



Change Is Good...You Go First

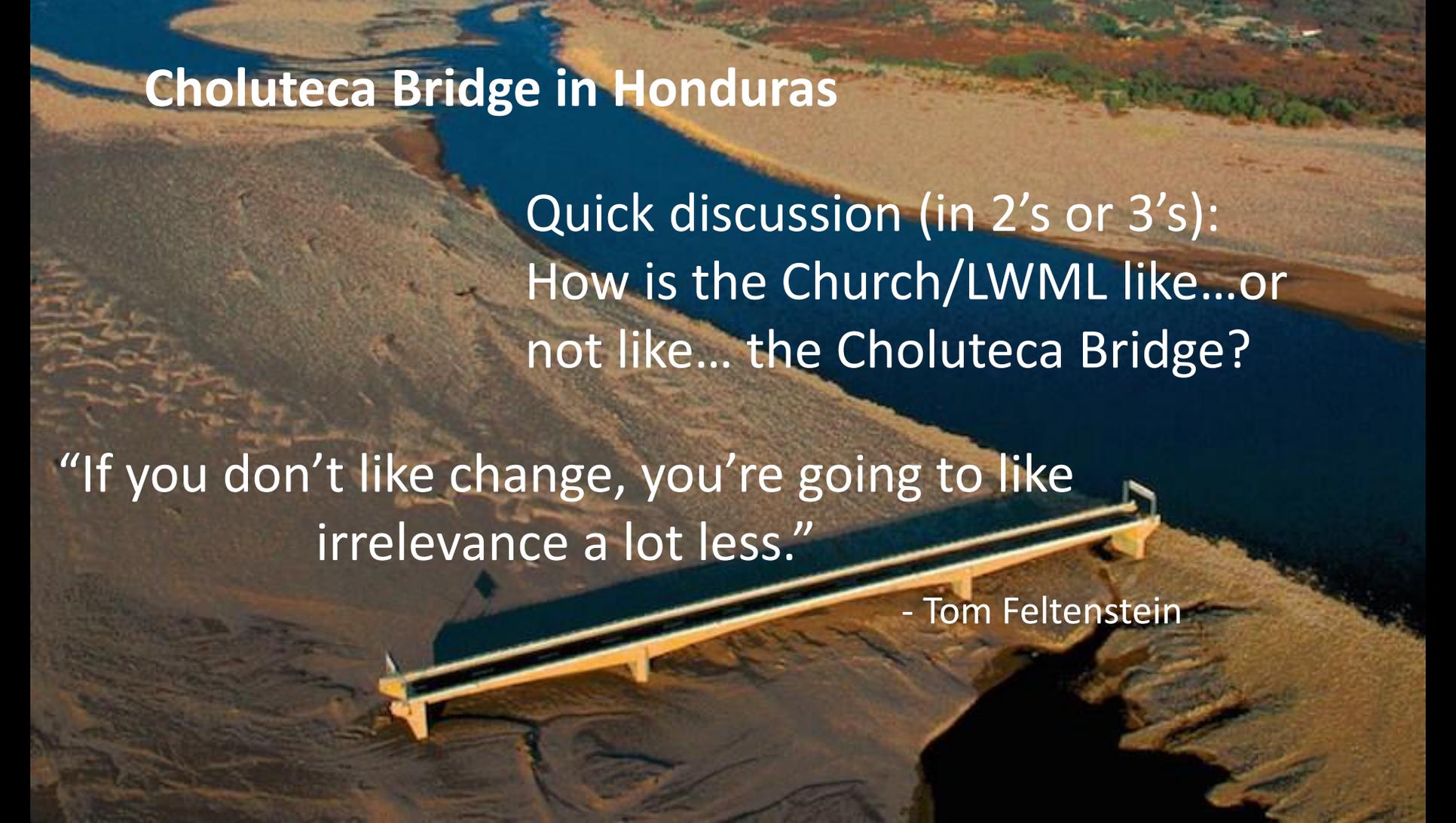
Dr. John Reeb



“I want you to find a bold and innovative way to do everything exactly the same way it’s been done for 25 years.”

Choluteca Bridge in Honduras





Choluteca Bridge in Honduras

Quick discussion (in 2's or 3's):
How is the Church/LWML like...or
not like... the Choluteca Bridge?

“If you don't like change, you're going to like
irrelevance a lot less.”

- Tom Feltenstein

Why is thinking about this important?

Confidence in Institutions

Institution	1973		2018	
	Great Deal or Quite a Lot	Very Little or None	Great Deal or Quite a Lot	Very Little or None
Organized Religion/Church	65%	11%	38%	27%
Supreme Court	45	17	37	18
Congress	42	14	11	48
Presidency*	52	16	37	44
Public Schools	58	11	29	27
Military*	58	12	74	5

* Base year - 1975

Source: <https://news.gallup.com/poll/1597/confidence-institutions.aspx>

“

Each generation imagines itself to be more intelligent than the one that went before it, and wiser than the one that comes after it.

- George Orwell

”

What is a “generation”?

Describe the characteristics of each generation.

(You have 6 minutes.)

Groups of 2 or 3

Gen B ... Boomers **1945-1960**

Gen X ... Xers **1961-1980**

Gen Y ... Millennials **1981-1995**

Gen Z ... iGen **1996-2015**

What is a “generation”?

Can we agree that many of these characteristics are stereotypes?

Are stereotypes wrong?

What was your life like when little?

Events:

1. WW2
2. Korean War
3. Vietnam War
4. Iran Hostages
5. Fall of Soviet Union
6. 1st Iraq War
7. 2nd Iraq/Afghan War

Music:

1. Sinatra
2. Presley
3. Beatles
4. Bee Gees
5. Madonna
6. Nirvana
7. Beyoncé

Parenting:

1. Went to the store alone
2. Played in the street
3. Rode bike everywhere
4. Given a house key
5. Went to childcare
6. Mom hovered
7. “You figure it out”

What is a “generation”?

A group of people born about the same time that experience the same:

- Economy
 - Parental trends
 - Educational trends
 - Technology
-

Communication & Technology

Gen B ... Boomers

1945-1960

- Optimistic
- Quality-Minded
- Course-Oriented
- Collaborative
- Organization Loyalty
- Driven

Preferred Communication

- Telephone
- Face-to-face

Technology Growing Up

- Rotary Dial Phone
- TV
- Calculator

Gen X ... Xers

1961-1980

- Skeptical
- Work-Life Balance
- Self-Reliant
- Efficient
- Independent
- Focus on Results

Preferred Communication

- Email
- Text

Technology Growing Up

- Touch Tone Phone
- Pager
- Word Processor

Gen Y ... Millennials

1981-1995

- Urgent
- Collaborative
- Desires Feedback
- Continuously Learning
- High Self-Esteem
- Impatient
- Work-Life Integration
- Impactful Work

Preferred Communication

- Instant Message
- Text

Technology Growing Up

- Desktop
- Cellphone
- Internet

Gen Z ... iGen

1996-2015

- Resilient
- Resourceful
- Technology-Savvy
- Less Entitled
- Meaningful Work
- Strong Work Ethic

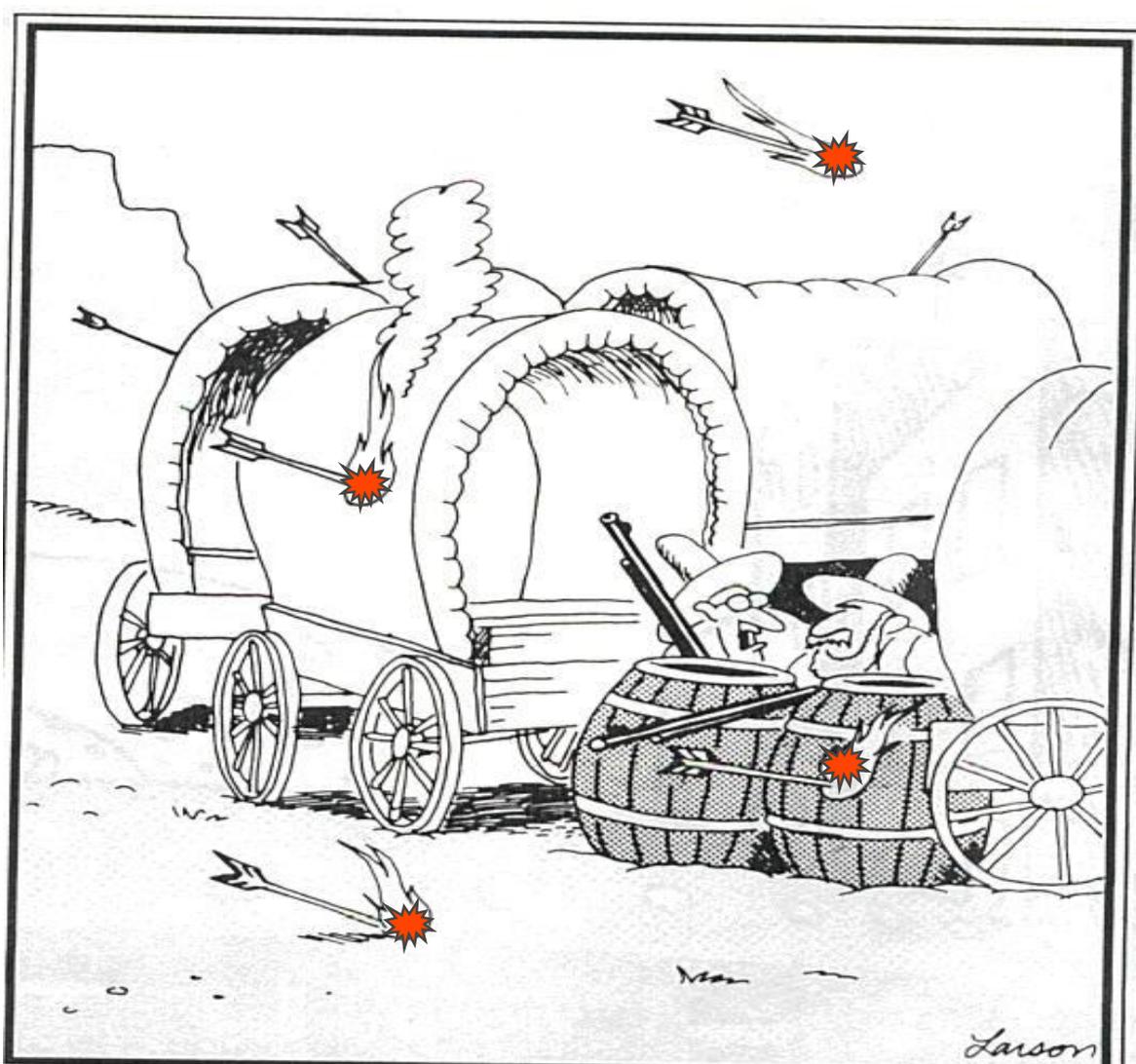
Preferred Communication

- Text
- Social Media

Technology Growing Up

- Tablet
- Smartphone
- Social Media

What does any of this have to do with change?



**“Hey! They’re
lighting their
arrows! . . .
Can they DO
that?”**

Change Five



- Find a partner. (Introduce yourself.)
- Stand face-to-face. Observe their appearance.
- Stand back-to-back. Change 5 things about your appearance.
- Face one another. Take turns noting your partner's changes.
- Repeat.

Feelings of Change



Awkward, uncomfortable, self-conscious

Alone

Focus on loss, not gain

Concerned about resources

Different levels of change readiness

Get more creative over time

Revert back to old behaviors

Group Discussion (2's or 3's)

Why do people resist change?

List reasons and/or examples of why people resist change that you are experiencing now or have in the past.

4 Reasons for Resisting Change



1 They don't perceive the change to be beneficial.

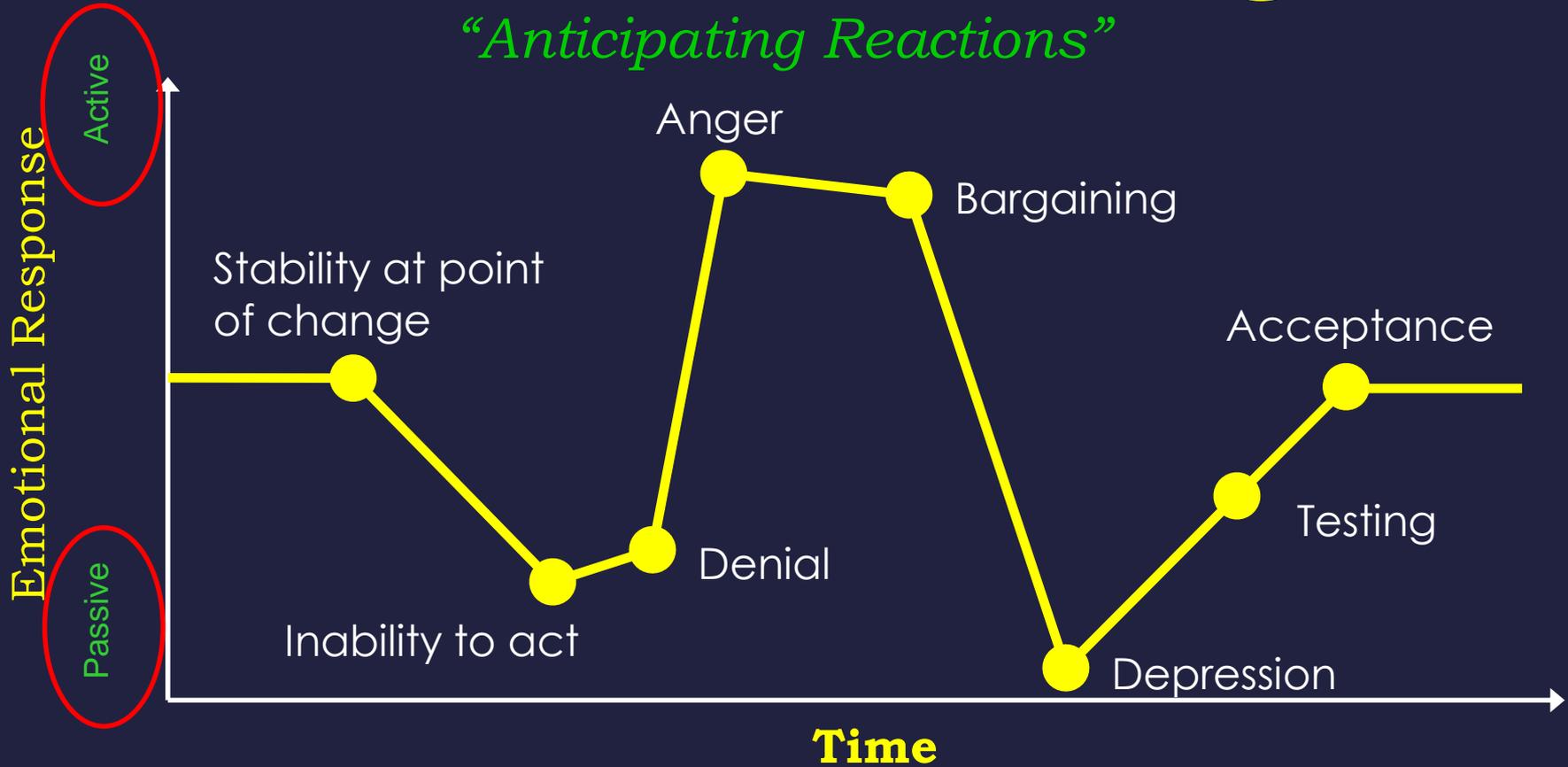
2 They don't perceive the sacrifice to be worth the benefits.

3 They didn't help create the change.

4 They don't trust the architects of the change.

Resistance To Change

“Anticipating Reactions”



Source: Robert Heller, *Managing Change*, p. 38.

Brief History of Change in the Church

Traditional		Contemporary	(1990's)
German		English	(1940's)
Catholic		Lutheran	(1500's)
Persecution		Constantine	(300's)
Failure		Boldness	(~33)
Old Testament		New Testament	(~0)

“

Unless you are prepared to give up something valuable you will never be able to truly change at all, because you'll be forever in the control of things you can't give up.”

- Andy Law, “Creative Company”



“

Scholars of innovation observe that in the face of complexity, organizations must have good conversations about **assumptions**.

- Dwight J Zscheile, “The Agile Church”

”

“

Christian community cannot be assumed; it must be **cultivated intentionally**, both within established congregations and with new neighbors.

- Dwight J Zscheile, “The Agile Church”

”



“When [assumptions] no longer fit where we are today, they must be revised and adapted, which requires holding the life and patterns of our churches lightly enough to change them for the sake of loving our neighbors in Christ.”

Group Discussion (2's or 3's)

What assumptions are you making?

What assumptions are holding you back?

(Here's one: "Everybody loves a potluck!")

Here's the key question: Are you willing to let go of old assumptions and embrace the new?

Which one is
easier to steer?



Why?

There is No
Such Thing as
Failure.
Only
Learning
Experiences.

WE LEARN
FROM
FAILURE
NOT FROM
SUCCESS

8
Diana B. B. B.

Failure shows us what
doesn't work.

Failure is not sin!

FAILURES
are part of life.
If you don't fail,
you don't learn.
If you don't learn
you'll never change.

“

A calm sea never made a skilled mariner.”



Too often, we look at change as a onetime deal.



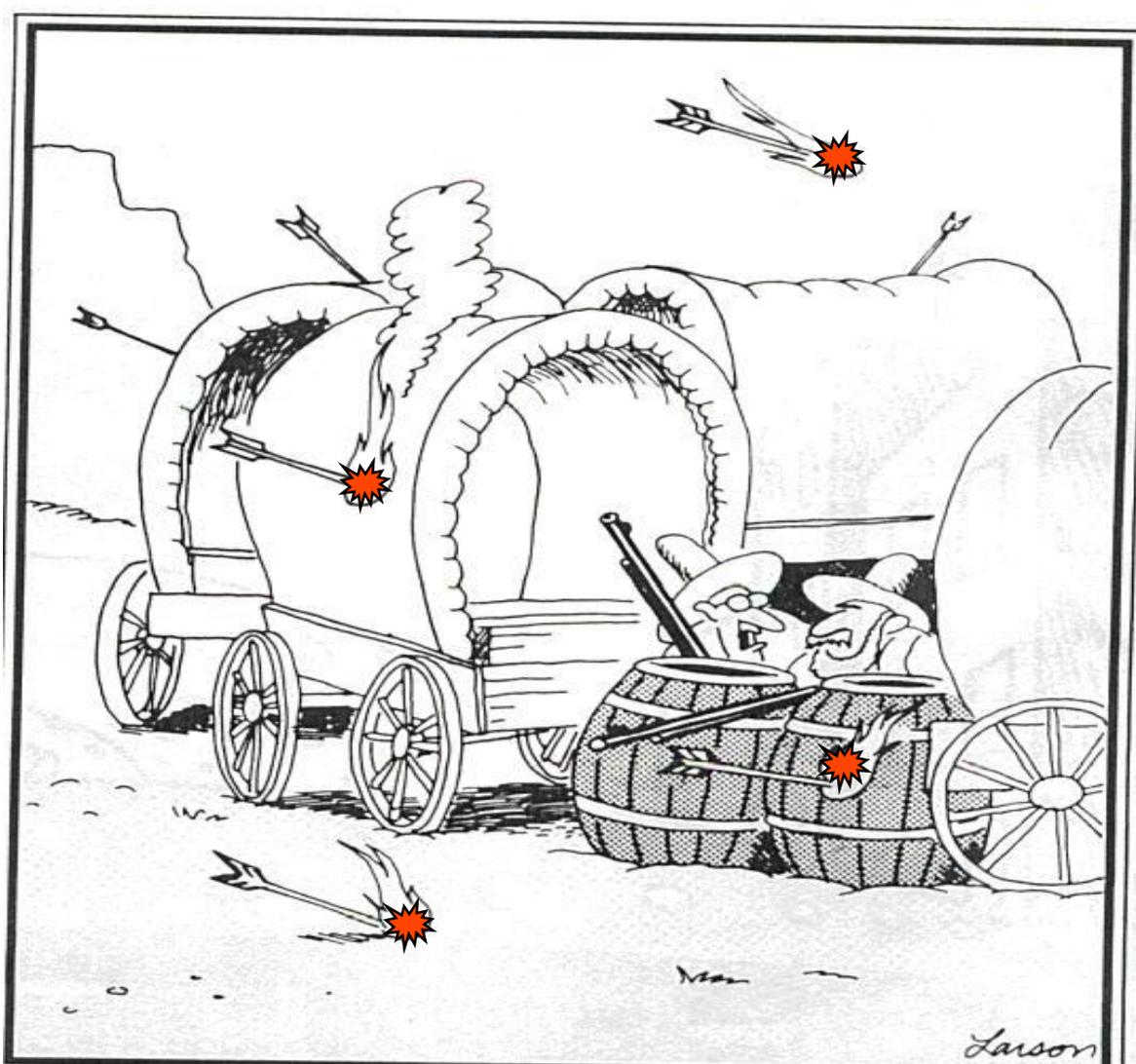
What are the takeaways?

What will you do?

Choluteca Bridge in Honduras

Remember that the river has moved.
How you do things going forward
must change!





**Accept that
flaming arrows
are coming your
way. Learn how
to adapt.**

Millennials & iGen are much different than you.
What can you do to reach them more effectively?

Gen B ... Boomers **1945-1960**

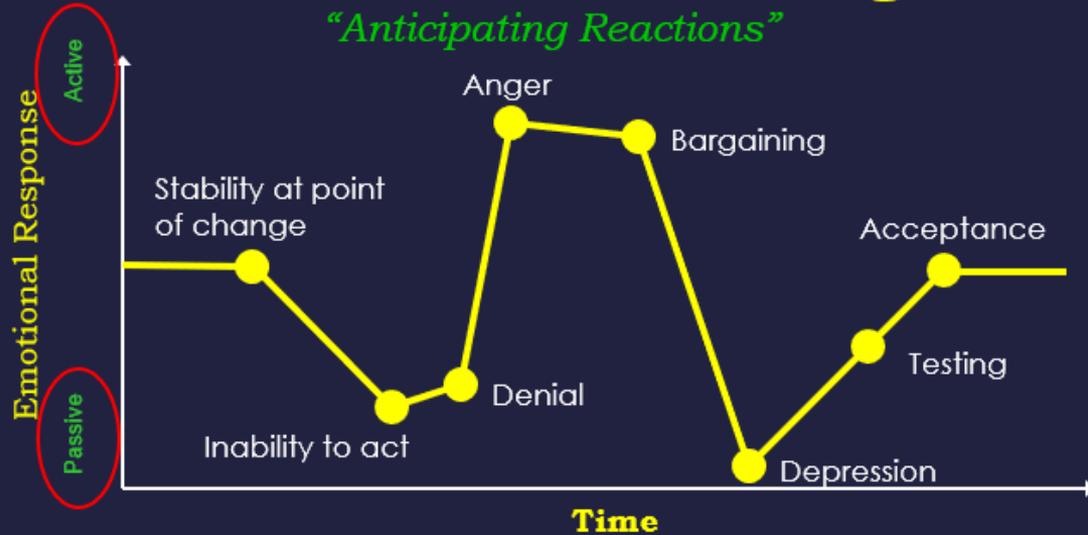
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Resistance To Change

"Anticipating Reactions"



Source: Robert Heller, *Managing Change*, p. 38.

Understand how others...and you...react to change.
Help people move through this cycle more quickly so
that the work of the LWML can continue and grow.

Brief History of Change in the Church

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Remember – Christians have been through this before and will continue to go through these types of changes. We are not unique.



Go back to your church and discuss the assumptions you are making with your teams and which of those are holding you back.

Once identified, clarify with the people you're trying to get involved.

Get yourself
moving!

Try different
approaches.
You will
fail...fail early
and fail often!



Accept the fact that change will be with you until you leave this world for heaven (even then, I bet God has some good changes in store for us!).
Get used to it!

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