

Implementing a vision involves leading change within an established system. One reputable framework for leading systemic change in a community and organization comes from business leader John Kotter and his book *Leading Change*. The 9-modules in this curriculum adapt steps in *Leading Change* for congregational formation as outlined in the framework below.

	Title	Overview
Mod 1	Forming a Team	<ul style="list-style-type: none"> • Assign team roles • Program overview • Introduction of Scripture Study
Mod 2	Biblical & Theological Foundations	<ul style="list-style-type: none"> • Debrief Scripture Study • Denominational/doctrinal assessment • Crafting 1-page summary of beliefs
Mod 3	History & Philosophy of Christian Education	<ul style="list-style-type: none"> • Assessing congregational approach to children's spiritual formation • Historical overview of 20th/21st century children's ministry • Begin discerning areas for growth
Mod 4	Assessment of Congregational Response	<ul style="list-style-type: none"> • Interview and Shadow church families • Small-scale intergenerational ministry opportunity • Debrief of interviews and event
Mod 5	Assessing the Foundations and Philosophies of Programs	<ul style="list-style-type: none"> • Learn the Frankena Model of Evaluation • Use Frankena model to assess each ministry area for congruence between beliefs and methods
Mod 6	Crafting the Vision	<ul style="list-style-type: none"> • Craft a 1-sentence, 1-page, and 1-document vision statement for children's programming in your congregation • Decide on effective method of sharing the vision initially and over time
Mod 7	Enlist Volunteers & Enable Actions	<ul style="list-style-type: none"> • Assess current volunteer resources, skills, and areas of need • Determine and enlist people of power and influence in the community
Mod 8	Instituting Change	<ul style="list-style-type: none"> • Design a plan for implementing change over time in a way that is winsome, effective, and accessible
Mod 9	Creating a Long-Term Plan	<ul style="list-style-type: none"> • Create and commit to a yearly assessment and continuing education plan