**The WHY for exploring changing the structure: SWOT Analysis for Structure Change & 5 Factors**

**Assess your CURRENT Leadership Structure:**

**STRENGTHS**

* What is working well?
* What is the best part of how you are currently using resources and people?

**WEAKNESSES**

* What isn’t working so well?
* What are your motives for keeping the current structure? Is this missional or for other reasons such as “protecting” people or turf ?

**OPPORTUNITIES**

* How does your structure respond to new ministry ideas or creative solutions?
* How proactive is your present Council/Leadership Board in looking for opportunities, taking risks, and setting the strategic direction for the congregation?

**THREATS**

* How will your congregation make disciples of Jesus Christ to transform the world in our complex, fast changing culture that is very different from the one in which our structure was built?

**IMAGING a NEW simpler, accountable, leadership structure:**

**STRENGTHS**

* How might a change be a better use of resources and people?

**WEAKNESSES**

* What are the costs of shifting to a new simpler, accountable structure-especially in areas of trust and relationships?
* How might you mitigate the negative effects of change, especially among those who feel a loss of power?

**OPPORTUNITIES**

* What opportunities are you missing-either because of lack of alignment or overworking the same people for multiple committees?
* Imagine how the well-aligned, focused and nimble board might be able to grab hold of opportunities

**THREATS**

* How do you imagine a simpler, accountable leadership board will be able to engage a complex, fast changing world differently and lead your congregation to fulfill its mission?

**5 FACTORS for Motivating Change**

As you consider restructuring your leadership board what are the strongest motivating reasons or factors to consider a simpler, accountable board model? Rank them from 1 to 5

\_\_\_\_ **Efficiency** in decision making and implementation

\_\_\_\_ **Alignment** of Vision, Mission and Goals—working together to accomplish shared purpose

\_\_\_\_ **Missional Focus** so more time is spent in ministry and less in administration

\_\_\_\_ **Accountability:** to shift volunteers are seen as “serving disciples” with clear roles and responsibility

\_\_\_\_ **Adaptability** in modifying methods and changing to keep sharing the Good News & transforming the world with impactful ministry.

Take a moment and write more about your top two motivating factors. What do you see as the present constraints and challenges? What are your hopes for a new structure to be accomplished in the top two factors you listed above?

**What is you WHY** for the congregation moving to change to a simpler leadership board model?

In a sentence to several sentences write out the WHY you think your congregation change the structure?

(write “the WHY” individually and then share and reflect on it with a group)

NOTE: Do this initially as “homework” for the Simple Board Model Workshop AND then use SWOT Analysis and “The WHY” exercise with your discernment team and congregational leaders).

*from MISSION POSSIBLE 3+, by Kay Kotan and Blake Bradford, Market Square Publishing, 2021 (Pages 29-31)*

**PRELIMINARY STEPS**: In the Discernment Phase an initial step after assessing “THE WHY” and whether to explore the Simple Board Model (or SAS Simplified, Accountability Structure)

1. The pastor informs the District Superintendent that consideration is being given to look at a new model for the Leadership Board
2. PRE-WORK…. Doing a SWOT Analysis and consideration and refining of the WHY.
3. The Church Council votes to explore a Simpler Board Model after assessing the WHY
4. The Church Council Chair and Pastor write to the District Superintendent seeking permission to explore a new model
5. Approval from the District Superintendent to move forward
6. The congregation establishes a Prayer Team and Exploration or Discernment Team to lead in “learning, organizing, communicating as you move through the discernment phase.”