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Baptist Union of Wales

Missional Training
in partnership with **FORGE**



Introduction

In partnership with Forge, the Baptist Union of Wales is launching a two-year missional training program for churches and leaders who sense the need to understand the times and be better equipped for the missional challenges and opportunities ahead of us here in Wales.

We are pleased to have Cameron Roxburgh lead us through this 'Ethos' training program.



"Ethos is really the best way I know, to help others to hear the story afresh and to enter into the joy of participating in a local church that has recognized the prophetic nature of being God's people - salt and light. This 2 - year journey aims to help people to hear again the wonderful story of the gospel of Jesus and His

Kingdom. During the 6 modules, each lasting about 3 months, leaders and churches are encouraged to re-explore the wonderful nature of our Missionary God who invites us and sends us to participate in His mission. We explore such the ramifications of this for the church also. How do we see transformation in people's lives? How do we engage with our neighbours in the post Christendom reality? How do we structure the church to be organized around mission?

Each module has some work attached to it. Reading and exercises are suggested so that the learning is not just a mental download, but rather an action reflection style of engagement. The experiments that each leader or church will engage in, must be contextual, and is not meant to be added to the already busy lives of many leaders, but rather to shape the work that the church is doing.

I am praying that God will nudge you to be involved - there is no question there is some work involved and that change will occur, but the joys that will follow will far outweigh the bumps on the road. I invite you to consider joining numbers of us as we explore what it looks like to shape our churches into becoming a missionary people that have joined God on mission."

Commitments

It is important for those who sign up to Ethos to know the commitments that they are undertaking, and the promise they will receive from those leading.

Promises (to churches)

- To produce and provide materials/curriculum that foster engagement
- To mentor the churches along the missional journey
- To find a rhythm and pace that recognizes the unique context of each church but encourages movement towards joining God on mission.

Commitments (from churches)

- To participate by attendance and engagement with the material, exercises and reading.
- Commitment from leadership team to enter in to experiments and exercises
- To contribute as part of a cohort to the life of the other churches/leaders
- To attend the monthly sessions for the duration of Ethos.

Timetable

The rhythm of the Ethos program is important. Our aim is not to produce more work, but to shape the work that each church is involved with. There are 6 modules in Ethos spread out over 2 years which recognise the pattern of the regular church calendar.

Each module will last 3 months and has a monthly rhythm:

Month 1: **Retreat** - face to face learning & discussion

Month 2: **Regroup** – via Zoom for follow-up

Month 3: **Review** –regional clusters for sharing and mentoring

Overall Outcomes

The Ethos Program has three general overall outcomes.

1. A Missional Understanding God, along with a missional hermeneutic of Scripture.
2. An understanding and practice that because God is a missionary God, we as the church are a missionary people. Each church needs to understand this as their nature and then make disciples who understand their identity, character and vocation as becoming missionaries that join God on mission.
3. As each church joins God on mission, there will be signs of new life begin to develop. This will include the multiplication of disciples, missional communities, new outposts of Kingdom life and new congregations focused on their context.



ETHOS

Costs

The Baptist Union of Wales is committed to mission and has agreed to sponsor this partnership with Cam Roxburgh and Forge. Our hope is that any church or leadership team that would like to undertake this training is able to do so and that cost should not be a factor. We are therefore proposing a scale of training costs that we hope churches will find affordable.

Small churches (0-20 members)	£250 per year
Medium churches (21-50 members)	£350 per year
Larger churches (51-100 members)	£550 per year
(100+ members)	£650 per year

The cost of the training is 'per church' and includes any number from that church (or pastorate) who can commit to the training programme. We are intentionally encouraging groups or teams from churches to attend (however small) so that the benefit of the training may be shared and put into practice within the wider church.

We recognise that for some of our churches the numbers able to attend will be small. However, we would not want to discourage anyone from taking part in the missional training and it might be possible therefore to connect you with others in a similar context. Equally so, if cost is an issue for you, please get in touch with us.

Please note: -

- Ethos is a 2 year programme.
- The above does not include the cost of the retreat*.
- The full cost of the training is heavily subsidised by BUW.

*Retreat.

There is real benefit in spending time and learning together in a face to face context and this sense of community is hard to replicate online.

In the current situation it is difficult to make firm arrangements for the first retreat gathering but we are exploring the following.

- Friday night / Saturday – to include those who are working.
- Reasonable travel distances for all.
- Balancing cost against comfort.

Registering for Ethos

If you would like to register for Ethos you can register online or by completing the registration form attached and emailing simeon@ubc.cymru

Module 1 - Missional Leadership

We begin with a module on leadership. If the leader is not modelling a life following Jesus in the neighbourhood and in community, then it will be extremely difficult to help shift the DNA of the church towards joining God on mission.

Missional Leadership differs from some of the current trends in church leadership. Although there is much to learn from some other leadership organizations, missional leadership combines an emphasis on journey with Jesus on mission in the world, with an emphasis on becoming like Jesus on that journey. Both are necessary to lead well.

Many churches call a Minister to do the work for them. We want to focus on what we believe the role of a church leader or Minister is, and the way in which he/she would go about it. The role description of a missional leader will look vastly different than most role descriptions today. The Christendom reality that has faced the church for so long is changing. This gives us an opportunity to look again at the way we are leading and make adjustments. In order to do this, each leader will have to take a deep look into their issues of identity, character and vocation, as well as into the way in which they lead so as not to allow their "shadow" side to deeply influence the life of the church. Each leader will also realize the profound influence a prayer team will have for the way in which they lead.

There are a unique set of competencies associated with being a missional leader. This module will look at how one must lead differently with a missionary people.

Module 2 - Missional Theology and Ecclesiology

Becoming a missional church starts in one place... that God is a missional God. In this module we will focus on how we understand God and His mission. We need to gain a fresh appreciation for the Trinitarian nature of God and how that plays a substantial role in His mission. We must also recapture the importance of our Christology, believing that the Father looks like the Son as much as the Son expresses the nature of God in the flesh. It is important that we have a missional framework, and that we gain a fresh perspective of a holistic Gospel.

If God is a God of mission, then we must become a missionary people. Our identity is in Him, personally and corporately, and we are called to join God at work in the world. By defining missional church in the way we do, (A renewed theological vision of the church ...) we begin to understand that if we are to become missional, the church bears witness to the nature of God.

Three things catch our attention from 1 Peter 2. We are a Chosen people – which means we have our roots and our identity now in a new Father and a new family. Our identity is in Him. We are a Royal Priesthood, Holy Nation – which means that we become Holy as our Father is Holy and live as imitators of Jesus who taught us how to live in this way. We are a People Belonging to God – which means that we have joined the 'family business' and have our vocations rooted in mission.

In this module we will look at God's missionary nature and actions, and how the church must recognize itself as a missionary people.



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Module 3 - Discernment and Change

If God is best known through new lenses ("missio dei") and we are to discern where He is at work and then move to join Him on mission, then we need to do some work on "discerning God at work in our neighbourhoods," and "helping our churches change from maintenance to mission."

The process of discerning God at work is an important process in becoming a missional church. Many people, when asked the question of "where have you seen God at work in your neighbourhood," would have little clue on how to answer. This then makes it very difficult to present a witness to the reality of a risen Jesus. The problem, however, lies not so much in the people but in our discipleship processes. Some have said "that we are perfectly designed to achieve the results we are currently achieving." So, we must teach our people to discern God's presence and to point out where we see signs of the kingdom of God.

But how do we get there? There are many models of change that are helpful. Although our emphasis will not be based solely on secular models of change, there are some we should not neglect. However, we must not stop there but instead learn what it means to teach our people to follow the lead of the Spirit as He invites us to join Him on mission.

This module therefore focuses on the process of discerning God at work and determining models that are helpful to lead our people through this change process.

Module 4 - Missional Structures: Launching Mission Groups

How the church is structured is of utmost importance to becoming missional. Craig van Gelder says, "the church is, the church does, the church is organized (structured) around what the church does." For a people to become missional, they must be structured in smaller groups that are organized around mission. We are a sent people into the places where we live and work.

Many churches have drifted into making Sunday "the end game." It is crucial that we gather together as God's people on mission, but it must never be the target. Instead it is a response. Therefore, we must learn to structure ourselves and lead in those structures, in ways of empowerment where God's people join Him at work in their neighbourhoods and then gather on Sunday to celebrate where they have seen Him at work.

This is easier said than done. This may be the most difficult module and a great deal of patience will be required as we move forward. It is not a race. It has taken the church many generations to get to the place it is in, and it will take more for the Spirit of God to bring correction.

Module 5 - The Formation of the People of God

One of the discussions in church circles today is around “making disciples.” Of course this is not new and every generation faces the same issue – how do we help the church to be formed in the image of Christ as His followers in the midst of a particular generation. Formation of individuals and of the community is crucial to joining God on mission. The missional church movement depends upon it. Mission is not just an outward move, but rather is the reality that we all bear witness to what we believe about God through the way that we live. It is crucial that we help followers to increasingly reflect the one they are following as He reflects the Father.

This begins with salvation and works itself out through conversion. It includes issues of identity, character and vocation. It needs the Spirit to be given the freedom to work in us, and includes our efforts in tandem with the Spirit, as we seek to become like him through “training and not trying” (Dallas Willard). In the past few years much has been done on the issue and value of practices – both personally and corporately. In this module we will look at the transformation process and how we may help our people to become like Christ in all things.

Module 6 - Life in the Neighbourhood

We come now to the final module. We have intentionally left this one until last. In some ways it is a culmination of all that has come before, and in other ways it is what we most quickly default to. But if we have not grasped Module 1-5, Module 6 will become an exercise in “how” without any depth of “why.” This module is designed to help a local church to gain “the favour” of the neighbourhood and to help each of their people to learn what it means to be a good neighbour.

In the parable of the Good Samaritan, the Pharisee asks the wrong question. The question is not, “who is my neighbour?” but rather, “am I a neighbour?” This module will look at the heart of Jesus towards lost people, the development of a church’s engagement in the neighbourhood, the theology of place and the formation of people into being good neighbours for the sake of the kingdom.

In 1993, Alan Roxburgh described the church as a vacuum cleaner sucking believer’s- out of their neighbourhoods, and into the institution. Despite the fact that many pious churchgoers were offended, the data confirms his analogy. Studies show that, after 5 years, even new believers no longer have any significant relationships with nonbelievers. Couple this with the realization that in a post-modern, post Christendom culture, our neighbours have no interest in ‘coming to church’, the need for a renewed understanding and practice for bearing witness in the communities God has placed us, becomes not only essential but necessary-- if we are to be all that we are already called and made to be as God’s people. Experiments and insights from across the globe suggest that this paradigm shift begins with learning again how to be good neighbours, how to keep the second greatest commandment and how, in so doing to bear witness together, to the incredible reality that Jesus reigns, His Kingdom has come and we get to be a part of it!



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In this "Sent to Neighbour" module, we will explore the theology that undergirds this understanding of our calling as well as the sociological and community development studies that support it. We will consider how our context and culture is fertile ground for this renewed understanding and then identify postures and practices that enable us to express and engage in being God's sent ones in our neighbourhoods such that lives and communities are transformed by the power and work of the Spirit in the world. The underlying question for this module is 'what does it look like' to be the people of God in, with, amongst, for and sometimes in contrast to our neighbours in our neighbourhoods today and how we are living this out.

Further Information

If you have any questions about the Ethos training, please get in touch with either.

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Director of Mission

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Rev Marc Owen
Ministry Co-ordinator

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Dates: Year 1 - modules

Module 1

7 pm	17 September	Zoom
	16-17 October	Retreat * * Covid-19 dependent.
7 pm	19 November	Review

Module 2

	22-23 January	Retreat
7 pm	25 February	Re-Group
7 pm	25 th March	Review

Module 3

	23-24 April	Retreat
7 pm	20 May	Re-Group
7 pm	17 June	Review

Ethos Registration

Name: _____

Address: _____

Email: _____

Tel: _____

Name of Church: _____

Association: _____

Preferred Language: Welsh / English

Please provide the names of those who will be attending the Ethos training with you. If you are not able to provide names at this time please indicate how many you think might be joining you.

Payment:

Please indicate the amount payable for year 1 of Ethos training.

Small churches (0-20 members)	£250 per year <input type="checkbox"/>
Medium churches (21-50 members)	£350 per year <input type="checkbox"/>
Larger churches (51-100 members)	£550 per year <input type="checkbox"/>
(100+ members)	£650 per year <input type="checkbox"/>

Payment should be made by 1st September 2020 by cheque or BACS.

Bank Name:	Unity Trust Bank
Account Name:	Baptist Union of Wales General Fund
Sort Code:	60-83-01
Account Number:	20367781
Reference:	"Forge / church name"

Cheques payable to: Baptist Union of Wales.

Please contact either Simeon or Marc if you would like to discuss this further.

**Please complete and return this form by
1st August 2020 to simeon@ubc.cymru**



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