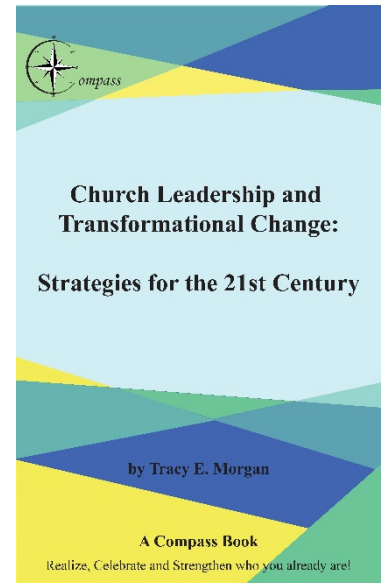


Leadership & Transformational Change: 21st Century Strategies

CEEP Conference
February 23, 2018



Agenda (9:15 am - 10:45 am)

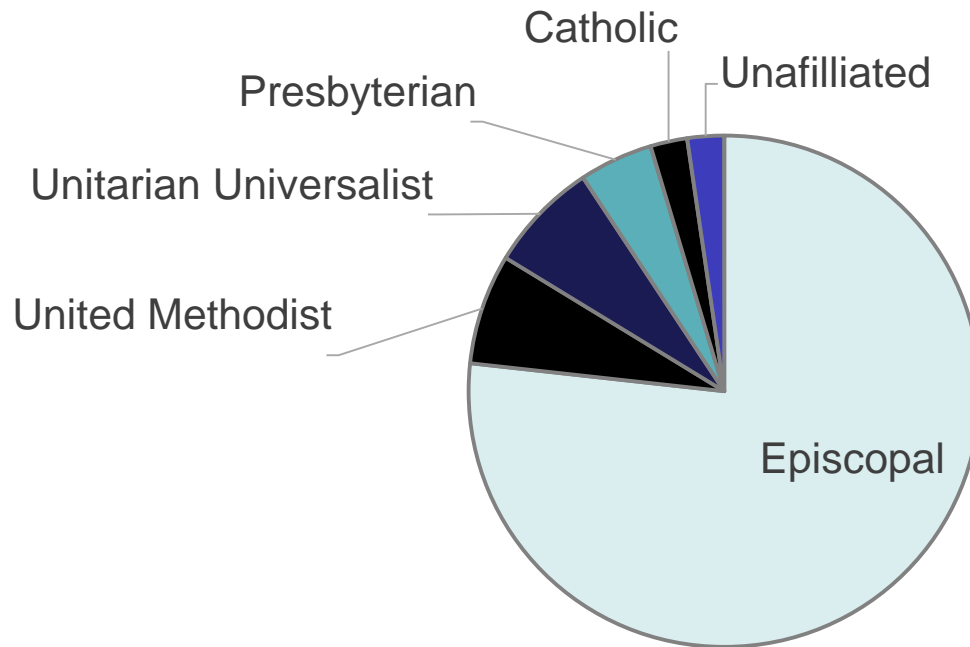
- Introduction
- 8 proven steps for managing change
- Presentation of survey findings
- Sharing stories and lessons learned from attendees

8 Proven Steps for Managing Change

1. Articulate the urgent and compelling reason for change
2. Create/discern a vision for the future
3. Form a powerful guiding coalition to lead the change effort
4. Frequently and consistently communicate the vision
5. Develop and implement the action plan
6. Create success stories to share
7. Create momentum with more success stories
8. Set the changes into the culture

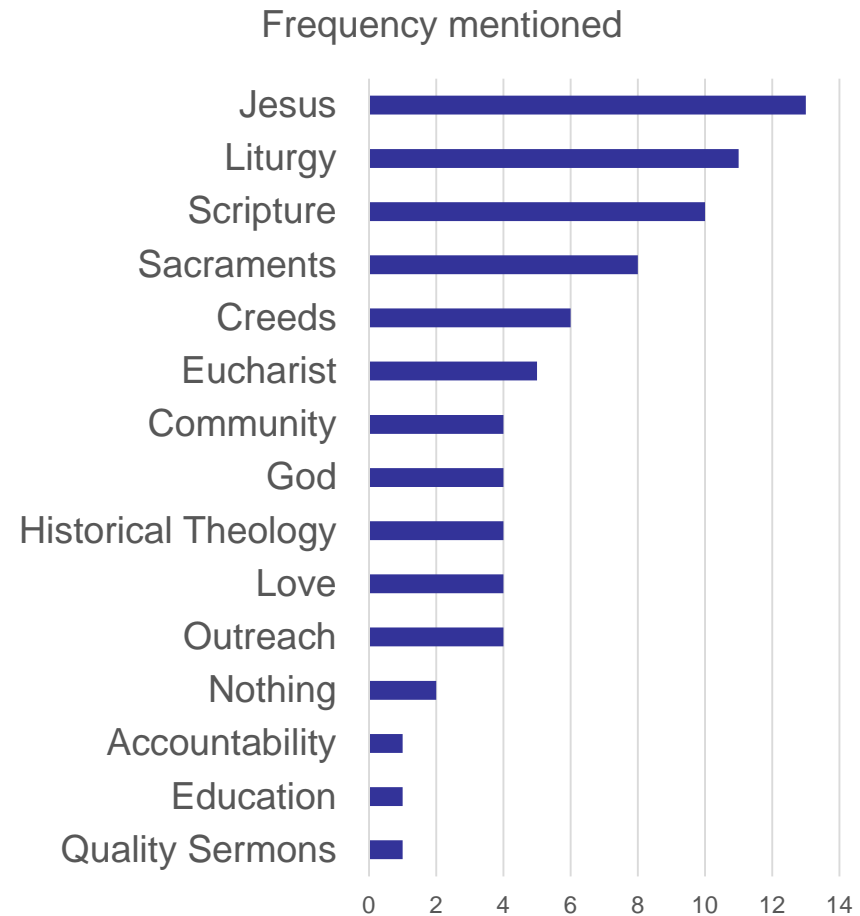
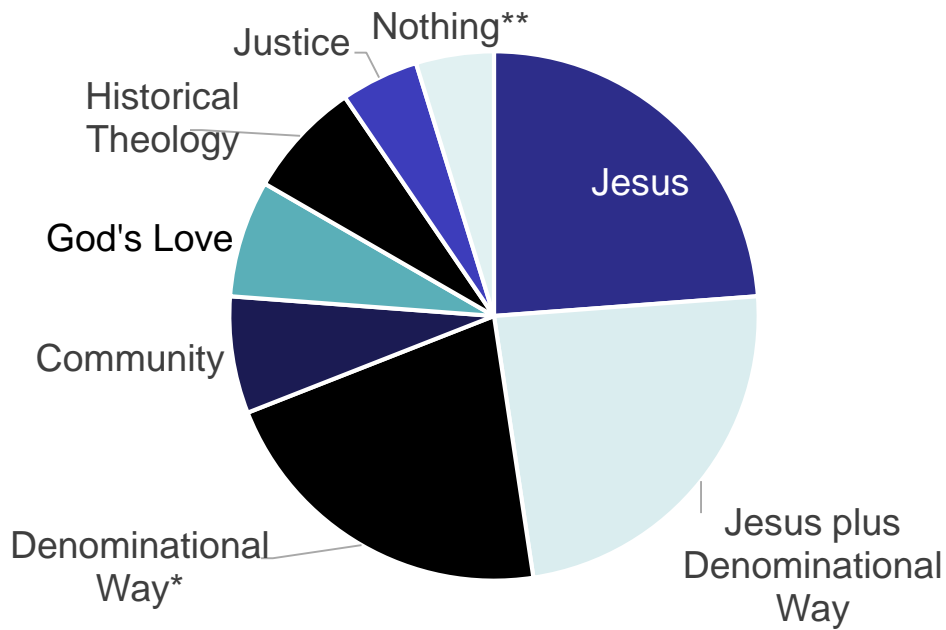
Survey Findings

- 45 people responded to a two question open-ended survey, conducted in January and February 2018.



Survey Findings – What is essential, unchangeable?

These are top of mind responses to an open ended question; not a check boxes.

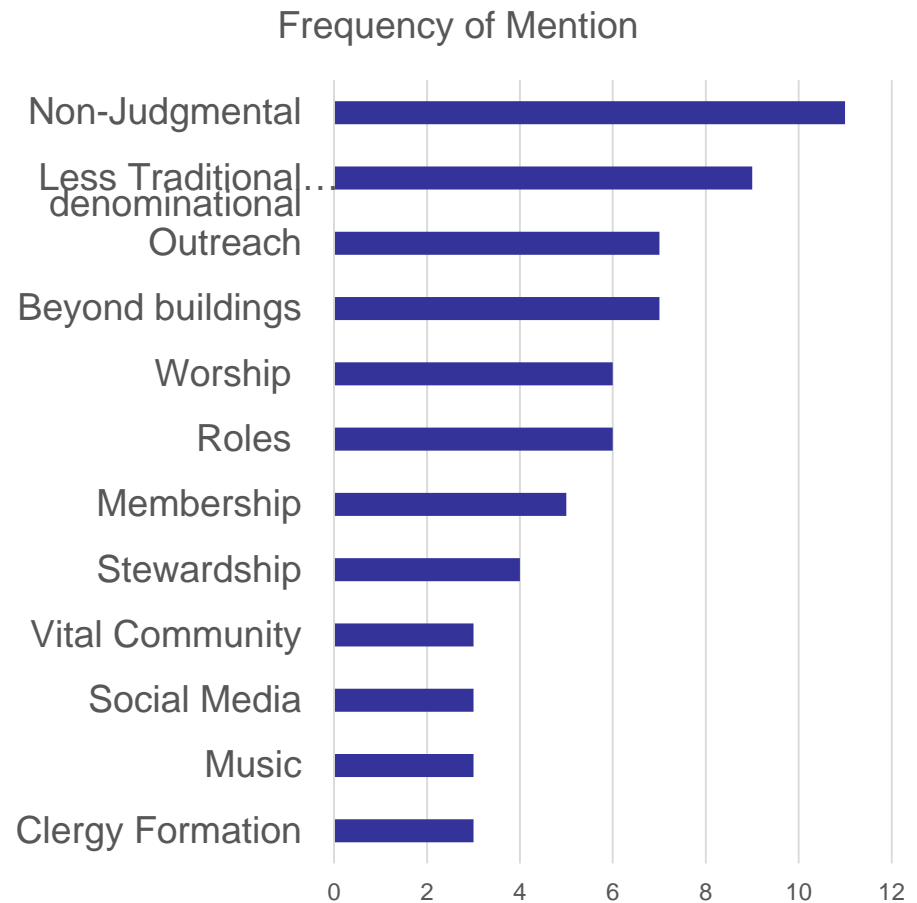
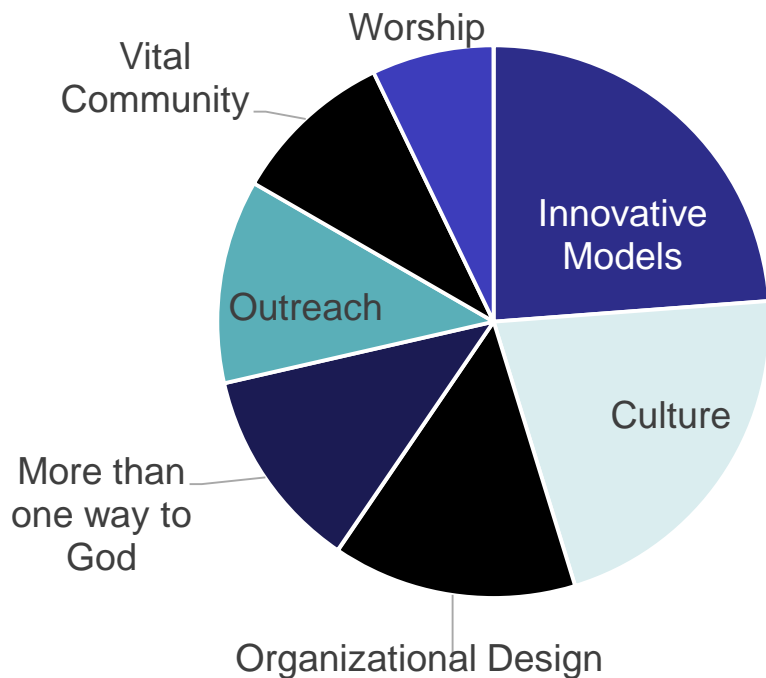


*all respondents Episcopal

**all respondents United Methodist

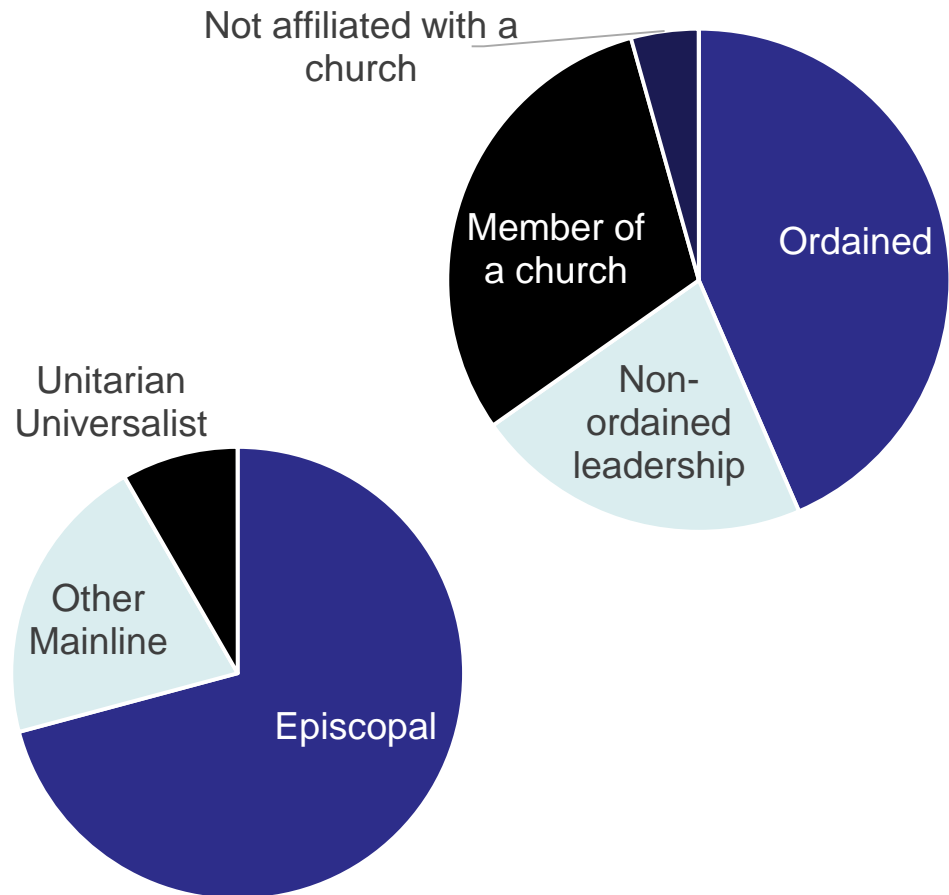
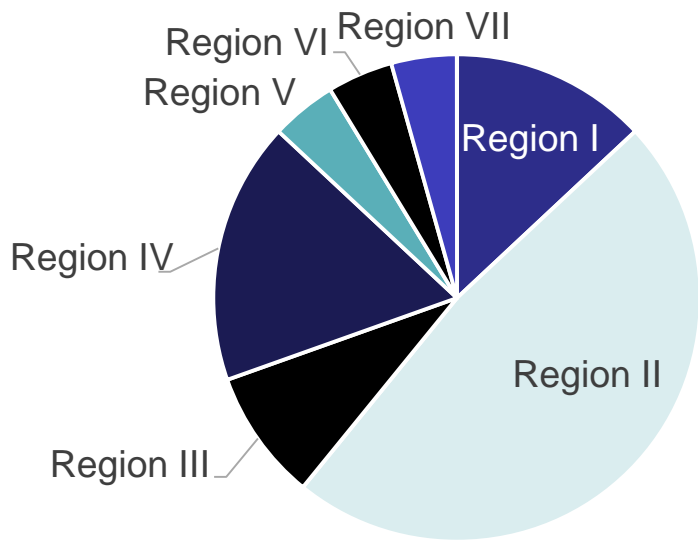
Survey Findings – What needs to be changed?

These are top of mind responses to an open ended question; not a check boxes.



In-Depth Survey Findings

- 23 of the 45 completed a longer quantitative / qualitative survey



In depth survey results – highly aligned

Goal statements:

More ministry should take place outside the sanctuary.



- ▶ There should be more collaborative worship services among churches of different denominations.
- ▶ Denominational leaders should increase promotion of alternative models to a church with a physical building and full time minister.



Comments are from people who disagreed with the statement:

- I'm sort of not sure what this question means. If it means online services or other non-traditional techniques, I'm on the fence about this idea. If it were done well, maybe it would be okay, or at the least, could provide the possibility of a service for those who couldn't go to church that week. If it means slide show presentations or hymn sings where we follow the bouncing ball instead of using a hymnal, thanks but no thanks.

Assumptions statements:

Caring for people in need is an essential aspect of a church.



Genuinely listening to one another's experiences to learn from them is essential for a vital church community.



Collaboration among small churches is an effective way to share the costs of running churches.



Questioning orthodoxy is part of our historical religious culture.



A person can be loyal to their own beliefs and practices while affirming others.



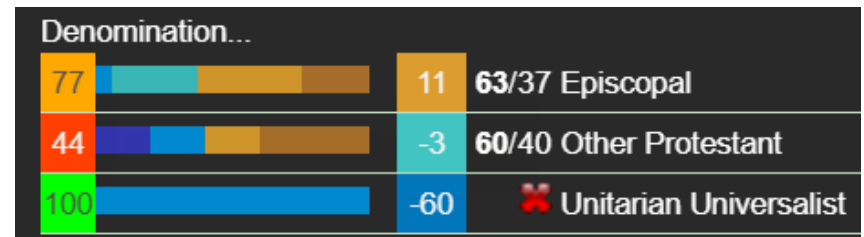
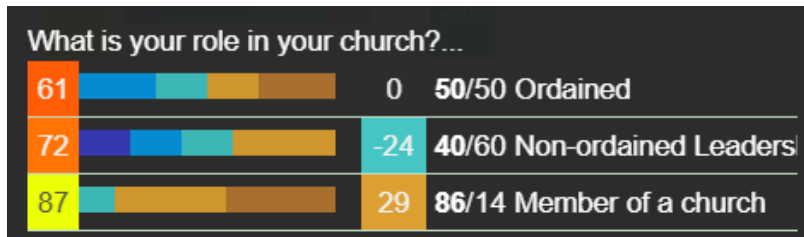
Teaching is an essential aspect of a church.



In depth survey results – highly misaligned goal

Goal statement:

- ▶ The church should remain steadfast in its beliefs rather than changing to meet the culture.



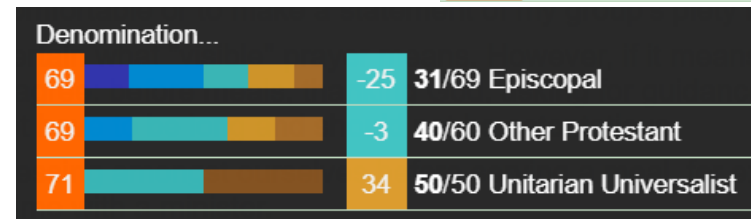
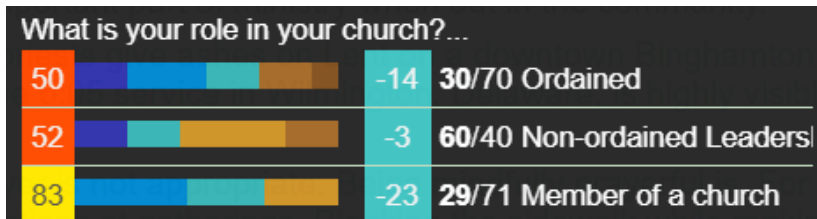
Comments are from people who agreed with the statement:

- Its the core values that should remain unchanged. Love, reconciliation, Justice, the beloved community, the world house, etc. Most beliefs, in my observation, in mainline churches no longer support these core values.
- I was thinking about the changes we have undergone to allow women and LGBT to be priests. Maybe I'm liberal when it comes to beliefs and conservative when it comes to liturgy...
- We should not become so caught up in legalism and "being right" about our beliefs that we miss bringing people to know Christ. There are some who are so bent on being right that they have completely missed the mark. We are not the judge - God will do that.

In depth survey results – highly misaligned assumption

Assumption statement:

- Reciting beliefs out loud during worship is inauthentic in a church that publicly states welcoming people with theological questions.



Comments are from people who agreed with the statement:

- If it means that I think reciting prayers from a prayer book is inauthentic, then...well, I would actually disagree with this. There is something about doing a set service that is some ways calming and centering, and thus can help me reach a meditative state. If, however, this refers to "calling back" such as "Hallelujah" or "Praise the Lord," I don't feel comfortable doing that.
- If we truly welcome people with theological questions and then publically recite what WE believe, how will those with questions feel comfortable asking those questions? I think that these are opportunities for conversation - both listening to those with questions and then being open to that conversation that helps to let them know what we believe.

In depth survey results – other comments

- Seminary training needs to be evaluated and made more relevant to current cultural, demographic, justice, economic, etc. realities. In addition, the process for ordination, certification or credentialing needs to be comprehensively reviewed and become more creative, accessible and realistic for today's potential leaders. We keep doing the same thing because the Seminaries, in the main, keep doing the same thing. Different results will only come from an institutional shift at every level and component of the institution.
- There is a delicate balance at work, when trying to appeal both to new church-goers and to established, older congregants. The older congregants may not relish change, but are often the people who can financially support the church. The new members may want a new style of worship, but don't support the church financially.
- Churches need to be more missional. It is more important what we do than what we say.
- In a time of enormous change in the church as a whole, we need to listen to each other, acknowledge others' faith and find ways to help those less fortunate with others outside of our own congregations. My experience with an interfaith food pantry has helped me in this area.
- Building believers and making disciples of Jesus Christ is all about making relationships.

Findings from additional North Star Strategies' surveys

Most people's agree on these common vision themes of church	Areas of Divergent Opinions (including within denominations)
The unconditional love of God	Ways to worship
A call to serve others in need	Theology, liturgy and biblical interpretation of social issues
The desire for a vital, spiritual community	How to manage the operations of a church
The hope for churches to invite and connect with new people	How to structure institutional decision-making and resource allocation

The surveys conducted since 2011 included 1275 respondents from 167 churches representing all regions of the United States. The respondents included people who consider themselves Episcopalian, Presbyterian, United Methodist, American Baptist, Catholic, Unitarian Universalist, nondenominational and unaffiliated with a church.

Sharing stories and lessons learned from attendees

When you share please say your:

- Name and organization
- Which of the 8 steps
- Please keep story to <2 minutes so we can hear from many.

8 step model for managing change:

1. Articulate a case for action
2. Create/discern a vision
3. Form a guiding coalition
4. Share the vision
5. Develop an action plan
6. Pilot for a success story
7. Create more success stories and lessons learned
8. Set the change in the culture



Thank you

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