

# Handbook for Spiritual Leadership Training

## Preparing for Change, Taking Risks & Making Decisions

### Discussion Handout For Long Distance Learning

#### ***Week/Session 1 – Your Neat Little World Turned Upside Down***

**Before the Training:** Read the first section of the article, *Fundamentals of Change, Risk & Making Decisions* (pages 1 and 2 on the web) with particular focus on the portion addressing change. Also read the change portion from the section, *Scriptural Principles of Preparing for Change, Risk & Making Decisions* (page 3 on the web) and then complete the Discussion Handout questions. For the next session complete or re-read the entire article.

Complete your answers to the following three questions before your first meeting.

**Object of Change:** Describe specific events demonstrating how God has intentionally introduced change in your life.

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**Recipient of Change:** Describe specific changing events (life events as well as spiritual transformation) that are currently ongoing in your life.

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**Steward of Change:** How are you “stewarding” change in your sphere of influence?

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## Discussion Exercise #1 Everything's Changed

**Scenario for Discussion:** Imagine you are field missionary and your Missions Regional Director I've just phoned you to say, "As you are no doubt aware, there has been a major change in national church leadership. The General Superintendent for the country has retired and the new person is wanting our relationship to take a completely new initiative. The ministry you've been associated with for the last seven years is being phased out and I want you to take a new assignment."

*In this scenario were happening to you, what is(are) the probable Foreign Element(s) you're experiencing?*

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*Before you experienced the foreign element do you think anyone was aware of Stage 1 Status Quo? What would have been your/their thoughts in Stage 1 Status Quo?*

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*In this scenario what would be some expected Stage 2 Resistances? What would be some understandable feelings? Why would you be feeling that way? What are some ways in this scenario could you use the Resistance to change for positive benefit?*

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*What would Stage 3 Chaos look like in this scenario?*

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*Does chaos have to look like yelling, ultimatums, hard feelings and rebellion? Describe what chaos could look like in an environment of trust.*

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*Would a workable Transforming Idea more likely come out of resistance or chaos? Explain.*

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*What would you expect to begin to take place in the Stage 4 Integration phase?*

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*In this imaginary scenario, what would you expect to begin to take place in the Stage 4 Integration phase?*

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## Discussion Exercise #2 Getting Thrown Off Balance

*What are some major foreign elements impacting you and your ministry team members?*

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*In your own words, what do you understand homeostasis to be and how does that impact change?"*

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### Homeostasis Elements

- **Relational equilibrium** – New staff. new people, changing demographics, new leader
- **Emotional equilibrium** – Conflict, dissention, annoying team member, authoritative leader
- **Personal power equilibrium** – Sever critics, staff dissention, ministry assignment realignment
- **Personal identity equilibrium** – Ministry assignment realignment
- **Financial security** – Staff layoffs, termination, hostile workplace, unreasonable supervisor/leader
- **Personal Safety** – Enemy with an agenda, stalker, mentally unstable member of the ministry, hostile living environment

<b>Homeostasis Element:</b>	<b>Scenario Synopsis:</b>
<b>Six Responses to Change</b>	<b>Typical Reaction</b>
▪ <b>The Fool</b>	
▪ <b>The Patsy</b>	
▪ <b>The Scoffer</b>	
▪ <b>The Defender</b>	
▪ <b>The Cautious One</b>	
▪ <b>The Creative Innovator</b>	

*In this scenario how would the ministry team member become The Fool by ignorantly ignoring change? What's the consequence of being The Fool and ignorantly being impacted by the change?*

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*What would ignorantly accepting the change as The Patsy in the scenario look like? How could becoming The Patsy have been avoided?*

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*What would be the typical attitudes and behaviors of The Scoffer; intentionally ignoring the change? What should this person's leader be doing when The Scoffer behaviors are seen?*

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*The Defender in this scenario is going to intentionally resist the change. What might The Defender's behaviors look like?*

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*What would be some attitudes and behaviors you expect to see with The Cautious One, the person who is intentionally anticipating change?*

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*How would The Creative Innovator respond to this change by intentionally incorporating the change?*

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**Discussion Exercise # 3 Examples of High Impact Living**

Next, you are going to describe the Change Model in terms of spiritual salvation and transformation experiences. The "Typical Events" column describes typical change scenarios that could be happening at different phases in person's spiritual journey to Christ-centeredness. In the next column, describe what strategies you can take to have influence in another person's life?

State or Stage	Typical Events, Attitudes and Actions	How I/we can influence the change process
Stage 1 Status Quo	Not a believer. Self-centered and self-indulging behaviors (over-focus on apparel, appearance, recreation, career) Possibly life controlling behaviors as well.	
Foreign Element		
Stage 2 Resistance		
Stage 3 Chaos		
Transforming Idea(s)		
Stage 4 Integration		
Stage 5 New Status Quo		

*As ministers, how can we help, stimulate, motivate and encourage a person who is identified with our ministry to get the most out of a spiritual change experience?*

State or Stage	Typical Events, Attitudes and Actions	How I/we can influence the change process
Stage 1 Status Quo	A believer. Growth as a Christian has stagnated. Not involved in spiritual formation, discipling others or outreach for ministry or evangelism	
Foreign Element		
Stage 2 Resistance		
Stage 3 Chaos		
Transforming Idea(s)		
Stage 4 Integration		
Stage 5 New Status Quo		

**Wrap up**

*Has your attitude changed about change? In what ways?*

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