



THIS

*“PERHAPS THE MOST SERIOUS  
MISTAKE LEADERS CAN MAKE IS  
TO THROW  
TECHNICAL SOLUTIONS AT AN  
ADAPTIVE CHALLENGE.”*

*Ron Heifetz, Leadership Without Easy Answers*

**Okay, great, but how do you tell the difference?** Basically, a technical problem is one we know how to fix and where to find the answer. We know the expert to call, the steps to take, the plan to put into action. And even if the problem is new to us, others have been there and done that – we can find the answers from them. Adaptive challenges, however, are when we haven’t got a clue. We are steeped in the unknown - the old fixes have been tried and failed. It’s not that we need to do differently, we need to think differently. Our churches are all facing Adaptive Challenges. Sustainability is going to require that we look at our buildings, our programs, our mission - the very heart of ministry through a different lens.

National Capital Presbytery is partnering with PneuMatrix launching a 12-month adventure this Fall to take on Adaptive Change challenges facing our congregations. For more information, contact Karen at [kchamis@thepresbytery.org](mailto:kchamis@thepresbytery.org)

## Three Phases of our Journey

### Assessment. Discernment. Options and Action.

The journey utilizes several tools (MissionInsite report, Presbyterian Foundation Financial Health Assessment, CATscan if applicable) and moves toward a deeper understanding of a church’s context and personal DNA. Action items are brought to light through a “Hackathon” and are measured in terms of spiritual depth, financial capacity and commitment energy.

