

MULTIPLY

New Service/New Site Training Track



Unit 2 – Leading Change

Direct newcomers to review Unit 1 online. Welcome to key leaders and pastor

Five constants: Change, Strategic Planning, Team building, Community Networking, Worship impact.

This session will focus on equipping you to be an effective leader when deep change is called for.

SESSION 1: Getting Started	SESSION 2: Leading change	SESSION 3: Your Impact Area	SESSION 4: Gospel Transformation	SESSION 5: Aligning For Impact	SESSION 6: Internal Readiness	SESSION 7: Internal Readiness	SESSION 8: Refining Readiness	SESSION 9: External Readiness	SESSION 10: Equipping for growth
Overview, and how to recognize dynamics	Leading thru change strategy; why and how	Who is God really calling you to reach out to?	Leverage your gospel story.	Single focus to achieve the Mission	3 BIG WOWS; welcoming in your context	Teams & Groups: Systems that deliver	Optimal worship experience	Gathering a crowd	Apprentice and hand off
Adaptive Change	Pushback; steady focus	Turning our eyes outward.	Can't give what we don't got	Process ministry changes	Reframing worship for them.	Deepen infrastructure	Widen Infrastructure	Presenting a new image	Multiplication
Network and Invitation	Putting the mission back at the center	Forming community partners	Making my personal prayer list. The first 100.	Prayer partners The next 50 (total 150)	Prayer partners The next 50 (total 200)	Keep praying: The next 50 (total 250)	Prayer Next 50 (total 300) Community partnership	Prayer Next 50 (total 350) Bridge events	Personal Invites & promotion
Strategic planning	Developing trust and multiplication values.	Get clear about WHO Everything flows from WHO?	Praying and developing the art of neighboring.	Sync up model, resources with WHO	Best worship, hospitality kids min for target	Identifying teams and team/ small group leaders.	Preaching team, preview services & local impact	Promotions planning and bridge events.	Everyone equips others for ministry
Team building	Form your LEAD team.	First LAUNCH team tasks	Connecting prayer partners	Add the right WHO to launch team	Initial ministry teams forming	Beginning coaching relationships.	Empower leaders to develop disciples	Every team is oriented outward.	Develop new teams
Worship Impact	Preaching on vision and values.	Public prayer for a new mission	Preach on neighboring and evangelism	Keep preaching vision & values	Refine first worship impression	Empower leaders for quality.	Speaking so new people will listen.	Sustainable worship excellence.	Launching this new thing!
Launch Team #'s	5	10	15-20	20-25	25-30	30-35	35-40	40-45	40-50

Premise: Becoming a multiplying congregation is a fundamental change

- Jesus was always going to where people were at.... (fishermen workplace, tax collectors home, religious temple, Samaritan well etc.)
- Jesus was adaptive. He changed his approach based on his audience.
- Paul learned that and said, “be all things to all people in order to win some” I Cor. 9:22. Early church innovated in their worship in mission to reach the Gentiles.
- Innovation is rooted in the practice of Jesus and the early church.
- Innovation in worship is recognized to be a basic factor in mainline churches that grow. Hartford Research Study.

What to Change?

1. Change of service times for people. Us to them.
2. Change from one style fits all to different styles.
3. Change of priorities for leaders. Shepherd to rancher. Doer to developer.
4. Change of values for ministry.
5. Safe to risky place. We must remember that the safe place in ministry is not safe. Parable of Talents. Bury your gifts in the ground and there is no benefit!

Churches that should NOT do this.

1. Survival is a highest value..... wrong motive
2. One happy family is a highest value..... a value but not highest.
3. Preserving tradition is a highest value.... good but not great.
4. Leadership change imminent...it takes a steady leader for about 2 years.

Starting a new service is taking a smart risk to reach new people.



STOP THE VIDEO AND REFLECT/DISCUSS:

What has been the history of significant changes in your congregation? What might you expect? What have you learned about your own personal style in leading change? Where might you be most stretched in this effort as a team leading change?

Leading Change toward a Multiplying Ministry (6 key principles to be effective in leading change)

1. Keep mission to reach new people at the center. In contrast to:
 - Personal preference
 - Treasured tradition
 - Valued relationships
 - Popular trends
2. Build a Organizational Culture of Trust.
 - Low trust culture/environment will not give you the freedom to move out and get the job done.
 - Low trust culture is characterized by lots of meetings to get approvals, lots of reporting to prove you have been busy, lots of people tied up in committees.

“Nothing moves faster than the speed of trust.”

The Speed of Trust, by Stephen Covey. See his trust building strategies.

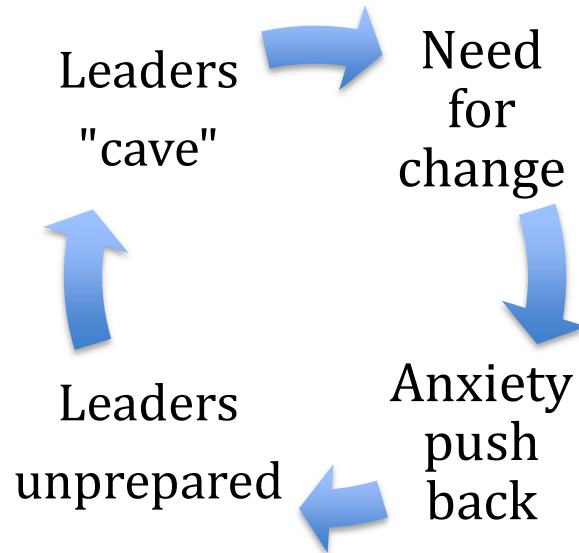
3. Grow Multiplication Values
 - Compassion for the unchurched Because they are a priority to Jesus.
 - Culturally relevant style Because they are not drawn to irrelevance
 - Great Commission orientation Because discipleship is the goal.
 - Developing and releasing leaders Because multiply requires new leaders
 - Confidence in God’s ability Because this will test your faith
 - Kingdom perspective Because the ministry is not ours.
 - Generosity Because time, talent and treasure needed

See: www.m-moves.com for a Multiplication Values Assessment tool and,
See also the small group studies designed to enhance the multiplication values.

4. Refuse to let fear take the lead.
 - Parable of the soils. One seed springs up and is choked by the thorns.

- Jesus identifies the thorns as “worries/cares” or anxiety. Luke 8:14
(It is interesting to note that the parable of the soils may apply equally to individuals and to groups/churches. Some congregations are more prone to worry and anxiety than others. Their faith is easily tested.)
- People will panic and be full of worry when you move toward multiplication.

The DOOM LOOP syndrome:



STOP THE VIDEO AND REFLECT/DISCUSS:

How experienced are you/your leaders, congregation with the “doom loop”? How much awareness is there of the impact of the loop on overall health? Is there a pattern than must be named before it can be overcome?

5. Develop a LEAD TEAM.

- 5-10 key individuals with respected reputation that will endorse the effort
- Not the same as your LAUNCH TEAM

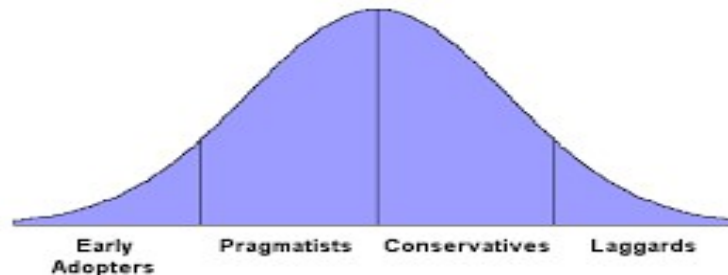
Qualities:

1. People with respected reputation and relationships in the congregation.
2. People who have enough vision to see “this needs to happen” even though they may not be interested in attending.

3. People who are loyal to you and to the vision.

Tasks:

1. Openly endorse the vision. Let you use their name.
 2. Meet perhaps once or twice to help you recruit others for prayer or financial donations.
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6. Get the support of your key leaders.
 - Accept that 30% will never support this effort.



STOP THE VIDEO AND REFLECT/DISCUSS:

The change principles identified are all important to leverage if this is a new venture for your congregation. Which ones might you need to focus more energy on? Are there other sources you can draw on to support you in this effort?

ACTION STEPS:

1. Engage your leadership around the question, “Is the mission central?” vs. traditions, preferences or relationships.
2. Develop a teaching/preaching series on the 7 multiplication values and the central value of mission to reach new people. (A resource for preaching the multiplication values can be found at http://www.m-moves.com/?page_id=50)
3. Identify your LEAD TEAM and get their clear support along with the support of your key leaders.
4. Begin a prayer movement using your LEAD TEAM. Designate prayer corporate worship prayer time at least 1x per month for this effort. Pray specifically for more launch team members. Calendar this for 9 months.
5. What other formal commitment steps will your leadership and congregation need to take to move this vision forward.
6. Recruit 5-7 more launch team members for the next training. Strategic people who will be good at planning and design as well as committed to mission.