

# COACHING to CONNECT

*Practical help for productive relationships*

# Reinventing Churches for 2021

Jim Merhaut

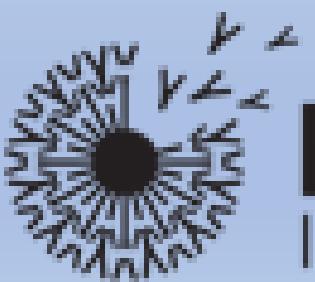
Human beings are  
biologically predisposed  
to embrace change.





**Change = Physical Threat**

Biomimicry is a practice of learning from and mimicking the strategies found in nature to solve human design challenges — and find hope along the way.



**BIOMIMICRY**  
INSTITUTE

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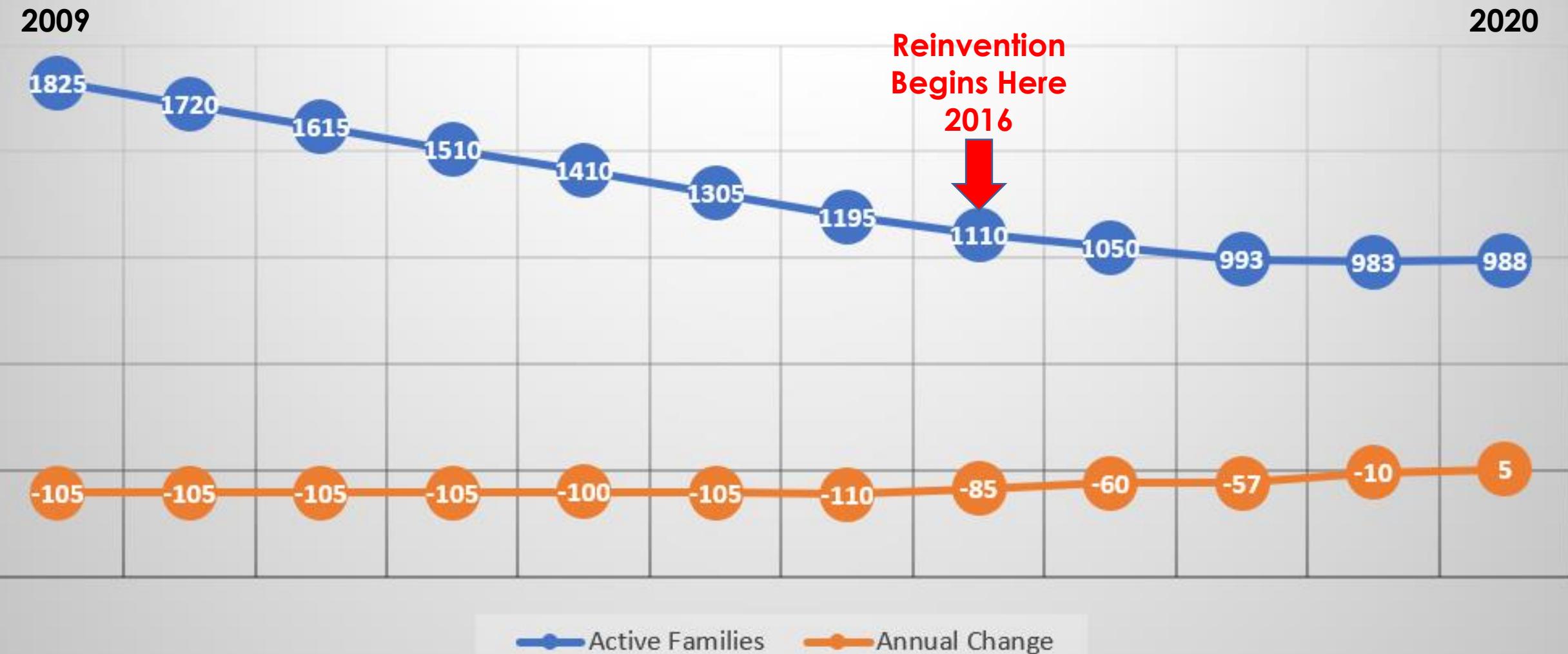
Consider the lilies, how they grow: they neither toil nor spin; yet I tell you, even Solomon in all his glory was not clothed like one of these. But if God so clothes the grass of the field, which is alive today and tomorrow is thrown into the oven, how much more will he clothe you—you of little faith!

-Luke 12:27-28



# *The Starting Point*

## Active Families: 2009-Present



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# WE EXIST Reinvention Agency

Titanic Syndrome – Nadya Zhexembayeva



## Is your church suffering from Titanic Syndrome?

According to Nadya Zhexembayeva, [www.chiefreinventionofficer.com](http://www.chiefreinventionofficer.com), Titanic Syndrome is a corporate disease in which organizations facing disruption bring about their own downfall through arrogance, excessive attachment to past success, or an inability to recognize the new and emerging reality. Using the three pillars of reinvention, (anticipating change, designing change, and implementing change) churches can address Titanic Syndrome.

Read each statement below. On the scale from 0 to 5, zero being "This is nothing like our church" and 5 being "This is 100% like our church, assess the relevance of each statement for your church and discover to what extent your church is infected with Titanic Syndrome.

Anticipating Change	Designing Change	Implementing Change
Our church gets insights and warnings from the same sources (for example, church experts, members, church leaders, publishing companies, etc.) and rarely goes out of its comfort zone in soliciting information from unusual sources.  0 1 2 3 4 5	I regularly hear "We have always done it this way" and "That's just the way we do it here" and "We've tried that, and it will never work" when discussing change at church meetings.  0 1 2 3 4 5	The way our church is organized makes it difficult to react to change quickly. (For example, our budgeting process is very bureaucratic, making it hard to introduce change in the middle of the year, or our program structures "lock" us into a program for years with no easy way to change.)  0 1 2 3 4 5
We don't take enough time for reflection, strategizing, creative thinking and proactive action.  0 1 2 3 4 5	In our church, we guess about why things succeed or fail rather than test our assumptions with formal evaluation tools.  0 1 2 3 4 5	During the process of change, we rarely stop to celebrate small or short-term wins. We often feel demotivated and cannot see the progress we are making.  0 1 2 3 4 5
In our church we usually start reacting when we are pressed by an unfolding crisis, rather than anticipate possible threats or opportunities and act proactively.  0 1 2 3 4 5	When we fail, our church often places blame on somebody on the outside (other churches, parents, government, youth sports, culture, etc.). In other words, we are blaming the iceberg.  0 1 2 3 4 5	In our church, we do not do "practice rounds" or experimentations. Instead, we implement prematurely and experience mistakes and failures.  0 1 2 3 4 5
When our church gets insights and warnings about potential disruptions, they are shared only with a small group of people.  0 1 2 3 4 5	Most people in our church get angry and frustrated with the need to do something differently, even if it is for the better.  0 1 2 3 4 5	There are significant gaps between what we say about our church's commitment to change and how we actually work, allocate our resources, spend our time at meetings, reward change efforts, etc.  0 1 2 3 4 5
Other leaders (volunteer and paid) and I are rarely asked to share insights and reflections on potential threats to, disruptions of, or opportunities for our church.  0 1 2 3 4 5	Our church decisions are more often influenced by spontaneous, poorly-thought-through ideas rather than by team processes such as brainstorming and teamwork.  0 1 2 3 4 5	Our church is good at coming up with ideas, but we don't have good follow-through, and we leave meetings without clarity about next steps and who is responsible for doing what by when.  0 1 2 3 4 5

## How is your church doing?

Add up all the numbers and put your total here: \_\_\_\_\_

### Guide to scoring:

56-75 – Man the lifeboats! You have Titanic Syndrome!

36-55 – Significant signs of Titanic Syndrome.

16-35 – You are reasonably open to change and have some reinvention skills with a risk for Titanic Syndrome.

0-15 – You are open to change and have excellent reinvention skills.

## What do you need to work on the most?

Reinvention Pillar	Score
Anticipating Change	
Designing Change	
Implementing Change	

What are some processes or programs that need to be reinvented in small or big ways to address Titanic Syndrome in your church? List your ideas below:

When we fail, our church often places blame on somebody on the outside (other churches, parents, government, youth sports, culture, etc.). In other words, we are blaming the iceberg.

0 1 2 3 4 5

To reinvent, work on doing the opposite.

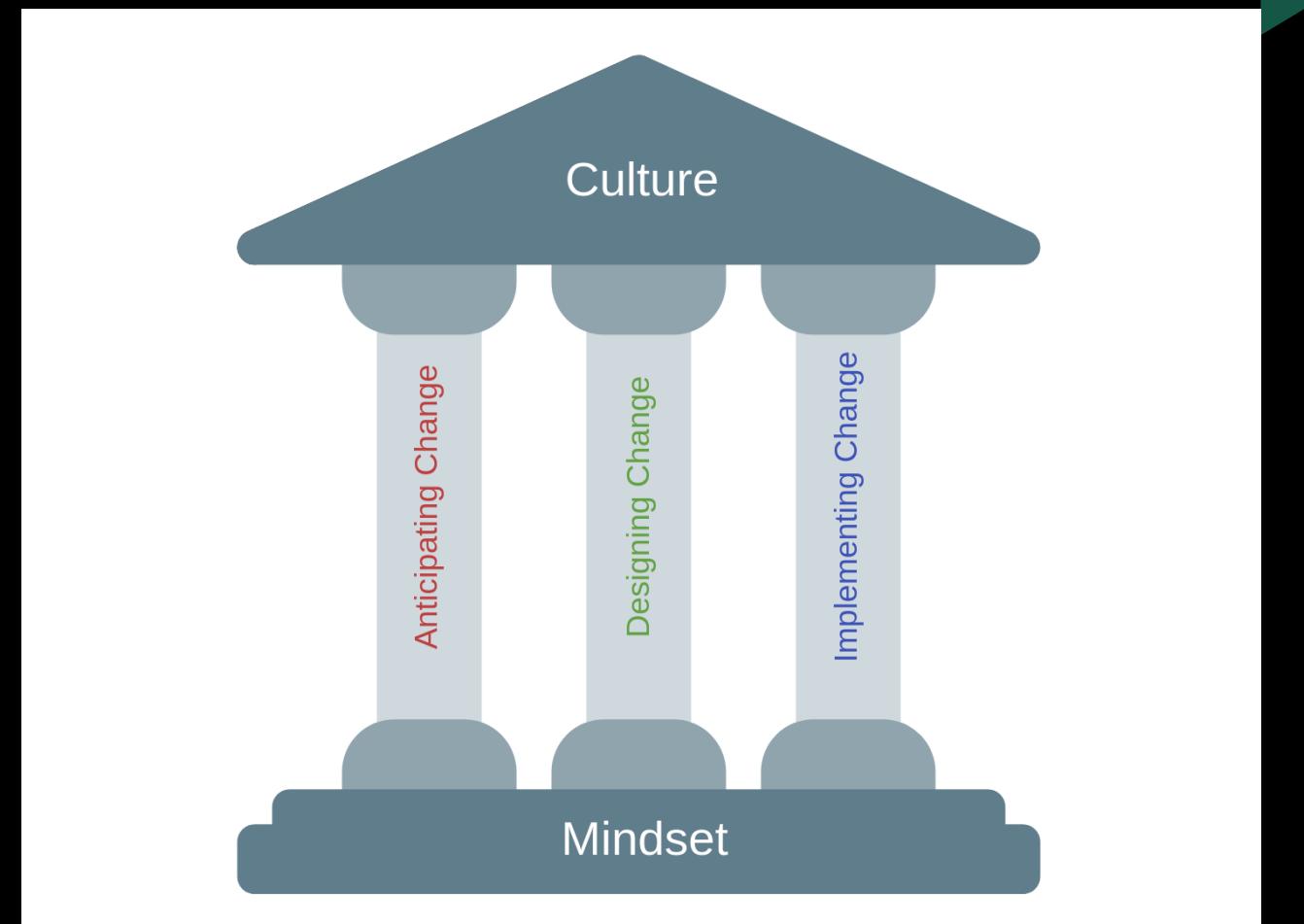
# Reinvention Defined

1. A practice of embracing change by re-imaging and re-making something so that it manifests new and improved attributes, qualities, and results
2. A systematic approach to thriving in chaos that includes ongoing anticipation, design, and implementation of change via continuous sense-making, anticipatory and emergent learning, and synthesis of cross-boundary, cross-disciplinary, and cross-functional knowledge
3. A way to foster sustainability of a system by dynamically harmonizing continuity and change
4. An immune system designed to ensure systematic health for individuals and organizations
5. A structured and deliberate effort to engage in healthy cycles of planned renewal, building on the past to ensure current and future viability

-The Chief Reinvention Officer Handbook, P. 2

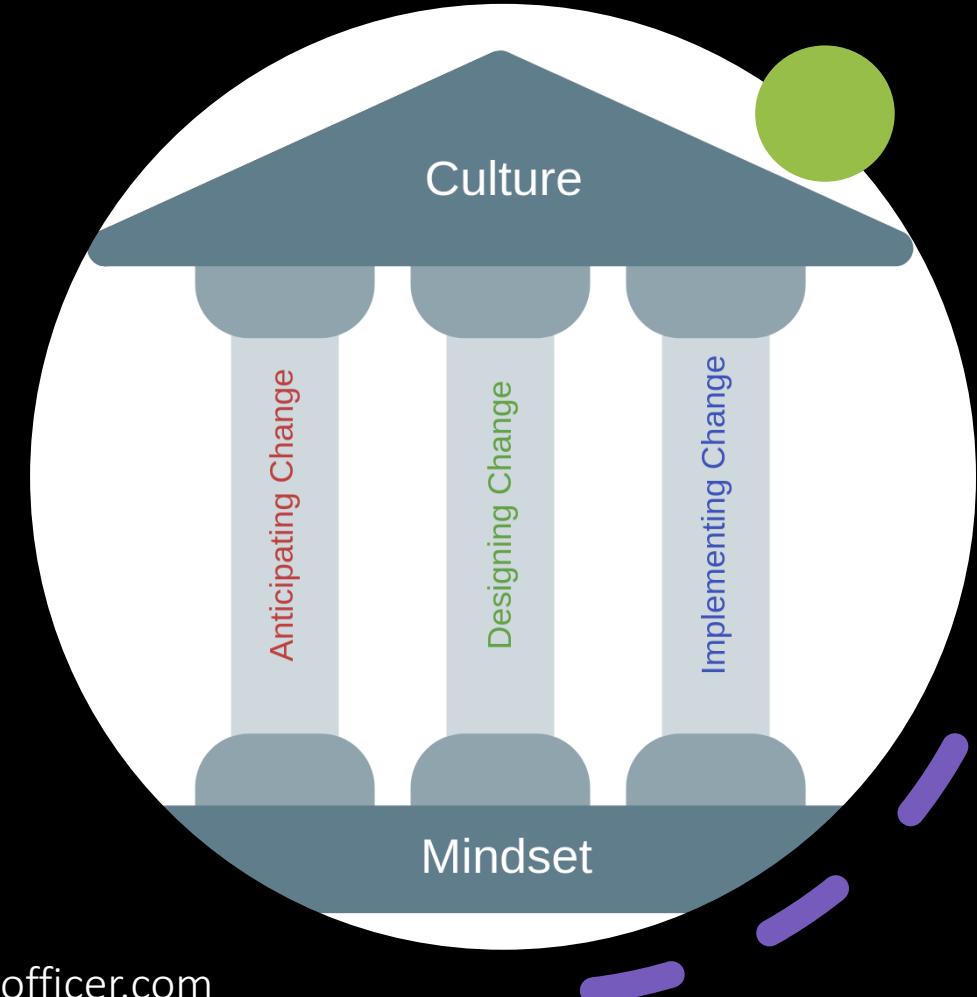
Adapted from Nadya Zhexembayeva –  
[chiefreinventionofficer.com](http://chiefreinventionofficer.com)

## The Structure of Culture Change



# The Structure of Change

- **Culture** – The ruthlessly persistent memory of how we solved a problem in the past
- **Mindset** – From Fear to Reflective Learning
- **Anticipating** – Observing, Listening, Learning, Empathizing
- **Designing** – Experimenting & Refining
- **Implementing** – Mapping the Plan, Executing the Plan, Adjusting the Plan



Adapted from Nadya Zhexembayeva – [chiefreinventionofficer.com](http://chiefreinventionofficer.com)

# STELLAR CANVAS

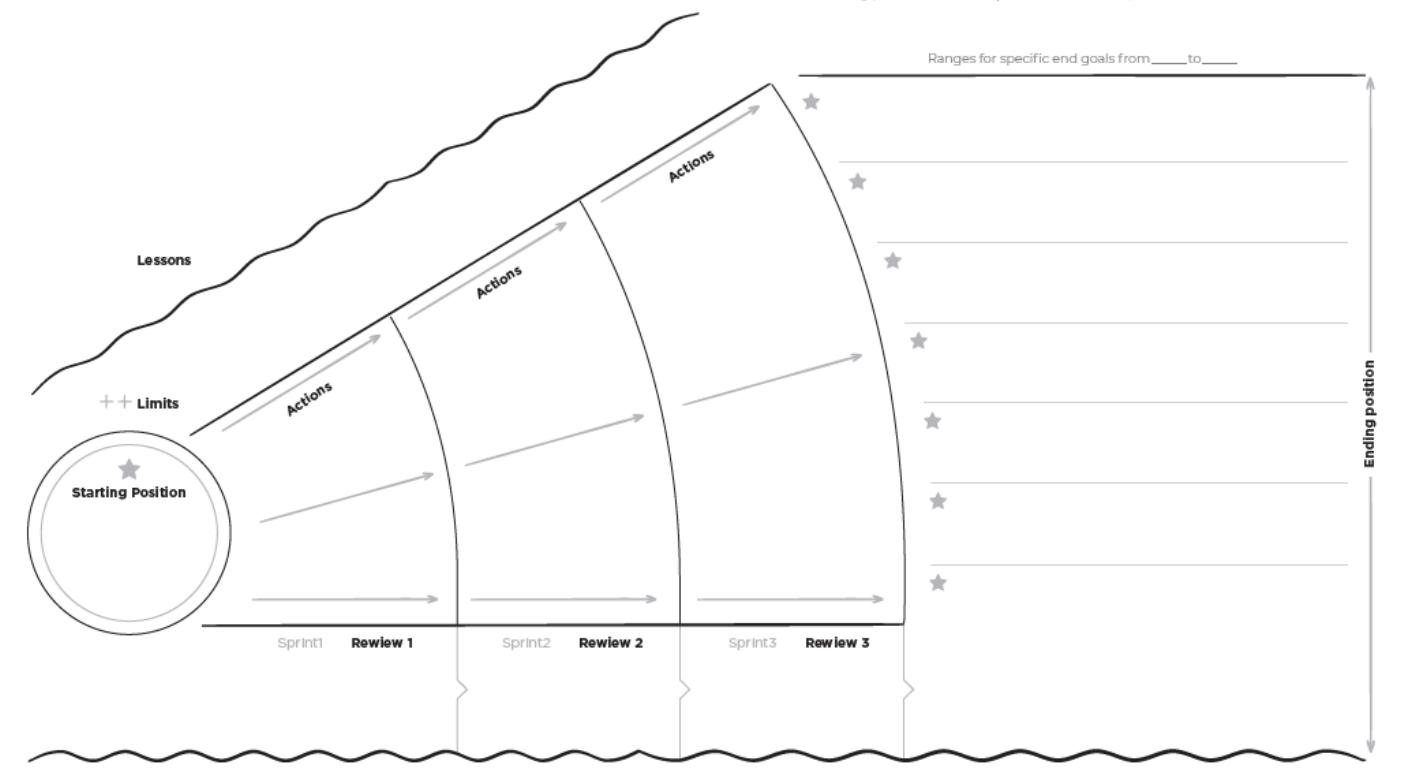
Project

Date

ST Starting position E End position LL Limits, lessons A Actions R Reviews

Ranges for specific end goals from \_\_\_\_\_ to \_\_\_\_\_

Ending Position

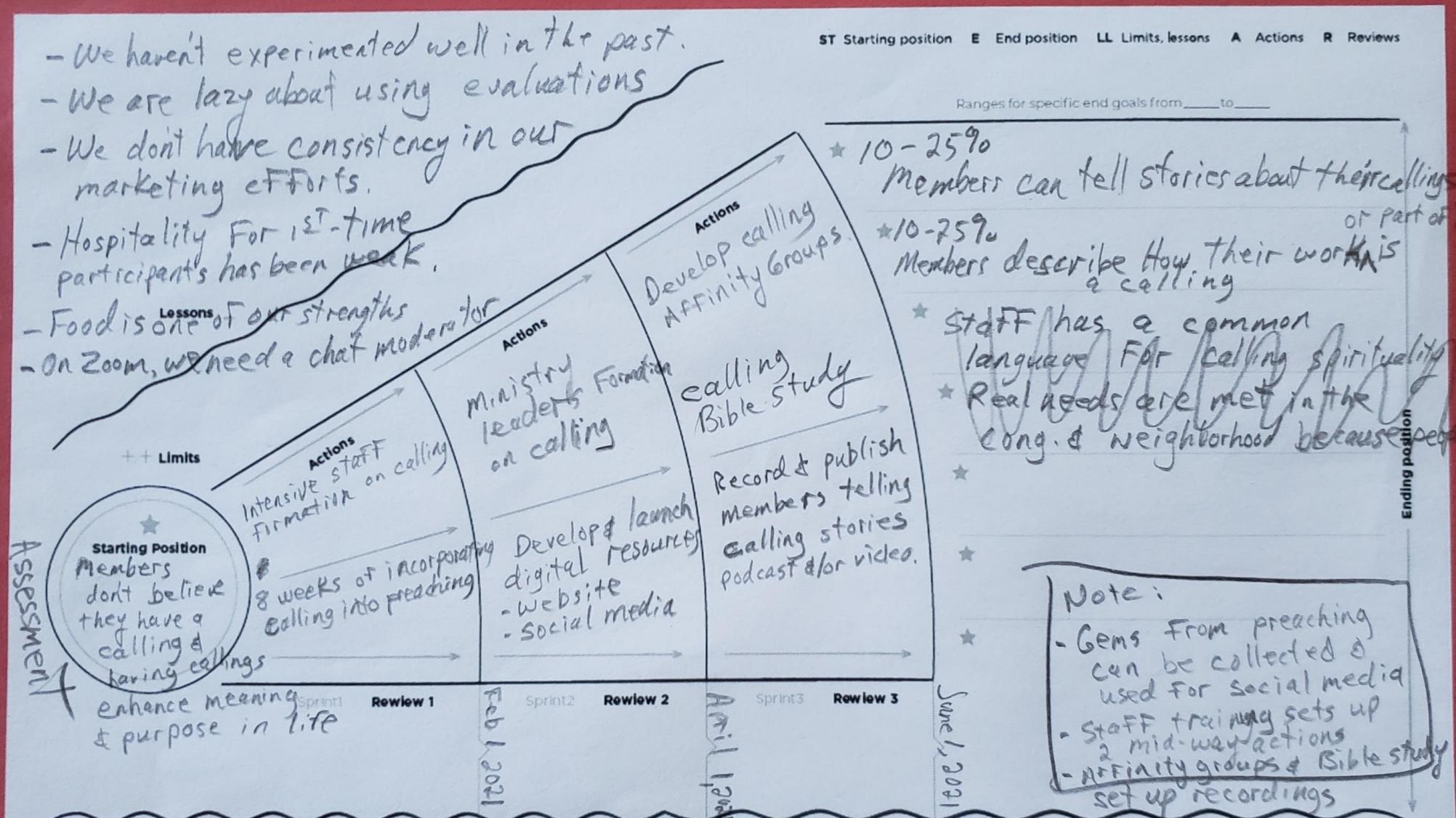


STELLAR  
Implementation  
Tool

# STELLAR CANVAS

Culture of Calling

10-1-20  
Project Date



- **Limits** = Our focus is on registered members
- We have \$1,000 to invest in programming

## LESSONS:

- Keep an accurate calendar - use to plan ahead - Review regularly
- Use task lists
- Communicate - Be transparent
- Develop clear job descriptions
- Develop workplace policies
- Don't over commit
- Keep things as simple as possible

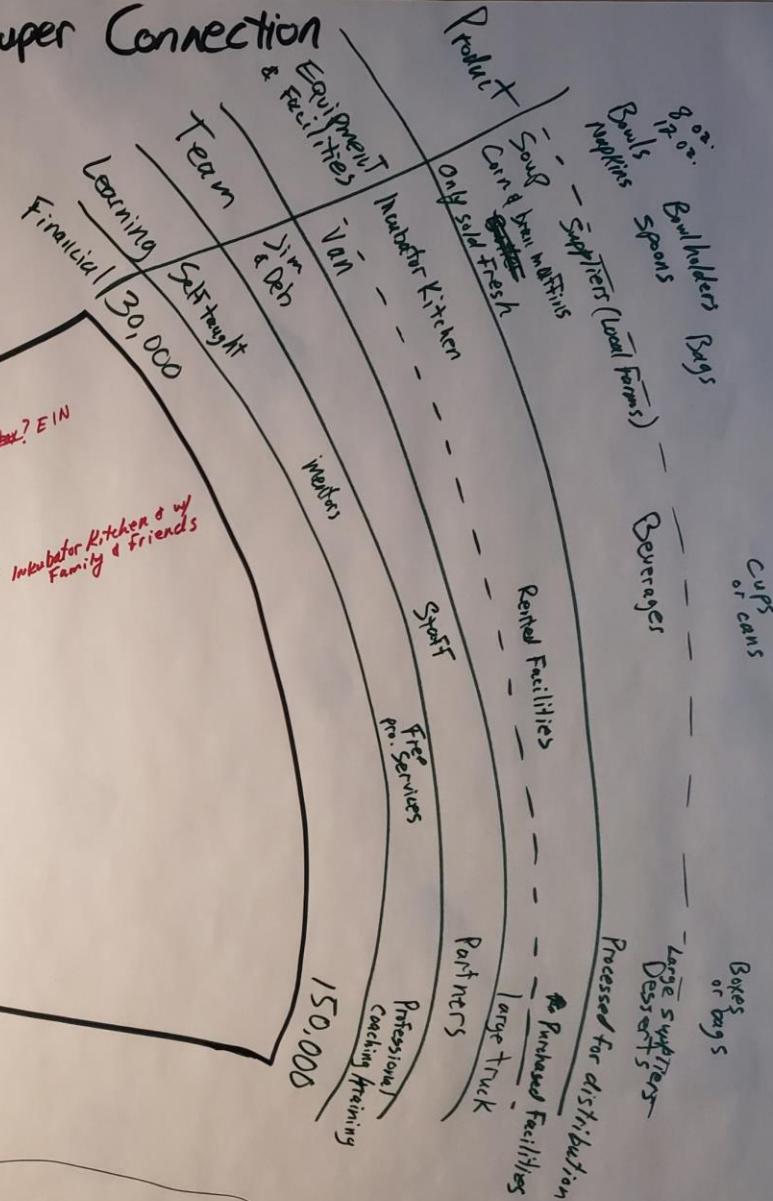
## Souper Connection

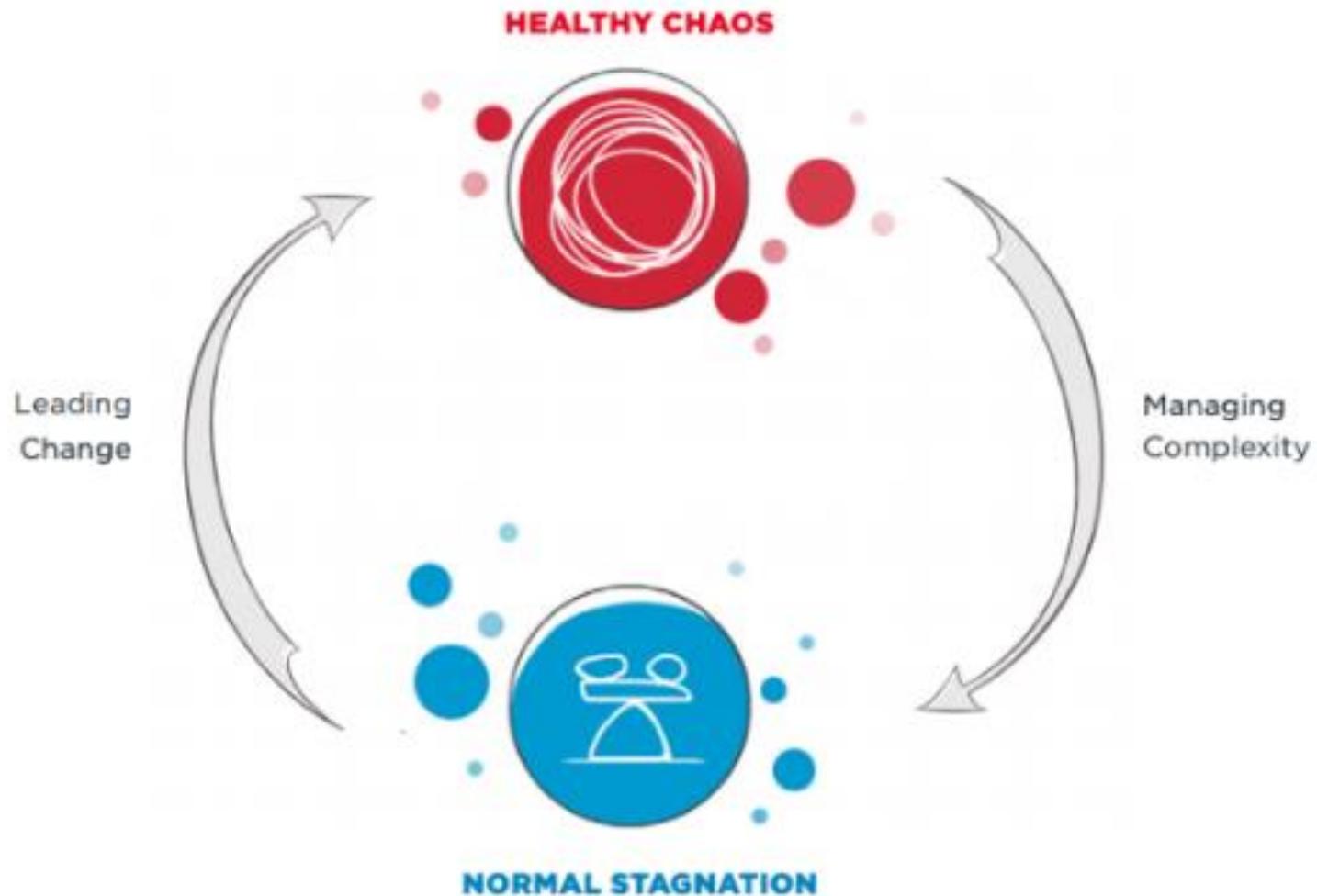
1. Develop vegan muffin recipes & soup recipes  
 2. Create conversation starters  
 3. Investigate eco paper products - Bowls, Holders, Napkins, etc.  
 4. Seek advice from David's Aunt  
 5. Purchase van or truck  
 6. Research how to get into fairs  
 7. Join the Northeast OH Food truck Assoc.  
 8. Market test soups, muffins & conversation starters at Incubator Kitchen & Friends Family & Friends  
 9. Look into crowd-sourcing for investors  
 10. Need Plan B for GTC > Churches Y-town  
 11. Good business environment Y-town

- Dub career change  
 Want values-centered work  
 Want partnership  
 Moving too retirement  
 Flexibility of schedule / mobility  
 Need Plan B for GTC > Churches  
 We are food service rookies  
 Good business environment Y-town

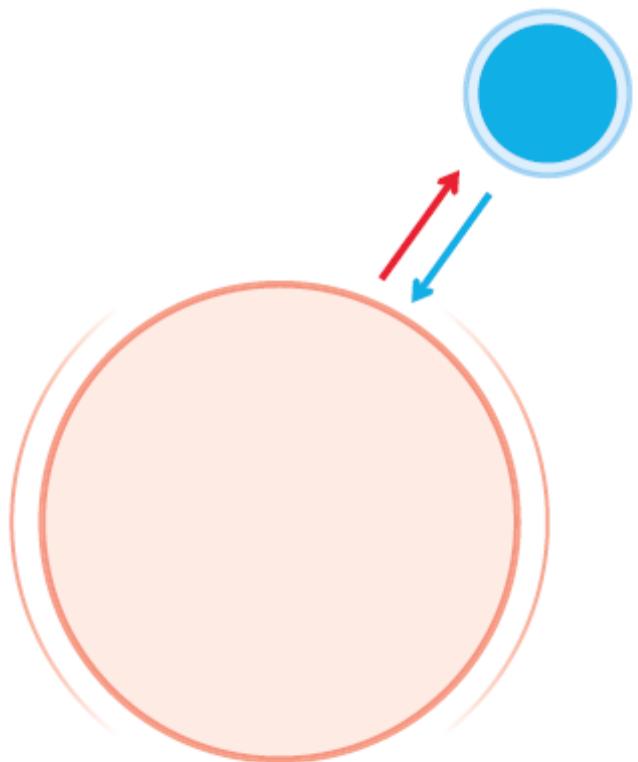
### Limits:

- No more than 5 day

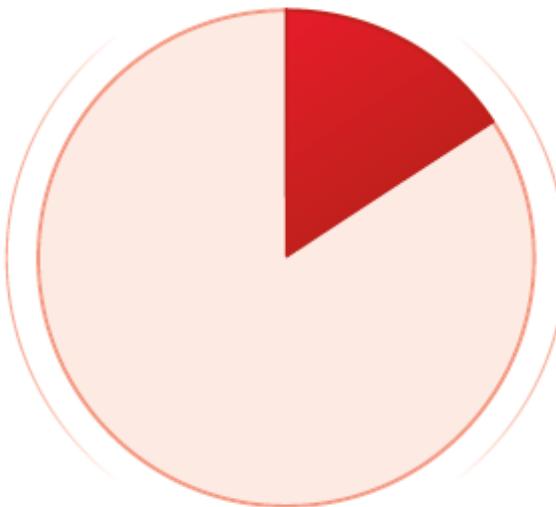




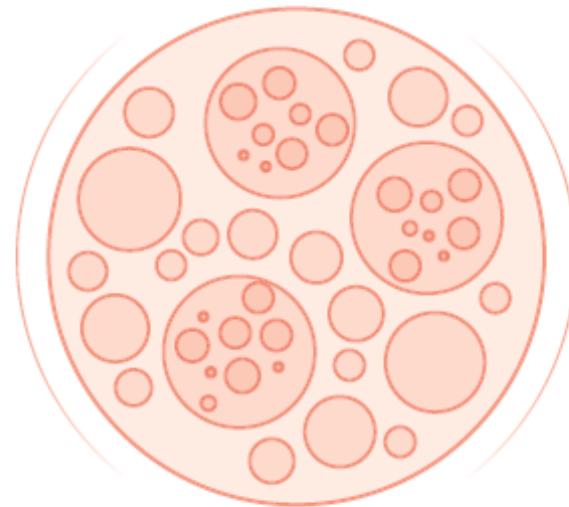
The  
Reinvention  
Cycle:  
  
You need  
leaders &  
managers



Type A



Type B



Type C

# Strategies to Reinvent Churches

1. Build a diverse team
2. Work on mindset shifting
3. Assess current level of reinvention strength
4. Assess what needs to be reinvented
5. Distinguish core value from product
6. Learn, Learn, Learn
7. Design the new approach & Pilot/Experiment
8. Implement and Evaluate