


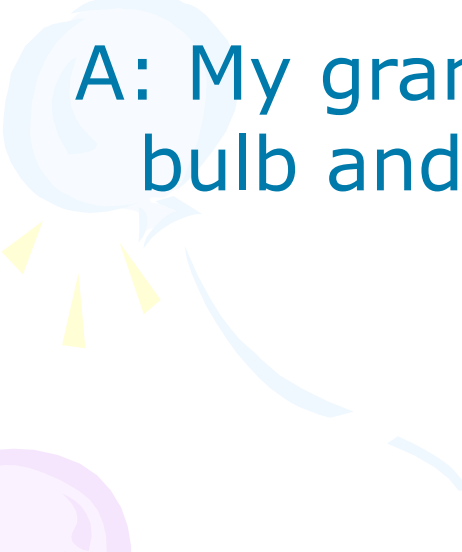
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Dealing With Change

**Some Basics of How
People Change and
How To Help It Happen in the
Church**



Q: How many Lutherans
does it take to change a light
bulb?



A: My grandfather donated that light
bulb and we're not changing it.





3 Keys to Healthy Ministry

- Leadership – a culture where laity and clergy work together as a team and new leaders are made
- Purpose/Vision – the people know what God has them there for
- Willingness to Change – the ministry is open to change for the sake of mission

Multiplying leaders

A new mindset

**RENEWAL OF
EXISTING MEMBERS**
(Entry Point)

*Renewal/Discipleship development
(aided by coaching)*

*Multiplication
Of leaders*

**HEALTHY
LEADERS AND
DISCIPLES**
(Entry Point)

*Disciple-making processes
(aided by coaching)*

*Multiplication
Of leaders*

**MAKING
NEW DISCIPLES**
(Entry Point)

DIVISION FOR OUTREACH – LEADERSHIP



A Process for Multiplying Leaders

- Find someone with the gifts
- Work with them through the process (teaching/mentoring/coaching):
 - I do. You watch.
 - I do. You help.
 - You do. I help.
 - You do. I watch.
 - You do. Someone else watches.





Create a Farm System

- New leaders need a place to lead
- New leaders generally shouldn't start at the most key leadership spots
- Small ministries give practice, confidence and a place to test
- To have more leaders we need more places to lead (start new ministries if you want new leaders)



Purpose and Vision

- Purpose – not just a mission statement (85% of ELCA congregations have one)
 - Clear about how ministry relates to the world
 - Clear that it answers what God wants us to be about, not what we want us to be about.
- 
- 



Vision = Purpose + Principles + Time

- Vision: often hard to remember or really see (not everyone is visionary)
- Purpose: Congregation's role in God's work
- Principles: Concrete statements of expressing the behavioral ideals we will hold to in this work (example of how they work from Bethel LC)
- Time: All vision moves us to the future



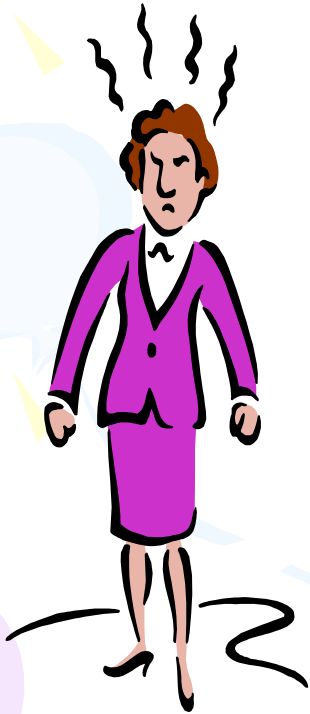
Willingness to Change

$$D + V + CA > C$$

Dissatisfaction + Vision + Concrete Action > Costs

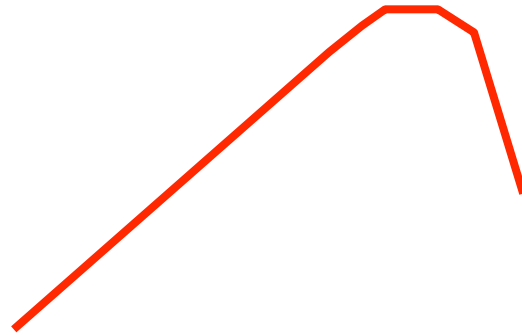
Dissatisfaction

- don't be too quick to make people comfortable and resolve dissatisfaction



DISSATISFACTION

Productivity



Stress

Stress and dissatisfaction are powerful motivators until they reach a certain level.

VISION

Vision must be specific and attainable but big enough to capture the heart. This is a spiritual issue first!!

Vision can be lost in 21 days.



Concrete Actions



D + V - CA = Frustration

Concrete actions provide an opportunity for action to be seen

D + V + CA = Change



CHANGE

If any piece of the equation is missing, the possibility for change is greatly reduced.





Costs

All Change Comes With a Price

- Primary cost is anxiety
- Anxiety takes several primary forms
 - Frustration or disorientation
 - Confusion
 - Guilt
 - Depression
 - Conflict
- Process at the lowest or it will move up the scale

The Use of Paper and Silence

(How to help people REALLY talk to each other)

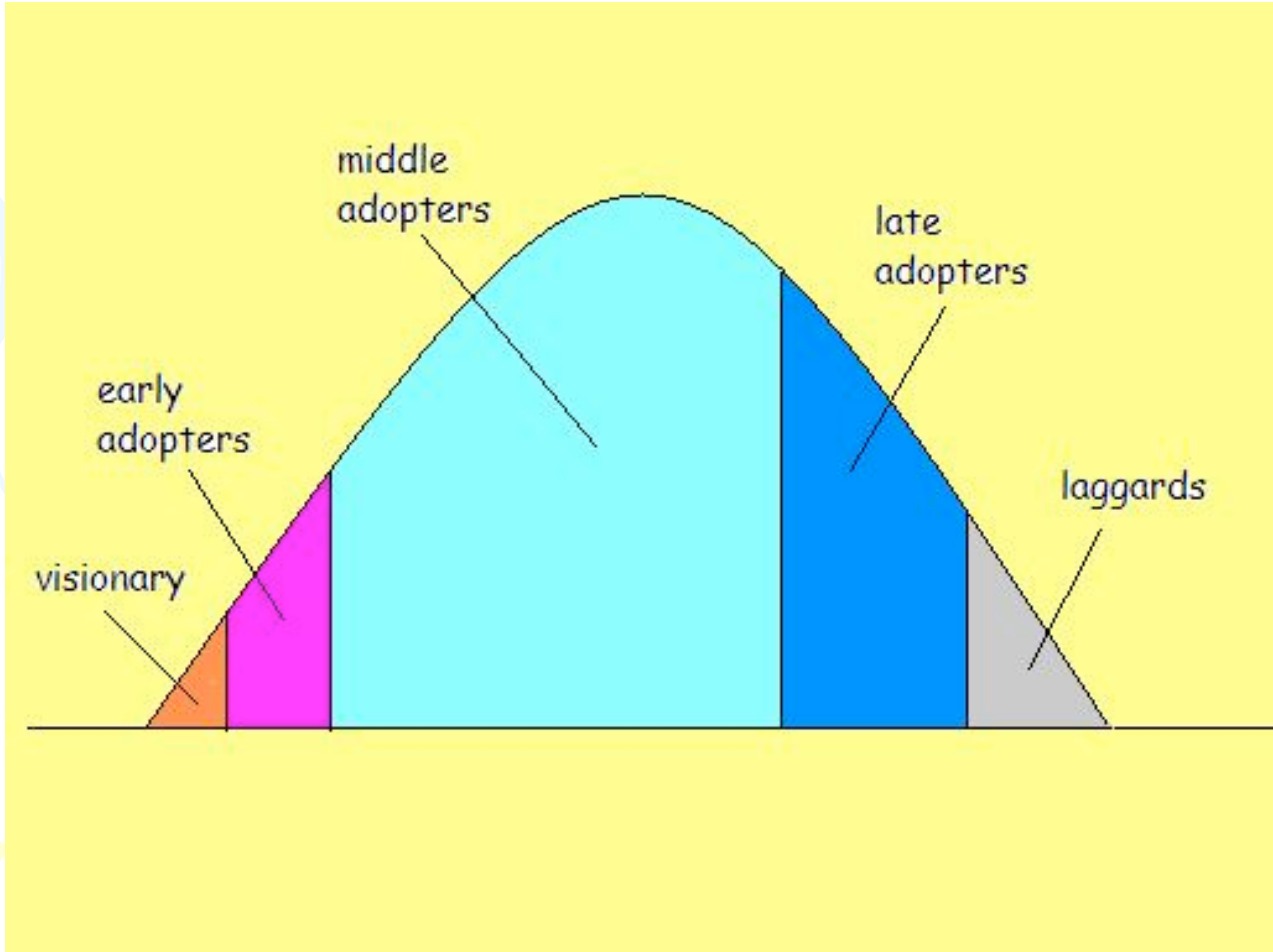
- Talking in groups mean only one person gets the first word.
- The loudest/most extroverted sets the agenda
- The quietest/most introverted may never speak
- Are loud people smarter than quiet people?



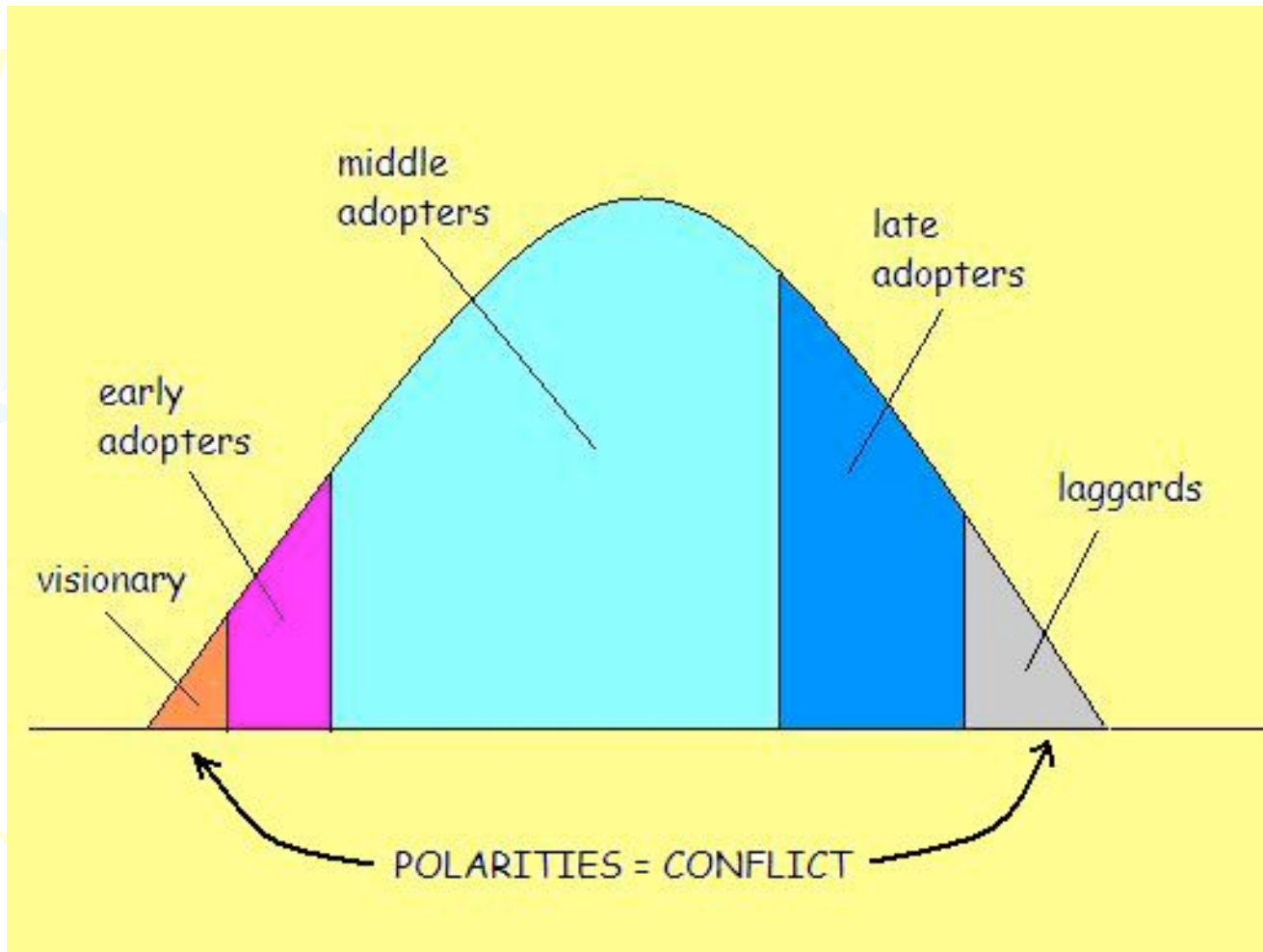
Write First Then Talk!

- Writing gets all ideas out (on the wall is best)
- Group patterns of ideas and look for consensus
- Talk about points of agreement – is there enough there already to move forward?
- Be sure to include room to talk about unique ideas!

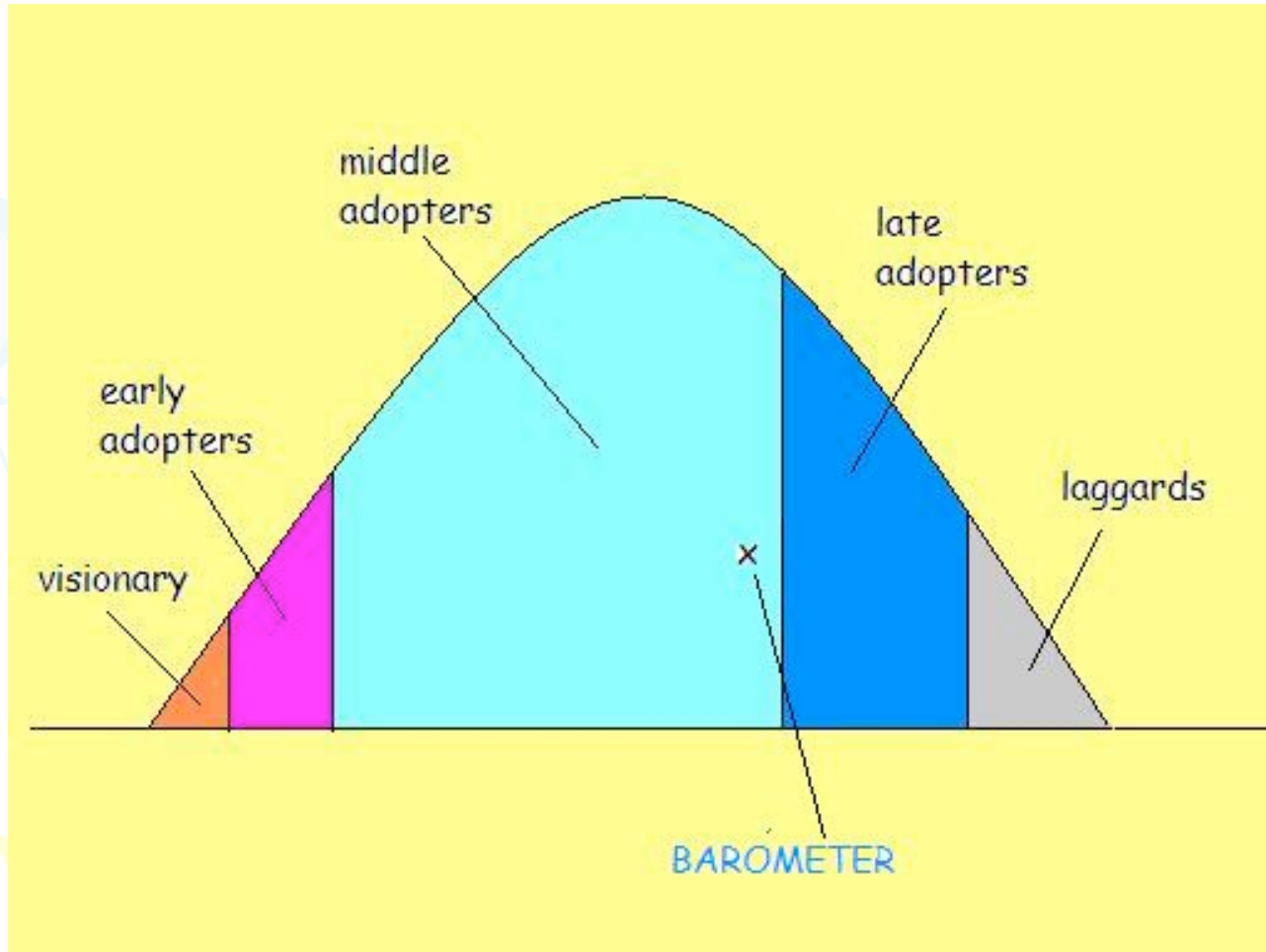
Change Orientation of the General Population



Change and Conflict



A Place to Read Change



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Change

**It is going to happen.
The question is, how?**