

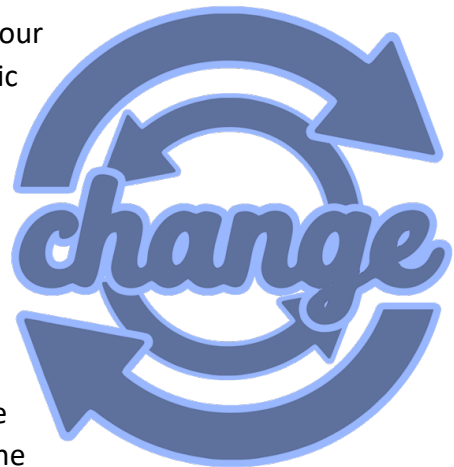
Ministry Formation

A Report to Synod 2021 by Jack De Vries, CRCA Ministry Development Coach

The Change Around Us

Ministry Formation is not a stranger to change. In fact, as Ministry Formation seeks to leverage the CRCA mission in and through the churches, it seeks to encourage change. Our mission as a denomination is to be “a church reforming to reach the lost for Christ.” Stated simply and practically, as churches we are committed to asking what needs to change in us and around us so that we will better engage the world and reach the lost for Christ?

Today no one is a stranger to change. This is the reality of our world with the onslaught of the global COVID-19 pandemic in 2019, and especially for Australia when this virus hit our shores in January 2020. This is the reality for every one of our churches. In fact, even those who do not like change very much were forced to change. As we near the closing months of 2020 and move into 2021 we recognise that we are living in state of flux, a time of constant change. Especially in times like these the tenets of Ministry Formation will serve our churches and the cause of the gospel well. Our missional vision embodied in the



Fourfold Task provides a focus and a framework for churches and church leaders to navigate through change. This has been the thrust of Ministry Formation since its inception and is never more needed than this past triennium and moving forward. What follows is an account of how Ministry Formation has been doing exactly that: assisting churches to work through change as we live out our missional vision to grow healthy churches, multiply Jesus’ disciples, and increase gospel workers.

As churches we face change not only around us but change also happens within. Change is central to the rhythm of the Christian life! Jesus stated this very pointedly when he said, *“I tell you the truth, unless you change and become like little children, you will never enter the kingdom of heaven.”* Matthew 18:3 (NIV) The call of the gospel is one to *“Change your hearts and lives because the kingdom of heaven is near.”* Matthew 3:2 (NCV) The message we proclaim as churches is what Peter said to the crowds, *“Change your hearts and lives and be baptized, each one of you, in the name of Jesus Christ for the forgiveness of your sins. And you will receive the gift of the Holy Spirit. This promise is for you, for your children, and for all who are far away. It is for everyone the Lord our God calls to himself.”* Acts 2:38-39 (NCV) As followers of Jesus we understand that putting one’s faith in Jesus requires a radical transformation of one’s life (cf. Jeremiah 26:13; Romans 12:1-2). Our goal in life, both individually as Christians and communally as Churches, is to become more and more like Jesus (Ephesians 4:11-13). This requires a lot of change and a lot of work. All of this to say: change is not easy. Not the change that happens around us nor the change that needs to happen within us.

Anchor: PRAY

The good news in the face of a world of change and the need for personal transformation and church reformation is that we are not alone in our journey in life. As we work out our own salvation with fear and trembling, we also know that *“it is God who works in [us] to will and to act according to his*

TASK ONE

To call upon God for such an outpouring of his Spirit that his people will be assured of his love through his Word, seek to please the Saviour in all things, manifest the godly life and be filled with prayerful and sacrificial compassion for the lost in all the world.

good purpose.” (Philippians 2:12-13) This is why prayer is so important! Prayer is our anchor in a time of change. Through prayer we stay connected with a God who does not shift with the tides or change in any other way. We serve a changeless God (cf. Numbers 23:19; Malachi 3:6). *“Jesus Christ never changes! He is the same yesterday, today, and forever.”* Hebrews 13:8 (CEV) This is why as churches we declare that prayer is our number one task. We need to call upon our changeless God to do his

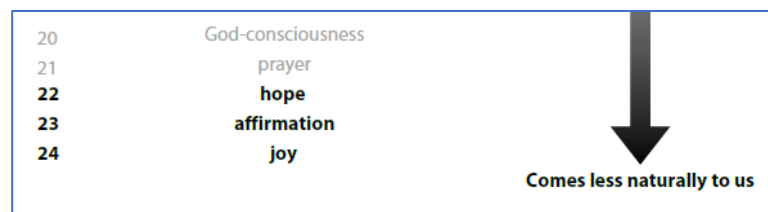
work of change in us and through us as we reach out to our ever-changing world. We need an outpouring of the Holy Spirit if we are ever going to reach the lost for Christ, grow healthy churches, and multiply disciples and gospel workers.

The strategy of Ministry Formation over the past triennium has been to promote prayerfulness for the mission that God has entrusted to us. Regular prayer updates are loaded and distributed through the denominational website. Prayer resources are made available on the Ministry Formation website and distributed weekly through daily social media posts and a weekly newsletter. It is encouraging to see prayer becoming an increasing priority among some of our churches. But still this task of prayer scores relatively low in NCD surveys among our churches (see chart). It scores 21/24 in the combined ‘Story Report’. This indicates that ‘prayer’ comes less naturally to our churches than other things. This should be an area for increased focus into the next triennium.

Personally, I continue the daily habit of praying for three CRCA churches, their pastor(s), and their families.

Not only do I spend time in prayer, but I communicate my prayers with those I pray for.

I often receive feedback and/or prayer points from our churches, and these become a regular part of my prayer journal. In the past triennium I have taken up contact over 750 times with our pastors and/or church leaders. Whether on the phone, online, or in person, a key element of each of these contacts has been joining our hearts together in prayer. Like the apostle Paul, as I pray for our churches and their leaders, I sense the deep partnership we have in the gospel (Philippians 1:4-5). I am also grateful knowing that many also pray for me as I go about my work among the churches (Ephesians 6:19). The times are changing, but increasingly prayer will be the power supply and the fuel for effective ministry.

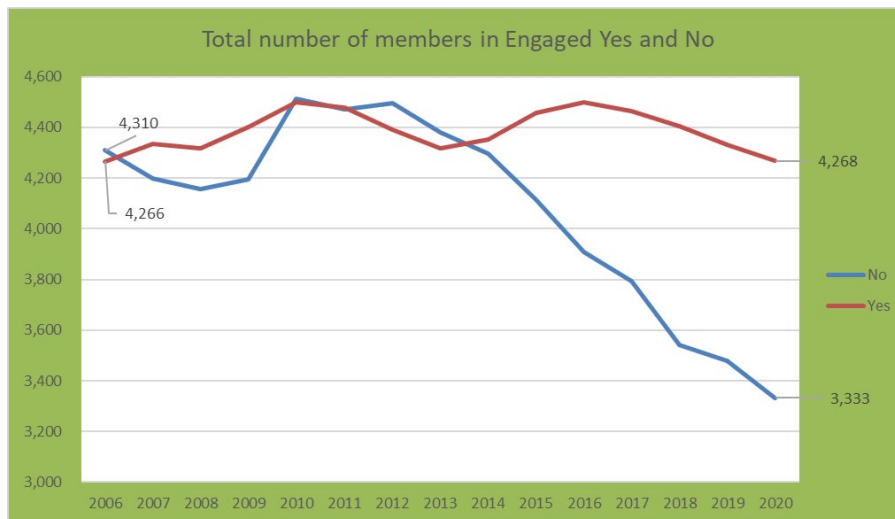


NCD Survey Results 2020

Movement: GROW

A key focus area with Ministry Formation is encouraging change among our churches. This is not encouraging change for the sake of change but desiring to see movement toward increased church health for every congregation. While in my coaching role I have been in touch with every CRCA congregation, not every CRCA congregation has directly taken up a formal engagement with the initiatives provided by Ministry Formation. It must be noted that Ministry Formation does not expect

every church to be formally engaged since there is not sufficient capacity in my role to do so. We are also blessed in Australia with several other church health initiatives that our churches make good use of such as the Way, Vision 100, Vinegrowers, Reach Australia, Geneva Push, and Oilstone. Ministry Formation encourages churches to partner with these and other networks. In any event, Ministry Formation strongly encourages all churches to be engaged in one church health initiative or another. Why? Well, healthy churches are growing churches. When churches focus on taking on initiatives to increase church health, they will see growth – in gospel impact and in number. Our denominational statistics bear this out.



If we look over the years since Ministry Formation was initiated, we see a definite pattern emerging. (see chart) The churches that have not engaged church health initiatives have declined from 4,266 to 3,477 (total of 789 or -19%). The churches have engaged church health initiatives also

saw an overall decline from 4,310 to 4,268 (total of 42 or -1%). The indication is that when churches focus on church health initiatives there is greater membership retention and/or growth. (Note: A fuller analysis of church health will be part of the GROW report)

Ministry Formation encourages churches to be engaged in church health initiatives in a host of ways. In the past triennium I have travelled interstate 70 times (a summary of my trips is given below). In these trips, by telephone, and using online platforms, over 750 contacts have been made with churches, pastors, and/or church leaders. Regularly, blogs, podcasts, and videos are uploaded to the Ministry Formation website. Over the years I have added over 220 blogs online. Since January 2019 I have stepped up my direct communication with churches and leaders with daily posts on various social media platforms (Facebook, Instagram, Twitter), weekly blogs, and a weekly newsletter. This amounts to over 225 new communication items each year distributed through close to 700 posts. The blogs categorically follow the denomination missional framework of PRAY, GROW, TRAIN, and ALIGN.

TASK TWO

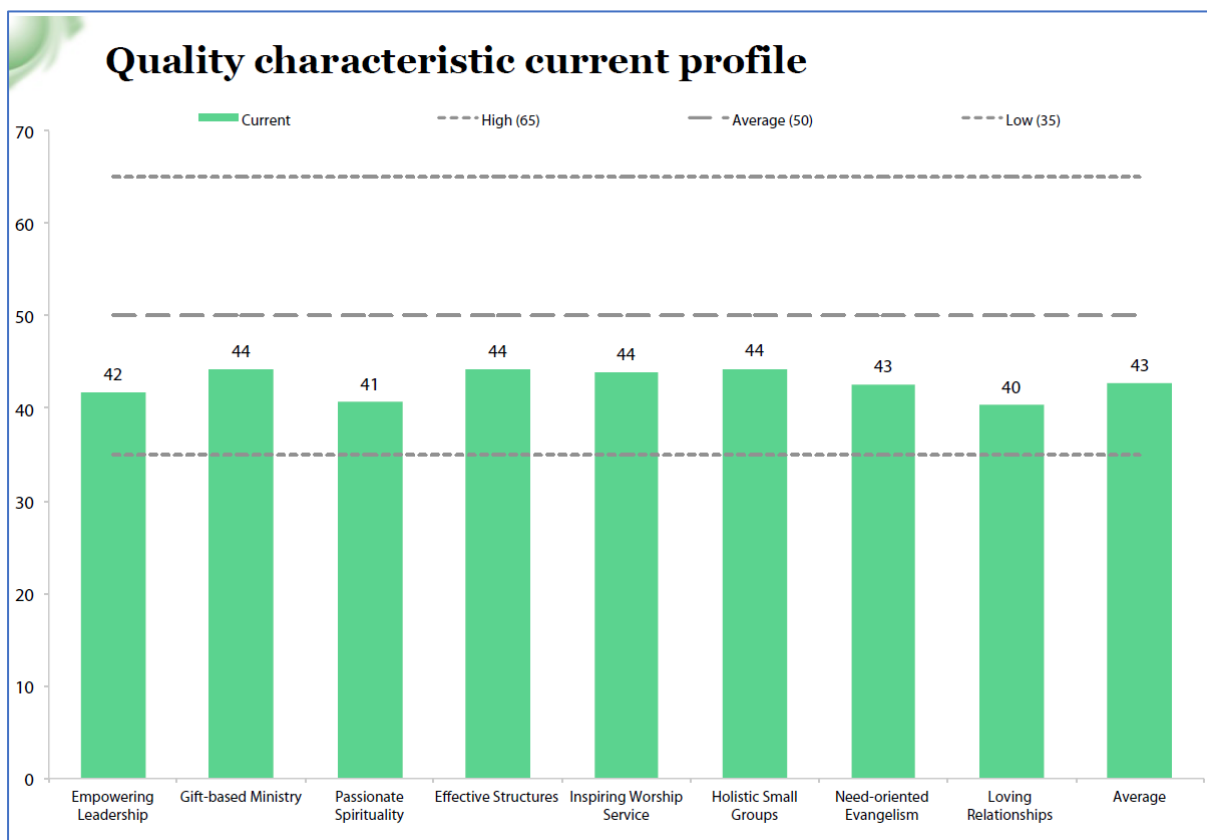
To grow healthy churches which nurture and equip their members and, by God's grace, expand numerically, become the mother-churches of as many fellowships and congregations as possible, and take further initiatives to penetrate structures of society with the gospel.

Summary of Interstate Trips 1 October 2017 – 30 September 2020

	QLD	NSW/ACT	VIC	TAS	SA	WA	Total/YR
2017/18	6	3	10	2	1	2	24
2018/19	7	4	9	2	1	2	25
2019/20	6	4	9	0	0	2	21
Total	19	11	28	4	2	6	70

The above chart shows the distribution of my interstate trips over a 3-year period. These trips would vary from a single day (i.e., Queensland trips) to up to a week duration interstate. With the onslaught of COVID all my travel was curtailed from the middle of March 2020, with several interstate trips cancelled. Alternate arrangements were then developed to provide workshops and do presentations online. Initially every church focused on trying to cope with the imposed changes and did not have the capacity to engage in church health development initiatives. Gradually, having adjusted to a changing normal, by August/September 2020 churches were open again to discuss church health initiatives.

To assist churches in navigating change and increased church health Ministry Formation partners with NCD (Natural Church Development) Australia to provide church health assessments. Once these assessments are done, as Ministry Development Coach, I make myself available to assist in the interpretation of these assessments and the development of church health initiatives. A growing number of our churches have taken the NCD survey and engaged the material. This number has grown from 4 churches (2008-09), 13 churches (2010-11), to 18 churches (2012-14), to 25 churches (2015-2017), to 27 churches (2018-20). In the past triennium I have engaged 9 churches that have taken the NCD church health survey. If you take a combined look at all the churches who have done an NCD our overall current church health average of 43 remains almost unchanged from the previous triennium with our minimum factor being ‘loving relationships’ and our maximum factor being ‘holistic small groups’ (see chart below) These results reflect all 27 churches that have participated in doing



Combined CRCA NCD Results

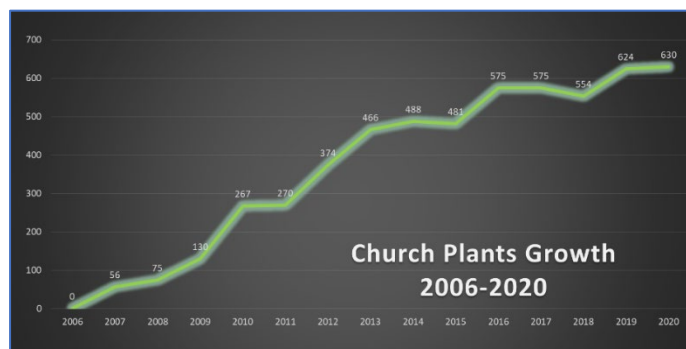
an NCD survey. For some of these churches this meant doing an initial survey but not doing a subsequent survey. Most churches begin their NCD journey averaging a church health score of around 30 or less. When you take these lower averages and include them with the rest of the CRCA churches,

this impacts the overall average. While there is some benefit in doing an initial survey, the real benefit is realised through subsequent surveys. Some churches have done an NCD survey repeatedly, either annually or bi-annually. It is recommended that churches doing consistent and repeated surveys, not less than bi-annually. The statistics from those church which have done repeated surveys and taken steps to develop initiatives to address their minimum factors have seen gradual growth in their overall average, some exceeding an average of 60 or more. These churches that exceed an average of 60 or more are also the churches that have seen consistent (and also exponential) numerical growth.

Ministry Formation will continue to leverage NCD as a key resource for both church health assessments and increased church effectiveness. In addition, into the early part of the next triennium Ministry Formation will encourage CRCA churches to be involved with the five-yearly NCLS Church Life Survey. For nearly 30 years, NCLS Research has helped churches to nurture life and health in their congregation, leaders, and local community. The National Church Life Survey (NCLS) is held in partnership with over 20 denominations and movements in Australia. In the last survey (2016) 17 CRCA churches were involved and it is the aim of Ministry Formation to see this number of churches substantially increase. In addition to the five-yearly NCLS survey, this gospel partner has been a rich resource for churches wanting to engage and reach the lost by providing easily accessible community data that is both helpful and practical. Ministry Formation has used this material extensively as it seeks to enable churches to reach people with the good news of Jesus in their neighbourhoods.

Another key GROW initiative of Ministry Formation in the past triennium has been the launching of the resources of Organic Outreach(OO) among our member congregations. If we are ever to reach the lost in Australia, we need to be equipping our people to naturally share their faith with the unchurched and unsaved in our network of family, friends, workmates, and neighbours. The resources and strategies of OO are well positioned to grow the priority of evangelism in our churches. Ministry Formation promoted and shared the resources of OO at the Geneva Push Multiply conference in Melbourne (May 2018) and the mission department of the RTC. Building on a partnership with Kevin & Sherry Harney of OO International that was established in the previous triennium, the Harneys were invited to Australia to participate as the lead speakers in the CRCA Recharge Conference. Following this conference, and in partnership with the RTC (Reformed Theological College), the Harneys led an OO training event at the RTC Melbourne campus in April 2019. Twenty people attended this intensive representing a good number of CRCA churches. The Harneys followed the Melbourne intensive with further OO training in the churches of southern Tasmania. The goal was to realise the uptake of OO by 5 CRCA congregations. With the evangelism initiatives begun by Joshua Hartog (Westside CC, QLD) this goal was attainable. Joshua had received Organic Outreach coaching by OO International, is himself a practitioner of OO in his own congregation and was well equipped to offer OO cohort training among our churches. This Joshua initiated and continues to promote and engage in. A more extensive report on the leveraging of OO in the CRCA can be found in Joshua's report in the GROW Workgroup report.

Church plants that have started in the CRCA since 2006 represent a significant segment of the overall membership in our churches. Over 600 people are now part of these churches. (see graph) Church planting remains a clear objective in the CRCA. In my denominational role I continue to challenge our churches about the opportunity for church planting. I



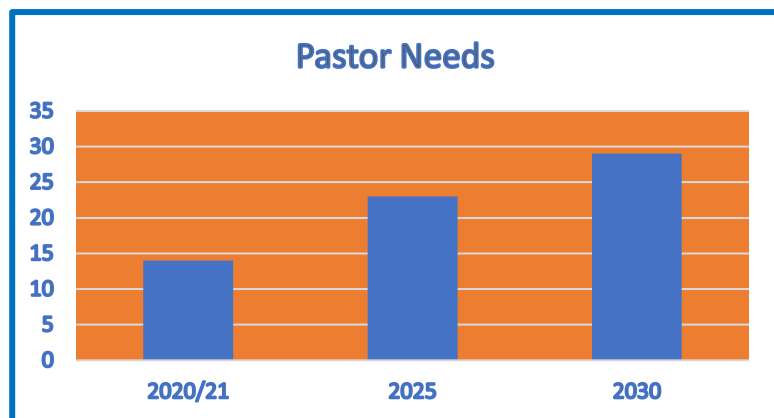
have had occasion to lead workshops on church planting, including encouraging some of our struggling churches to consider embracing a repotting church planting strategy. We have a strong partnership with the Geneva Push Church Planting network and rely on their expertise when it comes to church planter assessments. It is noteworthy that some of our pastors have gone through these assessments in the past triennium. There is a real need for new church plants in Australia.

I continue to assist the Church Planting Taskforce in promoting this need for new churches and offering support for our church plants and planters. I also had the opportunity to come alongside a number of our church planters in a coaching role during the past three years. The Multiply Conference (Geneva Push/Reach Australia) continues to be a valued conference for not only our church planters, but also those considering church planting. Further assessment on the status of church planting in the CRCA can be found as part of the Church Health report in the GROW Workgroup report. Also the Church Planting Taskforce will submit their own report to Synod 2021.

The maxim remains: healthy churches are growing churches. As we continue to leverage church health, our churches will see growth, and by God’s grace, expand numerically. With growth we will also see the desire to plant new churches. The objective in all of this is to see movement. Churches becoming healthier by reflecting “the whole measure of the fullness of Christ”(Ephesians 4:13). And healthy churches giving birth to new churches. We hear the words of our Lord and Saviour: “The harvest is plentiful, but the workers are few.” (Matthew 9:27)

Multiply: TRAIN

Yes, the workers are few. This is especially true when we consider the need for men to occupy CRCA pulpits and the positions of ordained ministry (see chart). When you consider the current church vacancies and those churches served by unordained men, there are alarming statistics going into the future. Within a



decade, if more men are not raised up for full-time gospel work in our churches, we could be facing close to 50% of our churches being vacant. Thankfully, the uptake of students at the RTC is on the rise but it behoves us as pastors, church leaders, and congregations to be diligent in identifying and encouraging men to pursue pulpit ministry.

The CRCA is committed to not only growing healthy churches that multiply; we are also committed to growing healthy disciples and leaders that multiply.

TASK THREE

To equip our church members to be disciples of Christ and multiply the number of well-trained leaders (ordained, non-ordained, full time, part time, voluntary) who are actively involved in God's mission.

For years Ministry Formation has promoted the task of ‘making disciples’ and increasingly this is becoming normative in our churches. And this is a move in the right direction. Jesus’ words to us as his followers is to make disciples of all nations (Matthew 28:19). Discipleship is all about seeing change happen in our lives and the lives of those around us. While we are saved by faith alone, through grace alone, we are reminded by God that to our faith we need to

add the qualities of being a Christian (2 Peter 1:5ff). As Peter reminds us: “If you possess these

qualities in increasing measure, they will keep you from being ineffective and unproductive in your knowledge of our Lord Jesus Christ.” (2 Peter 1:8) The Discipleship Matrix is an online resource we have developed to make it easy to for anyone to discover how to possess these Christian qualities in increasing measure. Whether you use this tool for yourself or those that you disciple, you will be guided along the pathway of exploring Christianity, coming to faith, growing in your faith, and finding your place in Christian ministry/leadership. In my denominational role in partnership with the TRAIN Workgroup, this resource is reviewed and updated at least annually.

In addition, Ministry Formation has been promoting the use of other excellent tools and resources that will equip church members to be disciples of Jesus. Many of churches have used/are using the Discipleship track in *the Way* curriculum produced by the RTC. A growing number of churches are shaping their ministry culture around disciple-making by engaging The Vine Project(Vinegrowers). Also, many of our church members are using the strategy of One-to-One Bible Reading (David Helm) to be in a disciple-making relationship with others.

If discipleship is to become a growing priority in the lives of our church members it also needs to be a priority in the life and ministry of each pastor/church leader. The pastor-coaching initiative endorsed by Synod 2018 was positioned to assist in making-disciples a growing priority in our churches, and especially amongst the leaders. Soon after Synod 2018 Ministry Formation put this coaching initiative



into motion. This gave birth to SHIFT. A logo was designed, materials were produced and distributed throughout the CRCA, and a facility was created on the Ministry Formation website. Initially I contacted CRCA pastors to discuss this initiative and encourage them to consider establish a coaching relationship. SHIFT was

also promoted at every meeting of Classis. Gradually the state reps on the TRAIN Workgroup assumed the responsibility to check in quarterly with pastors and gauge their engagement.

SHIFT is all about movement – with the help of one another and the power of God to reach our broken places and move ever closer to living a life worthy of our callings as churches and leaders. (Ephesians 4:1) In keeping with the direction of Synod 2018 the SHIFT coaching initiative aims at developing good practices among our church leaders of loving community, discipleship, leader multiplication, and reaching the lost. This initiative will continue well into the next triennium as we seek to realise 100% engagement by all our pastors. It is our goal to see our pastors replicate developing good practices among session members and other church leaders. This will foster churches becoming more effective and productive in congregational life and ministry. The adage is true: as goes the leaders, so goes the church. This will require change on the parts of churches and their leaders. But the change is for gospel growth! The Word of God is shared with the lost, the lost come to faith in Christ, people learn how to live out this faith, and leaders are identified and trained to serve.

In my role as Ministry Development Coach I am there to provide ministry coaching, speak on many different topics and lead seminars/workshops. In the past triennium I have had the opportunity to give over 130 presentations to church gatherings, in workshops, church camps, Classis meetings, smaller gatherings of pastors and/or church leaders, and other networks. Consistently there are pastors/church leaders that I meet up with regular coaching – some bi-weekly, but most monthly. Despite COVID travel restrictions, this coaching and speaking continues to happen in various ways and using different platforms into the latter part of 2020 and into 2021. Adjustment to coaching and speaking delivery methods simply had to be made. The extensive list of all the coaching modules, speaking topics, and/or seminars/workshops are on the Ministry Formation website and can be found

[here](#). All this coaching, training, and/or seminars is aimed at resourcing pastors and churches for growth, health, and effective ministry development.



Due to the global pandemic only one Recharge Ministry conference was able to take place in the past triennium. The Recharge 2020 conference was fully planned with

Simon Manchester as the plenary speaker. The event was to take place at the Foothills Conference Centre (Mooroolbark, VIC). Registrations were strong with the conference fully booked. This event had to be cancelled and the registrations and booked travel arrangements reimbursed. Given the current realities no plans were made to reschedule this conference.

The Recharge 2019 conference took place at The Country Place (Dandenong Ranges), a venue that we have used ever since we moved the conference from Sydney to Melbourne. This event was also fully booked. The plenary speakers, Kevin and Sherry Harney, spoke on the topic of prayer. Their warm, pastoral, and caring hearts were a true blessing to the pastors, ministry workers, and their spouses who attended. The feedback we received from those who attended were for the most part very appreciative for all aspects of this conference. Here is a sampling of the comments:

- I found the conference most enjoyable and have come home genuinely recharged! The accommodation was great, the food fantastic, and I thought the whole event was well organised. The pace was great, the activities were most enjoyable.
- Overall, the theme of prayer was valuable, and I have come away challenged to grow in my prayer life.
- Everything was excellent. This is such a treat for us – we would never ‘spoil’ ourselves like this on our own accord. I especially love being in a country setting. The peacefulness here, taking quiet walks through the trees is probably one of the main drawcards for me. Thank you so much for all the work you do in bring all this together. I feel blessed, encouraged, and refreshed.
- Wanted to say a massive thank you for all the hard work with Recharge. Recharge came at the right time for us especially my wife who was feeling burnt out and it was really encouraging.

As with any conference there is a lot that goes into the planning of such an event. Thankfully, I did not have to do all the planning on my own. There was the indispensable assistance given me by Richard & Lesley Schoenmaker, Anita De Witte, Joe Vermeulen, the musicians, Troy Vander Noord, along with the oversight and support of the TRAIN Workgroup. It was also a real blessing to have the denomination support to offset the travel costs for interstate attendees. This support did increase the uptake of those who lived interstate.



The CRCA is blessed to have the RTC as a valued partner in the CRCA third task: TRAIN. With their flexible study options across a broad range of courses the RTC is providing high quality training for Christian life and ministry for both CRCA church members and future fulltime gospel workers. It has been good to have Murray Capill part of Ministry Formation from its inception until the present. His insights and clarity have served me and the denomination well in giving shape and direction to intentional ministry formation. Over the years the RTC has responded

extremely well to our changing training culture and remains strategically positioned to assist the CRCA with our training needs. Their discipleship program, *the WAY*, is increasingly used by our churches to not only be grounded in discipleship foundations, but also to grow our leadership culture. The Ministry modules provide requisite training for elders and leaders. I continue to commend these excellent materials to our pastors and churches.

There has been good collaboration between Ministry Formation and the RTC in the past triennium. This does not only occur with having Murray Capill on the TRAIN Workgroup. In my denominational role I have been consulted and asked to contribute to the shape and content of *the WAY* material. I have attended various RTC training and special events to provide support, strengthen our partnership, and interact with colleagues. I have met with RTC staff to explore theological issues when it comes to ecclesiology and ministry. I have scheduled meetings with Murray Capill and Phillip Scheepers in their roles as principal to discuss possible collaborations. In addition to *the Way* we have been able to collaborate with Organic Outreach and THINK Ministry events. I have also had the opportunity to interact with the RTC student body through lecturing in various courses such as Church Planting, Homiletics, and Ministry Management. As we move into the next triennium there will be more opportunities for collaboration as we seek together to grow disciples and multiply leaders.

Changing: ALIGN

Change is ongoing as we seek to be more effective in our calling as churches to reach the lost, make disciples, multiply leaders, and grow healthy Christian communities. As churches we are committed to reform continually the life of the denomination so that there will be increased gospel impact. The TRAIN Workgroup has given ample, clear, and regular oversight to Ministry Formation and my role in that. In addition to the fortnightly meetings with the chair of the TRAIN Workgroup, Bernard Cane, and the regular reports of all my activities and engagements to TRAIN, annually a comprehensive review has been done of my work. Occasional changes to my role and ministry expectations were made so that I would be supported and enabled to do my work among the churches for the glory of God and the good of his people.

TASK FOUR

To reform continually the life of the denomination (including our church ethos, customs, church order, use of resources, denominational committees, support staff and agencies) to encourage and enable the fulfilment of the fundamental aim.

By way of follow-up from Synod 2018 I was asked to facilitate a meeting of the GROW and TRAIN Workgroups to ensure alignment with the missional vision of the CRCA. This meeting included a review of our current mission, vision, fourfold task, and denominational strategies, all of which has given clear directives to Ministry Formation. Task Four underscores the understanding that our common objectives as a denomination provide the framework for all the various ministries of the CRCA. It became clear through this review that the common objectives outlined in the CRCA mission, vision, and fourfold task are still correct and current. We agreed, however, that there is a need for more clarity as well as an understanding of the core biblical values that will shape the culture of the CRCA going forward. These core values

will be invaluable to Ministry Formation, the GROW and TRAIN Workgroups, and all the other ministries of the CRCA. These values will greatly assist in ongoing strategic development and ministry assessment, including the assessment of those in ministry roles. The outcomes of this joint meeting and review will be part of the report of the TRAIN Workgroup.

Change is also ongoing with the CRCA and Ministry Formation websites. Regular news items are uploaded to the CRCA website and the blogs are regularly uploaded to the Ministry Formation website. The CRCA administrator has been immensely helpful in keeping the church information up to date on the website. All other pages on the CRCA website are maintained by me in my denominational role. The CRCA website remains a primary way for people get to know our denomination. It is not uncommon for me to have people ask questions via the website about our churches, our beliefs, the Bible, and more generally, about what it means to be a Christian. This past triennium we did another full refresh of both the CRCA and Ministry Formation websites, making sure that our websites remain current with existing technologies and web designs. These websites are hosted and serviced very well by Phil Warburton of Tube Media.

One of the biggest changes, not only for me personally, but also for Ministry Formation will be my transition from my role into unemployed ministry, and someone else appointed into my role. Before the meeting of Synod 2024 I will no longer be in my denominational role. This will be a major change personally after upwards of 15 years serving with Ministry Formation and four decades of ordained ministry in the CRC(A). While we live in uncertain days because of COVID, there is also significant uncertainty about our future, where we will live (Canada or Australia), and what will be the nature of our service to God and his church moving forward. We have given up much contact with children, grandchildren, and family having moved from our country of birth to serve the CRCA. There is a huge pull to live closer to our extended family, especially given the state of our world today and the limitations on international travel. When we came in 2007, we never thought that God would have me serve in my denominational role as long as I have. We have a deep love for the church including the CRCA, her pastors, leaders, and congregations. We will be ever grateful to God for the years He has allowed us to serve here in Australia. But the time will come when we will part ways. The uncertainty of what this means exactly remains. We might make plans, but it is the Lord who determines our steps. (Proverbs 16:9) In any event, whether here or there, it is my commitment to live a life on purpose for the glory of God up until the time the Lord calls me home. In the words of the apostle Paul, *“Now I am putting you in the care of God and the message about his grace. It is able to give you strength, and it will give you the blessings God has for all his holy people.”* (Acts 20:32)

Yes, there will be change all around us. But with the Lord's help and built on the solid foundation of His Word, we will prayerfully work through change as we live out our missional vision to grow healthy churches, multiply Jesus' disciples, and increase gospel workers. To Him be all the glory!