

Actually, my interaction in the work group with Tim Cross, Tim Nichols, Jack Dubosque, and Phil White was quite helpful this morning. Tim Cross described the change process the youth of Collegedale SDA Church experienced for the past 3 years in building small groups. I was most excited to hear of the inter-generational connections these small groups have built between adults and youth in Friday night home fellowships.

From the complexity of Friday night vespers that had deteriorated into difficulties with chaperoning youth in the hallways and parking lots and all across campus, the Collegedale SDA Church teens now have a meaningful fellowship 120 young people engaged spiritually. Tim has empowered his young people and adults to carry on spiritual leadership. How exciting!

Dave Penno's presentation on change from Kotter's book intersected with this work group experience. Creating a guiding coalition, developing a sense of urgency, generating short-term wins, etc. have made a lot of sense to me. I have personally experienced some of these 8 aspects of Kotter's change theory without knowing that I was operating with some purpose in creating change.

We are presently involved in a church renovation project at Greeneville. Now, as I reflect, I realize that we have followed some/not all of these principles. The guiding coalition has been taking place slowly. We have cautiously moved forward on this \$300,000 project; because we have been concerned of the city inspector's potential for making us install sprinklers in our whole campus (that would probably be a \$500,000 project). The sense of urgency has been difficult to develop. Just recently, we have experienced a short-term win--our head elder, who operates a professional construction business and has the necessary licenses for projects our size, has initiated the parking lot project from counsel with our church renovation committee. Pieces of the project are starting to happen! PTL!

We have a short-term win!

The time management presentation by Dave Penno was helpful review for me; since, Jud Lake had made such a presentation several years ago to our regional NE TN pastors' meeting near Knoxville, TN. It was not bad to review these points of time management re: kairos and chronos time. I am reminded of the significance of how to strategically plan my day, week, month, and year. I'll include a copy of the worship/sermon template as an attachment that I have constructed to plan the worship calendar.

Thanks for the time to use the library!