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LEARNING COMMUNITY

THEORY OF HOW CHANGE HAPPENS



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THEORY OF CHANGE

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CONTEXT

Churches and their leadership teams often face challenges in aligning around a shared purpose, sustaining growth, and leading missionally in a rapidly changing world. Without intentional development, mentoring, and accountability, leadership can become over busy, fragmented, reactive, or disconnected from core values and discipleship.

IMPACT

To develop thriving, missionally focused, and values-driven church leadership teams who lead with clarity, unity, and purpose, transforming their churches and communities for Christ.

OUTCOMES

Short-Term Outcomes (0–6 months):

- Clarity of shared purpose and values within leadership teams.
- Stronger relational trust and openness to accountability.
- Initial engagement with mentoring and reflective practices.

Intermediate Outcomes (6–12 months):

- Growth in leadership capacity and focus to see change.
- Teams begin to implement mission-focused strategies.
- Regular rhythms of accountability and mentoring are established.

Long-Term Outcomes (12–18+ months):

- Teams lead with unity, purpose, and a discipleship-first mindset.
- Sustainable leadership practices embedded in church culture.
- Churches experience renewed mission impact and healthy growth.

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ACTIVITIES

- Facilitate cohort-based Learning Communities over 18 months.
- Provide structured mentoring for leadership teams.
- Guide teams through modules on purpose, values, leadership, mission, and discipleship.
- Establish accountability and regular check-ins.
- Encourage contextual application and reflection between sessions.

ASSUMPTIONS

- Leadership transformation requires time, intentionality, and spiritual depth.
- Accountability and mentoring are essential for sustained change.
- Teams grow best in community with others on a similar journey.
- Spirit-led leadership emerges from alignment with biblical values and mission.

INPUT

- Experienced mentors and facilitators.
- Biblically grounded learning materials and tools.
- Time commitment from leadership teams.
- Supportive church environments for implementation.

OUTPUT

- Number of leadership teams engaged in the two-year journey.
- Frequency and depth of mentoring and accountability sessions.
- Team-developed purpose and values statements.
- Evidence of mission and discipleship initiatives launched with sustainable growth.
- Church leadership teams thriving which enables churches to thrive.