





Breakout Group

How do you think about change?

2 minutes each

Assign time keeper

The top illustration shows a speaker at a podium with a microphone, asking "Who wants change?". The audience is shown with many hands raised. The bottom illustration is similar but shows a different audience reaction.



Technical problem

1. Easy to identify.
2. Often lend themselves to quick and concrete solutions
3. Often can be solved by an authority or expert
4. People are generally receptive to technical solutions
5. Technical solutions can often be implemented quickly—even by decree

*metaphor: dry, high ground

Adaptive Challenge

1. Difficult to identify and easy to deny.
2. People with the problem must do the work of solving it.
3. Require changes in values, beliefs, roles, relationships, and approaches
4. Require change in numerous places; usually across organizational boundaries
5. People often resist acknowledging adaptive challenges
6. Solutions requires new learning, discoveries, and experiments.
7. Can take a long time to implement change

Metaphor: The Swamp
[There can be technical aspects to adaptive challenges]

EXAMPLES

- ❑ **Technical Problem: Broken sewer line**
 - ◆ Easy to identify
 - ◆ Quick, concrete solution
 - ◆ Solved by 'experts'
 - ◆ People easily agree on solution
 - ◆ Implemented 'by decree'
- ❑ **Adaptive Challenge: Changing the Affirmation of Faith**
 - ◆ Difficult to identify - Easy to deny
 - ◆ Needed to identify root causes, look systemically
 - ◆ Discover history of affirmation and congregational problem-solving
 - ◆ Decide elders would take on replacement - study
 - ◆ Drafted new affirmation, present by elders, implemented for 1 month followed by feedback invitation
 - ◆ Formal adoption by congregation

Break out Group
What were/are the
Technical Problems
and
Adaptive Challenges
of worshiping under Covid-19 restrictions?

[10 minutes - select 1 person to share your findings]

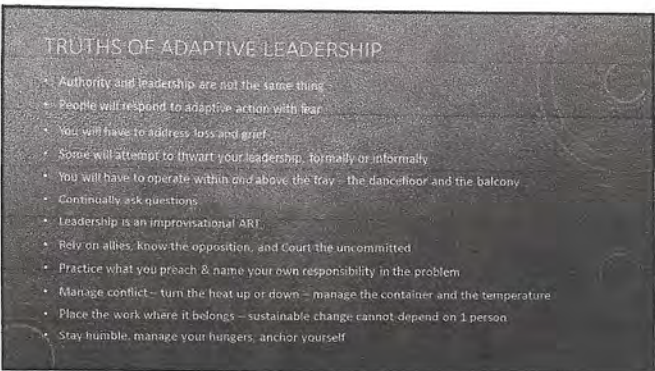
10 Principles for a Healthy Community
Maureen VanDyke

- People support what they create
- People act responsibly when they care
- Conversation is the way human beings have always thought
- To change the conversation, change who is in it
- Expect leaders to come from anywhere
- Focusing on what is working gives us energy and creativity
- Wisdom resides within us
- Everything is a failure in the middle
- Humans can handle anything as long as we're together
- Generosity, forgiveness, love









But to practice leadership,
you need to accept that you
are in the business of
generating chaos,
confusion, and conflict

Randall A. Helms

Be happy in your hope,
stand your ground when
you're in trouble,
and devote yourselves
to prayer.

Romans 12.12

HOW DO WE DO IT?

"It's not the alligators that keep us out of the swamp,
the mosquitos are enough." (Sharon Daloz Parks)
What is the purpose deep enough for us to enter the swamp?

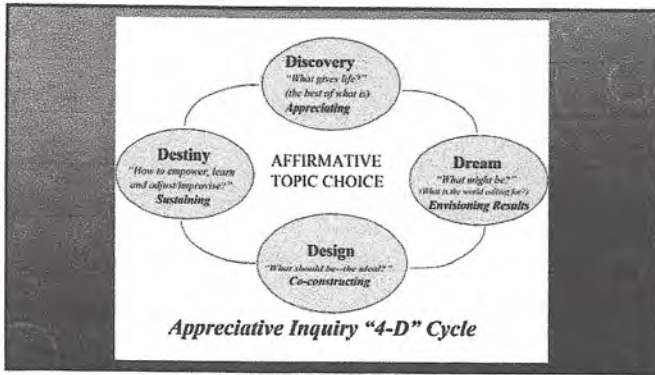
Then... How do we carry the congregation across the threshold of
"CAN'T" (Peter Steinke)

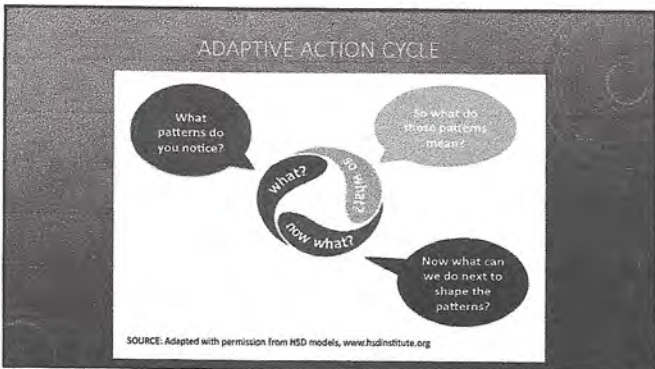
Congregational Identity	Appreciative Inquiry	Adaptive Action
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[A]ll change, even very large and powerful change,
begins when a few people start talking with one
another about something they care about.

- Margaret J. Wheatley

WISEFAMOUSQUOTES.COM







LEADERSHIP POSTURE

- ❖ know your "stuff," but remain open to and actively engaged in learning more
- ❖ be comfortable with ambiguity and vulnerability of holding questions
- ❖ ask questions more than you give answers
- ❖ turn judgment into curiosity [I would say "wonder"]
- ❖ turn disagreement into mutual exploration
- ❖ turn defensiveness into self-reflection

"The contemporary challenge for Christian congregations is not just to identify ways to implement change, but to create congregations that are continuously adaptive."

Robert Stephen Bell

QUESTIONS?

Rev. Dr. Kara Markell
 pastor@kairosfaith.org
 Kara Markell, DMin, facebook
 www.kairosfaith.org
