TWO CHURCHES AT ONCE

HOW TO CREATE THE NEXT VERSION OF YOUR CONGREGATION WITHOUT DESTROYING THE ONE YOU LOVE
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We'll begin shortly

Please introduce yourself and your location in the chat box.
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Got a Question?
Click "Q & A" and we'll get to it shortly

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TOD is Vice President at Fuller Seminary and author of Canoeing the Mountains: Christian Leadership in Uncharted Territory.

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Two Churches at Once: A Conversation with Fresh Expressions/US

Tod Bolsinger, MDiv, PhD

Author of
Canoeing the Mountains: Leading in Uncharted Territory
“Leadership is disappointing your own people at a rate they can absorb.”

Ronald Heifetz
Defining Leadership

Leadership is energizing a community of people toward their own transformation in order to accomplish a shared mission in the face of a changing world.
“If western societies have become post-Christian mission fields, how can traditional churches become then missionary churches?”

Darrell Guder
Adaptive Dual Transformation

A+B+C=Δ

Transformation A – Reposition Church for Changing World

Transformation B – Missional Experiments

Capacities link C – Leading adaptive change Learning, Loss, Competing Values, Decisions
We were trained for a different context.

We were trained for rivers, not mountains.

We need to learn a new way of leading.
Principles and Practices for Leading Adaptive Change

- People don’t resist change, they resist loss
- For change to last, it must be a healthy adaptation of core DNA
- The future is here, it’s just on the margins
- You haven’t succeeded until you’ve survived the sabotage
- Everybody will be changed, especially the leaders
Experiments in Dual Transformation

A+B+C=Δ

Transformation A –
Reinvention for Resilience

Transformation B –
Experimenting Forward

Capacities link C –
Take advantage of hard to replicate assets “without succumbing to the sucking sound of the core.”
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Canoeing—on the other side of the Mountains...

- Increased trust
- True, tested core values
- Collaboration from listening to diverse voices
- Humility from learning as we go
- Deepened call to the mission
Principles and Practices for Leading Adaptive Change

■ People don’t resist change, they resist loss. (so...make loss worth it with a compelling “why” and lead with empathy)

■ For change to last, it must be a healthy adaptation of core DNA (so clarify core values as organizational and Missional charism for addressing a pain point in the world)

■ The future is here, it’s just on the margins (so, increase diversity and conduct safe, modest, aligned experiments)

■ You haven’t succeeded until you’ve survived the sabotage (so, focus on forming Resilience, Managing Reactivity, Reframing, Reorienting, Leading Relationally)

■ Everybody will be changed, especially the leaders (so, make building adaptive capacity and missional discipleship in yourself and your organizational culture your long term goal)
Next Steps

- Get more information on our Adaptive Church Leadership Cohorts beginning this fall.  
  freshexpressionsus.org/adaptivecohort

- Text UNCHARTED to 66866 for resources on Leading in Uncharted Territory.
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https://freshexpressionsus.org/what-we-do/alc/

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