



Reconciliation to Community Reparations

Rev. Dr. Gerard I. Bolling

[#miLCMSpastors](#)



Michigan District
The Lutheran Church - Missouri Synod

Rev. Dr. Gerard I. Bolling



@bolling_gerard

#miLCMSpastors



Michigan District
The Lutheran Church - Missouri Synod

TOPIC 2: RECONCILIATION TO COMMUNITY REPARATIONS

Community Engagement/Development



I SEE THE PANIC IN THE ROOM!

DEFINITION: Reparations-making amends for a
wrong one has done





HOW DO WE MAKE REPARATIONS?

Through good COMMUNITY ENGAGEMENT along with
COMMUNITY DEVELOPMENT





DEVELOPMENT TECHNIQUE 1

Community Engagement/Development

COMMUNITY ENGAGEMENT vs. Development

- *Community Engagement (Smart, 2017)*
 - *Mostly Short Term (the landscape changes, you Change)*
 - *Directly solves a problem*
 - *Has defined timelines*
 - *Has measured success (community capacity increase)*
 - *Not always visible success (Must focus on Quality or Quantity)*
 - *Drives toward Organizational Development*
- *Community Development (Kretzmann & McKnight, 1993)*
 - *Mostly Long Term*
 - *Fixes a Power issue (housing, ownership, access)*
 - *Outcomes increase capacity of community members*
 - *Drives toward Organizational Development (OUR community)*

ENGAGEMENT EXAMPLES?

- Church Programs
- Community Programs
- AA/NA/Etc.
- Bible Studies
- Fellowship Groups
- Etc.

DEVELOPMENT EXAMPLES?

- Community Housing
- Park/Recreation
- Businesses
- Coffee Shop
- WFD
- Etc



DEVELOPMENT TECHNIQUE 2

Capacity Building

BUILDING CAPACITY VIA DEVELOPMENT

- GREEN GRASS GROWS ALL AROUND?
- Jamirah
 1. *Lives in Community Houses*
 2. *Attends the Church close to the homes*
 3. *Able to buy groceries at her local store*
 4. *Works at a local coffee shop that works through a WFD Program*
 5. *Has learned new skills that allowed her to work as manager of the store*
 6. *Has a decent pay that matches her lifestyle*

BUILDING CAPACITY VIA Engagement

- GREEN GRASS GROWS ALL AROUND?
- LETS TALK ABOUT....JAMIRAH!



JAMIRAH #1

1. Lives in Community Houses (D)

- *Attends the NA Meetings held in the homes sponsored by the local church (E)*



JAMIRAH #2

2. Attends the Church close to the homes

- Can now her kids to Youth/family programming rather than worrying about childcare
- Kids attend the school at the church
Kids learn about Christ



JAMIRAH #3



3. Able to buy groceries at her local store

Is feeding her local economy while also creating community within the store. Joins their “future partners” program begun by a community group

JAMIRAH #4

4. Works at a local coffee shop that works through a WFD Program

- The Future partners program refers her to the WFD program housed at the Church.
- Hooked in with a mentor



JAMIRAH #5



5. Has learned new skills that allowed her to work as manager of the store

- She now is being groomed to mentor others like her

JAMIRAH #6

6. Has a decent pay that matches her lifestyle

- Can feed the community Economy and is now raising children who will do the same
- All this done while the kids also LOVE JESUS and get to know Him!





DEVELOPMENT TECHNIQUE 3

Mentorship



MENTORSHIP MUST BE SEEN

- Your Church is bigger than NOW. Your Leaders are better than TODAY.
- Jamirah's Journey did not end at "sorry—we cannot help you." Many hands worked to make this happen!
- Questions to Ask
 - *Who is next?*
 - *What will it take?*
 - *What is my strategy for retention?*
 - *What is my strategy for Recruitment?*



ACTIVITY

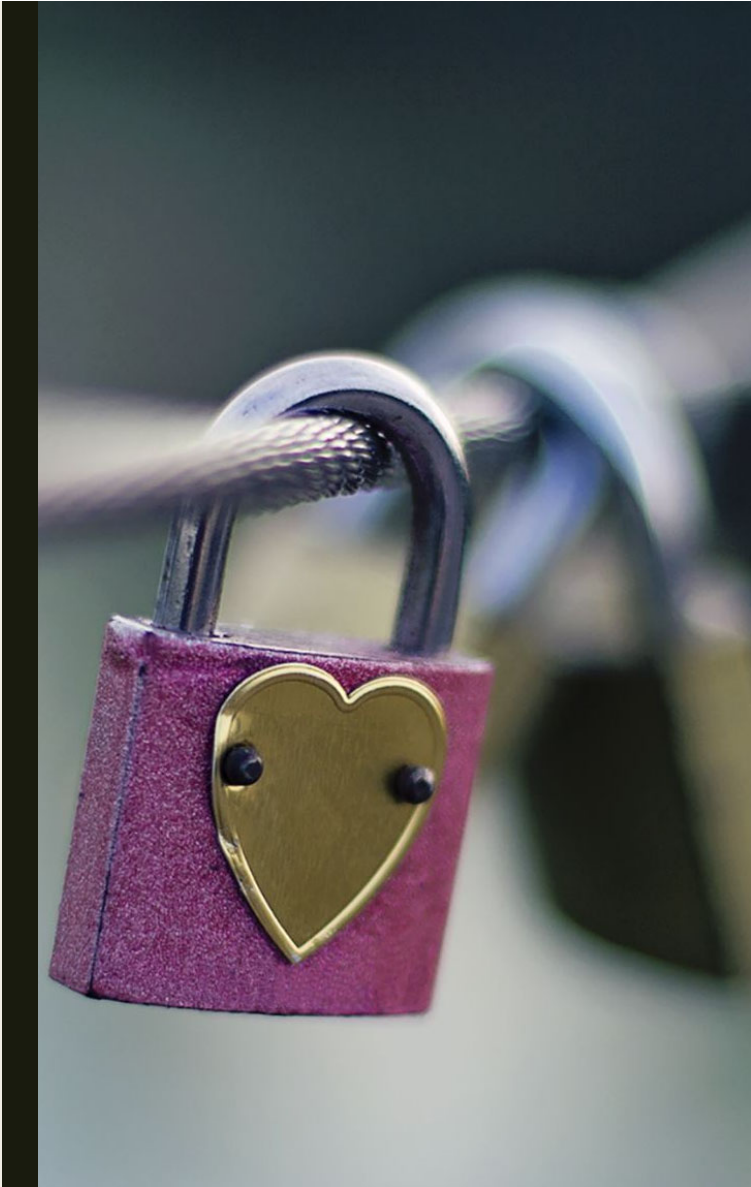
- Create a QUICK program that has both DEVELOPMENT and ENGAGEMENT aspects to it. Share with the group.

SHARING TIME

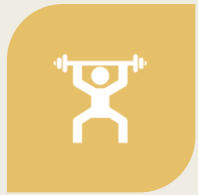


Matthew 23:37

- They asked ... What is the GREATEST commandment?
- Jesus replied: “Love the Lord your God with all your heart and with all your soul and with all your mind.”
- Love with your WHOLE SELF&



5 MAIN ATTRIBUTES OF SELF



PHYSICAL



MENTAL



EMOTIONAL



SOCIAL



SPIRITUAL

Why is this
important?



STRESS TEST

- <https://www.mindtools.com/avn893g/the-holmes-and-rahe-stress-scale>

TOOLS FOR EACH



TURN AND TALK

- HOW TO DECREASE STRESS?

- *Physical*
- *Mental*
- *Emotional*
- *Spiritual*
- *Social*

LEADERSHIP STYLES



Great Man Theory

Belief that leaders are BORN and not MADE

Leaders emerge when needed

Inherited Leadership

Trait Theory of Leadership

Leadership Traits model
and make for a great leader

Inherited skills

Gleaned Skills

Traits Associated With Great Leadership



Intelligence



People skills



Decisiveness



Creativity



Competency



Trustworthiness

Behavioral Theory of Leadership



Success=Behavior



Situation Responsiveness



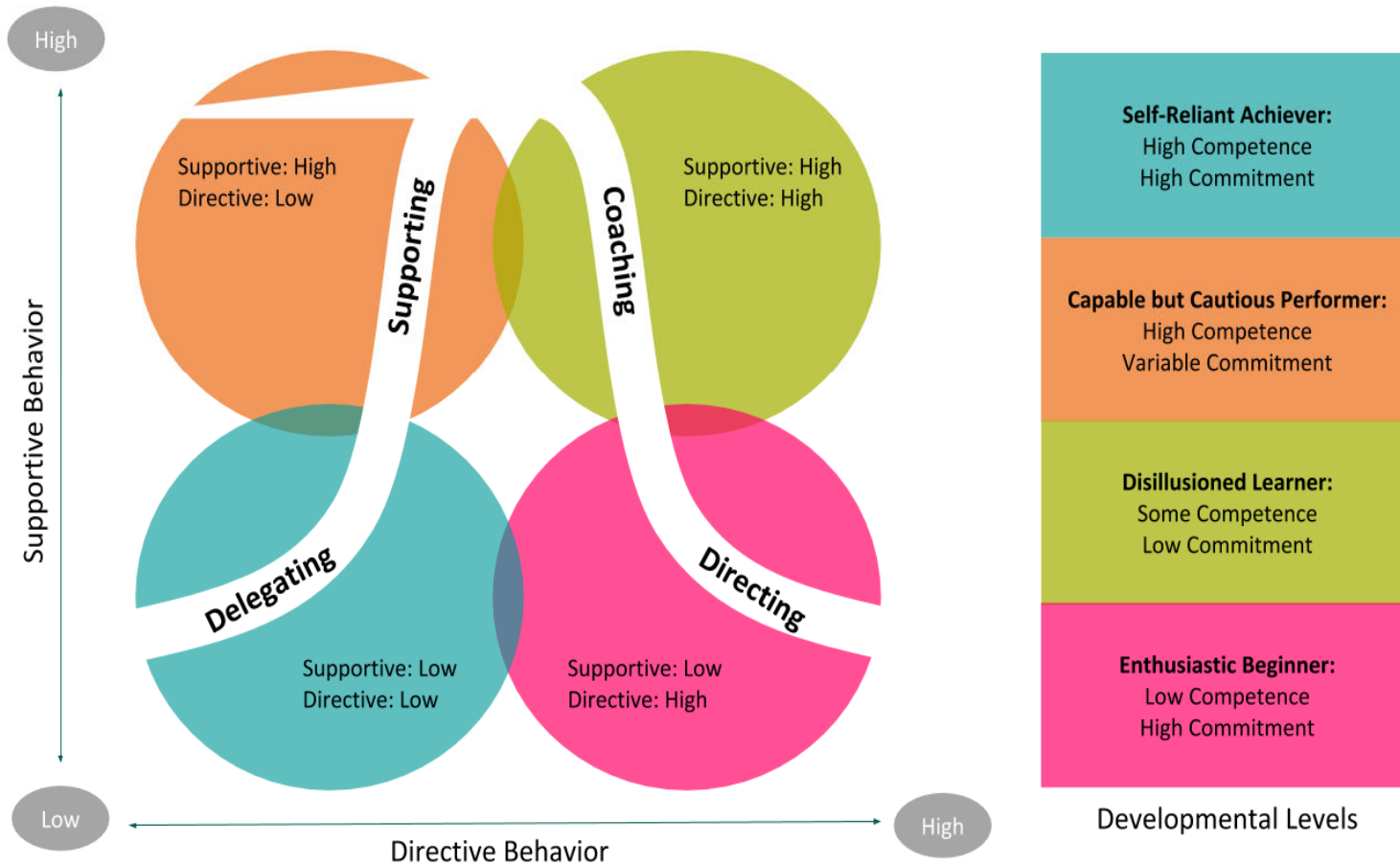
**SITUATIONAL
Theory of
Leadership**

Flexible Theory

Leader adapt to needs
of followers

Adaptive in nature-
short term

Hersey-Blanchard Situational Leadership Theories



COLLABORATIVE
Theory of
Leadership

Group Decision
Making

Democratic vs
Dictatorship

Built around TRUST
and VISION



Servant
Theory of
Leadership

1. People Growth

2. Community Growth

3. Mission Growth

SERVANT LEADERSHIP MODEL



Transactional
Theory of
Leadership

Quid Pro Quo

Exchange

Short Term

Transformational
Theory of
Leadership

Change is key

Change in people

Change in Systems



Transactional Leadership **VS** Transformational Leadership

TRANSFORMATIONAL LEADERSHIP

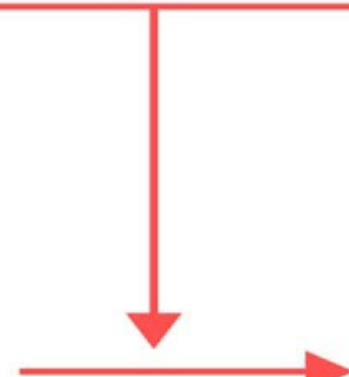


TRANSACTIONAL LEADERSHIP



Expected Outcomes

Performance Beyond Expectations



TURN AND TALK

Which Leadership Style am I?

How does this influence the staff?

How does this influence my Congregation?

What do I see in the 3 main leaders I work with?