



Changing the Game at an Organizational Level

Question: What is “balance” with regards to ministry?

- Balance is effective practices, processes and procedures that address the purpose of the church and align with the vision and mission of individual ministries in order to impact the lives of the majority of the congregation.

Question: Should there be a balance with the implementation of innovative ministries? Yes

- All congregations are diverse and therefore no one approach can or will address the diverse needs of the members. No matter how innovative it is.
- Balance ensures that certain populations are not disengaging from the ministry experience.
- Balance ensures that the ministry addresses all aspects/purposes of ministry.
 - Rick Warren mentions in his book, “The Purpose Driven Church” that there are essentially 5 purposes of the church.
 - Outreach
 - Worship
 - Fellowship
 - Discipleship
 - Service
 - He states that, “Without a system or structure to balance the five purposes, the ministry will overemphasize the purpose that expresses the gifts and passion of its leader.”
 - In “The Habits of Highly Effective Churches”, George Barna notes that a truly holistic ministry would be effective in the six dimensions of ministry that constitute a complete church.
 - Worship
 - Evangelism
 - Christian Education



- Community among believers
- Stewardship
- Serving the needy
- So once again, balance assists the church with being all that it could and should be.
- Balance requires research of the wants and needs of the current congregants and those whom the ministry targets to bring in.
 - This way the ministry can be deliberate and strategic with the development of innovative practices and know which current practices to keep because they still have impact.
 - Just because its tradition does not mean it is ineffective!

The danger of “Too much, too soon”:

- The ministry may not have the capacity to effectively implement the change initiatives or address the needs that may arise.
 - Financial capacity
 - Personnel capacity
 - Facilities
- Congregation members may feel alienated and out of place because change initiatives do not address their current needs.
- Congregation members can feel overwhelmed with excessive change and therefore disengage from the ministry and not support any of the change initiatives.
- The ministry will not be able to appropriately evaluate the change initiatives. Therefore, will not be able to determine effectiveness and if desired outcome(s) were accomplished.
 - Which can lead to wasted resources
 - Time
 - Money
 - Energy



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Considerations when “Changing the Game”:

- What is the purpose for the change?
 - Change must have a clear purpose! It can't be change for change sake. Change should solve a problem or meet a need.
 - Refer to “The Purpose Driven Church” by Rick Warren
- Does the organization have an appropriate culture for change?
 - Although change can be uncomfortable, people can learn to expect and look forward to the benefits of change. Creating a culture for change can be simple when other change initiatives have been deemed successful.
 - Refer to “The Habits of Highly Effective Churches” by George Barna
 - Creating a culture of change also involves transparency with and among those who are directly connected to the change initiatives. Transparency must include discussion of the results of expected outcomes in the context of improvement and progress. People become more committed to the cause when there is openness about results and the practices that are connected to successful outcomes. Time is a consumable resource, meaning it cannot be recycled. When organizations show people that their time and efforts will be respected and not wasted, people will be more acceptable to change.
 - Refer to “The Six Secrets of Change” by Michael Fullan
 - Creating a culture of change requires strong relationships. People are more likely to support and follow leadership if they have a relationship of mutual trust, respect and genuine connection.
 - Refer to “The 21 Irrefutable Laws of Leadership” by John C. Maxwell
- Can the organization's structure effectively handle the change?
 - An organization's structure and mode of operation will impact the level of success of all change initiatives. For example, if an organization does not have appropriately trained staff and/or volunteers and the finances that are required to support the change initiatives, successful implementation and sustainability will not occur.
 - Refer to “The Habits of Highly Effective Churches” by George Barna



The 8 “Ps” of Changing the Game

Pray: ask God for His direction

- What is your assignment?

Prepare: do the research

- What are the current needs in the ministry? Community? Society?
- What other programs and initiatives already exist?
 - Were they successful? Why or Why not?
- What makes this change initiative different?

Purpose: there must be a clear purpose that drives decision making

- What need does this change initiative address?
- What is the desired outcome?
- Why is this the time to implement?

Plan: chart the course

“Great ideas are destroyed by poor execution which is usually the result of poor planning!” - TMC

- What are the goals?
- What is needed for implementation? Finances? Personnel? Facilities?
- Who needs to be involved? To work? To participate?
- What training needs to be provided? Or what skill sets should workers already possess?
- What is the time frame?
- How will success be measured and evaluated?

Present: to diverse team of leaders or stakeholders for feedback

- Does the change initiative appropriately address the need?
- Is the plan feasible?
- What has not been considered?
- Make necessary changes to the plan



Promote: advertise new initiative

- Target Audience
- Potential Workers

Perform: implement change initiative

Prove: analyze for effectiveness

- Were the expected outcomes met?
- What, if any, were unexpected challenges?
 - How were these challenges address? Effectively?
- Was the implementation of the change initiative worth the results?