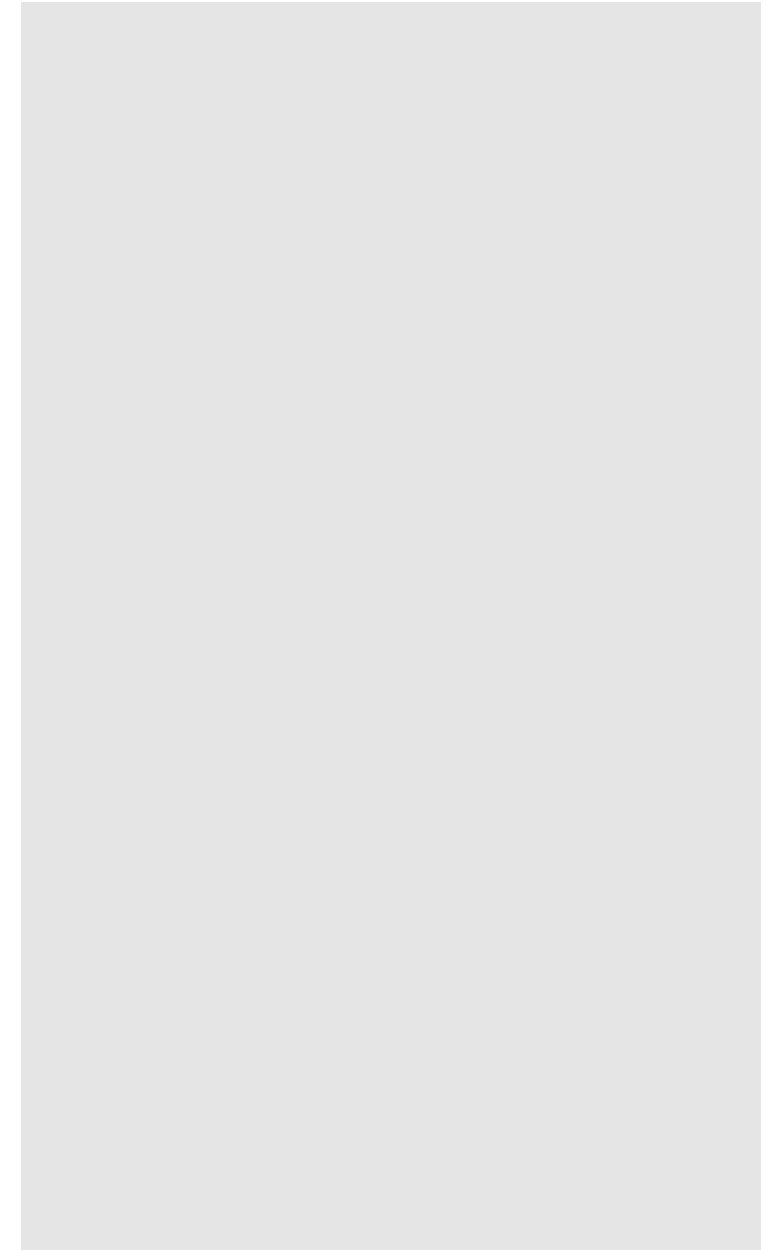
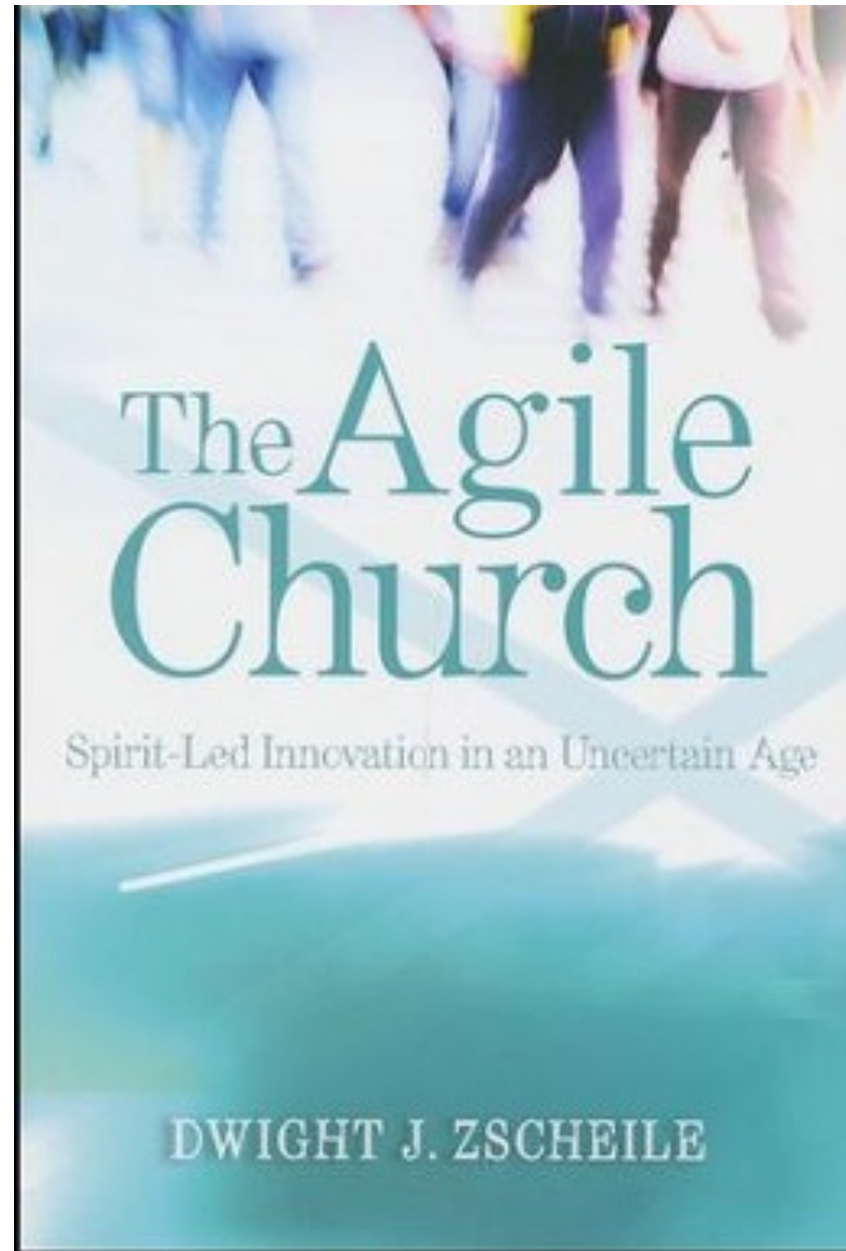


What is an Agile
Church?

“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?

This weekend is not about quick fixes and one broad solution.

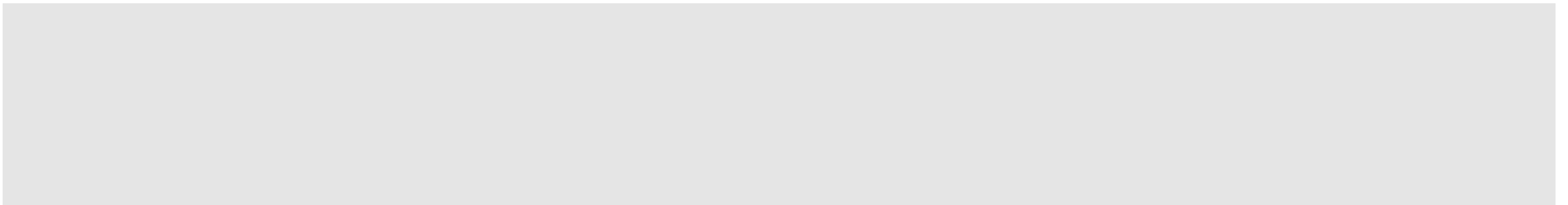
It is about an approach rather than a fixed technique.

It is about learning practices that help us to be more open to God, our churches, and the world around us.

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

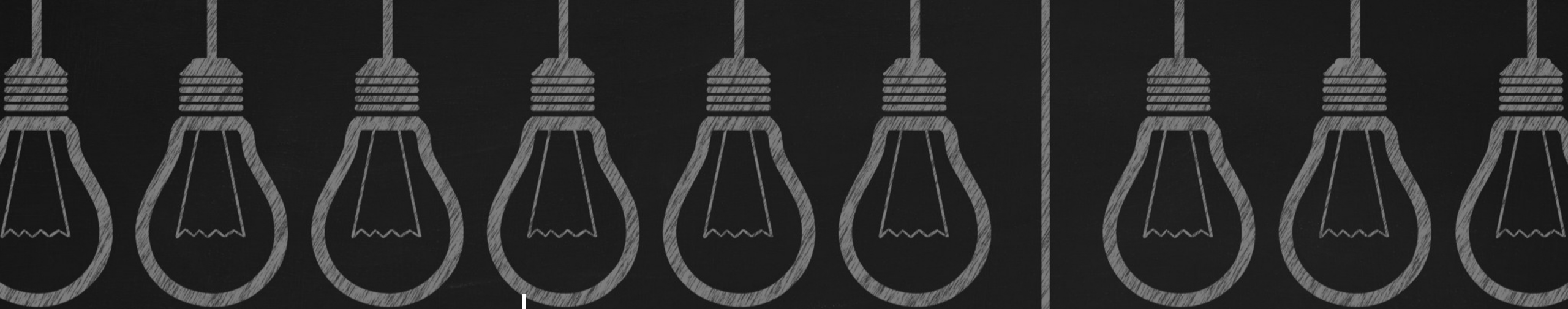
Always aware of their
community and
evolving alongside
them.

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?

Adaptivity

Ronald Heifetz and Marty Linsky

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

Technical Problems

Answers already exist and only need to be applied

Vs.

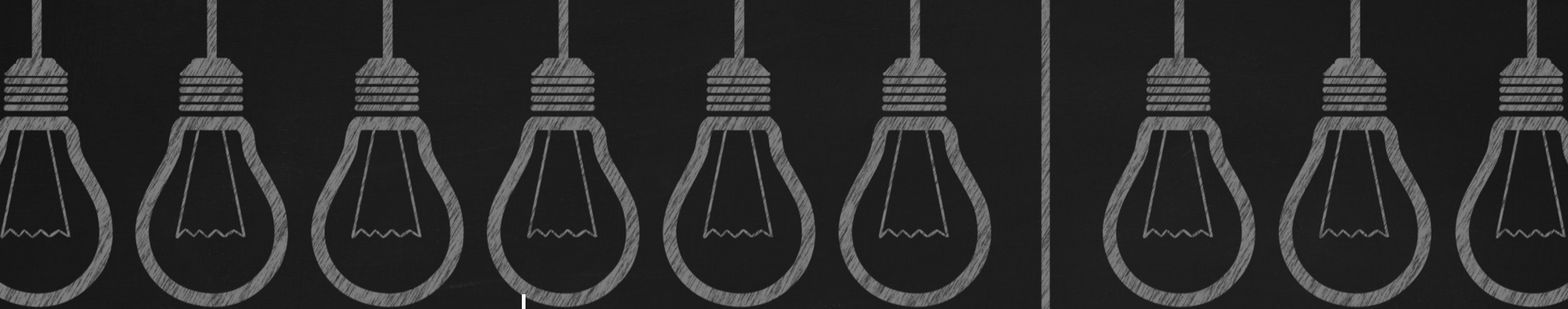
Adaptive Challenges

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.

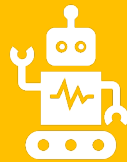
Agile Leadership



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

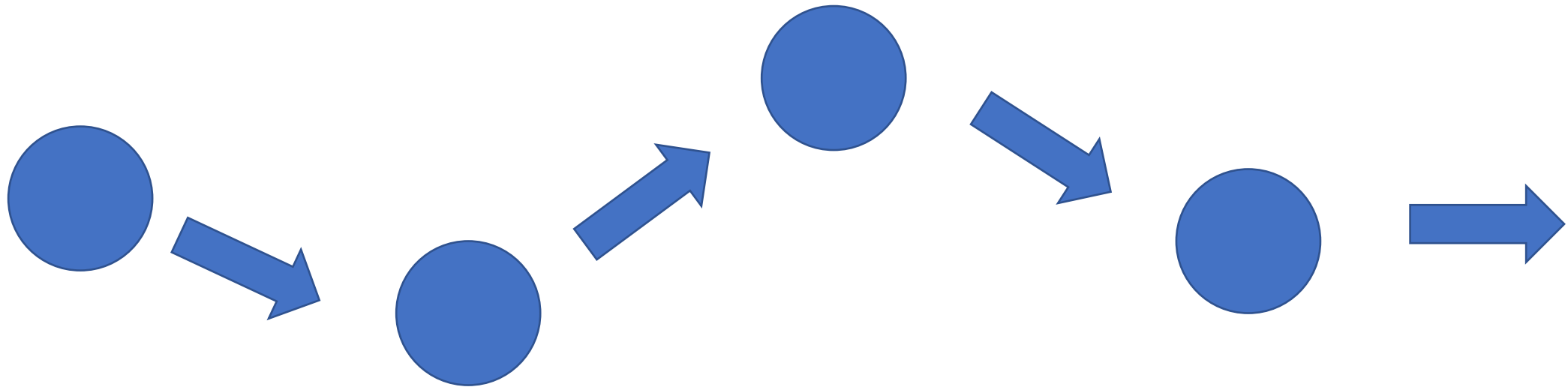


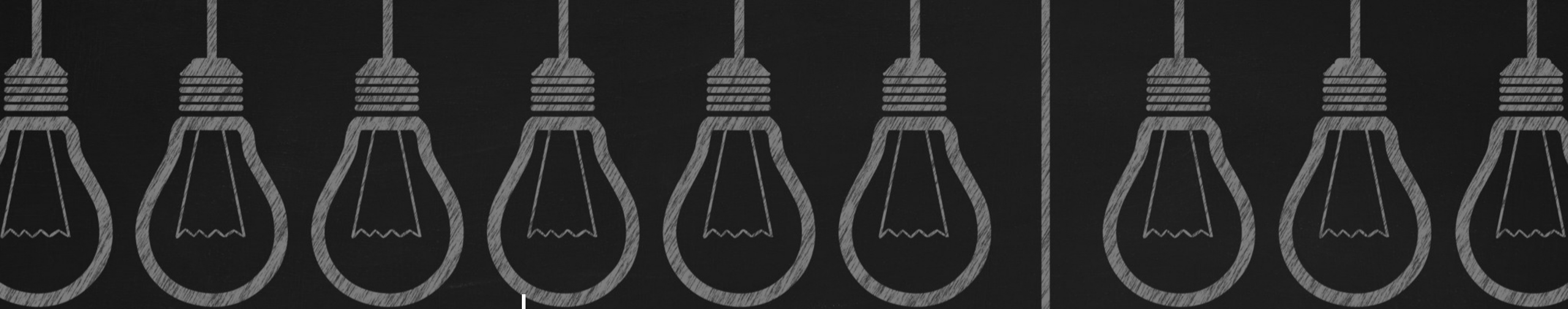
Workers are empowered to improvise and collaborate.



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

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





3. Design Thinking





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 is a playful process of attending to people where they are in the world and embracing many small failures in order to improvise solutions.

Approaches
of An Agile
Church

Bravely Falling Forward

Agile Leadership

Design Thinking

How could
you make
your church
more agile?

Do you have a culture of adaptability?

Do you have regular meetings where you can
“check in” and “adjust” to what has gone before?

What anxieties would you need to address in
order to become more adaptable?

How could you create meaningful space to pause,
observe and learn about your church’s journey?

How could you make spaces in your church to
respond with action?



Questions and Reflections