



# LEADERSHIP DEVELOPMENT

## Mountain Sky Conference Leadership Development Team

### GUIDING STATEMENT



The Mountain Sky Conference strives to develop Adaptive Leaders who have the capacity to respond to God's movement now, in diverse contexts with diverse people.

### DEFINITION OF ADAPTIVE LEADERSHIP

Adaptive leaders help congregations wrestle with the questions of a changed environment, and work collaboratively in community to discover creative answers to what God is doing now in our midst



### EXPLANATION

The church today is faced with a changed environment. The cultural and institutional landscape of the church is significantly different than it was 30-40 years ago. Because of this, the type of leadership needed in the church is different from what it was in the past. In the book *Quietly Courageous*, Gil Rendle describes this difference as the difference between technical and adaptive leadership.



Many of the problems churches are facing in 2020 do not have known solutions. Consequently, the type of leadership needed today is not technical leadership, but adaptive leadership, marked by leaders who are able to adapt, and help others adapt, to the changed environment that is all around us (Rendle 2019, 27-28).

### CHARACTERISTICS OF AN ADAPTIVE LEADER

One of the primary characteristics of an Adaptive Leader is the ability to ask questions. Inspired by Rendle's writing, the Mountain Sky Conference Leadership Development Team has compiled a list of adaptive leadership questions. All leaders are encouraged to wrestle with these questions, both individually and collectively within their congregations.

- Who are we now?
- Who is our neighbor now?
- Where do we see God/Christ/Spirit moving now? (In our world, our community, our church, our lives)
- In light of what we see, how will we join with what God is doing?
- How will we join with one another?



### THE LEADERSHIP DEVELOPMENT TEAM'S ROLE



We commit to providing opportunities to explore these questions with you, support what God is doing now in your midst, and to continue learning together in community, as we discover the ways God is working across our region.