

# Session #10



*Resources are available –both human and divine –  
that can help to bring about the changes we seek  
These resources are a cause for ultimate optimism*

*Do not go home to your congregation and  
act like you have been to the Mountain!*

# Growing a Beloved Community

## Twelve Hallmarks of a Healthy Congregation

### Tom Owen-Towle

*"Rather than focus on the dumb and destructive things our parishes do, which are all too familiar, I've chosen to accentuate the positive, arouse the possibilities, and spur us on toward the very best we can become." —Tom Owen-Towle*

### Growing The Beloved Community

- 1 Occupy Holy Ground
  - 2 Welcome All Souls
  - 3 Care For Your Own
  - 4 Give Everyone a Voice
  - 5 Encourage Unity
  - 6 Balance Justice Joy
  - 7 Look Back, Around and Ahead
  - 8 Spread Our Good News
  - 9 Practice Respect
  - 10 Nurture Stewards
  - 11 Keep Journeying
  - 12 Know that you are not alone
- { The foundation, setting, atmosphere, staging
- {The dance, movement, motion, timing
- {The song, words, rhythm
- {The play, action, trek, doing

*James Luther Adams*

*Five Smooth Stones  
Upon which we build our faith*

*Revelation is open and continuous*

*Relationships are consensual and never coerced*

*Establishment of a just and loving community*

*We deny the immaculate conception of virtue  
Good things are brought about by hard work done by human hands*

*Resources are available –both human and divine –  
that can help to bring about the changes we seek  
These resources are a cause for ultimate optimism*

# Leading For Change

Connie Goodbread

- Understand the deepest reasons for the existence of the congregation
- Understand yourself who and what you serve remember you are a servant leader
- Ask, “What happens if we don’t do this?”
- Ask, “what happens if we do this?”
- Act with humility
- Take a principled stand for the good of the whole (the common good)
- Identify the individuals or group(s) that will be the most affected or have the most to lose
- Involve them in the process early
- Stand with the people as they struggle with their emotions
- Do not stop the process because of discomfort
- Expect, invite and empower additions to the vision
- Expect sabotage and don’t let it take over
- Celebrate success
- Thank people
- Thank them again
- Move forward
- Assess – What did we learn? – How has this changed our plans?
- What is the next principled change that is needed for the good of the whole (the common good)

## **WHAT WOULD YOUR CONGREGATION LOOK LIKE AS A PERSON?**

- GENDER?
- AGE?
- FAVORITE ACTIVITIES/INTERESTS?
- GOOD AND BAD HABITS?
- SIGNIFICANT EVENTS IN HIS/HER LIFE?
- HOW HE/SHE DEALS WITH DECISION MAKING?
- HOW HE/SHE DEALS WITH CONFLICT?
- WHAT EXCITES/ENERGIZES?
- WHAT SCARES/IMMOBILIZES?
- OTHER SIGNIFICANT TRAITS?
- WHAT DOES SHE/HE WANT YOU TO DO ABOUT THE ISSUES OF CHANGE YOU ARE FACING?
- WHAT DOES HE/SHE NEED YOU TO DO ABOUT THE ISSUES OF CHANGE YOU ARE FACING?
- HOW DOES SHE/HE REWARD/PUNISH YOU ABOUT ISSUES OF CHANGE?

*FROM GIL RENDLE'S ALBAN INSTITUTE WORKSHOP "LEADING CHANGE IN THE CONGREGATION"*

# SACRED COW BARBECUE

*Slain sacred cows make great steaks. Dick Nicolosi*

What sacred cow would you like to slay in your congregation/board/agency?

Who would you like to invite to the barbecue?

Who would be first in line to eat?

Who might choke on the meal?

*FROM GIL RENDLE'S ALBAN INSTITUTE WORKSHOP "LEADING CHANGE IN THE CONGREGATION"*

Leadership is the spiritual process of discerning what one believes (*clarity*), acting on that belief in the public arena (*decisiveness*), and standing behind that action (*responsibility*), despite the varied responses of people (*courage*).

- Rev. Frank Thomas

*We are the Leaders We Have Been Waiting For*

*Faith Development is all we do.  
Unitarian Universalism is all we teach.  
The congregation is the curriculum.*