

Daring to Take Action

Chapter 6

- When someone has a great idea, that person is expected to make it happen. (p. 76)

Reflections:

What would have to change or be put in place, to encourage this kind of responsibility/leadership?

Process cumbersome and slow as Council meets only once a month.

Not everyone has access to money.

Trust and acceptance

Team approach versus committee– everyone on the team has a job/responsibility.

Teams don't always win, but learn from losing.

Support each other – show up for events, go with the flow, let different ideas happen

Take NO out of our vocabulary

Get out of the systems/structures approach that focus almost entirely on preventing problems, preserving resources and excluding people from shaking things up with new ideas.

Decentralize and disentangle.

- Have we tied our leader's hands ... Or do we tell them as long as it is in your budget and it supports the mission of the congregation, go in peace and serve the Lord! (p. 79)

Reflections:

Respond to this question.

Only Council members have a budget.

We need to accept and understand that unless we are going to do everything ourselves that things will not always be as we envision. BUT, we will never have a "doing" church if we second guess every decision.

Biggest issue is lack of total funding of our church budget.

I think that we have given too much freedom, which is why we have so many checking accounts. It has led to the "we/they" condition.

I think we are getting to a place where we are able to access our budgeted funds to do God's mission as it supports our congregations and our efforts rather easily.

I don't feel we are that tied up, but people feel guilty spending money we don't really have

· ***What do you understand to be the mission of our church?***

"Family of faith"

God at the center of our lives in and out of church.

To be a "family of faith" in our community.

Serve our community.

Avoiding conflict for the sake of progress/taking action

Taking action needs to be more important than the way we have always done things

Need to have a horizontal network instead of a vertical "top down" organization

· There are a lot of things we will need to stop making more important than taking action. (p.82)

Reflections:

What are those things?

Everything going through Council.

Worrying that people will do "it" wrong

Worrying about "this is the way we have always done it"

Discussion/consensus/agreement

The way we have always done things

You have to take that to Council.

Avoiding conflict.

Deciding who gets to call the shots.

Avoiding conflict for the sake of taking action

Budget or money concerns

· We will expect people to take action. (p.86)

Reflections:

How do we invite people into these new expectations?

Give people freedom, autonomy, respect their ideas

*There will be mistakes, which we need to learn from
By giving them the responsibility and not second guessing and expecting
their outcome to be our outcome.*

*When someone suggests something, inquire about what ideas they have
to implement their ideas – give them that responsibility.*

*Give our members opportunities to learn by action, not get education in
classes.*

· ***What do find exciting and what do you find scary about “expecting
people to take action?”***

Exciting

Seeing new things happen.

New ideas – new people

*We are not going to agree with everyone’s “new” ideas, so we have to be
open and willing to accept different ways*

*Get more people involved. I am sure there are some awesome ideas in
our pews.*

Scary

All excited and then it fails.

We have to expect things that things will not always be as they were

Things will be different and different in not always “BAD”

A lot of people will be fearful of acting differently.

· ***Group comments:***

A Champion and 2 friends can make things happen.

*Team (everyone has a role/responsibility) versus committee (talk/debate
less action)*

Teams learn from losing.

*Council role not to give permission but acknowledge, support and give
guidance.*

Organization supports and guides.

Leaders struggle for support.

Need to go out beyond the committees.