

# The Reformation Continues: Leading Faithful Change

Tod Bolsinger, PhD.  
Fuller Seminary



# Big Ideas



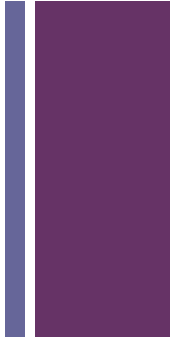
- We were trained for a different context.
- The fading of Christendom requires that we learn to lead all over again.
- Leading in uncharted territory *requires learning and results in loss*.



# 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. ( $\Delta$ ) What change(s) seem to be demanded of you?

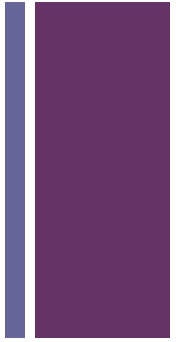


## Conversations...

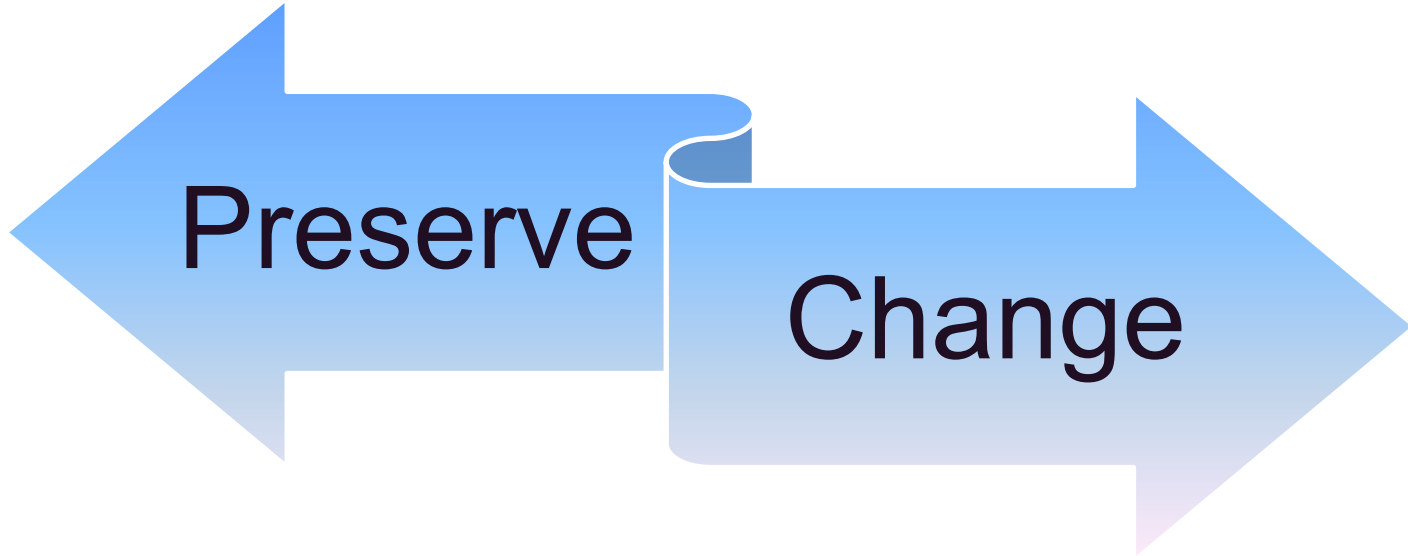
What is one challenge in your church that you just can't get traction on? What is one issue that no matter how hard you work on it, keeps coming back?



# The Fundamental Task of Leadership



distinguish between what needs to be preserved and what needs to change.....





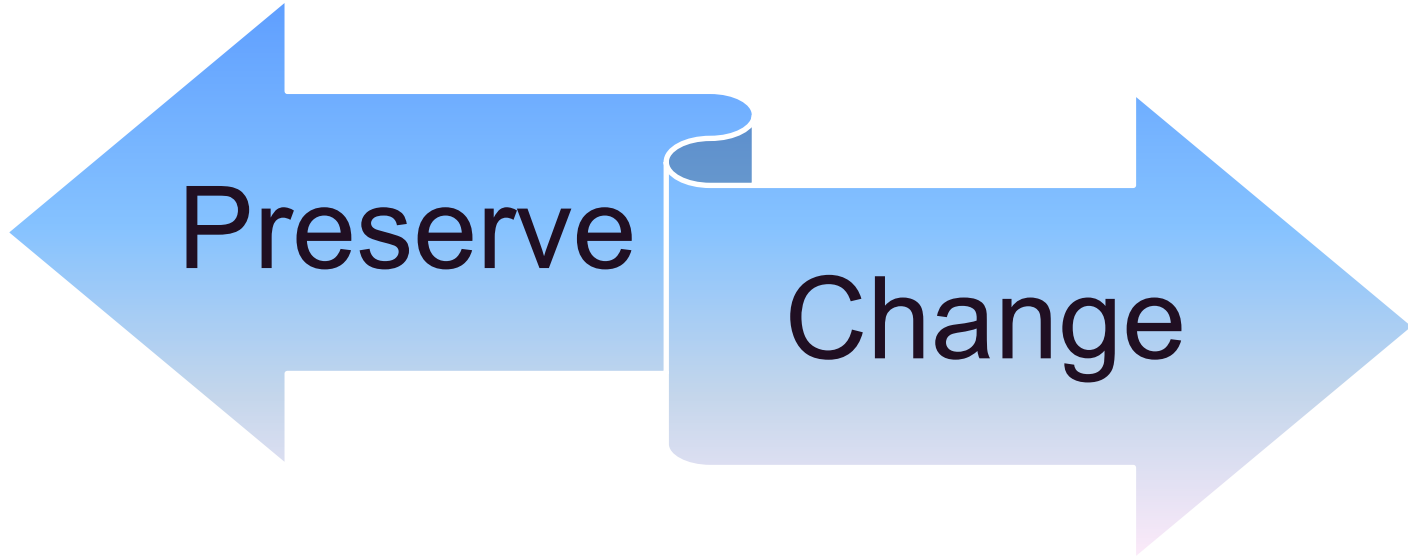




# The Fundamental Task of Leadership



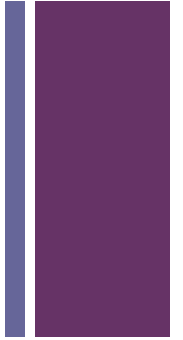
distinguish between what needs to be preserved and what needs to change.....





# When given a choice...





When  
given a  
choice...

*90% die.*



What doesn't produce change...

- Fear
- Facts
- Force



# + What brings change...

- Relate (new communities)
- Repeat (new practices)
- Reframe (new ways of thinking)
  - “Shifting”

**Radical** (Not “tweaking!”)



If not, preaching, program, or  
pastoral care, then what?

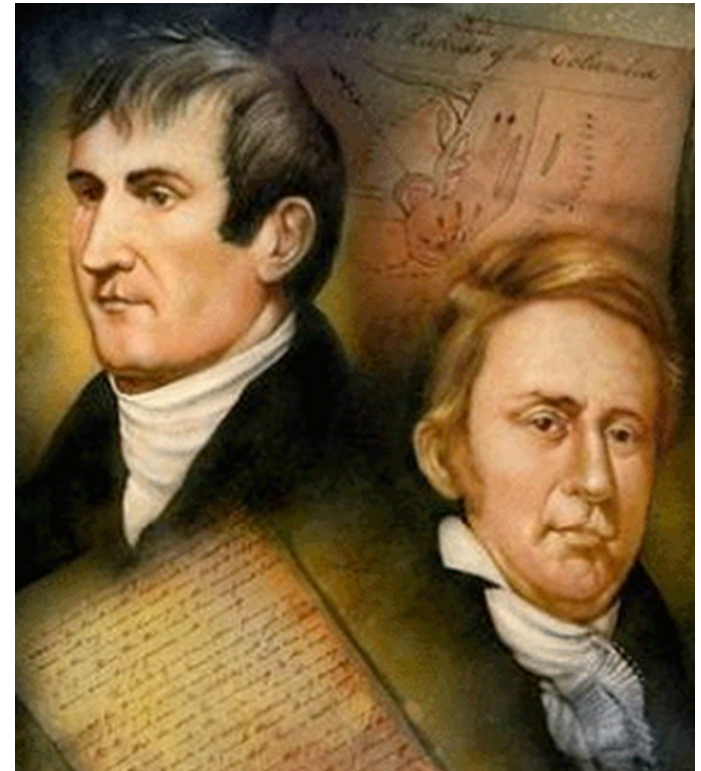
*Practices...*

(Relate, Repeat...)

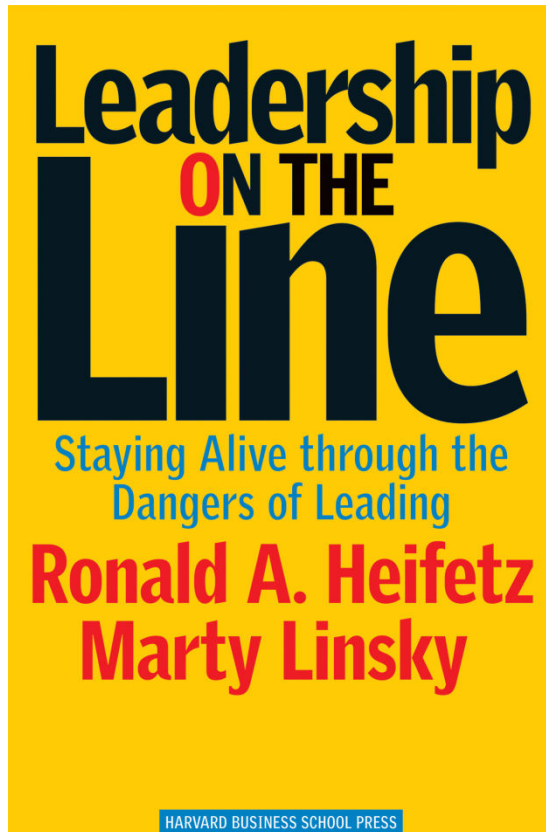


# Reframe: Corps of Discovery

- From discovering of water route to discovery of a whole continent.
- *“I reflected that I had yet done but little, very little indeed, to further the happiness of the human race, or to advance the information of the succeeding generation . . . and resolved in the future . . . to live for mankind, as I have heretofore lived for myself.”*  
Lewis on his 31<sup>st</sup> birthday.



# + Reframing Problems



Technical  
Problems

vs.

Adaptive  
Challenges

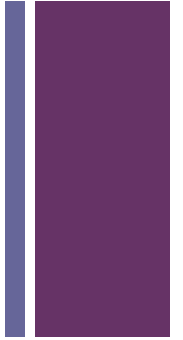


# Identifying Adaptive Challenges



- Require learning
- Result in facing loss
- Reveal “gaps” in behavior, values, or strategies that must be negotiated. (“radical”)





## Conversations...

What is one challenge in your church that you just can't get traction on? What is one issue that no matter how hard you work on it, keeps coming back?

# + Technical vs. Adaptive

- *“Application of current knowledge, skills and tools to resolve a situation.”*

- *“Cannot be solved with one’s existing knowledge, skills and tools, requiring people to make a shift in values, expectations, attitudes or habits of behavior.”*

- *“Systemic problems with no clear answers.”*

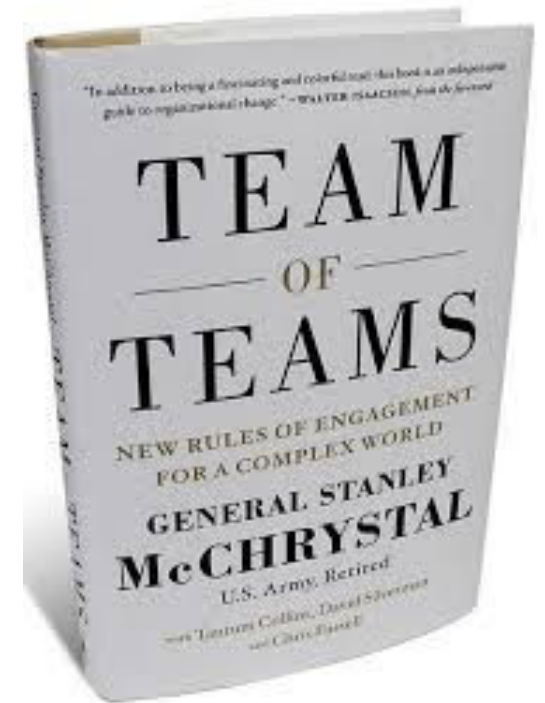
Technical Problems

Adaptive Challenges



“Adaptability is the key attribute of leadership today.”

Gen. Stanley McChrystal





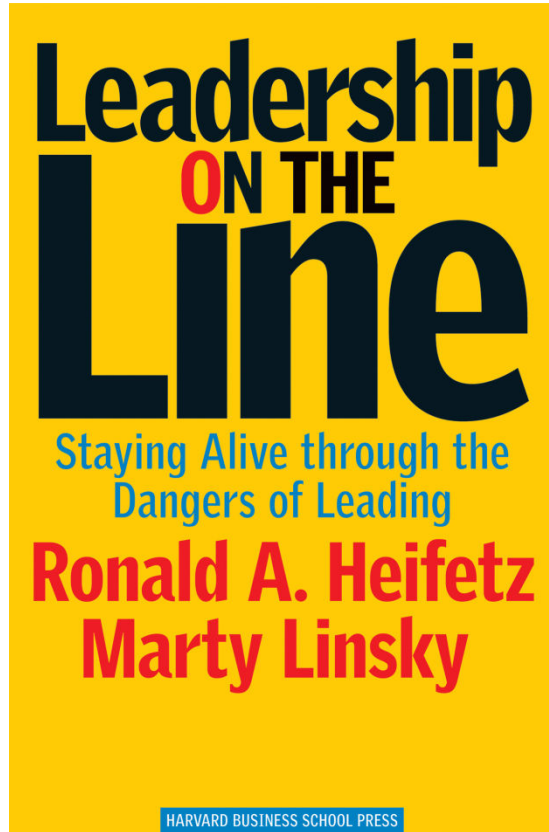
# Key Adaptive Principle #1



- People don't resist change  
they resist *loss*.



# “Get beyond Win-Win”



“Win-win is  
lose-lose.”



“Adaptive change is an inherently conservative process.”

Ronald Heifetz



## Key Adaptive Principle #2



For change to last it must be a healthy adaptation of the “DNA” of the group.





“Tell me a story...”

# + Tell a story from your church's history...



- ...about a hero.
- ...about a cherished moment that is retold over and over again.
- ...one that says, “This is what we are really all about.”
- ....one that says, “This was the moment when I was most proud of us”.
- ....one that says, “This was when I knew I had found my people.”



# Our Inspiring 9/11 Story

When The Communion Table was  
Destroyed

The Picture that Rebuilt our Church



First Sunday School Held on Beach at San Clemente

## + Reflecting on the story.

- What are the recurring themes of these stories?
- What do these stories tell us about ourselves?
- What are the core values (not aspired values!) that these stories express?

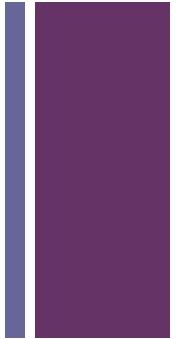




## Key Adaptive Principle

For change to last it must be be a healthy adaptation of the “DNA” of the group.

- *Work with those who are the healthiest expressions of the group DNA.*
- *“Adapt” to the maturing and motivated.*





Once you have determined what will never change, you must then be prepared to change everything else.

Jim Collins







# Discussion



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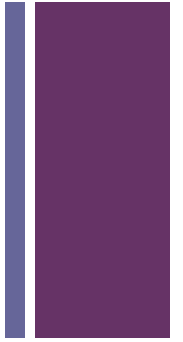


Questions?



# Revisiting the Maine Methodists...

# + Revisiting the Maine Methodists



- *Don't focus on whether you are dying, focus on God's mission and your transformation.*
- *Focus on the mountains ahead, not the rivers behind.*
- *Focus on continually learning, not what you have already mastered.*
- *Focus on experimenting your way into your future without losing your core values.*



Questions? Comments?