

Big Change, One Step at a Time

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?

- o Changing attitudes
- o Changing thought patterns
- o Changing habits

The Root Causes of Change Resistance:

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

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- Leadership Development

1. Prayer is the foundation of Spirit-led Change

Next Steps Plan: How/where will you make prayer a foundation for all change efforts?

Personally:

Corporately:

Staff/Leadership:

2. Develop Change Leaders- gather a group of change leaders and provide environments for them to grow

Next Steps Plan:

Who are some people you recognize have the potential to be change-leaders?

When will you begin to gather them together for the purpose of providing an environment to learn and grow in God's understanding of the role and purpose of the church?

3. Harness the Power of Frustration- realistic, not negative

Next Steps Plan:

Honestly look at where you are. Track attendance, giving trends, small group growth, first time guests, growth in the community vs. growth in your congregation, number of members actively engaged in ministry, number of volunteers, etc. Talk about it, explore solutions, evaluate honestly.

4. Discover God's Vision- learn it, repeat it, communicate it, program for it, let it guide your actions

Recommitting to Your Vision:

1. Determine what the church is called to do. Gather together with your change leaders and spend significant time studying God's vision for the church. Start with the passage below:

Matthew 28:18-20

Mark 16:15

John 20:21

Acts 1:8

1 Peter 2:9-10

Acts 2:41-42

Colossians 3:16

Ephesians 2:19-22

Hebrews 10:25

2. Uncover assumptions and misconceptions of what the church is intended to be:
 - a. It's a group of people, not a building
 - b. Determine what your group thinks are "have to's" and search scripture to see if that assumption is true
3. Allow your vision to determine your direction- don't ask "can we" ask "should we."

Next Steps Plan:

Do you have a vision? If so, how well is it known by those in the congregation? Are your programs/ministries aligned by that vision? If not, what consequences are you experiencing as a result of not having a shared vision?

Write the date you plan to revisit/revise/explore/write down God's vision and your congregation's assignment in living out that vision.

5. Focus Outside- Look at **everything** through the lens of those outside your church – they are your target!

Question everything...

"I wonder what a first time guest would think about that?"

"Out of curiosity, do you think that would fulfill our vision of...?"

"What do you think that decision might communicate to those in our community?"

Next Steps Plan:

Where is an area you currently feel inwardly focused/stuck? What are the consequences of feeling stuck? What question can you create to get people focused externally instead of internally?

6. Develop shared language that supports your vision and use it all the time

Next Steps Plan:

What are important concepts/phrases/words you want to be a part of your regular language? What values do you want to guide your programs/ministries/decision-making processes?

7. Evaluate Everything

Keys to creating a culture of evaluation:

- High Trust
- Shared Ownership
- Your Idea is Not Your Identity
- Evaluate both Successes and Failures
- Be both Honest and Candid
- Programs and Ministries are Tools for Accomplishing the Vision- they are not the vision. Sometimes you need to change the tool if it's no longer doing the job.

Basic Questions to ask about everything

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:

What is your current evaluation plan/process? Which key to creating a culture of evaluation do you most need in order for evaluation to be life-giving and effective? How can you begin to demonstrate this in your own leadership?

8. Gathered and Scattered
 - o Develop ministries
 - o Serve in missions
 - o Lead teams and groups
 - o Serve the church
 - o Volunteer in the community
 - o Live out their calling

Next Steps Plan:

What will be your mechanism/system for training change leaders? How will you constantly and consistently reproduce these change leaders in the future?

My Favorite Books on Leading Change:

"Immunity to Change"- Robert Kegan, organizational change
"Who Moved My Pulpit?" by Thom Rainer, church change
"The Power of Habit" by Charles Duhigg, personal change
"Switch On Your Brain" by Dr. Caroline Leaf, thinking change
"Necessary Endings" by Henry Cloud, leading and initiating change

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