**01** According to Dr. Scott Cormode, vision is a “shared story of future hope.” Given this definition, write two stories of specific teenagers in your church that capture your vision for Sticky Faith. Ideally these stories will be cast one or two years from now.

**Story #1:**

**Story #2:**

**02** Reflecting on these stories and the conversations you’ve been having with your Sticky Faith Launch Team over the past few months, what are the two or three Sticky Faith change areas that are most important for you to focus on? (e.g., intergenerational relationships, partnering with parents, embracing doubts, transitions, moving beyond the “gospel of sin management”).

**03** How are these change areas linked to who you already are and how God has already shaped you as a church/ministry? In other words, where are signs of hope that these changes are already happening?

**04** Who are the people you will need to work with in order to make these changes possible? (These are the individuals/groups of people who will be affected by your vision, who need to be involved in this process, or who can help the vision be implemented as you move forward.) What are some of the potential losses these people or groups might experience as a result of the proposed changes, and how will you respond to their fears and losses?

**05** Now it’s time to move from intentions to tangible, measurable plans. The following is one way to put together such a plan. If it’s not helpful to you or if there’s another format you’d like to follow, you can do so. What is most important is that you have a clear plan. The tables below are for you to write out your plan for each change area. Follow these steps to complete each table:

a. At the top of the table, name the specific change.

b. In the next section, list three or four desired outcomes (goals) you’d like to see in this change area. Be as specific as possible.

c. In the far left column, list the people who will need to be involved in the change (e.g., students, parents, youth ministry team, overall church, senior pastor, elders). List one group of people in each row.

d. The next three columns are three important categories related to change (the order is not important, but paying attention to these categories will help you maintain focus and gain momentum):

» EDUCATION: How will people be educated about the need for the change?

» ENCOURAGEMENT: How will people be encouraged to make the change?

» EXPOSURE: How will people be exposed to the change (in small or large pieces)?

Write down the ways you will educate, encourage, and expose each group of people to the change.

e. At the bottom of each Education, Encouragement, and Exposure box, list a point person and target date for the item listed (e.g., Courtney by December 1). By naming a point person, you are both setting up an accountability structure and committing to empower this person (as the best-qualified person on your team) to deliver this part of the plan.

f. Once you’ve completed the table, repeat the process for each of your change areas.

**CHANGE AREA #1**

**Desired Outcome 01**

**Desired Outcome 02**

**Desired Outcome 03**

**PEOPLE**

Who Need To Be Involved

**EDUCATION**

How these people will be educated about the need for change

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

**ENCOURAGEMENT**

How these people will be encouraged to make the change

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

**EXPOSURE**

How these people will be exposed to change in small or large pieces

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

**CHANGE AREA #2**

**Desired Outcome 01**

**Desired Outcome 02**

**Desired Outcome 03**

**PEOPLE**

Who Need To Be Involved

**EDUCATION**

How these people will be educated about the need for change

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

**ENCOURAGEMENT**

How these people will be encouraged to make the change

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

**EXPOSURE**

How these people will be exposed to change in small or large pieces

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

**CHANGE AREA #3**

**Desired Outcome 01**

**Desired Outcome 02**

**Desired Outcome 03**

**PEOPLE**

Who Need To Be Involved

**EDUCATION**

How these people will be educated about the need for change

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

**ENCOURAGEMENT**

How these people will be encouraged to make the change

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

**EXPOSURE**

How these people will be exposed to change in small or large pieces

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

Target Date:

Point Person:

**06** How do you plan to give these changes focused attention? (List the people who will be involved in your Launch Team, the frequency of your meetings, and what will be done during and in between meetings.)

**07** At this point, what could prevent you from realizing your vision? What might hinder the plan? How will you keep from getting distracted?