

# Leading Through Change

*Exodus Leadership Conference*



Wendy Gritter, M.Div.

Executive Director, New Direction Ministries

# Rapid Change

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- Alan Roxburgh, “We have no map”
- “What we need to continuously ask ourselves is, ‘Does this decision meet the needs of today and the future?’ We need to ask, ‘Is this the right decision for today’s environment?’ Our environment is always changing and we need to change with it if we are going to continue to have an impact on it.” Reg Petersen



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# Post “everything” context

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- 2 nations within America: "There is the quicker-growing, economically vibrant, morally relativist, urban-oriented, culturally adventurous, sexually polymorphist and ethnically diverse nation. Then there is also the smaller-town, suburban, nuclear-family, religiously oriented, traditional values, white-centric other America with its diminished political and economic force."
- *We need to be able to engage BOTH nations*

# Two Significant Shifts

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- Postmodernism
- Post Christendom



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# Postmodernism

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- A postmodern culture is a culture of:
  - Betrayal
  - Numbness and boredom
  - No fixed anchors
  - Post-rationalism
  - “mall” mentality (consumerist)
  - Fragmentation
  - Seeking to honour the “other”

# Implications for Exodus

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- Dismantle any sense of “us & them”
- Root out any patronizing attitudes
- Relinquish defensive posture that focuses on what we’re “against” rather than what we’re “for”
- Address sense of entitlement and/or arrogance
- Continue to transparently and humbly address the perception that we have lied about change



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# Implications cont.

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- Not enough to shout more loudly about absolutes – must reflect deeply and demonstrate shalom (not just change) in our lives. *What is Exodus doing that brings shalom into the world around us?*
- Must have a relational focus for all that we do
- Focus on integral wholeness not just orientation change
- Clearly articulate appropriate justice initiatives

# Post-Christendom

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- Knowledge of Christianity is limited
- Common response to post-Christendom is either legalism or moralism



# Post-Christendom: need for integrated response

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4 diverse responses:

- Re-emphasize tradition
- Hostile to culture, hopeful for change and seek it aggressively
- See culture as neutral, bring in Kingdom “one heart at a time”
- Attracted to new culture & see opportunities

# Implications for Exodus

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- If we are the church – then we need to be thinking deeply about the implications of this “post-everything” context – particularly from a missional perspective
- Call to prioritize core values over boundary maintenance: *What do we value?*



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# Implications for Exodus

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- *What would Exodus look like if we were more open to belonging before believing?*
- *Do we ask, “How would an unchurched gay person hear/receive this?”*



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# “unchristian” by David Kinnamon

Perceptions: ages 16 - 29	Outsiders	Churchgoers
Anti-homosexual	91%	80%
Judgmental	87%	52%
Hypocritical	85%	47%
Old-fashioned	78%	36%
Too involved with politics	75%	50%
Out of touch with reality	72%	32%
Insensitive to others	70%	29%
Boring	68%	27%
Not accepting of other faiths	64%	39%
Confusing	61%	44%

# Key Questions

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- *How might Exodus have contributed to the perception that Christians are “anti-homosexual”?*
- *How does this perception impact our Christian witness – at home & globally?*
- *How can Exodus participate in dismantling some of these negative perceptions?*



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# Going Forward

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- How can Exodus – originally formed through a modern/Christendom model, innovate and discern a new way forward?
- *What will it ‘cost’ us to make this transition?*

# A New Apologetic

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- We don't just offer 'answers'; we offer mysteries
- We don't debate minutiae; we focus on essentials
- We don't condemn our detractors; we see them as colleagues of sorts and reason with them with winsome gentleness and respect
- We don't rush people; we engage them at a healthy pace

# Benchmarks for Leaders

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- Be willing to hear diverse voices
- Commit yourself to intellectual discipline
- Lead beyond where you're comfortable



# Hedgehog Concept

“Good to Great and the Social Sectors”, Jim Collins

What you are deeply  
*passionate about?*  
*ie. core values & mission*



What can you be the  
*best in the world at?*  
*ie. unique contribution  
to touch people's lives*

What drives your  
*resource engine?*  
*ie. time, money, brand*



# Hedgehog: Passion

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- Where these three intersect is your “sweet spot”
  - provides piercing clarity about how to produce the best long-term results
- You begin with passion
  - *Do you have a clearly defined **mission** and **vision** statements?*
  - *Do you have clearly defined **core values**?*

# Hedgehog: Unique Contributions

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- What can you be best at?
  - Front line counseling? Group support?  
Speaking ministry? Developing resources?
  - What gifts, talents, experience do your  
leaders bring to the table?



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# Hedgehog: Resources *exodus leadership conference*

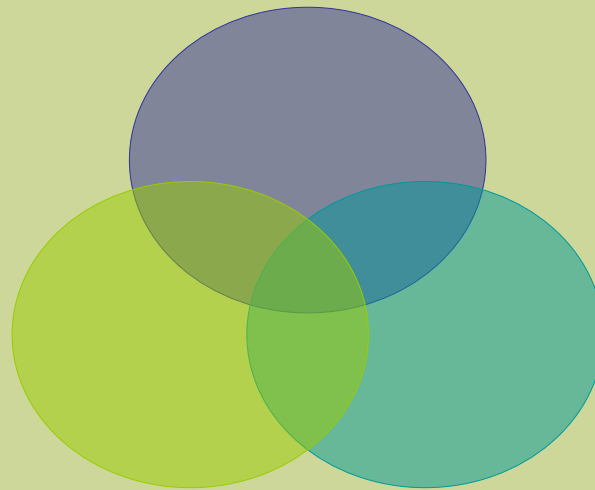


- Analyze your strengths in sustainable resources in each of three areas:
  - Time: staff? Volunteers?
  - Money: Donor spread? Fee revenues?
  - Brand: Do you have a brand? Have you leveraged this? What does it communicate about you?

# Hedgehog for Exodus? *exodusleadershipconference*



Hedgehog: Encouraging, supporting and celebrating **deeply devoted disciples** of Jesus Christ who seek to not be mastered by their experience of same-gender attraction.



# Sacrifice the Sacred Cows

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Example: “Change is possible” motto – It is precious to many – because they lived it ~ but it can confuse, alienate, and divert attention from core mission



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# A New Day

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- Exodus is God's ministry – He can be trusted through changing context & innovating ministry
- God wants to use Exodus, in partnership with the church, to reach the missing
- God calls us to be part of his larger mission in the world

# Contact:

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For a pdf of this presentation:

[wendy@newdirection.ca](mailto:wendy@newdirection.ca)

[www.newdirection.ca](http://www.newdirection.ca)

[www.reconnecting.ca](http://www.reconnecting.ca)

[www.freetobeme.com](http://www.freetobeme.com)



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