

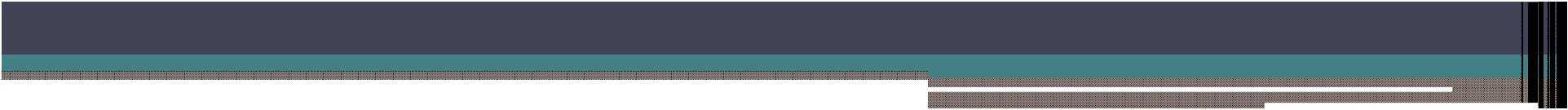
How to Change Your Church

Without Killing it!



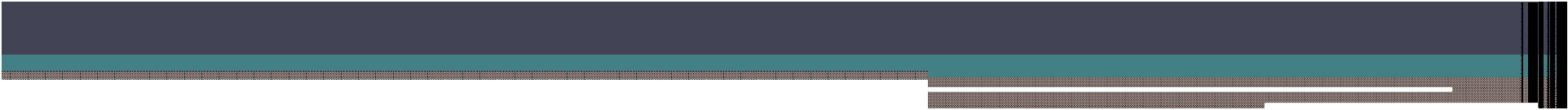
Why Do We Need to Change?

- Kingdom growth or reshuffling the deck?
- Passion for lost people vs. keeping the saints happy.
- Effective Communication-reaching bikers
- The truth doesn't need to change but our presentation of it does.



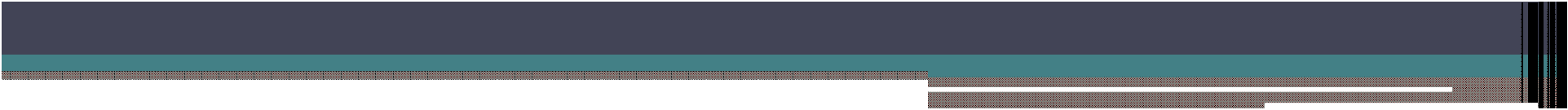
“Too often what I see happening is that churches fall in love with their methods at the expense of their purpose.”

(xxii)



“Keeping peace at all costs seldom results in change and progress.”

(xvii)



“Most of us find ourselves emotionally drawn to what is familiar-what is perceived dependable based on past experience, and comfortable. ...But this natural inclination becomes a spiritual matter when we end up subtly placing our faith not in God, but in in the familiar. Even sincere religious practices can become the object of our worship.”

(14)

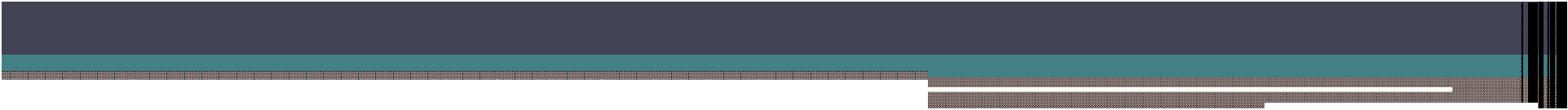


Worshipping Methods

- Numbers 21:4-9
- II Kings 18:1-4

EFFECTIVE COMMUNICATION

- Dairy Association-“Got Milk?”
- Flopped in Mexico
- “Are you lactating?”
- Clairol-“Mist Stick”, Germany
- “Mist” is slang for manure



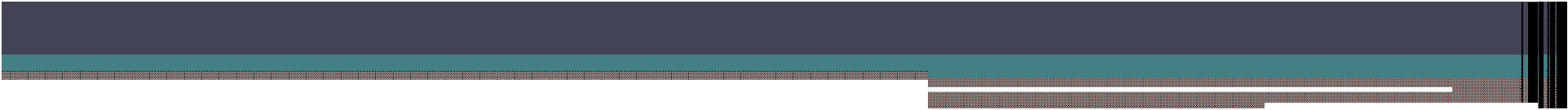
“The postmodern community is not resistant or maliciously silent. They just can’t understand our lingo.”

(9)



Values-Driven Ministry

- Russian Priest
- What is your Mission?
- What are the Values, Principle you believe in?
- What are the Non-negotiables?



“A church that is value driven must separate values from practices; essence from form; content from culture; message from methods; staple from style; principle from tradition.”

(30)



Exercise

Blind Spots

- “When we have critical issues in our blind spots, we will probably not see effective change implemented.” (32)
- “Gleaning information solely from within your family is a sure way to create huge blind spots.” (33)
- Atlanta Southside & the NCD Survey

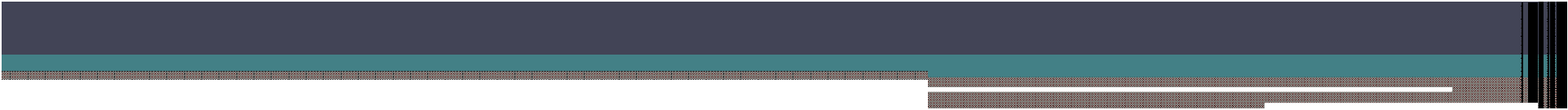
Non-negotiables

- List of 10 or less
- You can only reconfigure negotiables if you have consensus on non-negotiables.
- Non-negotiables define where you are in relation to where you should be.
- “These discrepancies serve as the focal points for potential change.”
- If no discrepancies, no change is likely.



Thorns in Our Laurels

- Only fund programs that reflect the values.
- Create evaluation team to evaluate ministries.
- Highlight people & ministries that fulfill church priorities.
- Make leaders demonstrate how programs are connected to values.
- Hire an outside consultant.



“There is nothing more difficult to plan, more doubtful of success, nor more dangerous to manage than the creation of a new order of things.... Whenever his enemies have the ability to attack the innovator, they do so with the passion of partisans, while the others defend him sluggishly, so that the innovator and his party alike are vulnerable.”

Niccolo Machiavelli



Holiday Ham



Churches are Slow to Change

- Confuse ageless truth with cultural traditions
- Culture looms large in church operations
- Not in touch with bottom line
- Change-weary members seek bastion of stability
- Churches tend not to be leader led



Churches can Change Efficiently

- Work of the Holy Spirit
- Low overhead
- Family sticks together
- History of revival & reformation
- High calling of God
- Tend to be personality responsive

Organizational Life Curve

1. Vision, discovery, & innovation
 2. Implementation of vision
 3. Early growth & success
 4. Procedures & policies to stabilize organization
 5. Overmanagement-focus on maintaining
 6. Decline
 7. Death
- Renewal should begin between 3 & 6



Everett Roger's Change Sequence

1. Setting the Agenda
2. Matching Solution to Problem
3. Redefining & Restructuring
4. Clarifying
5. Routinizing



Ending Before Beginning

- Hiker & Cliff
- William Bridges-”Nothing so undermines organizational change as the failure to think through who will have to let go of what when change occurs.”
- Honor those who love the “old” ways



Emotional Aspect of Change

- 90% Social/Emotional
- 10% Logical/Physical
- “Cultures are mainly emotional, not logical.”
- Self-worth & Culture
- Most people are emotionally wired to resist change



How Do You View Change? (Exercise)

- Creators /Explorers (2-5%)
- Progressives /Pioneers (10-20%)
- Builders/Settlers (25-40%)
- Foundational/Immigrants (25-40%)
- Anchors /Old Country (10-20%)
- Constellation of Influencers



Building for Change

1. Confront Reality
2. Identify & Focus on Strategic Levers
3. Build a Powerful Mandate for Change
4. Establish a Reasonable Scope
5. Let the Target Group Determine the Change
6. Who are the Stakeholders?



Building for Change

7. Communicate Well
8. Inspect the Fruit
9. Faithink
10. Skill Train
11. Plan Your Work & Work Your Plan
12. Rollin', Rollin', Rollin'

Measuring Growth (Matt. 7:16-18)

- What is measured is what is valued
 - Insurance Salesmen
 - Fredrick Taylor
- Measurements must be:
 - Relevant
 - Reliable
 - Available
 - Accountable