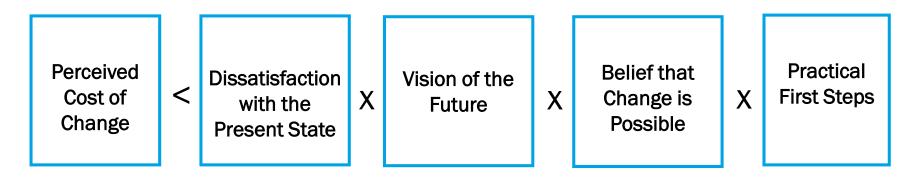
The Change Equation as a Framework for Reflection

Welcome! We've carefully crafted our day together to include reflective practice – you'll have three opportunities to think about how this impacts you and your congregation. During our scheduled times to think together as a team, we hope you use this packet as a guide for your discussion. Also in this packet are pages for you to take notes at your sessions, including jotting the main idea of the session, or your key take-away to share with your team. We hope this helps your organize your thoughts and move forward with innovative work.

We are using the change equation to organize our reflection times together. Variations of the equation, which is included below, can be found in:

- Michael Beer, Organization Change and Development (Santa Monica: Goodyear, 1980, pg.46)
- Richard Beckhard and Reuben T. Harris, Organizational Transitions: Managing Complex Change (Reading, MA: Addison-Wesley, 1987).



The Change Equation as a Framework for Reflection

Perceived Cost of Change	<	Dissatisfaction with the Present State	Κ	Vision of the Future	X	Belief that Change is Possible	X	Practical First Steps
What are some perceived or assu costs of change ir your setting? According to whor	ו	What are some of your challenges with the current state in your congregation and religious school.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	What is your vision for the future? If you don't have something finalized, what are some ideas and values that you'd like to have in your vision?	C	live evidence that hange is possible in our community.	first s	might be some steps you need to to move your s forward?

The Change Equation as a Framework for Reflection, Round 2

Perceived Cost of Change	<	Dissatisfaction with the Present State	X	Vision of the Future	X	Belief that Change is Possible	X	Practical First Steps
Look back at your answers from page 2. How can you address these concerns?		How do the changes you listed in the box to the left address the current dissatisfactions and your vision of the future?	r	How is your congregation's vision related to your religious school's vision? How does this play out at the synagogue?	Reflecting on your learning today, what are some changes that you feel are possible in your community? List some that are more "small scale" and some that are more "large scale"		Assign follow-up tasks to each person on your team. Who else from your community should be involved in these ideas?	

General Reflections and Notes from Sessions

To consider as you take notes:

- •What excited you about the session that you want to share with the group?
- •What's one thing that you think could benefit our synagogue?
- •How does what you heard impact your vision for the future?
- •What practical first steps had you not considered, but you realize you need to consider now?

Workshop 1: (session title and presenter):	
Big Idea	
Insights	

Workshop 2: (session title and presenter): Big Idea Insights

Workshop 3: (session title and presenter): Big Idea Insights