

Swift Transitions: Anticipating, Welcoming, and Celebrating the Moves of God

People Do Change Session #3 – October 3, 2024

At its core, this session is similar to last week, with an important shift in our focus. In this third session, we will explore the “who” of transition. As a process, transition can be an organizational concern because it exposes the character of the people involved. So, what happens if our personal or organizational character leaves us ill-equipped to navigate various transitions? In addition to exploring those issues, we will discuss the importance of character development for successful transitions.

Character: attributes or features that distinguish an individual; the aggregate of distinctive qualities that identify a type (of person, thing, etc.).¹ The definition of character can be applied to people and organizations.

Personal character denotes the sum of general or specific qualities that go toward identifying an individual based upon patterns of actions or behaviors that are part of the individual’s disposition. Importantly, such actions or behaviors do not need to be unique to the individual.

Question 1: How would you describe your personal character? In other words, what makes you who you are? _____

Question 2: How has your personal character influenced your response to past changes and transitions? _____

Similarly, **organizational character** denotes qualities that identify a collection of individuals whose actions become representative of the whole and create an identity for the collective.

Question 1: How would you describe the character of this church? In other words, what makes us who we are? _____

Question 2: How has our organizational character influenced our responses to past changes and transitions? _____

¹ Source: <https://www.merriam-webster.com/dictionary/character>. Accessed Oct 2, 2024.

Acts 12:25; 13:13; 15:36-41; 2 Timothy 4:11

Characteristics of People and Organizations in Transition

As we read, note possible changes and the transitions a well-intentioned person navigates in life. Based on these scriptures, how would you describe John Mark? What impact(s) do John Mark’s transitions have on his close associates within the early church?

- _____
- _____
- _____
- _____
- _____

Strategies for healthy and successful transitions

Today’s text offers several ways to respond to the question: What personal and organizational traits can help us transition well?

1. Willing to involve “new” people in the work.

2. Understand that change impacts people in different ways.

3. Able to adjust while maintaining the core mission.

4. Accept that since God does not give up on people, redemption is always possible.

5. Allow the redeemed to contribute to the ongoing work.

God-honoring characteristics that promote healthy transitions

What biblical models exist that can help us identify better with healthy characteristics for organizational transition?

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- _____
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- _____
- _____