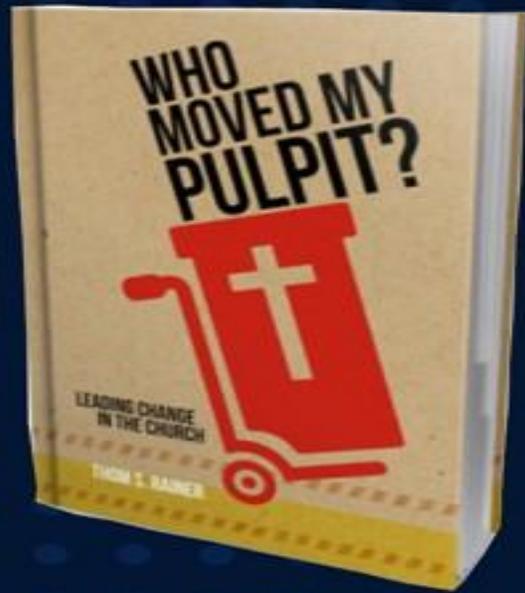


Virtual Bible Study Every Wed. @ 7:00 PM EST

Who Moved my Pulpit:

Leading Change in the Church



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**WEEK 8:
IMPLEMENTING AND
CONSOLIDATE CHANGE**

Habakkuk 2:2-3 (NIV)

Then the Lord replied: “Write down the revelation and make it plain on tablets so that a herald may run with it. For the revelation awaits an appointed time; it speaks of the end and will not prove false. Though it linger, wait for it; it will certainly come and will not delay.



**GETTING THE VISION
AND LOW-HANGING
FRUIT RIGHT**

When executing change, getting the vision right is important.

- If your vision has no sustaining power, then once you have completed it there is nothing left to accomplish

Be careful of following people with short-sighted vision they will lead you to no where.

- Your personal vision cannot be to just get a house, a car or to graduate but it should be something that is ongoing.

We at star are striving to be “Growing church for gifted people who are glowing for God.”

- The key words: growing and going. They are progressive words; meaning they describe something that is ongoing.

As believers the church and our own personal mission statement has been given to us.

- **Matthew 28:19-20** - “Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you”
 - *Notice this commission by Christ is also progressive in nature. “Make disciples, Baptizing & teaching”*
 - ***There’s no quantity or end date on this commission.***

A misstated vision can become a major downfall for a church during change.

There are five keys to implementing and consolidating change:

- 1. The power of over-communicating**
- 2. The power of transparency**
- 3. Dealing with dissenters**
- 4. Dealing with success**
- 5. Dealing with complacency**



THE POWER OF OVER-COMMUNICATING

Q: How much should leaders communicate the vision and the change needed to fulfill the vision?

- Once leaders are sick and tired of hearing themselves say the same thing repeatedly, that is the beginning point of effective communication.

Repetition is critical in communication any changes or vision.

- It's when your bored of repeating yourself that the congregation or ministry is just getting it.

In the Bible there are several passages that are tested in both the OT & NT

- **Isaiah 7:14** - Therefore the Lord himself will give you a sign: The virgin will conceive and give birth to a son, and will call him Immanuel
- **Matthew 1:23** - The virgin will conceive and give birth to a son, and they will call him Immanuel” (which means “God with us”).
- **Isaiah 40:3** - A voice of one calling: In the wilderness prepare the way for the Lord; make straight in the desert a highway for our God.
- **Matthew 3:3** - This is he who was spoken of through the prophet Isaiah: “A voice of one calling in the wilderness, ‘Prepare the way for the Lord, make straight paths for him.’”

Q: How has repetition helps you to grow or get an idea?

It is equally important to keep the vision before the congregation after specific changes are complete.

■ ***Change is not true change until it is ingrained in the culture.***

– Once members stop talking about the changes as changes, you can be certain those changes are ingrained in the culture.



THE POWER OF TRANSPARENCY

Great leaders are transparent leaders. Great change takes place when the leaders are transparent.

- When people sense you are hiding things from them then change is in danger.
- We live in an Information age- everyone expects to be fully Informed

John 16:4 - “But I have said these things to you so that when their hour comes you may remember that I told you about them. “I did not say these things to you from the beginning, because I was with you.”

- Transparency is particularly a hallmark of millennials born between 1980 – 2000.
 - due to the scandals during their development. They don't trust so transparency's is a necessity for them and others.



DEALING WITH DISSENTERS

The dissenters want the urgency to end and complacency to resume.

- They are ready to resume their dissent if there are signs that the change is not complete. But change is never complete. The urgency can never end.



DEALING WITH SUCCESS



Success is tied to fatigue and a lack of vision is dangerous in the church.

- Success is doesn't mean stop, but instead it means it's time to move on to bigger and better things.

Be careful to not rest on your laurels. Churches if not careful can become museums filled with history and relics of past success.

- **James 4:6** - "But he gives all the more grace; therefore it says, "God opposes the proud, but gives grace to the humble.""

– *Some success leaves people lost thinking there is nothing else to do and they become complacent.*



DEALING WITH COMPLACENCY



Part of the complacency comes from the intense pace inherent in major change.

■ Too many church as have a few leaders working and everyone else watching and benefiting.

– *Complacency comes from being worn out and needing a break.*

– ***Matthew 9:37*** - *Then he said to his disciples, "The harvest is plentiful, but the workers are few.*

Be careful because breaks can become extended periods for inactivity.

■ **2nd Thessalonians 3:10** - “a man who doesn’t work doesn’t eat.”

But the number one reason for complacency is the failure to have a clear vision.

■ The enemy wants us to not work but rest and become complacent. Which is why we must always have a burning/urgent need to serve and minister.

■ There are no retirements in the kingdom. We stay on the battlefield for the Lord!



KEEPING IT URGENT



Churches cannot have periods lacking urgency. We have the most important message to give to the world.

- The gospel is the only way of salvation. Millions upon millions need to hear the message.

The local church is one of God's key instruments for sharing the Word and love of the gospel.

- We don't have the luxury of not keeping it urgent.
 - **1st Corinthians 12:4-6** - There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work.”

We all must remain urgent and ready to serve using our gifts in the kingdom to promote God's agenda and help the needy.

- In too many of our churches, we act like it is a religious country club.

- *We pay our dues and expect to be served.*

It is little wonder we fight and argue about petty matters while eternity hangs in the balance for so many.

- ***As long as Church is about me, myself, and I, we will never have a sense of urgency.***

Change is not the end. It is the means. It is the process. Urgency, therefore, precedes change, accompanies change, and leads change again.

■ **Philippians 1:6** - “being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.”

■ **Acts 4:20** - “for we are unable to stop speaking about what we have seen and heard”

Our message is one of eternal importance. We don't lead change for change sake. We lead change for the sake of the gospel. Change is urgent because the gospel is urgent.