



Keys to Creating a Positive Change

by Joey Ellis

We all face the need to change. Times change, ideas change, perceptions change, methodologies change. If we remain fixed in an outdated mode of leadership and communication, we banish ourselves to ministering to a generation that no longer exists.

One of the most challenging issues any leader will face is creating *positive* change. Whether you are moving an existing ministry to a different time or beginning a brand new ministry, implementing change can be potentially disastrous if not handled properly.

A key question to ask yourself as a leader embarking on a major change is: Do my leaders trust me? If you have great rapport and trust with your leaders then change will come more easily. If they distrust you, change may not be a positive event for you or the organization. Trust is the foundation of your leaders' acceptance and support of the proposed change.

Here are four keys to creating a positive change.

1 Inform your key leaders of the upcoming change before it is made public.

You need them to agree with and understand the changes to give it credibility. Ownership is critical. If the key leadership feel they own the change, they will support it and assist with its implementation.



2 Let key leaders inform others casually.

Major changes should not surprise anyone. Encourage the key leaders to speak with a few people about the change in an informal setting. This can be done while walking the hallways of the church, sitting in the sanctuary

before service begins or in any other situation that is relaxed and casual. The purpose is to leak the upcoming change to other leaders and prepare them for the formal meeting.

3 Show the people how the change will benefit them.

The people must be first, then the change. If the change is not designed to benefit people, reconsider whether it is necessary. Communicate to all how the change positively benefits those who are involved.

4 Let them own the change.

If they own it, they will support it. Inform them with enough notice to give them time to think about it. Explain the overall purpose. Ask those most closely affected to be highly involved in the process. Be flexible and adaptable. Provide recognition for all who help implement the change.

There is one thing in life that is always constant—*change*. The leader's responsibility is to effectively orchestrate the change and allow it to be a positive experience. You can do it!

Questions for Further Study—

1. Evaluate the rapport you have with your key leaders. Do they trust you enough to accept your ideas for change?
2. What are the advantages to a casual “leaking” of information before a formal announcement of upcoming change?
3. How can you let others “own” the change?

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