



CRT-3: Christian Life as Witness

Hank Allen



Agenda

An Enduring Vision: I Peter 2:9 (the beloved community)

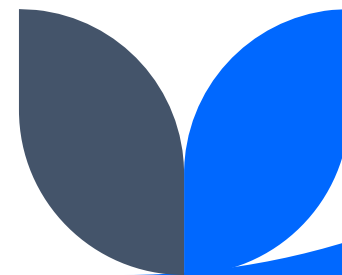
Preparing Countermeasures: differing strategies

Respecting Spiritual Gifts/Diversity [Romans 12: 6-9]

Levels of Engagement

Steps of Action

Conclusion: helpful resources



I Peter 2:9 (Passion translation)

But you are God's chosen treasure—priests [priestesses] who are kings [queens], a spiritual nation set apart as God's devoted ones. He called you out of darkness to experience His marvelous light, and now He claims you as His very own.

Beloved Community (how can we achieve this beyond CRT?)



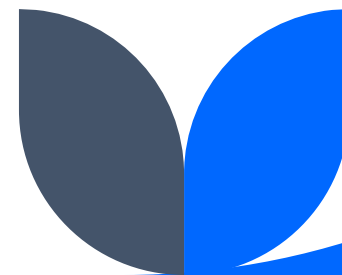
Essential tools

- ❑ Agents [people, families, positions, generations, social networks, social capital, social/emotional intelligence]
- ❑ Resources [internal, external, supernatural; homogenous/heterogen]
- ❑ Timeplan/practical strategies [1-3 yrs., 5-7 yrs., 8-10 yrs.]
- ❑ Readjustments/feedback [focus groups, surveys, etc.]
- ❑ **Other: ‘History is often the enemy of reconciliation’** (Associate Pastor/Urban Ministry, Rev. Art Erickson, Park Avenue United Methodist Church, Minneapolis, MN/multiracial church)



Essential Observational Levels

- **Individual needs/desires [Proverbs 13:12]**
- **Group/family needs**
- **Social networks/cliches [preferential attachments/likeability]**
- **Community [informal ties/associations/solidarity]**
- **Institutional [values/aspirations/hopes]**
- **Organizational [incentives/rewards/codified rules/norms/roles]**
- **System level [all of the above: formal (overt) & informal (covert)]**



Essential Resources: Romans 12

- Joy (char), Grace (charis), Spiritual gifts (charismata)
- Avoid conformity [letting the outside world shape your inner identity]
- Be transformed [letting the inner reality transform the outward world]
- Avoid spiritual arrogance by understanding the measure of faith (spiritual development/maturity)
- Cherish the diversity of spiritual gifts [Romans 12: 6-8]



Essential Resource: Spiritual Gifts

Prophecy—loves preaching

Service—loves meeting practical needs

Teaching—loves detailed understanding/study of truth

Exhortation—loves encouraging spiritual development

Giving—loves acquiring resources to share with those in need

Administration—loves to coordinate others for the common good

Mercy—loves to heal the emotional & other wounds of others



Activating Spiritual Gifts

- ***Note tangible obligations listed in Romans 12: 10-21!
- Expect infinite diversity in infinite combinations [or complexity/perplexity] without fear! (I John 4: 11-21)



Preparing Countermeasures

1. For those who are reactionary/oppositional/hostile
2. For those who are captivated by nostalgia/passive aggressive
3. For those who suffer from the paralysis of analysis
4. For those who delight in inclusive diversity and outreach
 - See Russell Ackoff. Redesigning the Future (advanced)
 - See Scott Page. The Difference (advanced game theory)



Understanding Moral Development

Dualism—views world categorically as wrong vs. right, insider vs. outsider, friend vs. foe, black vs. white

Multiplicity— categories become mixed or blended via strengths and weaknesses across contingencies/conditions

Relativism—truth is relative, no absolutes, norms/values are obscure

Committed relativism—aware of relativism, but has a stable worldview



Understanding Cognitive Development

Concrete experience—learns by experiencing a phenomena, internships/mentorship, engaging situations, role-playing, skits

Active experimentation—learns by projects with measurable, tangible outcomes, strategic objectives, plans, accounting

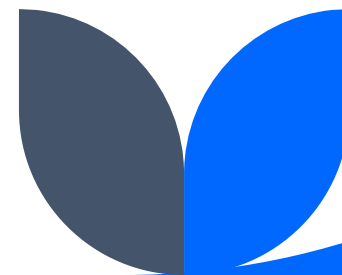
Reflective observation—learns by journals, literature, novels, aesthetic/visual representations

Abstract conceptualization—learns by models, math, philosophy, computational algorithms, law?



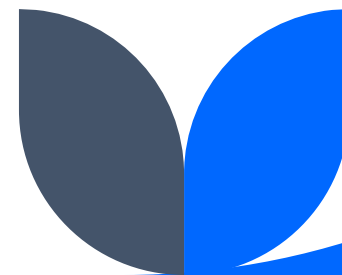
Recognizing the Perils of Pastors

- Worry over disunity/instability of congregations
- Divisiveness enables organizational impotency/church splits
- Backlash can threaten a Pastor's reputation, family, livelihood [an incentive to compromise or neglect controversy]
- Reduction in church resources, budgets, outreach, viability
- Denominational perils, homogeneous vs. heterogenous congregations



Steps of Action

1. Increase wisdom according to the developmental composition of the congregation [continuous improvement via research]
2. Sunday school lessons/curriculum on diversity/thematic units
3. Sermons/speakers
4. Celebrations/festival/meals with diverse congregations
5. Exemplars [multiracial pastors/scholars: Willie Jennings, etc.]
6. Diversify Bible studies, small groups, social media, music



Helpful Resources (user-friendly)

PBS video series: 'God in America' (for mature saints only)

Foster, Charles. [Embracing Diversity](#)

Hopler, Thom. [A World of Difference](#)

Perry, Dwight. [Building Unity in the Church](#)

Shuler, Clarence. [Winning the Race to Unity](#)

+++many other developmental resources as needed
[emotional/spiritual intelligence]





Thank you

Hank Allen [Daniel 12:3]

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Institute for Justice Formation