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### Adaptive or Technical?

- Technical Challenges are addressed with known solutions by experts
- Adaptive Challenges are complex challenges with no clear answers

Thoughts and concepts related to Adaptive Leadership are from [The Practice of Adaptive Leadership](#)

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How do you address an Adaptive Challenge?



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### Discern and Build a Team

- You don't need everybody on board, but a solid core of willing disciples.
- Invite your council to authorize and pray for this work. (May be some crossover, but largely a different role.)
- Pray for God to stir in the hearts of those you need. Pray for eyes to see. Invite others to pray with you.
- Issue broad and personal invitations.
- Invite them first into deepening discipleship before you invite them into leadership. Who will stay with you as you raise the level of challenge? Who is growing? Who has gifts for discernment? Prayer? Leadership? Who is maturing in faith?

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### Begin by listening to:

- Those who have been part of the existing ministries
- Those who have chosen not to be
- Those who are prospective participants
- Other stakeholders (nearby congregations, schools, teachers, etc.)

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### Discern the best paths forward

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### Design a 12-week experiment to test idea #1 (then #2 and #3)

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- Design it with the end-user in mind (not the teachers, not the biggest givers, not the kids who liked Sunday School 15 years ago)
  - Get the buy-in and support of the church council
  - Plan for your experiment:
    - Budget
    - Timeline
    - Staff/Volunteers
    - Marketing/communication
    - Supplies
    - Criteria for evaluation

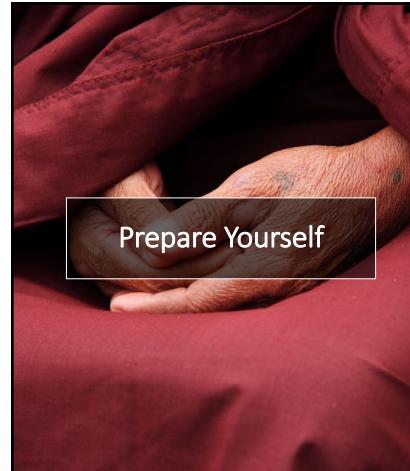
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## Prepare your congregation

- Frame the conversation: Talk about how the world has changed around you (not that they got it wrong) and how you now need to do things differently for the sake of upcoming generations
- Celebrate the wonderful work that has happened in Sunday School
- Work with your community's leadership to lean deeply into your mission; align your congregation's time, money, and calendar.
- Overcommunicate: change initiatives take 10x the amount of communication that other things do

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## Prepare Yourself

- Pray
- Align your calendar and work
- Read scripture Word and sacrament are the places God promises to give grace and we need grace now more than ever.
- Take care of your body – eat well, drink water, get some exercise, sleep, Sabbath

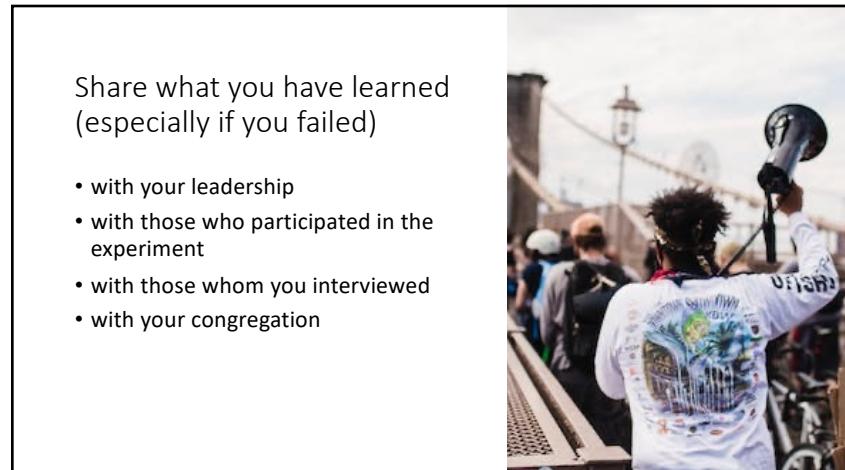
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## Run experiment #1 and evaluate what you learned:

- What were your criteria for evaluation? Did you meet them?
- What went well?
- What did not?
- What surprises were there?
- Should you:
  - Do it again with slight amendments?
  - Rework the idea?
  - Scrap the idea and test #2?

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## Share what you have learned (especially if you failed)

- with your leadership
- with those who participated in the experiment
- with those whom you interviewed
- with your congregation

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## Ephesians 3

<sup>20</sup>Now to him who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine; <sup>21</sup>to him be glory in the church and in Christ Jesus to all generations, forever and ever. Amen.