

Change: It's value, the cost, the new skills required

As a lead pastor, you are a constant agent of change. While God's mission is simplistic, the unique ways each of us get to carry out the mission in our communities is complex.

As a senior leader/pastor you are likely:

- Navigating change or initiating change
- Feeling the weight and pull of change
- Creating Habits and Disciplines that will optimize and catalyze change

WHAT IS THE VALUE OF CHANGE?

New perspective, new gifts and people identified and released, new strengths discovered, uncharted territory, and greater intimacy and devotion to the Lord are a few. What would you say the value of change is? *(for your church community, family, closest relationships)*

We do not change for change's sake: we are lead and empowered by the Holy Spirit.

Like the Good Shepherd, we will lead others to greener pastures, still waters, hills and valleys.

Let's go from a macro to a micro perspective on this:

What is the value of personal change? What areas or ways are you currently looking to grow or change in?

WHAT IS THE COST (risk, reward) OF CHANGE?

Prophets, apostles, leaders, disciples and kings within the scriptures give us many examples of the risk and reward of initiating change and being obedient to the Lord. *(Jesus, Elijah/Elisha, Jeremiah, Moses, David, Saul/Paul, Daniel, Esther, Abigail, Deborah)*

WHAT ARE THE NEW SKILLS REQUIRED FOR CHANGE? New disciplines, routines, habits, mindsets, education, discernment, and partnerships.

As pastors, how can we renew our minds, move from glory to glory, shepherd and lead like Jesus as we initiate and navigate change?

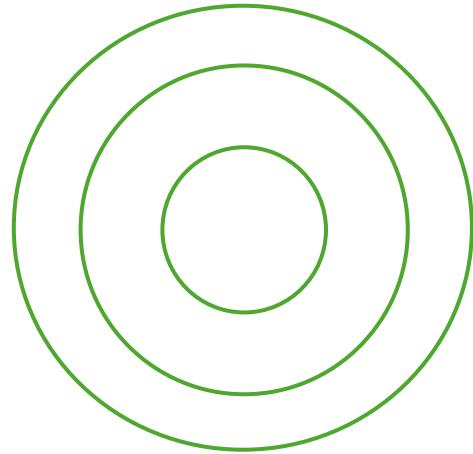
Before we lead others, we need to lead ourselves through change, obedience, and uncharted territory.

One of the most effective ways we can successfully navigate personal change (growth) is through discipline and habits.

3 – Outcomes (changing your results)

2 – Processes (habits and new routines)

1 – Identity (beliefs, self-image, values)



Are you taking a 3-2-1 or 1-2-3 approach to change?

Identity: Psalm 139, Ephesians 2:10: Describe yourself...who are you, what motivates you, what are your values, what are your strengths + weaknesses, how do you operate with the people around you? What moves you? (Life statement)

Processes: (that will lead to desired outcomes)

Good habits vs bad habits

- **Inherited habits:** mannerisms, organize your kitchen, interact with others, shop for items at eye level, brush your teeth and other daily routines.
- Dopamine can be your friend or foe in creating new healthy habits and removing unhealthy habits.
 - Habit-stacking
 - After I (current habit, I will (habit I need)
 - After (habit I need), I will (habit I want)
- Undo bad habits, remove or reduce exposure.
- **Culture and relationships matter.** The culture we live in determines which behaviors are attractive to us. We adopt what is praised and approved by our culture. We want to fit in. We imitate the habits of 3 social groups: the close (family + friends), the many (the tribe), and the powerful (those with status or prestige).
- **The 2-minute rule.** When starting a new habit – it should take less than 2 minutes to do. Any habit can be scaled down to that time frame.

Breakout Group Q+A:

1. What is a personal or community change you are initiating or navigating right now?
2. How have you approached change in the past? (outcomes, processes, identity OR identity, processes, outcomes)

3. How can you shape culture in your church to produce healthy spiritual practices and habits? How are you effected by your culture? Who is a part of your tribe of influence and who needs to be added?
4. What is a 2-minute habit you can start today?

Resources:

Books:

Atomic Habits by James Clear

At Your Best: How to Get Time, Energy, and Priorities Working in Your Favor by Carey Nieuwhof

Podcast: The Leadership Time Trap: How to Multiply Results Without Adding Hours, Carey Nieuwhof