

## Principles of Consulting with Churches

- Consultancy is a spiritual practice in which we are consciously aware of the superintendency of the Spirit of God over the Church of Christ and seek to serve within this context. Prayer for us is a vital practice.
- Consultants facilitate collective listening within church communities: helping people listen to God, listen to each other, listen to the vision of leaders, listen to the reflections of the 'wise'. We constantly look for ways to engage each group in listening.
- As consultants, we work from a Kingdom framework affirming the mission of God's kingdom and the values of the Kingdom in our work with churches. While we are careful not to make judgements simply from our own experience or perspective, neither do we simply accept everything that a church or leader proposes, thinks or practices. Sometimes hard calls or challenges need to be made. We consequently look and listen for kingdom voices to affirm.
- Consultancy is an open, transparent and communicative process. We seek engagement and share what we are planning to do, how this serves the church and why we do things this way. We are open about process so that participants have confidence in the outcomes and findings.
- Consultancy is a discerning process, serving a community by objectively reflecting back the significance of issues to people, the weighting of ideas, the level of impact, the observations we collect from the whole group.
- Consultancy is an empowering process. We seek to serve churches through articulating action steps in the form of recommendations in such a way that churches can implement change.
- Consultancy is a safe process. We seek to find ways to raise and deal with difficult conversations in the life of a church in an environment where people are safe to communicate and to respond to each other.