

CALLED TO CARE



PLANNING FOR FAITHFUL INSTITUTIONAL CHANGE

Influencing your organisation for people and planet

Where am I noticing God's invitation for our institution?

Where might God be inviting our board, church, school, organisation or workplace to care more faithfully for people, place and planet?



Notes:

1. _____
2. _____
3. _____

What is the big change I long to see?

What significant change would I love to see in this institution over the next 12-24 months?

- What would faithful stewardship look like in our strategy, risk, finance, property, operations, teaching, mission or formation?

- What would be different if care for people and planet became part of decision-making?

- What could this look like in our particular place, with our particular responsibilities and opportunities?

My hoped-for change:



What is making this difficult in our institution?

Use the Head, Heart and Hands prompts to identify where people may be stuck.

Head	Heart	Hands
What do people not yet understand?	What do people fear, resist or feel suspicious about?	What practical step feels too hard, costly or unclear?

Who needs to move for this change to become possible?

Map the people, groups or committees who have influence. Consider governance members, organisational leaders, key decision-makers, denominational structures, donors, staff, parents or congregational leaders.



Person or group	Current posture	What may influence them?	Best entry point
	Supportive / unsure / resistant	Governance, theology, finance, risk, mission, reputation, story	Conversation, question, paper, case study, agenda item

What are five wise next steps I can take?

These should be realistic, relational and appropriate to the decision-making context. They do not need to solve everything. They simply need to move the conversation forward faithfully.

1. Ask one good question at the next governance meeting.
2. Have a wise conversation with the chair or another influential decision maker.
3. Bring a short case study or story that expands imagination.
4. Suggest that care for people and planet be considered through strategy, risk, property, finance, mission or formation.
5. Identify one existing process, dashboard or decision where this could naturally belong.

Who is my next conversation with?

Name one person I will speak with.



- Name: _____
- Why this person: _____
- What I want to ask, not tell: _____
- When I will do this: _____

What signs of progress will I look for?

Progress may begin small. Look for signs that the institution is becoming more willing, more curious, more theologically anchored or more practically engaged.

- It appears on a meeting agenda or a director asks a better question.
- A decision-making body agrees to explore the issue.
- A story, theological frame or case study is welcomed.
- It is included in risk, strategy, property, finance, mission or formation conversations.
- Someone who was resistant becomes curious.



Who will support and hold me accountable?

Influencing within institutions can be lonely. Who can help me keep walking wisely, faithfully and non-anxiously?

- Someone inside the institution: _____
- Someone outside the institution: _____
- A resource, story or theological frame I can return to: _____
- When I will check in again: _____

