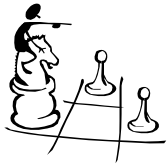




## AN EIGHT-STEP CHANGE PROCESS

1. *Be a prophet; pray to discern the “signs of the time.”*
2. *Create linkages with others who recognize the need and readiness for change.*
3. *Reflect on and name the implications for your community; gently holding any resistance to change.*
4. *Discern the possible and desired impact on your community with your leadership team.*
5. *Invite others to participate, co-creating with them a new reality.*
6. *Share the early fruits of initiatives for change.*
7. *Communicate to others how changes can support your wider community and ministry.*
8. *Elicit support from alumni, other programs and SDI.*

**Any change process** is about: walking with others on the journey to a new destination; seeing the “signs of the times”; noticing the needs; developing a map to get from the present into the future; helping others on the journey.



*Prophetic voices  
seeing the “signs  
of the times”*

*Change is about  
walking with  
others to a new  
destination*

*Living into a new  
twenty-first  
century reality*

Before making changes:

- Assess your community mindset and perceptions of change
- Notice and name the needs to respond to
- Engage the community in the change process

During the change process:

- Create a plan
- Develop infrastructure for the change
- Introduce interested people to new ways
- Share plans with the community
- Introduce changes to the community
- Walk with people during the change process
- Provide support as needed

After making changes:

- Listen to your community’s response
- Adjust as needed
- Share with others