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