

Final Project

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### **Introduction**

Deep Springs Methodist Church is a church that my family and I have been a part of since 2006. We have been a part of the birth of the church and for the next twelve years, we have experienced change, proposed change, and eventually departed because of a lack of change. I will seek to examine the nature of change management in all details, including why change was necessary, the proposed change, and the lack of change resulting the departure of many people. Specifically, I will be discussing the context of the English Ministry as well as the conflict between members of the church who wants to use money to buy a space for worship and members of the church who want to use the resource to make the church more missional. I will be discussing how their was change initiated, but ultimately the change process was unable to move forward.

### **Setting**

Deep Springs Methodist Church is a church located in Bergen County, New Jersey. It started in 2005. It is a church with all Korean congregants, a Korean lead pastor, and heavily influenced Korean culture. The church consist of thirty members in total, with ten being a part of the English ministry. There are two services, the first is for the Korean speaking adults, who are much older There are ten young adults in the English Ministry; however, the pastor of the English Ministry is a Korean speaking minister and the young adults do not fully understand Korean.

### **Problem Statement**

There was tension when the young adults asked the senior pastor if they would be able to hire an English speaking minister for the young adults. The community that the church was

located in was a non Korean majority town. The members of the young adult wanted to invite friends and engage with the local community through evangelism and hospitality services, but because of the language barrier was unable to move forward. The church was also unable to hire an English speaking minister because of the lack of resources, which is being put into the building project to buy a physical building. This caused conflict and tension to arise between members of the church as to where they should put the financial resource towards. The change that was advocated for was that the young adults would be able to make their own vision and mission for the ministry, wanting to go with more missional and evangelistic focus. They wanted to engage their community and find ways to invite them to join for meals and worship services in the church. The change was initially welcomed, but within a month was resisted by the senior pastor and members of the church who did not want to relocate the financial resources out from their building fund. The church was plateaued for seven years, never having any new individuals come in seven years. Because of the resistance to allocate the funds, members were leaving the church due to a lack of vision and disagreement. Change is necessary because the young adults want to engage and reach their community and make that the focus, but is met with resistance when advocating for an English speaking minister. Due to the Korean culture, non “ministers” were unable to preach, no matter how anointed they were. Change was necessary.

### **Purpose**

There needs to be change in allowing the English ministry young adults to cast vision and move towards the missional and evangelistic direction. They want to engage their community and have been doing so, but find it challenging when inviting them to church because of the language barrier. Those who have come end up leaving because they do not understand. The order of service and everything within has been determined by the senior pastor, with no room for flexibility. Their also needs to be a change in the direction of the church, no longer allocating

all financial resources to the building project, but allocating to the young adults for the purpose of missions and evangelism. The purpose for the change is so that those the young adults will be able to better serve and reach the community, and one of the ways how is to speak to the community through their language and their culture. The desired outcome for the change will be to either allow members of the English ministry to preach and teach the Word (if unable to hire a minister) or to hire an English speaking pastor who will be communicate to people in the local community. Another desired outcome will ultimately be to allow the English ministry to cast vision and make decisions amongst the group. The impact on the organization culture will be huge. Primarily because the church will no longer be “only” Korean. The organization will go multicultural because the local community consist of different ethnicities, primarily the Hispanic and Latino community. This also most likely means that the leadership, over the years, will ultimately change to include the community we are reaching, not just Korean.

### **Description of Change Plan**

- 1) There needs to be an acknowledgement that we have to change. We have to take that first step towards what Bridges describes as the “ending”. The two proposed change was the change in the allocation of resources from building fund to the English ministry, and the decision making responsibility for the English ministry to be given to the English ministry. The change will involve decision making because previously it was the senior pastor and a few elders making decisions for the whole church, but now the members of the church would be invited to a decision making process. This includes the decision regarding the direction/vision of the English ministry. There would also be a need to establish two sets of goals. The first being for the whole church. The whole church that includes all thirty members. A goal that would be less about having a permanent space, and more about reaching the lost. A goal that would be all encompassing for both the Korean speaking elders

and the new English speaking young adults. The next set of goals would also have to be given to allow the English speaking ministry to establish their own goals for specifically just their ministry. Communication will be vital. We will have to communicate the new direction that the church is heading towards, but also acknowledging that these changes will be uncomfortable and will need to grieve. You need to communicate so that grieving is welcomed, questions are allowed to be asked, and clear direction towards a clear vision is given.

- 2) The Ending phase is usually the phase that carries the most resistance. The church is already tense because some members want to use the funds to buy a physical church building, while others want to use the fund to focus more on evangelism and mission. This conflict can only be managed through clear and concise vision and breakdown of how the resource will be allocated. The resistance will come from the senior pastor and the older members of the church. The allocation of resources will most likely take a longer time, but you can start to help shift perspective on why mission and evangelism needs to be a main priority by frequently preaching, teaching, and sharing testimonies. The conflict can also be managed, by making small changes at first. The suggestion will be to allocate just a small portion of the building fund to the missions focused agenda. There will also most likely be conflict between the senior pastor and the young adult. The young adult want to make decisions for the group that they believe will head towards a specific vision and the senior pastor does not want to give up that decision making responsibility to the young adults. Communication has been initiated on many occasions, but after a month seems to go back to the way it was. The way we're going to manage this conflict is to honor the senior pastor by submitting to leadership, while giving time and space for each member of the English ministry to share why they need a new vision and the need for an English speaking minister, whether hired or in the group.

## **Critical Analysis**

This change can bring major growth to the church, both in size and influence in the town. It's a necessary change that must take place. The strength of the proposed change theory is that it invited everyone into the conversation and discussion. It releases all power from one person and instead places it to a group. The weakness is that this theory may not work in a culture similar to that of Korean culture. There is major Confucianism principles and guidelines between the status and respect given to people of different age and positions. There are very few cases where young people were able to influence older people with positions into a new direction, where it was received well. The positive impact is that the church will shift focus to that of missions and evangelism. Another positive impact is that the church can now be multicultural and growing rather than plateauing and declining.

## **Conclusion and Reflection**

Overall, in this paper I discussed how the English ministry at Deep Springs Church, which consist of young adults, wants to focus on being missional and evangelistic in their community. It has been met with resistance because of the resistance of allocating funds as well as the English ministry being able to make decisions and cast vision for the group. The proposed change is for the English ministry to be able to hire an English speaking minister so that the it will be possible to engage the local community. This would ultimately mean the relocation of funds from the building project to the English ministry. The phase we need to head towards is that of "ending" which must give clear vision for the future of the group, but also allow the space and time for people to grieve. Clear communication between the two groups must be allotted with small steps towards change leading the way. The positive impact from this change will allow the plateauing church to grow once again by engaging with the local community through missions and evangelism.