



Resistance to Change

Review the section about “Resistance to Change” on page 16 of the *FaithQuest Bible Study*.

There has been a great deal of new information introduced in three lessons.

Anticipate a bit of resistance to the new information and to the implication that there is a new way to look at your congregation. Be aware of your own resistance as well as resistance that manifests in the participants.

Here are some ways resistance might be revealed:

- Objection to the concepts, expressed in comments such as, “Systems language is fine for businesses, but it’s not appropriate for the church.”
- Objection to the language — expressed in comments such as, “These ideas aren’t in the Bible.”
- Objection to the **FaithQuest** journey. A participant in one group said, “I thought this was a Bible study, but it seems to be an organizational study.”
- Defensiveness expressed in comments such as “Our church is working well; why are we doing this?”
- Opting out — “I don’t have time for this.”

WARNING: Take all comments seriously, honoring the individuals. Be aware of resistance to change, and trust your intuition about the real issues behind the comments at this point.

Some ideas for leading through resistance:

- Love God’s people (including yourself) with God’s love and God’s patience.
- Listen carefully to comments, questions, and concerns.
- Remember the mission of the church and the visions of the congregation.
- Remind people (and yourself) that you are learning together and are on a journey together.
- Suggest that the group turn to page 16 of the *FaithQuest Bible Study* and read the section on “Resistance to Change.”
- Take yourself “lightly” as you seek God’s direction.