

# Congregation as System

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## Session 1-- Introduction to understanding a congregation as an 'emotional system'

What do we mean by the words 'emotional' and 'system'?

How can 'systems thinking' be helpful?

The role of anxiety in a system

Effect on brain functioning

Triggers of anxiety

An anxious congregation

**Reflection Paper after Session 1**

## Session 2-- Leading an Emotional System

Review Session 1

From a systems point of view leadership is NOT....

Key practices of any leader in an anxious system.

How leaders who manage their anxiety effect a congregation

Life-long practice

Emotional and Spiritual Maturity -- Galatians 5

Congregation Council as crucial Immune System

Choosing leaders for a healthy system

**Reflection Paper after Session 2**

## Session 3-- Introducing 'Change' within an Emotional System

Review Session 2

Leadership vs Authority

Two types of change

Leadership as a dance

What can you realistically expect when leading change

Why a clear mission/purpose is essential for change

Crucial role of strategic planning for healthy ministry

**Reflection Paper after Session 3**

## REQUIRED READING

***HOW YOUR CHURCH FAMILY WORKS*** by Peter L Steinke

***A FAILURE OF NERVE*** by Edwin Friedman

## RECOMMENDED READING

***THE PRACTICE OF ADAPTIVE LEADERSHIP*** BY Ronald Heifetz, A. Grashow, and M Linsky