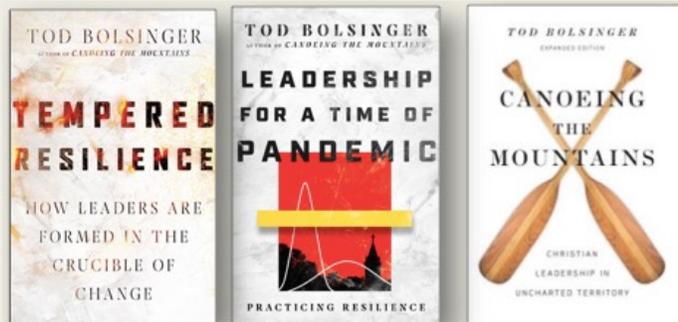


Leading The Church After Covid: When Adventurers Get Back in Canoes

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Embarrassed in a Silicon Valley Boardroom

“Nobody cares whether your institution survives, they only care if your institution cares about them.”

The default behavior of most organizational leaders is to solve problems for our organizations, rather than change our organizations for meeting the needs of the world.

Back to... what?



The Priest and the Jet Fighter Pilot



“At the moment of crisis, you will not rise to the occasion, you will default to your training.”



Ed Friedman

- “...when any relationship system is imaginatively gridlocked, it cannot get free simply through more thinking about the problem. Conceptually stuck systems cannot become unstuck simply by trying harder.

For a fundamental reorientation to occur, *that spirit of adventure* which optimizes serendipity and which enables new perceptions beyond the control of our thinking processes must happen first.”



“Spirit of Adventure”

- Requires learning
- Results in facing loss
- Reveals character and resilience



Resilience Defined

Resilience is the capacity to “maintain its core purpose and integrity in the face of dramatically changed circumstances.”

Andrew Zolli

Resilience: Why Things Bounce Back, p.7

August 28, 1963



I have a dream that one day every valley shall be exalted, every hill and mountain shall be made low, the rough places will be made plain, and the crooked places will be made straight, and the glory of the Lord shall be revealed, and all flesh shall see it together.

This is our hope. This is the faith that I go back to the South with.

HEWING HOPE...



With this faith we will be able to hew out of the mountain of despair a stone of hope. With this faith we will be able to transform the jangling discords of our nation into a beautiful symphony of brotherhood.

Martin Luther King, Jr

Tempered Resilience

A grounded identity and resilient character that is shaped through

reflection,

relationships

and a *rule of life*

in a *rhythm* of leading and not leading.

AN ADVENTURE IN URBAN BLACKSMITHING



Becoming a Tempered Leader

Working: Leaders are formed in leading.

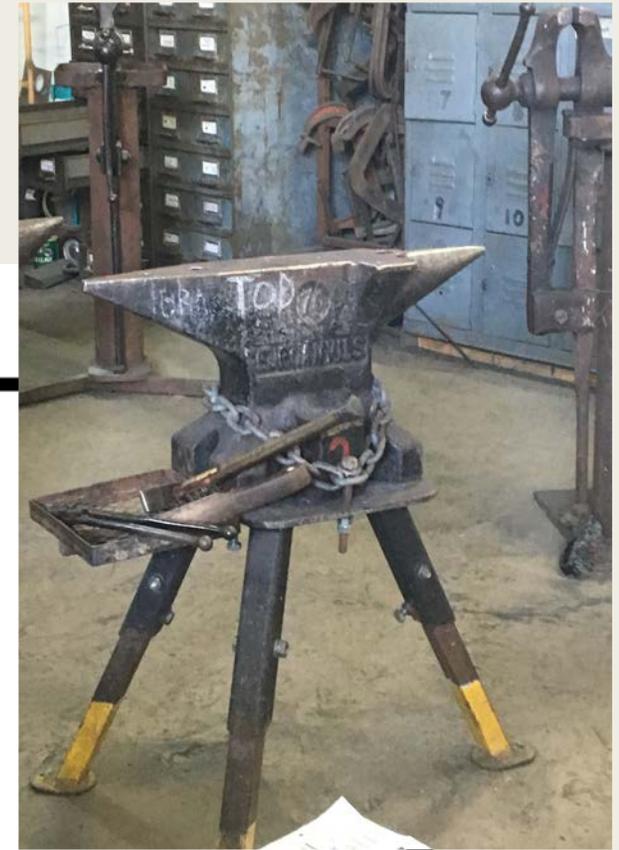
Heating: Strength is forged in self-reflection.

Holding: Vulnerable leadership requires relational security.

Hammering: Stress makes a leader.

Hewing: Resilience takes practice.

Tempering: Resilience comes through a rhythm of leading and not leading.



Heifetz on How NOT to waste a crisis...

Acute Phase: stabilize, protect, buy time.
“Survive the blizzard, endure the winter.”

Adaptive Phase: address the underlying issues that we have not had the will to confront before the crisis. “Prepare for the Ice Age.”

“Adaptive leadership...seizes the opportunity of moments like this to hit the organizational reset button.” (Heifetz, et. al. *Leadership in a (Permanent) Crisis*)

From Surviving to Thriving in a Crisis

- Surviving the **Acute Stage** comes mostly through *wise relational support* to help leaders address the emotional, spiritual, and organizational challenges of the moment.
- Thriving in the **Adaptive Stage** comes through developing the capacity *to address the underlying issues* keeping your congregation or organization's from fulfilling its mission in a changing world.



“It is possible to prepare for the future without knowing what it will be. The primary way to prepare for the unknown is *to attend to the quality of our relationships, to how well we know and trust one another.*”

Margaret Wheatley

“There is one core principle for developing these relationships. *People must be engaged in meaningful work together* if they are to transcend individual concerns and develop new capacities.”

Margaret Wheatley

What is the “meaningful work” that we are to do?

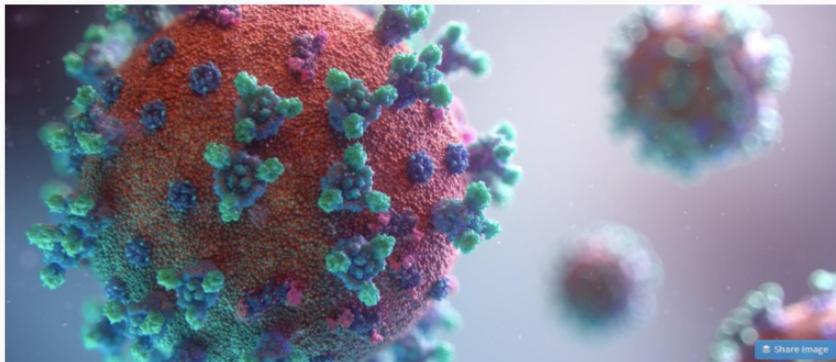
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Chat in:

- What “underlying conditions” are being revealed in your organization right now?



Guiding Your Church Through the Pandemic

What do you do when you can't bring people together to worship, learn, and care for each other? The social distancing ordered to stem the spread of COVID-19 presents church leaders with challenges that they have not been trained to address. In this material, you'll gain adaptive leadership skills that will help you build trust with your congregation, experiment with fresh expressions of ministry, and implement new habits of learning and innovation.

We estimate that this will take you 23 hours to complete (but not all in one sitting!).



Tod Bolsinger



Underlying Conditions

- ***A lack of deep discipleship within their congregations*** that give Christians the strength to persevere faithfully,
- ***A lack of enduring Christian community*** that holds us together when the forces of culture and the challenges of crisis divide us and leave us isolated.
- ***A lack of leadership development*** that hinders the possibilities of a more distributed missionally engaged church,
- ***A lack of prophetic voice by a church shaped by the experience of cultural privilege.***

Sacagawea goes to Silicon Valley

- *Learning* communities
- Of increasing *diversity*
- Courageously facing *resistance*
- With safe modest *experiments*

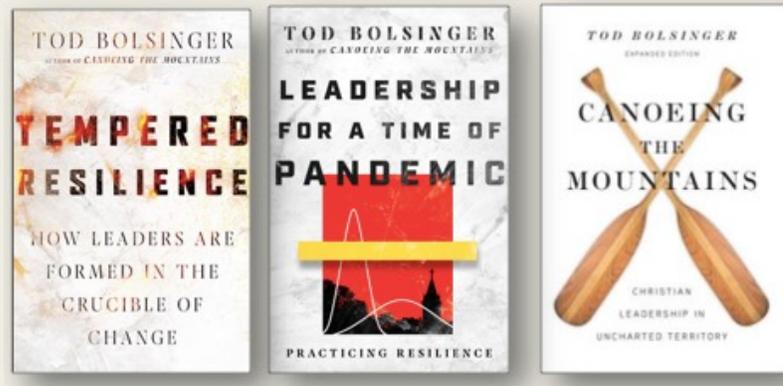
Six Principles for Thriving in an Uncertain Future

1. **Don't waste the crisis for addressing your underlying conditions.**
2. **Get crystal clear on your compelling "why".** You need it, your people need it.
3. **Amplify voices from the margins.** Diversity leads to creativity.
4. **Don't predict, prototype.** Build your way to the future. Do safe, modest, aligned experiments that adapt your core values and your organizational charism and see what happens. Lead the learning.
5. **The future is hybrid.** Love God/Love Neighbor. Gathered/Scattered. High tech/high touch. Fellowship/Mission. If the church doesn't thrive in living rooms and back yards, it will not survive in sanctuaries and fellowship halls. If education can't teach in context, it won't be relevant on a campus.
6. **The status quo won't easily let go.** Prepare for sabotage. Become resilient.

For More Resources

- Text *change* to 66866

Or visit
[Depree.org/church](https://depree.org/church)



Discussion

- Inspire. (!) What stands out positively so far and why?
- Inquire. (?) What questions have been raised?
- Irk. (#&*!) What has rubbed you wrong or created dissonance?
- Require. (Δ) What change(s) seem to be demanded of you?