

Qualities of Transformational Congregations

1. *Mission-driven*—Foundational to a transformational congregation is its understanding of its role at the current time and in its particular location. Clarity of identity and sense of purpose support the determination of the sense of mission. Transformation implies deep change of both individuals and change in and for communities.
2. *Shares a Clear Vision* – Lives out the mission into its future. Goals are clearly stated and there is ongoing challenge and support to ever more fully live out its liberal religious identity. Vision is shared regularly and consistently. Leaders respect and understand the past, however do not allow tradition to hold back the congregation from living into its vision for the future.
3. *Faith Development is Key* – Committed to deepening and broadening faith development in all aspects of congregational life. Recognizes that leadership work for both professionals and laity includes modeling how to be in community, how to live out the tensions implicit in our values and beliefs.
4. *Practices Radical Hospitality* - In everything the congregation does it leads in love and is welcoming to all, especially the stranger. Outreach is vital to the congregation.
5. *Values Results More Than Activity* - Recognizes that life in a congregation often creates more activity than is needed or healthy to accomplish its vision. Works from a strategic plan. Authority with responsibility is supported and accountability is expected. Excellence is the goal.
6. *Supports Leaders to be Risk-takers* - Works with the polarity of safety and risk. Leaders know when to take the risks that may bring the congregation to the edge, but do not push over the edge. Recognizes that the fear of chaos is more about the fear of loss of control. Knows that Chaos can be good and that change happens whether we embrace it or resist it. Managing transitions is the role of the leadership and it takes time to do this adaptive work.
7. *Focuses on Opportunities Rather than Problems* - Sees a glass as an opportunity to add more water, rather than a glass half full or half empty. Community is strengthened as opportunities and new ministries are engaged.
8. *Ministry is Shared* – All the congregation but particularly the leadership thinks and acts as "We" rather than "I". The staff and lay leadership work as a team, and models shared ministry in moving toward the vision. The team empowers people, thus increasing the capacity to engage in ever expanding areas of ministry.
9. *Generosity* – Stewardship is generously given out of commitment to the shared vision of the community. Time, talents and financial support of members and friends are shared.
10. *Understanding of Congregational Culture* – Recognizes that the society and community within which it exists has a strong influence on congregational life. Understands that to be truly transformational, the congregation needs to understand its own heritage and engage with the wider society.