

Normalizing
Change WAVE
Cohort
Message in a
Bottle

How do we help folks manage, normalize, and celebrate change in congregational life?

Well, let's think about how change happens and can be led.

Yes, and?

Let's get story tellers to tell us about their experience, and reflect on what they have learned, and listen in.

Great. Let's do it.

So we did


- We invited change-makers to join us to talk about the nature of change. Then we held a Day of Exploration on Nov. 15th, 2025. We heard stories, shared theories, and discussed what we learned. You can watch the whole conference here: [Full conference](#).
- We also had a brief recap on Nov. 18th and heard one more story and reflected together. [You can watch that too.](#)

What did we learn? Change is complex, joyful, hard, and surprising. Leading it takes mission, teamwork, and spiritual grounding. Those who want to change need to know their “why” even more than the “how.” And you can do it!

Click the links on the next page to watch the various stories and click the center to learn more about theories of change.

the map is
not the territory

Ministry Partnership

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Culture of Change

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Changing to be Multicultural

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A decade of change

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Theories of change
help us understand
and celebrate

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Interim Ministry as
Intentional Change

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Getting Unstuck

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the map is