



PATH *of*  
RENEWAL

February '18

# Reshaping & Reforming church

We start with a recognition that the old ways are no longer “working”

# Reshaping & Reforming church

Our challenge:

The new ways are not well defined or  
yet proven.

# Church of the future?

Underlying principles:

Involved in wider world – looking out

Forming an attractive Christian community who  
worship together

Forming people in faith in Christ

# Missional Churches



- Engaged in community & more widely
- Attractive Christian community and worship
- Making disciples, nurturing spiritual growth

# Vision: Missional Churches

## Faithfulness

An attractive  
community of faith

Forming people in faith  
in Christ

Involved in meeting  
wider needs

## Fruitfulness

Growth in people  
joining & staying

Growth in faith &  
commitment

Growth in impact on  
community & wider



# Missional Churches

- Engaged in community & more widely
- Attractive Christian community and worship
- Making disciples, nurturing spiritual growth

- Questions for clarification.
- How do these 3 categories match your hopes for the future of Kintore Church?
- How would you rate Kintore church in each category?

It will take time to build this!

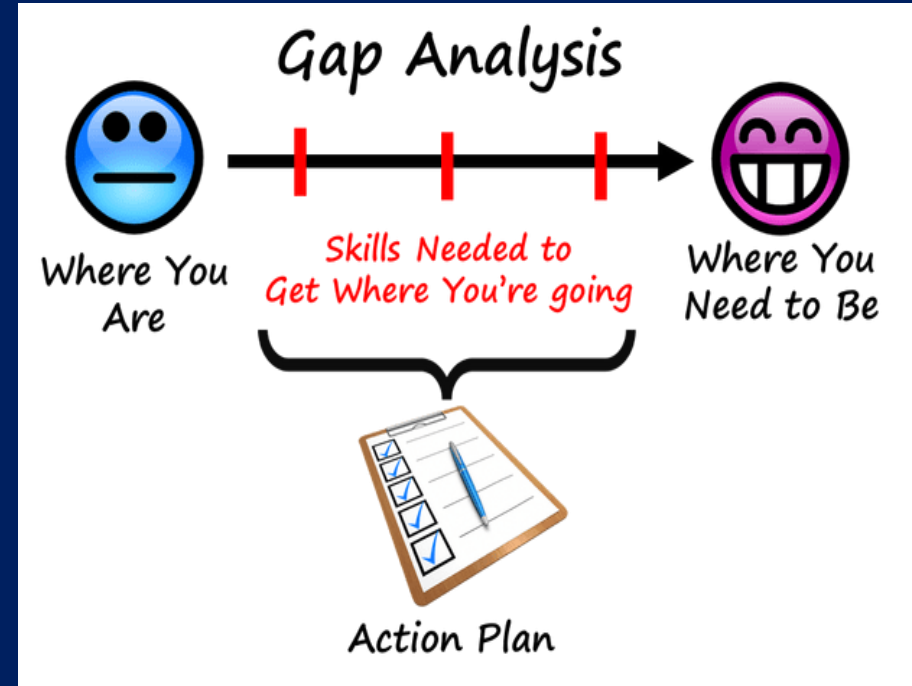
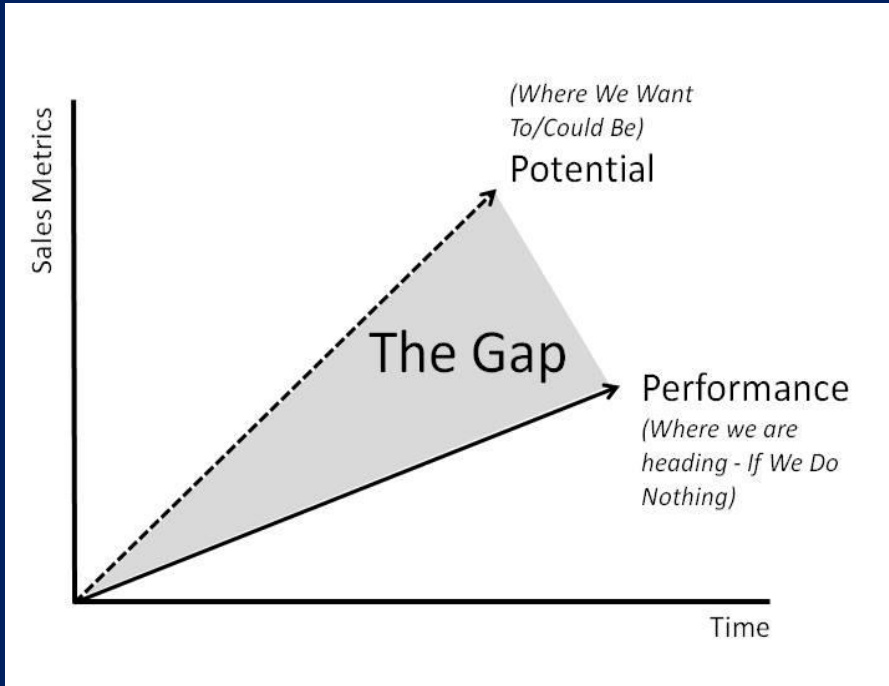
There are no “quick fixes”

& it's a journey over difficult  
terrain

- UNDERSTANDING UNCHARTED TERRITORY



# 1980's Management Tools



Paradigm: Exile

Shaping the future requires more than  
a tweaking of activities

An adaptive not a technical challenge

Example of  
Newspaper Industry

# How do we recognise an Adaptive challenge?

Technical fixes tried - don't work

Conflict persists

Crisis emerges

Heifetz & Linsky: Leadership on the  
Line

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

Ronald Heifetz

Stop asserting that it's all looking fine & will  
work out OK

Stop letting others think you know how to  
fix things

Help others take hold of the fact that major  
change is needed

Together, look for the way through

# Leadership looks very different in this phase

- Questions for clarification.
- Is there a difference between Management and Leadership?

**Technical change requires management.  
Adaptive change requires leadership.**



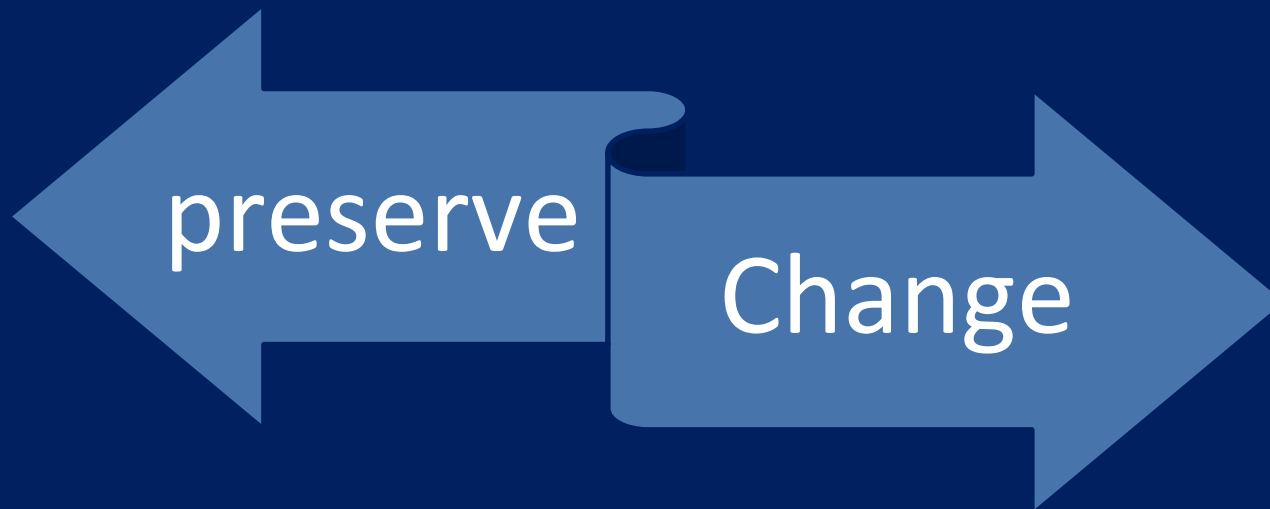
In adaptive change .. rather than fulfilling the expectation that they will provide answers, leaders have to be the ones prepared to ask tough questions.

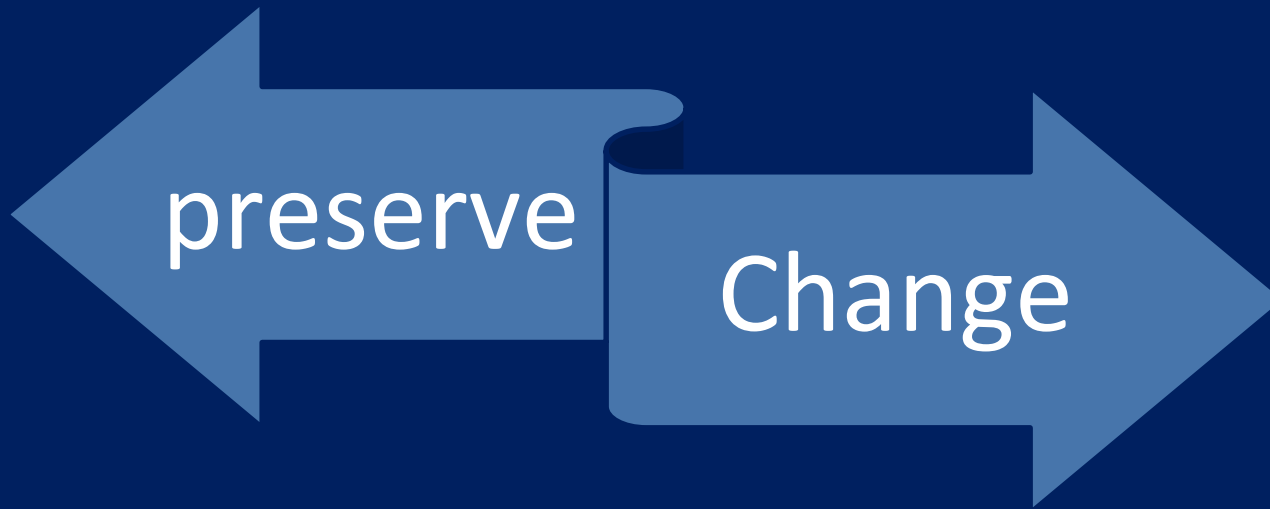
What is your role as a  
Kirk Session?



# The Fundamental Task of Leadership

To distinguish between what needs  
to be preserved and what needs to  
change....





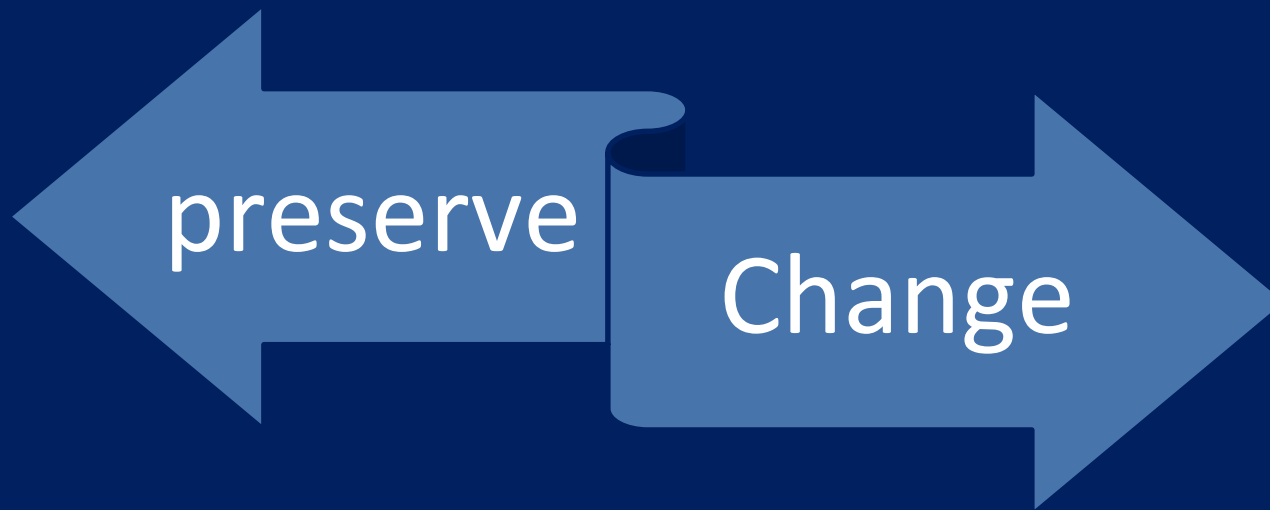
Gut reaction:

List things that need to be preserved.

List things that need to be changed.

# The Fundamental Task of the Kirk Session

To distinguish between what needs  
to be preserved and what needs to  
change....



Does the Kirk Session need augmented,  
reduced or changed to do this task well?

## Path of Renewal Group

Have been going deeper in their walk with God

Looking out for how God can use their lives to impact others

Looking for opportunities to share their learning with the wider church

## Kirk Session

Keeping things going, continually reshaping

Supporting those involved in the PofR Group

Watching, listening, learning – with an eye to the future

Time to play a new role?

## Path of Renewal Group

Deepen their walk with God

Take the lead in helping us think through all that we do

Listen to what people say

Formulate plans & bring them to the Kirk Session

## Kirk Session

Deepen their walk with God

Share in discussion & encourage others to share too

Speak & listen

Share openly in future planning & decisions

1. In what ways does your Kirk Session need augmented, reduced or changed in order to “distinguish between what needs to be preserved and what needs to change” – do you agree that is the role of Session?
2. Does the Path of Renewal Group need augmented, reduced or changed in order to enable the work of the next year?
3. What other leaders / layers of leadership do we need to nurture a culture of experimentation?

# Conference Details:

- 27 Feb: Conference 1 – Role of Elders/Session  
Richard Lloyd: Leadership in the light of Path of Renewal, the roles of Elders, Session and other leaders.
- 20 Mar: Conference 2 – Clarifying Vision  
Describing the future Church to which we aspire.
- 17 Apr: Conference 3 – Goal-setting/Yearplan  
Reviewing our Yearplan and setting goals in the light of the vision agreed at Conference 2
- 22 May: Conference 4 – Committee Structures  
Restructuring Session Committees / Task-groups to assign and achieve goals agreed at Conference 3