

2007

Recommendations



Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is – his good, pleasing and perfect will.

- Romans 12:2

Discernment Team
First Christian Church
9/20/2007

Table of Contents

Introduction 5

Definitions..... 9

Scripture Readings 13

 1 Kings 19:1-8..... 15

 Romans 12:2 15

 Esther 4:14 15

 Matthew 14:15-16 15

Background 17

 The 2020 Vision of the Christian Church (Disciples of Christ)..... 19

 The Lazarus Project 19

 What is Transformation? 20

 Why Do We Need Transformation at First Christian Church? 20

 Technical and Adaptive Change 20

Recommendations 21

 Recommendation 1: Accept These Qualities as the Core Values of First Christian Church 23

 Recommendation 2: Take a Sabbatical as a Church 23

 Rationale for Sabbatical Year 23

 Why do we need a sabbatical? 24

 What will we do during the sabbatical?..... 24

 How will the church function during the sabbatical? 27

 When will the sabbatical begin and end? 28

 Recommendation 3: The Basement Is On Hold 28

Appendix 31

 Our Mission & Vision for the Region of Ohio..... 33

 Mission and Inclusive Statement for First Christian Church 35

Bibliography 37

Introduction

Shortly after the discernment team started meeting regularly in March of 2007, it became startlingly clear that if this church is going to survive, then something has to happen. Continuing down the current path, the church will run out of resources to support the staff, the building, and the pastor. Ideas abounded. Pastor Nikki started talking with other churches that have been through hard times and made it out the other side stronger than ever before. She came to us telling us to stop with the brainstorming and just pray. For several weeks, that's what we did. We prayed together as a group; we prayed separately whenever we could spare a few minutes. We would come together and discuss our thoughts for the week – where we saw God leading us as a congregation. We have spent countless hours praying, discerning, and discussing. We then started learning about what other churches have done to revitalize themselves. We have read many books, websites, and documents about transformation, worship for the next generation, and how other churches are organized. Our time together has been an enlightening and spiritual journey. We have all become closer to one another and in turn closer to God through our search for the path that the Lord is laying out for First Christian Church.

This compilation is the collective research from our efforts. We are first giving you some background and definitions to help you understand why we have come to the conclusions that we have. We realize that the congregation has a long journey ahead. It is a journey that captivates and excites us and our hope is that others in the congregation will be drawn into the excitement. The Lord has been hard at work among this small team, and it is with great anticipation that we bring our findings to the people of the congregation.

May the Lord keep you focused on the words, and your hearts and minds open to the meaning found within.

Together in Christ,

The Discernment Team

Kathy Brinkman, Robin Kretzinger, Nikki Mazza-Fredley, Tiffany Scherf, Pat Sharninghouse, and Bob Thompson

Definitions

Transformation

Transformation is the intentional spiritual journey that a congregation undertakes systematically in order to realize what God has called it to be as church and to do mission in today's world.

Technical change

Technical change is change that fixes day to day problems in the system as it is.

Adaptive change

Adaptive change is change that adjusts the design or function of the system so that the system itself changes

Core values

Core values are attitudes and beliefs that uniquely pattern a culture

Sabbatical

As applies to work – a period of leave from work for research, study, or travel, often with pay and usually granted to college professors every seven years

As applies to worship – *Sabbath* – observed as a day of religious worship and rest from work

Covenant

A solemn agreement that is binding on all parties

Interim

Serving as a temporary measure until something more permanent can be established

Scripture Readings

1 Kings 19:1-8

1-2 Ahab reported to Jezebel everything that Elijah had done, including the massacre of the prophets. Jezebel immediately sent a messenger to Elijah with her threat: “The gods will get you for this and I’ll get even with you! By this time tomorrow you will be as dead as any one of the prophets.”

3-5 When Elijah saw how things were, he ran for dear life to Beersheba, far in the south of Judah. He left his young servant there and then went on into the desert another days’ journey. He came to a lone broom brush and collapsed in its shade, wanting in the worst way to be done with it all – to just die: “Enough of this God! Take my life – I’m ready to join my ancestors in the grave!” Exhausted, he fell asleep under the lone broom brush. Suddenly an angel shook him awake and said, “Get up and eat!”

6 He looked around and, to his surprise, right by his head were a loaf of bread baked on some coals and a jug of water. He ate the meal and went back to sleep.

7 The angel of God came back, shook him awake again, and said, “Get up and eat some more – you’ve got a long journey ahead of you.”

8 He got up, ate and drank his fill, and set out. Nourished by that meal, he walked forty days and nights, all the way to the mountain of God, to Horeb.

Romans 12:2

Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God – what is good and acceptable and perfect.

Esther 4:14

Who knows? Perhaps you have come to royal dignity for just such a time as this.

Matthew 14:15-16

When it was evening, the disciples came to him and said, ‘This is a deserted place, and the hour is now late; send the crowds away so that they may go into the villages and buy food for themselves.’ Jesus said to them, ‘They need not go away; you give them something to eat.’

Background

The 2020 Vision of the Christian Church (Disciples of Christ)

The 2020 Vision states that by the year 2020, the following things must occur for the Christian Church (Disciples of Christ) to still be alive:

- The formation of 1,000 new congregations
- The transformation of 1,000 current congregations
- The calling and forming of new leaders and the continuing re-forming of current leaders
- Becoming an anti-racist/pro-reconciling church

We lift these values that bind us in covenant:

- The Confession of Faith that Jesus is the Christ, son of the Living God, and our Savior
- The open, inclusive Lord's Supper, God's table
- The call to ministry that is on every Disciple
- The love of the unity God gives us
- The practice of the justice of God

Leaders are called to practice spiritual disciplines:

- Daily Prayer
- Growth in faith using the Bible and other resources
- Financial stewardship, beginning with tithing
- Active involvement in a Disciples of Christ congregation
- Practicing the justice of God in all of life
- Willing surrender to God's desire, both personally and institutionally

The Lazarus Project

The Lazarus Project was started about ten years ago and is made up of congregations who promote vitality by using simple ideologies in churches which had been declining, dormant or dying.

Lay leaders and ministers play vital roles in this effort. They abide by the notion: "it only takes one focused, persistent leader with vision to revitalize a congregation...and you might be that person."

The Lazarus Project's idea of redevelopment is based upon "family systems" ideas. Some of the key concepts that are relevant to First Christian Church are:

1. Whenever people gather themselves into groups (like congregations, Sunday school classes, cliques, church boards, committees, sessions, councils, etc.) they are making themselves into a sort of family.
2. For 3000 years God has been using one basic principle of renewal: a single, focused, persistent leader who is not deterred by the resistance (or support) of others; some examples include: Moses, Gideon, Nehemiah, Peter and Paul.
3. Churches are living things, and as such, one day will die: but even the most stagnant lifeless congregation has a great deal more potential for revitalization than most of its members realize (that is, the church isn't nearly as dead as you might think).

4. They typical culprits suspected of killing churches (cliques, bullheaded leaders, theological disagreements, weak pastors, etc.) are not the causes of stagnation and death in churches but rather are symptoms of graver, unrecognized problems.

What is Transformation?

Transformation is a continuous process. One cannot point to a “finally transformed” congregation, but we can all be on the way. The journey is our home.

- This journey is spiritual because transformation is the work of God. It is about listening to God, deepening our relationship with God, and acting upon what we discern is God’s will.
- It is systemic because it is about everything a congregation is and does, not just one aspect of its program. It is connected denominationally and to the whole church.
- This is a strategic journey because it addresses change in an intentional process of action steps.
- Since communities of faith are an integral part of the entire web of God’s ecology, the transformation of congregations is a piece of God’s transformation of all creation, addressing the pressing needs for stewardship of the world.

Why Do We Need Transformation at First Christian Church?

- The world is constantly changing and thus, so is the church. However, we don’t realize it but we desperately need to change as well.
- To look at this biblically, it takes on average 2 weeks to journey from Egypt to the Promised Land. However, it took over 40 years for the Israelites to find it.
- That is because human transformation takes much longer than societal change. That is why we are dragging our feet in churches.
- We as a church have to wipe away the administrative and “heady” baggage that surrenders us to a system that is antiquated and move to a greater look at our spiritual discipline.
- We are not to begin with trying to correct what is wrong with programming and projects, and we must begin with issues around mission and spirituality.
- Being church means to be a community that is great than ourselves.

Technical and Adaptive Change

Technical change is change that fixes day to day problems in the system as it is. **Adaptive change** is change that adjusts the design or function of the system so that the system itself changes.

Transformation involves BOTH of these types of changes. But solely serving technical change will only be like putting on a cut that needs stitches or shuffling chairs on the deck of the Titanic.

According to Rev. Dick Hamm, “‘Fixes’ actually help keep the status quo intact. Adaptive change has to do with seeing underlying issues and addressing them in ways that alter the fundamental nature of the system. This is deeply threatening to people whose anxieties are already rising to the dysfunction of the system.”

Recommendations

"When I stand before God at the end of my life, I would hope that I would not have a single bit of talent left and could say, 'I used everything you gave me.'"

-Erma Bombeck

Recommendation 1: Accept These Qualities as the Core Values of First Christian Church

We have a mission statement at First Christian Church. It tells others who we are in a short succinct statement. Core Values define more clearly who we are. These are the values that we should live by as a church. Any time we are making decisions as a church we should make sure that the decisions are in line with our core values.

You have heard us discuss these values in the discernable moments over the past few weeks. We truly believe that these values define who we are as a church.

1. Relationships – Seek to live as Christ taught us. We understand that we have to have a relationship with Christ first and then to each other. To that end, relationships should take precedence over busyness, the status quo, quantifiable measurements and the loudest voice.
2. Gifts – Realize where the source of our future comes from. To that end, we have to equip our children and youth with the necessary tools to be sojourners on the way. This requires us to not only mentor them and care for them, but also provide for them educationally, spiritually, and recreationally.
3. Risks – Stretch far beyond our comfort zones and be willing to take risks that might result in failure but also may become life rewarding. We will continually reflect on our personal lives as well as the life of our church.
4. Authentic and Genuine – Be true to ourselves and to others. To that end, we have to be open, honest and trustworthy, realizing that all of life's issues will not fit neatly in a box. However, that doesn't mean that all circumstances of life cannot come to the table and be addressed lovingly and equally.
5. Intentional in our Service – Strive to have passion for God, for each other, for outsiders, for the social justice issues of the world and for life in general. It is our responsibility to be a beacon of light to those around us. We have to understand that this light needs to reach far beyond our walls and stretch out locally, regionally and globally.
6. Ministry and Worship – Understand that all of us here are called by God. To that end, we must work to strive to be a representation of discipleship of all believers as well as welcoming, encouraging and lifting up all talents from within this congregation as often as possible in our worship gatherings, extracurricular and programming.
7. Sharing our Faith – Set out intentionally to include, invite and welcome all peoples from diverse backgrounds, realizing that not everyone looks, thinks, and believes that way we do.

Recommendation 2: Take a Sabbatical as a Church

Rationale for Sabbatical Year

These are the main points we are hoping to cover during our sabbatical year:

1. Scriptural mandate
2. Deepen the spiritual life of the congregation
3. Restructure away from the business model that is no longer working

4. Creditability for Christianity – we are realizing that we need to be spirit led as opposed to money, business, and earthly resources driven.
5. Individual Spiritual Deepening and awareness that would otherwise be hampered with ineffective programming and routine business.

Why do we need a sabbatical?

The term *sabbatical* derives from *Sabbath* and applies the daily devotion of Sabbath onto a longer period of intentional focus. *Sabbath* is an active setting aside of time and giving it back to God. It is a time that we should be lifting up to our Lord in prayer. A sabbatical, characteristically, is one year that we intentionally take a hiatus of the “busy-ness” and instead focus on the voice of God that so often gets lost in the murkiness of WORK.

The Ten Commandments given to Moses by Yahweh gave us as Christians one of the earliest mandates – to remember the Sabbath and keep it holy. This understanding of Sabbath was meant to be a day to rest, give thanks and be intentional in our prayer life. However, our society has drastically changed to the point where there is little to no focus on the Sabbath. We can easily be tricked into measuring our own value – as well as those around us – by what we accomplish in quality and quantity. But our value in God’s eyes is not calculated by these measures. Therefore, as a church we have to be intentional in our understanding and practice of keeping the Sabbath. This is more than just a statement about making worship on Sunday mornings a priority; it is an unspoken obvious. Sabbath is more than Sunday morning. It is about being accountable. It is about giving back to God – at least a degree – of the blessing that our gracious Creator has bestowed upon us.

Sabbatical understandings appear as early as the ancient Jews. In Scripture, we read about Jubilee years and years of forgiveness. These are also known as Sabbatical years. Even though those Jubilee years are not being celebrated currently, that does not mean that it’s understanding and major purpose cannot be helpful for us in this time and place. Giving ourselves a Sabbatical year will enable us to see that we have a lot of ministry to do. It will also help us to open our eyes to what our administrative structure is doing to us as a church; being juggled by so many, it is preventing us from truly “worshipping.” The discernment team’s hope is that we can take a break. But in this year ahead, we cannot be lazy. We must be deliberate on growing and nurturing our spiritual life together.

There is no doubt that this is a risk. It is a worthwhile venture that will provide us with so many new abundant blessings.

What will we do during the sabbatical?

Deacon and Elder Training

The offices of elder and deacon are special offices that have substantial roles within congregations. Over the next few months during our time of renewing, we will be looking in depth at each of these offices as well as understanding what it means for those serving in them.

Past elders and deacons, those currently serving, and anyone interested in answering the call to serve in either of these two spiritual entities are encouraged to attend. More information will be offered about dates once the sabbatical has taken effect.

Prayer Groups

Building valuable and life affirming relationships is one of the precepts that the discernment team feels most strongly about. Because of this, we feel that the next step in our journey together centers around prayer. We want to institute an active Prayer Group Life where everyone is encouraged to participate. We understand the diversity of people's schedules, that is why there are going to be various types of groups meeting all through the week as well as different types of prayer being the focus of each group.

Prayer is such a valuable tool and resource to have as Christians. One of the greatest lessons that the discernment team has learned is that WE CANNOT MOVE FORWARD WITHOUT a healthy, active spiritual life – individually and collectively as well.

Prayer is something that most of us do, but we may not necessarily think about the condition or quality of it.

What Prayer Is:

- Worship – It is a one-on-one relationship with God.
- An opportunity to have contact with God.
- A time to repent when we have sinned.
- From the heart.
- Fellowship with God.
- Directly seeking and submitting to God's will.

What Prayer is NOT:

- Memorized – It should be from the heart.
- Make-believe – It is not just about good therapy.
- Something to do to relieve your conscience.
- A means by which we can get from God what we want.
- A sign of righteousness – Don't think that if we pray more than others, that we are better.
- Seeking our will.

To build a more active and fit spirituality, both individually and as a congregation, prayer groups will offer structure, comfort, and accountability. Here are some of the prayer groups that are going to be offered in the very near future:

A Study of Various Types of Prayer

This study will look at the seven types of prayer: prayer of supplication, prayer of intercession, prayer of faith, prayer of agreement, prayer of thanksgiving and praise. We will also investigate that while there are different types of prayer, there are also different parts to each prayer.

This group will eventually be able to identify various prayers within the bible as well as structure these various types of prayer into their own private prayer life.

Prayerful Thoughts and Thoughtful Prayers

The true essence of prayer is focusing on God with a pure and repentant heart. We need to “touch God with our hearts” by becoming so preoccupied with Him that nothing else matters. How we do this varies enormously and there are so many different ways to pray and millions of different prayers.

This group is going to explore a non-exhaustive number of ways to pray. Some of them include: vocal prayers, contemplative prayers, reading prayers, silent prayer, working prayer, vernacular prayer, thanksgiving prayer, simple prayers, morning prayers, night prayers, protection prayers and many others.

Style of Prayers

This group will see that not only are there various ways, types and actions involved in prayer, there are also various styles. This group’s prayer focus will center on the various styles of prayer. They include: formal prayers, conversational prayers, devotional or scriptural prayers, prayer walking and spontaneous prayers.

Intercessory Prayer

Intercessory Prayer is not the same as prayers for yourself, for enlightenment, for guidance, or any personal matter. And this is not just about praying for someone else’s needs. Rather, intercessory prayer is praying with the real hope and real intent that God will step in and act for the good of some specific others person(s) or other entity. It is trusting that God will act, even if it’s not the manner or timing we seek.

This group will center their prayer fellowship with intercessory prayer, learning the different types, where it is found in the bible, how to do it yourself, and to aim to build people into what God want of them, not to tear them down.

Works of Piety – John Wesley

John Wesley, the father of Methodism considered prayer an essential part of Christian living. He believed that prayer was the most important means of grace. Therefore, this group would explore the principals that Wesley found so important in the growth of one’s prayer life. Some of these principles are: bible study, fasting, and communion.

Labyrinths

Labyrinths reshape a 12th century ritual for the 21st century. It is a maze like path that takes you on a symbolic journey that creates a space to unwind and think – in particular about our relationship with ourselves, one another, our planet and with God.

This group will look into the rich history of a labyrinths, see its meditative and contemplative richness in one’s prayer life, visit some sites of labyrinths as well as pray about First Christian Church’s possible need of having one.

Centering Prayer

This group will look at contemplative prayer and be open to its receiving of God's presence. This group will be more silent than active and more focused on the presence of the Holy Spirit through group prayer and collective meditations.

The Spiritual Exercises of St. Ignatius Loyola

These exercises were developed by Ignatius Loyola, a Jesuit priest. These Spiritual Exercises are a program of meditations, prayers, considerations and contemplative practices that help the faithful become more fully alive in the everyday life of contemporary people.

While once only used by the Catholic Church, the spiritual exercises by Loyola help anyone on a spiritual quest experience a deeper conversion into life with God in Christ. This group will also find ways to allow our personal stories to be interpreted by being subsumed in a Story of God.

Tazie Services and Prayer

This group will center on this very ancient practice of prayer, anointing and chanting. This type of prayer aims at enabling participants to remain open to the voice of God and discover the prayer within them. We will learn what chanting is, what meditation is, how to hear God among the silence and lifting up all of this in a group together.

How will the church function during the sabbatical?

Covenant

To keep some semblance of order, a covenant must be made between the congregation and Pastor Nikki. We, as a congregation, must covenant that no major decisions will be made during the sabbatical time – the building will not be sold, there will be no pay raises, no one will be fired. And she in turn will covenant with us that she will not leave us during the sabbatical time. She will stick with us and guide us through this process.

Set Aside Constitution

To enable us to take a break from what we normally do, we must set eliminate our constitution for a period of time. This will give us the flexibility to see which direction we need to go without rules holding us back. This does not mean that there will be no order. There will be an interim structure in place to keep the church functioning.

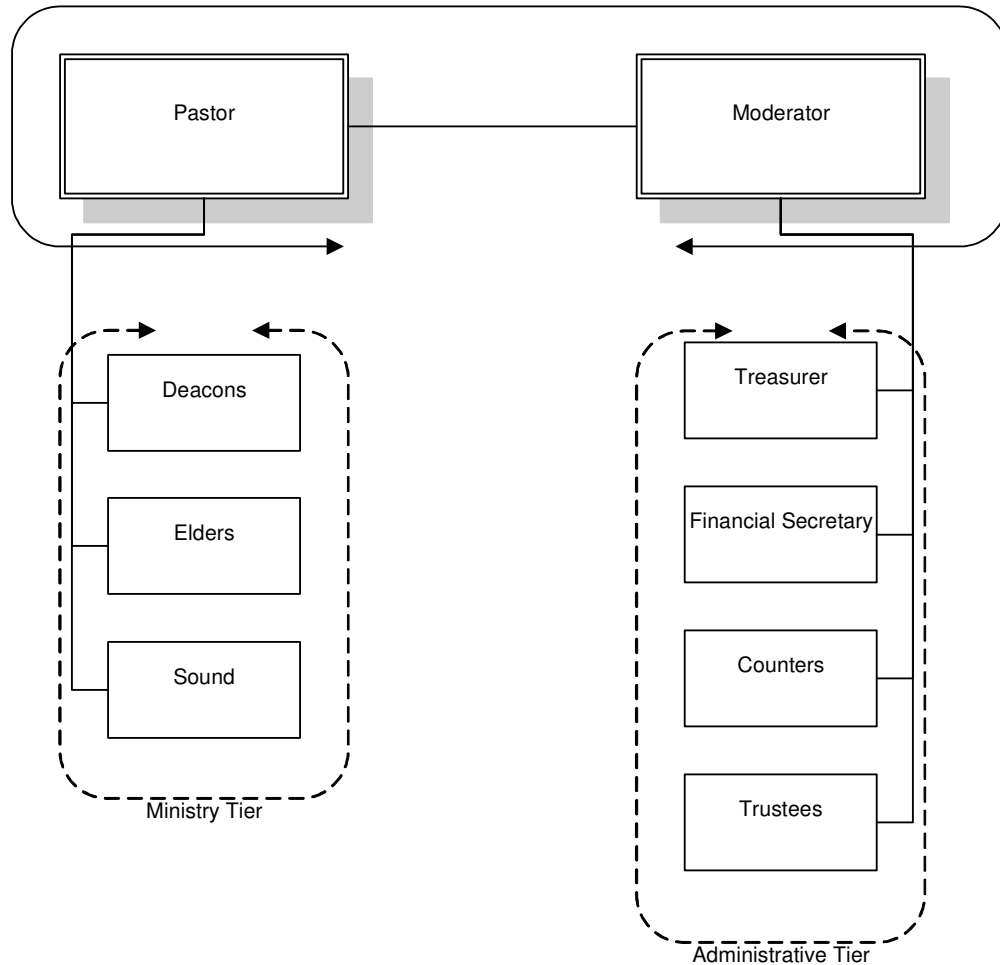
Interim Structure

During the sabbatical, we still need a skeleton structure to ensure that the bills get paid, tithes and offerings are accounted for, the heat is turned on, communion is prepared and served, etc. The budget during the sabbatical period will remain the same as the prior year with a slight increase for inevitable costs, such as utilities or insurance increases. The pastor and the moderator will be the leaders through this interim period. They will be the "go to" people. During the sabbatical, the Ministry Tier will consist of deacons, elders, and the sound crew. The Administrative Tier will include the treasurer, financial secretary, counters, and trustees. There will be no elder or deacon chairs during the sabbatical. This is

so that the focus for these teams can be on spiritual growth, and no one person is left with more responsibility than another.

Any large decisions that would need to be made during the sabbatical would be brought to the congregation. An example would be any over-budgeted expenditures.

Interim Structure



When will the sabbatical begin and end?

The sabbatical will begin immediately upon approval by the congregation. While the discernment team hesitates to put an end date on the sabbatical period – since we have to do this in God’s time – we hope to see it end somewhere between 12 and 18 months from when it starts.

Recommendation 3: The Basement Is On Hold

While the flooding of the basement was a huge loss, it can also be looked at as one of our biggest assets as we begin this sabbatical period. During this time, we will be figuring out who we are and what our

mission as a church should be. Once we have that figured out, the basement should be used to help us live out our mission.

We don't expect to wait 12-18 months before we start some sort of reconstruction. As the sabbatical is under way, there will come a point when we as a congregation start to come together and the picture of who we are and where we want to go will become clear. This may come as early as 6 months into the sabbatical. As soon as that direction is clear, then plans for the basement can begin. But we need to be intentional about what we do with that space. We have been given a gift from God- a chance to start over. We want to use that gift to move forward and grow.

Appendix

Our Mission & Vision for the Region of Ohio

A covenant network of congregations in mission:

We are the body of Christ gifted and called in covenant together as
Disciples of Christ to be centers of transformation on the new mission
Frontier of our communities.

Strengthening Relationships and Building Networks

Leadership Development

Congregational Transformation and Evangelism

In covenant together, we are gifted and called to become a true community, by;

Building trust through open clear communication.

Listening to one another's hopes and dreams.

Caring for one another in times of joy and pain.

Sharing our transforming experiences of Jesus Christ with our communities around us.

Maintaining the highest level of ethical integrity.

Helping to network our congregations' effective ministries with one another.

Offering up assistance in discerning the gifts, calling, and unique mission opportunities of each other,
and facilitate leader development and educational opportunities.

Finding ways to empower gifts of individuals, establishing clergy and laity as missioner team leaders, and
equipping them with the resources to do ministry.

Taking advantage of the best communication tools available as they develop.

Because we are centers for transformation, striving to embody deep Christian Spirituality and seeking communion we will;

Center our life together around the Lord's table, affirming its power to bring God's children together in
unity and diversity.

Focus on vital, engaged worship in its variety of forms and in all of our gatherings.

Develop growing faith through training, mentoring and service in congregations.

Engage stewardship in priorities and planning.

Create mission experiences as opportunities for spiritual growth.

Strive for openness to the work of the Holy Spirit encouraging innovation and pioneering.

On a new mission frontier, led by a passion for justice, we will;

Be an anti-racist, pro-reconciling church, continue to grow in faithfulness to the Gospel.

Value local mission as inseparable from evangelism.

Re-establish evangelism as a primary calling, in affirmation that our faith is desperately needed by the
people of our communities.

Hold each other accountable to Christ's Great Commission to bear the Gospel in our world with integrity
and authenticity.

Commit to the inclusion of all people, without expectation, in the life, functioning , and governance of the church.

Mission and Inclusive Statement for First Christian Church

Adopted May 2004

Our Mission is to be an open, just, and loving Christian Community that welcomes, includes and serves all Children of God.

We welcome all people whatever their gender, race, culture, ethnic background, sexual orientation, economic circumstance, family configuration, or difference in ability into full participation in the life, leadership and employment of First Christian Church.

Bibliography

Kaiser, John E. Winning on Purpose: How to Organize Congregations to Succeed in Their Mission. Abingdon Press, Nashville. 2006.

Kimball, Dan. The Emerging Church. Zondervan, Michigan. 2003.

Kimball, Dan. Emerging Worship: Creating Worship Gatherings for New Generations. Zondervan, Michigan. 2004.

Hamm, Richard. Recreating the Church: Leadership for the Postmodern Age. Chalice Press, Missouri. 2007.

Harpst, Gary. Six Disciplines for Excellence: Build Small Businesses that Learn, Lead, and Last. Synergy Books, Texas. 2007 (second edition).

Linn, Jan. Reclaiming Evangelism: A Practice Guide for Mainline Congregations. Chalice Press, Missouri. 1998.

Piatt, Christian and Amy. MySpace to Sacred Space: God for a New Generation. Chalice Press, Missouri. 2007.

Reese, Martha G. Unbinding the Gospel: Real Life Evangelism. Chalice Press, Missouri. 2006.

Schnase, Robert. Five Practices of Fruitful Congregations. Abingdon Press, Nashville. 2007

Simpson, Mike. The Lazarus Project: How You Can Renew Your Congregation. Second Wind Press, North Carolina. 1999.

Christian Church in Ohio (Disciples of Christ). 2006 Christian Church in Ohio. www.ccinoh.org.

Christian Church (Disciples of Christ). 2007 Christian Church (Disciples of Christ). www.disciples.org.

The Lazarus Project: How You Can Renew Your Congregation. 2000-2006 The Lazarus Project. www.lazarusproject.org.

The Jesus Connection. www.thejesusconnection.com. Jan Linn, Ministry Leader.

Harrison Church. <http://www.harrisonfcc.org>. Rev. Bill McConnell, Pastor.

New Beginnings. Church Extension. Indianapolis, IN.

The Columbia Partnership. 2005-2007 The Columbia Partnership. www.thecolumbiapartnership.org. Dick Hamm.

Hamm, Richard L. Recreating the Church: Leadership for the Postmodern Age. Chalice Press, Missouri. 2007.

Disciples Home Missions of the Christian Church (Disciples of Christ). *Developing Consensus on Congregational Transformation*. 2007.