Most Significant Change

Return home and tell how much God has done for you.

Luke 8:39

Sharing stories can enable different voices to be heard. Doing this in a structured way can support learning. Using The Most Significant Change approach, described below, can help these to be part of the learning and decision-making processes. This needs to be proportionate to the work and the way that the learning will be used. It needs to be useful locally.

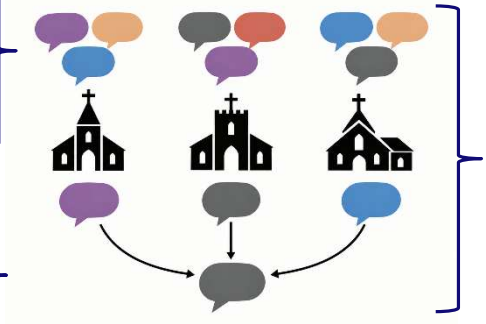
Dioceses are still at early stages of using this approach, so further learning and case studies will be available in time.

For work funded through SMMI (Strategic Ministry and Mission Investment), this can be used to help understand "Grey" Shared Outcomes and "Amber" Shared Outcomes. The approach needs to be tailored to the circumstances.

Support with the Shared Outcomes can be requested through contact us.

Most significant change – stories shared in churches

Participants share stories of change, discuss their significance and select stories that represent the most significant changes



Learning informs decisions

Stories can be selected again to represent the change across an initiative/ diocese…

This might follow the below stages:

1 **What kind of changes?**

Identify the focus of the stories according to the kind of learning that is needed. This could be about changes brought about through social outreach, about equipping lay leaders or about creating a church culture of welcome to a more diverse community.

Whichever topic is selected, stories could shed light on the change in people's lives, in relationships, in the community, in the church or in leadership.

2 Whose stories and how?

Identify who is most affected by the change – those who have been served, equipped or welcomed.

Identify how they might share stories in a way that is appropriate to them and to the activity. This could be through a video, writing, sharing photos and explaining their meaning or other approaches.



Informed consent is needed for how the story will be shared, stored and used.

3 Sharing the stories

Participants are asked to share their stories around the most significant change (/changes) they have experienced in the relevant area. They share what happened and why it was significant. They say what contributed to that change.

It needs to be clear that this isn't about emphasising positive elements of change, since the stories are for learning, not for publicity.

4 Choosing the stories locally

Participants are invited to share the stories and to identify together particular stories that most encapsulate the significant changes in different areas, e.g. for individuals or for the church.

They discuss why they are significant and what can be learned from them. They highlight anything that is unexpected.

The stories and the discussion help the church to reflect on their work and make decisions for the future.

5 Sharing and choosing stories across a wider level

Where the change has been brought about as a broader initiative, e.g. as part of a diocesan children and families initiative, stories from each church can be shared across the initiative, and a further process of selecting stories can take place.

The stories are used, alongside the figures, as they reflect on their work and to make decisions for the future.

Stories can be shared and selected again across the diocese and nationally, where relevant.

To learn more about how this is used outside the church, see Most significant change.

Example areas. What was the most significant change brought about:

- Through the church's social outreach
- Through the church's evangelism activities
- In the developing leadership (amongst lay people / young people/ people from diverse backgrounds/ in multi parish benefices…)
- In the support for faith development as you started secondary school? What are the barriers that have prevented others from continuing their journey?
- In the way that the church invites, welcomes and includes new people (people from different backgrounds or age groups)?
- In your ability to focus on what matters most in your ministry?
  OR
- In strengthening the long-term sustainability of your church or ministry?

Follow up questions:

- How has this affected
  - you as an individual
  - relationships
  - the church community
  - the wider community
  - leadership.
- Why is this change significant and what contributed to it?

For support in identifying how this can help you, and with developing specific guidance for facilitators and storytellers, use contact us.

Link with other Shared Outcomes

This can be used for the following outcomes:

- Outreach
- Evangelism
- Discipleship groups
- Leadership impact and resilience
- Church culture

To access information about this, and the Shared Outcomes as a whole, see the page on Church Support Hub.