



# Center for Congregations Northeastern Indiana

Telephone: 260.420.3797

[www.centerforcongregations.org](http://www.centerforcongregations.org)

A Satellite of the Indianapolis  
Center for Congregations  
Affiliated with The Alban Institute  
Funded by Lilly Endowment Inc.

## *Resources for: Assessing Change Readiness*

Our mission is to assist congregations in northeast Indiana in finding and using the very best resources available to address the practical challenges they face. This resource list was developed to supplement the *Assessing Change Readiness* workshop sponsored by the center and led by Susan Beaumont, senior consultant at the Alban Institute. Beaumont recommends the following resources.

Bridges, William. *Managing Transitions: Making the Most of Change*. Reading, MA: Perseus Books, 1991.

This book makes an important distinction between transition and change. Change is not what people resist. What people resist, sometimes wisely so, is the sometimes desert experience of the in-between. Transitions are the most difficult part. Once the change has arrived, people have often already started to adapt to the new reality.

Herrington, Jim, Mike Bonem and James H. Furr. *Leading Congregational Change: A Practical Guide for the Transformational Journey*. San Francisco, CA: Jossey-Bass Publishers, 2000.

Adapting work by Peter Senge and John Kotter, the authors describe how congregational change requires a firm foundation of faith and healthy relationships. Congregations are invited to address their spiritual and relational dynamics before planning vast change. The authors describe how individual readiness among the leaders is key to preparing for transformation for the entire faith community.

John Kotter. *Leading Change*. Boston, MA: Harvard Business School Press, 1996.

Kotter is a professor from the Harvard Business School. He advocates for teams to address change issues rather than individuals within the organization. Another key factor to effective organizational change involves creating a sense of urgency (as opposed to compliancy). Through an eight step framework, Kotter advocates for ongoing, life long learning for leaders.

Gilbert Rendle. *Leading Change in the Congregation: Spiritual and Organizational Tools for Leaders*. Bethesda, MD: The Alban Institute, 1998.

This book honors how difficult change can be in a congregation. Rendle suggests specific ways in which a clergyperson or lay leader can lead for the benefit of the faith community. He notes that one of the tough tasks of leadership is leading clearly and calmly when even the best strategic plan doesn't tell the next step.

Visit the Congregational Resource Guide website, [www.congregationalresources.org](http://www.congregationalresources.org), to find more resources on this and many other topics of interest to congregations.