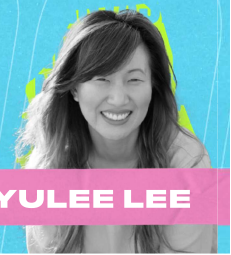


**GROW**  
2024

# HOW TO LEAD YOUR TEAM THROUGH CHANGE

FEATURING

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## NOTES

1. DON'T LOVE THE **CHANGE** MORE THAN YOUR TEAM

2. PUT YOURSELF IN YOUR **TEAM'S** SHOES

3. **CELEBRATE** YOUR TEAM'S PAST SUCCESS

4. **LAMENT** WITH YOUR TEAM

5. **DREAM** WITH YOUR TEAM

Going through a change within your ministry doesn't have to be scary. There are things you can do to prepare your team and help them imagine what life will be like on the other side of the change. Next time you're leading through a change (big or small!), take some time to lead your volunteers through these exercises. Try one, try two, or try all three!

## INSTRUCTIONS

**CELEBRATE TOGETHER**

TIME NEEDED: 1 hour

1. Pair up your volunteers and ask them to interview one another, starting with the following prompt: **Reflect on a high-point experience in our youth ministry so far — a moment when you felt most alive serving here. Share about that moment.**
2. Ask your volunteers to take notes while they're listening to one another.
3. Keep track of time and ask pairs to switch roles after fifteen minutes.
4. Spend the next 30 to 45 minutes in a large group, and ask each pair to share a summary of their stories out loud.
  - As your volunteers share, take note of the themes or patterns in their stories. These are the things you want to preserve from the past.
  - Assure your volunteers that with the change that's about to happen, you want to make sure they keep doing what's been successful.
  - If you have twenty people in the room, each pair shares for about two to three minutes.
  - If you have more than twenty people in the room, you can add a step by combining pairs into smaller groups to share first. Then, ask the small groups to share the themes they heard during large group time.

**LAMENT TOGETHER**

TIME NEEDED: 10-15 minutes

- Walk your volunteers through this prayer of lament at any time you think would be appropriate and helpful.
- Settle your body and mind. Close your eyes.
  - Identify one or more things you might consider letting go of, releasing, or surrendering from the past that you've been holding onto.
  - Invite God to be present as you allow yourself to lament that loss.
  - Identify how the loss might impact you or those you care about. Notice how your body and emotions react as you contemplate the situation.
  - Express any grief (sadness, anger, disorientation, for example) as precisely and honestly as possible. Let your emotions flow. Allow yourself to use whatever words feel most appropriate.
  - Hand your grief to God, asking for an awareness of God's care in and through this loss. Allow yourself to move toward gratitude that the Holy Spirit is with you in your lament.
  - Return to the present moment and open your eyes.
  - Thank your volunteers for engaging together in this exercise of lament. Invite them to share a word or phrase of what they've considered letting go of or surrendering.

**DREAM TOGETHER**

TIME NEEDED: 1 hour

1. Pair up your volunteers and ask them to interview one another, starting with the following prompt: **Assume you go into a deep sleep that lasts one year. While you're asleep, powerful and positive changes occur, and when you wake up, the youth ministry is exactly how you dreamt it to be. Describe what you see.**
2. Ask your volunteers to take notes while they're listening to one another.
3. Keep track of time and ask pairs to switch after 30 minutes. The person being interviewed becomes the interviewer and vice versa.
4. With the remaining time, ask each pair to present their combined dream to the large group in a fun way, such as a skit, song, picture, or simple re-telling of their dreams.
5. Use their dreams to develop new ideas that can complement the change that's about to happen.
6. Make sure you follow up with your volunteers to let them know how you've connected their dreams to the change they will experience.