

Creating a Culture of Change

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Presbytery of the Highlands
November 7, 2024

Creating an Environment for Change

- Prioritize the needs of **people** you want to reach
- Clearly owning **your values**
- Developing a **specific vision** for what could be
- Taking steps to **implement** the vision

Step 1: Prioritize the needs of the people
you want to reach

Matthew 25

- “I was in prison and you visited me.”
-Matthew 25:36b
- Their actions **didn't solve** every problem.
- “We saw you struggling and we came alongside you.”

Bonhoeffer to Reinhold Niebuhr

“I have made the mistake in coming to America. ...
... I will have no right to participate in the
reconstruction of Christian life in Germany after
the war **if I do not share the trials of this time
with my people.**”

Doing Life With One Another

- It is hard to do life with people if you don't
understand their lives

“Same God” lyrics

I’m calling on the God of Mary
Whose favor rests upon the lowly
I’m calling on the God of David
Who made a shepherd boy courageous
I may not face Goliath
But I’ve got my own giants

Do you know their “giants”?

- If you raised your children 20 years ago, it was different than raising children today
- Life is different and often in contradictory ways

Donald Miller

- “A story is a character who wants something and overcomes conflict to get it.”
- Every person is the hero of the story they are writing with their lives
- “The strongest character in a story isn’t the hero, it’s the guide.”

Be The Guide

- People admire heroes
- But they **need a guide** so **they** can be a hero

In 2018:

- The 4th most popular job search term on resume sites was “remote work/work from home”
- Labor analysts predicted that in 10 years, 1/3 of workers would be remote 2-3 days per week
- Zoom, Uber Eats, and Instacart all basically doubled their revenue from the year before
- The largest churches in the U.S. reported online attendance higher than in-person

Technology is ubiquitous

- It’s not about technology
- The people we want to reach live in a culture immersed in and **defined by technology**
- “Millennials aren’t tech-savvy, we are **tech-dependent** and it **changes** everything we do.” (Jason Dorsey, generations expert)

Defining “Community” in a Tech World

- Most people under 40 have experienced community mediated through technology
- Entire communities of gamers exist online
- The average age of online gamers is 33 years old; 48% are female

Worship Frequency

- The decline in average worship attendance is largely attributable to a decline in frequency
- If people come every other week instead of every week, your average attendance falls by 50% while your community is still the same size

Change In Thinking

- Former: the church is people coming together to do good for the world
- Current: the church comes alongside people to inspire, enable, and equip them to do good for the world

Step 2: Clearly owning your values

Be Known for What You Are **FOR**

- Be **for** each person
- Be **for** your community
- Be **for** Jesus

What We Stand For

- Our church as an institution takes very **clear** **stands** on moral issues
- You can **belong** and **disagree** at the same time



We are unequivocally LGBTQ-affirming



All of our single-person restrooms are all-gender, including these in our Church School area.

Changing tables are in several restrooms.



We are unequivocally for social justice.

The Black Lives Matter protests in June, 2020 were the first time any of us did anything together after the pandemic began



We are concerned for the environment, particularly climate change.

We installed four EV chargers in our parking lot.

We become known on every map of charging stations, and it speaks to our values.



We are unequivocally evangelical

This sign is in the welcome area to our Church School spaces

Change In Thinking

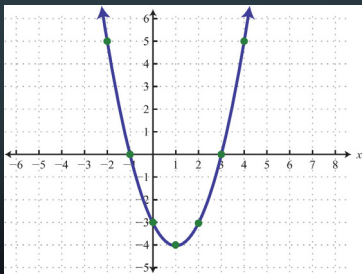
- Former: be careful not to offend people; don’t give people a reason to leave the church
- Current: clear stances give people a reason to become a part of a church

Step 3: Develop a **specific** vision for
your church's ministry

Many People Need A Concrete Vision

$$Y = x^2 - 2x - 3$$

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How Do You Acquire Vision?

- Explore – especially online
- Go outside the PCUSA and mainline
- Look for specific areas (a children’s ministry program, a mission project, etc.)
- Contact them for specific (most churches are actually pretty helpful)

Give Your Leaders Opportunities To See

- We encourage our officers to take “field trips” to worship at other churches – generally not Presbyterian – at least twice a year
- Encourage leaders to attend conferences from other traditions (Global Leadership Summit, Drive Conference, Orange Conference)

Casting Vision

- Year 1: I had every committee over to the manse for dinner (I love to cook)
- For several years we replaced every other Session meeting with a joint Session-Deacon meeting to discuss vision and leadership (now we do this as needed)

Change In Thinking

- Former: We build from our past as needed
- Current: We look to the future and try to be ahead of the next curve

Step 4: Take steps to implement
 the vision

Where To Start?

- Areas of low emotional attachment are easy places to start change
- Improve things in an area no one is paying attention to (e.g. spruce up the “ugly room” no one cares about)
- “What do you hope a visitor doesn’t see?”



Andy Stanley: “Your house is cleanest when you’re expecting guests. A cluttered church says you’re not expecting visitors.” You don’t see clutter. Visitors do. We get a 20-yard dumpster once or twice per year and declutter to the best of our ability.

The Most Important Meeting: Debriefing

- Where did you **see God**?
- What worked really well, and **why**?
- What didn’t work, and how can we **fix it**?
- What **connections** did you see happening?

Change Is A Habit

- Continual evaluation leads to continual improvement
- In most cases, **changing too late is worse** than changing too soon, because you can always change back
- People can **get used to change** as a constant

Craig Groeschel

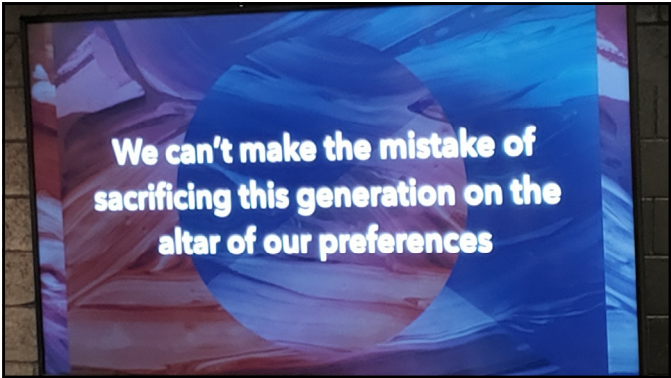
“Don’t say ‘Our people won’t ...’ Learn to say,
‘We **haven’t taught** our people to ...’”

Dealing With Objections

- Objections are natural; if everyone wanted change, it would have already happened.
- We **do not announce** most changes.
- By simply **implementing** change, if it’s a good idea, many will see the benefits and the power of the objectors is diluted.

Change In Thinking

- Former: Change slowly, carefully, and comfortably
- Current: People **expect** organizations to be **nimble and responsive**



The Long Haul

- The average company age in the S&P 500 is 21
- Churches are multi-generational – always think to the next generation
- Add one thing, make one change
- Stop one thing whose time is past

If you would like further info, contact me

- We would be happy to share what we've learned along the way, contacts, resources
- Email: rich@englewoodpres.org
- Richhong60 on Facebook
