



**PEACE RIVER  
PRESBYTERY**



Dear Colleagues and Friends,

The following pictures got me again thinking about change. Yesterday, Jim Berger shared with the Council these beautiful pictures that his wife Patricia took during a recent vacation in Arizona and Utah. If you want to see more, go to Patricia's blog at <http://www.photosunderthesun.com/blog/>.

What got me thinking as I looked at her pictures was: these beautiful canyons were formed over the eons and ever so slowly. If change processes were not at work, we would not see such incredible formations and beauty. Without change there is no life. In our human development, without the capacity to adjust and process new information, we would stay as infants. But, we also know that with too much change there is chaos. In the case of a nuclear reactor in a power generating plant, uncontrollable change can lead to a meltdown with devastating consequences, as we saw at Chernobyl and are hoping to avoid in Japan. Question – Where is God when it comes to change?



*Patricia Downey, Photos Under the Sun*

It seems to me that in life and in our faith journey embracing change is at the heart of the gospel. The Apostle Paul wrote that if we are not changed from the inside out, there is little hope for us, for the good we would do we do not because of the sin within us. Or, as we read in II Corinthians 5:17, if anyone is in Christ, he/she is a new creation, the old is passed away and the new has come. That is clearly about change and transformation. I am called and invited and compelled to become more and more like Jesus.

If we know that the Christendom model is dead and the way we did church in the 1950's will not lead to a thriving, growing, faithful church in the 21<sup>st</sup> century, we must change just as General Motors has learned that the way they built cars in the 1950's and 60's is not sustainable today.

YET, I do not believe that we should simply "change" without thought. It is a difficult and

The articles below may interest you. I have found some of them in my reading, and others have been passed on to me. ***Just click on the underlined phrases.***

[The parish that works: Business practices for the church](#)

US Catholic: Synergy, efficiency, and compliance aren't just for business. They're also important for a stronger church.

[On adoption, Christians should put up or shut up](#)

CNN Belief blog: You've probably heard a sermon on Noah or Moses or David. But how many sermons have you heard on the biblical mandate to care for orphans?

[How Russians survived militant atheism to embrace God](#)

Christian Science Monitor: Russia's emergence as the most God-believing nation in Europe is a testament to the devotion of babushkas who kept the flames of faith alive.

[Successful pay-what-you-can model proves humanity can be awesome](#)

Big Think: Success of Panera Bread's "pay-what-you-can café" shows that you can, indeed, have your cake and eat it too.

[Hello, may I interest you in a dissenting view of The Book of Mormon?](#)

Mockingbird blog: Despite its success at the Tony Awards, The Book of Mormon is simply more evidence of how insightful people so often get religion completely, almost laughably wrong.

## C. Kavin Rowe: Why does your Christian community exist?

Sixth in a series. A community can thrive over time only if its members know why it exists and can communicate that with others. [Read more »](#)



## Teams and Performance [from the Alban Weekly]

*by John Wimberly*

*Many people have told us how helpful they have found John Wimberly's The Business of the Church. His previous articles in Alban Weekly have been among our best read. Now, looking for new ways to help congregations perform effectively, he is turning his attention to teams.*

As I lead seminars on management in the church, one of the single most vexing issues raised by participants is evaluation of personnel. Pastors and lay leaders sense that the traditional model for annual performance reviews is broken. It is. In a best-selling book aptly named *Get Rid of the Performance Review!*, UCLA management expert Samuel Culbert is one of many making the case that we need to eliminate these annual reviews that most managers and employees detest.

However, the problems with performance reviews need to be viewed in a larger context. Our concern should be focused on *organizational, not individual, performance*. Using traditional performance reviews, we are measuring the performance of individuals when we should be measuring the performance of organizations. With the traditional model, we can end up with a bunch of individual employees who are "performing above expectations" even as the organizations in which they work struggle or fail. Isn't there a contradiction in such a situation?

Continue reading "Teams and Performance"

**PRESBYTERY CALENDAR** (for more details, go to [www.peaceriverpresbytery.org](http://www.peaceriverpresbytery.org))

**JUNE, 2011**

23<sup>rd</sup>  
Council – conference call  
Sexual Misconduct Prevention Workshop, at Chapel by the Sea, Fort Myers Beach

28<sup>th</sup>  
Mission/Vision Guide Team

30<sup>th</sup> – July 2<sup>nd</sup>  
Big Tent – Indianapolis

**JULY, 2011**

4<sup>th</sup>  
Independence Day – Presbytery Office Closed

7<sup>th</sup>  
Theology and Worship