



Regional Listening Conference #2

February 2-4, 2009

Clergy Consultation

Antiochian Village Conference Center, Ligonier, PA



Date: February 2-4, 2009

Title of Meeting: Regional Transformational Listening Conference

Location: Clergy Consultation, Antiochian Village, Ligonier, PA

From small group conversations

Top life-giving moments:

Laurelview/Nordmont
Miracle Day
Spontaneous Giving
Clergy Consultation

Characteristics: richness of family relationships – our roots, home

Open welcome to the Disciples

Church camp – decision – freedom

Nurturing Leadership

Acceptance of by one another
by regional minister attentiveness/care

Gatherings – clergy, retreat, regional Assembly , camps

CAMP

Gathered Times
Assemblies, camp, consultation

Growing in Acceptance
Welcoming, inclusiveness, reconciliation work, Miracle Day, new churches

Responding in Care and Support in Times of Crisis
Caring for clergy
Caring for congregations – Growing in Ministry
Miracle Day

Outreach by and to churches across denominations and special ministries

1995 General Assembly in Pittsburgh

To be continued – our future



Challenges and Context:

Building God's Temple

Clarity: who are we?

What are we?

Where are we going?

Breaking chains of Tradition

Regional Diversity

Geography, culture, language, mind set Philly verse PGH steel workers, age, new church-established church, worship styles.

What will happen if we don't:

Never a region, won't grow, won't be Christ's church, no witness to the world of diversity

What can we do?

Translators at regional events

Intentional building of relationships with new and diverse churches

Economy: Powerless, Hopeless, fear

Global crisis, church and people pulling back

What can we do?

Rediscover early church in time of persecution

Community gardens, roving work projects

Life clutter/ lack of meaningful relationships/ spiritual exhaustion

Too much to do

Too much information

Technology

What will happen if we don't address this issue?

BURN OUT

What can we do?

Teach and share with a stressed world values of simplicity, intentionality, retreats, centering in Christ, church exchange

Anxiety

Age

Angst

Consequences?

7 last words:

"We die, nervous and bitter and alone"

What can we do?

Reaffirm our faith and identity; foster community across the aisle, get in one place and build something!

Challenges:

SE Haitian churches

Cultural differences – not part of our tradition

We never did this that way before

Provincialism/ judgment



Declining numbers (society mindset)
Economics (day to day)
Lost vitality
Materialistic/ concrete
Loss of connection to community
Patriarchal/ matriarchal churches
Ignorance and apathy: don't know and don't care
Fear
Continual transition

Forces and Factors

Economic crisis

- a. fear
- b. can't pay for ministers
- c. turning inward, not mission driven – not region driven

Churches don't grow in spite of program/ hard work
Identity – Eucharistic centered community of faith and reason (heart and head)
We die or we live.
Who we are and must be

Leadership – Tuesday Afternoon session

Rebecca's presentation

Leaders:

- 1) need to stop and listen
- 2) Need to stop working so hard – the harder we work, the less change will happen
Because we are keeping structures and programs alive which need to be let go
- 3) clergy and church leaders taking our decline personally
Due to a sense of failure – church's is declining on our watch
not about personal failure or blame
neither a quick fix to change the decline
- 4) Need to learn more than work hard

Technical and Adaptive Change

Technical change – fixing things

Defined all changes in church as technical –
something to be fixed
someone is an authority who has the knowledge to fix this
e.g. need youth – hire a youth pastor

Adaptive change – time we are in now in which we need to learn new ways of living – no outside experts/authorities. The people involved who care about the concern are the ones to work on the adaptive change – it is a learning journey, not about finding a fix or program

Difference between a broken arm getting fixed (technical) and living with diabetes which requires a lifestyle change
e.g. need youth – think about barriers for why youth are not coming



Leadership challenge during adaptive change time –

How can we structure conversations so that we can all learn

Helps us pay attention to appropriate things

“Manage their fears; name their hopes and tell a better story about themselves”

Walter Brueggeman

What kind of leadership is necessary at this point in our region?

Prayerful, discerning

Someone who understands process of transformation

Servant leadership

Servanthood

Listening

Hopeful

Knowing your people

Compassion

Inclusive of divergent ideas

Visionary

Enthusiasm

Steadfastness

Stay on task to reach the goal

Know our God

Humility

Non-anxious presence in the midst of conflict

What are the essential, non-negotiable elements/ conditions of the transformation process? (use as check points throughout the transformation process)

Inclusive

Introverts and extroverts – the quiet ones

Invisible churches and visible ones

Churches without pastoral leadership

Understandable language

Transparency

Creative communication networks

Mailings, DVDs, teleconferencing, bulletin inserts

Designated contact in each congregation

Clearly communicate back to the local church

Spirit-led – trusting in God

Inclusivity

Transparency/ communication

Disciples DNA



Caring for one another and all despite differences
Consensus building
Mission driven
Building relationships
Listening
Focus
Openness to new ideas and change
Prayerful/ discernment/ visionary
Grassroots involvement – not just the involvement of leadership
Broadly diverse
Grounded and immersed in prayer, scripture and theological conversation
Discerning the movement of the past, present and future

What the process would require of us

- Disciple-Y
- Intentional
- Authentic
- No set time line or end point
- Many voices
- Spiritually undergirded
- Integrity
- Flexible
- Vision
- Consensus

Christ centered
Chalice and communion
Communication
Commitment
Consensus
Caring for all races and theological beliefs and caring of our communities
Covenant – scriptural basis and spirituality
Clarity – where are we going, what is our mission in Christ
Connectedness among congregations
Communication by and with region and congregations

Regional minister must be a pastor of the pastors – feeding pastors, advocating for
Regional must be a liaison to General Church and national missions
Theological togetherness – be big on what we are big on



Notes from Weds morning

Rev. Allen's Presentation

Region – identity as church

Youth see region as church because they may not have youth group locally
Women often see region as church
Real source as church life

(church, not service provider)

Moderator-elect

Commend this office in our restructuring

Model for regional minister: “the sacramental person”

Someone who can be identified by the people as their sacramental person
Networking – center of a spider's web, not hierarchical

Interim regional minister

Interim – we all are
But still the regional minister
Not “just” the regional minister
Knowing I won't be on the journey with you for very long

Concerns

- * the place of the regional assembly
Review the last regional assembly – went in hole on it
- * Keystone – source of conversation across the region
- * communication – internet
- * camp – new day in combining into one camp
- * Clergy Consultation
- * healing
- * organization for mission
- * no property management system
- * regional office – rent is draining us
- * Commission on Ministry
- * licensed ministers training especially across the state
- * stewardship development

Conversation topic

This clergy consultation – expression of the region
Network between regional minister, COM and Moderator
Need to look into cost of consultation

Need to make budget available – balanced budget
Bill – problem with bookkeeping system



Nominating process

Need to have a full slate for the next regional assembly and not rely on regional minister and moderator to call commission and committee chairs – this will also insure that the region is broadly represented

Capital campaign

need to get this money in a separate account

Laurelview

Rumor that the camp is going to be sold

Attendance is low, so it could go down too

Most regions are keeping their camp grounds – Janet reported from Moderator's Forum

Think outside of the box in how we use Laurelview

Property needs to be upgraded

Need to develop a business plan for Laurelview

Problem with trust because of the consultant's report being ignored years ago – could not deal with the conflict the sale of the camps was producing

What do we do about the caretakers

Camp is going to happen. Need to detach from a particular place

Commend Commission on co-directors from both sides of state

Regional office

Having a regional office in the church – Bill had experience with this and it worked well

Regional Communication

Note--please copy and give to congregation

Need regular contact – to churches and clergy

Keystone mailing list is 9,000

West Virginia asked each church to submit mailing

Mailing list to develop: clergy (ordained, licensed) and churches

Every two months – letter to the region

Janet: please let us know what you need us to be transparent about

Keystone Christian

Articles being submitted and not being printed

Are churches submitting articles

Drop black space

Will be putting Keystone on-line

Not enough news: local church news

Send an email and tell the church that you can download the newsletter

Send a bundle to each church



Personnel Committee

Recently created by the Executive Co.

Capital Campaign Fund

Yes, keep sending the money

Will not use for operating expenses

Regional board – will need to redefine the goals

Main categories are going to remain the same – but the specifics under each will change and be approved by the regional board

Bob – we have a fiduciary responsibility as a board to spend the money with the intent that it was given

Debt Buster

Need unrestricted contributions to reduce the debt

Executive Co. Question:

Is it better to continue to give to the Capital Campaign or to give to the Debt Buster Campaign to reduce the debt?

Nominating

Only one district is fully represented on the regional board

Attach Reagan's report