The church exists by mission as a fire exists by burning.

-- Emil Brunner

A Fire Story or two or three

The church exists by mission as a fire exists by burning.

-- Emil Brunner

insert buring fire video

Four Questions

- How do we deal with change in a way that follows a healthy path?
- How de we access the wisdom which is all around us?
- How do we open environments where there is spirited cooperation?
- How do we interact and communicate in ways which foster trusting relationships?



There is a whole host of problems that are not amenable to authoritative expertise or standard operating procedures. They cannot be solved by someone who provides the answers from on high. We call these adaptive challenges because they require new experiments, new discoveries and adjustments from numerous places in the organization or community. Without learning new ways – changing attitudes, values and behaviors – people cannot make the adaptive leap necessary to thrive in new environments. The sustainability of change depends on having the people with the problem internalize the change.

Heifetz and Linskey



TECHNICAL PROBLEMS

- Solve with existing knowledge
- Experts can handle challenges
- Stable operating environment
- Can be dealth with via technique and strategy

ADAPTIVE CHALLENGES

- New learning is required
- Learning & Innovation comes from the people
- The environment is changing
- Deals with underlying issues of identity & purpose

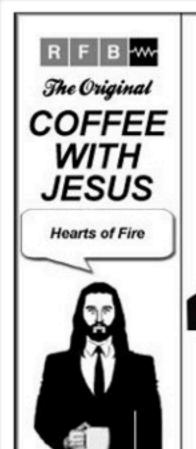
Heifetz and Linsky in LEADERSHIP ON THE LINE



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Friday, April 19, 13



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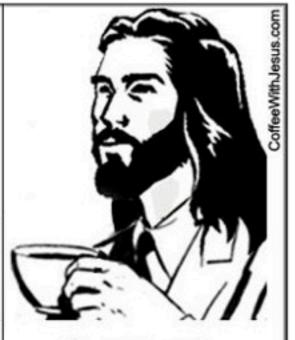
What do my people need most, Jesus?



Hearts of fire, Joe.



Whoa. Tall order. Thought you'd say something like "deeper faith," or "love for their neighbors," or maybe just "compassion."



Those things will naturally follow, Joe.

Sooo...got a light?