Heritage Event Chronological Guide

**Event Purpose:** Help congregation analyze church history through chronological periods using pre-developed timeline, leading to pattern recognition and Church Profile data

**Duration:** 2 hours 15 minutes **Expected Attendance:** 30-80 people **Your Role:** Provide historical framework, guide analysis through time periods, synthesize findings

**WHY THIS FORMAT WORKS**

This format works best for churches with documented history. You provide a pre-developed church timeline and world events context sheets. Table groups analyze different historical periods, then ALL tables work together on recent history. This approach:

* Levels the playing field (young and old can both participate)
* Provides objective historical framework
* Focuses on theological evaluation, not gossip
* Lets tables practice on past history before tackling sensitive recent history
* Generates collective wisdom about patterns across all eras

**This format is ideal when:**

* Church has documented history or can create one
* You have time for pre-event historical research
* You want educational component (younger members learning history)
* Attendance is 30-80 people (4-8 tables)

**This format struggles when:**

* Church has no historical documentation
* You need primarily emotional healing work (use Heritage Event Stories Guide instead)
* Church is under 20 years old (not enough periods to analyze)
* Attendance is under 20 or over 100

**PRE-EVENT PREPARATION (2-3 weeks before)**

**Historical Research You Must Complete**

**1. Create Church Timeline** Develop a visual timeline showing decades from founding to present with:

* Church founding year and circumstances
* All pastors with years served and tenure lengths
* Major building projects and relocations
* Significant events (revivals, splits, crises, celebrations)
* Membership/attendance milestones
* Key ministry initiatives

**Format:** Large poster board or printed handout showing timeline with major events marked by decade

**2. Create World Events Context Sheets** For each historical period, create one-page sheets showing:

* Major world/national events during that period
* Cultural shifts and movements
* Economic conditions (Depression, recessions, booms)
* Wars and conflicts
* Technological changes
* Denominational/theological movements

**Example for 1960-1975 sheet:**

* Civil Rights Movement
* Vietnam War
* Moon landing
* Watergate scandal
* Jesus Movement
* Mainline denominational decline begins
* Charismatic renewal movement

**3. Divide History into Periods** Determine how many historical periods based on your church age:

* 50-year-old church: 3 historical periods + recent history
* 75-year-old church: 4-5 historical periods + recent history
* 100-year-old church: 5-6 historical periods + recent history

Recent history is always separate (last 10-15 years)

**Example for 75-year-old church (founded 1950):**

* Period 1: 1950-1965 (Founding and Early Years)
* Period 2: 1965-1980 (Growth and Building)
* Period 3: 1980-1995 (Transitions and Challenges)
* Period 4: 1995-2010 (Stability or Decline)
* Recent History: 2010-2025 (ALL tables will work on this together)

**4. Recruit and Train Table Facilitators** You need 1 facilitator per table (4-8 facilitators) Train them on:

* How to use discussion questions
* How to keep discussion moving in 25 minutes
* How to redirect "I heard..." gossip vs. helpful oral history
* How to record findings
* How to report in 2 minutes

**SUPPLIES AND SETUP CHECKLIST**

**Per Table:**

* [ ] Large flip chart pad or poster board
* [ ] Markers (multiple colors)
* [ ] Assigned historical period timeline (printed handout)
* [ ] World events context sheet for their period
* [ ] Discussion question handout
* [ ] Recent history timeline and world events sheet (for Round 2)
* [ ] Name tent with "Table [Number] - Period [Years]"
* [ ] Table Facilitator Guide

**Front of Room:**

* [ ] Large master timeline poster visible to all
* [ ] Screen/projector for displaying questions (optional)
* [ ] Your notes and synthesis worksheet
* [ ] Timer

**Registration:**

* [ ] Sign-in sheet
* [ ] Name tags
* [ ] Master timeline handout for all participants

**EVENT TIMELINE**

**Opening (10 minutes)**

**Welcome and Prayer (3 minutes)**

"Welcome to our Heritage Event. Today we'll analyze our church's history period by period. You've been assigned to tables, and each table will study a different historical period. We'll practice analyzing past history first, then we'll all work together on recent history.

This isn't just about learning facts. We're evaluating: How faithful were we to the Great Commandment (love God, love neighbor) and Great Commission (make disciples)? What patterns emerge? What lessons guide our pastoral search?

Ground rules: Focus on patterns, not attacking people. Use 'I heard...' to fill historical gaps, not to gossip. Speak truth with grace. Let's pray."

**Prayer:** "Father, we're about to walk through our church's history. Help us see Your faithfulness across all these years. Give us wisdom to learn from both our successes and our struggles. Guide us to insights that will help our pastoral search. In Jesus' name, Amen."

**Process Overview (7 minutes)**

"Here's how this works:

**Round 1 - Historical Periods:** Each table has been assigned a different time period from our history. On your table you have:

* A timeline of your period showing major events
* A world events sheet showing what was happening in the world
* Discussion questions to guide your analysis

You'll have 25 minutes to analyze your period. Then each table will report in chronological order - you get 2 minutes to share what you learned.

**Round 2 - Recent History:** After we hear all historical periods, ALL tables will shift to analyzing recent history together (last 10-15 years). This is the period we all lived through. You'll have 15 minutes, then each table reports for 2 minutes.

**Why this order?** We practice the analysis process on past history first. Then we use those same skills on recent history - which is more sensitive but most important for our pastoral search.

Your table facilitator will guide you. Let's begin Round 1. You have 25 minutes starting... now."

**Start timer for 25 minutes.**

**Round 1: Historical Period Analysis (25 minutes)**

**What Tables Are Doing:** Each table analyzes their assigned historical period using discussion questions (provided below). All tables work simultaneously.

**Your Role:**

* Walk around listening to discussions
* Help tables that seem confused
* Note emerging themes across tables
* Watch for tables going off-track
* Keep time

**At 20 minutes:** "Five minutes remaining. Start preparing your 2-minute report."

**At 25 minutes:** "Time. Table facilitators, finalize your key findings."

**Round 1: Historical Period Reporting (10-15 minutes)**

**What You Say:** "Now we'll hear from each table in chronological order. This will show us how our church's story unfolded decade by decade. Each table gets 2 minutes. Share your top findings: What happened? How did the church handle Great Commandment and Great Commission? What patterns emerged?

Let's start with our earliest period and move forward chronologically."

**Your Role:**

* Call on tables in chronological order (earliest to most recent)
* Keep strict time: "You have 30 seconds remaining" then "Time, thank you"
* Listen for patterns across multiple periods
* Take notes for Church Profile
* After each report, briefly affirm: "Thank you, interesting to see..."

**What You'll Hear:**

* Some periods had stable pastoral leadership, others had turnover
* Some periods showed evangelistic growth, others showed decline
* Some periods responded well to cultural changes, others struggled
* Pattern themes will emerge across multiple tables

**Debrief Round 1 (10 minutes - whole group discussion)**

**What You Say:** "We've just walked through our church's history chronologically. Before we move to recent history, let's process what we heard. I'm going to ask a few questions. Don't discuss at your tables - just call out what you're thinking."

**Ask 2-3 of These Questions:**

1. **"What patterns did you notice across multiple time periods?"**
   * Let people call out observations
   * Affirm what you hear: "Yes, I heard that too - pastoral stability in the 60s and 80s"
2. **"What surprised you about our history?"**
   * Let people share surprises
   * This reveals assumptions people had
3. **"What do you see about how we handle transitions or crises?"**
   * Listen for patterns in church's response to difficulty
   * This directly informs interim work
4. **"What do you see about God's faithfulness across our history?"**
   * Theological reflection question
   * Lifts eyes from problems to God's presence

**Your Role:**

* Don't let this become debate or extended discussion
* Keep it moving - popcorn style responses
* Affirm observations without analyzing deeply yet
* This is quick processing before moving to heavier recent history

**Transition Statement:** "Thank you. Now we move to Round 2. ALL tables will now analyze recent history together - the last 10-15 years. This is the period we all lived through, so it's more sensitive but also most relevant for our pastoral search. Use the same analysis skills you just practiced. You have 15 minutes starting... now."

**Start timer for 15 minutes.**

**Round 2: Recent History Analysis - All Tables (15 minutes)**

**What Tables Are Doing:** ALL tables now work on the same time period: recent history (approximately last 10-15 years). They use the same discussion questions as Round 1, but applied to recent events.

**Your Role:**

* Walk around with extra pastoral attentiveness
* This discussion may bring up pain or controversy
* Watch for people getting emotional
* If discussion becomes accusatory, gently redirect: "Focus on patterns, not people"
* Some tables may finish early - that's okay
* Listen for common themes across all tables

**At 12 minutes:** "Three minutes remaining. Prepare your 2-minute report."

**At 15 minutes:** "Time. Finalize your findings."

**Round 2: Recent History Reporting (15 minutes)**

**What You Say:** "Now each table will share what you observed about recent history. Since all tables analyzed the same period, we'll hear multiple perspectives. Listen for what themes emerge across all tables. Each table gets 2 minutes."

**Your Role:**

* Call on tables in order (Table 1, 2, 3, etc.)
* Keep strict time
* Listen carefully for patterns across tables
* If 3+ tables mention same issue, that's a significant pattern
* Take detailed notes - this is gold for Church Profile
* After each report, thank them without commentary yet

**What You'll Hear:**

* Some tables will emphasize positives (ministries that worked well)
* Some will emphasize challenges (decline, conflict, pastoral transition)
* Common themes will emerge: "All tables mentioned youth ministry decline" or "Multiple tables noted financial stability"
* Recent pastoral transition will likely come up in multiple reports

**Debrief Round 2: Table Discussion (10 minutes)**

**What You Say:** "We've now heard everyone's analysis of recent history. Now I want you to go deeper. At your tables, discuss these synthesis questions. You have 10 minutes, then each table will share. Begin."

**Display or Read These Synthesis Questions:**

1. **"What patterns do you see across ALL time periods - from founding to today?"**
   * What keeps repeating?
   * What's our church's "personality"?
2. **"Based on our full history, what kind of pastoral leadership works best here?"**
   * When did we thrive under pastors?
   * What leadership approaches struggled here?
3. **"What lessons from our history should guide our pastoral search?"**
   * What should we look for in next pastor?
   * What should we avoid?
   * What does our next pastor need to know about us?

**Your Role:**

* Let tables discuss without interruption
* Walk around and listen
* This is where Church Profile insights crystallize
* Watch time

**At 8 minutes:** "Two minutes remaining."

**At 10 minutes:** "Time. Prepare to report."

**Debrief Round 2: Table Reporting (15 minutes)**

**What You Say:** "Each table will now share your synthesis insights. What patterns did you see across all periods? What kind of pastoral leadership works here? What lessons guide our search? Each table gets 2 minutes."

**Your Role:**

* Call on tables in order
* Keep time strictly
* Listen for consensus themes
* Note areas of disagreement (those are important too)
* Write down specific recommendations about pastoral leadership

**What You'll Hear:**

* Pattern identification: "We thrive with relational pastors who invest in people"
* Historical lessons: "Every time we built without prayer and unity, we had conflict"
* Pastoral leadership insights: "Long tenures work well here" or "We struggle with pastoral transitions"
* Recommendations: "Our next pastor needs to understand our small-town culture" or "We need someone who can lead change gently"

**Final Facilitation (10 minutes)**

**What You Say:** "Thank you all for this important work. I've been taking notes throughout, and here's what I'm hearing..."

**Share Your Synthesis (7-8 minutes):**

**1. Top 3 Positive Heritage Themes (2 minutes)** Name the positive patterns you heard repeated across multiple tables:

* Example: "Consistent theme: This church has always been generous in missions"
* Example: "Multiple tables noted: We respond well in crisis, rallying together"
* Example: "Across all periods: Strong lay leadership and volunteerism"

**2. Top 3 Negative Patterns Requiring Attention (2 minutes)** Name the challenging patterns that repeated:

* Example: "Multiple tables identified: We struggle with pastoral transitions, especially short tenures"
* Example: "Pattern across periods: Building projects often bring conflict"
* Example: "Recent theme: Declining youth and young families"

**3. Pastoral Leadership Insights (2 minutes)** What kind of leadership works here?

* Example: "I heard: Relational pastors who invest in people do well here"
* Example: "Multiple tables said: We need pastors who respect our history while leading us forward"
* Example: "Pattern: Pastors who try to change too much too fast struggle here"

**4. Church Profile Connection (2 minutes)** "Everything we learned today goes into our Church Profile. The Transition Team and I will write the Heritage section including:

* Our chronological story
* Our positive heritage to celebrate
* Our patterns needing attention
* What we've learned about effective pastoral leadership here
* What our next pastor needs to know about us

This Heritage work is foundational. Our next focus point is Leadership - examining our organizational structure and decision-making. Watch for announcements."

**Close (5 minutes)**

**Final Thoughts (2 minutes)** "We've walked through decades of our church's story today. We've celebrated God's faithfulness and acknowledged our struggles. This is sacred work. Thank you for your honesty, your engagement, and your faithfulness to this process."

**Closing Prayer (3 minutes)** "Father, thank You for Your faithfulness to this church across all these years - through joys and struggles, growth and decline, stability and change. You have never left us.

We've learned today. We see patterns we want to continue and patterns we need to change. Give us wisdom to apply these lessons. Heal where we need healing. Strengthen where we're weak.

Now prepare us for the pastor You're sending. Make us ready to receive new leadership. Give our Pastor Search Committee wisdom to find the leader You've chosen for us. We trust You completely with our future. In Jesus' name, Amen."

**Dismissal** "You're dismissed. Thank you."

**POST-EVENT TASKS**

**Same Day:**

* [ ] Collect all flip charts/poster boards from tables
* [ ] Take photos for documentation
* [ ] Thank table facilitators
* [ ] Note any pastoral care follow-up needed

**Within 1 Week:**

* [ ] Type up findings organized by: positive patterns, negative patterns, pastoral leadership insights
* [ ] Write Heritage section of Church Profile (3-4 pages)
* [ ] Share draft with Transition Team
* [ ] Plan Leadership focus point event

**Church Profile Heritage Section Should Include:**

1. Chronological narrative of church history
2. Top 3 positive heritage themes (with examples from different eras)
3. Top 3 negative patterns requiring attention (with historical context)
4. Pastoral leadership analysis (what works here, what doesn't, why)
5. Lessons learned from transitions and crises
6. Current strengths from recent history
7. Current challenges from recent history
8. Implications and recommendations for pastoral search

**DISCUSSION QUESTIONS FOR TABLES**

**Questions for Historical Period Analysis (Round 1 - 25 minutes)**

**Part 1: What Happened? (8 minutes)**

1. Review your period's timeline. What major events happened in our church during these years?
2. Look at your world events sheet. What was happening in the world/nation?
3. Does anyone know of significant church events NOT listed on the timeline? (Fill in gaps from oral history)
4. How many pastors served during this period? What were their tenure lengths?
5. If pastors left during this period, what does the pattern of departures suggest?

**Part 2: Evaluate Ministry (10 minutes)**

1. How well did the church live out the Great Commandment (love God, love neighbor) in this era?
2. How well did the church live out the Great Commission (make disciples, baptize, teach) in this era?
3. What gospel ministry was the church known for during these years?
4. Where do you see the church thriving spiritually? Where struggling?
5. How did the church respond to cultural changes or world events in this period?
6. What do you see about God's faithfulness during these years?

**Part 3: Identify Patterns (7 minutes)**

1. What were the top 3 strengths of the church in this period?
2. What were the top 3 challenges or problems that emerged?
3. What decisions made in this era still affect us today?
4. If you could go back and counsel the church in this period, what would you say?
5. What's one key lesson this period teaches us?

**Table Facilitator: Record findings on flip chart and prepare 2-minute report**

**Questions for Recent History Analysis (Round 2 - 15 minutes)**

**Use the same three-part structure as above, but applied to last 10-15 years:**

**Part 1: What Happened? (5 minutes)**

* Major events in recent church history
* Recent pastoral transition(s)
* World/cultural events affecting us
* Events not on timeline

**Part 2: Evaluate Ministry (6 minutes)**

* How well have we lived Great Commandment recently?
* How well have we lived Great Commission recently?
* Where are we thriving? Struggling?
* God's faithfulness in recent years

**Part 3: Identify Patterns (4 minutes)**

* Top 3 current strengths
* Top 3 current challenges
* Key lesson from recent history

**Note: Recent history may be more emotionally charged. Table facilitators should watch for:**

* People blaming specific individuals (redirect to patterns)
* Debate about "what really happened" (acknowledge different perspectives)
* Emotional reactions to recent pain (offer grace and tissues)
* Dominating voices (draw out quieter members)

**TRAINING TABLE FACILITATORS**

**Meet with facilitators 1 week before event.**

"Thank you for serving as table facilitators. You'll guide your table through analyzing history. Here's what I need you to do:

**Your Responsibilities:**

**Round 1 - Historical Period (25 minutes):**

1. Welcome your table and introduce your assigned time period
2. Walk through the three-part discussion questions
3. Keep discussion moving - you have 25 minutes total
4. Record key findings on flip chart
5. Prepare a 2-minute report highlighting: What happened, how we evaluated ministry, what patterns emerged

**Round 2 - Recent History (15 minutes):**

1. Guide your table through same three-part questions applied to recent history
2. This will be more sensitive - some people may get emotional
3. Redirect if discussion becomes accusatory or gossipy
4. Prepare a 2-minute report

**Round 2 Debrief (10 minutes table discussion + 2-minute report):**

1. Guide discussion of synthesis questions
2. Prepare 2-minute report on patterns and pastoral leadership insights

**Facilitation Tips:**

**Handling 'I heard...' Stories:**

* Helpful: 'I heard the church almost split in 1978 over building location'
* Not helpful: 'I heard Pastor Smith left because Deacon Jones forced him out'
* Redirect unhelpful gossip: 'Can you describe the pattern without naming individuals?'

**Keeping Time:**

* You have clear time segments for each part
* If one question eats all the time, move on: 'We need to keep moving'
* At 20 minutes (Round 1) or 12 minutes (Round 2): 'Start preparing your report'

**Managing Discussion:**

* Draw out quiet people: 'What do you remember about this era?'
* Redirect dominators: 'Let's hear from someone who hasn't shared yet'
* If table finishes early, review world events sheet or timeline for more insights

**Handling Emotions in Recent History:**

* Recent history may bring tears or anger - that's normal
* Offer tissue, give space: 'Take your time'
* Don't try to fix the pain - just acknowledge it
* If conflict erupts, redirect: 'We're here to identify patterns, not resolve conflicts'

**Recording Findings:**

* Write large enough for you to read when reporting
* Record actual insights, not every comment
* Mark your top 3 strengths and top 3 challenges clearly
* Your flip chart is reference for your report"

**Give Each Facilitator:**

* [ ] Table Facilitator Guide with timing breakdown
* [ ] Discussion question handouts
* [ ] Flip chart and markers
* [ ] Timeline and world events sheets for their period
* [ ] Your cell phone number for emergencies

**TABLE FACILITATOR ONE-PAGE GUIDE**

**TABLE FACILITATOR GUIDE - Heritage Event Chronological**

**Your Role:** Guide table through historical analysis, keep time, record findings, report out

**ROUND 1: Historical Period Analysis (25 min)**

Your table is assigned: **Period \_\_\_\_\_\_\_\_\_\_ to \_\_\_\_\_\_\_\_\_\_**

**Part 1: What Happened? (8 min)**

* Review timeline and world events
* Fill in gaps from oral history
* Note pastoral transitions

**Part 2: Evaluate Ministry (10 min)**

* Great Commandment (love God, love neighbor)?
* Great Commission (make disciples)?
* Where thriving? Struggling?
* God's faithfulness?

**Part 3: Identify Patterns (7 min)**

* Top 3 strengths
* Top 3 challenges
* Key lesson

**Prepare 2-minute report**

**ROUND 1: Report Out (2 min)** Share your findings chronologically when called

**ROUND 2: Recent History Analysis (15 min)** ALL tables now work on recent history (last 10-15 years)

Use same three-part structure:

* What happened? (5 min)
* Evaluate ministry (6 min)
* Identify patterns (4 min)

*Handle with care - more emotionally sensitive*

**Prepare 2-minute report**

**ROUND 2: Report Out (2 min)** Share your recent history findings

**DEBRIEF: Table Discussion (10 min)** Discuss synthesis questions:

* Patterns across ALL periods?
* What pastoral leadership works here?
* Lessons for pastoral search?

**Prepare 2-minute report**

**DEBRIEF: Report Out (2 min)** Share your synthesis insights

**Tips:**

* Keep time strictly
* Redirect gossip to patterns
* Draw out quiet people
* If someone cries, offer tissue and grace
* If you need help, signal the interim pastor

**CREATING YOUR HISTORICAL TIMELINE**

**Steps to Create Church Timeline:**

1. **Gather Documents:**
   * Church anniversary booklets
   * Old newsletters and bulletins
   * Meeting minutes (especially about major decisions)
   * Associational/denominational records
   * Old photographs with dates
   * Previous pastors' records
2. **Interview Long-Time Members:**
   * Ask for major events they remember
   * Ask about pastoral tenures and departures
   * Ask about building projects
   * Ask about significant crises or celebrations
   * Record their stories (with permission)
3. **Create Timeline Structure:**
   * Use poster board or large paper
   * Draw horizontal line across middle
   * Mark decades clearly
   * Add major events with brief descriptions
   * Include: founding, pastors, buildings, crises, celebrations, membership milestones
4. **Make It Visual:**
   * Use different colors for different types of events
   * Add small photos if available
   * Make text large enough to read from distance
   * Create handout version for each table
5. **Fill in Gaps:**
   * If you don't know exact dates, use approximations ("mid-1970s")
   * Note when information is uncertain
   * Leave space for tables to add information during event

**Sample Timeline Entry:**

* 1985: Built new sanctuary, 500 seats, $850K project, led by Pastor James Smith, took 18 months, dedicated debt-free

**CREATING WORLD EVENTS CONTEXT SHEETS**

**For Each Historical Period, Include:**

**Major World/National Events:**

* Wars and conflicts
* Political changes (elections, movements)
* Economic conditions
* Social movements
* Technological advances

**Cultural Shifts:**

* Changes in values, attitudes
* Media/entertainment evolution
* Educational changes
* Family structure changes

**Church/Denominational Context:**

* Theological movements
* Denominational splits or controversies
* Major church growth movements
* Changes in worship styles
* Evangelism approaches popular in that era

**Sample World Events Sheet for 1960-1975:**

**Major Events:**

* Civil Rights Movement (1960s)
* Vietnam War (1964-1975)
* Assassinations: JFK (1963), MLK (1968), RFK (1968)
* Moon landing (1969)
* Watergate scandal (1972-1974)
* Oil crisis (1973)

**Cultural Shifts:**

* Counterculture movement
* Sexual revolution
* Women's liberation movement
* Drug culture
* Youth rebellion against institutions

**Church Context:**

* Billy Graham crusades
* Jesus Movement
* Charismatic renewal
* Vatican II (Catholic changes)
* Mainline denominational decline begins
* Rise of megachurch movement
* Contemporary worship music emerges

**How This Might Have Affected Church:**

* Civil Rights: Did church integrate? How did community respond?
* Vietnam: Did members serve? Did church take position?
* Cultural upheaval: How did church respond to changing morality?
* Jesus Movement: Did hippies/youth join church?
* Worship changes: Did church adopt contemporary music?

**TROUBLESHOOTING**

**If a table finishes discussion early:**

* That's fine - let them review materials or chat quietly
* Don't rush other tables

**If a table needs more time:**

* Give 2-3 extra minutes if critical discussion is happening
* But keep overall schedule moving

**If someone dominates discussion:**

* Table facilitator redirects: "Let's hear from others"
* If it continues, walk over and whisper to facilitator

**If "I heard..." becomes gossip:**

* Table facilitator stops it: "Let's focus on patterns, not people"
* You can intervene if needed

**If someone gets emotional during recent history:**

* Table facilitator offers tissue and grace
* Let them take time
* Don't rush past their pain
* Assign someone to check on them after event

**If recent history discussion becomes accusatory:**

* Intervene gently: "Friends, we're identifying patterns to help our NEXT pastor succeed, not assigning blame for past"

**If fewer people show up than expected:**

* Combine some historical periods (merge 1960-1975 and 1975-1990)
* Fewer tables means faster reporting time

**If more people show up:**

* Add tables
* Some historical periods can have 2 tables (different perspectives)
* Adjust reporting time (maybe 90 seconds per table instead of 2 minutes)

**If you don't have documented history:**

* This format may not work for your church
* Consider Heritage Event Stories Guide or Heritage Event Stations Guide instead
* Or spend extra time interviewing members to create basic timeline

**FINAL ENCOURAGEMENT**

This format requires significant prep work (creating timeline and world events sheets), but it produces excellent Church Profile data. You're helping your congregation see their full story, understand their patterns, and learn lessons for their future.

The genius of this approach: Everyone can participate regardless of age or tenure because you've provided the historical framework. Young people learn their church's story. Older people see their history through fresh eyes. Everyone evaluates together whether the church was faithful to its calling.

Trust the process. Trust that analyzing history through the lens of Great Commandment and Great Commission will surface what needs to surface.

This is good work, pastor. You're helping this congregation know their story so they can move forward in wisdom.

Grace and peace to you.