

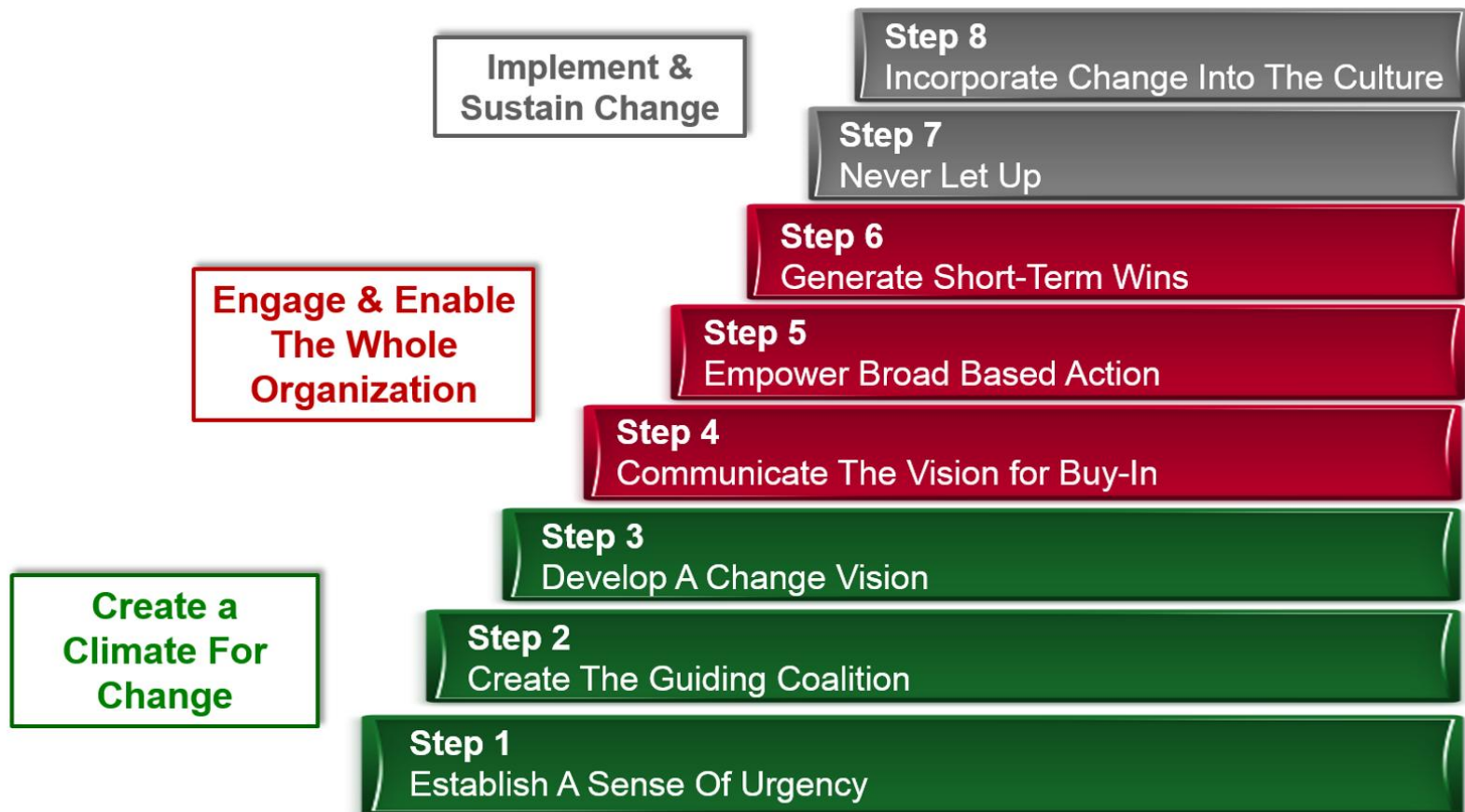
Change?

Churchwardens workshop 2025

Do we really need to
change?



Kotter: An overview



So what do the penguins have
to say to us.....



Johnson and Scholes Cultural Web



Stories: These are the narratives both historical and current, that shape the identity and reputation.

Symbols: Visual elements like logos, office design, and dress codes reflect the organisation's external image and internal identity.

Power Structures: Understanding who holds decision-making power within an organisation is crucial.

Organisational Structure: This involves both the formal organisational chart and informal networks of influence and authority.

Control Systems: These are the mechanisms for regulating organisational activities, including financial controls, quality systems, and reward structures.

Rituals and Routines: Daily activities and behaviours set the tone for what is deemed acceptable within the organisation.

The Story: What past events are talked about? What is the prevailing current story?

Ritual & Routine: Are robes worn?, number of baptisms, wedding venue,
organ and choir, music group, the ringing of bells and then raising of flags

Structure: PCC Chair, working groups, ministry team, online bookings,
church based emails, policies, safeguarding culture

Power & Influence: Longevity of wardens, treasurers etc, administrative power,
community engagement

Controlling Factors: Reserved Funds, Building issues, location, paid staff

Symbols: Website for each church, Church always left open
Church hall used for non-church community events,



Thank you for attending today.

Thank you for what you have contributed.

Thank you for taking away from today what may be useful and leaving behind what may not be.