



## Leading Your Church Through Change

### *10 Common Change Mistakes & What To Do About Them*

A leader's job is to unite and move people toward a common vision for the church or organization. Doing this means working to bring about change. To lead through change, the leader must overcome ten common mistakes.

- 1. The Leadership Mistake:** Failing to assess one's readiness.  
Change is difficult. Anyone leading a change process must be ready for the journey. Scheduling regular times for reflection and renewal is essential.
- 2. The Theology Mistake:** Failing to see change as a natural part of following God. There are only three things that never change: God. God's Word. Dead stuff.
- 3. The Assessment Mistake:** Not taking the time to define reality.  
The first job of a leader is to define reality. Leaders must be honest about their current reality. They must help their team and organization to see it.
- 4. The Framework Mistake:** Trying to initiate change without a leadership frame.  
Leaders need a leadership framework to see the full impact and opportunity that change brings.
- 5. The Question Mistake:** Starting with "What?" instead of "Why?"  
Change is about going from "here to there." Leaders must explain why we cannot stay "here" and why we must go "there." Why helps establish urgency.
- 6. The Power Mistake:** Attempting to initiate change without God's help  
Jesus said, "Apart from me you can do nothing," "with me you can do everything."



7. **The Process Mistake:** Attempting to navigate change without a map. When leaders follow proven steps for change, good things can happen. Kotter’s “Eight Steps to Transforming Your Organization” is a helpful model.
8. **The Guiding Coalition Mistake:** Attempting to initiate significant change without “head/hands/heart” buy-in from a group of early adopters.
9. **The Relationship Mistake:** Putting process over people. Change flows through people. Relationships must precede everything.
10. **The Resistance Mistake:** Thinking you can initiate change without resistance. Internal and external resistance can be expected when change is initiated.

