



Leading Your Church Through Change



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Study Guide

Are you ready?!

I am so glad you've opted into this course, *Leading Your Church Through Change*. Why? Because the church is faced with change on every side. Some of that change is helpful. Some is challenging.

But change is always an invitation. It is an invitation to adapt and to discover the new things that God is up to in the world.

As you work through this course, I hope you will be inspired to invite your congregation to, not only embrace change, but engage in the change process of action-reflection, so that they might discover the unique way God is calling them to participate in the mission of God.

Blessings on your journey.

A handwritten signature in black ink that reads "Markus". The script is fluid and cursive, with a large initial 'M'.

Markus Watson
Author, *Beyond Thingification*
Host, *Spiritual Life and Leadership*

Part 1

The Dangers of Forcing Change

Key Concept

Forcing change will lead neither to lasting nor healthy results.

Why forcing change on your people doesn't work:

1. Resistance

1. Loss of _____
2. Loss of _____
3. It's _____
4. Take it _____
5. Fear of more _____

"People do not resist change, per se. People resist loss."

--Ronald Heifetz and Marty Linsky, *Leadership on the Line*

2. Resentment

1. Loss of _____
2. Loss of _____
3. Loss of _____ in the congregation

3. _____ Commitment

Part 2

Action + Reflection = Transformation

Key Concept

For real transformation to occur, people need to engage in a process that involves both taking action and engaging in reflection.

What is action reflection?

(notes)

Action

(notes)

Reflection

(notes)

Reflection helps people _____ the action that they are taking.

Reflection helps people _____ in the change process.

"Good reflection leads to action, and action is not completed until it has been reflected upon."

--Robert Schreiter, *Constructing Local Theologies*

_____ + _____ = _____

Part 3

How to Implement Action-Reflection

Key Concept

The action-reflection process requires surrender, spiritual maturity, and trust that God is at work in and through the people of God

How to implement the action-reflection process:

1. Pick a real _____
2. _____ a group of people together
3. Don't involve _____
4. _____ good questions
5. _____
6. Determine an _____ to take
7. Take _____
8. _____
9. Rinse and _____
10. _____ to the change

(notes)

About Markus Watson



Markus Watson is a pastor, author, speaker, and podcast host. He currently serves as Interim Pastor at Westmorland Community Presbyterian Church in Westmorland, California.

Markus is also the host of *[Spiritual Life and Leadership](#)*, a weekly podcast whose purpose is to help integrate the inner and outer lives of spiritual leaders. You can find *Spiritual Life and Leadership* by searching for it on your favorite podcast app or by clicking [HERE](#).

Markus' book, *[Beyond Thingification: Helping Your Church Engage in God's Mission](#)*, is available on Amazon. [Pick up your copy now.](#)

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