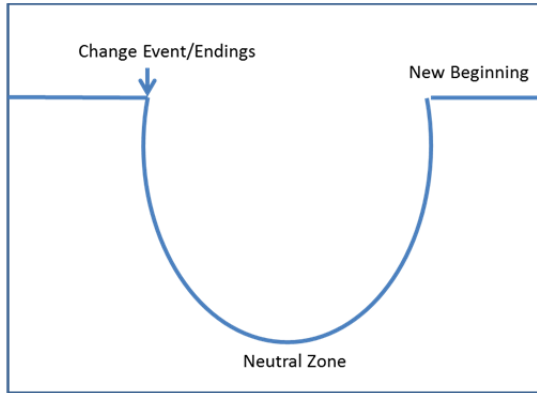


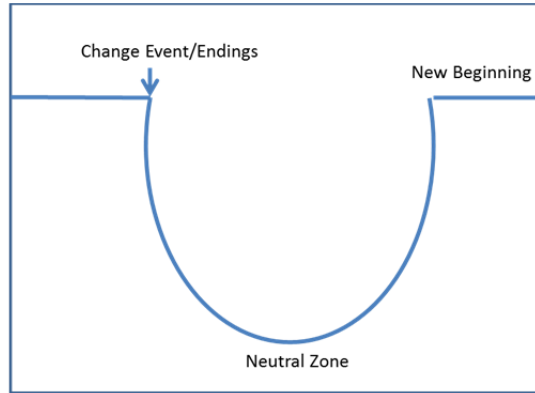
# Kirkland Congregational FALL Discernment Series

"See, I am doing a new thing!" Isaiah 43:19 (NIV)

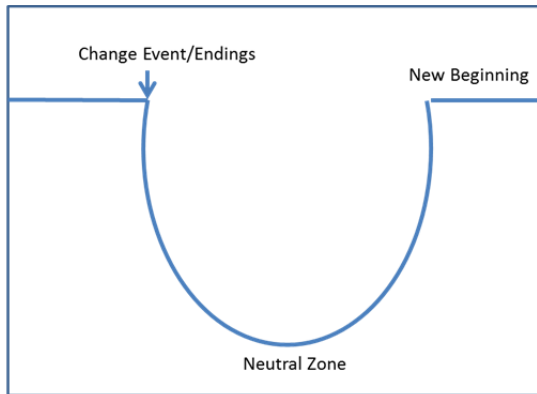
## Naming Our Transitions



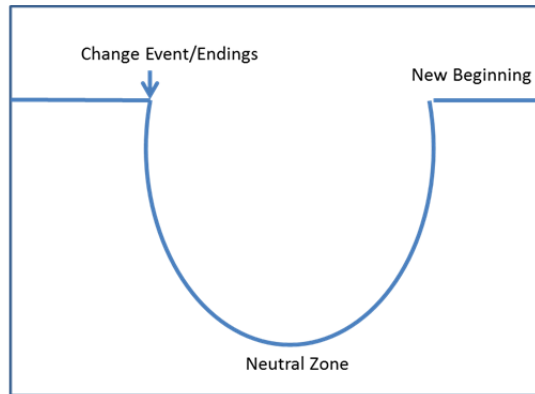
Name the transition: \_\_\_\_\_  
\_\_\_\_\_



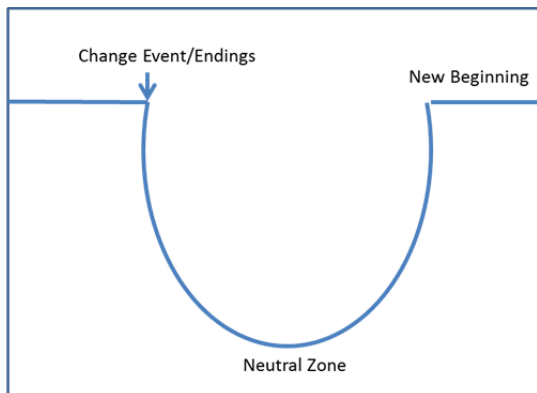
Name the transition: \_\_\_\_\_  
\_\_\_\_\_



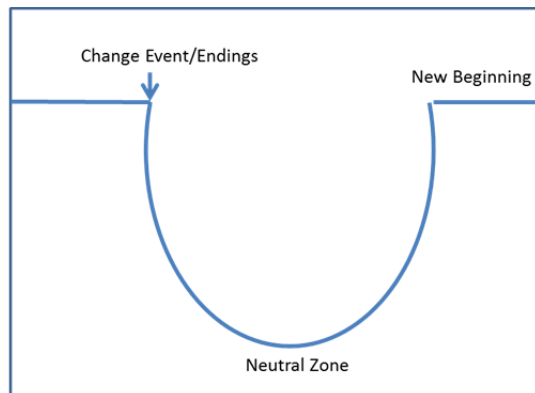
Name the transition: \_\_\_\_\_  
\_\_\_\_\_



Name the transition: \_\_\_\_\_  
\_\_\_\_\_



Name the transition: \_\_\_\_\_  
\_\_\_\_\_



Name the transition: \_\_\_\_\_  
\_\_\_\_\_

## Expressions of Anxiety in Congregational Change

1. Scapegoating particular individuals; pinning blame for circumstances on one person or family.
2. Expecting pastor to be the source of all leadership and change (failing to take individual responsibility for one's own role in what is).
3. Focusing on small details of congregational life in order to avoid larger or more urgent situations.
4. Rigid enforcement of bylaws, Roberts Rules of order to control conversations.
5. Insisting on keeping things the same; adherence to "the way we have always done it."
6. Repressing Normal Conflict – disagreement, dissent, or anger -- as "not Christian," resulting in periodic eruptions of anger and hostility.
7. Denial and Rationalization – Subtle reframing of situations to avoid facing the truth head on.
8. Triangulation - Using third parties or go-betweens to work out conflicts between one or more persons or groups (often the pastor).
9. Setting unreasonable expectations and timelines for change.
10. Silence and Shutting Down – Keeping thoughts and ideas to oneself; hoping the situation will "pass."
11. Martyrdom – Individuals take on (are allowed to take on) too much.
12. Gossip – Everyone talks about everyone else's personal lives but communication is not constructively directed.
13. Allowing "attention addicts" into significant leadership roles.
14. Overemphasis of individual needs and identity at the expense of collective need, identity or vision.
15. Micromanagement of the pastor and constraint of activities/authority (overly involved lay leadership) (or....)
16. Pastor is responsible for "everything" (overly passive lay leadership).

In what way do you express anxiety in change?