SAMMOORE

THE SYSTEMS SHIFT!

Practical Exercise

INTERACTIVE CLASS EXERCISE / Which system should we build first?

Church / team **Date**

Churches do not need to develop every system simultaneously. Rate your current practice, choose one priority, then use the following pages to build it.

1 = Not functioning 2 = Rarely reliable 3 = Inconsistent
4 = Usually effective 5 = Consistently effective

	1	2	3	4	5
Guest Connection Welcoming visitors and helping them take a next step	☐	☐	☐	☐	☐
Member Care Recognizing absences and providing appropriate pastoral care	☐	☐	☐	☐	☐
Volunteer Development Recruiting, training, scheduling, and supporting teams	☐	☐	☐	☐	☐
Discipleship Helping people move from attendance to spiritual growth	☐	☐	☐	☐	☐
Communication Getting accurate information to the right people on time	☐	☐	☐	☐	☐
Leadership Development Identifying and preparing new ministry leaders	☐	☐	☐	☐	☐

Choose one priority using the score, its impact on people, and your team's capacity. The lowest score is a starting point for discussion.

The system we will build first:

Why this system, and who will benefit?

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Practical Exercise

IDENTIFY & DESIGN / Turn a recurring gap into a clear process

1. IDENTIFY the need

What keeps breaking down? Describe one recurring problem and its effect on people.

What have you observed? Whose experience do you still need to hear?

2. DESIGN the system

What should people consistently experience when this system works?

What starts the process? What shows that it is complete?

Write the simplest repeatable process. Include the handoff to the next person.

Step	What happens?	Who does it?	By when?
1			
2			
3			
4			
5			

THE SYSTEMS SHIFT!

Practical Exercise

ASSIGN & ACTIVATE / Equip people and launch a supported pilot

3. ASSIGN clear ownership

Who owns the result? Name a willing coordinator and a backup.

Who will serve on the team? What support or training does each person need?

What decisions can the owner make? Which concerns go to a ministry leader?

4. ACTIVATE a supported pilot

How will we rehearse? Walk through one realistic situation before launch.

What people, tools, access, or resources must be ready?

What small pilot will we try first? Name the team or group and the launch date.

Who will coach the team? When will we check in after the first cycle?

Before launch: confirm each person's agreement, explain the handoffs, and tell the affected team what will change.

THE SYSTEMS SHIFT!

Practical Exercise

IMPROVE / Review what happened and strengthen the system

5. IMPROVE through faithful review

Track consistent care and team capacity. Numbers can reveal a gap, while people's experiences help explain it.

What will we measure? Name one simple indicator and a realistic standard.

What question will we ask the people receiving care and the volunteers serving?

When will we review the pilot, and who will attend?

COMPLETE AFTER THE PILOT

What worked? What was missed or became difficult?

What one adjustment will we make? Who will update the guide and retrain the team?

Our next seven days

One action we will take:

Responsible person	Completion date

Prayer: Lord, give us wisdom to build clear systems and equip people for faithful ministry.