

SURFACE TO SOUL

Live Well | Lead Well | Coach Well

Insights from *The Innovative Church*

1 | The best way to predict the future is to invent it

The pandemic jarred them out of their complacency. Indeed, now they are clamoring for the very change they recently thought was unnecessary. If this pandemic teaches us anything, it is that we cannot stand still while the world changes around us.

- If you were starting a new church, how would you intentionally design it to reach the people God has called you to serve?
- What drew you to the church? What would cause you to leave?
- What has Covid taught you about what to let go of or leave behind?

2 | Leaders need to become who their people (who are trusted to their care) need them to be

- Who has God entrusted us to serve? What do we have to offer?
- How does our church add vitality/value to their life?
- Do we know people well enough to truly care for them?

3 | The church as we know it is calibrated for a world that no longer exists

Almost everything about the current experience of church was established in a bygone era: the way we worship, the passages of Scripture we cherish, and the people we expect to see.

- List the norms that shape people's experience of worship, faith formation, building community, and hospitality.
- Which norms no longer serve a purpose?
- How might you improve upon existing norms?

4 | The pace of change is accelerating

Something new rolls over us even as we are still reeling from the last thing. In the past, the church had time to adjust between changes. It could absorb the initial shock of social change, wait for things to settle into an equilibrium, and then learn from those who had already adjusted to that new reality. But the wait - and - copy strategy will not work anymore.

- In what ways does our church need to SPEED UP (decision-making, implementation, etc.)?
- In what ways does our church need to SLOW DOWN (be more mindful, present, reflective, and unhurried)?

5 | Church members/leaders need to think like farmers

We are tending the people whom God has entrusted to our care. But we cannot make the people grow. There is no guaranteed outcome. We nurture our people by creating an environment conducive to growth, then we hand our people over to God.

- What types of conditions can we create that would help people experience God, deepen friendships, and serve others?
- What's in our control? What do we need to turn over to God?

6 | Vision inspires people and entices them to participate in something that is larger than themselves

- Does your church have a clear, compelling vision that energizes people?
- Do your leaders know and share the vision with others?
- Is your vision memorable and repeatable?

7 | People don't resist change ; they resist loss

- What kinds of "loss" are people clinging to? Why?
- What might help them grieve? Let go? Move on?
- When's the last time you had a "funeral" for a program? An event? A way of worship?

8 | We should listen so that we will be transformed by what we hear

- What would happen if leaders quit talking and started asking more questions?
- Who is regularly not given a voice in your church? In your community?
- Why is listening actively a sign of humility?

9 | The ultimate goal of Christian innovation is to invite our people into a new story

- What is the hope we bring to people in their lives?
- How do we help individuals and faith communities reframe their identity and their lives?

10 | Innovative churches help people make spiritual sense of their everyday lives

- In what ways does the church need to "recalibrate" its approaches and practices to help people make meaning?
- What do leaders need to pay closer attention to?
- What should leaders be measuring? Celebrating?



jladoux@vibrantfaith.org



surfacetosoul.org

