"When I was interviewed by the Michigan conference to come to PMC I was 30 years old. The person doing the interviewing asked me: "So, Dwight, how long do you think you will stay?" Since our previous pastoral assignments had lasted an average of 2.9 years, I was at a loss for words. I looked at my wife and neither of us knew what to say. I thought about it for a moment and responded: "I'll stay 7 years." They all looked at each other and said: "Yes. We'll take it."

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**Adventist Risk Management**

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After the Rain
By Dan Martella

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Let's Talk About Your Best Practices for Ministry

Best Practices is looking for articles about what is working for you in ministry. Articles that are one-subject focused and tightly written - 300 to 700 words. We are also looking for top-flight sermon illustrations. Pitch us an idea. Send us an article. Be sure to include your picture and ministry title. Together we can make Best Practices for Adventist Ministry a go-to tool box for NAD pastors and church leaders.

Ideas, Events, Resources, Announcements

Multilingual Ministries is seeking to establish a network of "Muslim Background Adventists" for the purpose of nurturing them and for learning from their experiences. If you are aware of any Adventist from a Muslim background, we will like to hear from you. Contact Muslim Background Adventists or call 423-994-8300.
7 Things You Can Do If You Want Things to Change ... And No One Else Does - So what do you do if you want things to change and pretty much no one else does? That's a tough situation in which almost every leader finds themselves from time to time. So what do you do?

Previous resource links:

- MINISTRYinMOTION
- My Best Advice
- Jesus Unlimited
- How to Predict Divorce
- Adventist WestPoint
- 5 Reasons a Pastor's Sabbatical Blesses Everyone
How to Thrive in a Long-Term Pastorate

Roger Hernandez Interviews Dwight Nelson

*"When I was interviewed by the Michigan conference to come to PMC I was 30 years old. The person doing the interviewing asked me: "So, Dwight, how long do you think you will stay?" Since our previous pastoral assignments had lasted an average of 2.9 years, I was at a loss for words. I looked at my wife and neither of us knew what to say. I thought about it for a moment and responded: "I'll stay 7 years". They all looked at each other and said: "Yes. We'll take it.""

It's been 32 years since that day. Dwight Nelson continues to pastor (and thrive) in a university campus church. I sat down with him for part two of the series on pastoral longevity. Here are five principles I gleaned from him:

1. Ministry is like holding a butterfly in your hand.
   Ministry is like holding a butterfly. You can look at it, enjoy its beauty, but if you squeeze it you will destroy it. It's not yours. It's not about you. You are just a steward of its beauty for a season. You are successful at the same location for over thirty years for the same reason you are successful for one year. Understand it's not about you. You have been given a gift. Enjoy it while you have it, however long that is.

It all starts with your relationship with God. If the pastor is not connected to God he can fool the people for a while but not for long. Your decision making when considering a call is also rooted in that relationship. One of Dwight's mentors and prayer partners taught him a valuable lesson: "Unless you hear otherwise, His previous order still stands."

2. I get to reinvent myself. That's great!
   Two advantages of long term pastorates:
   - Life cycles. I get to minister to people from cradle to casket. Getting involved in people’s lives and seeing them mature, grow, cry, laugh, and a host of other experiences that I can enjoy over the long haul.
   - Opportunity for reinvention. This is probably the one he got the most excited about. There is a common denominator I have seen in pastors that thrive. That is the desire to pace themselves but not to settle. They are always asking the questions: What's next? How can we be more effective? What's missing?

3. I get to reinvent myself. That's hard!
   The best things in life are often the worst things in life. The activity/person/occupation that causes you the most joy can also cause you the most pain. I sensed that for Dwight it was difficult to see a part of his congregation leave and establish very close by a ministry, which stated desire was to connect more effectively with the same demographic Dwight was trying to reach, namely young adults. That was probably one of the times in his life that he had to do some real deep soul searching and process emotionally what he already knew intellectually: this is about Jesus. Not you.

Out of those difficult, soul searching times, came (as it often does for all of us) a renewed vision, compacted worship service, and a clearer understanding of mission and growth.

4. Speak to 20 something's. Let the world look in.
   I asked Dwight how he balances the need to speak to his local congregation while at the same time using the platform he has been given to speak on important issues of the day. More than 20 years ago when the TV ministry started, they made a conscious decision: They were going to minister to the college community, and let the world look in if they were interested. They were. His primary focus is his local flock and if what he has to say addresses the larger issues, then that is an added benefit.

5. Criticism. If it hurts your pride, it means you had pride to begin with.
   Dwight has managed to reach countless people. Among them are critics. He has received criticism from some regarding his position on women's ordination, and from others for believing that Ellen White was in fact a prophet who was inspired by God. After a sermon on the Sabbath he received 2 notes. One congratulated him for the message, the other one believed it was terrible. He showed the notes to an Elder who told him, "Didn't they teach you in seminary not to read the fan mail till you get home?"

I hope the principles gathered here can help us become better pastors where the butterfly has landed now, whether it be for 3 years or 30. And never tell a conference president how long you will stay. I bet God got a few chuckles out of that one... "He said 7 years? Ok. Let's keep him there for..."

Roger Hernandez is the ministerial director for the Southern Union Conference. Dwight Nelson is senior pastor for the Pioneer Memorial Church on the campus of Andrews University
Capital Campaigns from a Conference Perspective

By Jackie Phillips

Many churches are looking to do capital campaigns. Not just for new buildings, but sometimes to do major upgrades or renovations in their older churches, or building additions to their churches for Sabbath School rooms or fellowship halls. Trying to figure out what to do and when to do it are always the big questions.

First, contact your conference to see if there is money available for new buildings. Also, there are usually funds available from the Union if you need to borrow money to match monies your church has raised.

For a capital campaign, it is sometimes necessary for a church to hire a consultant to do a feasibility study, which includes internal and external interviews to see if it is financially feasible to raise the money you need for your church building or improvements. Always call PSI for a list of qualified faith-based consultants. You can then make an intelligent decision on hiring and using a consultant, and ensure your money is well spent.

One-on-one fundraising is always much more effective than just standing up at the platform every Sabbath or mailing out flyers with return envelopes. These are all part of the fundraising strategy but I encourage churches to set up a fundraising committee of a few confidential people that are personally giving and have a passion for the project to go out and visit every home in your church. This can not only be financially rewarding but spiritually rewarding as well. Many times, members are hurting and when someone comes to visit, it can many times be a moment during which you can minister to them.

It is very important to have you, the Pastor, on board and that you are personally giving to the campaign. In fact, each of the leaders and church board members should be donors and you need to have 100% participation. You must share your commitment with the church members. This shows the church that you are serious and personally invested in the campaign. When you give, it is easier to ask others to join you.

Many times there is a fear that if you do a capital campaign other projects in the church such as tithe might be affected. It is always valuable to educate your congregation about the importance of continuing the ministries and community projects that the church is currently doing and the value to Christians to return a faithful tithe to God even with the vision of adding a campaign to their giving. Most people won’t defer their regular giving to campaign giving.

When we began a capital campaign in our conference, we found many donors who not only gave large gifts to the campaign, but they actually started getting more involved in their local churches as church leaders, and some started paying tithe again and began attending church on a regular basis and are now active, vibrant, contributing members. My experience is that people give to vision. Be brave in sharing your vision and asking for their support.

Communicate, communicate, communicate. Share the vision. Share the progress. Share the passion. Share your need for their participation.

Thank your church members as many times as you can. Church projects are successful because church members CHOOSE to participate. So, the church should CHOOSE to thank the church members.

Jackie Phillips has been a fundraiser for 21 years. She has been the Capital Campaign Director for the Central California Conference since 2001. Prior to that, she was an academy fundraiser for 8 years.
Present and Praying

By Randy Maxwell

Jeremy Bentham died on June 6, 1832. The utilitarian philosopher became a famous thinker in economics and law and founded the University College of London.

Bentham instructed that, upon his death, he was to be embalmed and seated in a wooden box with large windows so he could be easily seen. When he died at the age of 85, he was embalmed as he had instructed. This type of embalmed person is called an “auto-icon.”

At times Bentham’s auto-icon would be wheeled into various board meetings of the university he founded. Someone would always begin the meetings with the strange but accurate statement, “Jeremy Bentham, present, but not voting.”

One wonders how many “auto-icons” fill the pews of our churches — Christians who look alive but have died spiritually for lack of an intimate relationship with Jesus. They are “present, but not praying” — present in body but not engaged in spiritual life. Don’t follow Jeremy Bentham’s example.

In this new year of 2015, I challenge you to engage in your walk with God with new passion, purpose and prayer. Pray not just for yourself and your trials, but pray for a revival of true godliness in the church and in the world.

Join the Pray One Million movement — covenanted to pray one minute a day for one person God wants you to influence for Christ.

And pray for God to bring all of us “auto-icons” to life through His Spirit, so that we are present to serve and prepared for His coming.

Randy Maxwell is pastor of the Kuna church and prayer coordinator for the Idaho Conference
Reprinted from North Pacific Union Conference Gleaner, January 2015
After the Rain

By Dan Martella

It has been a dry year here in California. There has been very little rain and water sources are drying up. Local authorities have told us to cut back on our water usage by 20% and to irrigate our yards only three times a week. The word on the street is that unless we are blessed with a good wet winter, we’re in big trouble next year.

We’ve had our own troubles at church. The recent recession has dried up most of our reserve funds, and many maintenance projects have been put on hold. The roof has been due for a new tar and gravel job for two years now, so our church board recently voted to spend the $40,000 it will take to get a new roof.

Thursday, September 18
Yesterday, the roofing guys showed up and removed the old tar and gravel. When they saw the late afternoon storm clouds roll in, they end-over-end tarped the whole thing. By the time the sun went down, the rain was coming down as well. The choir met to practice and everything seemed normal.

This morning our church maintenance man called the head deacon. There was an urgency, a sheer panic in his voice. “I can hear water everywhere,” he said, “I can hear water running through the walls. Some rooms are worse than others. The kitchen has taken the hardest hit.”

Steig, our head deacon, made a quick trip to the church with a shop vac and drill. As he walked through the church he noted the damage – fallen ceiling tiles, puddles in the light fixtures, wet carpets, soaked walls, deformations under the wall paper, mud and grime trickling down the walls, kitchen devastation, soaked furniture. Thankfully, the sanctuary is totally dry and clean.

Steig immediately started making calls. He called Service Master – their people began to show up an hour later. He called the roofer, who immediately sent two men over to sweep the standing water off the roof. He called our Adventist Risk Management rep. And he called me.

As I made my trip to the church, anxious feelings followed me. What would I find? What would be the condition of the place our church family calls home? What impact would all this have on our congregation? What would be the condition of my office, library, and diplomas on the wall? What additional stresses would this bring to my already busy life?

Initially things did not look all that bad to me. That is because the major damage was deep down inside the walls in places I could not see. The hallways, classrooms, and offices were littered with wet furniture and fallen ceiling pieces. Thankfully, my library was totally dry. Wedged between framed pieces of glass my diplomas were largely protected. My Andrews University diploma had some moisture between the glass plates that thankfully did not reach the sheep skin. Everything on the walls went home with me.

What have I learned today? Watch for the details: The irregularities that lead to the problems – tarps not properly laid and secured. Roofers tramping across the roof and creating more damage, etc. Get assertive: When the desk jockeys want to give you the run around, tell them, “Look, I’m a volunteer here – I’m the pastor here – and I don’t have time to mess around, so I need you to move in and make things happen now.” When the contractor’s insurance rep tells you that they are not going to get involved, realize that is always their starting point and you will have to put the hard evidence in front of them that their client did not do due diligence, and be prepared to battle them all the way to a fair settlement. I’m grateful that Steig is our point man. He is a decisive, make-things-happen kind of guy. He has his own disaster prep company – Alloserv. And he has been through his own home disaster experience earlier this year. Ministry can sometimes get downright messy. In times like these, you’ve got to just keep going. One day at a time.

Sabbath, September 20
Yesterday, more than a hundred pieces of industrial equipment were brought into our church – dehumidifiers and fans strategically positioned to dry out the place. Our power sources are not up to supporting that kind of load, so two junction boxes have been brought in. There is a whole gaggle of electrical cords and drainage hoses running through the church.

This morning the heat is oppressive, the noise deafening, and the dry air suffocating. Yellow tape has been placed across the main doors and deacons have been stationed around the church to safely direct traffic to classes that have had to be relocated. “Please Lord,” I pray, “Don’t let anyone get hurt in all this mess.”

Thankfully our church members are rolling well with the punches.

Monday, September 22
Things are beginning to stabilize. This afternoon our head deacon, maintenance man, roofer, Service Master man, and Adventist Risk Management rep toured the roof. Particular attention was given to the area above our hard-hit kitchen. Everything was dry. The Service Master man asked for a waiver on the roof, which was quickly approved by Adventist Risk Management. The roofers were told to get to work as quickly as possible – the next storm is only two days away. The asbestos report also came back – the skin coat in the dry wall is full of it. It’s another gut punch. I guess that’s something that goes with having a church built in the 1960s and 70s.

Tuesday, September 23
The roofers are on the job now. As I think about the challenges of a congregation moving through a crisis, it occurs to me that we need to take intentional steps toward keeping morale and fellowship going strong. And then the phone rings – it’s Deb expressing the very same thoughts and offering to organize a fruit bread and juice refreshment table out on the patio between Sabbath School and Worship this Sabbath. God has a wonderful way of reminding us that He is still taking care of us.

Thursday, September 25
It rained again last night. As the storm rolled in, the roofers once again covered things with their end-on-end tarping, and once again the tarping did not hold. What’s more, they ran their tarp right over an essential drainage outlet. The damage to the church is more extensive this time than last, particularly in the church offices and Junior Sabbath School room. One third of my library is in my office and my anxiety levels are rising again. It is all I can think of as I share lunch with my local Adventist pastor friends.

Finally, our lunch meeting is over and I rush over to the church, ready to either photo catalog my soggy loses and submit a claim, or to pack up my library. There’s
a fresh stretch of wet carpet in my office along one wall, but the books are dry. What a relief! Into the boxes the books go. I'm not very excited about having to haul them home and later bring them back again. On the bright side, the exercise will give me an opportunity to tidy up my library holdings. It's time to give some books away. Time to throw others away. Why wait until I retire?

Trudy, our church secretary, and her husband got home today from taking their kids to Walla Walla. Before the day is over, they have dismantled the church office and have taken the computer, copier, and important historical documents home. One thing they are noticing is that there is now some water damage on the back wall of the Sanctuary...

Sabbath, September 27
This is our second Sabbath into this journey and the yellow tape is still across the doors. Some of the equipment is gone, but it is still noisy, hot, and miserable in the halls and classrooms. We let the Sabbath School classes out a bit early today and served fruit bread and juices on the patio. The opportunity to connect with each other was wonderful. After the worship service, Norm, one of our elders, suggested that we might need to find another place to hold Sabbath services for a while. I always find value in listening to what my key church leaders are thinking...

Monday, September 29
This morning the demo work begins. The asbestos abatement team is here to seal off the church and remove rain-drenched, asbestos-filled pieces of the walls. Community groups who rent our church have to quickly find alternate places to meet.

As we move into this new phase of things, it seems to us at this point that our Adventist Risk Management man is rather hands-off about things. Our sense is that being self-insured gives us a higher level of flexibility that frees us from having to fight our issues with an adjuster.

Waiting until Thursday to see if our church will be suitable for Sabbath services doesn't seem to be a wise option. Rio Lindo Adventist Academy, our Northern California Conference boarding academy across town, is on their first home leave of the year and has opened their doors to us. The church will host our Sabbath morning services and the cafeteria will host our fellowship dinner.

Wednesday, October 1
Today Leonard, our AV man, and I went up to Rio to carve up the spaces for our Sabbath School classes and get a crash course on their AV system. And now it's time to let everyone know what's going on. An e-mail is sent to the church family with complete information about the Sabbath services and fellowship dinner, followed up by calls from the church elders (for those who don't get e-mail or don't read their e-mail). It is also time to work through all the logistics for our Sabbath services at Rio - new signage for the classrooms, fellowship dinner food drop-off instructions, job description adjustments for greeters, deacons, etc.

Thursday, October 2
Today brings a lot of questions and paperwork to the table. The asbestos abatement people want their contract signed. The construction notices people want to know who owns the building. The whole thing feels a bit threatening - like they want to attach a lien to our property. Turns out everything is fine as long as the bills get paid. I'm glad we have Adventist Risk people to help us sort this all out and to sign the documents.

The asbestos abatement people finished up their work today. Fans have been inserted into the open walls to dry things out. We have to act quickly to beat the mold and mildew.

Sabbath, October 4
Today we held our Sabbath services at Rio Lindo. I did my best to think of everything. We brought up our own offering plates and even the model church for the kids' offering, but I completely forgot to bring some offering envelopes. We actually introduced a new order of service in our worship celebration today and things went well. Potluck in the school cafeteria was a delight. I'm glad that Scott, the executive chef, is a member of our church and helped to make this event such a success. And I'm glad that our members are still taking things in stride.

Monday, October 6
Today Service Master completed their work. The damaged portions of the walls have been removed and everything is dry. The plastic tenting has been removed. Plastic sheeting over the carpets will remain while the walls get some new sheet rock and mud.

Yesterday a small team of church members met with the interior designer who helped us decorate the church many years ago. He will help us come up with replacement wallpaper, paint, and linoleum. The wall paper will be hung by the same people who hung it last time and the new linoleum will be laid by our maintenance man.

New sheet rock is going up and things are getting cleaned up. We have turned an important corner, both logistically and emotionally. Now we just need to make arrangements for Adventist Risk to cut our contractors some checks.

Sunday, October 12
I spent Sabbath with my second church, but from the sounds of things everything went well at Healdsburg. One troubling trend - attendance is dipping a bit. It's hard to know how much of that is due to conflicting events (Pathfinder Days, Camporees, Conference Women's Retreats, Children's Church, etc.) and how much is related to the rain damage disruption.

Last week when I took a look at the new drywall going up, I noticed that the new pieces were indented a bit. Now I know why - our maintenance man accidentally used half inch dry wall when he was supposed to use five eighths inch. Arghhh! I guess he will either have to swap it all out, or we will need to get a good mud man to float the whole thing even.

Wednesday, October 15
We are at the one month mark now, and things are beginning to move into a quiet cadence. The big drama is largely over. Last night we moved through the third rain storm of the season. Anxiously I e-mailed Sieg this morning to say, "Tell me if the roof is done and that everything is dry!" "It's almost done," he replied, "and there was only a little bit of leakage in the youth room." (Which is another story of its own.)

Margarita, our custodian, has been offered additional work hours, and she will clean the kitchen from top-to-bottom. This Sabbath we will begin our breakfast fellowship once again. The kitchen floor will be nothing more than bare plywood, but who cares! We get to start Sabbath morning together with fine food and fellowship.

I stopped by the church this afternoon. The drywall, tape, and mud work are looking good. There is a chalky dust all over the place, however. I think my suit will stay in the closet this Sabbath! One more thing - my church stinks! Seriously! I sure hope all those tar smells drifting down from the new roof are gone before everyone shows up Sabbath morning.

Sabbath, November 1
It has been a good week. It looks like the roofers are done with their work. The walls are all up, muddied, and primed. The carpets and upholstery have been shampooed. When we sit down for fellowship dinner this afternoon, billowing clouds of dust will no longer come rising out of our seats.

Yesterday brought the heaviest rain storm we have had in a long, long time. There’s just one problem – there’s a brand new leak – this time in the Sanctuary. We think it is coming from the spot where the flat roof meets and pitched roof of the sanctuary. Thankfully this is a minor one and hopefully it will be easily resolved when the roofers are called back next week.

Now that it is November and the spirit of gratitude is in full swing, it is time to wall the house with our praises and thanksgiving to God. Our original plan was to hand out marking pens and invite people to write their praises and thanksgiving right on to the walls which will later be papered, thus making our praises and thanksgiving an actual part of the building. Our decorating consultant nixed the idea, telling us that there was a chance the ink would leak through the new wallpaper. And so all through this month we will provide marking pens and post its for people to paste to the wall with their praises and thanksgiving. Let the sharing begin!

Friday, December 5

We are 11 weeks into this journey and today Adventist Risk Management is sending their first independent adjuster in for a visit. The timing is a puzzlement, to borrow a line from The King and I. Why have they waited this long? And what impact will this visit have on the final outcomes? Frankly, I’m anxious about the whole thing. I’m worried that ARM will pin final decisions on the adjuster and the adjuster will pin final decisions on ARM, and we will get left hanging in limbo.

Finally, we meet Marvin, our adjuster. He very quickly moves in to set us at ease by explaining what his visit is all about and what his visit is not about. His job is to assess what has happened and make recommendations to ARM. ARM’s job is then to take his recommendations and make settlement decisions.

As we conference together I can quickly see that this guy really knows his stuff. He knows the right questions to ask. He knows what to look for. He sees things we missed. And pretty soon my church team and I are feeling really good about where this is all going.

Dan, the maintenance man, is turning important corners for us. Fresh paint is going up on the ceilings, doors, and door frames. The wall paper has been ordered. I really like the new color schemes that are going up. Best of all, the roof is tight and all the rain is staying outside.

Sabbath, December 6

This is a really special Sabbath for us. It is the beginning of the Christmas season. We have a 40 voice children’s choir with us today – they sound great and bring a fresh spirit into our worship service. The worship service is packed out and all the elements are flowing together well. I feel good.

Our NAD film crew – Dave, Shantel, Stephen and Daneen – are here to capture our story. While “invisible,” we can still feel their presence and their support in our journey.

We’re a long ways from done. The journey will not be over anytime soon. Along the way I have often struggled to find the hidden blessings in our crisis. Slowly those blessings are beginning to emerge.

For the first time in nearly 20 years, our church will have a fresh new look. Worn paint and dated wallpaper will get a much needed facelift. And the whole thing is inspiring the imagination of our members – what if we were to update a number of other things as well?

This journey has pulled us together. We have traveled this road with remarkable resolve and resilience. And our dreams for the future are coming into sharper focus.

The most remarkable gift in the crisis has been the picture of redemption that has emerged. Like our roof a few months ago, all of us have our leaky places. Places where sin’s dirt and grime come streaming into our lives. Like our church halls on Day One, things quite often don’t look all that bad, but deep inside the walls of our lives, soul mold and mildew threaten to rot us from the inside out.

I’m thankful that we’ve got a service master team in the Father, Son, and Holy Spirit. They are specialists in soul disaster recovery. They get right on the job. They do honest assessments. They’ve got the heart and determination it takes to clean up the mess. They bring in their gear. They tear out the soggy stuff that is messing us up, fill in the holes, and mud the cracks. And then they put their wall paper of righteousness over us, so that after the rain we are once again beautiful.
7 Things You Can Do If You Want Things to Change … and No One Else Does

Being impatient, critical and blaming others is counterproductive. So what do you do?

So what do you do if you want things to change and pretty much no one else does?

- Your team doesn’t appear to be listening.
- The leaders or board above you are opposed.
- The culture in your organization is stale.

That’s a tough situation in which almost every leader finds themselves from time to time.

Clearly, you should pray. God uses our circumstances to push us closer to him. But what practical responses should you formulate?

Many natural instincts are unhelpful in situations like this. Being impatient, critical and blaming others is counterproductive.

So what do you do?

There are at least seven things you can do if you want to things to change and no one else does.

1. Cast Vision.

Nothing attracts people and resources like vision. And vision always precedes people and resources.

If you’re having trouble attracting people and resources to a better vision of the future, it might be because you simply haven’t cast a clear enough vision of a preferred vision.

It eventually becomes difficult not to follow a visionary leader. And if your vision is faithful to scripture and a sensible interpretation of where to head in the future, it will likely be compelling.

Will it always work? No. (See below for that.)

But far too many leaders quit before their vision is even articulated in any kind of compelling way.

You shouldn’t get angry at people for not following a vision you never told them about.

2. List All the Reasons You See for Change.

Maybe the change you want to make is obvious to you, but that doesn’t mean others see it.

So list every reason you see for the change. In writing.
You don’t have to show it to anyone. Just write it out for yourself.

This will do two things:

1. **You’ll become privately convinced of the strength of your argument.** Note: This cuts both ways. If there are few good reasons for the change, you could also talk yourself out of it (which would, of course, relieve your angst).

2. **You’ll be more convincing when you talk about the change you’d love to see.** Not that you’d walk around saying, “And here’s another reason ….” But if you’re cogent and make sense in conversation after conversation, you might change the tide of the discussion.

So grab a piece of paper or your Evernote, and make a list.

### 3. Change Yourself.

You’re human. You’ll be tempted to focus only on the changes you’d like to see.

But the best leaders also see a great opportunity in a stalemate. They focus on changing themselves.

A stalemate is a great opportunity to grow in character and skill. If you become the healthiest, most self-aware, kindest member of the team, people will be attracted to you and what you have to say.

And you won’t be as busy trying to change them. Which might be a nice turn of events in some cases.

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*Carey Nieuwhof is Lead Pastor of Connexus Church north of Toronto, Canada, blogs at www.careynieuwhof.com and is host of The Carey Nieuwhof Leadership Podcast available for free on iTunes.*

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