

Final Project  
On  
Church Theme: Deep Roots New Branches

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## Final Project

### Introduction

Clarendon Road Church theme is “Deep Roots New Branches Bearing Fruit in the Name of Jesus.” While this is what we recite every Sunday, I don’t believe we are living up this as a Church. We are getting the word of God every Sunday, but I am not seeing where we are bearing fruit in terms of building new believers through effective discipleship.

### Setting

The core function of the church is to make disciples. We have to first be committed to be a disciple and then making disciples should be the central act of every church. This is the mandate Jesus gave according to Matthew 28:18-29 “Then Jesus came to them and said, “All authority in heaven and on earth has been given to me. Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age.”

Currently at our church we are deficient in this department. New members are exposed to a class called Christianity Explained for two weeks. This class is held right after church service periodically. The room in which it is held is the hospitality room. This room is like a lounge and is not conducive to learning.

### Problem Statement

The Christianity Explained class is not an effective way to disciple new members. We have members coming in with different levels of bible knowledge. There is no way of assessing the knowledge of each new member. They are all placed in the same class. The duration of the

class is not enough. The time that it is being held is also the problem with this ministry is that the lead person has been in that position for eight years. I am not against seniors but if we are to get the younger people in the church we have to present something that is conducive and interesting enough to them.

Using the description in the setting as a foundation, describe in detail a problem in your current setting. Answer the question, “Why is change necessary?”

### **Purpose**

Based on the problem described, explain change that you believe needs to happen. To develop the change description please address the following:

- What is the purpose for the change?

As a involved member, I recognized that throughout the years many of the same people are facing issues that are recurring, our young people have become disinterested and many of the new members face issues of not knowing the basic principles of what the church was built on and have the proper biblical literacy in which growth can happen in one’s life. The purpose of the change is to provide an environment that fulfills the mission statement of “Deep Roots, New Branches” within our congregation.

- What is the desired outcome for the change?

The desired outcome for the change is having a class that can help those who may not be strong in biblical literacy and provide a curriculum that is not cramp packed, but available for deep questioning and feedback amongst the people.

- What is the anticipated impact on organizational culture?

The anticipated impact will be a growth in biblical literacy within the congregation where membership will be able to articulate the biblical principles of the organization and that

they will be able to understand, explain and teach discipleship to others.

### **Description of Change Plan**

Using one of the Change Theories presented in class describe the plan for change that you intend to do. You can use one change theory or a combination of several.

1) Examination of how the change will involve:

- Decision-making
- Goal setting
- Communication

2) A thorough description of any anticipated conflict and how you plan to manage it.

What is the desired outcome for the change?

3) What is the anticipated impact on organizational culture?

1. Change Model: Beckhard- Harris (  $D \times V \times F > R$  )

**Dissatisfaction:** Dissatisfied with the current condition of discipleship with the organization. Christianity Explained classes are rushed and don't provide the detailed instructions and help needed to help build believers into disciples in where the vision is being fulfilled. Matthew 28 highlights a mandate that Jesus Christ gave to us to make disciples. We shouldn't be dependent upon a church or pastor alone for growth but we should have the basic biblical literacy of the bible in which we can rightly divide the word and be able to articulate what we know in help converting and raising those who may not understand up.

**Vision:** We will be a place where you come in not equipped but leave empowered. The vision Deep Roots, New Branches will now become a part of every member at the

Church in where they will effectively push to fulfill the mandate not just at a church but on their jobs, in their schools and wherever they may be positioned in life. We will have a place where young people are interested in learning more and what it means in being a part of the vision.

**First Steps:**

Change the location: Hospitality room is more of a lounge where people are relaxed rather than in place to learn. Move it to a classroom setting in which it will help promote learning within the classes.

Time Management: Christianity Explained is done for two weeks directly after service on Sundays where sometimes services are extended due to move of the Holy Spirit in which leads to people being exhausted and mentally drained and are not able to retain what is taught. It is also done for two weeks. We should move this to a Saturday where classes can run from 10- 12pm and done consecutively for 4 weeks where at the end of the 4 weeks there will be a review to ultimately see what was learned.

Discipleship Mentorship: Where those who go through the class can effectively sign up to teach the next class in where we build future leaders so they can also learn but also gain the effective tools needed in order to build discipleship. This will provide structure and provide a reward factor for those who go through the class.

**Resistance to Change:**

The schedule will not fit certain schedules and those who are used to teaching on Sundays may dislike or feel that their role is being removed from them.

**2: Anticipated Conflict and Resolution**

With change comes conflict, within the church and organization we can find that many

people who have held certain roles for years may be threatened or alarmed at a plan to shift what they are comfortable with. I would sit down with those who are used to teaching and explain the pros and cons of what is being done and try to show them the benefits in allowing the changes to go forth.

### **3. Anticipated Impact and change on the Culture:**

The impact would be severe in the fact that it will not just be church as usual but it will become the 21st Century model of what Jesus commanded his disciples to do in Matthew 28. The culture would be a rich environment where learning and asking questions is permitted and growth is celebrated within the organization.

### **Critical Analysis**

The presentation should also include a critical analysis of the change theory including:

- The strengths and weaknesses of the theory used or why you think it is the best theory for your change process.
- The positive and negative impact this change theory could have in the church or ministry context.

### **Conclusion and Reflection**

Give a brief summary of what you covered in this written assignment. Then in a separate paragraph share what was the most significant take away from doing this project.

We can see in this assignment we recognized the lack of discipleship within this organization. We analyze the weakness and strengths and we offered insight with a model to see where we can uplift the current culture of this organization. We have shown the strength and

weakness and what is necessary to take this organization to the next level and make it become a hub of discipleship and growth.

What I took away from this project is the deep analysis it takes to recognize when something is wrong but not become critical of issues that are present. It has help me to see a problem and effectively come up with a plan that can produce change and bring the necessary growth that is desired and needed.

**References:**