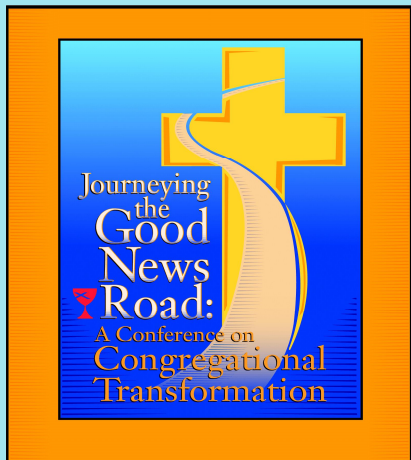


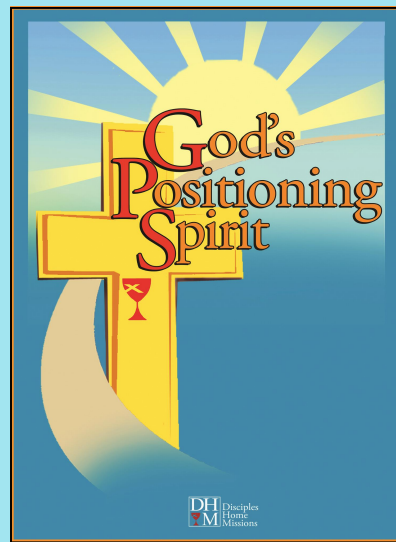
Disciples Home Missions' Handprint on Congregational Transformation



2006



2009



2008



From the Office of:
Evangelism and
Congregational
Transformation

INSIDE

General information about transformation.....pg 2-3

Does your church need transformation?

Assessments and tools.....pg 4-10

What will transformation look like?.....pg 11-13

Who is transforming?.....pg 14-19

**How can your congregation engage
in the transformation process?.....pg 20-21**



What is Congregational Transformation?

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

Transformation is a fundamental change in the congregation's conception and implementation of ministry. A transforming congregation will be oriented around mission to the unchurched, nurturing them into the loving, caring fellowship of Christ. It will be notably different from one oriented primarily around ministering to current members. The needs of members will still be met. In the context of a church in mission, everyone is important, both church and yet-to-be church.

Is this something new?

Since 2005, Disciples Home Missions has been working to provide events and resources geared to congregational transformation. There have been six events with 677 individuals (from pastors, lay leaders, regions and the general office) interested in congregational transformation. They have either attended one of the transformation events, served on a transformation team or are part of a transforming congregation. These individuals and congregations are under the umbrella of 30 regions within the Christian Church (Disciples of Christ).

Is there a goal?

By the year 2020, the goal of congregational transformation is for 1,000 transformed congregations to realize the 2020 Vision of the Christian Church (Disciples of Christ).

Congregations currently in transformation

The list of transforming congregations is growing. Within this booklet is a list of congregations in transformation, each of which has signed up on the DHM website.

What about resources?

Some of the resources available through DHM are included. You will find resources geared to those just beginning the process and other resources geared to those further along in the process. This list is not exhaustive. There are many other resources available for your use at www.discipleshomemissions.org or by contacting the office of Evangelism and Congregational Transformation at (317) 713-2641.



Why should congregations become involved in transformation?

The 2020 Vision of the Christian Church (Disciples of Christ) challenges our Church to form 1,000 new congregations and renew 1,000 congregations in being and sharing the good news of Jesus Christ ... by the year 2020.

The office of Evangelism & Congregational Transformation exists as a ministry of Disciples Home Missions (DHM). It serves the church by supporting congregations that choose to undertake the intentional spiritual journey of transformation in order to realize what God has called it to be as church and to do in mission in today's world.

A Definition of Congregational Transformation

- ▶ 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.
- ▶ 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.



Should your congregation enter into transformation?


Nine Marks of a Vital, Healthy Church

(Taken from: “Evangelism Resources for Congregational Transformation”)

A vital, healthy church ...

- 1. Has a passionate spirituality that goes to the heart of the gospel;*
- 2. Makes the Good News of Christ visible throughout the life of the community;*
- 3. Has a clear sense of what God is calling them to be and lives out this calling in mission;*
- 4. Has a focus on the gifts people have and encourages the use of such gifts;*
- 5. Has inspiring worship services;*
- 6. Has people who genuinely like and care for one another and respect each other;*
- 7. Has ways to resolve conflict in a positive manner;*
- 8. Has leaders who encourage and expand the number of those in leadership; and*
- 9. Has functional organizational structures that fit the needs of the church’s mission.*

The Church Vitality Meter

This brief survey takes the pulse of your congregation. Like a pulse, it gives only a rough estimate of how strongly your "heart" is beating. 

Please rate your congregation on these items. Think of your congregation as not just the laity, but the entire mix of clergy, laity, and staff.	Strongly Agree	Agree	Unsure or Mixed	Disagree	Strongly Disagree
We are always ready to try something new.	5	4	3	2	1
The current morale of this congregation is high.	5	4	3	2	1
This congregation is strongly focused on serving the wider community beyond the congregation.	5	4	3	2	1
This congregation makes a real difference in the lives of children and youth.	5	4	3	2	1
This congregation makes a real difference in the lives of adults.	5	4	3	2	1
When conflict occurs, we are able to resolve it, learn from it and move beyond it.	5	4	3	2	1
In meetings, time is regularly spent praying about, discussing and defining future needs and directions.	5	4	3	2	1
The congregation's leaders are willing to change programs and structures to meet new challenges.	5	4	3	2	1
Members of the congregation have a sense of excitement about the future.	5	4	3	2	1
The members and pastor share a clear vision, goals, or direction for their ministry and mission.	5	4	3	2	1
In general, the pastor and congregation share a common understanding of the pastor's role and ministry.	5	4	3	2	1
Authentic worship undergirds all that we do.	5	4	3	2	1
Members are joyful stewards, sharing their time, talents and money.	5	4	3	2	1
Few people have joined our congregation in the last five years.	5	4	3	2	1
Our financial situation is a threat to our ability to continue as a viable congregation.	5	4	3	2	1
The best years of this congregation were in the past.	5	4	3	2	1
During the last two years, this congregation has experienced a major conflict that caused some people to leave.	5	4	3	2	1
A lack of communication often creates problems.	5	4	3	2	1
Add the numbers in each column, and record column totals here:					
Add column totals together and record overall total here:					

Overall Total	Interpretation
74-90	Very Vital
60-73	Vital

Overall Total	Interpretation
46-59	Somewhat Vital
32-45	Not Vital
18-31	Congregation is in serious decline

Reflect on your results and your answers to the questions.

Symptoms and Signs of a Congregation's Readiness for Transformation

Symptoms that Transformation is Needed	Signs of a Congregation's Readiness for Transformation	Signs that a Transformational Journey has Begun
Depression	Desire for change	Energy
Crises in: -- Leadership -- Conflict -- Lack of Resources	High levels of trust of leaders and pastor	Renewed spiritual leadership: --encounter with the divine --felt call to a different place --openness to options and/or movement of the spirit --practice of encouraging spiritual disciplines by all
Fear	High energy	Creativity in worship
Frustration with how things are	The telling of new stories (not just nostalgia)	Reinterpreting circumstances
Believe that they are self-sufficient	Seeing things differently	A permission-giving atmosphere
Rapid turnover of clergy	Relational value	Valuing of relationships and people
Contextual irrelevance	Acceptance of outside wisdom, including from God	Vision... a positive image of God's desire for the church
Low Energy	Sense of urgency	An outward focus
Threatened by change		Valuing the church as a place that makes a difference
Poor self-esteem		Development of leadership for transformation
Lack of mission focus		Readiness for action (not just talking about action)
Increasing blame		Not protecting structure
An orientation toward entitlement due to membership instead of discipleship		Valuing lay people and their spiritual and practical gifts and talents
		Less emphasis on structural issues and budget
		Sense of common sacrifice (we are all in this boat together)
		Hospitality and evangelism
		More congregationally driven rather than pastor/staff driven
6		Congregations have grace toward one another (forgiving spirit)

A Hospitality Checklist with Suggestions for Enhancing Welcome

Use this hospitality assessment tool to measure the hospitality of your congregation.

Complete the survey individually and share reactions as a group. In areas of weakness, use the tips suggested in the description to strengthen your hospitality efforts. Rate your congregation's hospitality on a scale of 1 (low) to 5 (high).

First Impressions

☐ **The community is aware of your congregation's ministry through your publicity efforts.** Invitational and informative ads are in local publications. Extra efforts are made to inform the community of special events and worship opportunities" flyers delivered to homes, posters for public places, radio ads, banners or signs on the church property when possible. The congregation as a professional, informative website and makes efforts to advertise in social media.

☐ **Your church sign is visible, easy to read, informative and inviting.** It stands perpendicular to the road and is well lit. Its information (times of services, etc.) is up-to-date. You display eye catching messages regularly. Directional signs are also maintained and well-placed in key community locations.

☐ **Your church building and grounds are attractive and well-maintained.** Landscaping, parking lot, signage and the building's appearance communicate that your church is vital and caring. Clean, bright rooms, bulletin boards, artwork, furniture and fixtures help your visitors and members feel welcome and enthusiastic about your ministry together.

☐ **Your parking lot is well-marked with directional signs and parking spaces for visitors close to the main entrance.** You reserve two to six spaces (depending on the size of your congregation) for visitors and those with special physical needs.

☐ **You help visitors feel welcome as soon as they enter the parking lot.** Parking lot attendants direct visitors to designated visitor parking and welcome all worshipers to your congregation. During inclement weather, attendants assist worshipers with a hand and an umbrella.

Narthex Neighborliness

☐ **The main entrance to your church is bright and welcoming.** Signs clearly identify the location of bathrooms, nursery, Sunday School, office, etc. Detailed building maps are available at the main entrance to assist visitors in finding the various facilities and offices.

☐ **Greeters are stationed at the entrance of your building to welcome all worshipers.** These trained greeters offer a special welcome to visitors and are in place at least 15 minutes before worship begins. Greeters receive annual refresher training in the art of effective listening and welcoming. New greeters are recruited regularly and all greeters are taught to see this as an important ministry.

☐ **Members with a gift for hospitality are available to "adopt" visitors for the day.** These "narthex neighbors" introduce visitors to other members, guide them through the building, and assist them in worship as necessary. They also help introduce visitors to the pastor/s and others during the fellowship time following worship.

☐ **An information table or display provides up-to-date information on your congregation's ministry activities.** You provide ample quantities of material (brochure, newsletter, devotional booklet, an event promo, etc) for visitors to take home with them. A person staffs the "information center" and is able to answer questions and offer information about your congregation's ministry.

☐ **Visitors and members are encouraged to wear name tags.** Consider using permanent nametags for members to save on cost and waste. If you use permanent name tags, be sure visitor's name tags are similar in appearance so they do not feel singled out.

☐ **Your nursery is clean, well-staffed, and adequately equipped.** Visiting parents feel comfortable leaving their children in your nursery because people and systems are in place to offer quality, stimulating and safe nursery care. If you care for a large number of children, separate space is provided for infants and toddlers. You have a system in place for notifying parents of problems, such as a pager system.

Welcoming Worship

☐ **You welcome visitors at the beginning of worship, but not in a way that makes them feel embarrassed or singled out.** They feel warmly received within the first ten minutes of your worship service.

☐ **You include children and youth in your worship services.** They participate in worship as assisting ministers (acolytes, lectors, ushers), as musicians, etc. Elements of the service speak directly to children at their level of comprehension (children's sermon, children's bulletins, occasional use of children's songs).

☐ **Your worship bulletin is clear and attractive.** Visitors are able to participate without juggling several pieces of paper and books. You either reproduce the whole order of service (ideal for visitor-friendliness) or you invest extra effort in giving directions.

☐ **You employ an effective system for registering worshippers and use that system to glean addresses for visitor follow up.** Note: a "guest book" is not the most effective means of registering visitors. Greater participation occurs through the use of either pew pads or cards.

☐ **Your worship leaders make brief, simple announcements to guide the worshiper.** Leaders allow enough time for people to find their place before beginning. Instructions are given in the bulletin and verbally about worship attendance cards or visitor guest books.

☐ **You choose music and hymns that help to create a mood of welcome and vitality.** Opening hymns are familiar to your members and easy to sing. They set the stage for meaningful worship. Closing hymns send your worshippers off to serve with energy. You are attentive to the variety of cultures and ethnic backgrounds in your congregation and regularly sing songs that speak to these traditions. You balance your traditional hymns with contemporary music to meet the needs of younger members. Worship language is clear and is ethnically sensitive to the people living in your neighborhood. It is not sexist, racist or archaic.

☐ **When it's time for communion your visitors know clearly who is welcome to commune and how the elements are distributed.** Care is taken to welcome visitors to the table through both verbal and printed announcements.

☐ **Make available printed and/or video materials that explain beliefs, practices and liturgy.** Greeters and ushers offer these resources to answer some of the basic questions visitors may have.

☐ **You provide different styles of well-planned and led worship.** Perhaps you offer contemporary and traditional services, or an ethnically appropriate option in addition to your church's typical service.

Following Worship

☐ **You host a refreshment and conversation time following worship that offers more than coffee and tea.** Your visitors are introduced to members. Your gathering space is large, bright, has places to sit and is readily accessible to the traffic flow in your congregation. Members regularly invite visitors to join them at coffee hour.

☐ **Lay members of your congregation call on worship visitors within 48 hours of their visit.**

Figuring your score:

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How do you measure up?

Locate your number on the list below. Use the following descriptions to guide your reflections.

5- You top the list in hospitality! Visitors feel welcomed. You likely experience a 90% return rate on your first time visitors.

4- You are a warm, hospitable congregation. Visitors sense a genuine welcome and know their presence has been appreciated. Most of your first time worship visitors will return and will likely find a caring home in your congregation.

3- You are doing a fair job of welcoming visitors to your congregation. Spend some time building on your strengths. Note areas of weakness and initiate steps to strengthen your hospitality ministry.

2- Visitors probably perceive your church to be cold and closed. Your members likely spend most of their time with their friends. Visitors probably do not feel appreciated and welcomes. Your worship visitor return rate is probably less than 20%.

1- Visitors are not returning to your congregation. Emergency surgery is needed on your hospitality ministry. Your congregation, unless it changes, is slipping into a coma.

Take a few minutes to share your discoveries with your group. Where are your strengths? Where are the holes and needs in your hospitality ministry? Make a list of ideas you wish to consider and decide how you can begin to implement these plans.



Some of the ways transformation will take shape

- ▶ Inward focus of ministry changes to outward focus of ministry;
- ▶ Taking care of member's needs becomes ministering to the hurts/needs of the unchurched and world;
- ▶ Institutional mindset will become missionary mindset;
- ▶ Institutional maintenance will evolve into mission to non-Christian people;
- ▶ The "God takes care of us" mindset becomes joining God in the work of caring for God's world;
- ▶ "Bulky" governance structures changes to flexible governance approaches;
- ▶ People will matter more than buildings and equipment; and
- ▶ People will matter more than our customs and habits (requires clarity and consensus on what are and are not the essentials of the faith that cannot be compromised).

Life Cycles of Congregations

Congregations have a life cycle, like all living things; birth, then growth, then stability. At stability, you can either redefine the ministry, or the congregation declines.

Best Practices of Congregational Transformation

A congregation has the best chance of transforming when:

1. The presence of conflict is low (or, we could say, the congregation's threshold for conflict is very high).
2. The pastor's ego and control needs are kept in check.
3. The congregation has discerned its identity in core values, purpose, and mission.
4. Worship, in whatever form or genre, engages people in praising a living and present God.
5. People have discovered and are using their spiritual gifts in meaningful ministry.
6. We think less like a "congregation" and more like a religious order—having greater clarity about the particular gifts we bring to the Body as it is locally and otherwise created. Many congregations are more like clubs than movements.
7. We believe—really believe—that our best years are before us and that (to Christ, at least) who we are and what we do is essential in helping to build the reign of God, not only here and now but there and then, and that we do this with true humility and deep appreciation for others having done the same long before us.
8. We are clear about the centrality of Christ in Christian life and ministry.
9. Each Christian adult takes *adult* responsibility for a life of faithful and effective discipleship and gives up the "high chair" of consumer Christianity. We are not toddlers. The Body of Christ has matured over the centuries—and not just the clergy and the academics. Just as we are letting go of claiming that physicians are in charge of our good health, there is no compelling reason to hand over responsibility for our covenantal future to those employed or called exclusively for that ministry.
10. The congregants are focused on being true disciples of Christ, true followers, with all the requisite joys and responsibilities, rather than members who have privileges as being part of a club.
11. Congregational leadership is keenly aware that it is part of a movement of transformation within the larger church.
12. The pastor is engaged daily in her or his own transformation through regular spiritual practices or disciplines.



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13. Openness as a relational value is practiced by the congregation.
 14. The congregation has a constant awareness that God is among them doing something. (They know they are not left to their own devices.)
 15. There is a good fit between the pastor and the congregation.
 16. The congregation is willing to make any changes necessary to align itself with what it perceives God is calling it to be.
 17. People (lay and clergy) have a common language to express why Jesus is important to them and can tell others lovingly and respectfully.
 18. Prayer becomes a necessity for a congregation and not just something else to do.
 19. In a congregation where the average number of adults in worship on an average Sunday is 100; if there are seven people who are passionate about the future of the church along with 14 leaders of position willing to advocate for the future of the church, and another 42 people willing to participate, then there will be a critical mass for transformation (a total of 63 percent). The seven people of passion and the 14 leaders (21 percent) will usually form the tipping point for transformation. For a congregation with less than or more than 100 adults, change the numbers to percentages: Seven percent, 14 percent and 63 percent. (This insight from George Bullard.)
 20. The explicit goal of the church is not just “more people in the seats” but measurable change in the social, economic, and spiritual conditions in the community around the church.

Transformation is an ongoing continuous process, a journey necessary for all congregations, not a program done by a few people.



What does a transforming congregation look like?

A congregation that is in transformation:

- ◆ Recognizes and acknowledges its need for transformation.
- ◆ Is intentionally trying to be transformed.
- ◆ Is involved in a continuing, ongoing process.
- ◆ Is moving to a new place in ministry, leaving behind its traditions, worn out programs, and sacred cows to become what God is calling it to be in that new place.
- ◆ Is a church that is rediscovering and/or focusing upon the spiritual disciplines.
- ◆ Has pastors who are intentionally involved in personal transformation.
- ◆ Is actively and intentionally doing what Christians do.
- ◆ Is reaching out to people, communities, etc., that it has not reached out to before.
- ◆ Offers “daring hospitality.”
- ◆ Is innovative and creative in its ministries
- ◆ Sees beyond the ‘Three B’s’ –
Budgets, Buildings and Butts in the pews.
- ◆ Has a vision of it being more than it is today.
- ◆ Is focused upon utilizing spiritual gifts.

Benchmarks for Congregational Transformation

Congregational Transformation Questions for the purpose of designation as a “Congregation in Transformation”

The following questions are derived from the Disciples’ working definition of congregational transformation. If you can answer one or more of these questions affirmatively, you should contact R. Wayne Calhoun, Sr. at Disciples Home Missions about being included on the denominational list of “Congregations in Transformation” and to receive more information and support.

Is your congregation’s transformation process an intentional, ongoing journey? Is the congregation following or developing a process of proactive steps towards transformation? Have congregational leaders explicitly decided to embark upon this journey? Is the congregation committed to being a people on a journey to where God is calling them?

Is your transformation process spiritual? Does the congregation and its leaders rely upon the power and wisdom of God for its transformation, as is experienced through regular spiritual practices such as individual and group prayer and study, prayerful planning meetings, etc., and is the transformation celebrated in worship?

Is your transformation process systemic? Does it give attention to all aspects of congregational culture and to all the ways and patterns your congregation relates to one another and your community? Is the church willing to review everything it does in the framework of Christ’s mission and presence in our world today, and not personal preferences, traditions and agendas?

Is your transformation process strategic? Have you made clear decisions about what you are doing first, second, and next, and given attention to how and why you are making which changes?

What is your congregation’s motivation for engaging in transformation? Are you trying to discern and realize what God has called you to be as church to do in mission in today’s world?

Congregations Currently in Transformation

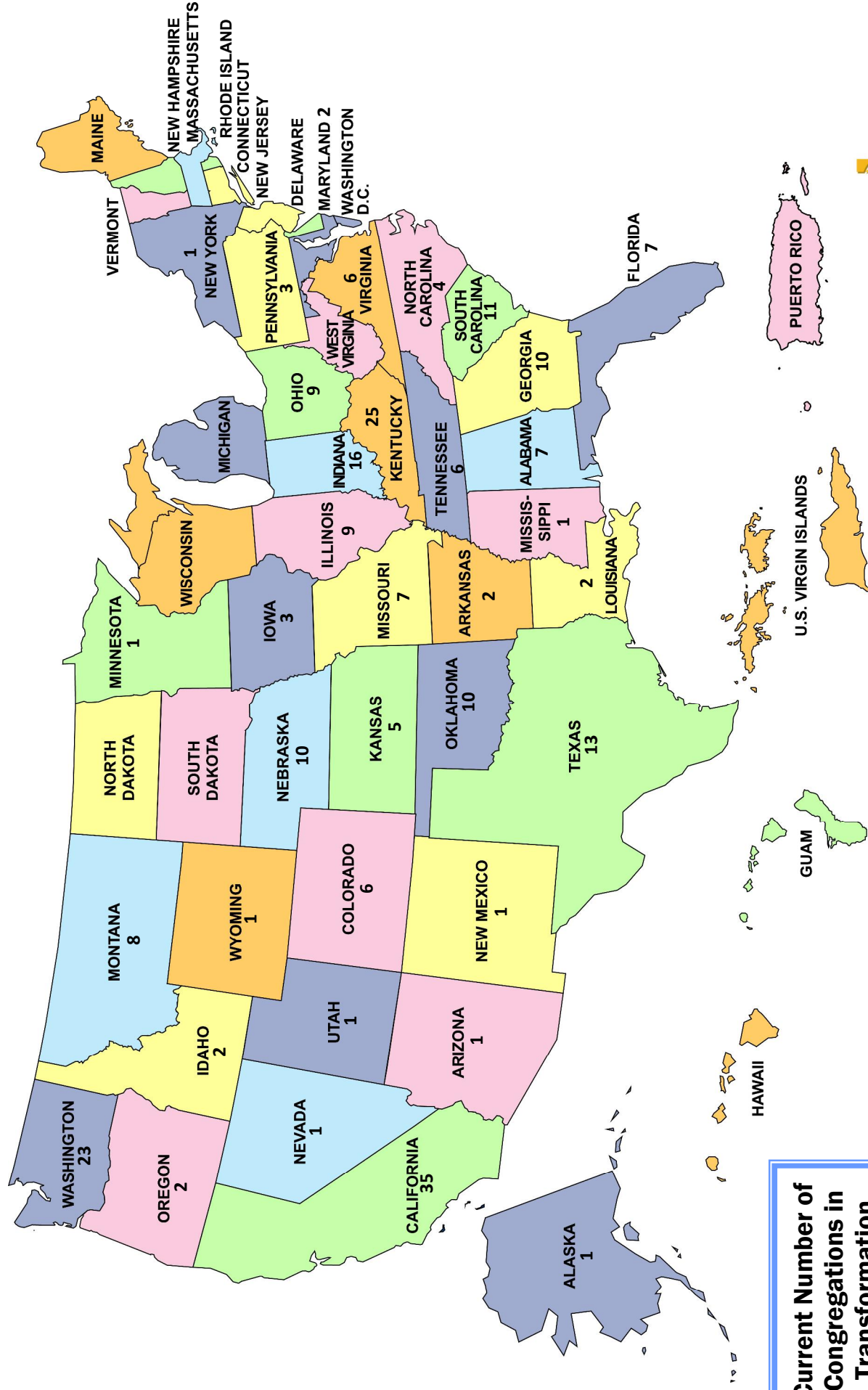
There are over 250 congregations registered through DHM that are currently involved in intentional transformation efforts.

Those congregations are under the umbrella of these 28 regions within the Christian Church (Disciples of Christ):

Alabama NW FL	Indiana	Ohio
Arizona	Kansas	Oklahoma
California, North	Kentucky	Oregon
Capital Area	Mid-America	Pacific Southwest
Central Rocky Mountain	Montana	Pennsylvania
Florida	Nebraska	South Carolina
Georgia	North Carolina	Southwest
Great River	Northeast	Tennessee
Illinois/Wisconsin	Northwest	Upper Midwest
		Virginia

Churches in Transformation

A look at the numbers by state



**Current Number of
Congregations in
Transformation**

251



Transforming Congregations

2020 Vision

**Transforming
1,000
congregations
of the
Christian
Church
(Disciples of
Christ)**

Transformation is fundamental change in the congregation's conception and implementation of ministry. A transforming congregation will be oriented around mission to the unchurched, nurturing them into the loving caring fellowship of Christ. It will be notably different from one oriented primarily around ministering to members alone. The needs of the members will still be met. In the context of a church in mission everyone is important, church or yet-to-be church.



Agape Christian
Columbia, SC

Alamo Heights Christian
San Antonio, TX

All Pilgrims Christian
Seattle, WA

Antioch Christian
Vienna, VA

Arden Christian
Sacramento, CA

Aspen Hill Christian
Aspen Hill, MD

Beech Grove Christian
Beech Grove, KY

Bellevue Christian
Bellevue, WA

Berea Christian
Russellville, KY

Bethany Christian
Lakeland, FL

Bethel Christian
Jonesborough, TN

Blacksburg Christian
Blacksburg, VA

Cairn Christian
Lafayette, CO

Canaan Christian
Moncks Corner, SC

Carmel Christian
Carmel, IN

Casa View Christian
Dallas, TX

Central Christian
Billings, MT

Central Christian
Connersville, IN

Central Christian
Great Falls, MT

Central Christian
Hermitage, PA

Central Christian
Kalispell, MT

Central Christian
Lebanon, IN

Central Christian
Washington, IN

Cherry Log Christian
Cherry Log, GA

Chestnut Ridge Christian
Marietta, GA

Christian Church of the
Covenant
Enid, OK

Christian Church of Pacific
Grove
Pacific Grove, CA

Christian Church of
Vacaville
Vacaville, CA

Christian Church of Villa
Park
Villa Park, IL

Christian Church of
Wilksburg
Pittsburgh, PA

Christian Church of
Woodland
Woodland, CA

Clinton Christian
Clinton, MO

Community Christian
Camden, MO

Community Christian
Fayetteville, GA

Compton Heights Christian
St. Louis, MO

Cottage Way Christian
Sacramento, CA

Country Homes Christian
Spokane, WA

Covenant Christian
Spokane, WA

Creston Christian
Creston, WA

Crestview Christian
Decatur, IL

Desert Dove Christian
Tucson, AZ

Disciples Christian
Owasso, OK

Disciples Institute
Little Rock, AR

Disciples of Christ—Visalia
Visalia, CA

Downey Memorial Christian
Downey, CA

Dry Ridge Christian
Dry Ridge, KY

East Lincoln Christian Lincoln, NE	First Christian Casper, WY	First Christian Greensboro, NC	First Christian McMinnville, OR
Englewood Christian Yakima, WA	First Christian Clarkston, WA	First Christian Guymon, OK	First Christian Merced, CA
Faith Christian Memphis, TN	First Christian Charleston, SC	First Christian Hamilton, MT	First Christian Minneapolis, MN
Faith Christian Omaha, NE	First Christian Coeur d'Alene, ID	First Christian Hanford, CA	First Christian Missoula, MT
Findlay Street Christian Seattle, WA	First Christian Colorado Springs, CO	First Christian Harrisonville, MO	First Christian Moline, IL
First Christian Aiken, SC	First Christian Columbia, SC	First Christian Helena, MT	First Christian Church Monroe, LA
First Christian Alliance, NE	First Christian Colusa, CA	First Christian Hemet, CA	First Christian Montgomery, AL
First Christian Alameda, CA	First Christian Concord, CA	First Christian Hennessey, OK	First Christian Mt. Sterling, KY
First Christian Ames, IA	First Christian Corning, CA	First Christian Huntsville, AL	First Christian Mt. Vernon, OH
First Christian Anchorage, AK	First Christian Daytona Beech, FL	First Christian Independence, KS	First Christian Murray, KY
First Christian Anniston, AL	First Christian Dover, TN	First Christian Kent, WA	First Christian New Castle, IN
First Christian Auburn, IN	First Christian Downers Grove, IL	First Christian Knoxville, TN	First Christian North Platte, NE
First Christian Bardstown, KY	First Christian Edwardsville, IL	First Christian Kokomo, IN	First Christian Oakland, CA
First Christian Baytown, TX	First Christian Emporia, KS	First Christian Lawrenceburg, KY	First Christian Olympia, WA
First Christian Baltimore, MD	First Christian Eugene, OR	First Christian Lawton, OK	First Christian Omaha, NE
First Christian Berea, KY	First Christian Ft. Scott, KS	First Christian Lincoln, NE	First Christian Ottumwa, IA
First Christian Birmingham, AL	First Christian Ft. Wayne, IN	First Christian London, KY	First Christian Paradise, CA
First Christian Bremerton, WA	First Christian Gainesville, FL	First Christian Longview, WA	First Christian Pensacola, FL
First Christian Bryan, TX	First Christian Grand Island, NE	First Christian Macon, GA	First Christian Petersburg, VA

First Christian Pittsburgh, KS	First Christian Vancouver, WA	Heart of the Rockies Ft. Collins, CO	Marbach Christian San Antonio, TX
First Christian Porterville, CA	First Christian Church Ventura, CA	Heights Christian Shaker Heights, OH	Marple Christian Broomall, PA
First Christian Princeton, IL	First Christian Versailles, KY	High Street Christian Mt. Sterling, KY	Mayfair Christian Stockton, CA
First Christian Puyallup, WA	First Christian Walters, OK	Highland Christian Hobbs, NM	Memorial Christian Midland, TX
First Christian Richmond, KY	First Christian Washington, NC	Hill Street Christian Louisville, KY	Memorial Christian Quad Cities, IL
First Christian Rockwall, TX	First Christian Watsonville, CA	Hillside Memorial Christian Fort Worth, TX	Memorial Drive Christian Houston, TX
First Christian Russellville, KY	First Christian Waycross, GA	Howard Park Christian Clarksville, IN	Middletown Christian Louisville, KY
First Christian Salem, IN	First Christian Weeping Water, NE	Johns Creek Christian Johns Creek, GA	Midway Christian Midway, KY
First Christian Salina, KS	First Christian Winter Haven, FL	Journeybe Christian Polson, MT	Midway Hills Christian Dallas, TX
First Christian San Bernardino, CA	First Congregational United Church of Christ Norfolk, NE	Lafayette Christian Lafayette, CA	Mt. Healthy Christian Cincinnati, OH
First Christian San Jose, CA	First United Christian Xenia, OH	Lafayette Christian Lexington, KY	Mountair Christian Lakewood, CO
First Christian San Lorenzo, CA	Friendship Christian Athens, GA	Lake City Christian Seattle, WA	My Fathers House Ministry Ladson, SC
First Christian Selma, CA	Fruitridge Christian Sacramento, CA	Lake Shore Christian Euclid, OH	New Direction Christian Memphis, TN
First Christian Slidell, LA	Grand Avenue Christian Bozeman, MT	Lake Washington Christian Kirkland, WA	New Galilee Christian Holly Hill, SC
First Christian Sparks, NV	Granger Christian West Valley City, UT	Lakewood Christian Lakewood, OH	New Hope Christian Burton, SC
First Christian Sterling, IL	Grant Park Christian Des Moines, IA	Legacy Christian Harrison, OH	New Hope Fellowship Ft. Worth, TX
First Christian Tacoma, WA	Grateful Life Community Huntsville, AL	Luther Luckett Christian Louisville, KY	New Spirit Community Berkeley, CA
First Christian Tucker, GA	Grove Street Christian Tonawanda, NY	Main Street Christian Rushville, IN	Niles Discovery Church Fremont, CA
First Christian Vallejo, CA	Hasson St. Christian Church Rogersville, TN	Main Street Christian Winchester, IN	North Christian Columbus, IN

North Hill Christian Spokane, WA	Rhema Word Christian Center Kinston, NC	The Table Berkeley, CA
North Side Christian Omaha, NE	Rock Hill Christian Church Hot Springs, AR	Twin Pines Christian Lexington, KY Tylersville Road Christian Mason, OH
Northside Christian St. Louis, MO	St. Phillip Christian Reevesville, SC	United Christian Fresno, CA
Northwest Christian Oklahoma City, OK	Salem Christian Weston, MO	United Christian Livermore, CA
Northwood Christian Indianapolis, IN	Sandy Springs Christian Sandy Springs, GA	United Church Moscow, ID
NW United Protestant Richland, WA	Second Christian Mayfield, KY	Unity Christian Church Radford, VA
Ocoee Christian Ocoee, FL	Seventh Street Christian Paris, KY	University Christian Houston, TX
Othello Christian Othello, WA	Slash Christian Ashland, VA	University Christian Seattle, WA
Path of Life Christian Columbia, SC	Snow Hill Christian Ft. Deposit, AL	Village Christian Auburn, AL
Peachtree Corners Christian Norcross, GA	South Broadway Christian Denver, CO	Walking Faith Korean American Christian Sunnyvale, CA
Poplar Hill Christian Cross SC	South Elkhorn Christian Lexington, KY	Warren Avenue Christian Dallas, TX
Prairie Avenue Christian Decatur, IL	South Side Christian Kokomo, IN	Waukomis Christian Waukomis, OK
Providence Christian Nicholasville, KY	Springfield Christian Springfield, VA	Westwood Christian Pensacola, FL
Queen Anne Christian Seattle, WA	Tabernacle Christian Franklin, IN	White Oak Pond Christian Richmond, KY
Radcliff Christian Radcliff, KY	Tabernáculo de Restauración Aurora, CO	Wildewood Christian Oklahoma City, OK
Real Faith Christian Clarksdale, MS	Tapestry Ministries Berkeley, CA	Willow Road Christian Enid, OK
Redhawk Covenant Christian Spokane, WA	The Christian Church Clinton, MO	Woodland Christian Church Columbus, OH
Restoration Community Church of Christ Raleigh, NC	The Circle Church Santa Cruz, CA	

**Current Number of
Congregations in
Transformation**

251



10/1/13

Resources and Contact Information



“The Journey” is a DVD that provides an overview of congregational transformation. It includes an introduction by Rev. Dr. Sharon Watkins, Disciples General Minister and President. It provides information that can be used by a local congregation to begin its discussion on transformation.

A CD is also available that includes a 21-week Bible study, written and developed by Rev. Norma Roberts. The CD is entitled **“Continuing the Journey.”** The congregation can use this Bible study as a companion on its transformation journey.

To receive either of these resources, or any other in this packet, please contact the office of Evangelism and Congregational Transformation at (317) 713-2641 or check our webpage: www.discipleshomemissions.org/transformation-resources/.

Is Your Congregation A Transforming Congregation?

Are you one of the 1,000 transforming congregations? If not, become one and begin your journey. Go to www.discipleshomemissions.org/transformation-survey/ to complete the survey and your congregation will be added to the list.

Join the Congregational Transformation E-Group

Join the Congregational Transformation e-group and be part of an ongoing conversation about local church transformation related to the Christian Church (Disciples of Christ). The e-group is administered by Chuck Dorsey, pastor, Memorial Christian Church, Quad Cities, Illinois. To join the list, please go to the Congregational Transformation webpage at Disciples Home Missions at www.discipleshomemissions.org/transformation/ and click on the link on the right side of the page, under “Page Resources.”

Add My Congregation!

DHM is seeking your help to provide a comprehensive list of congregations who are now in the transformation process. Congregations who are involved in the transformation process have valuable information and insights to share. If you are in the transformation process and willing to share your support, wisdom and insights, we would like to add your congregation to our list that will be available on the DHM website. Register your congregation now as one of the 1,000 being transformed to realize the 2020 Vision of the Christian Church (Disciples of Christ).

You may add your information in one of several ways. Use our DHM Website to submit the Congregational Transformation Survey found at www.discipleshomemissions.org/transformation-survey/.

You may also send us the name of your congregation, the date your congregation began the process, the resources you are using in your process along with a congregational contact. Add your address, phone, and email address and send to: Rev. R. Wayne Calhoun, Sr., Disciples Home Missions, P. O. Box 1986, Indianapolis, IN 46206-1986, or by email at rcalhoun@dhm.disciples.org.

We hope to hear from you soon!

☐ Yes, please add my congregation to those in the process of transformation:

Today's Date

Date Congregation Began Process

Congregation

Congregational Contact:

Address:

City/State/Zip

Phone

Email Address

Resources used in the process:



What Disciples Believe

Open Communion

The Lord's Supper, or Communion, is celebrated in weekly worship and it is open to all.

The Oneness of the Church

All Christians are called to be one in Christ and to seek opportunities for common witness and service.

Freedom of Belief

As Disciples, we are called together around two essentials of faith: a belief in Jesus Christ as Lord and Savior, and that Christians are free to follow their conscience guided by the Bible, the Holy Spirit, study, prayer and are expected to extend that freedom to others.

Baptism by Immersion

In baptism, the self-centered life is set aside, washed away and a new life of trust in God begins. Although Disciples practice baptism by immersion, other baptism traditions are honored.

The Ministry of Believers

Both ordained ministers and lay persons lead in worship, service and spirited growth.

And above all that, Jesus Christ is the son of the Living God, who offers saving grace to all who seek it through the Son.



Congregational Transformation Resources List

(This list is not exhaustive; please contact Disciples Home Missions for other resources available)

Information on transformation

Congregational Transformation Brochure
 Congregations in Transformation (over 250)
 Definition of Transformation
 Developing Consensus
 Did You Know?
 Is Your Congregation Transforming? flyer
 Leader Development
 Some of the Ways Transformation Takes Shape
 Timeline of Transformation (date order)
 Timeline of Transformation (graph)
 What Does a Transforming Congregation Look Like?

Korean Transformation Resources

Best Practices
 Developing Consensus
 Definition of Transformation

Spanish Transformation Resources

Best Practices
 Developing Consensus
 Definition of Transformation

Transformation process

Assessment Tool for Church Boards
 Benchmarks for Congregational Transformation
 Best Practices
 Church Vitality Meter
 Directory of Resources
 GPS Team Suggested Resources
 How One Congregation Began Its Journey
 Part 1 & Part 2
 Questionnaire for Lay People
 Transforming Congregations for the 2020 Vision V3



Transformation involves both technical change (solving problems) and adaptive change (recreating the culture of a congregation), thus allowing the Spirit to move a congregation.

Congregations in transformation generally experience common elements in their journey: An initiating call to change, periods of disorientation, readiness work (including understanding the identity and mission of the church, spiritual practices, assessments, leadership, and external support), strategic steps for change (such as engaging with your mission field, experimentation, conflict management, and vision casting and realization), and listening for the next call to change.

Transformation will have unique characteristics among different ethnic groups, in various regions of the country, and demographic settings, while it moves us all toward the fullness of the Body of Christ. Therefore, each congregation must tailor the transformation process for its unique identity.

For more information contact:

Rev. Dr. R. Wayne Calhoun, Sr.
Executive for Office of Evangelism
& Congregational Transformation
Disciples Home Missions
rcalhoun@dhm.disciples.org
(317) 713-2650

