

LEADER CONVERSATION GUIDE

# How to Implement Your Bold Moves - Episode 323

## *How to Embrace Bold Moves in 2024 (Part 4)*

Churches who succeed in their bold moves make an action plan and structure their team to implement that plan.

In this episode, Tony and Amy discuss why many churches struggle to implement bold moves, offer tips for making your bold moves actionable, and explain how to structure your team to implement your bold moves.

### *Why Churches Struggle with Implementation*

There are many reasons churches **struggle** to implement their bold moves:

- They are good at starting, but have trouble finishing because they're always chasing the next new idea.
- They have the wrong mix of people on the team, without the wiring for follow-through.
- They don't have a written plan with accountability.
- They haven't structured their team to support the strategic direction so that there's clear ownership of strategic shifts (including bold moves).

On the other hand, here are some characteristics of churches who **succeeded** in seeing their bold moves through to completion:

- They had a vision that was urgent and bold enough that it demanded an action plan.
- Their action plan was written down.
- They made a plan for progress check-ins and accountability.
- Their team was structured to confirm ownership and create clean lanes of responsibility.
- They formed teams (including both high-capacity staff and lay leaders) around the initiatives needed to accomplish the bold move.
- Their top leadership (board, SP/XP) was completely bought-in and aligned around the future direction.

**Key Takeaway:** Churches who succeeded in their bold moves made an action plan and structured their team to implement that plan.

## *How to Make Bold Moves Actionable*

To make bold moves actionable, you need a plan. The characteristics of an effective plan include:

- Short-term sprints (we recommend 90 days) that outline: Who will do what by when?
- Clear, measurable goals and accountability.
- Built-in rhythms to measure success, evaluate, and shift course when needed.

At the end of the day, there is no such thing as a perfect plan, or a plan that is:

- So good it can't fail.
- A replacement for a well-structured, high capacity team.
- A win in and of itself.

The best plan is simply one underpinned by a clear mission (the why) and clear strategies (the how), being executed by an aligned team (the who).

**Key Takeaway:** The win isn't having a plan. The win is completing the plan and celebrating the mission impact.

## *How Our Bold Moves Should Inform Our Structure*

**Step #1:** Assess your current structure.

- Does our current structure allow the lead pastor to do what only he/she can do?
- Do we have enough high-capacity leaders in key positions that can lead the action plans?
- Do we have the staff leadership capacity to make this bold move on top of our existing ministry strategies?

**Step #2:** Once your ministry strategies have been clarified, create your new structure.

- **Structure First:** As best as you can, put your current people and your current structure out of your mind. This is your opportunity to rebuild around your strategies vs. building around legacy reporting structures and who's already on the team.
- **Clear Ministry Lanes:** Design the structure based on your core ministry strategies so that your ministry lanes are clear, ensuring you have clear leaders/owners of your team's high-level ministry goals.
- **Span of Care:** Be realistic about how many direct reports each leader can lead. This is especially important for the lead pastor.

**Step #3:** Determine the right person for each role.

- This should not be based on seniority, title, or tenure—it should be based on the proven performance and leadership capacity.
- Putting a high-level leadership role on someone who does not have the required leadership capacity will be the lid to your bold move.

**Common mistakes churches make in this area:**

- Putting the wrong leaders in place (because they haven't done a solid, cross-functional, diagnostic assessment of their team members).
- Not paying enough attention to diversity when it comes to the senior leaders.
- Building their structure around their existing staff members and giving a disproportionate amount of responsibilities to top leaders.

**Key Takeaway:** Don't go after a bold move until you have the structure to support it. And don't make the move until you have the right leader to drive and champion it. Without the leader, you don't have the plan... and without the plan, you won't achieve the bold move.

## *Next Steps*

One of the reasons why many churches hesitate to make bold moves is because they need an outside perspective. We've partnered with over 600 churches in creating a customized ministry action plan and helping them develop the structure and systems to execute that plan.

If you're ready to make bold moves in 2024 but could use someone to partner alongside you in that journey, we'd love to help. You can learn more and start a conversation with us today at [theunstuckgroup.com](https://theunstuckgroup.com).

Listen to the full episode on Apple Podcasts, Spotify or at [theunstuckgroup.com/episode323](https://theunstuckgroup.com/episode323).

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