



Movement Dynamics

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Missions and Movements

I. Movement dynamics in a church or network of churches

a. Mega-factors.

i. It experiences grace renewal dynamics

ii. It practices wise and balanced contextualization

iii. It is an 'organized organism' with the movement characteristics:

1. Unified vision and beliefs

2. Cooperation and catholicity of spirit

3. Sacrificial commitment

4. Spontaneity and creativity

DYNAMIC 1: UNITY (THE FOCUS)

Oneness from common vision and beliefs

A movement is driven by a clear vision for a particular future reality, based on common beliefs.

Marks of a movement

1. Organized around a common vision for the future.
2. All leaders and key players share same goals.
3. Forward movement through arriving at consensus or near consensus on next stage in reaching the vision.

Marks of an institution

1. Organized around by-laws and ground rules.
2. Each leader/department presses for own differing agenda.
3. Forward movement through negotiated compromises to form agreed upon 'strategy.'

DYNAMIC 2: CATHOLICITY (THE OPENNESS)

Emphasis on cooperation across lines

A movement is peopled by workers who put the vision ahead of other differences and learn from and work with people of other preferences, temperaments, and secondary beliefs.

Marks of a movement

4. Leaders have high tolerance for ambiguity and organizational "messiness"; what matters is the cause and vision. Result: lots of cooperation with those outside your organization who share the primary beliefs and vision.
5. Responsibilities of leaders overlap; everyone 'owns' the overall organization's health; result is much cooperation within. Emphasis on 'roles' – who you are in the movement. Structure looks more 'flat' and like a network of teams.

Marks of an institution

4. Leaders have high need for clarity and compliance; what matters is proper procedure. Result: little cooperation with those who don't share secondary and tertiary beliefs.
5. "Silo" and turf consciousness; the result is contentiousness. Emphasis on 'tasks'-what you do in the organization. Structure is more 'top-down' like a pyramid of individuals

DYNAMIC 3: SACRIFICE (THE COMMITMENT)

Devotion to God's kingdom over self or tribe

A movement is peopled by workers who put the vision ahead of their own interests and needs.

Marks of a movement

6. Great sacrifice is tolerated: low pay, long hours, poor conditions. Leaders need less approval and encouragement; self-starters.

Marks of an institution

6. Individual needs more important than progress of the whole. Workers need rewards, much accountability from top.

7. High level of trust. Less need for accreditation and close supervision.

7. Little trust. Constant meetings, time-consuming reporting, long approval processes.

DYNAMIC 4: SPONTANEITY (THE ORGANIC NATURE)

Spontaneous growth without top-down command

A movement constantly generates new ideas, new leaders, and new initiatives across itself—not solely from the top or from a command center outside of it.

Marks of a movement

8. Movement spreads through recruitment from relationship networks. Organic growth through friends' enthusiasm and an appeal to sacrificial commitment.

9. New ideas are solicited and incorporated quickly. Lots of openness to creativity; freedom to try and fail. Leaders give workers more support than control.

10. Relationships strong; much "off-line" thinking occurs through friendships. Leaders naturally attract and 'train' new leaders through relationships.

Marks of an institution

8. Organization grows through formal processes of communication and "sales" appealing to individuals' self-interest.

9. Innovation is seen as threatening if not coming from top. Great fear of any failure. Leaders keep tight control, give little support.

10. Few friendships; little happens outside of meetings. New leaders have to be recruited through formal processes.

b. Recapitulation.

c. Creative Tension

d. Biblical-theological analysis

e. The nature of the offices

f. A Practical Analysis

g. Addendum: Movement dynamics and the cultural environment

II. Movement Dynamics in a City

a. Catholicity.

i. Why is catholicity so important?

1. The movement dynamism.

2. The witness of unity.

3. A test case.

b. Catholicity and Church Models

i. The Doctrine-driven model.

ii. The Worship-driven model.

iii. The Community-driven model.

iv. The Evangelism-driven model.

v. The Justice-driven model.

c. The inevitability of church models.

d. The dangers of thinking in terms of models

e. Models and ministry practice

f. Implications

III. City-changing Christian movements

a. It takes a movement to reach a city

b. Gospel DNA

i. Gospel theology

ii. Christ-centered preaching

iii. Grace renewal dynamics

iv. City vision

v. Church-culture model

vi. Contextual and missional

vii. Integrated, balanced ministry

viii. Unity and catholicity of spirit

ix. Church planting

c. Gospel Ecosystems

d. Ecosystems, when intact, reach tipping points

i. The gospel movement tipping point.

ii. The city tipping point.