



A Vision for Conversion: Leading for Change

Use this worksheet to discern what elements of change you might employ as you continue to form your community to embrace a life of ongoing conversion in Christ, living and growing as disciples in mission.

Change Element	Consider stewardship in your community. What needs to change? What next steps emerge?
Create a sense of urgency What is your vision? Why is the change important? What difference will it make?	
Build a guiding coalition Who are your leaders? What is/are their designated role(s) and responsibilities?	
Form strategic initiatives What next steps will you take toward making your vision reality?	
Engage everyone How will you engage leaders and the community in the anticipated change?	
Enable action by removing barriers What barriers exist? How might these be eliminated by building on what is already working?	
Generate short-term wins What current practices may be built upon or learned from in order to move toward your vision?	
Sustain momentum How do you keep the vision alive? How might you build on this for the future?	
Institute change What positive change have you experienced? Apply this framework to see change in action.	