

"Unfreezing Moves"

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Notes by Dave Kraft

Faithful congregations intentionally go out from the congregational mission post to make disciples. Disciple-making is the reason the Church exists. Take disciple-making away and our congregations have no justification for existence (9,10) Christianity is concerned with the unfolding of the kingdom of God in this world, not the longevity of organizations (17) It's time we began to live like disciples committed to a radical movement rather than entitled members committed to protecting our institutions (19) If it transforms lives, you do it even if it is illegal because the redemption of people is more important than keeping institutional traditions (21)

The health and growth of the local congregation should not be our primary focus (24) Achieving a mission beyond the local organization is the driving principle, not some rule book or policy manual or even the survival of the institution (25) Congregational life is not our concern. The fulfillment of the GC is our goal (26) The role of leadership is to provide an atmosphere of trust and permission so people can follow God's leading rather than the will of a handful of people who try to control everything that happens. The bottom line is that the desire of many church leaders to have control over their congregation is a form of sin. They want to play God (33) It is not unusual for a congregation to lose 10-20% of its membership while making major changes. Teach your leaders not to listen to those who are constantly complaining. All it does is encourage the self-centered complainers (41) To become an "unstuck church," leaders need to rely more on:

- Scripture than church policies
- Holy Spirit than charters, constitutions, policies, manuals
- Transformed leaders than restructured organizations
- A leader's passion than job descriptions
- Trust than control
- Teams than committees
- Called and equipped people than plans or programs
- Transformed than informed lives
- Embodied rather than memorized faith (45,46)

Trusting the Spirit to run wild through the congregation, instead of relying on rules and policies, is a key ingredient of faithful and innovative congregations (47) Paid servants must give up control of ministry and begin to equip others for ministry (48) Insure that each person is disciplined before they are placed into leadership, stand up to the controllers by not allowing them to set the environment and asking them to leave if necessary, be flexible on most things, but extremely clear on the DNA, be comfortable being out-of-control and with making mistakes (49) Pastor should spend at least $\frac{1}{4}$ of their time with non-Christians and unconnected people, exploring their world (54) Innovation happens most often when it is a stated part of your Value Statement (55) Base some of the paid servant's salary on how many new things they try, even if they lead to failures (56) Whatever works well today is the seedbed for tomorrow's failure (57)

Be sure to inform your Dreamers that a loss of people will most likely occur before any positive growth is experienced (65) The most important issue in transforming a congregation is the spiritual dimension of the leadership (80) Spiritual explosion will take place when spiritual leaders spend most of their time coaching other leaders (81) So, don't concentrate on the controllers; concentrate on the eyes of the Dreamers who are opening up to the possibility of new life in Christ (84) The actions of most Protestant congregations clearly shows that the vast majority of them are little more than hospices or hospitals, if not clubs (88) After you have your DNA (purpose, values and vision) in place the hard part begins, aligning daily practice with the DNA (92)

Changing worship is usually the most productive of all the unfreezing moves (97) The number one mistake dying churches make is to either allow new people to sit in the pew and vegetate or to swiftly put them on a committee (105) Instead of asking a few people to do a lot, ask a lot of people to do only what they love doing and hold them accountable (109) Key leaders should spend more time in coaching other leaders than in doing hands-on ministry (110) Get the DNA in place first and develop a cadre of new leaders before attempting to restructure (115)

Three shifts are essential:

1. The shift from professional paid staff directing volunteers to paid servants who equip and coach unpaid servants to carry out most of the pastoral responsibilities
2. The shift from using all paid staff to a combination of paid and unpaid servants to fill a role
3. The shift from the lead pastor seeing the entire congregation as her or his flock to seeing a few key staff positions as his or her flock (117)