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A Tip of the Hat
Mount Hope
Members use their
Heads to Promote
Fund Drive

By Marc P. Chinoy
 Regis Group President

In all the uproar (legitimate by any reasonable measure) about a threatened massive book-burning of the Koran inspired by a fundamentalist leader, a more significant move by a normally very quiet and conservative congregation in Northern Virginia has gone virtually unnoticed.

Giving up their Hair

As a result of a comment of legitimate frustration as to lack of support for those with the most need in these tough times ("I would shave my head if it would help!"), a wide range of men and women in the congregation of Mt. Hope Baptist Church, of Ashburn, Virginia agreed to.. AND THEN DID.. give up their hair, to bring attention to their concern.

The comment was made by John Zoller, pastor of one of the oldest, continuous

The Regis Group, Inc.
 102 North King Street | Leesburg, VA 20176 |
 703 777-2233 | www.regisgroup.com

November 2010
Groups and Change
Introduction

Groups move with a rhythm, pace and logic of their own.

There is a natural tendency to talk about groups as though they were people with personalities, memories and intentions. This may in fact be useful, just as long as you remember that groups are in fact aggregations of individuals, who in turn possess separate personalities, memories and intentions.

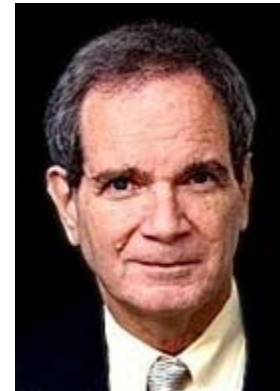
In many ways a group is as insubstantial as a plume of steam. Both can be either useful or dangerous, depending on how we approach them.

Changing the Essence

Some groups change very slowly over time, while the loss or addition of a key member of any group can change the functioning of the group permanently. When this occurs the group may still be defined in name and operate under what seem to be familiar rules, but the essence of the composite personality that drives it forward may have changed, possibly profoundly.

Vulnerability

One of the greatest errors in dealing with groups is the belief that in some tangible way any given group can ever be "known" or "counted



Marc Chinoy

President's Letter
"What's Good for the Goose, etc."

One of the repeated themes in our ongoing advice to our clients has been a need of all of us to be sure that our group's websites be dynamic in content. A website that provides working tools, engaging information, and a solid perspective of the site's subject area is valuable in the new E-age.

Working Tools

While we at Regis have sought to follow our own counsel, first with an upgrade of our site three years ago, then with the advent of our monthly newsletter a year later, and most recently with the creation of our business-oriented blog, as a matter of punctuating

congregations in the Northern Region of Virginia, and subsequently spurred many to reach out in a most unusual way to support those in need.

Commitment to those in Need

This is NOT a wealthy congregation. Their leader is NOT self-aggrandizing (much to the contrary) and none of us at Regis have a membership, business, or any financial connection to this group.

This does not represent a shift in focus of The Regis Group or myself, Helping with meaningful and constructive decisions made by groups of leaders is our theme.

While the preponderance of our projects support the success of business and professional interests, this article and the interview with Pastor Zoller below are a tip of the hat in the direction of [Mount Hope Baptist Church](#) whose commitment to helping those in need is now immediately apparent the moment they tip their hats in return.

Blog Posts:

Read HERE if you Are Ready to WRITE!

As we prepare each TRG newsletter, we are concerned that we may not be touching areas of interest to YOU. Now our Regis Blog gives everyone we touch the opportunity not just to see and listen, but to be seen and heard.

The best way to move the Regis Blog forward together is for you to write a series of questions that have puzzled you over time and then wait for the answers (which we promise can lead to some large surprises).

on” or “assumed to be stable.” Even “stable” individuals change their minds (sometimes frequently), which means that the aggregated thought which typifies a group will be changing, often from moment to moment. The manifestation may be only a matter of minor degrees, but for the sake of planning, it is best to assume that if not for well-accepted processes and protocols many, if not most groups, are vulnerable to becoming unstable.

The Most Difficult Function

Of all the functions which reside in groups the most important and often most difficult to manage is the function of Group Deliberation.

In the next two editions of The Agenda, we will explore the two basic principles of group decisions: That all decisions will be made, and that change is continuous.

Principle I:

All decisions will be Made

Decisions will be made, this is not an issue. The central decision-making issues typically consist of the when, how, by whom, and ultimately, how well. Always remember that taking no action is a decision as are also attempting to continue with no change, waiting, and disagreeing with a decision.

Principle II:

Change is Continuous

This is an absolute, everything changes - always. The central issues to the constant of change are the when, how fast, who is driving the change, and who is affected in which way.

Having clarity on the central issues and accepting the fact that change is a constant will empower your organization to be prepared for the changes it itself might undergo or face.

[Watch for Part I in the December Agenda](#)

this important point we are now embarking on a program to routinely post working tools on our site.

Special Insights

The focus of these tools will be planning, conflict / issue resolution, project development and both business creation and management. In addition we will be offering special insights into forming alliances and expanded business structures.

Your requests for subject areas are of the greatest interest to us, as well as suggestions of sites appropriate to be connected by link. Best regards,

Marc



BizSpeak: **Think Big**

Definition:

Attempting to expand the perspective of a line of thought beyond the obvious.

Related Terms:

Float a balloon. Take a broad view. Open doors.

How it Sounds:

Please send your posts to
cbarrientos@regisgroup.com
rearle@regisgroup.com
 or leave a comment under
 "comments." We look forward
 to hearing from you!

"Martin decided to THINK
 BIG when he opened the
 office in France or maybe
 it was his idea of a
 CORPORATE GETAWAY to
 the max."

Focus on the Future
Guest Predictions:
Pastor John Zoller

*Guest Predictions is a regular feature in
 which we ask leaders in a number of
 professions questions that affect us all.*

Pastor John Zoller

*Pastor John Zoller has been the Pastor of
[Mount Hope Baptist Church](#) for thirteen
 years, having previously served two
 churches in upstate New York for eighteen
 years. He is a graduate of the University
 of New Hampshire and Gordon-Conwell
 Theological Seminary and has done
 doctoral work at Denver Seminary. John
 has been married to his wife Alice for
 forty years, and has three married
 children and six grandchildren. He loves
 serving the Lord and the family of Mount
 Hope as well as music and photography*



Pastor John Zoller

*For More BizSpeak,
 check out the Book.
[Click here.](#)*

Q: What changes in your professional environment in the past 3-5 years have you found to be the most beneficial?

A:

E-mail, cell phones and the Internet are good things if they are kept under control. The ability to communicate easily is a big plus—it has allowed me to work from home while caring for elderly parents.

Q: What changes have been the most troubling to you?

A:

Electronic communication devices make people less willing to relate to each other on a personal level. It's easier to remain isolated from other people, without touching lives directly or having genuine relationships.

TV, electronic games and the Internet can

be so time-absorbing that they pull us away from each other. It's easy to become unaware of people when engaged in activities that require no initiative, no investment of self or creativity, or to become obsessed with games, or even information. The wealth of information leads to a new problem—how do you know what's true?

Often in the church today, success is measured by numbers—a standard which dictates how a church relates to people and to issues that confront our culture. Emphasizing elements of entertainment in services displaces personal participation and commitment.

Q: How will globalization affect your professional area in the near term?

A:

We have been happy to welcome into our family a number of those who are part of distant cultures.

Globally we see a visible shift in political, economic, military and moral power from West to East and Far East, from tolerant democracies to restrictive “democracies” or totalitarian states. The economic consequences will greatly reduce our ability to help other nations.

Q: What significant challenges might be anticipated in your professional area in the next few years?

A:

We don't want our building project to distract from our immediate mission of helping people. Completed, the first building will change how we serve the Mount Hope family and those in our County.

Funding the building project seems far beyond our means, but God is in control and will provide for us in His time.

Q: What are the greatest challenges confronting young professionals in Western culture today?

A:

Thinking people are offered dozens of religious and philosophical alternatives from which to choose a foundation for

their living, from Christianity to materialism.

When faith in the Creator is weak or missing, we are left with a universe in which self is the only center. Focus on self bends and distorts our perceptions, magnifies our desires, dictates our actions, and channels us into self-absorption and gratification. Under these conditions, the workplace can become a moral desert in which the only value is success.

Deep satisfaction and fulfilment come from living out purpose that reaches beyond self, beyond work, beyond family and friends—beyond this life.

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