

Full-Interactive Online Education:

# Recreating the Church: Leadership for The Post-Modern Age

Featuring Dr. Richard L. "Dick" Hamm

Fee is \$129.99 per person

Transformation is the collective process, practices and methodologies of change for congregations and churches that leads to re-discovering what we are called to be as a church.

Churches in decline often need to re-connect with the very definition of what we are called, by God, to be. Disconnecting from God's will means that we quite likely have disconnected from those outside of the walls of the church and those not in our own faith community; we nurture only our brothers and sisters inside our congregations but have ceased to care or even engage with those on the outside. In doing so, we lose our mission and our way.

Transformation is about change that re-connects us to being what we are called by God to be as a church in mission. Transformation is about re-connecting to God's will and means that we have to change: first as people and, in turn, as a congregation.

This five-session course helps us make sense of the new context in which we of the church find ourselves, provides practical models by which to understand how our congregations need to change, describes a visioning process by which we can discover what God is calling the church to be and do now, and provides practical advice and counsel to those who provide leadership for change.

## Fully-Interactive Online Education

Using TransformingTheChurch.org's "Watch – Discuss – Do!" approach to online education, the course consists of five video-on-demand sessions of Dr. Hamm's lecture and five fully-interactive live online sessions with Dr. Hamm. A sixth session featuring all the music from the course performed as an uninterrupted online concert by John Tracy is also included as a bonus. Each class is for five weeks. Each week, online students will view one video-on-demand session and participate in one fully-interactive live online session with Dr. Hamm.

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*Best-practices for transformation through online learning and consultation processes ... resources you can use!*



**TransformingTheChurch.org**

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# About the Course

This five-session course helps us make sense of the new context in which we of the church find ourselves, provides practical models by which to understand how our congregations need to change, describes a visioning process by which we can discover what God is calling the church to be and do now, and provides practical advice and counsel to those who provide leadership for change. The course is based on the book by Richard L. Hamm entitled, "Recreating The Church: Leadership For The Post-Modern Age", TCP Leadership Series, Chalice Press, 2007, supplemented by up to date findings from recent consultation.

## Session 1: **The Shift from Modern to Post-Modern**

According to the best current culture critics, 1968 was a pivotal year of the 20th century. The technological and cultural changes during, immediately before and immediately after 1968 brought profound changes through the disintegration of modern cultural assumptions and the advent of mass communications via satellite. This change has continued at a rapid clip with the further development of digital technologies, the advent of personal computers, cell phones, and so much more. Today the world is a mix of the modern, post-modern, and even the pre-modern. Some of us respond, some of us react, most of us do some of both. Religion and human spirituality have been and continue to be profoundly impacted.

## Session 2: **Generational Differences and Similarities**

This is the first time in history that individual generations have differed so much from each other in world view and basic approach to life. The differences between these generations are not simply a matter of where they are on the human life-cycle, (though we know people do tend to see things differently at different ages). The cohorts of each generation today are also profoundly different from those of other generations because of life-shaping experiences they hold in common. Understanding these differences between generational perspectives and preferences are absolutely essential if we are going to be church together and if we are going to be effective in mission and witness to a world of difference. Unlike the past, at least five generations are now in the church together.

## Session 3: **The Life Cycle of Congregations**

Using a model developed by George Bullard<sup>i</sup>, Dick Hamm helps us understand where our own congregation or other church institution is in the life cycle, how it got there, and how we must respond in order to keep it effective and moving forward in positive ways. Some 80% of mainline Protestant congregations in the United States are in the last half of the life cycle. Fully 60% are in the last quadrant of the life cycle, which means their days are numbered unless something or someone intervenes. Understanding the dynamics of church life at each stage of the life cycle is essential to effective leadership. This workshop will help you determine where you are on the life cycle.

## **Session 4:** **A Visioning Process for Congregations**

There are many visioning processes available for use today. Some are better than others, but all of the good ones have certain commonalities: they take the current context (both cultural and geographic) of the church seriously; they engage the congregation in a process of discernment rather than in mere democracy; they result in the development of both a new vision and a very specific strategic plan that includes measurable benchmarks and timelines. In this session, Dick will share the process he most often uses with churches, the Spiritual Strategic Journey. Some congregations may be able to lead themselves through such a process, some will require an outside leader (a denominational person or a consultant), but negotiating the steps of the process are each important and necessary.

## **Session 5:** **Leading Adaptive Change in Churches**

Ron Heifetz of Harvard University writes in his books<sup>ii</sup> about “adaptive change”. Adaptive change refers to change which is undertaken in order to adapt to the changing context and needs of the present time. It does not mean simply caving into culture and its often skewed value systems, but it means recognizing that we must address the world where it is rather than insisting that the world meet the church where it is. This session will explore seven important steps in leading adaptive change in the church.

## **Online Course:** **Distance Learning For Anyone, From Anywhere, At Anytime**

Clergy, lay leaders and church members of churches interested in transformation will be encouraged to take this course which has been produced to assist churches.

Anyone with a broadband Internet connection and a web browser capable of running Adobe Flash will be able to participate and interact from their homes or offices at any time.

In addition, participants are provided with an interactive online learning community to discuss classes and application topics with other students under the supervision of Dr. Hamm.

As a bonus, the course includes a sixth video-on-demand session that is a music concert by John Tracy singing songs about change and personal transformation.

## About Dick Hamm

Richard L. Hamm was born in Indiana and raised in Florida. He returned to Indiana to attend Butler University (B.A. Religion, 1970) and Christian Theological Seminary (Dr. of Ministry, 1974). Dick is an ordained minister of the Christian Church (Disciples of Christ) and served congregations for 25 years in Indiana, Kansas and Missouri. He received the “Model Minister” Award from the Indiana Region in 1990. He has served in rural, exurban, urban and suburban settings and has been an associate minister, founding pastor of a new church, and senior minister of a multiple staff. He has twice been recognized for mediating settlements in school districts and thus averting teachers’ strikes.

Dick served as regional minister of the Christian Church (Disciples of Christ) in Tennessee (1990-1993) and was named “Tennessee Ecumenist of the Year” in 1993. He served as General Minister and President of the Christian Church (Disciples of Christ) in the United States and Canada from 1993 to 2003. He is the author of three books, 2020 Vision for the Christian Church (Disciples of Christ) and From Mainline to Front Line and Recreating The Church: Leadership For The Post-Modern Age. He lectures and teaches Disciples Polity at Christian Theological Seminary in Indianapolis. He served as a trustee of Christian Theological Seminary for 10 years and recently completed service as a trustee of the Pacific School of Religion (Berkeley). He is chair of the National City Christian Church Foundation Board, He is now serving as Executive Administrator for Christian Churches Together in the USA, a new and very broad ecumenical organization that includes communions from five “families”: Mainline Protestants, Historic Black Churches, Evangelicals/Pentecostals, Roman Catholic, and Orthodox as well as several Christian organizations including Bread For The World, Evangelicals for Social Action, Habitat For Humanity, Sojourners, World Vision, and the American Bible Society. See [www.ChristianChurchesTogether.org](http://www.ChristianChurchesTogether.org).

Dick is a former member of the Central Committee of the World Council of Churches and a former Vice President of the National Council of Churches in the U.S.A. He has preached from Brisbane to Beijing and Geneva. He holds eight honorary degrees (Bethany College, Butler University, Chapman University, Christian Theological Seminary, Eureka College, Lynchburg College, Phillips University, and Transylvania University). In 2000, he participated in the Jubilee Celebration in Rome at the invitation of Pope John Paul II.

He has written and spoken extensively on the subject of church renewal and transformation and coaches and consults with congregations, middle judicatories, denominational agencies and other church organizations. Dick is a Ministry Colleague of The Columbia Partnership [www.TheColumbiaPartnership.org](http://www.TheColumbiaPartnership.org).

Dick and Mindy live in Indianapolis. They have two adult children and four grandchildren (all geniuses). Dick also enjoys astronomy.

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<sup>i</sup> See George Bullard’s, “Pursuing the Full Kingdom Potential of Your Congregation”, TCP Leadership Series, Chalice Press, 2006.

<sup>ii</sup> Examples of Ronald Heifetz’s writings include, “Leadership Without Easy Answers” 1994, and “Leadership On The Line” 2002 (written with Marty Linsky),