

## Identifying the Leverage Points

#1: Identify and address the leverage points in priority order (i.e., the one thing that, if changed, makes changing everything else easier)

For each of these possible leverage points circle the number that best applies to your church with

“1” meaning *“This is an issue we have already addressed and resolved”*

“2” meaning *“This is not such a critical issue for us”*

“3” meaning *“This is somewhat of a critical issue for us”*

“4” meaning *“This is a critical issue we need to address now”*

_____ major conflict within leadership or congregation	1 2 3 4
_____ absence of a unifying vision	1 2 3 4
_____ lack of clearly communicated core values	1 2 3 4
_____ a traditional worship service as the only option	1 2 3 4
_____ absence of ministry involvement process	1 2 3 4
_____ need to expand outreach opportunities	1 2 3 4
_____ inadequate off street parking	1 2 3 4
_____ insufficient staff to equip members for ministry	1 2 3 4
_____ facilities that hinder growth	1 2 3 4
_____ leaders think that there is a shortage of money	1 2 3 4

After you have circled a number for each item, place a number to the left (1, 2, 3, etc.) of the items you circled with a 3 or 4, to rank these items in priority from most important to least important.

#2: Focus on the leverage point long enough for the organizational culture to incorporate it (i.e., not being distracted by everyday issues, needs, or decisions)

#3: Have the determination to bring all of the leaders and organizational issues into alignment with the leverage point (i.e., opposition, lack of cooperation, inattention to direction cannot be tolerated)

(Adapted from William Easum, *The Three Keys of Strategic Action*)