

TVUUC is a great church with great people...So how do we move from “Surviving” to “Thriving?”

It begins with advocates who recognize the need for change



Indicators of Surviving – Lack of Growth and Insufficient Resources for Development

1. No clarity on the church's future direction in an era of significant social, economic, and technical shifts.
2. Issues with the perception of what the staff does versus the cost of the staff – some say we need lower staff costs; some say we need more staffing; some say we need a higher pay scale; and most say we need more accountability.
3. Uncertainty about membership status and trends.
4. People willing to volunteer for activities but not to lead or manage overall efforts.
5. Not enough transitioning to young adults as church leaders age.
6. Inadequate methods of coordination and prioritization of resources and growth opportunities.

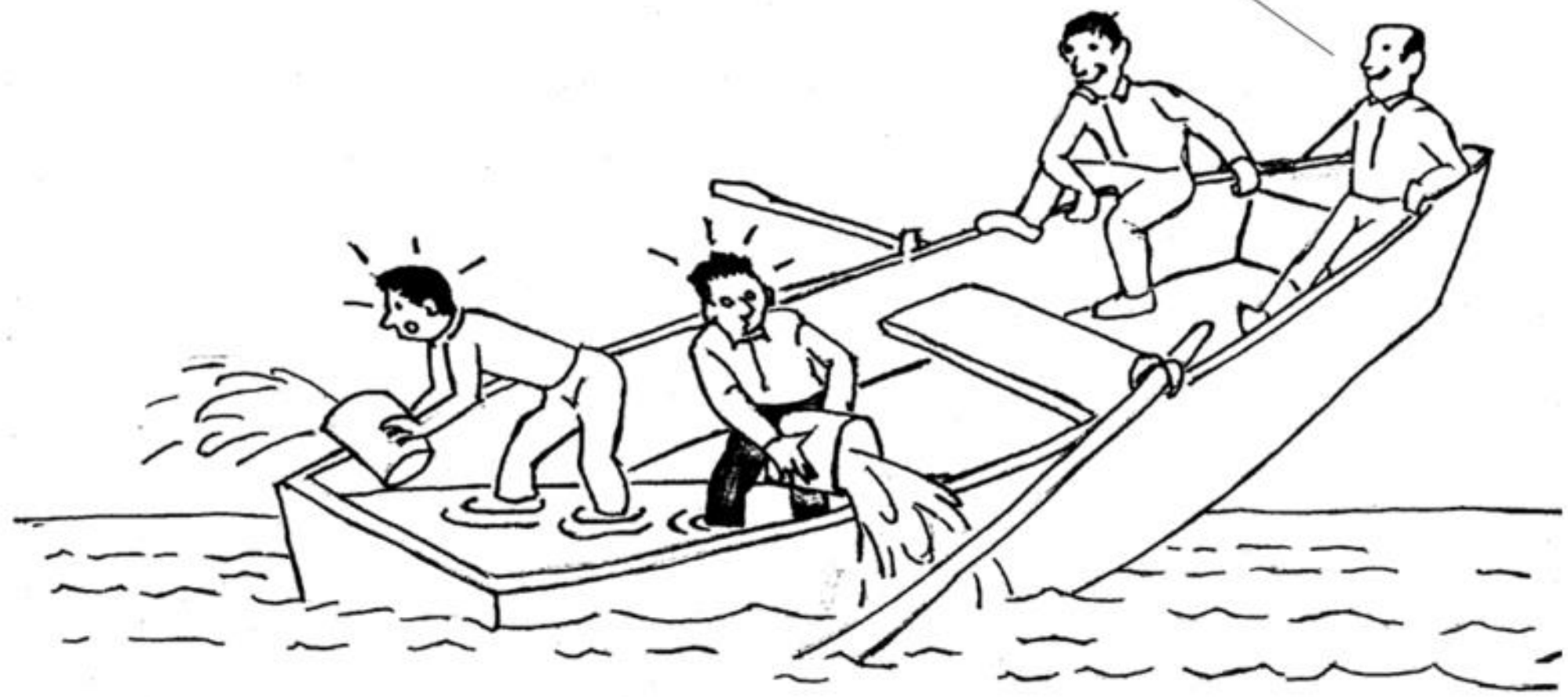
Indicators of Surviving – Lack of Growth and Insufficient Resources for Development

7. Unresolved physical plant issues that could threaten the health and safety of stakeholders.
8. No leading measures of financial performance or clarity on future sources and uses of funds.
9. Constant questions about “how the church works.”
- 10. Silos between Teams, Committees, Programs, Staff...**
- 11. Complaints about sources of accurate information or no "single source of truth."**
- 12. A culture that is increasingly more reactive than proactive.**

Bold = Common Indicators of Structural Systems Problems

Staff, Committees, Teams, and Programs Silos

Sure glad the hole isn't at our end.



No Agreed "Source of Truth" (Accurate and Timely Information)

"We need to Communicate Better!"

How?

Members and Friends (Personal IT)



TVUUC Internal Information Technology



Reactive versus Proactive Culture



Reactive

- Focus on events, not our systems
- Look for "quick fixes"
- Just try harder
- Find someone to blame
- Blame external influences
- Wait for the magical turnaround
- Keep solving problems



Proactive

- Accept responsibility
- Decide what we really want
- Begin the transformation
- Change underlying structures instead of fixing symptoms
- Build a learning church
- **Create the church's future**

Moving from a Reactive Surviving Organization to a Proactive Thriving Organization

- Understanding that Organizations are Complex Systems
- Developing A Shared Vision of the System's Aspirations
- Determining What's Good About the Current System
- Identifying the System's Primary Constraints
- Aligning The Systems Stakeholders

Understanding that Organizations are Complex Systems

Systems are dynamic and either improve or decline and their growth is always limited by system constraints

System improvement is a complex issue involving interactions between the external environment, internal explicit and implicit policies, technologies, people, resources, etc.

Optimizing the parts of the system without knowing how they fit together or interact, will sub-optimize the whole system.

Developing A Shared Vision of the System's Aspirations

Elements of a Shared Vision For TVUUC:

- **Core Values** - What is at our core? Why are we here?
- **Covenant** - How will we bring those values into the world through relationships?
- **Mission** - What are we here to do? What is our work?
- **Vision** - What do we want to be?

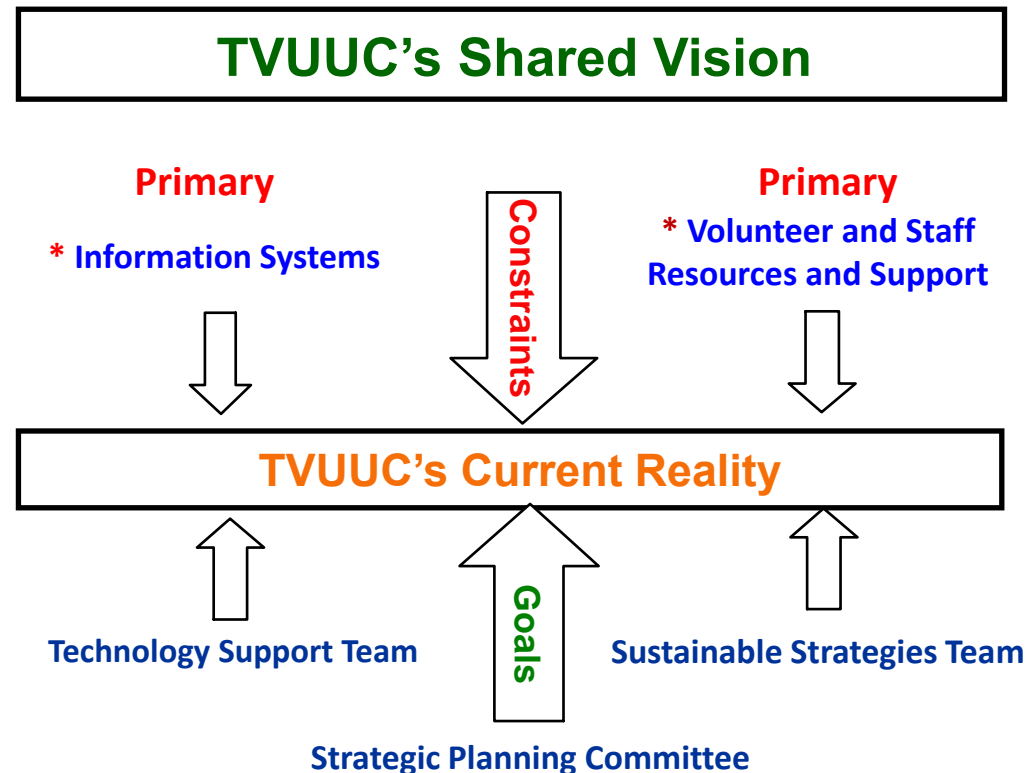
These four elements will be referred to as a “**Shared Vision**” for TVUUC.

Determining What's Good About the Current System

1. Senior Minister who can deliver inspirational messages with often prophetic visions, who is recognized in the community, and who is committed to love and tolerance
2. Church's history and practice of social justice and community involvement
3. Hard working and dedicated staff
4. Creative, talented, and involved volunteers
5. Congregational members who are smart, engaged, and respected in the community

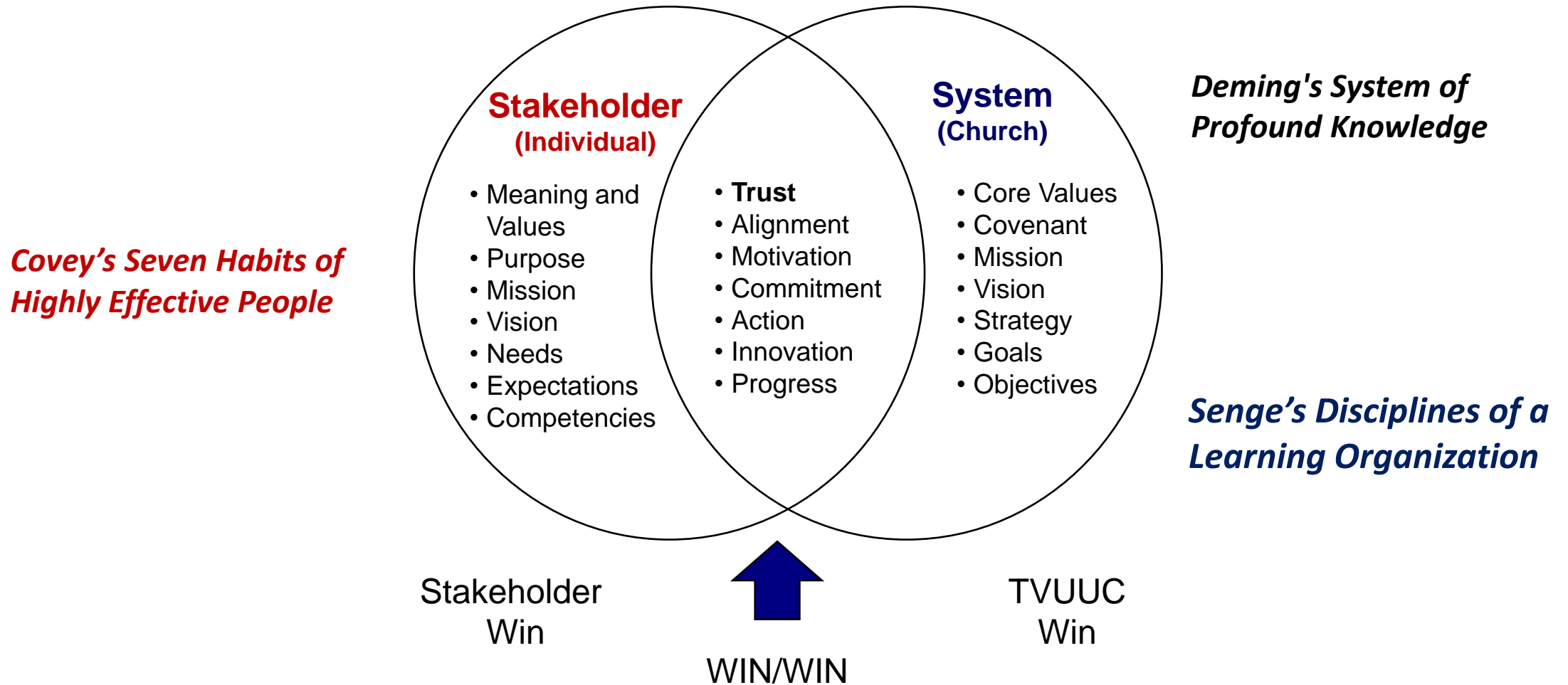
Identifying the Primary Systems Constraints

TVUUC's primary constraints are not only pervasive but have no identified responsibility/accountability



** The harder you push toward your Goals, the harder the constraints will push back.*

Aligning Stakeholders with The Shared Vision




Remembering that violated expectations reduce trust and are a primary factor in the breakdown of the relationships necessary for progress



If expectations are unclear, conflicts, wasted resources, and lack of alignment are more likely

**Understanding that it takes Communication,
Collaboration, Coordination, Leadership, Management,
and Skills Development to get and maintain**



“Willing and Able” Stakeholders

Mapping the Relationships Between the Interdependent Parts of the TVUUC System

