

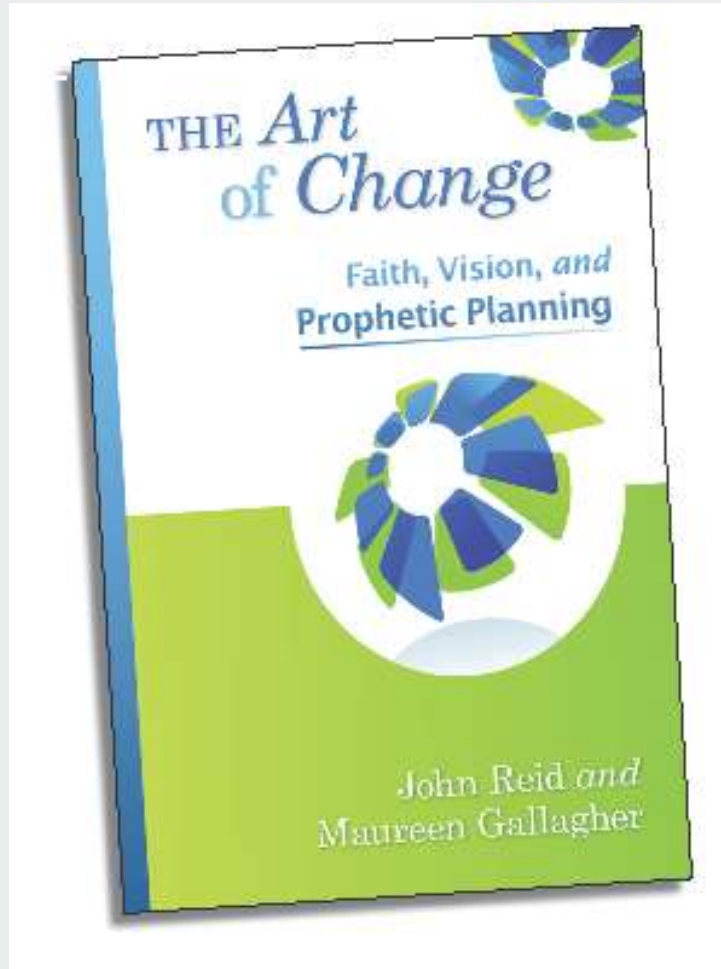


IT IS ALL ABOUT TRANSITIONS

**PASTORS AND COUNCILS  
WALKING THE CHANGE  
JOURNEY TOGETHER**



# The Art of Change: *Faith, Vision and Prophetic Planning*





IT IS ALL ABOUT...

- **SEEING**
- **NAMING**
- **ACTING**



# CHANGE IS A PROCESS NOT AN EVENT AND HAPPENS ON THREE LEVELS

- Personal (health, values, meaning, faith, spirituality, etc.)
- Interpersonal (relationships, demographics, cultural norms)
- Structural (environment, rules & laws, organizational)

- People and organizations move through transitions more easily and effectively when they have **time to process what is ending, deal with hurts or past losses, work toward letting go** of those things that hold them back from a successful transition and **look at opportunities and challenges** for helping individuals and communities better accept the new reality.

# TRANSITION PROCESS

## THE PAST

“REALITIES AND  
TRADITIONS

## THE HURTS

“LOSSES, SCARS &  
THINGS TO  
LET GO OF”

ENDINGS

NEW  
BEGINNINGS

WILDERNESS ZONE

## THE PRESENT

“STRENGTHS  
AND  
STRUGGLES”

## CONTINUITY

“REMAINING OR  
GROWING”

## THE FUTURE

“HOPES AND  
DREAMS”

## GRIEVING

- NUMBNESS AND PANIC
- NOSTALGIA AND PROTESTS
- DISCOURAGEMENT AND DISORIENTATION

## MOVING FORWARD

- INVITATION TO HELP FORM THE “NEW”
- CONSTANT COMMUNICATION
- ONGOING EDUCATION ABOUT REALITIES AND RATIONALE
- STORYTELLING & RITUAL
- IDENTIFY AND CELEBRATE WHAT IS NOT CHANGING

- A. Lessening Resistance
- B. Providing effective leadership
- C. Planning Well
- D. Believing in and acting upon the change and transition opportunities

## **THE FIVE MOST COMMON REASONS WHY PEOPLE RESIST CHANGE ARE:**

- 1. A desire not to lose something or someone of value - personal investment.**
- 2. A misunderstanding of the change and its implications.**

3. **A belief that the change does not make sense for me or for us – the “why?” is never answered sufficiently.**
4. **A low tolerance for change.**
5. **A limited trust in those leading the change.**

- Resistance to Change
- Lack of Leadership
- Lack of Planning
- Lack of Belief and Action

Whether initiated or imposed, change requires leaders to have skills

- A. Work from your foundation: your faith, spirituality and values. Know why do you do what you do and what's important.
- B. Develop a support system for the change process. You are not alone.

- C. Communicate effectively, stay approachable.
- D. Provide opportunities for participation and teamwork.
- E. Take clear and appropriate action.
- F. Keep positive, optimistic, realistic attitude.

# TRANSITION PROCESS

## THE PAST

“REALITIES AND  
TRADITIONS

**ENDINGS**

**LESSENING  
RESISTANCE**

**LEADING  
EFFECTIVELY  
PLANNING WELL**

**Death Resurrection  
Mystery**

## THE HURTS

“LOSSES, SCARS &  
THINGS TO  
LET GO OF”

**NEW  
BEGINNINGS**

**IN BETWEEN/  
WILDERNESS ZONE**

## THE PRESENT

“STRENGTHS  
AND  
STRUGGLES”

## CONTINUITY

“REMAINING OR  
GROWING”

## THE FUTURE

“HOPES AND  
DREAMS”

**The Goal:** To grow stronger and thrive in the midst of changing times.

**The Process:**

**Step 1** – Identify the personal and/or organizational change you are facing. Be as specific as you can be.

**Step 2** – Begin with the end in mind and visualize a successful transition experience – what will help you and others thrive?

**Step 3** – Name what the Endings are and what some of the losses will be.

**Step 4** – Identify the work of the Wilderness Zone.

## **Step 5** – Focus on 3 areas:

1. Attending to what is ending;
2. Working through the wilderness zone, while communicating early and often with those who will be impacted by the change;
3. Prepare for, welcome and orient the new reality or new beginning.

**Step 6** – Keep the faith: God is present in the midst of this transition process and new life does come from loss and even from death.

- God grant us SERENITY to accept the things we cannot change,
- COURAGE to change the things we can,
- and WISDOM to know the difference.



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