

**CHANGE IS
INEVITABLE –
EXCEPT FROM A
VENDING MACHINE.**

PictureQuotes.com

**Serving Confidently Amidst Strain,
Uncertainty and Change**

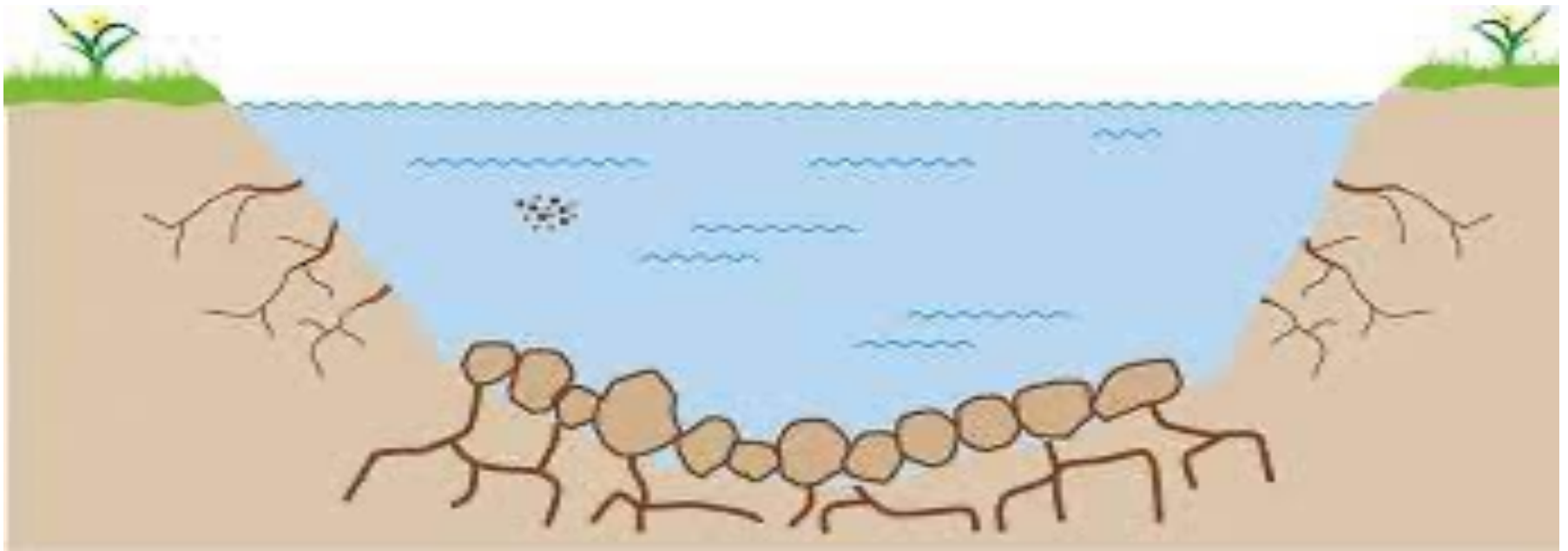
Discussion

- What causes uncertainty for you in ministry or life in general?
- What are some changes you have been through over the past 2-5 years (including but not exclusively COVID-19 related) that have caused strain and uncertainty in ministry?
- What has helped you manage change and uncertainty?





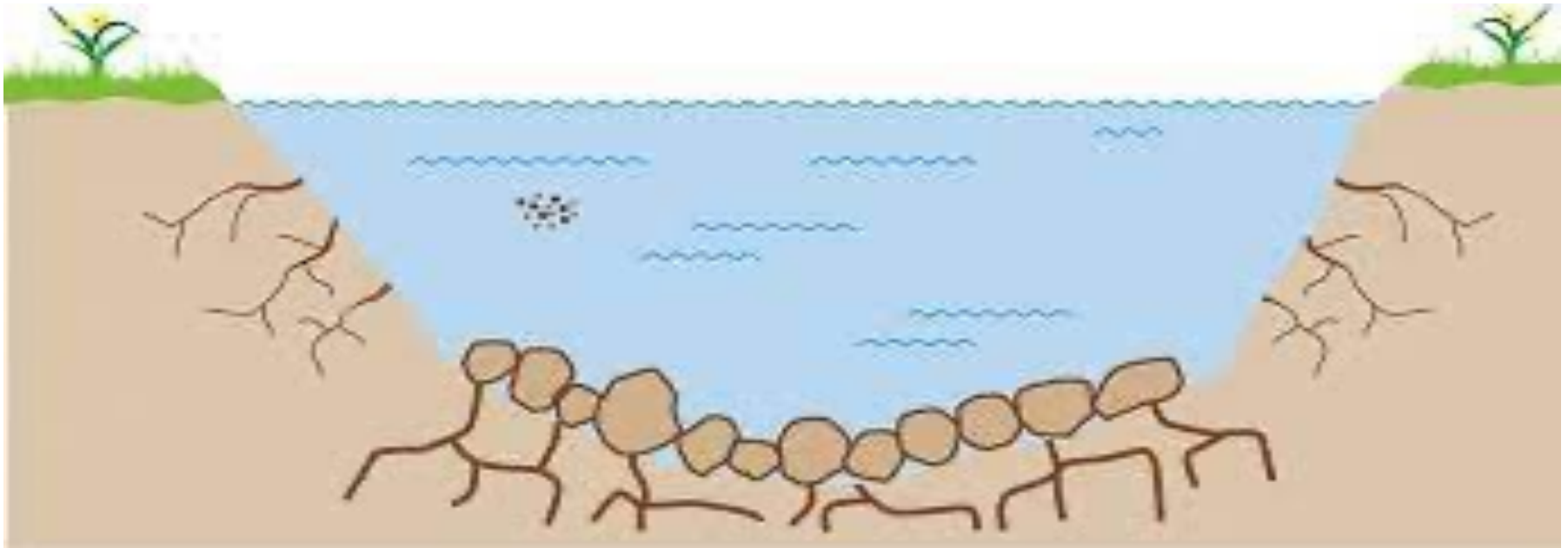
Uncertainty in crossing the river of change



Time 1: Pre-change



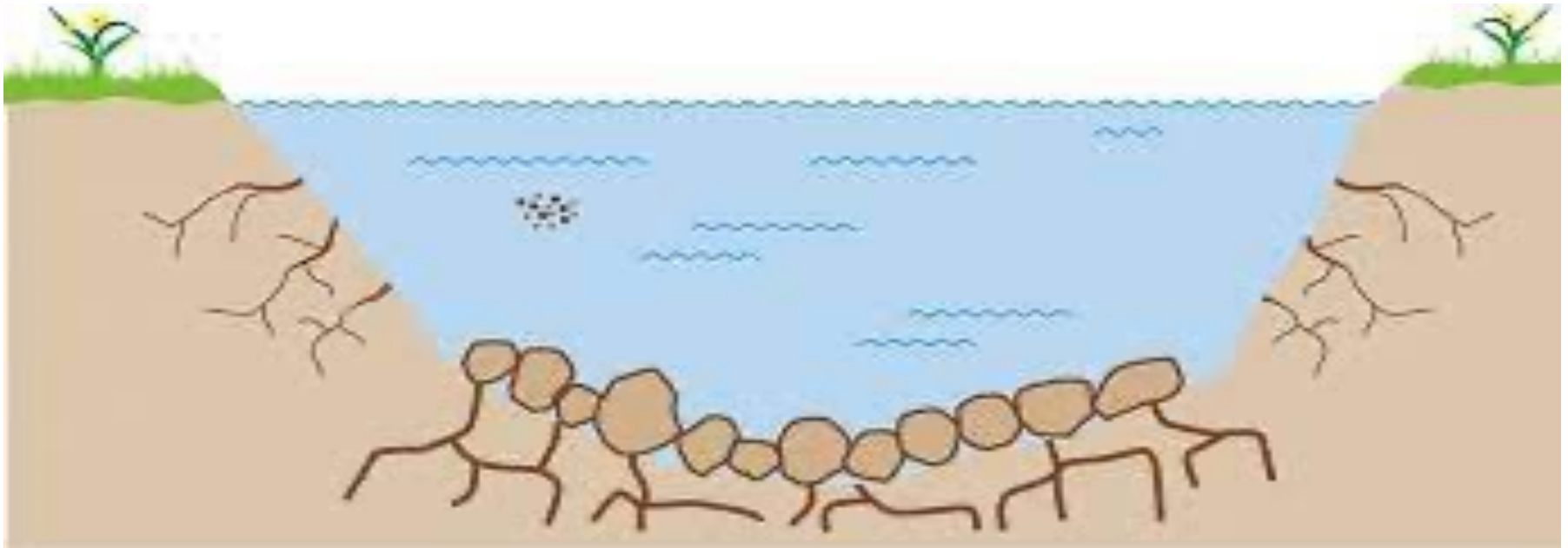
Stable in a place that is known



Time 2: Change commenced

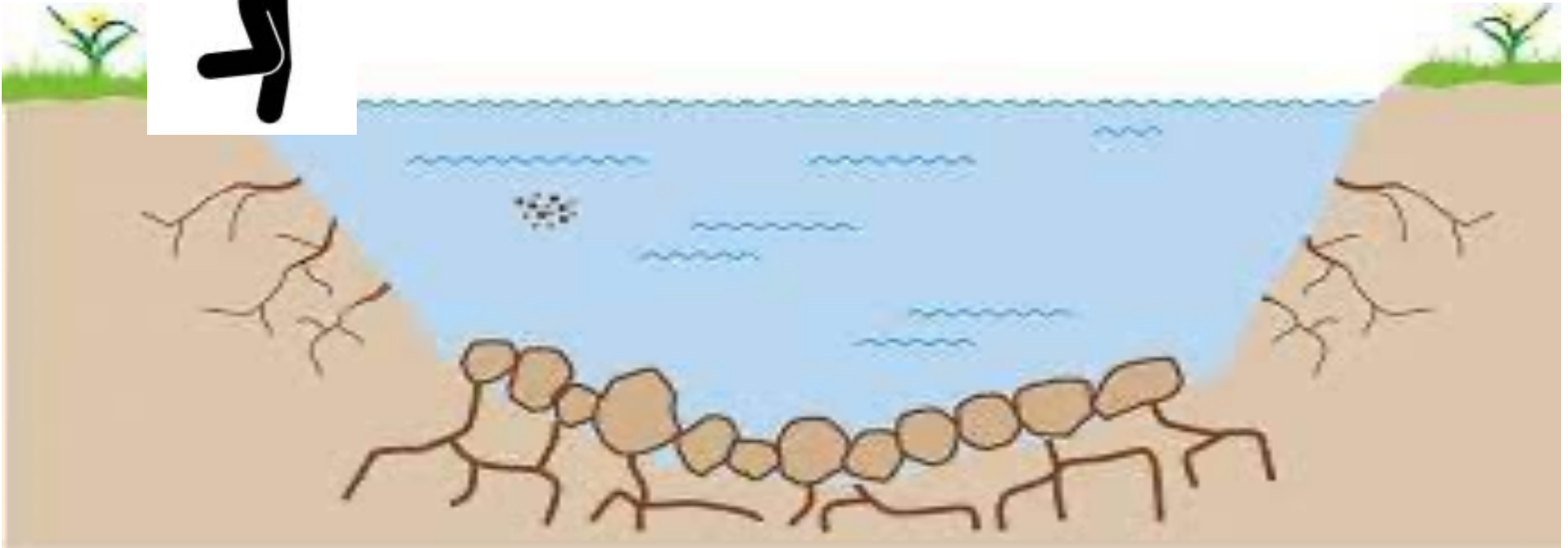


Change commences (with at our initiation or not)



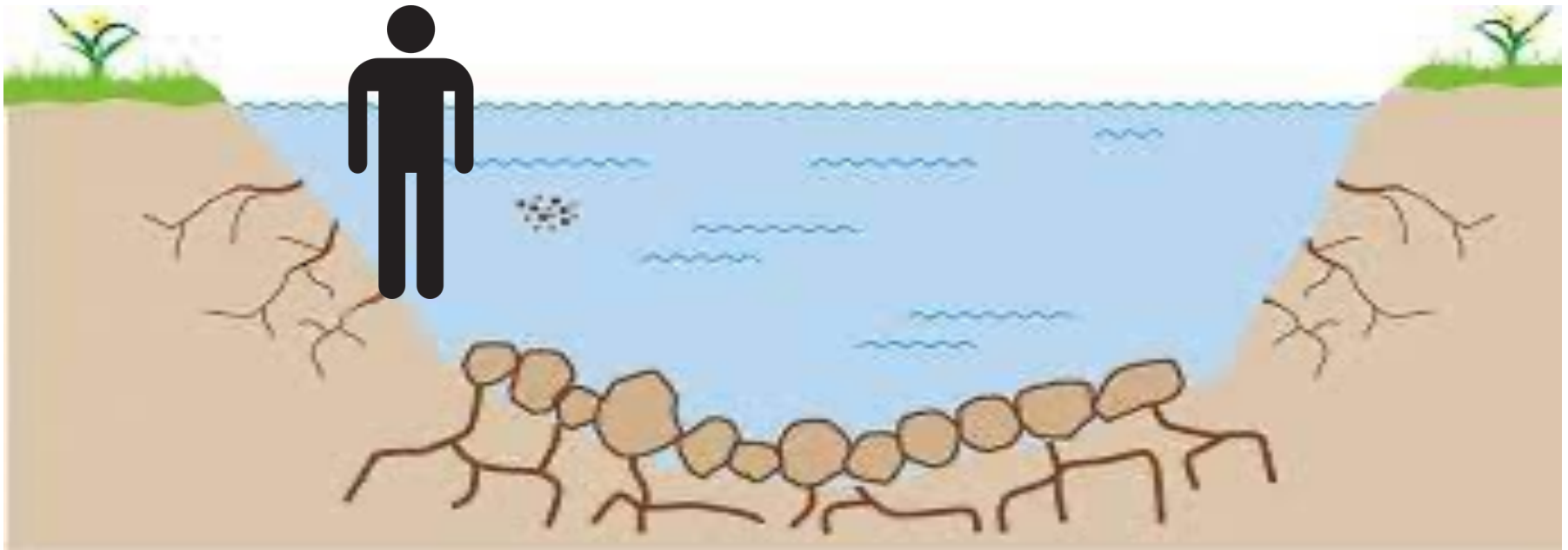
Time 3: Initial experiencing

Taking action and making the change



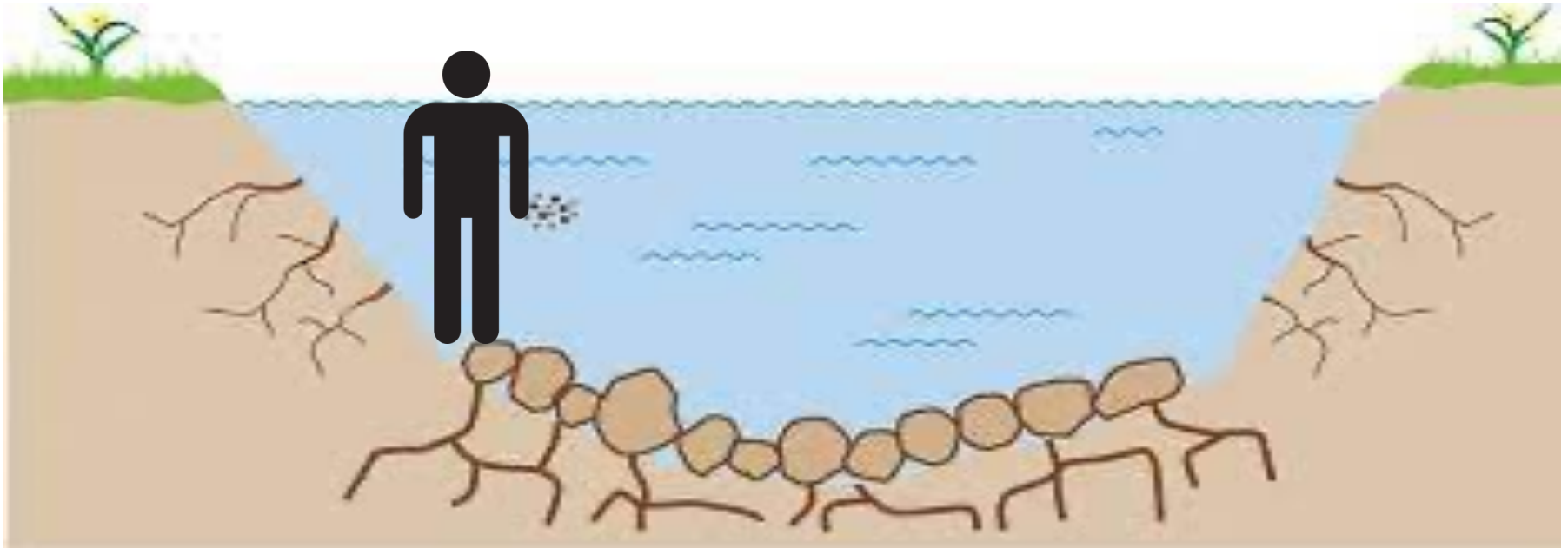
Time 3: Initial mixture

Experiencing the “strength of the currents” that may or may not be expected



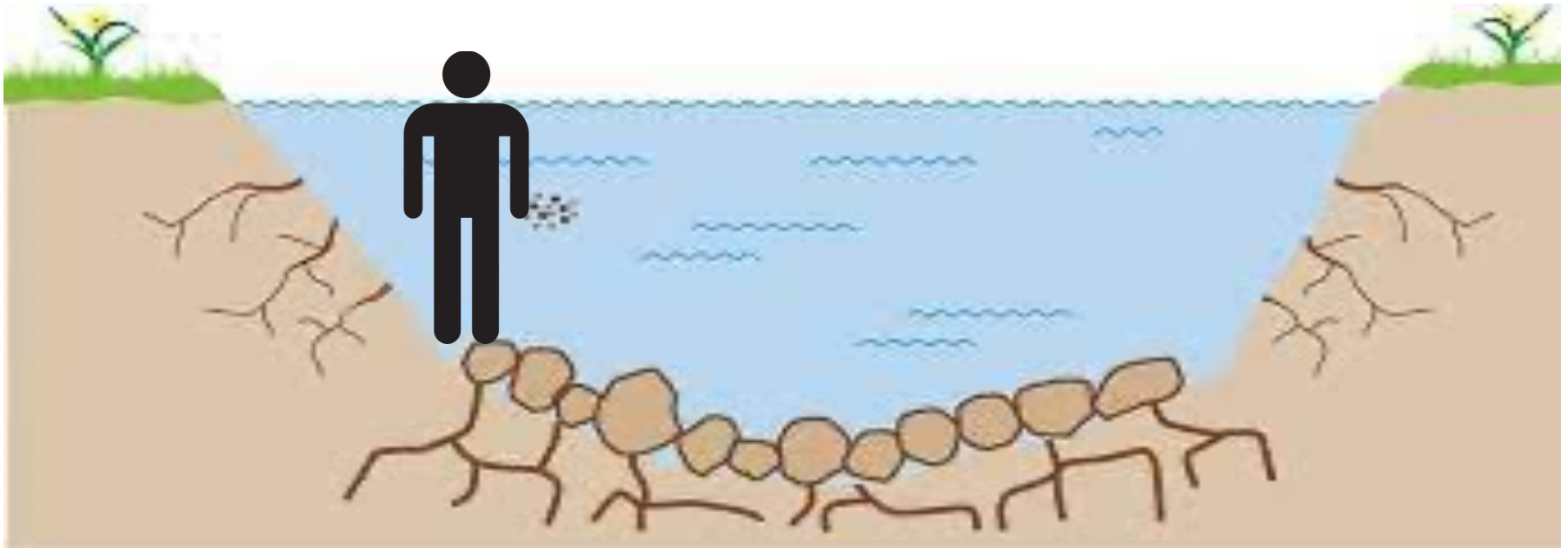
Time 4: Some concerns

When navigating change, we can expect to hit some “rocks” and are also somewhat concerned if we may “go under” with all that is going on.



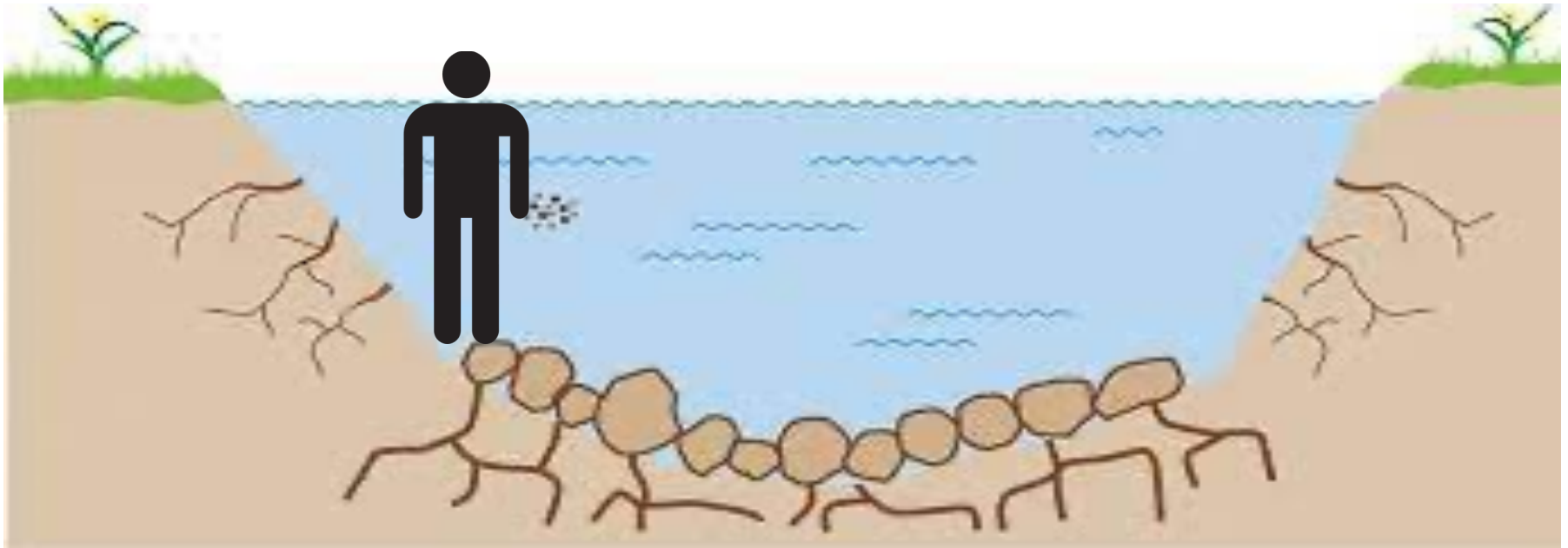
Time 4: Losses start to be felt

1. **Safety and Security:** You do not feel as certain that you will be ok.



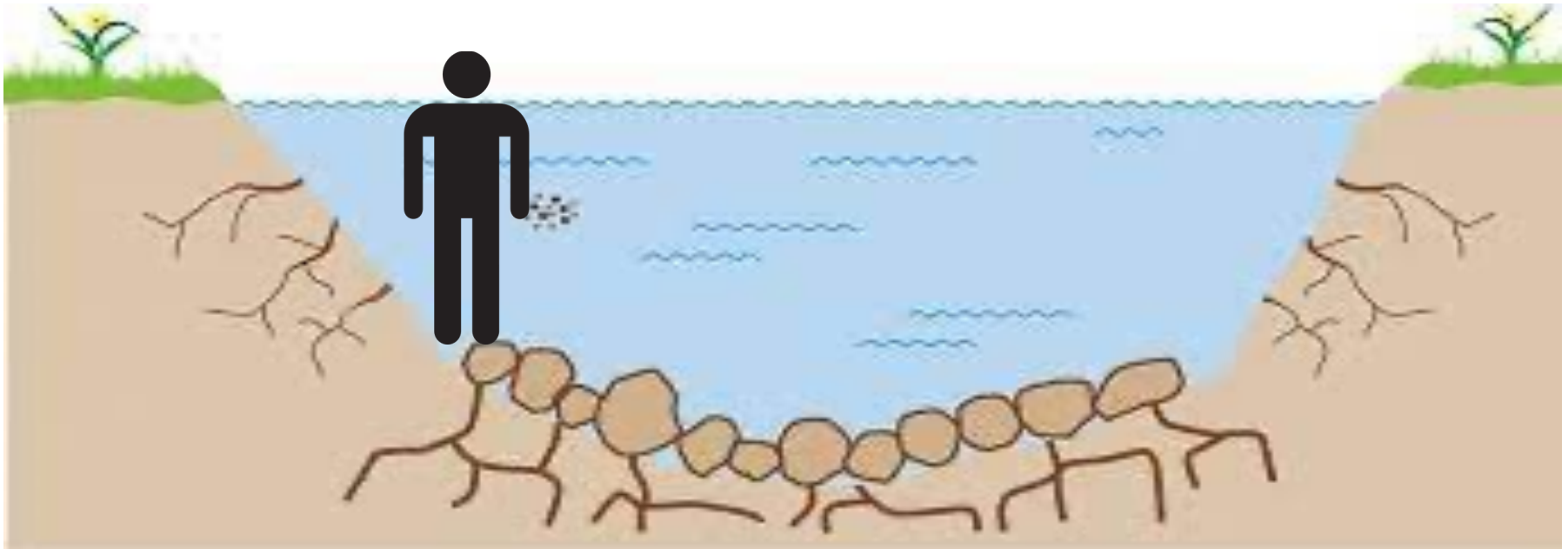
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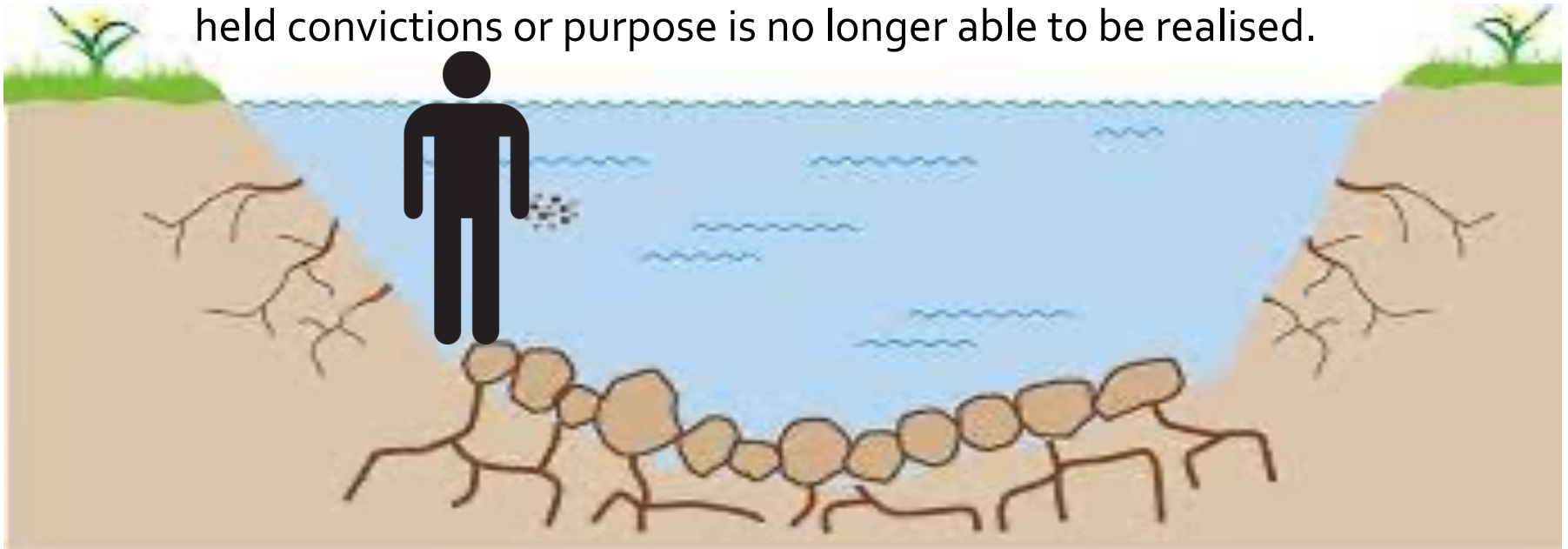
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3. **Competence:** You feel less certain of your ability to perform or accomplish valued tasks.



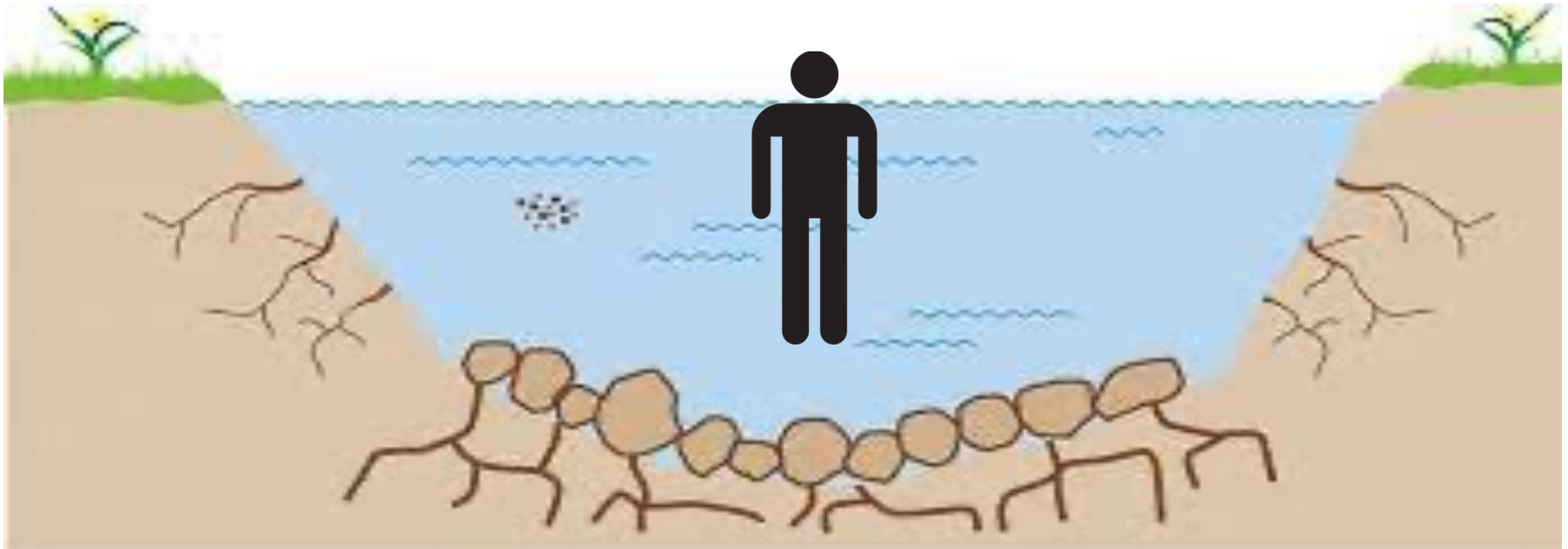
Time 4: Losses start to be felt

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4. **Mission and Purpose:** The change has resulted in part of your deeply held convictions or purpose is no longer able to be realised.

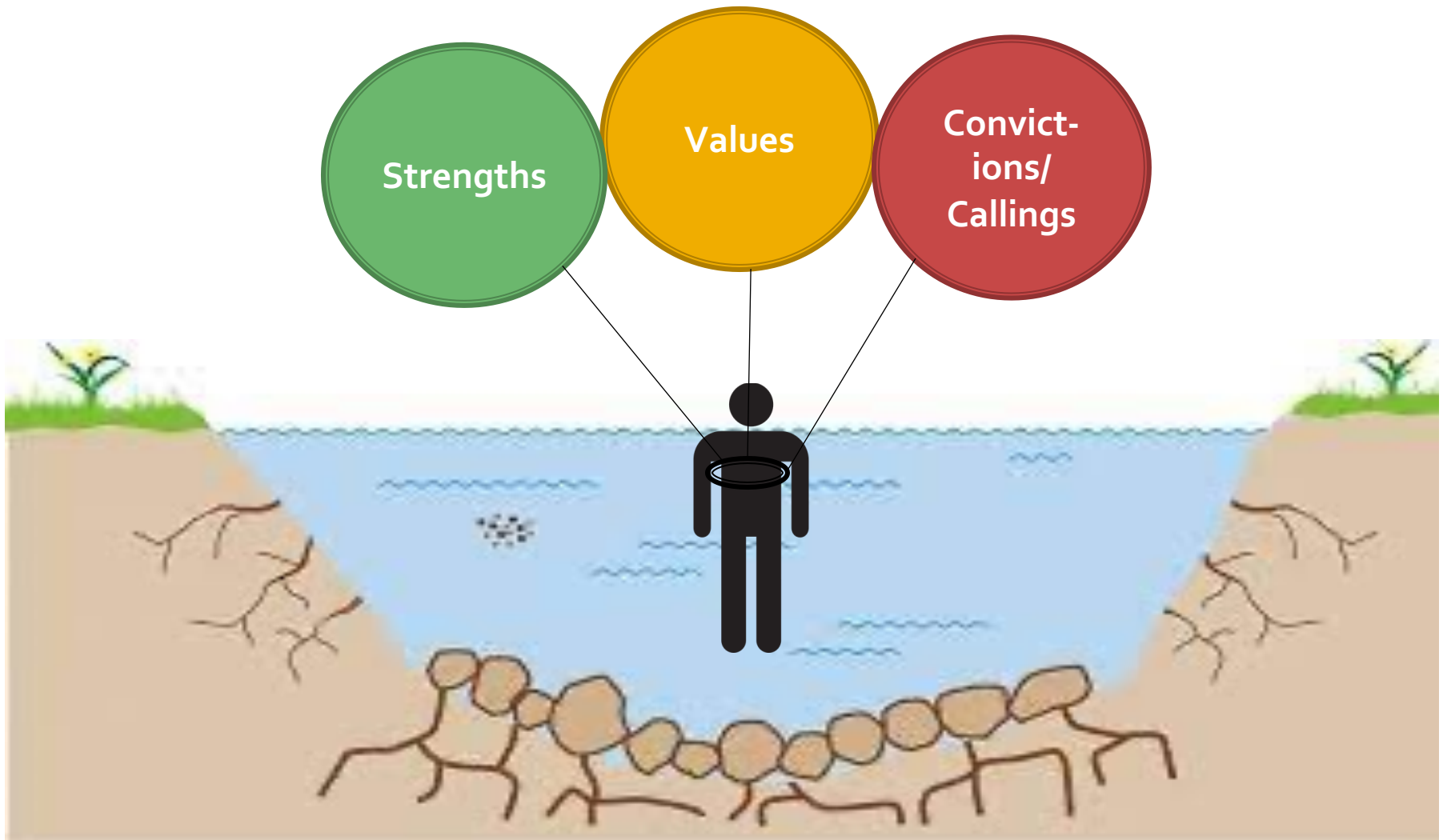


Time 5: No footing – peak uncertainty

- No longer attached to the past (can't go back) and not sure what the future will be like (do I want it?).
- We can feel unmoored, tossed by the currents and waves.

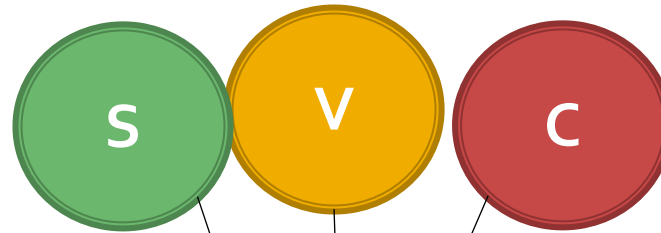


Strengths, values and convictions/callings



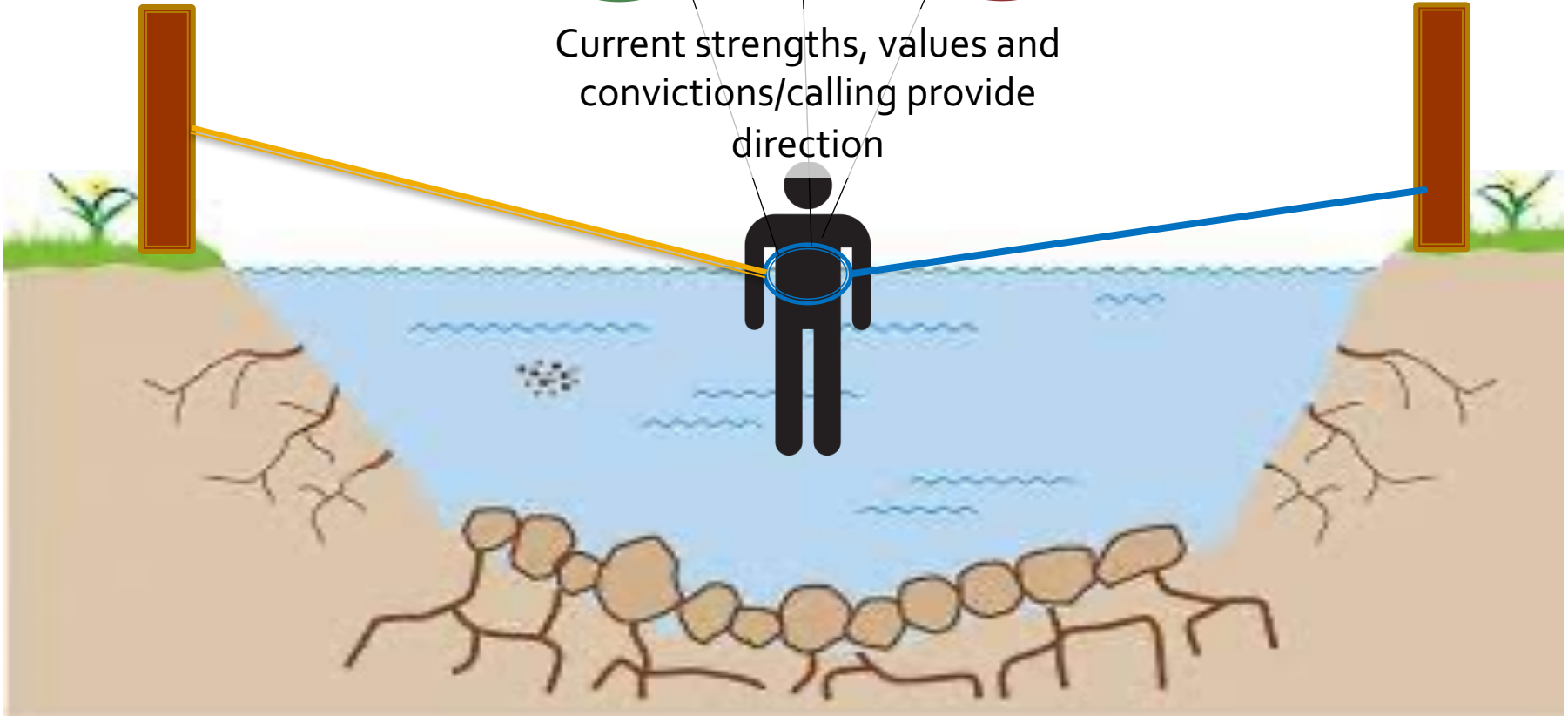
Strengths, values and convictions/callings

Strengths, values and convictions/calling pre-change



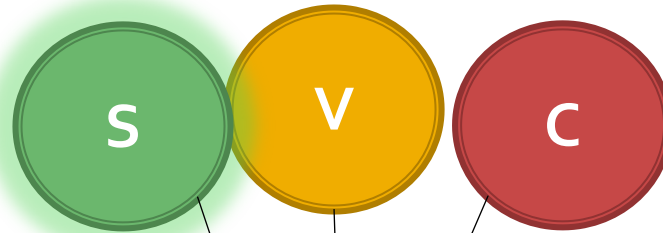
Current strengths, values and convictions/calling provide direction

Strengths, values, and convictions/calling post-change



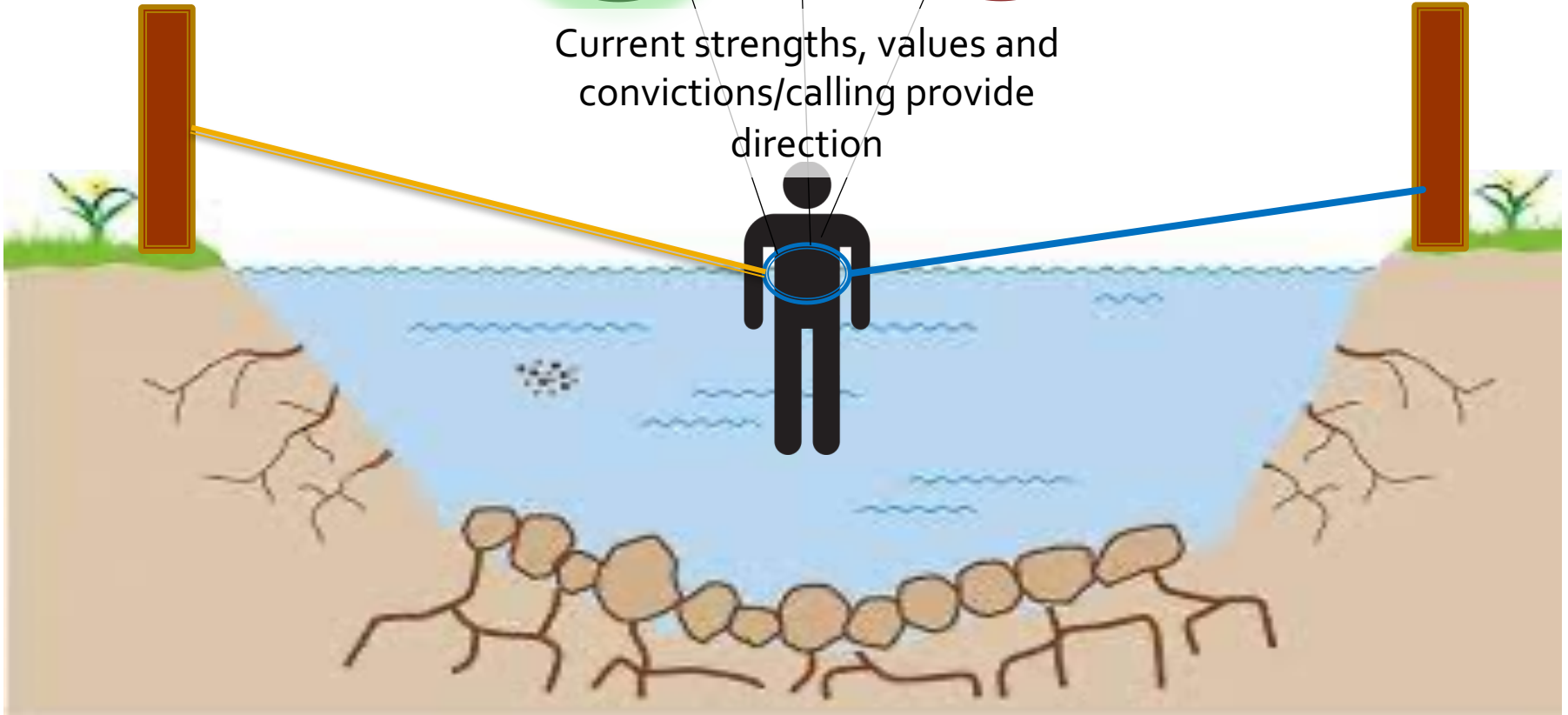
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The importance of identifying and expressing our “strengths” (gifts)

- **Values in Action Signature Strength Test**
 - Take it for free at <https://www.viacharacter.org>
 - My example: Spiritual transcendence; Wisdom/perspective; Teamwork; Love (valuing care and close relationships); Forgiveness.
 - *Learner; Harmony; Empathy; Developer; and Individualisation*
- **Strength finders test, Core Clarity, (etc.)**

Signature Strength indicators

- A sense of ownership and authenticity (*"This is the real me"*)
- A feeling of excitement while displaying it, especially at first
- A rapid learning curve when it is first practiced
- Desire to find new ways to use it
- A feeling of inevitability in using the strength (*"You cannot stop me doing this"; not on to-do list*).
- Joy, energy and enthusiasm when using it.

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- **Core Clarity** material
 - My example: **Learner**, **Harmony**, **Empathy**, Developer, and Individualisation.

The importance of identifying and expressing our “strengths” (gifts)

Step 1: Identify your signature strengths

- What are yours? Log on and take the test at <https://www.viacharacter.org>
- What are your gifts, abilities, heart’s desires, and talents others have commented on?
 - You may like to use the “S.H.A.P.E.O” acrostic as you ponder this (see handout appendix B).

The importance of identifying and expressing our “strengths” (gifts)

Step 1: Identify your signature strengths

Step 2: Exercise one or more in a
planned/scheduled way (preferably new)

The importance of identifying and expressing our “strengths” (gifts)

Personal Development Plan Part A: Role development

Areas I have developed I have seen improvements or become better at the following:	Talents or strengths to use more (3-5) My top 3-5 talents, strengths and core contributions (i.e., areas that you feel you are good at and/are effective in):
What has helped? I have been particularly helped by (i.e., training, reading, or relationships):	What has hindered? I have been particularly hindered by (things that impede you doing your role):
Broader role/ministry development objectives What development goals do I have for the next 12 months? The next five years?	
Role development goals for now (<i>maximum of 2</i>) Knowledge or skills do I need to enhance (i.e., areas you would like to develop, learn, and grow in)? What specific action can I take to achieve this?	

The importance of identifying and expressing our “strengths” (gifts)

Job Description Review In reviewing my job description, the following are my personal key roles and responsibilities:	Team’s Strategic Plan My team has determined the following critical path steps and focus for this year:
Critical Role Objectives As I review my job description and team’s plan for the year, the following list comprises 2-4 critical aspects of my role and responsibilities that coincide with our team purpose and priorities that I will focus on:	

The importance of identifying and expressing our “strengths” (gifts)

Application:

What are your signature strengths?

Take the test at <https://www.viacharacter.org>

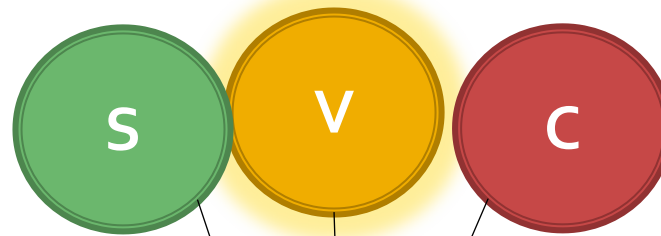
Discuss the following with others around you:

- What are your gifts, abilities, heart's desires, and talents others have commented on?

Pray for one another that God would make this clear

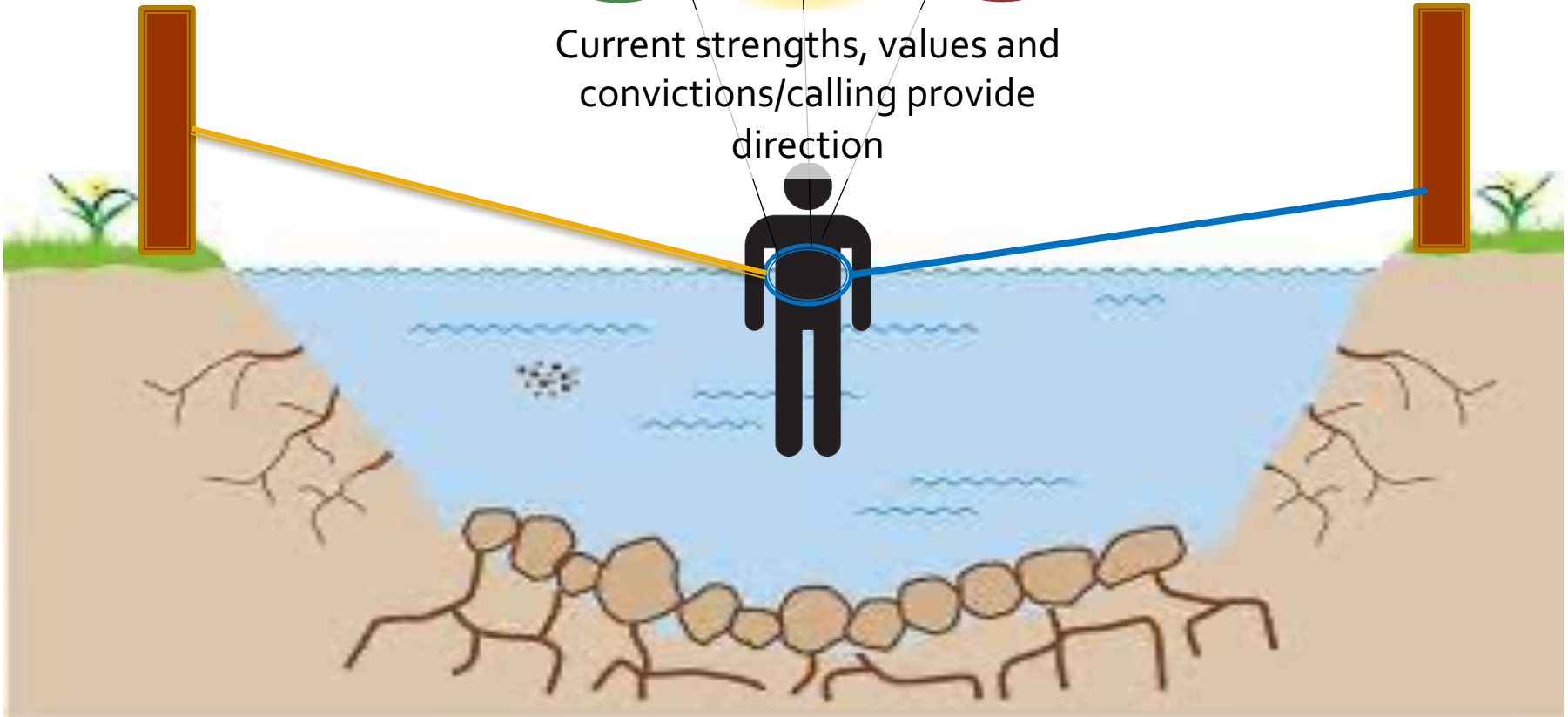
Strengths, values and convictions/callings

Strengths, values and convictions/calling pre-change



Current strengths, values and convictions/calling provide direction

Strengths, values, and convictions/calling post-change



Organisational and personal values

- Values are our deepest desires about how we want to interact with and relate to the world, other people, and ourselves.

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Power to Change Values:

- Bold Faith;
- Character Growth;
- Effectiveness; and
- Interdependent Community

Organisational and personal values

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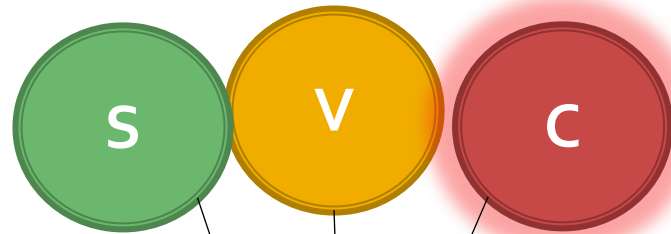
Personal values

Consider core values related to key areas of life:

<input type="checkbox"/> Spiritual life	<input type="checkbox"/> Physical life
<input type="checkbox"/> Family/most significant relationships	<input type="checkbox"/> Friendships
<input type="checkbox"/> Vocation/work	<input type="checkbox"/> Emotional life
<input type="checkbox"/> Further education	<input type="checkbox"/> Finances

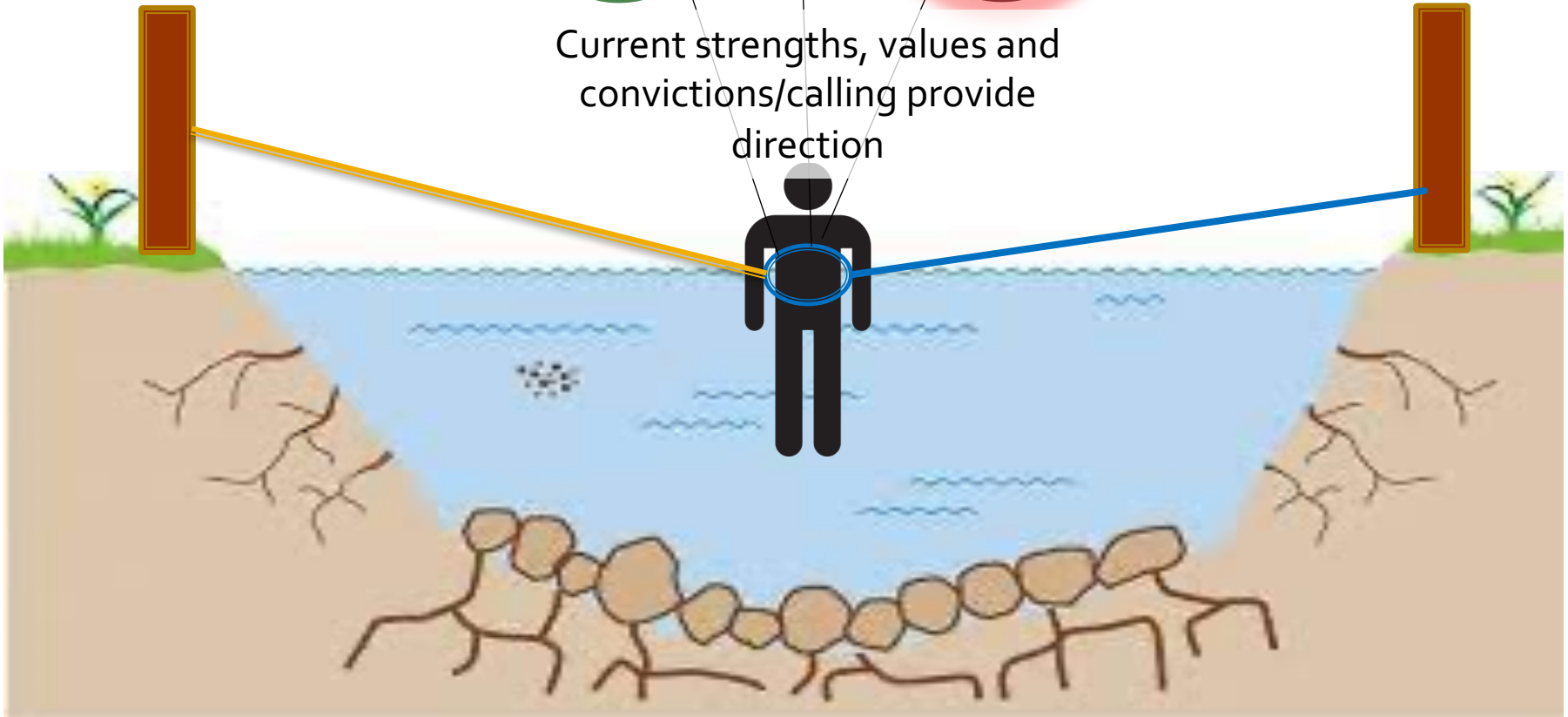
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Calling defined for this session



“This is what I
think / believe / am convicted
that God wants me to do.”

Clarify callings and convictions

A personal sense of purpose, or calling in ministry, is an important foundation that most leaders share. **It can act as a reference point, an internal compass to help stay on course and persevere.**

Sam Sterland, NCLS, 2014

Clarify callings and convictions

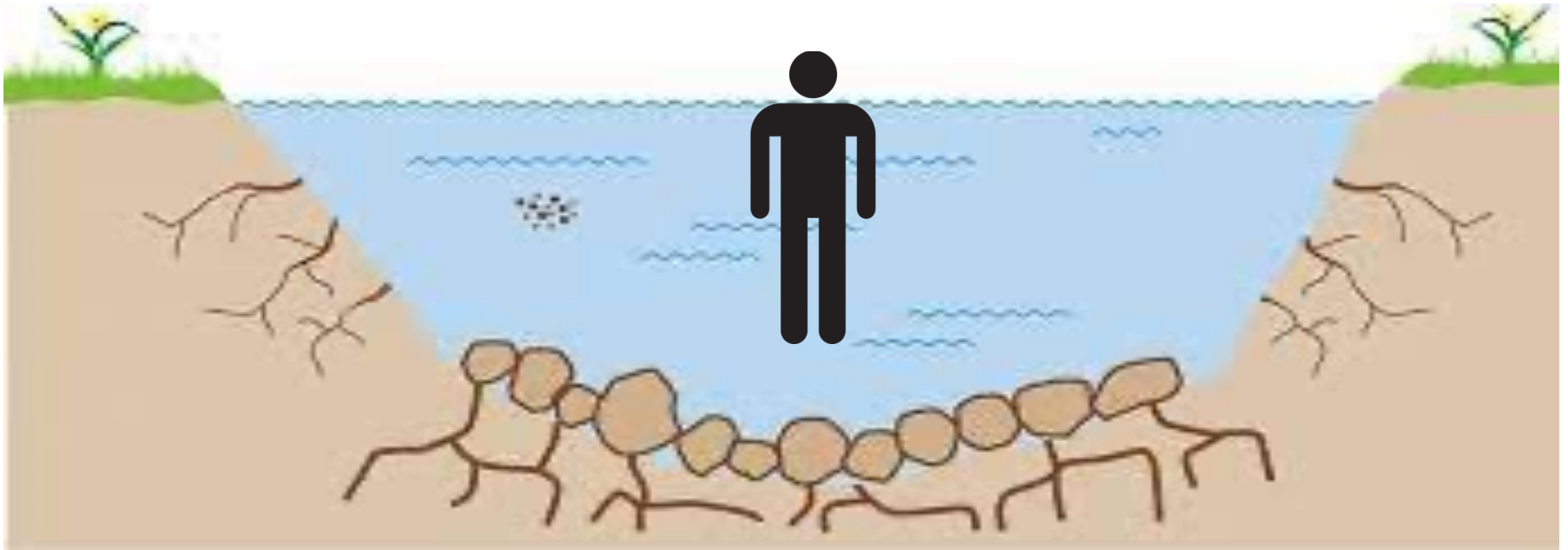
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Sam Sterland, NCLS, 2014

In the presence of God and of Christ Jesus, who will judge the living and the dead, and in view of his appearing and his kingdom, I give you this charge: **Preach the word; be prepared in season and out of season; correct, rebuke and encourage**—with great patience and careful instruction. For the time will come when people will not put up with sound doctrine. Instead, ... they will gather around them a great number of teachers to say what their itching ears want to hear... and turn aside to myths. **But you,** keep your head in all situations, endure hardship, do the work of an evangelist, discharge all the duties of your ministry.

2 Timothy 4:1-5

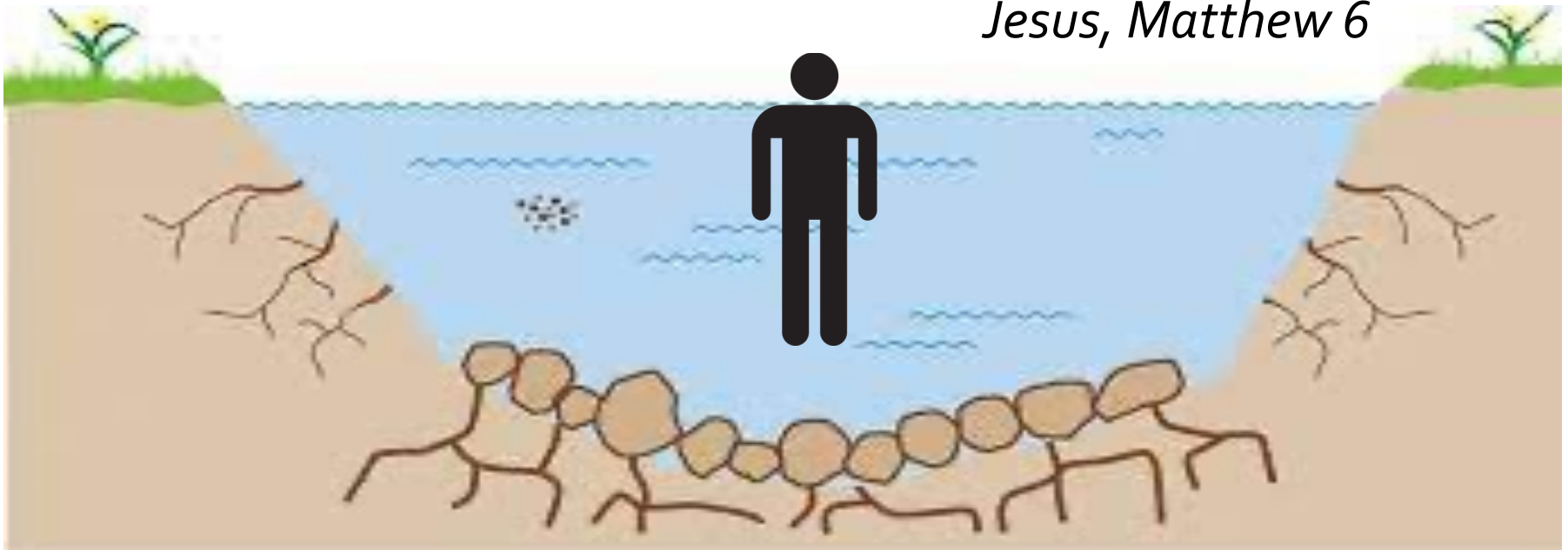
Seminar Big Idea



Seminar Big Idea

“... I tell you, do not worry about your life
Is not life more than food, and the body more than clothes?
Look at the birds of the air ...
See the flowers of the field
Do not worry about tomorrow...”

Jesus, Matthew 6



Seminar Big Idea

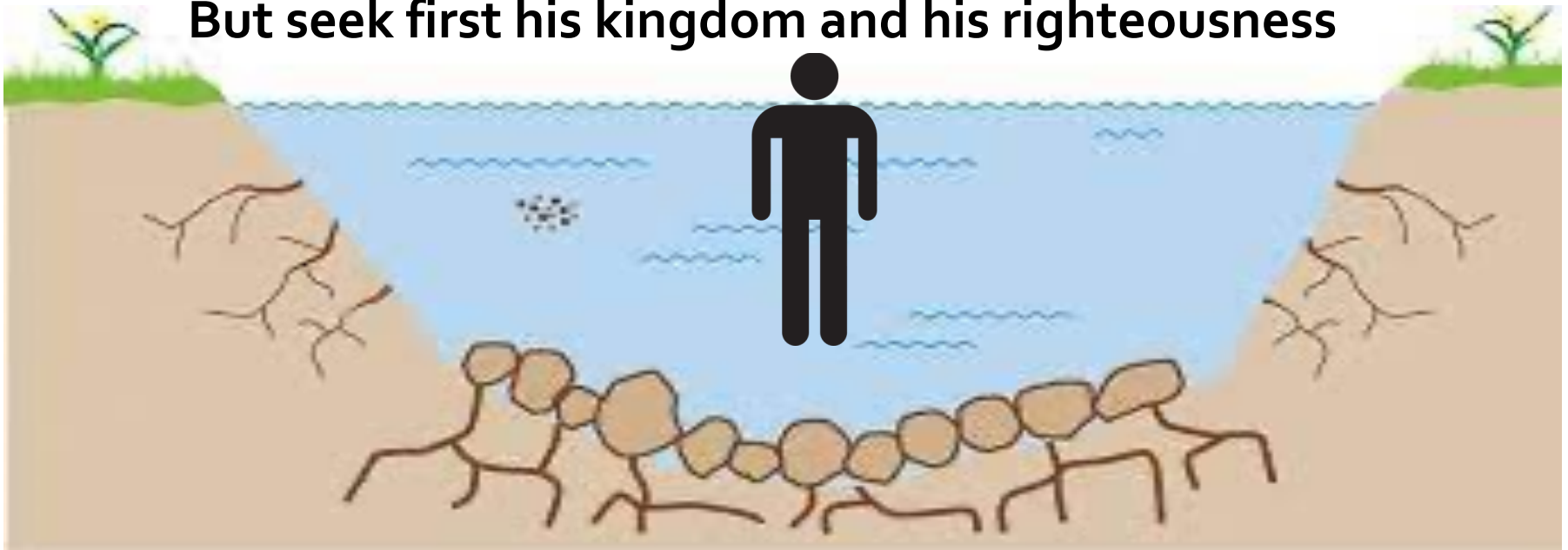
“... I tell you, do not worry about your life
Is not life more than food, and the body more than clothes?

Look at the birds of the air ...

See the flowers of the field

Do not worry about tomorrow...”

But seek first his kingdom and his righteousness



Acceptance and Commitment

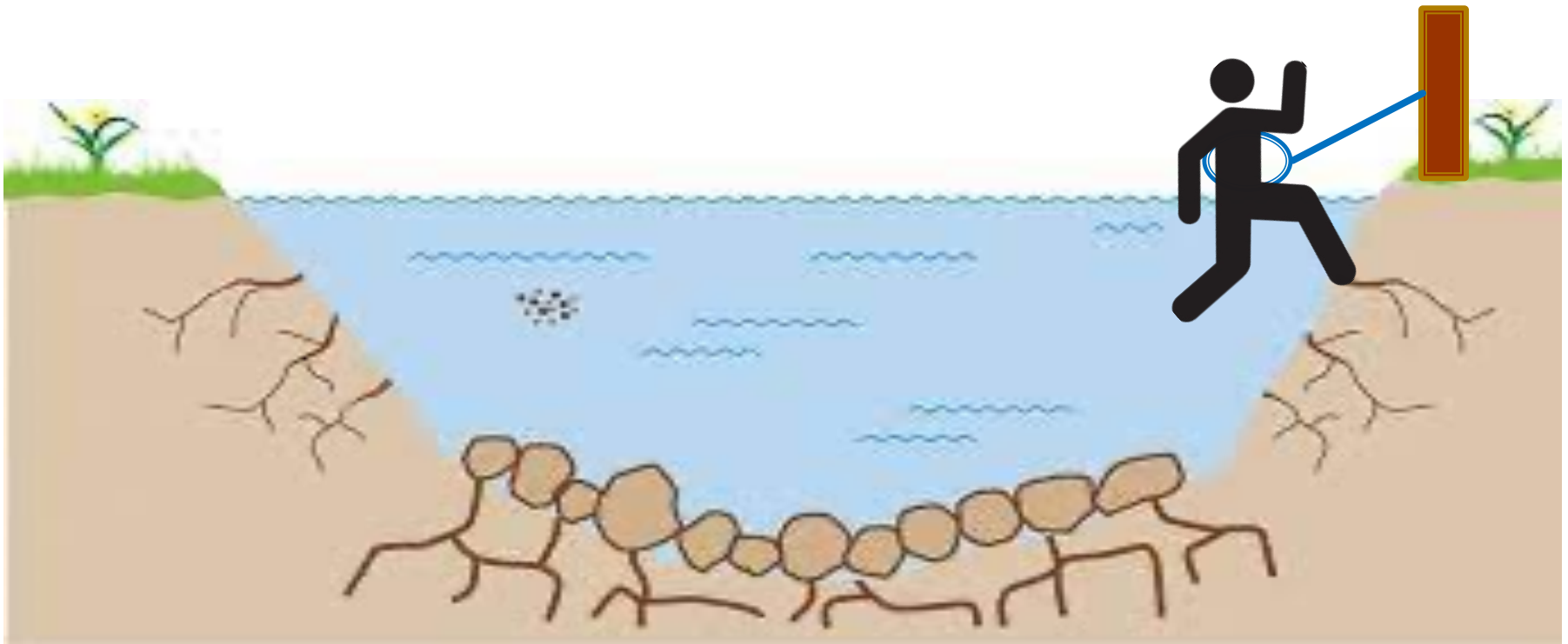
1. Acceptance:

- Accepting the reality of the uncertainty that is, without entering into rumination or struggle, and “make room”.
- Refocus on the present moment.

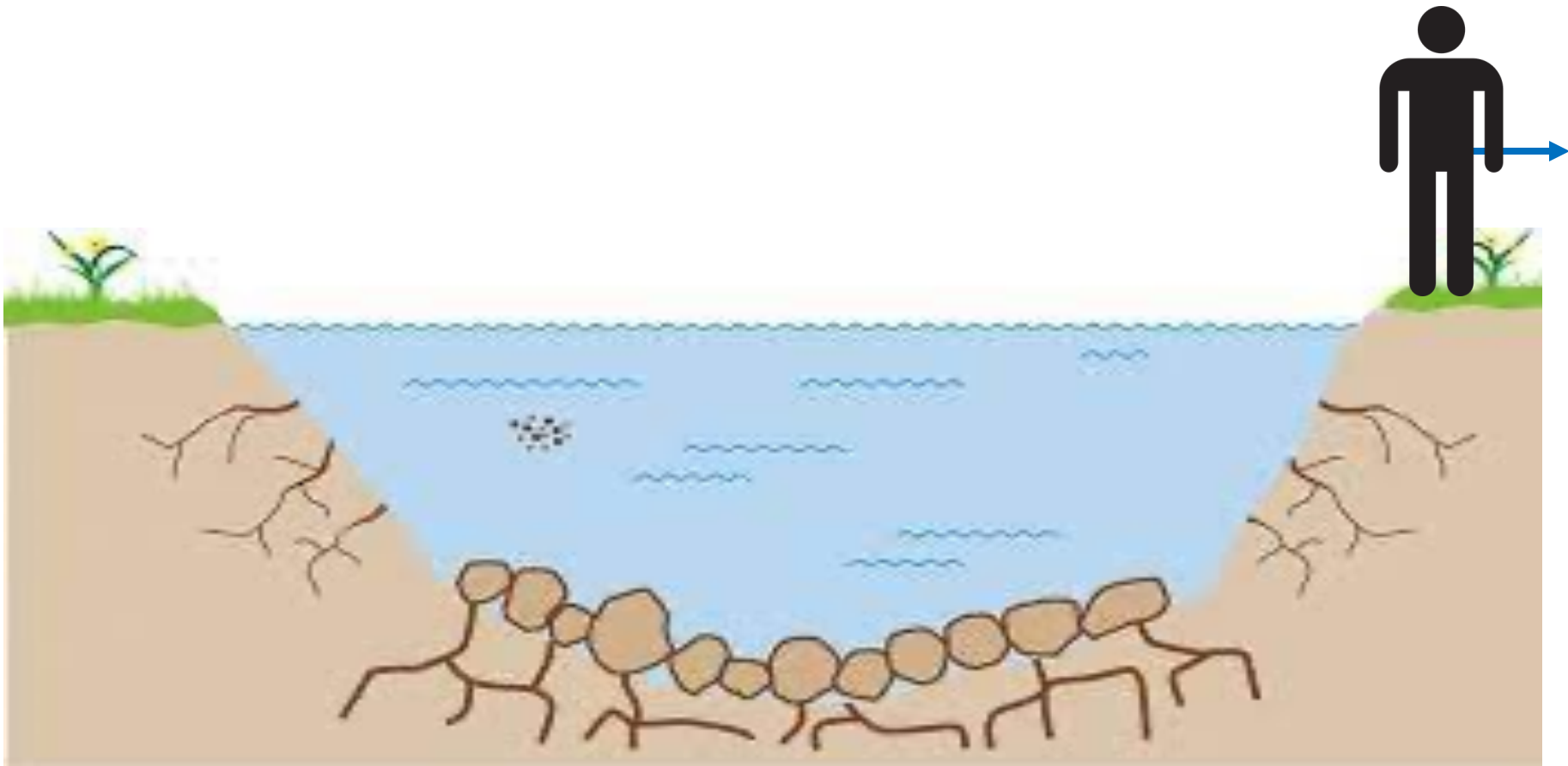
2. Commitment:

- Identify and clarify strengths, values, convictions and callings
- Choose to enact these while accepting the reality of your current experience

Time 6: Starting to get traction



Time 7: Stability post change



Prayer and your One Thing

- Turn to the person next to you, and select one thing that is an application for you to make from this session.
- Take time to pray for another in relation to this application.