

Systems that Turn Vision into Reality

Presented by Tony Morgan

Organizations are stuck: Borders, GM, UMC, Church of England as examples

Churches are stuck too in areas like worship attendance, giving, discipleship, volunteers, outreach, leadership development, communications, etc.

TEAM DISCUSSION: Where are you stuck?

Churches continue to use their same systems, but they hope and pray for different results. The only way to get different results is to engage different systems.

1. Mind the Gap

Myth = If we unify behind a clear vision, we will succeed.

Vision + [Systems] + Execution = Results

When there's a systems gap, churches end up just "doing church"; they do what churches have always done.

"What makes people work is an idea worth working for, along with a clear understanding of what needs to be done." -Michael Gerber, *The E-Myth Revisited*

Biblical precedent for God deploying systems for his purposes

- God gave Noah a system for building the ark (Genesis 6)
- Jethro gave Moses a system for leadership structure (Exodus 18)
- Joseph deployed a system to prepare for the famine (Genesis 41)
- Nehemiah had a system for rebuilding the wall; ½ work while ½ on guard (Nehemiah 4)
- Jesus system when he sent out the 12 apostles (Matthew 10)
- Jesus sent out the 72 other disciples in teams of 2 (Luke 10)
- Paul's direction to Titus to appoint elders in every town in Crete (Titus 1:5)

"For God is not a God of disorder but of peace." (I Corinthians 14:33)

Elements of Healthy Organizations - (derived from *Unstuck* by Keith Yamashita & Sandra Spataro)

- **Purpose** - West Ridge: “Leading people on a life-changing journey to follow Jesus Christ.”
- **Strategies** - West Ridge: “Love God through worship. Grow in God through groups. Serve God through teams. Share God through outreach.”
- **People, Structure, Systems, Metrics**

TEAM DISCUSSION: What picture best reflects your organization? What’s the central focus? What’s missing?

KEY THOUGHT: Systems without purpose will keep people busy. Purpose without systems will keep people guessing.

2. Shift behaviors.

Myth = We can change behaviors by teaching more.

Healthy system within the context of a church: “A simple, replicable process to help people move from where they are to where God wants them to be.”

The Event Funnel: Sermon > Promote > Event > Teach > Act

Teaching is a good thing. Jesus did it. Crowds of thousands followed him. He interacted with disciples differently.

KEY THOUGHT: Your message has the potential to shift thinking. Your systems have the potential to shift behaviors.

TEAM DISCUSSION: Where do you tend to lean on teaching and events in an attempt to produce life change?

3. Produce results.

List characteristics of good systems and bad systems:

> Leadership - empowerment vs. delegation

- Without systems, someone must tell us what to do. With systems, we are empowered to make it happen.

- “The more people who lie awake in bed thinking about your idea, the better. But people only obsess about ideas when they feel a sense of ownership.” -Scott Belsky, *Making Ideas Happen*

> Senior Leadership - embrace & champion vs. hand-off & no accountability

Mobilize people - teams (normal people) vs. individuals (talented people)

- “The Lord now chose seventy-two other disciples and sent them ahead in pairs to all the towns and places he planned to visit.” (Luke 10:1)

> Remove Barriers - simple path vs. multiple options

> Equip - provide tools/resources vs. teach knowledge (experts required)

- existing tools available: YouVersion.com reading plans

> Improve Over Time - test-drive/beta-tested vs. wait until perfect

> Metrics - measure results (outcomes) vs. measure activity (inputs)

GROUP DISCUSSION: What would you add to the list?

KEY THOUGHT: Good people using bad systems will never produce good results. Average people using good systems can produce great results.

CONCLUSION

Key Questions

1. Where are you stuck?
2. Where have you failed to mind the systems gap?
3. Where are you leaning on teaching and events to produce life change?
4. What simple, replicable systems could you test-drive to shift behaviors and produce results?

Need an outside set of eyes to help your church determine where you have systems and strategies gaps and facilitate next steps? Visit TonyMorganLive.com/consulting for more details.