful in bringing together the range of practices and experiences from across the diverse phenomenon of emerging church. Coming out of a Reformed tradition, it has interesting resonances of the Reformation church in its sense of ‘retrieval’ and ‘remixing’. However the Reformation had a sharper focus on particular theological issues, such as the prioritising of scripture, faith and of grace in the Christian life. In the analysis of the diversity of emerging church I would have welcomed a greater sense of discernment of what is and what is not the Holy Spirit’s leading in this present generation. Gay interestingly notes that some people from out of the emerging church mix have returned to ‘traditional church’ in order to find a home that sustains. One of the issues with regard to emerging Church is whether its very diversity and creativity in each present moment, cuts against a long term sustainability.

This book is a quick and interesting read, full of good insights. Its five-fold framework provides a tool that can be used to look at the life of a local congregation or a wider tradition, although I would be interested to see the five terms more closely related to a scriptural interpretation of the challenges of change and continuity. The book both challenges those in the emerging church stream to look at their sustainability, and those in traditional church (used to describe the spectrum from Roman Catholic and Orthodox, via Reformed, to evangelical and charismatic) to look at the demands that faithfulness to the Gospel places in a rapidly changing and often secularising age.

Revd Elizabeth Welch is Chair of MODEM.

We regularly tweet links to book reviews. Follow @MODEMLLeadersHub.
Book review


Reviewed by Tim Harle

This is a significant book, but perhaps not for the reason that the author or publisher expected. Moynagh has been closely involved in the so-called Fresh Expressions initiative. He has written on the subject before (eg Moynagh, 2004), but this is an altogether weightier tome.

The book is in four parts. The first provides a historical and contemporary survey, beginning with an examination of the New Testament and, in particular, St Paul’s approach to church planting and context as evidenced in Acts and the Pauline letters. A chapter written by Philip Harrold, Associate Professor of Church History at the Trinity School for Ministry in Philadelphia, takes the reader through a historical tour ranging from Bede and Benedict via Nicholas Ferrar at Little Gidding to Dorothy L Sayers. A chapter on sociological perspectives uses various ‘turns’ favoured by sociologists: it explores such questions as secularisation and the tensions between mass production and customization.

But it is a chapter entitled Fresh Expressions of Church in Britain that contains writing with profound and far reaching implications for ecclesiology and mission. In it, Moynagh starts applying insights from complexity theory to the Fresh Expressions agenda. His way in is via Ralph Stacey’s work on complex responsive processes, and especially Patricia Shaw’s work on conversations (Shaw, 2002). Here the language of emergence meets the emergent church. As with non-linear equations, so with conversations: we do not know where they might take us. What we do know is that others have started making connections. Stephen Pickard, an Australian bishop, applies a complexity framework to ministry (Pickard, 2009), while the US-based Emergent Village community (www.emergentvillage.org) has published books about embracing a paradigm of narrative and chaos (eg Keel, 2007).

The second part of Moynagh’s book is the most theological. Much of the writing is addressed to questions of ecclesiology and missiology, but Moynagh is too much of a theologian to stop with surface manifestations. The Trinity is a deep source of inspiration, through such writers as Paul Collins, Jurgen Moltmann, Miroslav Volf and John Zizioulas. This theology provides a way in to examining such questions as culture-specific manifestations of the church and continuities, or not, with inherited traditions. It is in this section that Moynagh engages most directly with critics of the Fresh Expressions project, whether John Hull from the standpoint of theology, Martyn Percy’s sociological critique or Andrew Davison and Alison Milbank on pastoral practice. One missed opportunity is the absence of reference to Kester Brewin’s extraordinary applied Christology (Brewin, 2004): it features in the bibliography, but not the text. Moynagh interacts with contemporary missiologists, such as Michael Frost and Alan Hirsch. It is perhaps surprising that he pays less attention to Alan Roxburgh’s work on missional leadership, which starts from a base of the ‘inherited’ church (again, there is a reference in the bibliography, but not the text).

The third part of the book is the most practical, and perhaps least inspiring. However, it starts with a spark, picking up the ideas of emergence from earlier in the book. Dave Snowden’s cynefin framework (Snowden & Boone, 2007) is, as with an increasing number of authors, reduced from its original chaotic 5-fold morphology to a 2x2 matrix. Readers are then taken through what looks a little like a programme for starting...
a Fresh Expression: gathering a community, researching opportunities and engaging partners. A chapter on action-based learning includes an interesting reference to the work of Arie de Geus, but does not mention the writing of Joe Raelin or Laurie Green. A chapter on teams includes a short but significant section on the emergent nature of leadership, and returns to Shaw's work on conversations.

The final part of the book, Growing to Maturity, addresses a critique of Fresh Expressions, expressed by Martyn Percy, among others. Are they part of an engagement with the world, or an individualistic retreat from it? Are they linked to some sort of ecclesial highway, or do they form some boutique byways (or even cul de sacs)? A chapter on worship examines different models, while the chapter on community has some interesting reflections from the Hebrew tradition, prompted by the writings of Walter Brueggemann and Christopher Wright. A concluding chapter, Towards the Mixed-Economy Church, offers provocations for prophets, pragmatists and purists.

What of the book overall? A feature of emergence is that the whole demonstrates more than the sum of the parts. So with this book. Moynagh has helpfully mapped out a great deal of the territory, and provided a number of lenses to study it. As with learning, the more you know, the more you realise you don’t know. As hinted at in the subtitle, this is at least two books in one: the theological contribution is vital, but run the risk of being skimmed or ignored by activists. The practical parts are also vital, but may not satisfy the theologians.

Moynagh is to be congratulated on engaging with critics of the Fresh Expressions project. Whether they are satisfied by his response is open to doubt. However, in the spirit of emergence embraced in this book, the conversations must surely continue. This book provides a stimulating invitation to join those conversations.

Tim Harle is a Visiting Fellow at Bristol Business School and lectures on leadership at Sarum College. He is Vice-Chair of MODEM.

References


CELEBRATING THE POWER TO INFLUENCE THOUGHT

The Outstanding Leadership Book Award will be awarded by the University of San Diego at the International Leadership Association Conference in Montréal, Canada in November. Criteria for the selection of each year’s winner include scholarly rigour and critical thought, innovation with new perspectives, and contribution to the field, taking into account complexity. Special consideration is given to work that contains disruptive, emerging scholarship. This year’s award covers books published in 2011, 2012 or 2013.

ANNOUNCEMENTS AND FORTHCOMING EVENTS

**Incarnational Living in the Workplace.** Fiona Stewart-Darling. Includes CABE AGM.

**Round the Table at the Hoop and Grapes.** Informal discussions allowing for deeper engagement on issues impacting discipleship in business:

- 15 May  **What does excellence look like for Christians?** John Kay
- 3 July **What is happening in career development at large and for Christians in particular?** Jonathan Winter

For further details of these free events, visit [http://www.cabe-online.org/events/](http://www.cabe-online.org/events/)

**Questions Business Schools Don’t Ask**

Sarum College, 23-24 June, £75

A working conference, hosted by Chris Mabey, Professor of HRM at Middlesex University and Wolfgang Mayrhofer, Professor of Management and Organisational Behaviour at Vienna University of Economics and Business. This conference is the latest stage in an initiative launched at MODEM's 2012 conference. It will feature small groups of authors sharing their draft ‘Questions’ contributions, with a view to subsequent publication. All with an interest are welcome to attend to develop conversations and share in the critique of papers. The conference will run from Sunday evening till Monday teatime. To book a place, email hospitality@sarum.ac.uk.

**Travelling Together in a Changing Church**

York St John University, 4 July, £25

- Leadership in a context of worldview clash. Dr Sara Savage, Senior Research Associate with the Psychology and Religion Research Group, University of Cambridge.
- Christian Leadership as wise blessing. Revd Canon Dr Robin Greenwood, parish priest and ministerial theologian.
- Challenging leadership: enduring values, Dr Helen Cameron, Public Affairs Officer, Salvation Army

Introduced by Very Revd Vivienne Faull, Dean of York; closing panel discussion, chaired by Rt Revd Dr Tom Butler, former Bishop of Southwark. Book online at [http://store.yorksj.ac.uk/](http://store.yorksj.ac.uk/).

**Situation Vacant. London Luton Airport Chaplain**

Workplace Matters seeks to appoint a Senior Chaplain at London Luton Airport. The Senior Chaplain will be someone with vision, energy, passion and drive to take forward the airport chaplaincy that recently celebrated its 25th anniversary. If appointed, you’ll be able to demonstrate an ability to lead and manage a team of committed volunteers. Prospective applicants can either request information by email at workplacematters@stalbans.anglican.org or download information from [www.workplacematters.org.uk](http://www.workplacematters.org.uk). Open to an ordained person or lay person who can demonstrate the appropriate experience. Closing date 10 May 2013.