

The Healthy Congregations Mediation Team, a resource of the Committee on Ministry comprised of trained clergy and lay leaders, provides support, resources and strategies to the churches of the Hudson River Presbytery through educational workshops and other learning opportunities and team intervention.



**Cost:** A contribution in the amount equivalent to one Sunday of pulpit supply for a congregation of your size will help defray the expenses of the workshop and its presenter(s).

*To Connect with the Healthy Congregations Team:*  
You may contact the HRP Mediation Team

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# Healthy Congregations

Speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love.

(Ephesians 4:15-16)



# Learning and Leading

A five-hour workshop, *Healthy Congregations*, is available to church leaders and congregations on request — providing sessions, congregations and pastors with helpful tools for thinking about church life and leadership by expanding their insight into how churches function.

The Healthy Congregations workshop uses the insights of family systems theory originally developed by Dr. Murray Bowen and popularized among church leaders by Dr. Edwin Friedman, author of *Generation to Generation: Family Process in Church and Synagogue*.



The Healthy Congregations workshop is designed to equip members and leaders to respond to the presence or potential threat of conflict in a congregation in ways that are not destructive and help the church stay focused on its unique mission and purpose.

Conflict happens.

What responses create health in congregations? What kind of interactions and relationships happen in healthy churches? In the choices we make, how can we advance, rather than impede, the mission of the church in the local congregation?

## What characteristics help to shape Healthy Congregations?

Healthy congregations accept differences  
*(rather than deny them)*

Healthy congregations focus on their strengths  
*(rather than weaknesses)*

Healthy congregations focus on mission  
*(rather than "getting along," the past, survival, "the minister," or some other thing or issue)*

Healthy congregations respond to anxiety and change  
*(instead of reacting to it)*

Healthy congregations manage conflict  
*(instead of denying it)*

In healthy congregations, people respond graciously and truthfully  
*(rather than judgmentally or secretively)*

In healthy congregations, people develop caring relationships  
*(rather than willful transactions)*

In healthy congregations, beginning again is a way of life  
*(instead of staying stuck)*



Through the use of PowerPoint, small group reflection, video and Bible study, our *Healthy Congregations* workshop will introduce participants to a new way of thinking about congregational life and leadership. At the end of the experience, participants will have a basic understanding of family systems, will be more aware of their own level of self differentiation and be better equipped to help their congregation as it strives toward becoming even healthier.

The Healthy Congregations Team is also available for:

- Conflict Mediation  
(one on one or small group intervention, with emphasis on listening and healing.)
- Leadership Consultation
- Officer Training

## Helping and Healing