

Evergreen Association Bay Area Gathering

November 2023



Welcome

- Rev. Douglas Avilesbernal
- Rev. Paul Schneider
- Rev. Shavon Walker
- Rev. Samuel Kim





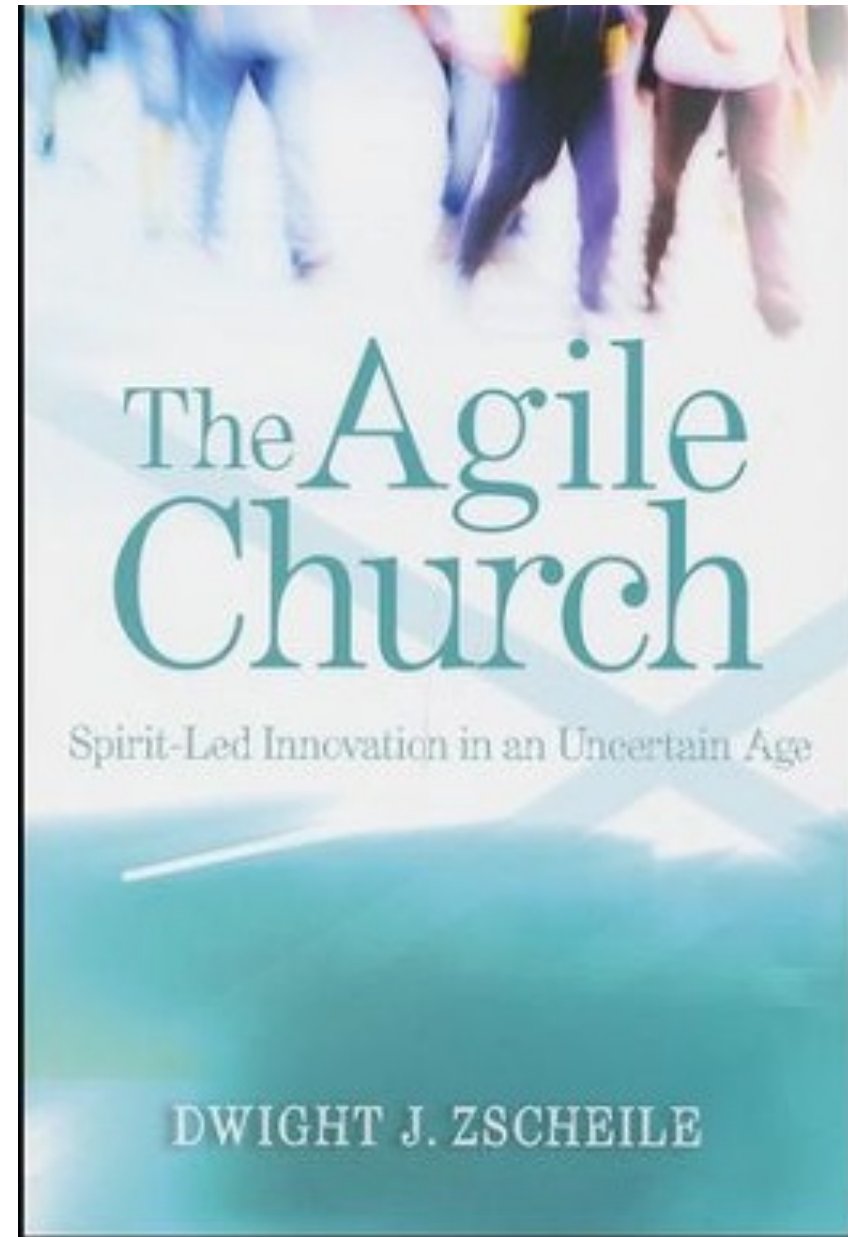
ea-abc.org

What is an Agile Church?

Rev. Samuel Kim

Associate Executive Minister for Innovation and Design

“The Agile
Church”,
Dwight J.
Zscheile
Church
Publishing
Incorporated,
2014



Learning and Growing in Uncertainty

How can we make “good mistakes”?

The worst mistake is to face new and complex challenges with an unchanging mindset.

How can we encourage an approach of risking so we can learn and grow?

How can we challenge our assumptions that prevent us from adapting to new mindsets?

Agile definitions

- Marked by a ready ability to move with a quick and easy grace
 - Nimble
 - Adaptable
 - Flexible
 - Responsive
 - Alert
-
- Root from latin verb *agere*: to act. Suggests urgency, participation, dynamism



+
◦ • What would an
agile church look
like?



What
would an
agile
church look
like?

Prayerfully attending
to God AND to a
changing world

Adapting their course
according to their
relationships with
God and with others

Always aware of their
community and
evolving alongside
them.

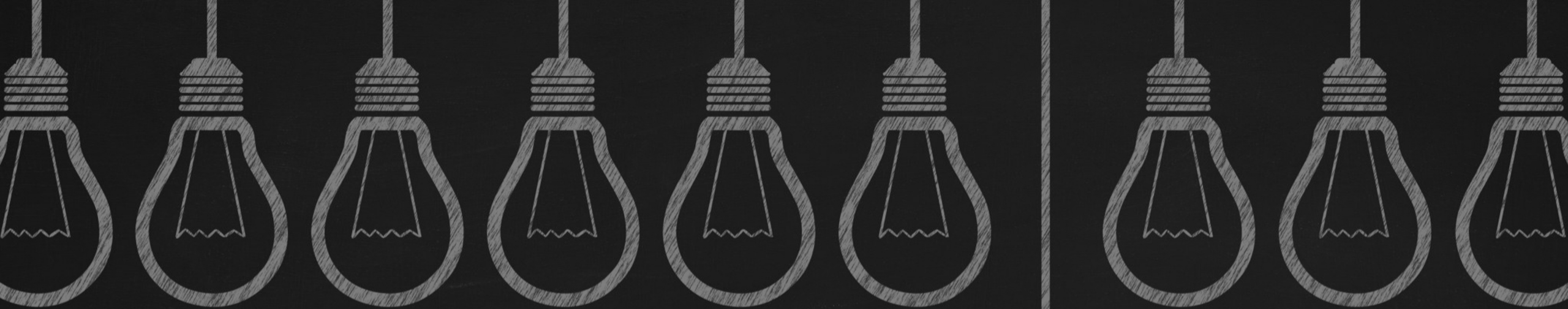
Responsive to what
God is
communicating in
our current time

Open to change and
willing to do the
work to make that
change



How Agile Is Your Church?

What are key approaches to being an agile church?



1. Bravely Failing Forward





Bravely Failing Forward

Misconception of leadership:

Prepare a perfect model with every obstacle accounted for, acquire funding, and execute without flaw.

Reality:

We try and learn as we go. We must adapt and change in light of what we learn. Failure is an important part of our learning. Obstacles are opportunities for refining.

Bravely Failing Forward

We need to be comfortable in failing forward.

Failing without change is the definition of insanity.

Is our ministry equipped for uncertainty and unforeseen changes?

Bravely Failing Forward

We need a culture
that makes it safe
to admit and
report on failure.

Failure can coexist
with flourishing
and excellence.

Adaptivity

Ronald Heifitz and Marty Linsky

“Leadership on the Line”, Harvard Business School. 2002

Technical Problems

Answers already exist and only need to be applied

Vs.

Adaptive Challenges

Require new learning on the part of the people facing the challenge.

Can your church distinguish between the two things?

How adaptive is your church?

+
◦ • Failure is powerful
when you learn
from it.





2. Agile Leadership

Agile Leadership



Agile Leadership focuses on boosting adaptiveness in highly dynamic and complex environments (... like a church!)

The origins of this model were found in a new approach to software development when they found the old paradigms were not responsive enough to deal with the demands of the world around them.

Software Development (Old Model)



Sequential and linear.

End product clearly envisioned with detailed steps to actualize original vision

What if that original vision is no longer relevant several years after its making?

What if those detailed steps made in the past are not responding to the needs of the people right now?

Software Development (New Model)

Many customers don't know exactly what they need at the outset

An approach to adaptive learning is used where developers and users are in close communication so they can innovate solutions to things that arise along the way.

There are multiple checkpoints set up in the process where adjustments and redirections are possible based on ongoing experimentation.

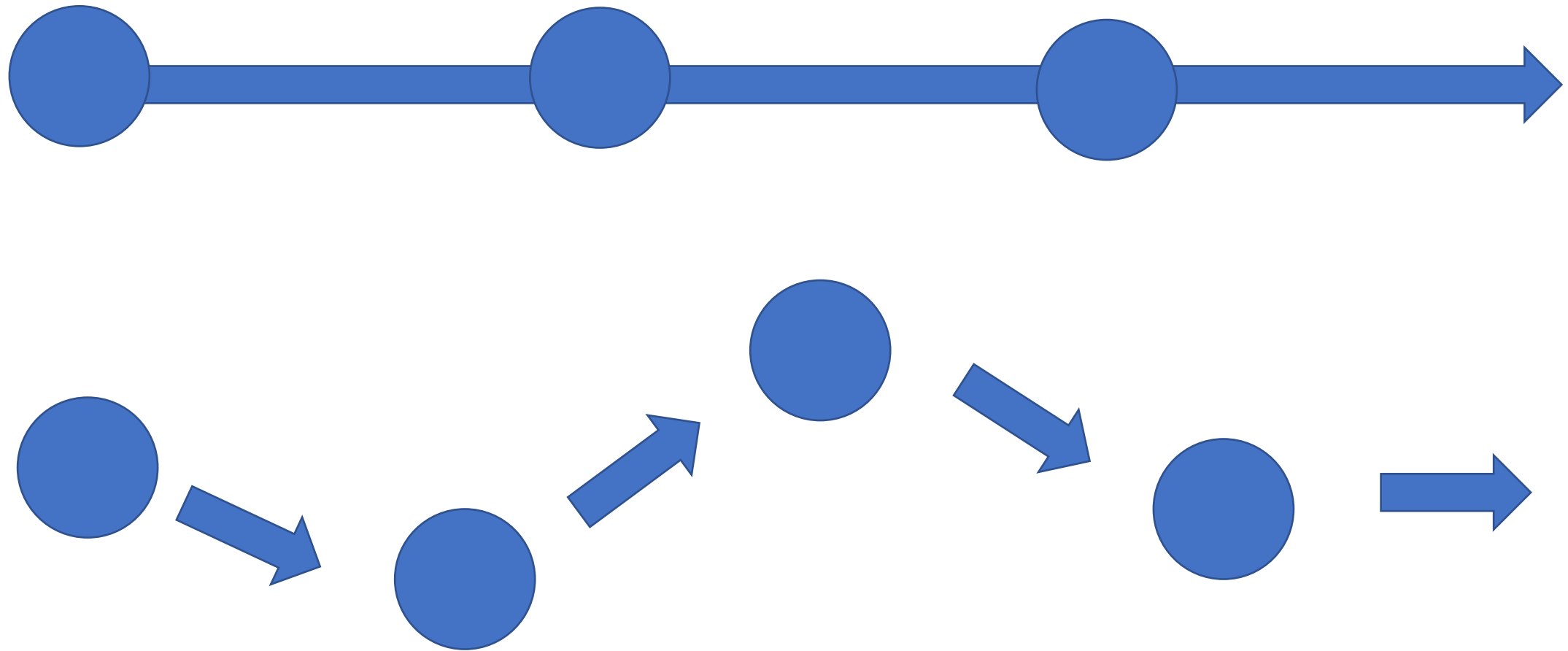
Agile Leadership

Agile Leadership requires greater attentiveness to what is going on outside the organization and its inner circle.

Workers are empowered to improvise and collaborate.

End users and their response are a valuable part of the learning process.

“5 Year Plan” vs. “Mid-Course Corrections”





3. Design Thinking

A dark gray background featuring a network of white lines connecting various white human figures. The figures are stylized, 3D-like icons of people in different poses, each standing on a small white circle. The lines form a complex web, suggesting a social or organizational network. The overall aesthetic is modern and technological.

Introduction to Human Centered Design

What is Design Thinking?

“Design thinking is a human-centered approach to finding real innovative solutions to tough problems. Design thinking combines the approaches of design, management and science to solving a wide range of complex problems . . . design thinking is about intelligent change.”

Lebrija, Lorenzo. How to Try (p. 20). Church Publishing Incorporated





Design Thinking

- Design thinking is about joining up with people where they are in the world, attending carefully to their ordinary lives, and improvising solutions to challenges they face.
- Design thinking embraces many small failures in order to improvise solutions.
- It puts people at the center so that solutions always relate to people first and foremost.

IDEO

- An organization drawing upon decades of collective experience in human-centered design, IDEO applies human-centered methodologies to the world's most complex systemic challenges, from healthcare to government to education and more.
- Through the tools of design, how can people create solutions for complex problems that put people at the center?

Human Centered Design Thinking Approach

Observe

Listen/Interview

Empathize

Form Insights

Ideate

Prototype

Iterate Forward

Design Thinking and Ministry Innovation:

Observe	Insights	Create	Try	Learn	Repeat!
<p>Listen to what God has done and is doing.</p> <p>Make sure that God and people are at the center of your attention and not abstract goals!</p>	<p>Form insights from what we discover.</p> <p>What is the Spirit leading us to consider and act upon?</p>	<p>Create ideas in community.</p> <p>Work together to figure out concrete actions.</p>	<p>Try something together!</p> <p>The expectation is that this is the beginning of a journey.</p>	<p>Learn from what you tried.</p> <p>Ask questions about what worked and what didn't.</p> <p>What can we do going forward?</p>	<p>Try again in light of the new things you have learned.</p> <p>What did we learn and observe this time around?</p> <p>What can we do next time?</p> <p>Where is God leading us next?</p>

Approaches of An Agile Church

Bravely Falling Forward

Agile Leadership

Design Thinking



ea-abc.org/pneuma





Questions and Reflections



ea-abc.org

Inter-Caucus UnCo Conferencing

Rev. Paul Schneider



Centering Questions

- What is the location of your local ministries?
- What is the location of your energy?
- What is the location of your church's pain?
- What is the location of your church's joy?

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Closing Worship