



Guidelines for Biblical/Communal Discernment

Commended by the Executive Board for use in settings across Mennonite Church USA
September 2013

What is Biblical/Communal Discernment?

Discernment is a means by which people of faith come to understand God's will. It is one way to practice the prayer that Jesus taught his disciples: "May your kingdom come, and your will be done, on earth as it is in heaven" (Matthew 6:10). It is a process by which believers . . .

- ↳ anticipate God's presence,
- ↳ seek for God's guidance, and
- ↳ listen for God's call.

In both Old and New Testaments, the people of God sought out those who were wise and discerning among them. The church as described in the New Testament calls the people of God to come together for discernment *as a fellowship of believers*. Jesus promised to be present among even two or three believers gathered in his name (Matthew 18:20).

As Anabaptist Christians, we believe that *we make our best decisions when we gather in the name of Jesus around the Word of God, prayerfully seeking the leading of the Holy Spirit for our shared life in the world*. That is why we call it Biblical/Communal Discernment. Such discernment involves

- ↳ the intent to live faithfully in the world
- ↳ critical reflection on important matters of faith and life
- ↳ obedience to God's will as revealed in scripture.

Discernment is one of the functions of a congregation when it gathers for worship or fellowship (see Rom. 12:2, 1 Cor. 6:1-9; 12:8-10, Heb. 5:14, and Phil. 1:10). Groups may seek to discern God's will on a wide range of questions, from the broadest issues of moral and ethical behavior to very specific practical decisions in the life of an individual or group.

Who can use a Biblical/Communal Discernment process?

Any Christ-centered community may engage in Biblical/Communal Discernment. Congregations often serve as the best place for believers to give and receive counsel on matters of discernment. However, Mennonite Church USA encourages small groups, leadership teams, committees, task forces, and boards at all levels in the church to engage in Biblical/Communal Discernment as appropriate. The group must agree on the best process for making significant decisions. The nature of the process and the outcome will be shaped by the group's level of authority and responsibility, as well as its relationship with others who have an important stake in the decision.

Communal discernment works best in small groups that have come to know and trust one another. The larger the group, the greater will be the challenge for coming to a satisfactory group decision. Therefore, if the group is larger than twenty persons, it is helpful to divide into smaller groups. We recommend the use of table groups or circle processes where everyone can readily see and hear each other.

When a large group divides into subgroups, a group facilitator is needed for the large group as well as the smaller groups. These facilitators must work together to assure that all participants have the same information at hand, along with clear instructions. At appropriate times, the smaller groups should report their process to the larger group. Matters of importance to everyone should be posted for all to see. If and when a facilitator seeks to make a statement on behalf of the whole, it must be readily available to all participants.

Why do we use Biblical/Communal Discernment?

We engage in Biblical/Communal Discernment as a form of worshipful work, seeking to make decisions that align with God's work in the world. To truly demonstrate our allegiance to the reign of God, the church must sometimes stand as a contrast society. In other words, we must make decisions which reflect our commitment to God and scripture rather than the prevailing culture. It requires careful discernment to determine the best way to live "in the world," yet not "of the world." In this vein, communal processes can provide guidance and protection for believers in an individualistic society.

When is Biblical/Communal Discernment most helpful?¹

Not all matters call for the same level of discernment. Certain group processes work better than others, depending on the decision to be made. For example:

Biblical/Communal Discernment may be most helpful when

- ↳ Dealing with significant matters that affect the whole body
- ↳ A sizeable minority or range of views is present
- ↳ More voices or ideas need to be included
- ↳ Time can be taken to explore more options and build consensus
- ↳ A diversity of cultural backgrounds is present
- ↳ Persistent and substantial division exists
- ↳ Facing a question that defies simple answers

Parliamentary procedure may be most helpful when

- ↳ Dealing with routine organizational matters
- ↳ An issue has near or full consensus
- ↳ Clear alternatives have been identified and further discussion is not likely to surface more options
- ↳ Delaying a decision is not a good option
- ↳ Participants are comfortable with parliamentary procedure
- ↳ The group is willing to accept majority rule when a common direction cannot be found.

Some people believe that the parliamentary procedures defined in *Robert's Rules of Order, Newly Revised (RONR)* are antithetical to discernment, but that is not accurate.² The intent of *RONR* is a carefully structured discernment of ideas. There are various methods for using discernment available within *RONR*. One can be as simple as the moderator beginning a discussion by only taking questions until everyone has the information they need to proceed. Section 52 of *RONR* describes two processes, “committee of the whole” and “informal consideration,” that can allow for a wider discussion. “Aids to the Crystallization of Opinion”³ establishes small breakout groups with appointed moderators. Input from the small groups may be reported directly to the body after it has reconvened or it may be conveyed to a committee that attempts to report a consolidated response to the body. A more formal procedure that allows for considering multiple options is “Filling Blanks.”⁴ This process allows the body to view all the options at one time. *Robert's Rules of Order* and discernment can be partners when church bodies come together to seek the leading of the Holy Spirit.

What are the essential elements for Biblical/Communal Discernment?

A good discernment process requires a commitment to Jesus Christ as the center of our faith, community as the center of our lives, and reconciliation as the center of our work. To truly function as a community of faith, we must be committed to God and to each other.

A good group discernment process requires the same kind of mutual respect and caring regard for each other that builds any community of faith. The many “One Another” appeals of scripture give instructions for building up the body of Christ. Many of them are deeply familiar—“love one another,” “bear one another’s burdens,” “be kind and compassionate to one another,” “bear with one another and forgive each other.” Most importantly, it requires a willingness to give up one’s own personal preferences for the good of whole.

In order to truly hear God in the midst of the group, individuals must have experience in listening for God in their personal lives. Personal discernment is learned over time as one engages in spiritual disciplines and practices that help one to notice God’s work in the world—in oneself as well as in others. The quality and depth of communal discernment depends on the spiritual maturity and discernment capacity of the individuals that make up the group. It also depends on the group members’ familiarity with and understanding of scripture. The true message in scripture is learned over time as individuals persist and delight in reading, studying, and meditating on the scriptures.⁵ Some individuals are particularly gifted by God’s Spirit to be prophetic—seeing and/or hearing messages from God. Others have a particular gift from God for discernment of spirits (Romans 12:6, 1 Corinthians 12:10). These individuals do well to submit their sense of God’s direction for the group to discern together.

Another essential element is a spirit of cooperation or collaboration with the others in the group. One of the most basic commitments in communal discernment is the willingness to give and receive counsel as members of the body of Christ. Many groups encourage the use of a written covenant which names the commitments that group members are willing to make to one another as part of the process.

Good group discernment processes also require good facilitation, or leadership, in at least two designated roles.

Facilitator: Depending on the setting, this individual might be designated as a moderator, a clerk, or even a discernmentarian. The facilitator holds the group accountable to its covenant, guides the group process, calls for prayer as appropriate, and identifies the emerging direction.

Recorder: The recorder keeps a record of comments, suggested options, emerging direction or “trial balloons,” and the final decision that is made by a group. This material must generally be available in ways that all can see, such as a chalkboard, newsprint, screen projection, or electronic post.

Perhaps the element that is most difficult to find is sufficient meeting time. Yet when time is too limited, it can diminish the completeness and effectiveness of a discernment process. The movement of the Spirit cannot be manipulated or controlled, and it often takes more time than groups envision to discern God’s will at a deep level. But when groups take sufficient time to make a good decision, it takes generally takes less time to implement the decision. This is particularly true when the decision to be made is complex, involving a diversity of stakeholders with strong differences of opinion.

What are the steps in Biblical/Communal Discernment?

In its simplest form, Biblical/Communal Discernment means that we gather in the name of Jesus, seek God’s guidance through prayer and scripture, and then discern God’s will together. Those simple steps will be considered in more detail as follows.

I. Gather in the Name of Jesus

A. Build community. The stronger the relationships among the group that is gathered for discernment, the better they can make communal decisions. When people gather who hardly know each other, they must give attention to building relationships. For example, they should use name tags, introduce themselves to each other, and share about their lives. The group facilitator can help group members as individuals, not just in the roles or positions that they carry. By taking time to help participants know each other’s interests and concerns, they can help them move to a deeper level of group participation.

B. Adopt a group covenant. A written covenant can help group members to understand the commitments that help the group to do its best work. Taking enough time to discuss the covenant can help the group to avoid misunderstandings that can arise when people come with conflicting assumptions about what is expected. We urge groups to make at least the following commitments:

- ✚ to assume the best intentions of all persons who participate in the group
- ✚ to pray for one another and the group leaders
- ✚ to be patient and kind
- ✚ to speak honestly and directly
- ✚ to practice humility and be willing to change or be corrected
- ✚ to listen actively and carefully
- ✚ to respect the views of those who may not agree with the majority
- ✚ to respect the wisdom of the larger group

C. Agree on the matter for discernment. Since groups can easily be distracted by a discussion of many things, it is helpful to clarify the specific decision to be made. This should generally be done by a person or group appointed for this task. Sometimes, the matter for discernment may be put in the form of a question, such as “What is God’s will for our congregation regarding the needs of undocumented immigrants in our community?” In this case, the goal of group discernment would be to generate different options, and come to a decision.

At other times, the matter for discernment may be stated in the form of a proposal. If so, it should be stated as a simple declarative sentence that represents a change from the status quo, such as: “God is calling our congregation to help sponsor a new community outreach to meet the needs of recent immigrants.” In this case, the goal of group discernment would be to affirm, deny, or “improve” the proposal for acceptance. In some cases, groups may come to the conclusion that it is not the right time to make the decision, and choose to drop the matter.

II. Seek God’s Guidance Through Prayer and Scripture

A. Pray together. Since prayer is an essential element of the discernment process, the facilitator should call the group to prayer not only at the beginning of the meeting but throughout the process. Prayer and silence can help group members return to center when they get sidetracked or overly committed to personal aims. Prayer is a way to assure that our focus remains on discovering God’s will, not achieving individual desires.

B. Let go. Most group members bring to the group their personal needs, wounds, desires, interests, and preferences or convictions regarding the outcome of the group decision. It may also be spiritual issues such as broken relationships, besetting sins, and resentment towards God. Depending on the strength of these “personal agendas,” they can block that individual’s ability to sense or flow with the Spirit’s leading in the group. It may even prevent the group from being able to have a fruitful and open-handed discussion. For this reason, it is helpful to develop a “holy indifference” to everything but God’s will. That was the attitude expressed by Jesus in the Garden of Gethsemane, when he prayed, “Not my will, but yours be done” (Luke 22:42). Similarly, the Apostle Paul urged the Philippians to pray that the Spirit would give him sufficient courage to face whatever was in store for him, whether to live or to die (Philippians 1:19-25).

It may be helpful for group members to write down on paper any concerns that might block their ability to listen to God or others, and then to place that paper into an offering basket or at the foot of a cross as a ritual act of worship.

C. Reflect on scripture. We acknowledge Scripture as the authoritative source and standard for distinguishing truth from error, for discerning good from evil, and for guiding prayer and worship.⁶ Therefore, we believe that scripture should guide our decision making on important matters. Reflection on scripture can help us to align our thoughts with those of the Spirit who inspired the writing of scripture.

The group may choose to designate one or more scriptures for individual study in preparation for the group meeting. Again, during the discernment process, it is helpful to allow times for both individual and group reflection on scriptures that specifically relate to the matter for discernment. Or they could reflect on an overarching theme that runs through many scriptures, such as God's love for the poor and oppressed. Dwelling in the Word is a particular approach to Scripture. It is designed to help groups engage with the same scripture in multiple settings over time. People are encouraged to listen to the reading of a passage of scripture in the manner of *Lectio Divina*, share their insights with each other in dyads, and then report to larger groups what they heard someone else say. It aims to enhance our listening to both God and others, for the purpose of learning about God's mission in the world.

- D. Share information.** In order to properly engage in a discussion about the matter for discernment, groups need to have sufficient background. In most cases, it is necessary for a designated leader or task group to consider all of the information that the group must have in hand to make a good decision, and how it should be distributed. If the issue is complex and involves many stakeholders, the task group must represent a sufficient range of perspectives to enable them to anticipate the questions and concerns that will be expressed in the larger group.

Since individuals grasp information in different ways, it is helpful to share information orally as well as in written form, and to allow plenty of time for questions of clarification. Participants often feel most comfortable sharing their initial questions and concerns in small groups, with perhaps as few as two or three persons. The questions that arise in smaller settings may signal the need for additional information to be provided for everyone.

- E. Listen to each other.** Listening to each other does not happen in only one step of a larger process, it is an essential part of the entire discernment process. Careful listening will strengthen relationships from the time when participants introduce themselves to each other, to the time that they make a final decision. The goal of a discernment process is to make sure everyone has a chance to be heard, even though some will have more to share than others.

The role of listening is highlighted during this step because it is the time when they move toward direct engagement with each other on the matter for discernment. To assure that everyone has a chance to speak, facilitators may choose to use a circle process⁷ or similar means. The facilitator may also call for times of prayer, silence, or meditation on scripture during this step in the process. If the discerning group is larger than 20 persons, this is a time to use smaller groups to enable everyone's perspective to be heard.

III. Discern God's Will Together

- A. Consider the options for discernment.** After participants have sufficient clarity on the matter for discernment, the group may be ready to explore specific options for a decision. If the matter for discernment was stated as a proposal, participants will do well to consider both the cons and the pros of accepting the proposal. The separation of the

discussion into cons and pros assures that everyone has adequate opportunity to explore all good reasons for one side of the issue at a time. Otherwise, the discussion can be divisive, turning the discernment process into a debate between members of the group who argue from opposite sides of the issue. Further, experience has shown that it is helpful to consider together all of the reasons *against* accepting a proposal before considering the reasons *for* accepting the proposal. Negative reasons can easily lead to strong negative feelings of aggressive behavior, so it is important to provide an opportunity to release those feelings in an atmosphere of careful listening and opportunity to ask questions for clarification. After all of the reasons for *not* accepting the proposal are posted for all to see, the group can then generate a comprehensive list of reasons to adopt the proposal. At this stage, the group must not debate the merits of any of the reasons. It is simply a time to list them for all to see.

If the matter for discernment was written as a question, the group can begin by brainstorming various ways to answer the question. Sometimes it is helpful to begin with small groups of two or three, so individuals can feel free to share their ideas. These small groups can then choose which ideas should be posted for all to see. When the list of ideas for responding to the question for discernment is complete, the group may be ready to weigh the options for moving forward together.

- B. Weigh the options.** If the group has been considering a proposal, now is the time to weigh the list of cons and pros. It is important to take adequate time for prayer and individual reflection on the cons and pros before entering a group discussion.

If the matter for discernment was written as a question, the groups can begin to weigh the various ideas on the brainstorming list. It is helpful for groups to consider the good in each idea, seeking for the ones with the greatest merit in the eyes of all. Depending on the desired outcomes of the discernment process, it may be sufficient to end the process once the participants have identified the ideas with the strongest merit. However, if the group intends to come to a decision on the very best idea to implement as a group, they would do well to state the decision as a proposal in a simple declarative sentence. They could then test the proposal by weighing the cons and pros as outlined above.

- C. Seek consensus on a decision.** There are a number of ways for a facilitator to enable participants to weigh the options and come to a decision. Groups may use various means to read the emerging consensus of a group. For example, when a “trial balloon” is launched, some groups use a three-finger exercise to show the level of support for an emerging solution: Three fingers raised means strong support for the proposed solution, two fingers means partial support or a willingness to live with it, and one finger stands for an unwillingness to support it. Some groups use various colored cards to indicate essentially the same dispositions as the above.

Consensus is the goal of communal discernment in most groups, although they seldom reach complete unanimity on a matter. Consensus means that the group has listened carefully to all voices, majority and minority together, and sought the unity of the Spirit. Consensus is reached when the group has come to a common mind on a matter, or when those who dissent have indicated a readiness to accept the group decision, even though it

may not represent their preference. A statement of consensus may acknowledge minority points of view.

However, the goal of Biblical/Communal Discernment goes beyond group consensus or agreement on the details. Rather, it aspires to arrive at the outcome expressed in Acts 15:28: “It seemed good to the Holy Spirit and to us....” It reaches for the joyous convergence of our desires with our sense of God’s will. It longs for the sense of God’s presence and power among us, showing the way forward.

The quality of a good discernment process is tested over time, as it often leads to a settled sense of peace, consolation by the Holy Spirit, and the flowing of God’s healing and hope from us to the world.

Additional resources:

1. Barton, Ruth Haley. Pursuing God’s Will Together: A Discernment Practice for Leadership Groups, Downers Grove, Illinois: IVP Books, 2012.
2. Curtiss, Victoria G. Guidelines for Communal Discernment, Louisville, Kentucky: Presbyterian Peacemaking Program.
3. Fendall, Lon, Jan Wood and Bruce Bishop. Practicing Discernment Together: Finding God’s Way Forward in Decision Making, Newberg, Oregon: Barclay Press, 2007.
4. Glick, Sally Weaver. In Tune with God: The Art of Congregational Discernment. Scottsdale, Pennsylvania: Faith and Life Resources, 2004.
5. Morris, Danny E. and Charles M. Olsen. Discerning God’s Will Together: A Spiritual Practice for the Church, Nashville, Tennessee: Upper Room Books, 1997.
6. Stutzman, Ervin R. Discerning God’s Will Together: Biblical Interpretation in the Free Church Tradition, Telford, Pennsylvania: Cascadia Publishing House, 2013.

Notes

¹ The majority of the following two lists are drawn from Victoria G. Curtiss in *Guidelines for Communal Discernment* produced by the Presbyterian Peacemaking Program.

² Ibid. pp. 9-10 This paragraph is taken in its entirety from *Guidelines for Discernment* by Victoria G. Curtiss.

³ Robert, op. cit. pp. 524-25.

⁴ Ibid., pp. 155-60

⁵ See page 22, *Confession of Faith in a Mennonite Perspective*

⁶ See page 21, *Confession of Faith in a Mennonite Perspective*

⁷ A Circle Process involves a Talking Stick or similar method, where participants pass a stick or other object around the circle, and only the one who has the stick in hand can speak. Participants are given the freedom to “pass” on the first round, knowing they will have the first opportunity to speak after the stick has made its way around the entire circle the first time.

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May 1, 2013