

Process for Introducing Change

Mold/modify

Form a small group that can serve as a prototype and lead it yourself
Mold and modify how the small group is conducted until it is reasonably effective

Model

Invite potential leaders to experience the small group

Mentor

Have the potential leaders in the group assume leadership so they can be evaluated by you and their peers

Mobilize

Send them out on their own to start a small group

Move on

Visit from time to time
Bring them together from time to time

SEVEN-STEP MINISTRY AND LEADERSHIP DEVELOPMENT PROCESS

Step 1

MEANDER

*What events or activities would you go to?
Whom would you observe?
What would you observe them doing?
What would you look for?
How should you behave?
How would you utilize/relate to the others in your committee?*

Step 2

MEET

*Whom would you meet?
How would you spend time with them?
What would you ask or discuss?
How much time should you spend with them? Over what period?
How do you determine what needs changing?
How do you know when to move to the next phase?*

Step 3

MOLD AND MODIFY

*How do you go about shaping what needs changing?
What do you have the freedom to change?
Whom should you involve in determining the shape of change?
How are you relating to the others on your committee?
How are you relating to the congregation as a whole?
How do you know the changes are going to make a positive difference?
On whom? Who might be negatively affected?
How do you know when to move to the next phase?*