

# Interim Ministry Resources

## Chapter 16 Leadership

Resources (8)

### Change

#### A Force for Change: How Leadership Differs from Management [John P. Kotter]

John P. Kotter shows with compelling evidence what leadership really means today, why it is rarely associated with larger-than-life charismatics, precisely how it is different from management, and yet why both good leadership and management are essential for business success, especially for complex organizations operating in changing environments.

The critics who despair of the coming of imaginative, charismatic leaders to replace the so-called manipulative caretakers of American corporations don't tell us much about what leadership actually is, or, for that matter, what management is either. Now, John P. Kotter, who focused on why we have a leadership crisis in *The Leadership Factor* shows here, with compelling evidence, what leadership really means today, why it is rarely associated with larger-than-life charismatics, precisely how it is different from management, and yet why both good leadership and management are essential for business success, especially for complex organizations operating in changing environments.

Leadership, Kotter clearly demonstrates, is for the most part not a god-like figure transforming subordinates into super humans but is in fact a *process* that creates change - a process which often involves hundreds or even thousands of "little acts of leadership" orchestrated by people who have the profound insight to realize this. Building on his landmark study of 15 successful general managers, Kotter presents detailed accounts of how senior and middle managers in major corporations, in close concert with colleagues and subordinates, were able to create a leadership process that put into action hundreds of commonsense ideas and procedures that, in combination with competent management, produced extraordinary results.

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<http://89.248.0.102/upload/Topplerprogrammet/Internsider/Kull9/Litteratur/2.1%20Leading%20Change%20-%20Why%20Transformation%20Efforts%20Fail%20by%20JP%20Kotter.pdf>

<https://hbr.org/2007/01/leading-change-why-transformation-efforts-fail>

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[Images for Leading Change - John Kotter - YouTube](#)

<http://www.hbs.edu/faculty/Pages/profile.aspx?facId=6495> John P. Kotter Konosuke Matsushita Professor of Leadership, Emeritus

<https://hbr.org/search?term=john+p.+kotter>

[http://premierespeakers.com/john\\_kotter/bio](http://premierespeakers.com/john_kotter/bio)

<http://www.kotterinternational.com/member/john-kotter/>

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[Images for John P. Kotter, author](#)

[Images for A Force for Change: How Leadership Differs from Management \[John P. Kotter\]](#)

#### Our Iceberg Is Melting: Changing and Succeeding under Any Conditions [John Kotter, Holger Rathgeber, Peter Mueller, Spencer Johnson]

On the surface, *Our Iceberg Is Melting* is a simple story of a colony of penguins facing a dilemma. But contained within the story and the characters is a powerful message about the fear of change and how to motivate people to face the future and take action.

Most of the denizens of the Antarctic penguin colony sneer at Fred, the quiet but observant scout who detects worrying signs that their home, an iceberg, is melting. Fred must cleverly convince and enlist key players, such as Louis, the head penguin; Alice, the number two bird; the intractable NoNo the weather expert; and a passle of school-age penguins if he is to save the colony.

Their delightfully told journey illuminates in an unforgettable way how to manage the necessary change that surrounds us all. Simple explanatory material following the fable enhances the lasting value of these lessons.

*Our Iceberg Is Melting* is at once charming, accessible and profound; a treat for virtually any reader.

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 Images for spencer johnson author our iceberg is melting  
 Images for Our Iceberg Is Melting: Changing and Succeeding under Any Conditions [John Kotter, Holger Rathgeber, Peter Mueller, Spencer Johnson]

### The 8-Step Process for Leading Change - Kotter International

Over decades, Dr. Kotter observed the behavior and results of hundreds of organizations and thousands of leaders at all levels when they were trying to transform or execute their strategies. He identified and extracted the success factors and combined them into a methodology, the 8-Step Process. He then founded a firm of experts, Kotter International, to implement the approach across a diverse range of organizations.

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<https://www.youtube.com/watch?v=nMoDaTxiKpg> Kotter's 8 Steps of Change - YouTube  
 Images for Kotter's 8 Steps of Change - YouTube

### The Heart of Change: Real-Life Stories of How People Change Their Organizations [John P. Kotter, Dan S. Cohen]

Why is organizational change so hard? Because in order to make any transformation successful, you must change more than just the structure and operations of an organization—you need to change people's *behavior*. And that is never easy. *The Heart of Change* is your guide to helping people think and *feel* differently in order to meet your shared goals. According to bestselling author and renowned leadership expert John Kotter and coauthor Dan Cohen, this focus on connecting with people's emotions is what will spark the behavior change and actions that lead to success. *The Heart of Change* is the engaging and essential complement to John Kotter's international bestseller *Leading Change*. Building off of Kotter's revolutionary eight-step process, this book vividly illustrates how large-scale business change can work. With real-life stories of people in organizations, the authors show how teams and individuals get motivated and activated to overcome obstacles to change—and produce spectacular results. Kotter and Cohen argue that change initiatives often fail because leaders rely too exclusively on data and analysis to get buy-in from their teams instead of creatively showing or doing something that appeals to their emotions and inspires them to spring into action. They call this the see-feel-change dynamic, and it is crucial for the success of any true organizational transformation.

Refreshingly clear and eminently practical, *The Heart of Change* is required reading for anyone facing change and looking to build their leadership skills.

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Images for *The Heart of Change: Real-Life Stories of How People Change Their Organizations* [John P. Kotter, Dan S. Cohen]

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#### A Metaphor for Organizational Culture - Evergreen Leadership

There is much talk these days of “culture **change**.” Organizations desire to be more nimble, more innovative, more pro-active, more market focused. How to get there is always the stumbling block. Rather than culture change, I prefer the concept of culture *shift*. I don’t believe that you can make a wholesale change of all that you have been and replace it with something shiny and new. Culture is too deep, too embedded, too much in your organizational DNA. You might shift parts of your culture, or shape it, though. If you think of a human body, we’ve figured out how to give someone a new heart or a new kidney – but the essence of what makes a person remains.

<https://evergreenleadership.com/2012/09/24/organizational-culture/>  
Images for Metaphor for Organizational Culture - Evergreen Leadership  
Images for “culture change.” Organizations desire to be more nimble, more innovative, more proactive

#### A Parable about Pastoral Leadership | The Parish Paper

Only the wisest of pastors can create a congregational atmosphere where the reins of leadership shift with each new opportunity or crisis. At least four types of leadership—character, focused, transformational, and shifting—are necessary for congregations attempting to navigate their rapidly **changing** environment. These four types are not a progression, but rather the forms of leadership that typically surface for congregations facing specific challenges.

<https://www.theparishpaper.com/back-issue/parable-about-pastoral-leadership>  
<http://www.wcucc.org/resource-center/church-management/parish-paper/> A Parable about Pastoral Leadership – February 2014  
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<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

#### Adapting to Change, Making it Work for You [Carol Kinsey Goman]

This book may be old, but it gives practical information to adjust to today's wild environment. It gives one a vivid view of how to stand out above others, how to keep a positive attitude and how to lead people with a lot of factors out of one's control. This book shows that dealing successfully with change has become an essential survival skill.



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Images for Carol Kinsey Goman, author  
Images for Adapting to Change, Making it Work for You [Carol Kinsey Goman]

#### Agents of Change or Agents of God, and What's Christmas Got to Do with It?

We are not called to be agents of change we are called to be agents of God.

**Rob Voyle's Appreciative Way Blog - Clergy Leadership Institute**

<http://clergyleadership.com/blog/blog.cfm?page=2015>

Images for We are not called to be agents of change we are called to be agents of God. Rob Voyle's Appreciative Way Blog - Clergy Leadership Institute

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<http://clergyleadership.com/blog/blog.cfm?page=2014> People in the Church Love Change!

Images for clergy leadership People in the Church Love Change!

#### Art of Making Change Initiatives Stick - HBR Store – Harvard Business Review

Too many managers are burned out on strategic change. They have lived through the scenario in which the CEO announces a bold initiative designed to lift performance dramatically. The initiative calls for sweeping changes in the company's processes, systems, and culture--and large resource investments. Despite some short-term gains, it's common for the organization to slip back into old ways of doing things. Argues for a system that enables change initiatives to stick. Uses a detailed case study (a disguised large clothing retailer) to demonstrate what it takes to produce sustainable changes in processes, behavior, or performance. Uncover four critical processes - chartering, learning, mobilizing, and realigning - that pave the way for successful institutionalization of a strategic change initiative. The elements rely much more on an understanding of the mix of task-related, emotional, and behavioral factors than is fashionable in today's metrics-driven environment. Also highlights the study's divergence from conventional wisdom about programmatic change, arguing that managers need to set in motion a series of processes right at the start if widespread changes are to stick.

<http://hbr.org/product/art-of-making-change-initiatives-stick/an/SMR178-PDF-ENG>

Images for Art of Making Change Initiatives Stick - HBR Store – Harvard Business Review

<http://sloanreview.mit.edu/article/the-art-of-making-change-initiatives-stick/>

<http://mitsloan.mit.edu/newsroom/spotlight-category.php?c=mitsmr>

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#### How to Deal With Resistance to Change - Harvard Business Review

When administrators concern themselves with these problems and act to facilitate understanding, there will be less logrolling and more sense of common purpose, fewer words and better understanding, less anxiety and more acceptance of criticism, less griping and more attention to specific problems—in short, better performance in putting new ideas for technological change into effect.

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<https://hbr.org/2016/01/to-get-your-company-to-change-focus-on-one-thing-at-a-time>

<https://hbr.org/2012/10/this-is-your-brain-on-organizational-change>

#### Making Change Stick (Harvard Business Review Case Studies)

Companies today are forced to transform almost continuously--leaving managers faced with difficult questions. How soon can you initiate change as a new hire? Should you merge cultures after an acquisition? How can you create lasting results when the majority of change efforts fail?

See how leading management experts weigh in on these and other crucial issues and find answers to your toughest challenges in this collection of the most popular Harvard Business Review cases.

<http://www.amazon.com/HBR-Case-Studies-Harvard-Business/dp/1422114708>

[Images for Making Change Stick - Harvard Business Review](#)

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### Beyond Certainty: The Changing Worlds of Organizations [Charles Handy]

From the bestselling author of *The Age of Unreason* and *The Age of Paradox* comes an exhilarating collection of 35 timeless essays, including Handy's change-making articles from the "Harvard Business Review" and "Director" magazine. One of the foremost social philosophers of our times shares his reflections on a changing world, a world in which we can be certain only of uncertainty. To plan for the future in such an environment, says Charles Handy, we must learn to think differently. *Beyond Certainty* is a book to dip into, enjoy, and share with colleagues and friends.

<http://www.amazon.com/Beyond-Certainty-Changing-Worlds-Organizations/dp/0875847633>

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[Images for Charles Handy](#)

[Images for Beyond Certainty: The Changing Worlds of Organizations \[Charles Handy\]](#)

### BISHOP RICK HOYME'S 2014 ANNUAL REPORT FOR CONGREGATIONS

To the saints of the Northwest Synod of Wisconsin,

*"If you don't like **change**, you'll really dislike being irrelevant."* - Nick Stickler

This is a quote I recently discovered from the CEO of a boat building company (Harris Flotebotes) in Indiana. His company is known for its innovation and the extraordinary quality of its products. Innovative and extraordinary quality. Can these two attributes be used to describe your church? Or would unchanging and irrelevant be more accurate adjectives?

I'm aware that this sounds harsh, but the church is living in a harsh time. And in a time like this, irrelevance is not a luxury any of our ministries can afford—or tolerate!

"Nave" is the word used to describe the central part of the church building where we gather to worship, intended to accommodate most of the congregation. It is called the nave because it is said to resemble the center part of a ship where the people would be carried. Hence, nave, as in navy.

I like the irony of the above quote coming from a boat (ship) builder! So, when/what was the last innovative change your church made to its nave/sanctuary that made your ministry more relevant? What was the last truly innovative change you have made in your congregation? Can you name five households that are now a part of your ministry because of this change? These are tough questions, but, these are tough times!

Most of us think annual meetings and annual reports are about budgets, or elections or numbers. They are in a way, but they must also be about relevance and change. The best annual meetings are when great, productive conversations happen around how we can change and how we can become more relevant in a rapidly changing world! When the question being asked is not what do we want, but, what does God want!

I can't speak for any of you, but I know that I don't ever want my life or my ministry to be thought of as irrelevant. In 2015, I encourage you to **ask the tough questions and to embrace the tough answers**. But most importantly ask, "How does God want us to change?" and "How can we create a church that is indeed, relevant?"

And then, look out! Because the answers you discover may be ones you actually like!

[http://www.nwswi.org/webfiles/fnitoools/documents/2014\\_annual\\_report.pdf](http://www.nwswi.org/webfiles/fnitoools/documents/2014_annual_report.pdf)

[Images for ask the tough questions and embrace the tough answers](#)

### Change & Innovation | CT Pastors - Christianity Today

Learn how to bring change and innovation in ways that keep things ever fresh.

<https://www.christianitytoday.com/pastors/topics/lead/change-innovation/>

[Images for Change & Innovation | Christianity Today](#)

<https://www.christianitytoday.com/karl-vaters/2019/january/change-our-thinking-about-church-size.html>

<https://www.christianitytoday.com/karl-vaters/2018/september/church-resisting-change-strategy.html>

<https://www.christianitytoday.com/karl-vaters/2018/october/cultural-changes-bible-belt.html>

<https://www.christianitytoday.com/karl-vaters/2018/march/pastoral-transition-why-change-when-you-dont-have-to.html>



<https://www.christianitytoday.com/ct/2018/october/sandra-mccracken-making-peace-with-change.html>  
<https://www.christianitytoday.com/pastors/2017/back-to-basics/leading-fearlessly-in-changing-culture.html>  
<https://www.christianitytoday.org/stories/inside-ministry/2012/february/changingchristianitytoday.html>  
<https://www.christianitytoday.com/pastors/browse/>

### Change and Thrive

Some of the topics that we will discuss at the workshop are:

- ☐ We are here now—accepting the present reality
- ☐ Life cycle of a congregation
- ☐ Technical and adaptive change; change and conflict
- ☐ The three great listenings, spirituality of vibrant congregations
- ☐ Importance of doing one-to-ones, Acts Bible Study
- ☐ Creating an authentic beloved community
- ☐ From the pastor centered church to pastor as coach, engaging and equipping lay leaders
- ☐ The evangelizing church—putting the ‘e’ back into ELCA
- ☐ Building a guiding coalition and creating a 6 month plan

[http://www.nswsi.org/webfiles/fnitools/documents/change\\_and\\_thrive\\_pt\\_1.pdf](http://www.nswsi.org/webfiles/fnitools/documents/change_and_thrive_pt_1.pdf) [info@nswsi.org](mailto:info@nswsi.org)

[Images for Change and Thrive](#)

### Change and Thrive: A Congregation's Journey from Decline to New Life

What is God's purpose for your congregation?

That's a big question—one that several members of congregations in our synod gathered to discuss Saturday, Oct 18 at Calvary Lutheran in Minong. Presentations were part of the "Change and Thrive" workshops facilitated by four NWSWI pastors who have attended Mission Redeveloper training - Nancy Hanson, Amy Hessel, Michelle Nickodemus, and Paul Simmons.

In an effort to better understand change and how to implement change in congregations, the group learned about the science of renewal, the congregational life cycle, eight characteristics of vital congregations and the difference between adaptive and technical change.

The facilitators challenged the group to create a six-month plan to renew their congregations by focusing on:

Spiritual practices needed for renewal;

Three Great Listenings: listening to God, listening to each other, and listening to the outsider,

Encouraging one-to-one conversations, and

Being the Beloved Community (an authentic Christian community).

Another important key to congregational renewal is being willing to experiment, to try new things, and to identify what the congregation needs to stop doing because it is not working and it is taking time away from other important renewal projects.

Finding God's purpose for your congregation will almost certainly involve change-and perhaps moving in a new, missional direction. While it might seem a bit overwhelming at first, remember that forming a guiding coalition of key leaders will increase your chance of success. Two additional workshops will be held in November. Why not gather a few lay leaders together and join the conversation!

Saturday, November 1 (9 a.m. - 1 p.m.) at Zion Lutheran, Stratford OR

Saturday, November 15 (9 a.m. - 1 p.m.) at Ezekiel Lutheran, River Falls

Pastors and two to five lay leaders are encouraged to attend this free\* event. Contact the synod office to register: [lbartsch@nswsi.org](mailto:lbartsch@nswsi.org) or 715-859-6810

If you'd like more information, contact any of the Redeveloper Pastors of our synod: Brian Campbell, Mark Hall, Martin Halom, Nancy Hanson, Amy Hessel, Michelle Nickodemus, Dean Simpson, Paul Simmons, and Jay Ticknor.

[http://www.nswsi.org/news\\_and\\_events/news.phtml?id=B70D9368](http://www.nswsi.org/news_and_events/news.phtml?id=B70D9368) [info@nswsi.org](mailto:info@nswsi.org)

[Images for Change and Thrive: A Congregation's Journey from Decline to New Life What is God's purpose for your congregation?](#)

### CHANGE AND THRIVE: "IF YOU DON'T LIKE CHANGE, YOU'LL LIKE IRRELEVANCE EVEN LESS."

Rev. Laurie Skow-Anderson, DEM and assistant to the bishop

Is your congregation stuck? Does your congregation need help facing change? Is your congregation looking for a new path to move into the future? Join in the conversation about the changes needed to move toward thriving as a purposeful congregation engaged in God's mission. We will discuss activities, processes and resources that can be used to move a stuck congregation forward.

View the web page for Walking Together details. - Northwest Synod of Wisconsin

[http://www.nswsi.org/news\\_and\\_events/Walking\\_Together.phtml](http://www.nswsi.org/news_and_events/Walking_Together.phtml)

[Images for CHANGE AND THRIVE: IF YOU DONT LIKE CHANGE, YOU'LL LIKE IRRELEVANCE EVEN LESS. Rev. Laurie Skow-Anderson, DEM and assistant to the bishop](#)

<http://nswsi.org/about-us/our-staff>

[http://www.swmnelca.org/PDF/laurieskowanderson\\_bioform.pdf](http://www.swmnelca.org/PDF/laurieskowanderson_bioform.pdf)

Sunday Plunge: Change and Thrive Intensive

Is your congregation stuck? Does your congregation need help facing change? Is your congregation looking for a new path to move into the future? If so, you might consider a Sunday morning plunge: Change and Thrive Intensive

Pastor Laurie Skow-Anderson DEM/Assistant to the Bishop will come to your congregation and preach on Sunday morning and lead an open forum conversation with your congregation about the changes needed to move toward thriving as a purposeful

congregation engaged in God's mission. She will describe activities, processes and resources that can be used to move a stuck congregation forward. She is also happy to meet with your church council and congregational leaders following worship to continue to discuss the ideas of Change and Thrive. If you think a conversation like this would be helpful, please contact Laurie at 715.651.1658 or [lskow-anderson@nswsi.org](mailto:lskow-anderson@nswsi.org) and set the date for a Sunday Plunge. There is no cost.

From: "Laurie Skow-Anderson" <[msoyck-doring@nswsi.org](mailto:msoyck-doring@nswsi.org)>

To: [pastorbolstad@tds.net](mailto:pastorbolstad@tds.net)

Sent: Thursday, February 5, 2015 11:46:14 AM

Subject: Two Opportunities for Your Congregation

[Images for Sunday Plunge: Change and Thrive Intensive Is your congregation stuck? Does your congregation need help facing change?](#)

#### Change | Definition of Change by Merriam-Webster

Verb. change, alter, and vary mean to make or become different. Change may be used for making such a difference in a thing that it becomes something else.

<https://www.merriam-webster.com/dictionary/change>

[Images for Change | Definition](#)

#### Change or Die Conference 2013 - Siebert Lutheran Foundation

<https://www.youtube.com/watch?v=myy40g4l6Fg> Rev. Dr. Patrick Ferry - Change or Die Conference 2013 - YouTube

<https://www.youtube.com/watch?v=QS1Aez9rgKo> Pastor Mark Jeske - Change or Die Conference 2013 - YouTube

<https://www.youtube.com/watch?v=lo-HK8-6x3A> Rev. Dr. Paul Hill - Change or Die Conference 2013 - YouTube

<https://www.youtube.com/watch?v=ChAVg75Qzxc> Rev. Carl Leyrer - Change or Die Conference 2013 - YouTube

[https://www.youtube.com/watch?v=uLh0LF\\_KAZY](https://www.youtube.com/watch?v=uLh0LF_KAZY) Rev. Dr. Jeffery Schrank - Change or Die Conference 2013 - YouTube

[Images for Change or Die Conference 2013 - Siebert Lutheran Foundation](#)

#### Change or Die 2014 - Siebert Lutheran Foundation

The 2014 Change or Die Conference was held on October 9, 2014 at the Country Springs Hotel in Pewaukee. The conference theme was Dynamics of Leadership While Managing Change.

<http://www.siebertfoundation.org/Change-or-Die-Conference-2014>

<http://www.siebertfoundation.org/Change-or-Die-Conference-2014.htm>

<https://www.youtube.com/watch?v=t-p2aaZUM6E> Rev. Mark Jeske - Change or Die Conference 2014 - YouTube

<https://www.youtube.com/watch?v=WRVhnTDI9no> Rev. Stephen Wagner - Change or Die Conference 2014 - YouTube

<https://www.youtube.com/watch?v=uhpNp11Jziw> Rev. John Parlow - Change or Die Conference 2014 - YouTube

<https://www.youtube.com/watch?v=JNeTjDhOtvq> Rev. Paul Kelm - Change or Die Conference 2014 - YouTube

<https://www.youtube.com/watch?v=spGEG-o6e10&feature=youtu.be> Rev. Mark Schulz - Change or Die Conference 2014

<https://www.youtube.com/watch?v=2GIQCV2wbhw&feature=youtu.be> Ms. Beth Lewis - Change or Die Conference 2014

<https://www.youtube.com/watch?v=YfW2ZoGY604&feature=youtu.be> Rev. Yehiel Curry - Change or Die Conference 2014

[Images for Change or Die 2014 - Siebert Lutheran Foundation](#)

#### Change or Die Conference 2015 - Siebert Lutheran Foundation

Our Change or Die Conference provides an opportunity for Lutheran ministry leaders to network and learn from each other. The Conference is a safe place for assembling people and building relationships from across the Lutheran denominations.

The 2015 conference was held on October 8th at the Country Springs Hotel in Pewaukee, Wis., and the theme was Money, Millennials & Ministry Leadership.

<http://www.siebertfoundation.org/Conferences/ChangeOrDie2015>

<http://www.siebertfoundation.org/engagingmillennials>

<https://www.youtube.com/watch?v=gidN9yPgMY> Kay Edwards - Change or Die Conference 2015 - YouTube

<http://www.siebertfoundation.org/Conferences/Upcoming-Conferences/Rev-Daniel-Thews.htm>

<http://www.siebertfoundation.org/Conferences/Upcoming-Conferences/Rozella-White.htm>

<http://www.siebertfoundation.org/Conferences/Upcoming-Conferences/Erin-Morris.htm>

<http://www.siebertfoundation.org/Conferences/Upcoming-Conferences/Rev-TomPfothhauer.htm>

<http://www.siebertfoundation.org/Conferences/Upcoming-Conferences/Brenda-Moore.htm>

<http://www.siebertfoundation.org/Conferences/Upcoming-Conferences/Rev-Steve-Witte.htm>

[Images for Change or Die Conference 2015 - Siebert Lutheran Foundation](#)

#### Change or Die Conference 2016 - Siebert Lutheran Foundation

Siebert Lutheran Foundation's Annual Change or Die Conference provides an opportunity for Lutheran ministry leaders to network and learn from each other. The event is a safe place for assembling people and building relationships across the Lutheran denominations.

In 2016, 358 Lutheran ministry leaders joined us at the Country Springs Hotel on Thursday, October 13, and heard from six speakers and a panel about Building Vital Faith Communities.

<http://www.siebertfoundation.org/ChangeorDie>

<http://www.siebertfoundation.org/ChangeorDie/Kim>

<http://www.siebertfoundation.org/ChangeorDie/Popovits>

<http://www.siebertfoundation.org/ChangeorDie/Ward>

<http://www.siebertfoundation.org/ChangeorDie/Ewart>  
<http://www.siebertfoundation.org/ChangeOrDie/Kleinbeck>  
<http://www.siebertfoundation.org/ChangeorDie/Salvatierra>  
<https://www.youtube.com/watch?v=AHkLDO7v3sq> Panel Discussion - Change or Die Conference 2016  
[Images for Change or Die Conference 2016 - Siebert Lutheran Foundation](#)

#### Change or Die Conference 2017 - Siebert Lutheran Foundation

Siebert Lutheran Foundation's Annual Change or Die Conference provides an opportunity for Lutheran ministry leaders to network and learn from each other. The event is a safe place for assembling people and building relationships across the Lutheran denominations. In 2016, over 350 Lutheran ministry leaders joined us at the Country Springs Hotel & Conference Center to hear six speakers and panelists discussing Building Vital Faith Communities. Watch full videos of last year's presentations on the 2016 Change or Die web page.

This October marks the 500<sup>th</sup> anniversary of the Protestant Reformation. At the heart of this movement was Martin Luther's rediscovery of the Gospel message. "The Word of the Lord Endures Forever" was the motto of the Reformation and still rings true for today's Lutherans - the message of the Gospel remains unchanged. However, our world would be unrecognizable to Martin Luther, so we must focus on staying relevant to reach those in need of Christ's love and redemption.

As Siebert Lutheran Foundation continues to focus on growing the Body of Christ, this year at our Change or Die Conference we are presenting innovative ways to grow the church, reach all generations with the message of the Gospel, and procure resources to sustain the important work entrusted to pastors and ministry leaders.

<http://www.siebertfoundation.org/ChangeOrDie>  
<https://www.siebertfoundation.org/Conferences/BillyBrath>  
<https://www.siebertfoundation.org/Conferences/JodiHouge>  
<https://www.siebertfoundation.org/Conferences/ChickLaneGracePomroy>  
<https://www.youtube.com/watch?v=cOrDu5Bu7Cg&feature=youtu.be> Innovative Ministry Practices Panel Discussion  
[Images for Change or Die Conference 2017 - Siebert Lutheran Foundation](#)

#### 2018 Change or Die Conference - Siebert Lutheran Foundation

Siebert Lutheran Foundation's Annual Change or Die Conference provides an opportunity for Lutheran ministry leaders to network and learn from each other. The event is a safe place for assembling people and building relationships across the Lutheran denominations. At the 2018 conference, we are excited to present Dr. James Emery White, the founding senior pastor of Mecklenburg Community Church, in Charlotte, North Carolina. Dr. White is a prolific author and Church & Culture national thought-leader. He will be speaking on "[The Rise of the Nones and Generation Z](#)." Also featured this year is a panel that will explore what "church culture" means in today's world, how that translates to each generation, and how change and renewal can revitalize ministry.

<https://www.siebertfoundation.org/changeordie>  
<https://www.siebertfoundation.org/Conferences/changeordie2018/white>  
<https://www.siebertfoundation.org/Conferences/changeordie2018/nunes>  
<https://www.siebertfoundation.org/Conferences/changeordie2018/batesfroiland>  
[Images for 2018 Change or Die Conference - Siebert Lutheran Foundation](#)

#### Change Quotes - BrainyQuote

<https://www.brainyquote.com/topics/change>  
[Images for change quotes](#)  
<https://www.goodreads.com/quotes/tag/change>  
<https://www.leadershipnow.com/changequotes.html>  
[www.wiseoldsayings.com/change-quotes/](http://www.wiseoldsayings.com/change-quotes/)  
<https://conantleadership.com/25-quotes-about-managing-change/>  
[Images for leadership/-quotes-about-managing-change](#)  
<https://www.yourtango.com/2015276729/30-quotes-about-change>  
[www.success.com/article/21-insightful-quotes-about-embracing-change](http://www.success.com/article/21-insightful-quotes-about-embracing-change)  
[Images for insightful-quotes-about-embracing-change](#)  
<http://exploreforayear.com/clarity/45-inspiring-quotes-change>  
<https://thinkbonfire.com/blog/inspirational-quotes-for-leadership-change/>  
<https://www.inc.com/david-van-rooy/33-awesome-quotes-to-inspire-positive-change.html>  
<http://awakenthegreatnesswithin.com/44-awesome-quotes-to-inspire-positive-change/>  
<https://elysesantilli.com/26-inspirational-quotes-change-life/>  
<https://www.habitsforwellbeing.com/20-inspirational-quotes-on-change/>  
[Images for inspirational-quotes-on-change](#)  
<https://everydaypowerblog.com/change-quotes-2/>  
<http://brightdrops.com/quotes-about-change>  
<http://creatingminds.org/quotes/change.htm>  
<https://www.leadershipnow.com/changequotes.html>  
[www.wow4u.com/change/](http://www.wow4u.com/change/)  
[www.zarias.com/quotes-about-change/](http://www.zarias.com/quotes-about-change/)  
<http://wisdomquotes.com/life-quotes/>



<https://www.leadershipnow.com/changequotes.html>  
<http://sourcesofinsight.com/change-quotes/>  
<http://thinkexist.com/quotations/change/>  
<https://jeroen-de-flander.com/quotes-about-change/>  
<http://en.proverbia.net/citastema.asp?tematica=174> Change Quotes - Quotations and Famous Quotes on Change  
<https://thoughtcatalog.com/katie-marshall/2016/04/20-quotes-about-change-for-when-you-feel-afraid-to-move-forward-with-your-life/>

### Change Skills for Leadership Development | Leader Lab | UUA.org

Change Skills—one of the recommended [leadership development competencies](#)—include:

- Understanding the difference between unhealthy and creative conflict.
- Being knowledgeable about change theories and strategies.
- Understanding the difference between technical and adaptive challenges.

<https://www.uua.org/leadership/blog/change-skills>  
[Images for Change Skills for Leadership Development](#)

### Changing a Church's Culture Changes Its Future – The Parish Paper

I. Are Ideas More Powerful than Habits?	Page 2
II. Is Relocation Enough?	Page 3
III. Does Our Theology Have a Visionary Focus?	Page 7
A. What Is Our Mission Action Plan?	Page 8
B. What Is Our Vision?	Page 8
C. What Is Our Mission?	Page 9
D. What Are Our Values?	Page 10
E. What Is Our Strategy?	Page 11
IV. Does Our Leadership Structure Overcome Change-Resistance?	Page 14
V. Do We Understand How to Lead during Transitions?	Page 17
VI. Do We Engage a Large Percentage of Attendees in Ministries?	Page 17
VII. Is Our Pastor Equipped to Serve this Particular Church?	Page 22
VIII. Ten-Week Visionary Leadership Curriculum	Page 26
IX. Advanced Training for the Leadership Team	Page 59
X. Appendix	Page 60

### [PDF]Ch. Effectiveness Nuggets--Volume 34—Changing a Church's Culture Changes Its Future - The Parish Paper

<http://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 34: Changing a Church's Culture Changes Its Future  
[Images for Changing a Church's Culture Changes Its Future – The Parish Paper](#)  
<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>  
<http://www.wcucc.org/resource-center/church-management/parish-paper/>  
<http://www.hcucc.org/the-parish-paper>  
<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

### Changing Course: Terry Smith

There are thousands of churches dotting the American landscape that have lost their way. They may well have a storied history, but attendance is lagging and few, if any, people are coming to faith in Christ through their ministries. Meanwhile, their witness and influence are desperately needed in their communities. How can these churches experience a change of direction and get back on course? How can they recapture a sense of passion for the mission Jesus has given them to fulfill?

This book was written with the hope that these churches can experience spiritual renewal and once again make a dynamic kingdom difference in their communities. It will provide some practical steps for churches to begin to move in a new direction and share stories of churches that have already started this journey. Lift your sails in to the wind of the Holy Spirit so that He can steer your church in a new direction and propel it forward.

<https://www.amazon.com/Changing-Course-Terry-Smith/dp/1936812045>  
[Images for Changing Course: Terry Smith](#)  
<https://newdirectionforolderchurches.wordpress.com/2014/04/14/new-book-now-available/>  
<https://carlsimmonsive.com/2014/04/21/bring-new-life-into-old-churches/>  
<https://www.churchsmart.com/aboutus.asp>  
<http://www.churchsmart.com/ProductDetails.asp?ProductCode=CC>  
[Images for Leading Older Churches in a New Direction](#)

### Changing the Conversation: A Third Way for Congregations: Anthony B. Robinson

A sequel to his best-selling *Transforming Congregational Culture* (2003), *Changing the Conversation* offers Anthony Robinson's latest work and thinking on congregational renewal and leadership. Robinson here invites church leaders and members into ten crucial conversations that will change their congregation's culture and help them respond with greater vitality, effectiveness, and faithfulness to our postmodern culture and its challenges.

<http://www.amazon.com/Changing-Conversation-Third-Way-Congregations/dp/0802807593>  
<http://www.goodreads.com/book/show/5004635-changing-the-conversation>  
<https://www.eerdmans.com/Products/0759/changing-the-conversation.asp>  
<https://www.christianbook.com/changing-conversation-third-way-for-congregations/anthony-robinson/9780802807595/pd/807595>

<https://books.google.com/books?isbn=0802807593>  
[https://books.google.com/books/about/Changing\\_the\\_Conversation.html?id=yv3uwdu0FfoC](https://books.google.com/books/about/Changing_the_Conversation.html?id=yv3uwdu0FfoC)  
 Changing the Conversation: A Third Way for Congregations  
 Changing the Conversation: A Third Way for Congregations - Pinterest  
<https://alban.org/archive/changing-the-conversation-nurturing-a-third-way-for-congregations/>  
<https://faithandleadership.com/anthony-b-robinson-quit-thinking-church-family>  
<https://www.uccresources.com/products/changing-the-conversation-a-third-way-for-congregations>  
<http://www.lifeandleadership.com/book-summaries/robinson-changing-the-conversation.html>  
<http://network.crcna.org/classis/changing-culture-through-changing-conversation>  
<http://sowhatfaith.com/2010/03/10/review-of-changing-the-conversation/>  
<https://cruciality.files.wordpress.com/2009/12/gorony-review-of-changing-the-conversation-by-anthony-b-robinson.pdf>  
<https://forthesomedaybook.wordpress.com/2013/01/31/book-review-changing-the-conversation/>  
<http://www.anthonyrobinson.com/teacher.htm>  
<https://www.faithandleadership.com/anthony-b-robinson>  
[http://day1.org/3939-the\\_rev\\_anthony\\_robinson](http://day1.org/3939-the_rev_anthony_robinson)  
<https://www.christiancentury.org/contributor/anthony-b-robinson>  
<https://www.amazon.com/Anthony-B.-Robinson/e/B001JRTNII>  
[http://www.goodreads.com/author/show/70337.Anthony\\_B\\_Robinson](http://www.goodreads.com/author/show/70337.Anthony_B_Robinson)  
 Images for Anthony B. Robinson, author  
 Images for Changing the Conversation: A Third Way for Congregations: Anthony B. Robinson

### Changing the Paradigm of Blame – Appreciative Way

To make the paradigm shift in the Trauma-Informed Care approach we need to add two additional questions after we ask “What happened to you?” “How did you survive?” “For what life-giving purpose did you survive?”

The first question moves the person from being a victim to being a survivor. Sadly, many traumatized people never realize that they survived and they continue to live out a succession of victim experiences.

But simply surviving is not enough as it quickly becomes a journey of toil and endurance. The third question begins to move the person from a survivor to a thriver. To thrive we need to live from a place that is life-giving. From a place, that while it may be very different from before the trauma, is still a place of love and life. Christopher Reeve is one of my thriving heroes. Despite the profoundness of his injuries he went on to live an inspirational life.

<http://www.clergyleadership.com/blog/blog.cfm?ID=5>

Images for Changing the Paradigm of Blame – Appreciative Way

<http://www.clergyleadership.com/faculty/faculty.cfm>

### Choosing Change: How to Motivate Churches to Face the Future (Alban Institute Publications) [Peter Coutts]

Humans have been choice-makers since the days when hunter-gatherers had to decide when to hunt and what to gather. Making choices is what humans do. But individuals feel more personal autonomy and power to choose today than ever before in human history. In Choosing Change, author Peter Coutts acknowledges that clergy today recognize the impact our individualistic culture of choice is having on congregations. But Coutts also points out that many leaders do not think about motivation. For them, encouraging change is about selling their congregation on a new idea, governed by the assumption that a better idea should win the day. Wide experience in the church demonstrates that this approach often doesn't work and leaves many congregational leaders demoralized. Leaders see the need for change in their congregation, and they earnestly want to help their congregation to change. But the approach to leadership they learned, which perhaps worked better in days gone by, is no longer working. Leaders are in the motivation business, argues Coutts. Choosing Change provides an overview of current thinking from the field of motivation psychology. In the first half of the book, Coutts explores theories, ideas, and terms that are most pertinent for leaders who desire to encourage congregational change. The second half of the book offers detailed guidance for congregational leaders who want to be motivational leaders.

<https://rowman.com/ISBN/9781566994828>

<https://www.amazon.com/Choosing-Change-Motivate-Institute-Publications/dp/1566994373>

<http://www.goodreads.com/book/show/18476608-choosing-change>

<https://books.google.com/books?isbn=1566994829>

<https://alban.org/archive/the-science-and-art-of-motivational-leadership/>

<https://alban.org/2016/06/22/peter-coutts-encouraging-attitude-change-in-the-congregation-2/>

<http://ballouladner.blogdetik.com/2014/03/23/choosing-change-how-to-motivate-churches-to-face-the-future-ebook-by-peter-coutts/>

[http://moosoneeanglican.ca/bishopblog/?page\\_id=275](http://moosoneeanglican.ca/bishopblog/?page_id=275)

<http://www.choosingchange.ca/>

<http://www.choosingchange.ca/about-peter-coutts.html>

<https://alban.org/books/>

<https://www.amazon.com/Peter-Coutts/e/B00E3VNSBU>

Images for Peter Coutts, author choosing change

Images for Choosing Change: How to Motivate Churches to Face the Future (Alban Institute Publications) [Peter Coutts]

<https://alban.org/books/>

[https://openlibrary.org/publishers/Alban\\_Institute](https://openlibrary.org/publishers/Alban_Institute)

Images for Alban Institute Publications

### Counting the cost of change - The Lutheran Magazine

In rural Nebraska, reaching the unchurched inflicts growing pains. What does it cost for the rural church to grow? Just as there is a cost to following Christ, there is a cost to expanding the ministry of our congregations. At Holy Trinity Lutheran Church, Sidney, Neb., attendance at weekly worship is 253, which includes a Wednesday service and two Sunday services. Two years ago, we launched a contemporary worship service. Before, there had been one traditional liturgical service only. Today, the contemporary service accounts for two-thirds of our Sunday worshippers. In the last two years we received 82 new members--95 percent of them through the contemporary service.

[http://www.thelutheran.org/article/article.cfm?article\\_id=973](http://www.thelutheran.org/article/article.cfm?article_id=973)

[Images for Counting the cost of change – The Lutheran Magazine](#)

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### Crossing the Bridge: Church Leadership in a Time of Change [Alan Roxburgh, Mike Regele]

We are in the midst of pervasive and profound change in Western culture. Consequently, we are that generation of leaders who find ourselves right at one of those fulcrum points of history where everything is tipping over into a very different world. We did not ask to be leaders at this time. We just are. It is what we will do with this fact that will shape not only our own leadership, but, even more, the shape of the church and its mission for years to come. This book is about leading congregations or denominations through a period of tumultuous transition. The information about change provided in this book is designed to assist you in the particular church leadership context in which you find yourself.

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[Images for Mike Regele, author](#)

[Images for Crossing the Bridge: Church Leadership in a Time of Change \[Alan Roxburgh, Mike Regele\]](#)

### Dying for Change [Leith Anderson]

A recent survey of America's Protestant churches estimates that 85 percent have plateaued or are declining in membership. The rapid and complex changes transforming Western society have left many churches and ministry organizations teetering between ineffectiveness and extinction. They must learn to meet the challenges of the present and upcoming generation quickly. Leith Anderson has successfully guided his own church through a process of extraordinary growth and change. Out of his experience, research, and presentations has come the material for this book. *Dying for Change* is not intended to be a simple formula for success. Change is extremely difficult but absolutely necessary.

<http://www.amazon.com/Dying-Change-Leith-Anderson/dp/1556616651>

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[Images for Leigh Anderson, author a church for the 21<sup>st</sup> century](#)

[Images for Dying for Change \[Leith Anderson\]](#)

### Enlightened Leadership: Getting to the Heart of Change [Ed Oakley, Doug Krug]

Like all managers today, you face a constant struggle to keep up with the rapidly changing demands on your business. Whether you can create continuing, positive changes in response will determine if you - and your organization - thrive or even survive. Enlightened Leadership shows that the solutions you need are already available from your own people. Your ability to inspire, motivate, and instill a sense of ownership and commitment throughout your organization is the key to capitalizing on your greatest asset - the talent, expertise, and natural energy of your employees. Enlightened Leadership explains why most efforts at change actually increase resistance - how traditional management approaches breed resentment and make it difficult, if not impossible, for change initiatives to succeed. Managers at all levels - from small business owners to corporate strategists - can use Oakley and Krug's proven, hands-on techniques, including planning, communication, and motivational tools, to support their employees in effecting the positive changes that will make the difference in achieving their organizations' bottom-line goals.

The key lies in showing those who would be *change agents* how to capitalize on their organization's greatest asset: the under-utilized talent, expertise, and energy of its existing staff. The authors' program is based on maximizing the contributions of *all* employees - by sharing information, decision-making, and planning with them - creating a shared culture of organizational goals, strategies, and methods.

Managers and leaders at all levels - from small business owners to corporate strategists - can use Oakley and Krug's proven techniques, including planning, communication, and motivational tools, to support their employees in effecting the positive changes that will make the difference in achieving their organizations' bottom-line goals.

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Images for Ed Oakley, author

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Images for Doug Krug

[Images for Enlightened Leadership: Getting to the Heart of Change \[Ed Oakley, Doug Krug\]](#)

### [PDF]Ensuring Change is a Blessing - Clergy Leadership Institute

The Appreciative Model of Change

Any intentional change can be understood as a process of going from an initial state A to a preferred state B. The transition from A to B is achieved by discovering, accessing, and utilizing resources.

<http://www.clergyleadership.com/handouts/Transitional-Ministry-Blessing.pdf>

[Images for Ensuring Change is a Blessing - Clergy Leadership Institute The Appreciative Model of Change images](#)

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<http://appreciativeway.com/blog/blog.cfm?ID=15> Managing Resistance to Change

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Images for Rob Voyle on change

### Excuses Begone! How to Change Lifelong, Self-Defeating Thinking Habits [Dr. Wayne W. Dyer]

Within the pages of this transformational book, Dr. Wayne W. Dyer reveals how to change the self-defeating thinking patterns that have prevented you from living at the highest levels of success, happiness, and health. Even though you may know what to think, actually changing those thinking habits that have been with you since childhood might be somewhat challenging. If I changed, it would create family dramas . . . I'm too old or too young . . . I'm far too busy and tired . . . I can't afford the things I truly want . . . It would be very difficult for me to do things differently . . . and I've always been this way . . . may all seem to be true, but they're in

fact just excuses. So, the business of modifying habituated thinking patterns really comes down to tossing out the same tired old excuses and examining your beliefs in a new and truthful light. In this groundbreaking work, Wayne presents a compendium of conscious and subconscious crutches employed by virtually everyone, along with ways to cast them aside once and for all. You'll learn to apply specific questions to any excuse, and then proceed through the steps of a new paradigm. The old, habituated ways of thinking will melt away as you experience the absurdity of hanging on to them. You'll ultimately realize that there are no excuses worth defending, ever, even if they've always been part of your life-and the joy of releasing them will resonate throughout your very being. When you eliminate the need to explain your shortcomings or failures, you'll awaken to the life of your dreams.

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Images for Dr. Wayne W. Dyer, author

Images for Excuses Begone! How to Change Lifelong, Self-Defeating Thinking Habits [Dr. Wayne W. Dyer]

#### 50 best Leading Change images on Pinterest

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Images for leading change pinterest

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#### Finding Our Story: Narrative Leadership and Congregational Change (Narrative Leadership Collection) [Larry A. Golemon]

Helping a community of faith 're-vision' its personal and collective narratives is one of the greatest leadership challenges of the age. In *Finding Our Story*, Larry Golemon, lead researcher of the Alban Institute's Narrative Leadership in Ministry project, has assembled essays by congregational consultants who use the power of story to help congregations heal, strengthen, and reinvent themselves. These consultants describe how narrative therapy works, explore its promise and its challenges, and share the practical wisdom of their own experiences along with their favorite models of narrative change to show how congregations can be transformed by re-authoring the operative stories they live by.

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## 5 skills transition pastors must acquire - Transition Ministries Group

### 1. **Change** leader

Transition pastors and interim pastors must be effective change leaders. Ways of doing ministry (the methods) are soon obsolete in our rapidly changing cultural landscape. The message does not change but each new generation calls forth fresh, new ways of delivering the unchanging message.

<http://www.transitionministriesgroup.com/5-skills-transition-pastors-must-acquire/>

[Images for 5 skills transition pastors must acquire - Transition Ministries Group 1. Change leader](#)

## 5 Tips for Managing Resistance to Change | Prosci

Learn from thousands of change management practitioners by following these five tips for managing resistance to change. These tips are taken from Prosci's change management best practices research, conducted over the last two decades:

- Do change management right the first time
- Expect resistance to change
- Address resistance formally
- Identify the root causes of resistance
- Engage the "right" resistance managers

<https://www.prosci.com/change-management/thought-leadership-library/managing-resistance-to-change>

[Images for 5 Tips for Managing Resistance to Change | Prosci](#)

## Fusion Leadership: Unlocking the Subtle Forces that Change People and Organizations [Richard L. Daft, Robert H. Lenge]

Fusion Leadership describes a new way of leading based on "fusion" - bringing together the emotional, intellectual, and spiritual aspects of people to accomplish mutual goals based on shared visions and values. Included are practical applications for real-world management situations.

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[Images for Richard L. Daft, author](#)

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[Images for Fusion Leadership: Unlocking the Subtle Forces that Change People and Organizations \[Richard L. Daft, Robert H. Lenge\]](#)

## Good to Great: Why Some Companies Make the Leap... And Others Don't by Jim Collins (Author).

To find the keys to greatness, Collins's 21-person research team read and coded 6,000 articles, generated more than 2,000 pages of interview transcripts and created 384 megabytes of computer data in a five-year project. The findings will surprise many readers and, quite frankly, upset others.

### The Challenge

Built to Last, the defining management study of the nineties, showed how great companies triumph over time and how long-term sustained performance can be engineered into the DNA of an enterprise from the very beginning.

But what about the company that is not born with great DNA? How can good companies, mediocre companies, even bad companies achieve enduring greatness?

### The Study

For years, this question preyed on the mind of Jim Collins. Are there companies that defy gravity and convert long-term mediocrity or worse into long-term superiority? And if so, what are the universal distinguishing characteristics that cause a company to go from good to great?

### The Standards

Using tough benchmarks, Collins and his research team identified a set of elite companies that made the leap to great results and sustained those results for at least fifteen years. How great? After the leap, the good-to-great companies generated cumulative stock returns that beat the general stock market by an average of seven times in fifteen years, better than twice the results delivered by a composite index of the world's greatest companies, including Coca-Cola, Intel, General Electric, and Merck.

### The Comparisons

The research team contrasted the good-to-great companies with a carefully selected set of comparison companies that failed to make the leap from good to great. What was different? Why did one set of companies become truly great performers while the other set remained only good?

### The Findings

The findings of the Good to Great study will surprise many readers and shed light on virtually every area of management strategy and practice. The findings include:

Level 5 Leaders: The research team was shocked to discover the type of leadership required to achieve greatness.

The Hedgehog Concept (Simplicity within the Three Circles): To go from good to great requires transcending the curse of competence.

A Culture of Discipline: When you combine a culture of discipline with an ethic of entrepreneurship, you get the magical alchemy of great results. Technology Accelerators: Good-to-great companies think differently about the role of technology.

The Flywheel and the Doom Loop: Those who launch radical change programs and wrenching restructurings will almost certainly fail to make the leap.

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Images for Jim Collins (Author)

[Images for Good to Great: Why Some Companies Make the Leap... And Others Don't by Jim Collins \(Author\)](#)

### Greenhouses of Hope: Congregations Growing Young Leaders Who Will Change the World [Dorie Grinenko Baker]

Do you know a church where young people regularly shape the liturgy with words that speak their truth in ways that also inspire their elders? Do you hear about congregations that reach out in quirky new ways to their ailing neighborhoods, instead of locking doors and shipping out to a suburb? Do you find churches creating hospitable space that invites the live wriggling questions and doubts of young people in unhurried, unworried ways? Do you see congregations where young people's gifts are not stored in the basement or bracketed into 'contemporary' worship services but are brought forth and celebrated? The authors who collaborated on this book launched a quest for such vibrant, life-giving, greening congregations and observed the diverse practices that grow there.

They named these churches 'Greenhouses of Hope.' A Greenhouse of Hope is a Christian congregation freeing itself to experiment with both newly imagined and time-honored ways of following the path of Jesus. Its members respond to God's love through practices that genuinely embrace the gifts of youth and young adults. Out of these greenhouses emerge young leaders who want to change the world.

In *Greenhouses of Hope*, Dori Baker and six contributors tell the stories of these remarkable congregations, helping others think about how they can create space for the dreams of young people to be grafted into God's dreams for the world.

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[Images for Dorie Grinenko Baker, author greenhouses of hope](#)

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#### How to Manage Change Resistance – The Parish Paper

Why do church leaders so often underestimate resistance to change – even when the status quo is not working and the change promises to deliver big benefits?

[PDF] [The Parish Paper--How to Manage Change Resistance](#)

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#### How to Transform Worship Visitors into Regular Attendees – The Parish Paper

How can a leader handle the pain that comes from resistance to the results of his or her effective leadership?

- Recognize that leaders are by definition people who **change** things. Leaders who make no changes are not true leaders: their groups stay in the same location, getting the same results.
- Recognize that leaders who make no changes do not get resistance but a comfortable malaise that eventually deteriorates into chronic complaining because "nothing is happening in our church."
- Recognize that resurrecting a corpse is far more fun than burying one. Pastors in churches that resist growth should daily give joyful thanks to God. They get the opportunity to deal with the frustration that comes from growth instead of the depression that results from membership decline.

[PDF] [Ch. Effectiveness Nuggets--Volume 1--How to Transform Worship Visitors into Regular Attendees – The Parish Paper](#)

<http://www.theparishpaper.com/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%201.pdf> Page 23

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[Images for leaders are by definition people who change things](#)

#### Imagining Church: Seeing Hope in a World of Change [Gary A. Shockley, Kim Shockley]

Imagination is one of the great gifts bestowed on us by our Creator, observe authors Gary and Kim Shockley, and it can be the spark that ignites a fire of change in our lives. Drawing on their more than thirty years of pastoral and church consulting experience, the Shockleys illustrate the power of imagination using personal stories born of their own quest to be faithful in ministry. They also show readers that imagining church is a shared experience among God's people. When we imagine the church--forming a mental image of what we believe the church is and ought to be--we are co-creators with the Master Designer, Chief Architect, and Greatest Creator, and can help others imagine church. They remind leaders, "If you can't see it, neither will anyone else." The Shockleys outline how we in the church are now laborers in a new kind of vineyard--one that requires a new way of thinking and acting in our postmodern world. They invite readers to step into the flow of God's activity and, using the gifts God has given us, cooperate in the work of ministry and mission. Rather than suggesting one model or process for church effectiveness ("do it this way and grow"), *Imagining Church* helps congregational leaders to think more imaginatively about how God is at work in our present ministry contexts. This will help to open ourselves anew to the Spirit of God - the Divine Artist - who is ready to fuel our desire to be the co-creators we are meant to be for the sake of the church.

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[Images for Gary A. Shockley, Kim Shockley](#)

[Images for Imagining Church: Seeing Hope in a World of Change \[Gary A. Shockley, Kim Shockley\]](#)

#### Interim Pastors Prepare Congregations For Change - tribunedigital-mcall

Specialized Ministry Helps Church-goers Plan for New Spiritual Leaders and Prepare for the Future

Interim ministers can have varying degrees of expertise -- from a six-month program of basic training to advanced professional development, including accreditation from the Interim Ministry Network, based in Baltimore.

To be accredited, a pastor must serve at least two interim appointments and undergo evaluations, a process that can take up to three years to complete.

Interim Ministry Network training encompasses conflict management to enabling new leadership to take place. The network is an international association of 1,500 interim ministry specialists representing 25 denominations.

Interim assignments can be delicate. More and more of them are following situations where the former pastor was involved in fraud or sexual misconduct, says the Rev. Paul Svingen, interim program director with the network.

As a result of such conflicts, training becomes even more crucial as does the need for more experienced, mobile and competent interim pastors, says Svingen.

Svingen, a Lutheran minister, commuted 750 miles from his home in Minneapolis to serve a transitional congregation in Ann Arbor, Mich. No matter where he travels, Svingen knows he will encounter the emotions of transition.

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[Images for Interim Pastors Prepare Congregations For Change](#)

#### LeadershipNext: Changing Leaders in a Changing Culture [Eddie Gibbs]

Veteran church growth expert Eddie Gibbs maps out how Christian leadership must change in light of new global realities. Styles of leadership are changing, from hierarchies to networks and from compartmentalization to connectivity. Gibbs assesses the dynamics of leadership teams, identifies healthy leadership traits, and looks to how new leaders are identified and developed. This incisive analysis is a comprehensive resource for current and emerging leaders serving in churches, para-church organizations and beyond.



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[Images for Eddie Gibbs, author](#)

[Images for LeadershipNext: Changing Leaders in a Changing Culture \[Eddie Gibbs\]](#)

#### Leadership on the Line - ShearonForSchools.com

Chapter 11: Sacred Heart

If leadership comes from love, then the leader must have a "sacred", i.e., "set apart" heart. The leader must retain innocence -- the capacity to entertain silly ideas, think unusual and perhaps ingenious thoughts, to be playful, even "strange" -- rather than dressing up cynicism as realism. She must retain curiosity rather than portraying arrogance as authoritative knowledge. And she must feel compassion rather than treating callousness as simply a sign of experience. These qualities, maintained in spite of attacks, keep the leader "in" the community and a part of it, thus allowing her to be part of the scary, challenging work of setting out to **change** that community in ways that cannot be known in the beginning, to meet a challenge that requires the hearts and minds of those in the community to change in order to survive.

[http://www.shearonforschools.com/leadership\\_on\\_the\\_line.htm](http://www.shearonforschools.com/leadership_on_the_line.htm)

[Images for Leadership on the Line](#)

#### Leading change : church leadership amid turmoil (DVD video, 2010.)

Dr. Peter Steinke applies systems theory to the task of leadership, especially leadership during or for change. Change is the new constant and change creates anxiety and resistance. The functioning of leaders during this time is critical to the ability of the organization to maintain its commitment to its mission. Unlike some theories, which neglect the human emotional processes of an organization, "Leading Change" teaches leaders to expect anxiety and sabotage but to stay calm and committed to advancing the mission. Change can stall the development of an organization through fear of the unknown, but courageous leaders can call people to embrace a new adventure in meeting the latest challenge. This course would be very helpful for congregational leaders who are experiencing transitions, conflict, demographic or economic challenges.

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[Images for Leading change : church leadership amid turmoil \(DVD video, 2010.\) Dr. Peter Steinke](#)

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### The Marks of a Healthy Congregation - 1002 UUU - UUA

*Prepared for UUA.org by Jone Johnson Lewis, reporter; Margy Levine Young, editor*

Speaker: Peter L. Steinke

A congregation has to ask whether the anxiety of those whose tendency is to nay-say (usually about 16%) is going to determine the congregation's future. And, if one or a few have a vision, and can find others with the same vision, they should begin to take action. If their vision's not accepted, they may not be re-elected, but that's the risk of leadership. He added that **change** missionaries need to mobilize change agents to foster the change; this has the advantage of delegating the anxiety and "sharing the bullets."

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[Images for change missionaries need to mobilize change agents to foster the change](#)

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[Images for Healthy-Congregations-Approach-Peter-Steinke](#)

### Leading Change in the Congregation: Spiritual & Organizational Tools for Leaders [Gilbert R. Rendle]

Many books have been written about leadership and change, but until now none has focused on the kind of change that tears at a community's very fabric. Alban senior consultant Gil Rendle provides a respectful context for understanding change, especially the experiences and resistances that people feel. Rendle pulls together theory, research, and his work with churches facing change to provide leaders with practical diagnostic models and tools. In a time when change is the norm, this book helps to "lead change" in a spiritual and healthy way.

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[Images for gilbert r. rendle \(author\)](#)

[Images for Leading Change in the Congregation \[Gilbert R. Rendle\]](#)

### Leading Change: The Argument for Values-Based Leadership [James O'Toole]

In *Leading Change*, noted management theorist James O'Toole proposes a provocative new vision of leadership in the business world - a vision of leadership rooted in moral values and a consistent display of respect for all followers. As O'Toole brilliantly demonstrates, values-based leadership is not only fair and just, it is also highly effective in today's complex organizations.

When leaders truly believe that their prime goal is the welfare of their followers, they get results. The finest leaders - from political giants like Washington, Jefferson, and Lincoln to contemporary CEOs like Max De Pree and James Houghton - have always shared leadership with their followers. They create organizations that encourage change and self-re-evaluation; they foster an atmosphere of open-mindedness and fresh thinking, in which assumptions can be challenged and goals reassessed.

Grounded in the ideas of moral philosophy, *Leading Change* powerfully transcends the standard how-to management primer to define a challenging new approach to leadership. As O'Toole so persuasively argues, growth and change are possible, indeed necessary, and they will be effected by individuals who have the stature and the courage to lead morally. This important book, at once thought-provoking and totally practical, is bound to take its place as one of the landmark business volumes of our times.





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Images for Leading Change: The Argument for Values-Based Leadership [James O'Toole]

**Leading Change Without Losing It: Five Strategies That Can Revolutionize How You Lead Change When Facing Opposition (The Change Trilogy) Kindle Edition by Carey Nieuwhof (Author), Reggie Joiner (Foreword)**

Leaders try to bring about change. And change almost always elicits opposition. So how do leaders navigate change, and the opposition to it, without giving up their dream for what could and should be? Carey Nieuwhof, pastor of Connexus Church near Toronto, examines five strategies that can help church leaders manage change:

1. Determine who is for (or against) the change and why.
2. Decide where to focus your attention.
3. Develop the questions that will set your course.
4. Learn to attack problems instead of people.
5. Persevere until the critical breakthrough.

Insightful and practical, LEADING CHANGE WITHOUT LOSING IT offers hope and encouragement for leaders, no matter where they serve in the church.

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**Leading Congregational Change: A Practical Guide for the Transformation Journey by Jim Herrington (Author), Mike Bonem (Author), James H. Furr**

With this much-needed handbook, the authors brilliantly combine their experience guiding dozens of churches through the change process with both the study of Christian disciplines and the sophisticated understanding of such important business thinkers as John Kotter on leading change and Peter Senge on learning organizations. In this eminently readable book the authors have distilled their insights and practices into simple but powerful concepts for leading congregations, whether long established or recently formed, through profound change.

Leaders using this guide will also be interested in the companion *Leading Congregational Change Workbook*, which offers assessment questions, planning worksheets, activities, and case examples for each stage of the process.

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[Images for Leading in a Culture of Change \[Michael Fullan\]](#)

### Leading in a Culture of Change [Michael Fullan]

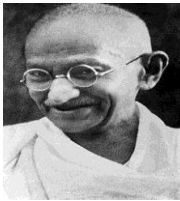
Business, nonprofit, and public sector leaders are facing new and daunting challenges--rapid-paced developments in technology, sudden shifts in the marketplace, and crisis and contention in the public arena. If they are to survive in this chaotic environment, leaders must develop the skills they need to lead effectively no matter how fast the world around them is changing.

*Leading in a Culture of Change* offers new and seasoned leaders' insights into the dynamics of change and presents a unique and imaginative approach for navigating the intricacies of the change process. Michael Fullan--an internationally acclaimed expert in organizational change--shows how leaders in all types of organizations can accomplish their goals and become exceptional leaders. He draws on the most current ideas and theories on the topic of effective leadership, incorporates case examples of large scale transformation, and reveals a remarkable convergence of powerful themes or, as he calls them, the five core competencies. By integrating the five core competencies--attending to a broader moral purpose, keeping on top of the change process, cultivating relationships, sharing knowledge, and setting a vision and context for creating coherence in organizations--leaders will be empowered to deal with complex change. They will be transformed into exceptional leaders who consistently mobilize their compatriots to do important and difficult work under conditions of constant change.

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### Mahatma Gandhi Quotes - BrainyQuote

You must be the **change** you wish to see in the world.



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[Images for Mahatma Gandhi Quotes - You must be the change you wish to see in the world.](#)

### **Making Change Happen on Time, on Target, on Budget [Ken Matejka, Al Murphy]**

In this power-packed toolkit, Matejka and Murphy mix humor with meaning, theory with skill-building practicality, as they put the power to successfully plan for and implement any type of change initiative into the hands of employees at every level of today's team-based organizations.

In every organization, there are hundreds of changes that could be made to increase efficiencies, gain market share, or improve profitability. But focus on the wrong change - no matter how expertly it is executed - can be organizational suicide: missed opportunities, lost momentum, damaged credibility, and squandered resources. Making Change Happen On Time, On Target, On Budget goes right to the heart of what it takes to thoroughly analyze the change needed, articulate a compelling 'business case for change' story, choose an approach that best fits the work culture, and take action to move employees from compliance to commitment. Confronting head-on the prevailing notion that 'one-size-fits-all,' Matejka and Murphy show clearly how each type of change initiative - continuous improvements to strategic redirections - requires varying styles of leadership, unique communication plans, different levels of staff involvement, and any number of other implementation strategies to overcome roadblocks and ensure successful completion. - including a Tracking Map that summarizes the book's key learnings and a Tracking Planner to reuse for each change launched - this power-packed toolkit digs deep into the details of the authors' 6-step change process to show how every leader, manager, and positive change agent can make the right change at the right time with the right leadership.

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[Images for Ken Matejka, author making change happen](#)

[Images for Al Murphy, author making change happen](#)

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### **Making Change | Psychology Today**

<https://www.psychologytoday.com/us/blog/making-change>

[Images for Making Change | Psychology Today](#)

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### **Making Change Stick: Twelve Principles for Transforming Organizations [Richard C. Reale]**

Does something need to change in your organization? Are you pondering how to get started - or wondering why the last change initiative was less than a resounding success? This book explores the reasons why change fails to stick and offers practical suggestions for building and leading change-capable organizations.

The essential components for initiating and sustaining change are analyzed in twelve steps. Each section includes questions for leaders to ask themselves about their organization and their own influence on its attitude toward change, as well as practical ideas for helping everyone in the organization become more adaptable, resilient, and change-capable. Leaders at all organizational levels can make change stick by following the principles detailed in this book.

Organizationally and individually, to change is to choose. The twelve principles in this book make the choices easier: Know Where You Are Going, Challenge Your Thinking, Involve and Be Involved, Align Your Culture, Honor Emotions, Confront Fear, Don't Wait for Perfection, Communicate Intentionally, Set People Up for Success, Catch People Doing Something Right, Measure Stuff that Matters, Lead from the Heart.

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[Images for Richard C. Reale, author making change stick](#)

[Images for Making Change Stick: Twelve Principles for Transforming Organizations \[Richard C. Reale\]](#)

### **Making Informed Decisions in Times of Change – Cynthia Woolever**

Good decision-making procedures include obtaining input from all stakeholders, permitting all opinions to be discussed in a respectful and open way, allowing the appropriate committees and ministries to reflect on proposals and offer feedback, and constructing a plan to evaluate the recommendation's effectiveness in the future.

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#### Ministry for a New Time: Case Study for Change (Once and Future Church Series) Fenhagen, James C.; Hahn, Celia Allison

We live at the emergence of an era not yet named. It is a turbulent time for the church. Bizarre reaction is popular as protection against uncertainty. This stunning book embraces the hope of a world in transformation and offers ways of re-conceiving and refashioning your work in vigorous fidelity to Gospel. For you who deem the health and credulity of the church's ministry and its pastoral leadership are important. The book informs the church and clergy how to look deeply into the ground of spirituality which nourishes and sustains both. Making spiritual connections can be painstaking, at odds with the culture's values, language, and thought patterns. This links faith to ministry in a way that preserves the integrity of both.

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#### Minn. Lutherans work to shed stuffy image, kick-start change - Star Tribune

Minnesota, with the largest number of Lutherans in the nation, will be instrumental in shaping the future of the faith. Time is of the essence: 37 percent of the churches in the Evangelical Lutheran Church in America — the largest denomination in Minnesota and the U.S. — now have fewer than 50 Sunday worshippers.

"A lot of Lutherans are worshiping like they just got off the boat from Europe," said the Rev. Kelly Chatman, pastor at Redeemer. "It doesn't create space for people from different backgrounds. We need to reframe what it means to be church and make it real and relevant to the neighborhood."

Membership at the ELCA plunged from 5.2 million in 1988 to about 3.7 million today. In Minnesota, numbers fell from 782,000 to about 679,000.

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[Images for Minn. Lutherans work to shed stuffy image, kick-start change - Star Tribune](#)  
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#### More than Just Buy or Sell – The World Beyond | Armstrong Economics

It has been an interesting life. They say God gives us only what we can endure. Perhaps that is true. What does not kill you definitely makes you stronger. Life is but a novel. You have to get to the end to understand the whole. If what I have discovered can endure and **help to change the way we manage society for the better**, then I can rest in peace with a smile.

<https://www.armstrongeconomics.com/armstrongeconomics101/basic-concepts/more-than-just-buy-or-sell-the-world-beyond/>  
[Images for More than Just Buy or Sell – The World Beyond | Armstrong Economics](#)  
[Images for help to change the way we manage society for the better](#)

#### Moving Off the Map: A Field Guide to Changing the Congregation by Thomas G. Bandy

In his book *Kicking Habits: Welcome Relief for Addicted Churches*, Thomas Bandy provided the big picture of the five stages of congregational renewal and transformation. Similarly, in *Growing Spiritual Redwoods*, Bandy and Bill Easum provided new metaphors for change to help congregations break out of outmoded attitudes and assumptions and described the nature of spiritual leadership necessary to grow spiritual giants that would change the face of the cultural forest.

Bandy gives a step-by-step framework for the transformation of stagnated individual congregations into mission-oriented communities. His explanation of the ways and means stresses practical tools rather than intangible goals.

In this book, Thomas Bandy provides the "big picture" of the five stages of congregational renewal and transformation. There is a set of questions to be answered, questions that pastors and church leaders frequently ask: "Where do we begin?" and "Exactly how do we go about change?" The purpose of this book is to answer those questions. Here are powerful processes and tools to



help congregations identify their strengths, weaknesses, and addictions. These processes can help a congregation shift attitudes, deepen spiritual awareness, receive biblical visions, and shape ministries for the future.

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[Images for Moving Off the Map: A Field Guide to Changing the Congregation by Thomas G. Bandy](#)

## New Songs with Old Voices: Balancing Tradition with Change

Workshop Leader: Michael M. Remson

Change is difficult. In a rapidly changing world some people want their faith communities to be places where they always know exactly what to expect. In spite of this, we know that religions have always adapted, and must do so in order to survive. Indeed, the late Mordecai Kaplan, one of the most influential American Jewish thinkers, taught that it is our obligation to reconstruct our faith in each generation. In this workshop you will look at biblical and rabbinic texts to find models for introducing change. Your discussion will include how these models are relevant today and how they can be applied to our contemporary situations.



## 2018 Annual Conference | IMN - Interim Ministry Network

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<http://imnedu.org/wp-content/uploads/2017/01/Keynote-Workshop-Descriptions.pdf> Standing at Sinai While Standing in a Changing

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[Images for Rabbi Michael M. Remson](#)

## 9 Signs Your Church Needs an Intentional Interim Pastor - Pastors.com

6. Manage **Change**. Introducing change into the life of a church is tricky business. Even people who recognize and embrace the need for change can be thrown. Most people will naturally react to change with resistance borne of fear. An intentional interim pastor needs to have and use the tools that manage the change process. If not, the changes will not be permanent, and the church will probably slip back into *status quo ante* when the new pastor arrives; this creates additional tension for the next pastor.

<http://pastors.com/intentional-interim/> The intentional interim pastor's job

6. Manage Change

[Images for 9 Signs Your Church Needs an Intentional Interim Pastor - Pastors.com 6. Manage Change.](#)

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[Images for Change management – use questions to resolve resistance - Turnaround Pastors](#)

## On Leading Change: A Leader to Leader Guide by Frances Hesselbein (Author), Rob Johnston (Author), The Drucker Foundation (Author)

*On Leading Change* features the best thinking from top experts on strategies for change, sustaining growth, and leading transition. Written in a concise style that is ideal for the busy executive with little time to read, the book highlights a stellar panel of contributors including Peter Drucker, Peter Senge, William Bridges, and Rosabeth Moss Kanter. *On Leading Change* is one title in

The Leader to Leader Guides four-volume set that draws from the most compelling articles that have appeared in the Drucker Foundation's award-winning journal Leader to Leader.

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[https://www.goodreads.com/author/list/26924.Frances\\_Hesselbein](https://www.goodreads.com/author/list/26924.Frances_Hesselbein)

Images for Frances Hesselbein (Author)

<http://www.huffingtonpost.com/author/frances-hesselbein>

<https://www.amazon.com/Rob-Johnston/e/B002BM1G7G>

[https://www.goodreads.com/author/list/225341.Rob\\_Johnston](https://www.goodreads.com/author/list/225341.Rob_Johnston)

Images for Rob Johnston (Author) on leading change

Images for On Leading Change: A Leader to Leader Guide by Frances Hesselbein (Author), Rob Johnston (Author), The Drucker Foundation (Author)

<https://www.amazon.com/Drucker-Foundation-Future-Nonprofit-Management/dp/0787953709>

Images for Drucker Foundation (Author)

### Organix: Signs of leadership in a changing church by Bob Whitesel (Author)

Does your leadership style fit new ways of doing church--leadership that is organic and elastic and that finds ways to seize God-given opportunities? Looking back and drawing on the ancient Christian tradition, Bob Whitesel describes seven traits for successful leadership, which he characterizes by seven symbols:

O (the Greek symbol theta) – the first letter of the Greek word *theos* stresses that God is the source of the burden for others and provides the power to help them.

Rx (the medical prescription symbol) – an emphasis on addressing the spiritual and physical health of leaders.

G (a stylized “G” for “graffiti”)– the edgy, colorful, and artful collages that help define contemporary organizations.

A (inspired by the recycle symbol) – the idea of recycling places, experiences and people rather than discarding them.

N - emerging networks that connect people more quickly, efficiently, precisely and continuously.

I - an emphasis on “incarnation”, a going “in the flesh” to serve others rather than sending surrogates.

X (the Jerusalem cross with a number in each quadrant) – four types of measurement observed in Jerusalem (Acts 2:42-47), which at their core point to Christ’s work on the cross.

Taken together, these symbols spell out the word “organix” and represent a fundamentally new way to think about your church and how you can best lead.

<http://www.amazon.com/Organix-Signs-Leadership-Changing-Church/dp/1426740824>

<https://www.goodreads.com/book/show/13000096-organix>

<https://www.abingdonpress.com/product/9781426753930/>

<https://books.google.com/books?isbn=1426753934>

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Organix: Signs of Leadership in a Changing Church

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<https://churchhealthexpert.wordpress.com/>

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<https://churchhealthexpert.wordpress.com/>

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[http://www.goodreads.com/author/show/241612.Bob\\_Whitesel](http://www.goodreads.com/author/show/241612.Bob_Whitesel)

Images for Bob Whitesel (Author)

Images for Organix: Signs of leadership in a changing church by Bob Whitesel (Author)

### Preparing for change reaction: How to introduce change to your church by Bob Whitesel (Author)

Many churches resist change because they fear that changing methodologies will require a change in core beliefs or values.

Whitesel explodes that myth by offering conclusive evidence that God himself frequently changes the methods by which he deals with people without changing his holy character. This practical guide is designed to be used by church leaders with their boards as a tool for negotiating needed changes. The author compellingly makes the case that new methodology can and must be embraced without altering a church’s beliefs or mission. He then offers a series of exercises to be undertaken jointly by church leaders that will result in the production of a master plan for managing change effectively in the local church.

<http://www.amazon.com/Preparing-Change-Reaction-Introduce-Church/dp/0898273641>

<https://www.goodreads.com/book/show/3377212-preparing-for-change-reaction>  
<https://www.logos.com/product/38132/preparing-for-change-reaction-how-to-introduce-change-in-your-church>  
<https://www.barnesandnoble.com/w/preparing-for-change-reaction-bob-whitesel/1111419602>  
[https://books.google.com/books/about/Preparing\\_for\\_Change\\_Reaction.html?id=s3ZpGQAACAAJ](https://books.google.com/books/about/Preparing_for_Change_Reaction.html?id=s3ZpGQAACAAJ)  
<https://churchhealthwiki.wordpress.com/category/bob-whitesel-articles/>  
<https://churchhealthwiki.wordpress.com/tag/preparing-for-change-reaction-book/>  
<https://churchexecutive.com/archives/understanding-the-four-forces-that-control-church-change>  
<https://churchhealthwiki.files.wordpress.com/2015/07/whitesel-article-8-steps-to-changing-a-church.pdf>  
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<https://digitalcommons.andrews.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1053&context=jac>  
 [review]

Images for Preparing for change reaction: How to introduce change to your church by Bob Whitesel (Author)

### Staying power: Why people leave the church over change (and what you can do about it!) by Bob Whitesel

In *Staying Power*, Bob Whitesel offers specific, helpful ideas on how church leaders can nurture the agents of change in their congregations while also fostering the good will of those who see it as their job to maintain stability and continuity with the church's past.

A guide to working for change in the congregation without losing members.

Change is essential to every Christian congregation's ongoing health and vitality. Yet change is also inherently threatening, and often produces conflict between those who advocate radical and bold change in the church and those who prefer a more careful, incremental approach. Change--or rather conflict about change--is one of the reasons most frequently cited when people leave the church. Sadly, it is often the advocates of change, those who have become excited about a new vision for where the church is going and have worked hard to implement that vision, who choose to leave when conflict erupts.

This pattern of change, conflict, and exodus need not be inevitable. Building on the work of those who have studied organizational change and transition, Bob Whitesel points to 6 distinct moments in the congregation's life when conflict over change (and the departure of members as a result) can either occur or be avoided. In this book he offers specific, helpful ideas for how church leaders can nurture the agents of change in their congregations while also fostering the good will of those who see it as their job to maintain stability and continuity with the church's past.

Filled with numerous examples of actual congregations that have either succumbed to conflict over change or worked through it, *Staying Power* will be helpful to all congregational leaders who wish to introduce substantive new directions into the life of the church without alienating a significant portion of its membership.

<https://www.amazon.com/Staying-Power-People-Church-Change/dp/0687066808>

<http://www.betterworldbooks.com/staying-power-id-0687066808.aspx>

Images for Staying power: Why people leave the church over change (and what you can do about it!) by Bob Whitesel

### Parallel Development - Episcopal Church: A Pathway for Exploring Change and a New Future in Congregational Life

As a pathway for exploring the future of the church, the strategy of "parallel development" makes it possible to start up new directions and new initiatives alongside the older and more established forms of our life and mission. The new and old exist side by side.

#### Parallel Development | Episcopal Church

[https://www.episcopalchurch.org/library/document/parallel-development\\_CDR\\_series3\(2\).Pdf](https://www.episcopalchurch.org/library/document/parallel-development_CDR_series3(2).Pdf)

[http://archive.episcopalchurch.org/documents/CDR\\_series3\(2\).pdf](http://archive.episcopalchurch.org/documents/CDR_series3(2).pdf) check out this article - episcopal church home

Images for Exploring Change and a New Future in Congregational Life

### Pastor's Spot

This past Sunday I mentioned in my sermon that we are a church that needs to make some **changes** if we are to survive into a long future. I believe God calls us to change to meet the needs of the people as they change along with the culture.

Much of our interim ministry will have focus of redevelopment and revitalization. Experience tells me that churches, like most all institutions, resist change, and just like a child (teenage especially) we hate hearing things like "it is what is good for you."

Some principles of church and change I have observed as a church planning consultant:

#### June 23, 2011 - First Christian Church of Macomb, IL

<http://macomb.lib.il.us/community/churches/christian/chaltid/20110623chaltid.html>

Images for church needs to make changes to survive

### Preaching During the Interim - Sermons & Articles - Preaching.com

The Major Tasks of the Interim Pastor

5. Risking **Change**

Preaching on Risking Change

<https://www.preaching.com/articles/preaching-during-the-interim/>

Images for Preaching on Risking Change

Page 4

Page 7

### Redeveloping the Congregation: A How to for Lasting Change [Mary Sellon, Dan Smith, Gail Grossman]

What makes it possible for a church to reverse course from decline or stagnation into long lasting vitality? How can a church immigrate from a congealing present into a compelling future? What can a congregation do to experience continuous, deep change rather than just temporary, surface improvement? How does a person lead redevelopment? The three authors of this book address

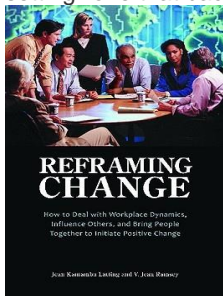
these and other questions by building on an eight-step framework for lasting change developed by John P. Kotter, noted former professor of organizational behavior at Harvard Business School. His work on organizational change is heralded in the secular world as foundational, and Smith, Sellon, and Grossman have found that his findings hold true for congregations as well. Each chapter in this book comprises three sections: mentor, companion and coach. The mentor section discusses principles and concepts to be addressed in each of the eight steps; the companion section gives readers a sense of what leading change is actually like for a congregational leader; and the coach section provides specific ways for leaders to develop the unique change processes that will be effective in their church.

<http://www.amazon.com/Redeveloping-Congregation-How-Lasting-Change/dp/1566992702>  
<https://rowman.com/ISBN/9781566992701/Redeveloping-the-Congregation-A-How-to-for-Lasting-Change>  
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<http://www.lifeandleadership.com/ministry-resources/leading-transition-and-change-in-church.html>  
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[https://www.episcopalchurch.org/files/Life\\_Cycle%281%29.pdf](https://www.episcopalchurch.org/files/Life_Cycle%281%29.pdf)  
[http://www.christianstandard.com/2008/11/cs\\_article-1033/](http://www.christianstandard.com/2008/11/cs_article-1033/)  
<https://www.amazon.com/Mary-K.-Sellon/e/B001JRX7FS>  
[https://www.goodreads.com/author/show/8270756.Mary\\_Sellon](https://www.goodreads.com/author/show/8270756.Mary_Sellon)  
Images for Mary Sellon, author redeveloping the congregation  
[https://www.goodreads.com/author/show/5447720.Dan\\_Smith](https://www.goodreads.com/author/show/5447720.Dan_Smith)  
Images for dan smith author redeveloping the congregation  
Images for Gail Grossman, author redeveloping the congregation  
Images for Redeveloping the Congregation: A How to for Lasting Change [Mary Sellon, Dan Smith, Gail Grossman]

Page 4

**Reframing Change: How to Deal with Workplace Dynamics, Influence Others, and Bring People Together to Initiate Positive Change** by Jean Kantambu Latting (Author), V. Jean Ramsey (Author)

*Reframing Change: How to Deal with Workplace Dynamics, Influence Others, and Bring People Together to Initiate Positive Change* is based on the premise that if people act with integrity and learn to develop positive workplace relationships, a ripple effect can engender similar changes in the organization as a whole. Of extraordinary value to leaders, middle managers, and management students, it is a fresh and practical how-to manual for putting new ways of thinking to work in an organizational setting—one that backs its advice with results from a rapidly growing body of rigorous social science research.



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[http://books.google.com/books?id=bJDJ39I1AlkC&source=gbs\\_book\\_similarbooks](http://books.google.com/books?id=bJDJ39I1AlkC&source=gbs_book_similarbooks)  
[http://books.google.com/books/about/Reframing\\_Change.html?id=bJDJ39I1AlkC](http://books.google.com/books/about/Reframing_Change.html?id=bJDJ39I1AlkC)  
<http://changingminds.org/techniques/general/reframing.htm>  
<https://www.amazon.com/Jean-Kantambu-Latting/e/B002MF3B2K>  
[http://www.goodreads.com/author/show/3432278.Jean\\_Kantambu\\_Latting](http://www.goodreads.com/author/show/3432278.Jean_Kantambu_Latting)  
Images for Jean Kantambu Latting (Author)  
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[http://www.goodreads.com/author/show/198903.V\\_Jean\\_Ramsey](http://www.goodreads.com/author/show/198903.V_Jean_Ramsey)  
Images for V. Jean Ramsey (Author) reframing change  
Images for Reframing Change: How to Deal with Workplace Dynamics, Influence Others, and Bring People Together to Initiate Positive Change by Jean Kantambu Latting (Author), V. Jean Ramsey (Author)

Rethinking Interim Ministry by Anthony B. Robinson » Alban

Today the real work is not just changing pastors—it is **changing** the culture of congregations. Instead of replacing one key part, the real work facing many congregations, and with which an interim minister can help, is to change the culture of the congregation.

That won't all be done—nor should it be—by an interim. But an interim minister can help the congregation understand the larger picture and challenge. A good interim can help a congregation prepare for and engage in shifts in its own culture because the world in which the large majority of mainline churches came into existence and learned to be and do church no longer exists. Despite that, many mainline churches are doing church in ways that worked reasonably well in the period of say 1945 to 1975 but aren't working nearly so well these days.

Alban at Duke Divinity School » Rethinking Interim Ministry

<https://alban.org/archive/rethinking-interim-ministry/>

[Images for interim minister change the culture of the congregation](http://www.anthonbrobinson.com/)

<http://www.anthonbrobinson.com/>

<https://www.faithandleadership.com/anthony-b-robinson>

<https://www.faithandleadership.com/blog/07-20-2010/anthony-b-robinson-motivating-change>

<http://www.christiancentury.org/contributor/anthony-b-robinson>

[http://day1.org/3939-the\\_rev\\_anthony\\_robinson](http://day1.org/3939-the_rev_anthony_robinson)

### Reviving the Congregation: Pastoral Leadership in a Changing Context [Michael W. Foss]

Pastoral leadership has always been challenging, but clergy and parish leaders today face unprecedented challenges, many of which simply didn't exist a generation ago. The questions of ministry and leadership in the church today range broadly across the financial and the managerial, the spiritual and the interpersonal.

In such a time, a wise mentor who can articulate a way forward for others is an immeasurable help. In *Reviving the Congregation*, Michael W. Foss, best-selling author of *Power Surge*, steps forward as that mentor.

Bringing decades of experience in congregational life and leadership and a winsome style to the work, Foss offers a compelling introduction to the new context in which we lead, and the personal and congregational strategies that will offer a way forward.

*Reviving the Congregation* is rooted in Foss's own experience, but it is open to all through questions for reflection, space for notes and journaling, and an extended bibliography for further reading.



<http://www.amazon.com/Reviving-Congregation-Pastoral-Leadership-Changing/dp/1451482884>

<http://store.fortresspress.com/store/productgroup/733/Reviving-the-Congregation-Pastoral-Leadership-in-a-Changing-Context>

<https://www.christianbook.com/reviving-congregation-pastoral-leadership-changing-context/michael-foss/9781451482881/pd/482881>

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[https://books.google.com/books/about/Reviving\\_the\\_Congregation.html?id=jR\\_qAwAAQBAJ](https://books.google.com/books/about/Reviving_the_Congregation.html?id=jR_qAwAAQBAJ)

<http://www.patheos.com/Books/Book-Club/Michael-Foss-Reviving-the-Congregation.html>

<https://www.youtube.com/watch?v=EdcJJC8bnQ0> Part 1: Pastor Michael Foss on his new book, *Reviving the Congregation*

<https://www.youtube.com/watch?v=NB2QRnyyQuY> Part 2: Pastor Michael Foss on his new book, *Reviving the Congregation*

<https://www.youtube.com/watch?v=yYxOoxjnpB8> Part 3: Pastor Michael Foss on his new book, *Reviving the Congregation*

[https://www.youtube.com/watch?v=5c4jE4\\_0Cqs](https://www.youtube.com/watch?v=5c4jE4_0Cqs) Part 4: Pastor Michael Foss on his new book, *Reviving the Congregation*

<https://www.youtube.com/watch?v=2TMWCL7ywrI> Part 5: Pastor Michael Foss on his new book, *Reviving the Congregation*

[http://day1.org/363-the\\_rev\\_dr\\_michael\\_foss](http://day1.org/363-the_rev_dr_michael_foss)

<http://www.stmarkwdm.org/>

<http://fortresspress.com/author/michael-w-foss>

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[https://www.goodreads.com/author/show/319095.Michael\\_W\\_Foss](https://www.goodreads.com/author/show/319095.Michael_W_Foss)

[Images for michael w. foss, author](#)

[Images for Reviving the Congregation: Pastoral Leadership in a Changing Context \[Michael W. Foss\]](#)

### Serenity Prayer

God grant me the serenity  
to accept the things I cannot **change**;  
courage to change the things I can;  
and wisdom to know the difference.

Living one day at a time;  
Enjoying one moment at a time;  
Accepting hardships as the pathway to peace;  
Taking, as He did, this sinful world  
as it is, not as I would have it;  
Trusting that He will make all things right  
if I surrender to His Will;  
That I may be reasonably happy in this life  
and supremely happy with Him



Forever in the next.

Amen.

— [Reinhold Niebuhr](#)

[Reinhold Niebuhr Quotes - Goodreads](#)

[http://www.goodreads.com/author/quotes/31146.Reinhold\\_Niebuhr](http://www.goodreads.com/author/quotes/31146.Reinhold_Niebuhr)

**Change** what cannot be accepted and accept what cannot be changed.

— [Reinhold Niebuhr](#)

[Reinhold Niebuhr Quotes - Goodreads](#)

[http://www.goodreads.com/author/quotes/31146.Reinhold\\_Niebuhr](http://www.goodreads.com/author/quotes/31146.Reinhold_Niebuhr)

[Images for Serenity Prayer](#)

[Images for accept the things I cannot change](#)

[Images for change what cannot be accepted](#)

[Shepherding New Ideas through Change-Resistance Minefields | The Parish Paper](#)

Lay leaders and pastors whose congregations move beyond change-resistance with minimum conflict acquire three interconnected skills.

<http://www.macucc.org/files/files/documents/leadershipdevelopment/2-08.pdf>

[Images for Shepherding New Ideas through Change-Resistance Minefields | The Parish Paper](#)

<https://www.theparishpaper.com/back-issue/shepherding-new-ideas-through-change-resistance-minefields>

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<http://www.wcucc.org/resource-center/church-management/parish-paper/>

<http://www.hcucc.org/the-parish-paper> February 2008: Shepherding New Ideas through Change-Resistance Minefields

<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

[Six keys to leading positive change: Rosabeth Moss Kanter - YouTube](#)

From the power of presence to the power of voice, leadership expert and Harvard Business School professor Rosabeth Moss Kanter discusses the process of making a difference in the world. Kanter uses the stories of great leaders and ordinary people to reveal the six success factors that are the keys to positive change, including lining up partnerships, managing the miserable middles of change, and sharing success with others. This uplifting talk from TEDxBeaconStreet will inspire you to lead and take action.

<https://www.youtube.com/watch?v=owU5aTNPJbs>

[Images for Six keys to leading positive change: Rosabeth Moss Kanter - YouTube](#)

<https://www.youtube.com/watch?v=2rXS0i7n5dQ> Rosabeth Moss Kanter on Change – YouTube

<https://www.youtube.com/watch?v=NM8z72vzFOU> What Change Will You Lead? | Rosabeth Moss Kanter | TEDxBeaconStreet

<https://www.youtube.com/watch?v=EbYu1Ca54bw> What Needs to Change for Women in Business? – YouTube

<http://www.hbs.edu/faculty/Pages/profile.aspx?facId=6486>

[https://twitter.com/RosabethKanter?ref\\_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor](https://twitter.com/RosabethKanter?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor)

[https://en.wikipedia.org/wiki/Rosabeth\\_Moss\\_Kanter](https://en.wikipedia.org/wiki/Rosabeth_Moss_Kanter)

<https://www.amazon.com/Rosabeth-Moss-Kanter/e/B000APOA8S>

[https://www.goodreads.com/author/show/19977.Rosabeth\\_Moss\\_Kanter](https://www.goodreads.com/author/show/19977.Rosabeth_Moss_Kanter)

[Images for Rosabeth Moss Kanter, author](#)

<https://advancedleadership.harvard.edu/people/rosabeth-moss-kanter>

<https://hbr.org/2012/09/ten-reasons-people-resist-change>

<https://hbr.org/2009/08/change-is-hardest-in-the-middle>

<http://www.economist.com/node/12492049>

<http://bigthink.com/experts/rosabethmosskanter>

[Images for leading positive change](#)

<http://sites.miiis.edu/humanrights/files/2011/05/The-Enduring-Skills-of-Change-Leaders.pdf>

[Images for skills of change leaders](#)

Some Basics on How People Change and How to Help It Happen in the Church

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

[Dealing with Change - Synod Resource Center](#)

<http://synodresourcecenter.org/evang/resources/specialists/0010/dealingwithchange.pdf>

[Images for Some Basics on How People Change and How to Help It Happen in the Church](#)

[Strategic Leadership for a Change: Facing our Losses, Finding Our Future \[Kenneth J. McFayden\]](#)

Many congregations are experiencing significant change both within and beyond their walls, and both members and leaders feel a sense of loss in the midst of these changes. In the midst of change, loss, and grief, congregations yearn for leadership - typically with differing expectations of what constitutes effective leadership in response to their needs, hopes, and priorities. At the same time, congregations resist leadership. After all, leadership assumes those who follow will be open to more change.

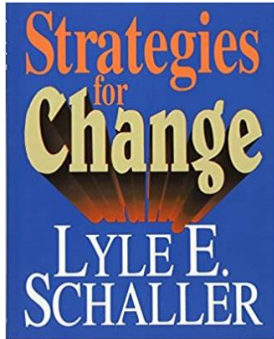
*Strategic Leadership for a Change* provides congregational leaders with new insights and tools for understanding the relationships among change, attachment, loss, and grief. It also helps to facilitate the process of grieving, comprehend the centrality of vision, and demonstrate theological reflection in the midst of change, loss, grief, and attaching anew. All this occurs as the congregation aligns its vision with God's and understands processes of change as processes of fulfillment.

Drawing on attachment theory, leadership studies, and biblical and theological resources, McFayden's work is invaluable for leaders whose congregations face change, experience loss, wonder about their future, and yearn for leadership.

<http://www.amazon.com/Strategic-Leadership-Change-Facing-Finding/dp/156699392X>  
<https://www.goodreads.com/book/show/8493102-strategic-leadership-for-a-change>  
<https://rowman.com/ISBN/9781566993920>  
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[https://books.google.com/books/about/Strategic\\_Leadership\\_for\\_a\\_Change.html?id=6YudAwAAQBAJ](https://books.google.com/books/about/Strategic_Leadership_for_a_Change.html?id=6YudAwAAQBAJ)  
<https://alban.org/archive/the-vision-to-embrace-change/>  
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Images for kenneth j. mcfayden, author  
Images for *Strategic Leadership for a Change: Facing our Losses, Finding Our Future* [Kenneth J. McFayden]

#### Strategies for Change [Lyle E. Schaller]

The fourth of five books about managing for change in the congregation, *Strategies for Change* - the fruit of the author's week-long workshops on planned change - focuses on the institutional context for change, defines sources of authority for making changes, and offers a checklist of strategies and tactics for making change.



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Images for lyle e schaller author  
Images for *Strategies for Change* [Lyle E. Schaller]

#### Wisdom from Lyle E. Schaller: The Elder Statesman of Church Leadership

##### 8. What Is the Best Way to Introduce Change at My Church?

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#### Switch: How to Change Things When Change Is Hard by Chip Heath (Author), Dan Heath (Author).

Why is it so hard to make lasting changes in our companies, in our communities, and in our own lives?

The primary obstacle is a conflict that's built into our brains, say Chip and Dan Heath, authors of the critically acclaimed bestseller *Made to Stick*. Psychologists have discovered that our minds are ruled by two different systems—the rational mind and the emotional mind—that compete for control. The rational mind wants a great beach body; the emotional mind wants that Oreo cookie. The rational mind wants to change something at work; the emotional mind loves the comfort of the existing routine. This tension can doom a change effort—but if it is overcome, change can come quickly.

In *Switch*, the Heaths show how everyday people—employees and managers, parents and nurses—have united both minds and, as a result, achieved dramatic results: The lowly medical interns who managed to defeat an entrenched, decades-old medical

practice that was endangering patients; The home-organizing guru who developed a simple technique for overcoming the dread of housekeeping; The manager who transformed a lackadaisical customer-support team into service zealots by *removing* a standard tool of customer service. In a compelling, story-driven narrative, the Heaths bring together decades of counterintuitive research in psychology, sociology, and other fields to shed new light on how we can effect transformative change. *Switch* shows that successful changes follow a pattern, a pattern you can use to make the changes that matter to you, whether your interest is in changing the world or changing your waistline.

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Images for Chip Heath (Author) switch

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Images for Dan Heath (Author) switch

Images for How to Change Things When Change Is Hard by Chip Heath (Author), Dan Heath (Author).

## Synagogues in a Time of Change: Fragmentation and Diversity in Jewish Religious Movements EDITED BY ZACHARY I. HELLER

Jewish religious communities today share a number of challenges, from the increase in secular or unaffiliated Jews to emerging Jewish spiritual communities forming outside the synagogue. Brought together by the late Zachary I. Heller of the National Center for Jewish Policy Studies, twenty of the leading Jewish thinkers have contributed to this comprehensive collection of essays. Each writer brings unique expertise and perspective in describing the development of contemporary religious movements in American Judaism, their interrelationships and tensions, and their prospects for the future. Their combined voices create a timely discussion of the many urgent issues bearing down on American synagogues.

The synagogue remains a central institution in Jewish life as a place of study, worship, and assembly, but each day brings word of a new challenging development within each of the larger movements to which synagogues belong—Orthodox, Conservative, Reform, and Reconstructionist. Jewish religious communities today share a number of challenges, from the increase in secular or unaffiliated Jews to emerging Jewish spiritual communities forming outside the synagogue. There has never been a more compelling need for a wide-ranging discussion of the diverse issues facing American Judaism. .

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[Images for Synagogues in a Time of Change: Fragmentation and Diversity in Jewish Religious Movements EDITED BY ZACHARY I. HELLER](#)

### Take the Next Step: Leading Lasting Change in the Church (Discoveries: Insights for Church Leadership) [Lovett H. Weems Jr.]

Learn how to work for genuine and effective change in your church without trying to throw out everything that has gone before. Pastors and other congregational leaders are eager to institute meaningful and effective change in their congregations. They know that old attitudes and perspectives prevent the church from fulfilling its mission to make disciples of Jesus Christ. Yet too often church advocates insist that if genuine change is to occur in the church, then everything must change. The board must be wiped clean, and new technologies, new worship styles, and even new theologies must replace what has come before. The problem with such calls for radical change, says Lovett Weems, Jr., is that they are not true to the way that genuine and lasting change takes place. Like every other organization, churches rest on a cultural foundation of shared assumptions, values, and practices. The paradox of successful change is that this foundation is at the same time the source of resistance to change and what makes change possible. Lasting, transformational change grows out of the congregation's current sense of its story and its mission. Transformational leaders know how to build on the church's identity, making new ministries and emphasizes the natural extension of what has gone before. In other words, they know how to make the story of change the next chapter in the book of the congregation's life, rather than throwing the book away and trying to start over.

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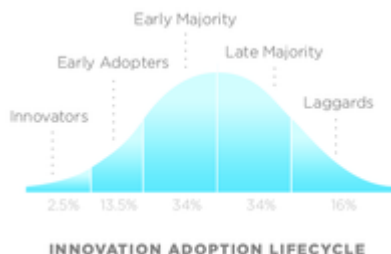
[Images for Lovett H. Weems Jr., author](#)

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### Technology adoption lifecycle - Wikipedia

The technology adoption lifecycle is a sociological model that describes the adoption or acceptance of a new product or innovation, according to the demographic and psychological characteristics of defined adopter groups. The process of adoption over time is typically illustrated as a classical [normal distribution](#) or "bell curve". The model indicates that the first group of people to use a new product is called "[innovators](#)", followed by "[early adopters](#)". Next come the early majority and late majority, and the last group to eventually adopt a product are called "phobics." Phobics use the cloud without knowing they are doing.



Rogers' bell curve

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### Temporary Shepherds: A Congregational Handbook for Interim Ministry by Roger S. Nicholson

Resistance to **change**

The first reality is institutional resistance to change. *Congregations need to change the way they do things if they are to reach and hold onto the new generation.*

<https://books.google.com/books?isbn=1566996465> xi.

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### 10 Practices of Pastors Who Lead Change and Survive - LifeWay.com

Here is a list of ten practices of those pastors I've seen make change and survive to lead the church they had always dreamed of leading.

<http://www.lifeway.com/leadership/2015/09/08/10-practices-of-pastors-who-lead-change-and-survive/>

[Images for 10 Practices of Pastors Who Lead Change and Survive - LifeWay.com](#)

### The Ability to Change – Luther Seminary

The ability to accept change is about mentally “moving over” the old ways of doing something and looking at another option for achieving the same or a better result. The focus of your leadership should always be on your mission! If there are different ways to achieve better results to achieve it – you need to make those changes! That's when you often hear, “But it isn't in the budget!” I have great respect for budgeting and it's a necessary part of being sound financially, but it isn't “cast in concrete” and needs to be treated as a spending plan – not the end of every financial discussion.

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[Images for Ability to Change – Luther Seminary](#)

### The Appreciative Inquiry Summit: A Practitioner's Guide for Leading Large-Group Change [James D. Ludema, Diana Whitney, Bernard J. Mohr, Thomas J. Griffin]

A proven program for organizational change, illustrated with real-life examples from companies and community groups.

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[Images for The Appreciative Inquiry Summit: A Practitioner's Guide for Leading Large-Group Change \[James D. Ludema, Diana Whitney, Bernard J. Mohr, Thomas J. Griffin\]](#)

### The Church of Christ in Every Age

The church of Christ in every age,  
beset by **change** but Spirit-led,  
must claim and test its heritage  
and keep on rising from the dead.

Text: F. Pratt Green, 1903-2000

<http://www.oremus.org/hymnal/t/t089.html>

[Images for The church of Christ in every age, beset by change but Spirit-led](#)

### The Dance of Change: The challenges to sustaining momentum in a learning organization (The Fifth Discipline) [Peter M. Senge, George Roth]

Since Peter Senge published his groundbreaking book *The Fifth Discipline*, he and his associates have frequently been asked by the business community: “How do we go beyond the first steps of corporate change? How do we sustain momentum?” They know that companies and organizations cannot thrive today without learning to adapt their attitudes and practices. But companies that establish change initiatives discover, after initial success, that even the most promising efforts to transform or revitalize organizations—despite interest, resources, and compelling business results—can fail to sustain themselves over time. That's because organizations have complex, well-developed immune systems, aimed at preserving the status quo.

Now, drawing upon new theories about leadership and the long-term success of change initiatives, and based upon twenty-five years of experience building learning organizations, the authors of *The Fifth Discipline Fieldbook* show how to accelerate success and avoid the obstacles that can stall momentum. *The Dance of Change*, written for managers and executives at every level of an organization, reveals how business leaders can work together to anticipate the challenges that profound change will ultimately



force the organization to face. Then, in a down-to-earth and compellingly clear format, readers will learn how to build the personal and organizational capabilities needed to meet those challenges.

These challenges are not imposed from the outside; they are the product of assumptions and practices that people take for granted—an inherent, natural part of the processes of change. And they can stop innovation cold, unless managers at all levels learn to anticipate them and recognize the hidden rewards in each challenge, and the potential to spur further growth. Within the frequently encountered challenge of “Not Enough Time,” for example—the lack of control over time available for innovation and learning initiatives—lies a valuable opportunity to reframe the way people organize their workplaces.

This book identifies universal challenges that organizations ultimately find themselves confronting, including the challenge of “Fear and Anxiety”; the need to diffuse learning across organizational boundaries; the ways in which assumptions built in to corporate measurement systems can handcuff learning initiatives; and the almost unavoidable misunderstandings between “true believers” and nonbelievers in a company.

Filled with individual and team exercises, in-depth accounts of sustaining learning initiatives by managers and leaders in the field, and well-tested practical advice, *The Dance of Change* provides an insider’s perspective on implementing learning and change initiatives at such corporations as British Petroleum, Chrysler, Dupont, Ford, General Electric, Harley-Davidson, Hewlett-Packard, Mitsubishi Electric, Royal DutchShell, Shell Oil Company, Toyota, the United States Army, and Xerox. It offers crucial advice for line-level managers, executive leaders, internal networkers, educators, and others who are struggling to put change initiatives into practice.

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[Images for The Dance of Change: The challenges to sustaining momentum in a learning organization \(The Fifth Discipline\) \[Peter M. Senge, George Roth\]](#)

### The Great Emergence: How Christianity Is Changing and Why [Phyllis Tickle]

Rooted in the observation that massive transitions in the church happen about every 500 years, Phyllis Tickle shows readers that we live in such a time right now. She compares the Great Emergence to other “Greats” in the history of Christianity, including the Great Transformation (when God walked among us), the time of Gregory the Great, the Great Schism, and the Great Reformation. Combining history, a look at the causes of social upheaval, and current events, *The Great Emergence* shows readers what the Great Emergence in church and culture is, how it came to be, and where it is going. Anyone who is interested in the future of the church in America, no matter what their personal affiliation, will find this book a fascinating exploration.

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<https://www.youtube.com/watch?v=aG-GNvDeFV8&t=87s> Phyllis Tickle - "Emergence Christianity" - Session 1 – YouTube

<https://www.youtube.com/watch?v=2O0gyzU8Dn0> Phyllis Tickle - "Emergence Christianity" - Session 2 - YouTube  
<https://www.youtube.com/watch?v=iUn2sBiJZHo&t=58s> Phyllis Tickle - "Emergence Christianity" - Session 3 – YouTube  
<https://www.youtube.com/watch?v=phxAubdeeNA&t=1s> Embracing Emergence Christianity - Phyllis Tickle on the Church's Next

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[https://www.youtube.com/watch?v=RNq\\_d5ObMg&t=7s](https://www.youtube.com/watch?v=RNq_d5ObMg&t=7s) Phyllis Tickle - YouTube

<http://www.phyllistickle.com/>

<https://www.facebook.com/phyllis.a.tickle/>

[https://en.wikipedia.org/wiki/Phyllis\\_Tickle](https://en.wikipedia.org/wiki/Phyllis_Tickle)

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[http://www.goodreads.com/author/show/1434.Phyllis\\_A\\_Tickle](http://www.goodreads.com/author/show/1434.Phyllis_A_Tickle)

Images for Phyllis Tickle, author

[Images for The Great Emergence: How Christianity Is Changing and Why \[Phyllis Tickle\]](#)

discern some instructive patterns and enable us to live more faithfully in our own day. Note the pattern:

- c. 2000 BC: The Patriarchal Era begins when God calls Abram.
- c. 1500 BC: The Exodus of Israel out of Egypt
- c. 1000 BC: King David rules over Israel
- c. 500 BC: Israel resettled in the Land after the Babylonian Exile
- c. 0 AD: The life, ministry, death and resurrection of Jesus Christ and the beginnings of the apostolic Church
- c. 500 AD: Schism splitting Oriental Christianity from the eastern and western Church, the Fall of Rome, the "Dark Ages," the rule of Pope Gregory I
- c. 1000 AD: The Great Schism between eastern and western Churches
- c. 1500 AD: The Protestant Reformation

Key to understanding the contemporary significance of this observation is to note that we are at such a five-hundred year mark at the beginning of the 21st century. Thus, the subtitle of Tickle's book: "How Christianity Is Changing and Why."

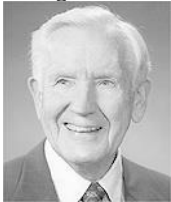
IM Book Review: The Great Emergence | [internetmonk.com](http://internetmonk.com)

<http://www.internetmonk.com/archive/im-book-review-the-great-emergence>

[Images for The Great Emergence discern some instructive patterns and enable us to live more faithfully in our own day. Note the pattern:](#)

### The Innovative Church: Seven Steps to Positive Change in Your Congregation Merton P. Strommen

Many pastors and lay leaders see that congregations need to change in order to carry out their mission, yet often attempts at change are resisted and blocked.



<http://www.amazon.com/Innovative-Church-Merton-P-Strommen/dp/0806635738>

[https://www.goodreads.com/book/show/937802.The\\_Innovative\\_Church](https://www.goodreads.com/book/show/937802.The_Innovative_Church)

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The Innovative Church: Seven Steps to Positive Change in Your Congregation

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Images for Merton P. Strommen, author

[Images for The Innovative Church: Seven Steps to Positive Change in Your Congregation Merton P. Strommen](#)

### The Leader Who Had No Title: A Modern Fable on Real Success in Business and in Life by Robin Sharma (Author)

For more than fifteen years, Robin Sharma has been quietly sharing with Fortune 500 companies and many of the super-rich a success formula that has made him one of the most sought-after leadership advisers in the world. Now, for the first time, Sharma makes his proprietary process available to you, so that you can get to your absolute best while helping your organization break through to a dramatically new level of winning in these wildly uncertain times.

In *The Leader Who Had No Title*, you will learn:

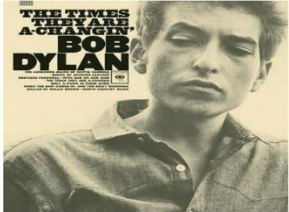
- How to work with and influence people like a superstar, regardless of your position
- A method to recognize and then seize opportunities in times of deep **change**
- The real secrets of intense innovation
- An instant strategy to build a great team and become a "merchant of wow" with your customers.
- Hard-hitting tactics to become mentally strong and physically tough enough to lead your field
- Real-world ways to defeat stress, build an unbeatable mind-set, unleash energy, and balance your personal life

Regardless of what you do within your organization and the current circumstances of your life, the single most important fact is that you have the power to show leadership. Wherever you are in your career or life, you should always play to your peak abilities. This book shows you how to claim that staggering power, as well as transform your life—and the world around you—in the process.

<http://www.amazon.com/The-Leader-Who-Had-Title/dp/1439109133>  
<http://www.goodreads.com/work/quotes/7099654-the-leader-who-had-no-title-a-modern-fable-on-real-success-in-business>  
<https://www.barnesandnoble.com/w/leader-who-had-no-title-robin-sharma/1100481860#/>  
<http://www.simonandschuster.co.uk/books/The-Leader-Who-Had-No-Title/Robin-Sharma/9781849833844>  
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<https://books.google.com/books?isbn=1439109125>  
[https://books.google.com/books/about/The\\_Leader\\_Who\\_Had\\_No\\_Title.html?id=mjasWuJANoYC](https://books.google.com/books/about/The_Leader_Who_Had_No_Title.html?id=mjasWuJANoYC)  
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<https://www.youtube.com/watch?v=yfkcY1rASM> "The Leader Who Had No Title" author Robin Sharma with Verne Harnish - YouTube  
<https://www.youtube.com/watch?v=u9IEeHqsTDs> Robin Sharma: Leading Without a Title - YouTube  
<https://www.slideshare.net/ramadd1951/the-leader-who-had-no-title>  
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[Images for Robin Sharma \(Author\)](#)  
[Images for The Leader Who Had No Title: A Modern Fable on Real Success in Business and in Life by Robin Sharma \(Author\)](#)

### The Times They Are A-Changin' | The Official Bob Dylan Site

Come gather 'round people  
Wherever you roam  
And admit that the waters  
Around you have grown  
And accept it that soon  
You'll be drenched to the bone  
If your time to you is worth savin'  
Then you better start swimmin' or you'll sink like a stone  
For the times they are a-changin'



<http://www.bobdylan.com/us/songs/times-they-are-changin>  
[Images for The Times They Are A-Changin' | The Official Bob Dylan Site](#)

### The Tipping Point: How Little Things Can Make a Big Difference [Malcolm Gladwell]

The tipping point is that magic moment when an idea, trend, or social behavior crosses a threshold, tips, and spreads like wildfire. Just as a single sick person can start an epidemic of the flu, so too can a small but precisely targeted push cause a fashion trend, the popularity of a new product, or a drop in the crime rate. This widely acclaimed bestseller, in which Malcolm Gladwell explores and brilliantly illuminates the tipping point phenomenon, is already **changing** the way people throughout the world think about selling products and disseminating ideas.

<http://www.amazon.com/The-Tipping-Point-Little-Difference/dp/0316346624>

[http://www.goodreads.com/book/show/2612.The\\_Tipping\\_Point](http://www.goodreads.com/book/show/2612.The_Tipping_Point)  
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<http://www.youtube.com/watch?v=1uLElpmQzk> Audiobook: The Tipping Point: How Little Things Can Make a Big Difference by Malcolm Gladwell - YouTube  
<http://www.youtube.com/watch?v=4tlpcVc5wU8> The Tipping Point by Malcolm Gladwell, a video book review – YouTube  
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<https://www.youtube.com/watch?v=YFbkVL1X9M8> What Is the Tipping Point Concept? Malcolm Gladwell on the Book, Law of the Few (2002) – YouTube  
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[Images for Malcolm Gladwell, author](#)  
[Images for The Tipping Point: How Little Things Can Make a Big Difference \[Malcolm Gladwell\]](#)

## To Lead Change, You Need To Be The Change - Forbes

A good leader takes pains to paint a vivid picture of the future that will inspire the team and present the consequences of not changing in all its urgency and heat.

<https://www.forbes.com/sites/dedehenley/2018/01/04/to-lead-change-you-need-to-be-the-change/#5065b4433981>  
[Images for To Lead Change, You Need To Be The Change - Forbes](#)  
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<https://www.forbes.com/sites/mikemyatt/2012/02/07/how-to-lead-change-3-simple-steps/#5e8a8c1400bb>  
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[Images for change leader mindset](#)

### Turning the Ship Around - Healthy Change in a Local Church

You may have a clear vision of the necessary changes needed in your church to become healthy, but it's like turning around an aircraft carrier; it takes time. The task of leading a church to where the members are living out biblical values every day is not an easy task. Leading a church to be healthy will require endless energy and an unrelenting determination to be the church God wants it to be! The journey is difficult and full of challenges but make no mistake about it, well worth it!

Here are five steps when trying to consider leading in healthy change in your church:

<http://pastors.com/turning-ship-around-healthy-change-local-church/>  
[Images for Turning the Ship Around - Healthy Change in a Local Church](#)

### Wade in the Water: Singing the Song of Deep Change in a Time of Uncertainty

Workshop Leader: Lawrence Peers

Tuesday's Plenary Session leader builds upon the themes from his plenary time by engaging in specific processes for working with "deep change" and "Immunity to Change." Drawing upon work of Robert Quinn on deep change and on the work of Kegan and Lahey on Immunity to Change, you will work through a specific change goal that you identify for your own interim ministry practice. You will learn to use the Immunity to Change map and to create prototypes and experiments that can be incorporated into your interim ministry work in the months following this workshop. This personal work will also give you a tool to use with leadership in your congregations.



### 2018 Annual Conference | IMN - Interim Ministry Network

<https://imnedu.org/2018-annual-conference/conference-registration/workshop-tuesday-june-19-2018/>  
[Images for Wade in the Water: Singing the Song of Deep Change in a Time of Uncertainty Workshop Leader: Lawrence Peers](#)  
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<https://twitter.com/lxpeers>  
<https://www.youtube.com/watch?v=cZYFb1uKF4s> Larry Peers, Alban Institute Senior Consultant - YouTube  
[Images for Larry Peers, Alban Institute Senior Consultant - YouTube](#)

### What Does the Bible Say About Change? - OpenBible.info

<https://www.openbible.info/topics/change>  
[Images for Bible and Change](#)  
<https://www.kingjamesbibleonline.org/Bible-Verses-About-Change/>  
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[Images for bible-changes-lives](#)  
<https://unlockingthebible.org/2015/07/how-the-bible-changes-christians/>  
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**[PDF]What is our role in creating change - Margaret Wheatley**

"A leader is anyone willing to help, anyone who sees something that needs to change and takes the first steps to influence that situation."

<http://www.margaretwheatley.com/articles/Wheatley-WhatIsOurRole.pdf>

[Images for What is our role in creating change - Margaret Wheatley](#)

**What Numbers Matter for Congregations? Lessons from Five-Year Trends – The Parish Paper**

A new report based on information from over four thousand congregations gives us new insights about how congregations have responded to **change** over the past five years.<sup>1</sup> The study suggests that some churches are thriving and surviving, despite the discouraging overall attendance trends.

**[PDF]The Parish Paper: What Numbers Matter for Congregations? Lessons from Five-Year Trends**

<http://www.wisconsinumc.org/Resources/Documents/ParishPaper/ParishPaper-Mar16.pdf>

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<https://www.theparishpaper.com/free-resources>

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**Who Moved My Cheese? An Amazing Way to Deal with Change in Your Work and in Your Life by Spencer Johnson (Author)**

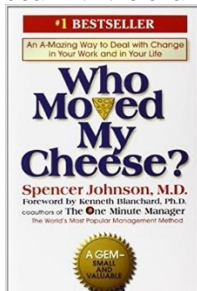
With *Who Moved My Cheese?* Dr. Spencer Johnson realizes the need for finding the language and tools to deal with change--an issue that makes all of us nervous and uncomfortable.

Most people are fearful of change because they don't believe they have any control over how or when it happens to them. Since change happens either to the individual or by the individual, Spencer Johnson shows us that what matters most is the attitude we have about change.

When the Y2K panic gripped the corporate realm before the new millenium, most work environments finally recognized the urgent need to get their computers and other business systems up to speed and able to deal with unprecedented change. And businesses realized that this was not enough: they needed to help people get ready, too.

Spencer Johnson has created his new book to do just that. The coauthor of the multimillion bestseller *The One Minute Manager* has written a deceptively simple story with a dramatically important message that can radically alter the way we cope with change. *Who Moved My Cheese?* allows for common themes to become topics for discussion and individual interpretation.

*Who Moved My Cheese?* takes the fear and anxiety out of managing the future and shows people a simple way to successfully deal with the changing times, providing them with a method for moving ahead with their work and lives safely and effectively.



<https://www.amazon.com/Moved-Cheese-Spencer-Johnson-M-D/dp/0743582853>

<http://www.amazon.com/Who-Moved-Cheese-Movie/dp/B002KUO4BO>

[http://www.goodreads.com/book/show/4894.Who\\_Moved\\_My\\_Cheese](http://www.goodreads.com/book/show/4894.Who_Moved_My_Cheese)

[https://www.goodreads.com/author/quotes/3340.Spencer\\_Johnson](https://www.goodreads.com/author/quotes/3340.Spencer_Johnson)

<https://www.penguinrandomhouse.com/books/291680/who-moved-my-cheese-by-spencer-johnson/9780399147241/>

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[https://www.youtube.com/watch?v=SBX\\_tOYgt58](https://www.youtube.com/watch?v=SBX_tOYgt58) Images for Who Moved My Cheese? An Amazing Way to Deal with Change in Your Work and in Your Life by Spencer Johnson

### Who Moved My Pulpit?: Leading Change in the Church by Thom S. Rainer (Author)

*Who Moved My Pulpit?* may not be the exact question you're asking. But you're certainly asking questions about change in the church—where it's coming from, why it's happening, and how you're supposed to hang on and follow God through it—even get out ahead of it so your church is faithfully meeting its timeless calling and serving the new opportunities of this age.

Based on conversations with thousands of pastors, combined with on-the-ground research from more than 50,000 churches, best-selling author Thom S. Rainer shares an eight-stage roadmap to leading change in your church. Not by changing doctrine. Not by changing biblical foundations. But by changing methodologies and approaches for reaching a rapidly changing culture. While it is not a formulaic approach, *Who Moved My Pulpit?* is a clear guide for church leaders who are not satisfied with the status quo and who yearn for their churches and ministries to make a kingdom difference. True transformational change in the church is possible. You are the pastor. You are the church staff person. You are an elder. You are a deacon. You are a key lay leader in the church. This is the book that will equip you to celebrate and lead change no matter the cost.

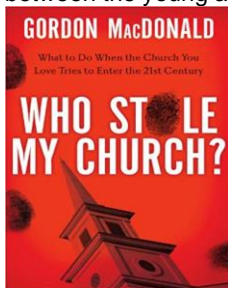
Nine out of 10 churches in America are either declining or growing slower than the communities in which they are located. Stated simply, 90 percent of American churches are losing ground in their communities. Change is not an option; it is an urgent need. We don't change our doctrines and biblical foundations, but we do change our methodologies and approaches for this rapidly changing culture.

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### Who Stole My Church: What to Do When the Church You Love Tries to Enter the 21<sup>st</sup> Century [Gordon MacDonald]

A storm hits a small New England town late one evening, but the pelting rain can't keep a small group of church members from gathering to discuss issues that lately have been brewing beneath the surface of their congregation. They could see their church was **changing**. The choir had been replaced by a flashy "praise band." The youth no longer dressed in their "Sunday best." The beautiful pipe organ sat unused. How will this group overcome a deepening rift in their fellowship and nourish the relationship between the young and old? Can their church survive or even thrive?



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### Why Change? Insights on How Churches and Organizations Are Changing and What to Do

The environment is forcing changes on human endeavors in every context. Overload caused by long hours at work, limited financial resources and competing goals are all having an impact. There are rapid changes both in the way issues are being tackled and in the tools being used to address them.

[http://www.ministryhealth.net/mh\\_articles/183\\_why\\_change.html](http://www.ministryhealth.net/mh_articles/183_why_change.html)

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