

# 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 you 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	X	Vision of the Future	X	Belief that Change is Possible	X	Practical First Steps
What are some perceived or assumed costs of change in your setting? According to whom?		What are some of your challenges with the current state in your congregation and religious school.		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?		Give evidence that change is possible in your community.		What might be some first steps you need to take to move your ideas 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?		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