



EXECUTIVE SUMMARY

LEADING CHANGE IN THE PARISH

1. WHY LEADING CHANGE MATTERS

A parish plan only succeeds when it produces:

- Meaningful action
- Lasting adoption
- Spiritual and cultural transformation

Effective change leadership helps parishioners:

- Move from comfort with the present
- Toward commitment to a shared future

Change management is a structured approach to preparing, supporting, and guiding people through transition and adoption.

2. ACTION VS. ADOPTION

ACTION

Focuses on implementation:

- Launching initiatives
- Creating programs
- Developing ministries
- Executing the parish plan

Examples:

- Electronic giving
- Leadership development
- Expanded adult education

Risk:

- Creates the illusion of success without real behavioral change.

ADOPTION

Focuses on transformation:

- Parishioners embracing the new direction
- Developing new habits and mindsets
- Building a sustainable parish culture

Examples:

- Increased participation
- Consistent stewardship engagement
- Stronger ministry involvement

Result:

- Real and lasting parish vitality.

3. PREPARING THE PARISH FOR CHANGE

Successful transformation requires attention to:

- Parish culture
- Leadership alignment
- Communication
- Timing and capacity
- Resistance to change
- Trust and participation

Key Leadership Question:

"Are the memories of the past stronger than the hopes for the future?"

4. UNDERSTANDING PARISHIONER RESPONSE

Parishioners experience change differently and move through stages such as:

- Awareness
- Letting go
- Disorientation
- Reappraisal
- Commitment

Not everyone adopts change at the same pace:

- Trailblazers & early adopters lead first
- Majority follows over time
- Some may resist entirely

Leadership Insight:

- Meet people where they are with patience, empathy, and communication.

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5. KEYS TO SUCCESSFUL PARISH TRANSFORMATION

Spiritual Foundation

- Pray unceasingly for discernment
- Trust God to guide the process

Leadership

- Visible and inspiring clergy leadership
- Unified Parish Council and ministry support
- Collaboration across the parish

Communication

- Clear, frequent, and mission-centered messaging
- Celebrate progress and participation
- Listen, revisit, and respond

Execution

- Organized implementation plans
- Effective ministry training
- Strong project management
- Build momentum through visible wins

6. LEADERSHIP TAKEAWAYS

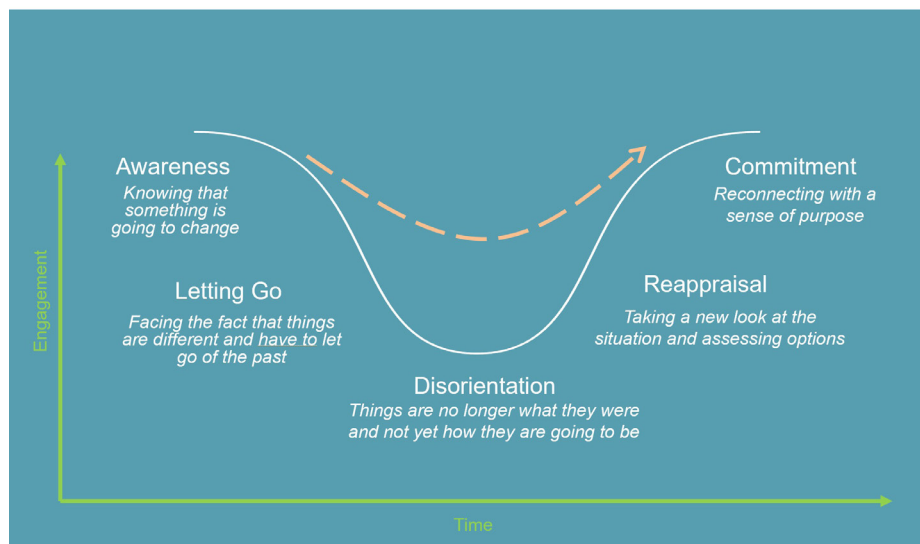
- Change is not only about programs—it is about people
- Action launches change; adoption brings it to life
- Sustainable transformation requires:
 - Vision
 - Communication
 - Engagement
 - Consistent leadership

BOTTOM LINE

Healthy parish transformation occurs when clergy and lay leadership work together to move the parish from:

Vision → Action → Adoption → Vitality

Individual Acceptance



HAVE A QUESTION?

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LEADERSHIP
Development