



Making The Shift

A Transforming Church Initiative
Denominational Community of Practice

Anticipated Outcomes For Churches

- Spiritual Invigoration – Enliven and grow your faith through Making The Shift
- Congregational Connection – Strengthen relationships with others in our congregation
- Raised Awareness – Learning about our Postmodern context and hopeful, life-giving movements rising up in the Church
- Transforming Your Congregation – Shifting towards becoming a 21st century congregation
- Vision Identification – Discerning your unique role in God’s movement in your community

Introduction

Thank you for your interest in this Making The Shift (MTS) Initiative. Since the publication of *Shift: Three Big Moves For The 21st Century Church* in 2015, many congregations and denominations are making the shift toward becoming faithful and relevant expressions of the Church in this Postmodern world. Given the strong engagement by many, we have been able to improve and refine the MTS Initiative over time. Now there are two ways to engage this MTS Initiative:

1. As a single congregation partnering with Pinnacle Leadership Associates
2. As clusters of churches from a particular denominational body called a Community of Practice

This MTS description is for denominations considering forming a MTS Community of Practice.

We actually believe Making The Shift in the company of other Sacred Partners is the best way to make progress. A unique function belonging to denominations is the opportunity to engage congregations collaboratively, living into our callings through collective engagement.

To that end, we are inviting denominations to form a one year covenant for Making The Shift with clusters of churches from their tribe. There are so many benefits to forming this MTS Community of Practice, with several listed below:

- Provides a solid agreement with trusted ministry partners, establishing a safe and secure covenant with support for congregational change
- An ongoing relationship with a MTS Coach who walks with you through every shift during this initiative
- A way to give your congregation “permission” to be in a learning, growing, and adapting mode during the covenant year
- Harnesses the collective intelligence and collaborative nature of denominational systems
- Provides a guided process for congregations in your denomination to cultivate vitality

When your denomination forms an agreement with Pinnacle Leadership Associates for Making The Shift, then the following 10 Shifts describe the process flow.

Eleven Shifts in Making The Shift Initiative

First Shift – Pastor(s), staff, and lay leaders participate in a Making The Shift Introductory Event hosted by your denomination. Typically this is a one day event, 5-6 hours. Participants will gain much which they can use and implement right away in their churches. The denomination provides a MTS Weekend Participants Guide for each person present, and sometimes the primary text as well.

Second Shift – Pastor(s), staff, and lay leaders read *Shift: Three Big Moves For The 21st Century Church*, using it as a way to facilitate discussion about their church’s development, plus as a tool for discerning their interest in participating in the MTS Initiative

Third Shift – Churches pray, discuss, and discern - Entering this MTS Transforming Church Initiative with a one year covenant. Now your pastor, staff, and lay leaders are equipped with the experience and information needed to discern whether to form a covenant for Making The Shift. In no way do we recommend forcing this decision. At the same time, our prayer is that we can covenant with those churches for whom Making The Shift is the next best step in their unfolding story.

Fourth Shift - Forming Your MTS Coordination Team

We recommend you select a team of 7-9 persons to coordinate your MTS Initiative. Your pastor and a representative from your lay leadership team are two persons to include. The remaining team members would be trusted persons with the capacity for serving during your year.

Fifth Shift - Orientating and Covenanting Gathering

- Covenanting - Establishing Community of Practice
- Orientation to the MTS Initiative

- Meet Your MTS Coach
- Planning Initial Steps
- Schedule Monthly Video Conferences with Coaches and Communities of Practice
- Worship

Sixth Shift - Planning Your MTS Weekend And Small Groups

The purpose of this Sixth Shift is to plan every part of your MTS Weekend and MTS Small Groups. Your Coach will walk you through every step, preparing you implement each effectively.

Seventh Shift – Your MTS Spiritual Enrichment Weekend

The typical format for this MTS Weekend is Friday evening through Sunday morning, with your coach preaching in worship on Sunday. Some churches chose to do a Friday evening – Saturday format. Either way, your Coach will help you make choices and prepare the church for participation. Some Communities of Practice may choose to combine resources – meeting together Friday evening through Saturday in a central location for this MTS Weekend. This is a cost-efficient way to do the Weekend, while building collaborative relationships in your denomination’s Community of Practice.

Eighth Shift – Your MTS Small Groups

Making The Shift Field Guide is both a Small Group Curriculum plus a series of daily devotionals.

Participants in the 10-week small groups use the Field Guide to learn the Shifts, while practicing them in real life. Their group provides learning, support, and encouragement for growth and living into the shifts.

Ninth Shift - Harvesting the discernment, forming your MTS Plan

Your Coach will join you on campus for a day of harvesting and discernment. Your church is gathered for a morning of sharing the outcomes of the Weekend and Small Groups. Then your coach spends the afternoon with your MTS Team, discerning direction for the church toward making its shifts. Examples of frequent items to pursue in churches are:

- Cultivating Disciple Identity in Each Disciple
- Identifying Your Disciple Development Process
- Discerning Your Rule Of Life
- Strengthening or Initiating Disciple Developing Small Groups
- Cultivating and Engaging Holy Experiments
- Cultivating a Missional Mindset in Each Disciple
- Pursuing Sacred Partnering
- Aligning Your Processes and Structure For Ongoing Movement

Tenth Shift - Living into your Shifts with Coaching support

Eleventh Shift - Celebration Gathering – End of Year

- Gather to celebrate progress
- Gather to learn from progress, mistakes, blocks, joys
- Gather to identify process and pathways for ongoing shifting
- Gather to complete the covenant relationship
- Gather to worship

Community of Practice Activities

- Introductory Event
- Orientation and Covenanting Day
- Ongoing MTS Monthly Video Coaching Session With MTS Coach and your Community of Practice (MTS Team Leaders and Pastors from 4 churches). These Coaching Sessions are scheduled at a mutually convenient time each month.
- Ongoing Monthly Coaching With Your MTS Coach

Definitions

Transforming Church Initiatives (TCI) – Pinnacle Leadership Associates provides several initiatives designed to encourage and support the transformation of churches into the current context in which we live. This MTS Initiative is a substantive process facilitating growth and progress.

Community Of Practice – We change best when engaged with a supportive community. Your denomination is partnering with Pinnacle Leadership Associates in this Making The Shift TCI. Those churches within your denomination who discern they will participate in this process form a community, focused on practicing these shifts. These churches, plus your denominational leaders, Pinnacle Leadership Associates, and Making The Shift Coaches all covenant together for one year of focused ministry. This Community Of Practice forms the supportive network within which churches Make The Shifts.

Making The Shift Coach – Pinnacle Leadership Associates has been doing MTS Training for quite some time now, developing coaches along the way who will work with you in your process. MTS Coaches are trained, proven, and experienced in this process. You will begin your relationship with your MTS Coach at the Orientation and Covenanting Gathering, though your coach may be advising you on the process even before that gathering. This same coach will walk with you over the course of this year. You are encouraged to schedule monthly sessions with your coach for your Pastor and MTS Team Leader, as well as spontaneous coaching calls/meetings as needed. Your coach wants to help you gain as much as possible from this MTS Initiative.

Making The Shift Weekend – A weekend scheduled at your convenience which engages your congregation in Making The Shift. Spiritual enrichment, raised awareness, increased relational connection, and positioning for 21st century life and ministry are typical outcomes of this weekend. This weekend positions the church for beginning MTS Small Groups. We will describe it in detail in the initial gatherings. Sometimes smaller churches gather with others to create critical mass and reduce costs.

Making The Shift Field Guide – Small Group Curriculum and guide, plus daily devotionals. MTS Small Groups are 10 weeks of small group gatherings in your setting, with this Field Guide as a resource. You will find a format and content for each of the 10 Small Group gatherings, along with a daily engagement (devotionals) for each day. Each participant in a MTS Small Group needs a Field Guide. Leaders need only brief training to effectively lead a MTS Small Group. We will clearly describe MTS Small Groups in the Orientation and Covenanting Gathering and your MTS Coach will provide additional guidance on implementation.

Making The Shift Monthly Community of Practice Coaching Sessions (1 hour) – Here is where your Community of Practice (4 churches plus your MTS Coach) is actively engaging each other. Each month, your pastor and MTS Team Leader will participate in this video conference coaching session with those from your cluster of 4, plus your coach. Your MTS Coach facilitates this session, with plenty of time for questions, discussion, and sharing best practices. The purpose of this gathering is to support your progress in Making The Shift. Topics of discussion are determined by where you are in the MTS Initiative. We will lay this out in your Orientation and Covenant Gathering.

Budget

Resources

Denominations decide what resources to provide for churches versus those each church will purchase for themselves.

\$15 Each - *Shift: Three Big Moves For The 21st Century Church* (Reduced price compared to Amazon when you order in bulk from Pinnacle Leadership Press), one copy for Pastor, staff, and lay leaders

\$8 Each - *Making The Shift Field Guide*, one copy per Small Group Participant

\$5 Each – *Making The Shift Weekend Participant Guide*, one copy per participant

\$8 Each – *Making The Shift Implementation Guide*, one copy for each MTS Coordination Team member

\$12 Each – *Making The Shift Worship Resources*, one copy for your pastor and/or other worship leaders

Activities

\$995, plus travel expenses – Making The Shift Introductory Event, 1 Day

\$995, plus \$500 per coach who is present (1 coach per 4 or 8 churches), plus travel expenses– Orienting And Covenant Gathering, 1 Day

\$1995 – MTS Weekend, Per Congregation, plus travel expenses. Smaller congregations may combine for a MTS Weekend in a central location, reducing their costs (yet dilutes the experience and doesn't include Sunday).

\$1800 – MTS Coaching, Per Congregation, One Year

\$995, plus \$500 per coach who is present, plus travel expenses – Celebration Gathering, 1 Day

Suggested Cost Sharing

When a denominational group enters into this agreement, along with its churches, then costs can be shared and minimized for each participating group. We are able to advise you on your approach, opening the door to participation through funding while also increasing participation through financial investment by churches. Some denominations access grants and special line items in their budget for this funding. Obviously, the cost sharing can be structured in any way you prefer, yet here is an example for consideration:

Denomination's Expenses:

\$995, plus travel expenses – Making The Shift Introductory Event, 1 Day

Resource: \$5 each participant for a MTS Weekend Participant Guide

\$995, plus \$500 for each coach present, plus travel expenses – Orienting And Covenant Gathering, 1 Day

Resource: \$15 each participant for a MTS Primary Text

\$995, plus \$500 for each coach present, plus travel expenses – Celebration Day, 1 Day

Each Church's Costs:

\$1995 – MTS Weekend, plus travel expenses, Friday-Sunday

Or \$1600 – MTS Weekend, plus travel expenses, Friday-Saturday

Or, small congregations may want to partner with another congregation, cost sharing

\$1800 – MTS Coaching, Per Congregation, One Year

Resources:

\$8 Each - *Making The Shift Field Guide*, one copy per Small Group Participant

\$5 Each – *Making The Shift Weekend Participant Guide*, one copy per participant

\$8 Each – *Making The Shift Implementation Guide*, one copy for each MTS Coordination Team member

\$12 Each – *Making The Shift Worship Resources*, one copy for your pastor and/or other worship leaders

Congregations And Denominations Who Are Making The Shift

Thus far, congregations and denominations are engaging this MTS Process in various ways and at varying levels. These listed below range from a one day training event all the way to multi-year engagement. They are listed so that you can inquire with any of them about their experience. Also, feel free to contact us to identify those who have engaged in ways you particularly want to explore.

Fort Hill Presbyterian Church, Clemson, SC
Boulevard Baptist Church, Anderson, SC
Holy Cross Episcopal Church, Simpsonville, SC
Central Presbyterian Church, Chambersburg, PA
Episcopal Diocese of Upper South Carolina, Denominational Initiative
South Carolina Synod, ELCA, Denominational Initiative
Brook Hollow Baptist Church, Nashville, TN
John Wesley United Methodist Church, Charleston, SC
Joy Lutheran Church, Moore, SC
Black Mountain Presbyterian Church, Black Mountain, NC
Blacksburg Presbyterian Church, Blacksburg, VA
Mount Horeb Lutheran Church, Chapin, SC
Peace Church (Moravian), Charlotte, NC
Hawaii District, United Methodist Conference, HA
The Village Presbyterian Church, Northbrook, IL
St. Mark's UMC, Charleston, SC
St. Mark's UMC, Seneca, SC
South-Central Synod, ELCA, Madison, WI
First UMC, Pendleton, SC
St. John's UMC, Anderson, SC
Nazareth Presbyterian, Greenville, SC
Trinity Episcopal Cathedral, Columbia, SC
Park Road Baptist Church, Charlotte, NC
Forest Lake Presbyterian, Columbia, SC
Mt Tabor Lutheran Church, Columbia, SC
Lutheran Theological Southern Seminary
Wrightsville UMC, Wrightsville, NC
Resurrection Episcopal, Greenwood, SC
St Johannes Lutheran, Charleston, SC
Staff of Shandon UMC, Columbia, SC
Columbia District UMC, SC
Abundant Living Pastor Appreciation Luncheon, Baptist Hospital, Easley, SC
Charleston District UMC, SC
Union UMC, Irmo, SC
St Paul Lutheran, Columbia, SC
McGregor Presbyterian, Columbia, SC
Webinar for ChurchNet, Attractional to Missional
St Paul's Waccamaw UMC, Pawleys Island, SC
Faith Lutheran, W Columbia, SC

Tennessee Cooperative Baptist Fellowship
Journey UMC, Columbia, SC
First Presbyterian Church, Anderson, SC
Foothills Presbytery, Greenville, SC
Bishop's School of Ministry (UMC), SC
Lebanon UMC, Eastover, SC
Anderson District UMC, SC
Prosperity Area Lutheran Churches
Methodist University Campus Ministry, NC
Kentucky Baptist Fellowship
Shepherd of the Sea Lutheran, Murrells Inlet, SC
South Central Synod, ELCA, Madison, WI
Trinity United Methodist Church, Anderson, SC
Cooperative Baptist Fellowship of Virginia
Episcopal Church Women, Upper Diocese of South Carolina
Pastoral Leaders, Presbytery of Cincinnati
Wisconsin Conference United Church of Christ