



*"Pursue the well-being of the place where I have sent you, for when it thrives, you will thrive."*

*Jeremiah 29:7*

## **Laying the Foundation**

### **Seven Steps toward Leading Change**

**Step 1.** Own your role as the leader. Be grounded in prayer, make the time to read scripture, have a hobby away from work that will sustain you for the long haul.

**Step 2.** Identify your stakeholders (internal & external, formal & informal)

**Step 3.** Vision, Dream, and Grieve. Every joyful new vision also marks the end of something. Use practices from Christian tradition and scripture to create space for lament - acknowledging and valuing it as a healthy part of the creative process. Engage all the stakeholders to together faithfully discern how God is calling your organization to be faithful \*next\*.

**Step 4.** Paint a compelling picture. After the long work of visioning, dreaming and discernment, paint a compelling picture of what God is calling you to do next. What problem are you trying to solve? How is your organization uniquely equipped to solve it and make a difference? Make it fun, use arts, crafts, and storytelling. Share in all your communication what God is calling your organization to do next & the reason behind it.

**Step 5.** Fail fast, Fail forward, celebrate experiments and failure. Use good, frequent, repeated communication to create a culture that celebrates experiments & rejoices in what you can learn when they fail. Normalize "trying" things for a limited amount of time (example: all of Lent, or all of fall semester)

**Step 6:** Explore community partnerships. Where else is God working in your community (even outside the church walls) Who else can you partner with who is already doing good?

**Step 7:** Pray, Laugh, Iterate - make sure you are spiraling towards something (more clarity, more awareness, better understanding of your mission) rather than just stuck in a circle.

*Want more assistance? Connect with us around hourly coaching for you or other leaders of your congregation, or talk with us about a six month engagement to listen, learn and help you discern how God may be calling you to leverage your property to repair the harm done in Jesus name.*

*Let us help you use your property for good.*

*Contact us at [www.realize-re.org](http://www.realize-re.org) or email [peterb@realize-re.org](mailto:peterb@realize-re.org)*