

# ANALYZING THE SYSTEM

## Pastor Process Task #2

**“Transformation Toolkit”:** Description  
& Assessment #3-4, 7-8, 13-15, 17-18

**“Resources for Transition”:**

Description & Assessment pp.16-22,  
25, Conflict & Change p.31, Missional  
Readiness pp. 42-43

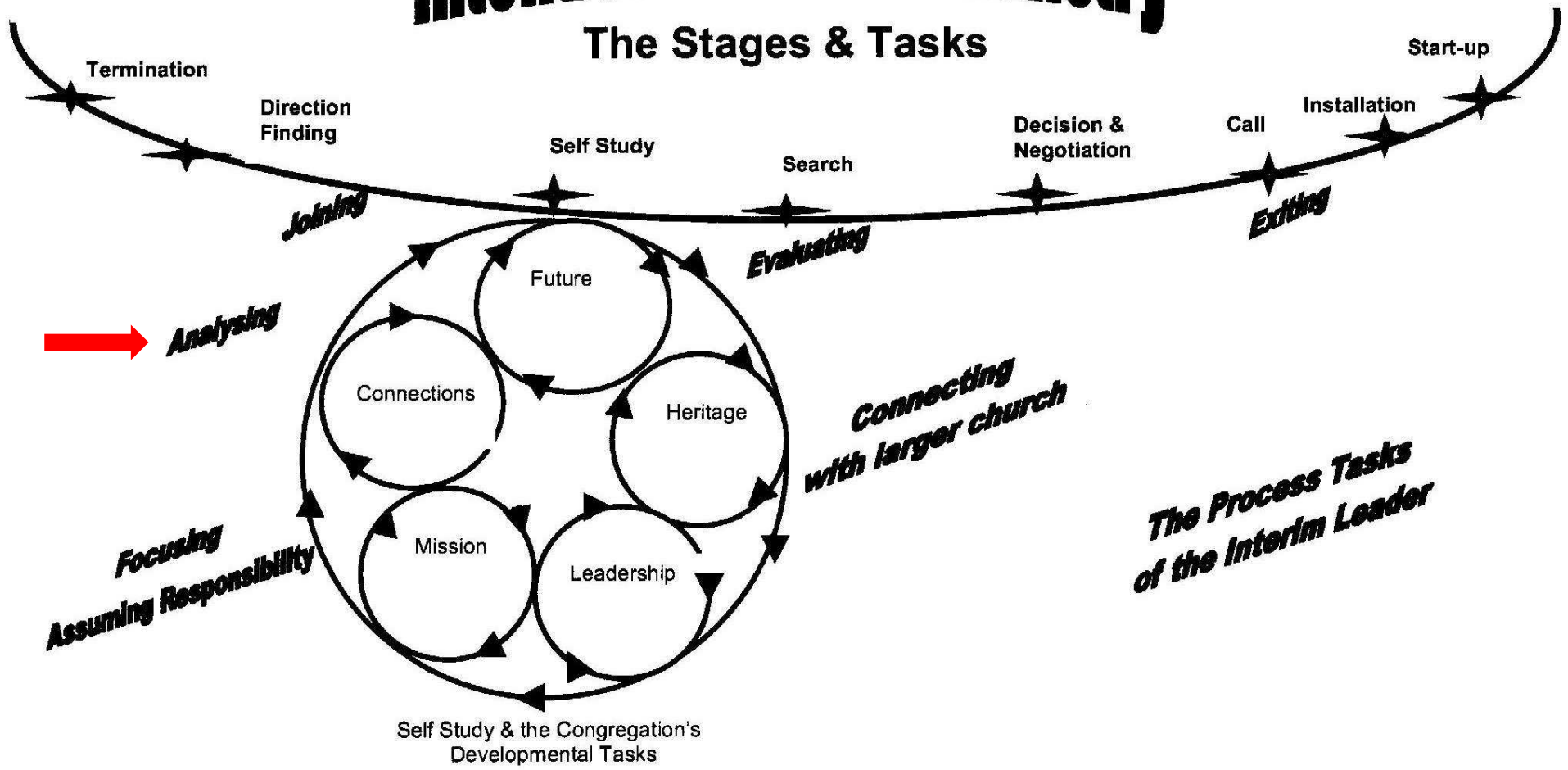
Endings

In Between Times

New Beginnings

# Intentional Interim Ministry

## The Stages & Tasks




# Analyzing the System: "Assessing the Congregation."




"...he's one of the results of our  
'Risk Assesment Survey'!"

**Assessment Results**

Congregational Report

**LEAD**   
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# Pay Attention

## Notice

Signs of anxiety, Spiritual & Emotional Climate



Conflict, its Presence or Absence



Strengths, the Stones for Rebuilding

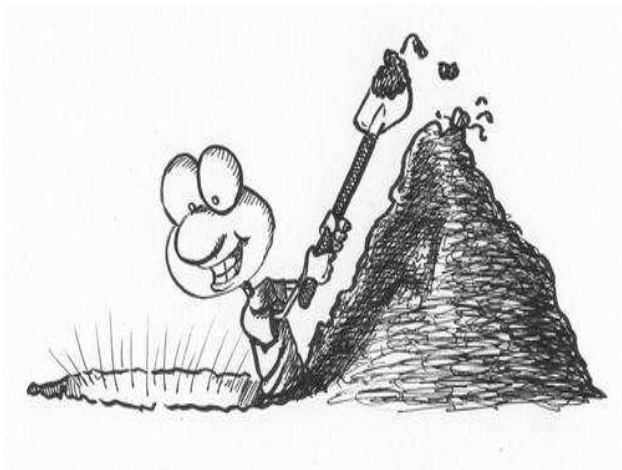


## Then

## Dig Deeper

**Identify the Real Issues**

The "presenting problem" usually leads to more hidden, more difficult and important underlying issues.



# Preparing for Renewal

Deal directly with issues contributing to loss of momentum or even decline:

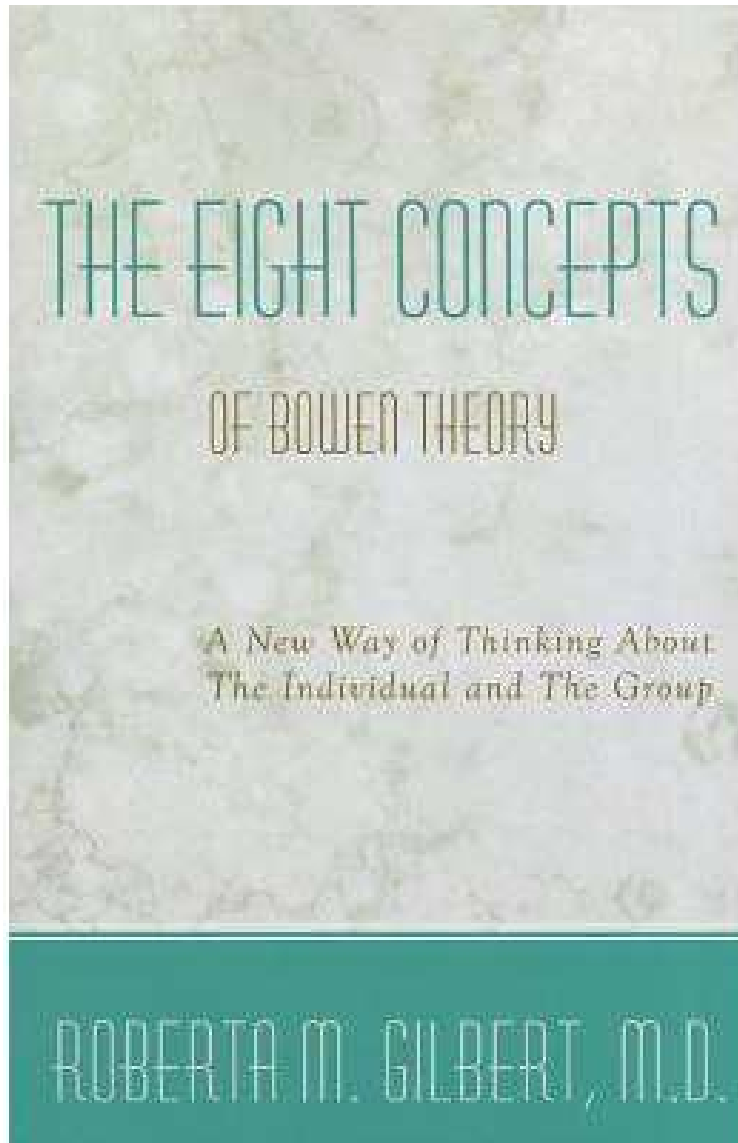


Michael Piazza

- An absence of self awareness (e.g. decline side of the congregational life cycle)
  - A lack of transformational mission and vision
    - Burdensome systems and structures
      - Stagnant worship
- Viewing evangelism as low priority ("FTVs [First Time Visitors] must become VIPs.)
  - Self absorption

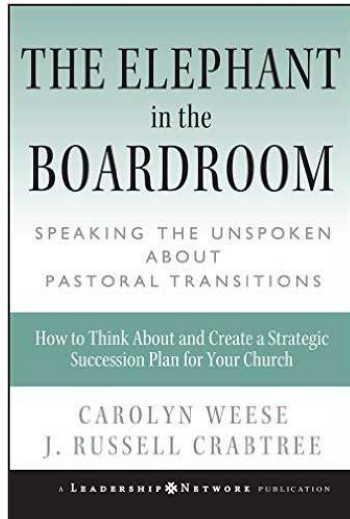
"If an interim can help a church's members 'take off their bibs and put on their aprons', the interim will take a major step toward transformation"

# Tools for Analysis



## Systems Thinking

# Tools for Analysis

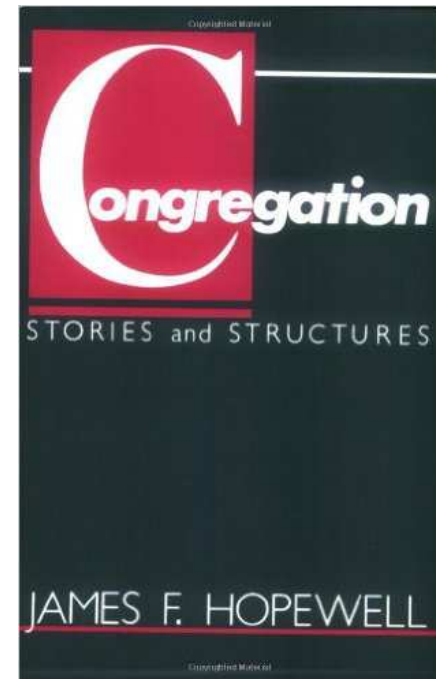


## What's the Culture?

- The Family Culture Church
- The Archival Culture Church
- The Icon Culture Church
- The Replication Culture Church

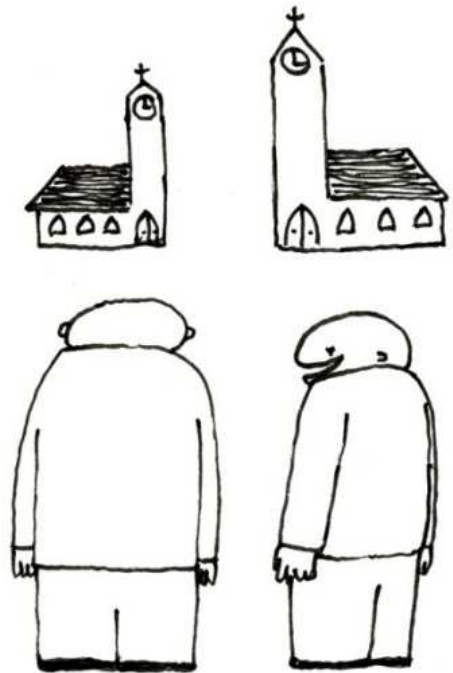
## What's the Congregation's Basic Outlook?

- Tragic,
- Comic,
- Ironic,
- Romantic.



# Tools for Analysis

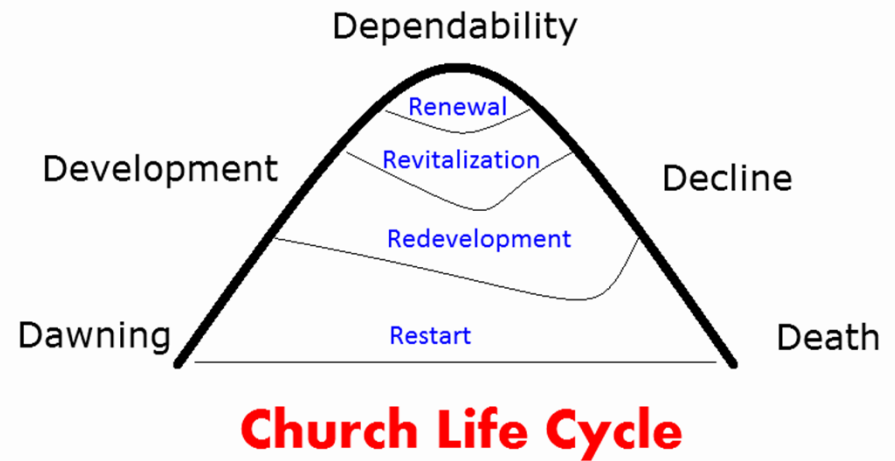
p.2



"Mine's bigger than yours!"

©nakedpastor

## Church Size & Style



## Congregational Life Cycle

Transformation Toolkit #4, #7  
Resources for Transformation pp.16, 19-20





# Moving Beyond Pathologies

p.3

THE ELEPHANT  
in the  
BOARDROOM  
SPEAKING THE UNSPOKEN  
ABOUT  
PASTORAL TRANSITIONS

The "prevailing stream of thinking about leadership transitions tends to be *illness-based*. A pastoral transition is treated like a terminal diagnosis...."  
Carolyn Weese & Russell Crabtree

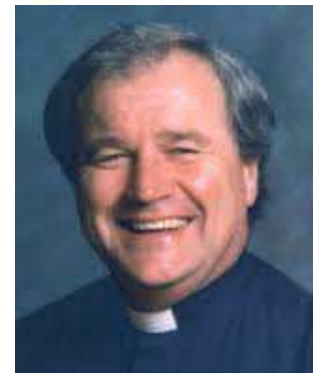
Rather than "deficits and problems", we focus on "assets and solutions."



*Clergy Leadership Institute*

ENABLING INNOVATION AT THE **SPEED OF LIFE**

Rob Voyle



"Conflict overall is more frequent in churches these days due to the anxiety that comes from changing cultures within and around the church."

Interim Pastor Peter Alexander,  
Lutheran Church Missouri Synod



# Resources

**“Transformation Toolkit”:**  
Description & Assessment #3-4, 7-8, 13-15, 17-18

**“Resources for Transition”:**  
Description & Assessment pp.16-22, 25,  
Conflict & Change p.31,  
Missional Readiness pp. 42-43

# Resources

## "Transformation Toolkit":

### Description & Assessment

#3 Systems Thinking

#4 Church Size & Style

#7 Congregational Life Cycle

#8 Closing Churches

#13 Spiritual Analysis

#14 SWOT Analysis

#15 Assessing our Context

#17 The After Pastor

#18 Curiosity

# Resources

## **“Resources for Transition”:**

### **Description & Assessment**

pp.16-18 Congregational Life Cycle etc

pp.19-20 Church Size, Style & Size  
Transitions

p.21 Interviews & Group Exercises

p.21 Historical Time Lines

p.22 Appreciative Inquiry

p. 25 Connecting with our Context

Conflict & Change p.31,  
Missional Readiness pp. 42-43

# Resources

## "Resources for Transition":

### **Conflict & Change**

p. 31 A Handy Introduction to Some Approaches

### **Missional Readiness**

p. 42 Missional Readiness

p.43 Assessment Tools

p.43 Excavating our Religious Cultures

also

Description & Assessment pp.16-22, 25