

## Leading Change: Developing Effective Parish Youth Ministry

To become more effective, parish communities need to initiate and support change in the community and in their model for youth ministry. These steps are adapted for a church setting from the work of John Kotter in *Leading Change*, (Cambridge, MA: Harvard Business School Press, 1996) and linked to *Effective Practices in Dynamic Youth Ministry* (Winona MN: Saint Mary's Press, 2004).

Building comprehensive youth ministry can be challenging. It takes hard work by a team of trained leaders, sharing a common vision, equipped with the right skills. CYM can help you meet this challenge with its **Leading Change** program. This process of training, consultation, and team development provide the knowledge and skills that are vital to effective youth ministry. Our consultation helps your parish develop priorities and programs, assess the needs of your young people and master your youth ministry calendar. We can help you gather young people together to evaluate past successes and failures and assist your team of leaders in creating a new vision of youth ministry when necessary.

The CYM staff facilitates training, consultation and team development at your parish. This process includes:

- Assessing readiness and needs
- Developing a mission, vision, goals, plans and calendar
- Designing an effective leadership structure
- Supporting and advising parish leaders along the way
- Regular, ongoing consultation
- Coordinating the hiring process, where necessary
- Evaluating the planning process and the ministry as it occurs

Parish leaders interested in bringing the **Leading Change** program to their parish should contact Catholic Youth Ministry.

### Eight Steps to Leading Change

There are eight steps to the **Leading Change** program.

1. Establishing a session of urgency
  - a. Examining the current reality of the pastoral situation
  - b. Identifying and discussing crises, potential crises, or major opportunities
2. Creating the Guiding/Coalition Team
  - a. Putting together a group with enough power to lead the change
  - b. Getting the group to work together as a team by building trust
3. Developing a Vision and Strategy
  - a. Creating a vision to help direct the change effort
  - b. Developing strategies for achieving that vision
4. Communicating the Vision

- a. Using every vehicle possible to constantly communicate the new vision and strategies
  - b. Having the guiding coalition role model the behavior expected of the community
- 5. Empowering Others to Act on the Vision
  - a. Getting rid of obstacles
  - b. Changing systems or structures that undermine the change vision
  - c. Encouraging risk taking and non traditional ideas, activities and actions
- 6. Planning for and Creating Short Term Wins
  - a. Planning for visible improvement, or "wins"
  - b. Creating those wins
  - c. Visibly recognizing and rewarding people who made the wins possible
- 7. Consolidating Improvements and Producing More Change
  - a. Using Increased credibility to change all systems, structures, and policies that don't fit together and don't fit the transformational vision
  - b. Developing people who can implement the change vision
  - c. Reinvigorating the process with new projects, themes, and change agents
- 8. Anchoring New Approaches in the Culture
  - a. Creating better ministry through effective leadership and planning
  - b. Articulating the connections between new behaviors and organizational success
  - c. Developing means to ensure leadership development and continuity