



WHY PREACHING ALONE WON'T CHANGE YOUR CHURCH

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“Leadership is disappointing your own people at a rate they can absorb.”

Ronald Heifetz and Marty Linsky

In a time of great Church change, preaching
is not leadership.

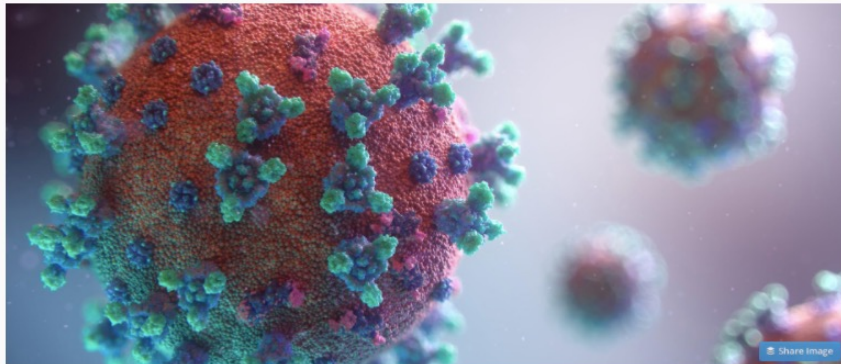
Preaching **SERVES** leadership.



“We Presbyterians are so good at talking about stuff that after awhile we think we have done it.”

Consider:

- 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

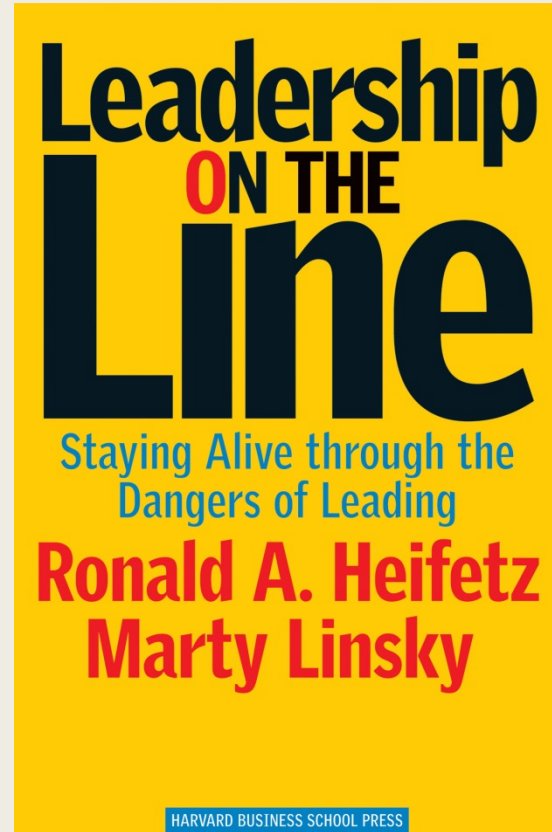


Underlying Conditions

- The lack of deep, pervasive **discipleship** for a persevering church.
- The lack of **community** for keeping relational connections amidst turmoil and change.
- The lack of **cross-generational engagement** that will pass the faith on into the future.
- The lack of extensive **leadership** capacity for a distributed church.
- The lack of **prophetic wisdom** for addressing and becoming allies for social justice.

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

Reframing Problems



Technical
Problems

vs.

Adaptive
Challenges

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

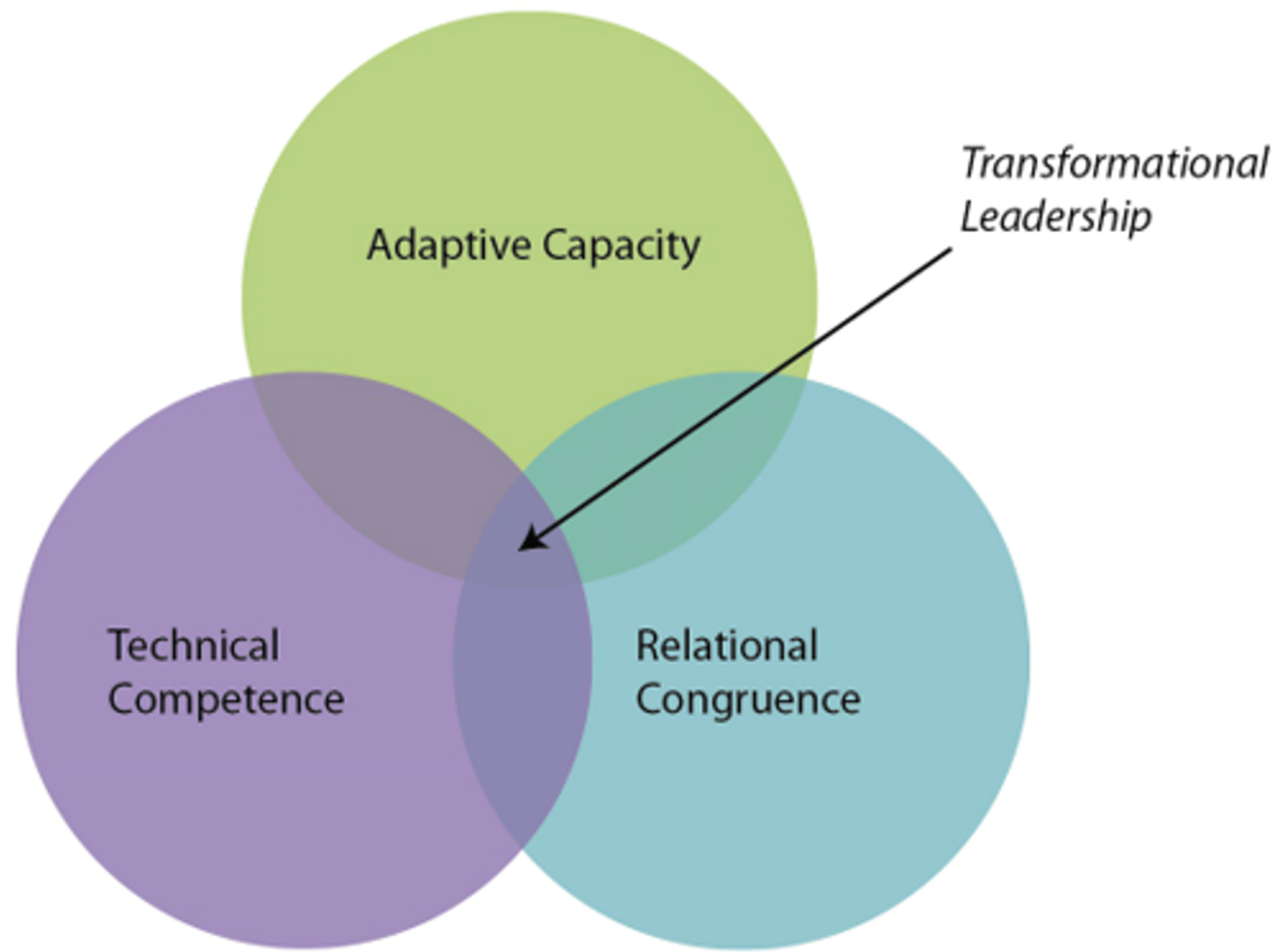
Identifying Adaptive Challenges

- Require learning
- Result in facing loss
- Reveals “gaps” in behavior, or competing values that must be named and navigated.

Preaching serves leadership...

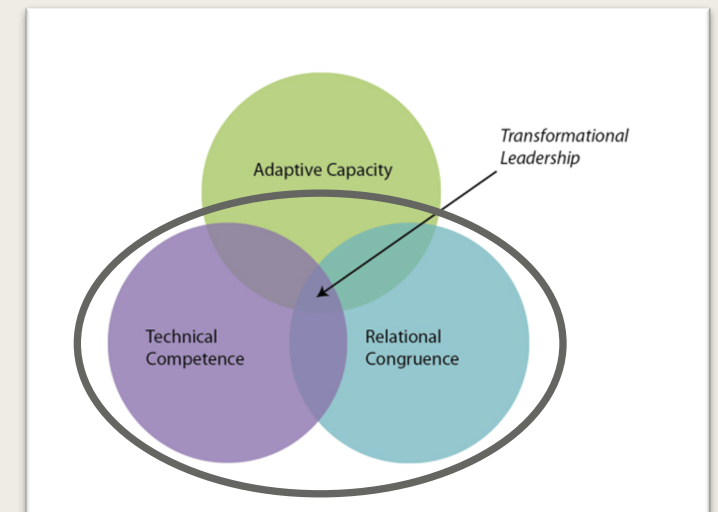
- By building trust.
- By communicating congruence.
- By acknowledging the need for adaptive capacity.





From Trust to Transformation

- When trust is gone the (transformational) journey is over.
- “Trust is increased like a thermostat and lost like a light switch.”
- Trust is increased through *technical competence* and *relational congruence*.
- We must increase trust and either *squander* it in mistrust or *invest* it in adaptive change.
- Either way we need to continually grow our trust account and wisely invest it in what will truly transform.



For More Resources

■ Text *change* to 66866

■ [Depree.org/church](https://depre.org/church)

