



I need to change.
You need to change.
Your community needs to
change.
Our nation needs to change.
Our world needs to change.
My church needs to change.
Your church needs to change.

Our message is
timeless, but our
methods need to
change.

“But forget all that – it is nothing compared to what I am going to do. For I am about to do something new. See, I have already begun! Do you not see it? I will make a pathway through the wilderness. I will create rivers in the dry wasteland.” Isaiah 43:18-19

Spirit-Led Change is...

- Spiritual Growth
- A Journey
- Renewing Our Minds
- Living Life with Open Hands

Organizational change starts with individual change.

3 Steps Toward Change in the Church:

1. Personal Spiritual Growth- becoming more like Jesus
2. People Helping People- we become more like Jesus for the sake of others
3. Provide Environments- for others to grow in faith and respond to God's call on their lives

Why is Change so Hard?

- Changing attitudes
- Changing thought patterns
- Changing habits

Root Causes of Change Resistance

- Fear
- Legalism
- Risk/Reward Ratio
- Mistrust
- Elevating tradition over mission
- Lack of hope/discouragement
- Apathy

Talk About It

- Where do you currently see resistance to change?
- If you could diagnose the primary reason for change resistance in your context, what would it be?

Preparing the Soil for Change



Prayer is the foundation of Spirit-led Change

- Nehemiah 1:4-11
- Pray as a result of the reality of the situation
- Pray because He is faithful and has the power to initiate change
- Pray and ask for guidance

Next Steps Plan



Develop Change Leaders



Gather a Group of Change Leaders:

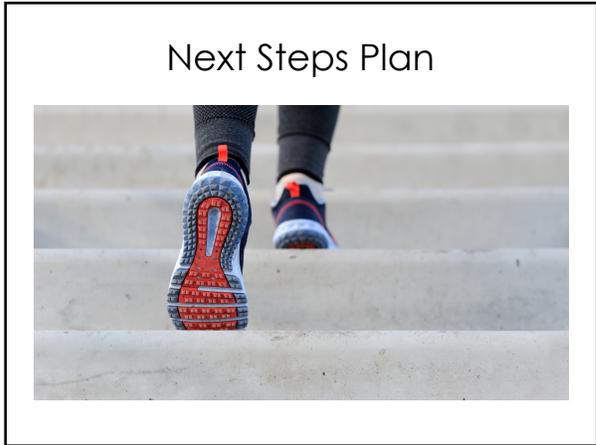
- community leaders, innovators, mission-minded people, those new to the faith, people who represent the demographic of your community, diverse experience, natural leaders, people outside the church

Next Steps Plan



Harness the Power of Frustration

Comfort fosters complacency.
Frustration fuels change.



- Discover God's Vision
- Learn it
 - Repeat it
 - Communicate it
 - Program for it
 - Let it guide your actions

- God's Vision: People becoming more like Jesus for the sake of others
- Our Assignment: Provide environments where people can encounter God and respond to His call on their lives
- Our Plan: Trust and Become



- Recommitting to Your Vision
1. Determine what the church is called to do.
 2. Uncover assumptions and misconceptions.
 3. Allow your vision to determine your direction

Next Steps Plan



Focus Outside

Look at **everything** through the lens of those outside the church- they are your target!

- Facilities
- Sermons
- Songs
- Programming

Next Steps Plan



Develop Shared Language

“Growing smaller to go deeper”

“Trust, become”

“Do everything short of sin to reach people”

“Going to do something a little bit different...”

Next Steps Plan



Evaluate Everything!

High trust

Shared ownership

Your idea is not your identity

Evaluate successes and failures

Be honest and candid

Programs are tools

Basic Questions for
Evaluation:

1. What was the goal?
2. Did we meet the goal?
3. What went well?
4. What was confusing?
5. What could be improved?
6. What did we learn?

Next Steps Plan



Gathered and Scattered

- Develop ministries
- Serve in missions
- Lead teams & groups
- Serve the church
- Volunteer in the community
- Live out their calling

Next Steps Plan



“Immunity to Change”

- Robert Kegan, organizational change

“Who Moved My Pulpit?”

- Thom Rainer, church change

“The Power of Habit”

- Charles Duhigg, personal change

“Switch On Your Brain”

- Dr. Caroline Leaf, thinking change

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