

A photograph of a church building, likely Christ Lutheran Church in Somerset, WI, completely covered in a thick layer of snow. The sun is shining brightly from the upper left, creating a significant lens flare effect across the scene. The church has a prominent steeple with a cross on top. The background shows snow-covered hills under a clear blue sky.

**Blizzard, Winter, Ice Age**

**What does this mean for  
Christ Lutheran Church in  
Somerset, WI?**



Northwest Synod of Wisconsin  
Evangelical Lutheran Church of America  
God's Work. Our Hands.

Guide created ‘to help congregations discern and live into a **vital** and **sustainable** future.’

- **Sustainable = resources**
- **Congregational vitality = communities of Jesus that have life-changing relationships with God, each other, and the world.**

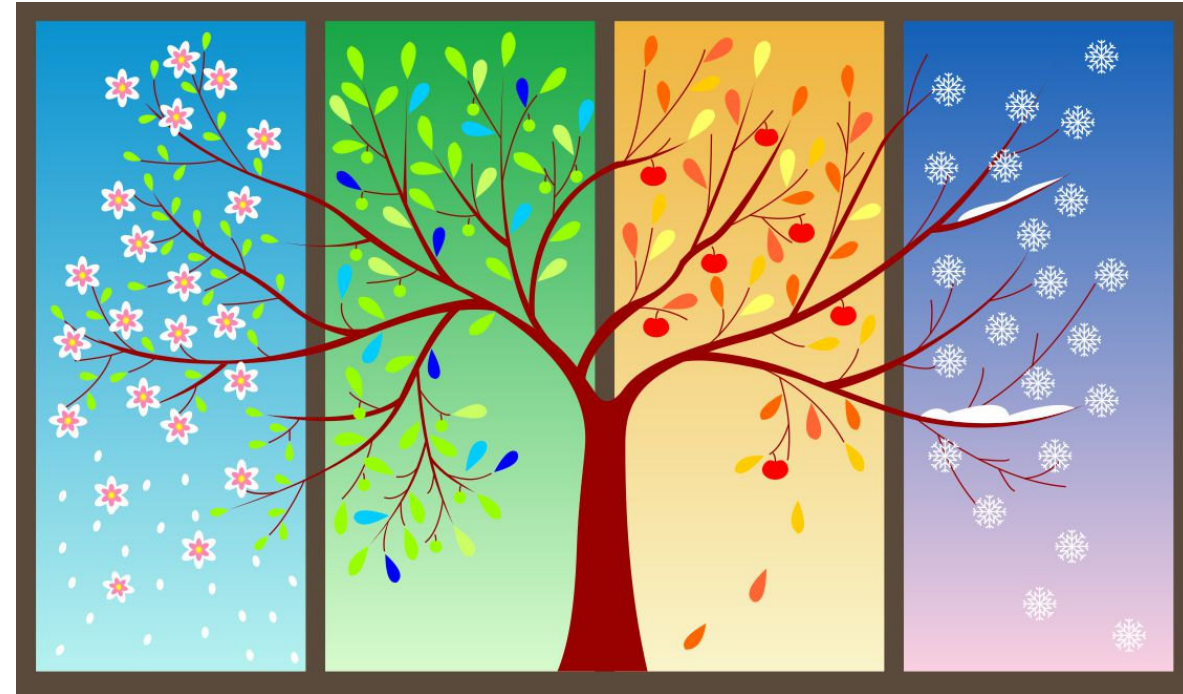
# Holy Conversations

OPTIONS FOR CONGREGATIONS CONSIDERING  
A VITAL AND SUSTAINABLE FUTURE

Northwest Synod of Wisconsin  
<http://nswi.org/congregational-vitality/holy-conversations>

# Why is discernment necessary?

- For everything there is a **season** (Ecclesiastes 3:1).
- Discerning the season of a congregation's life is a crucial step both in regard to vitality and sustainability.
- **It is important to prayerfully discern what direction God is calling our congregation.**



# Holy Conversations Guide

## Congregational Discernment Process

- History Exercise: Remember and retell the church history
- Percept: Report that provides population data and trends
- Mapping Community Assets: Engages the congregation in rediscovering their immediate community
- Listening work: What is God calling us to do?

A stylized graphic of a city skyline with white buildings against a light blue sky. The words "LEAD LIKE" are written in blue, outlined letters across the middle of the skyline. Below the skyline, the word "JESUS" is written in large, white, outlined letters on a dark blue background.

LEAD LIKE

JESUS

**Change and the Church**  
**Rev. Laurie Skow-Anderson**

# Lead like Jesus

**Servant**-John 13: Footwashing

**Shepherd**-John 10: Good Shepherd

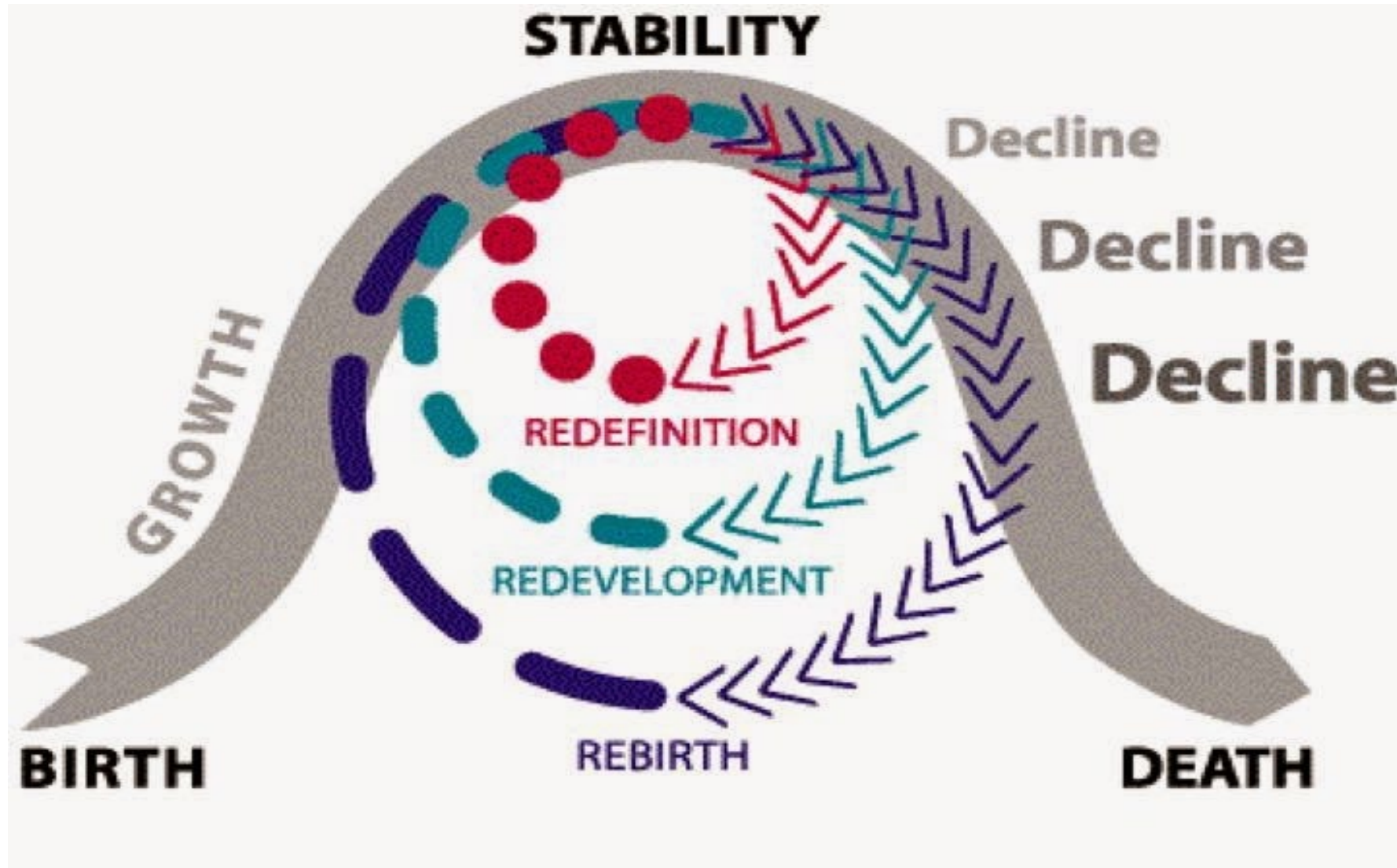
**Humility**-Phil 2: Humbled himself

**Relationships**-Matthew 22: Love

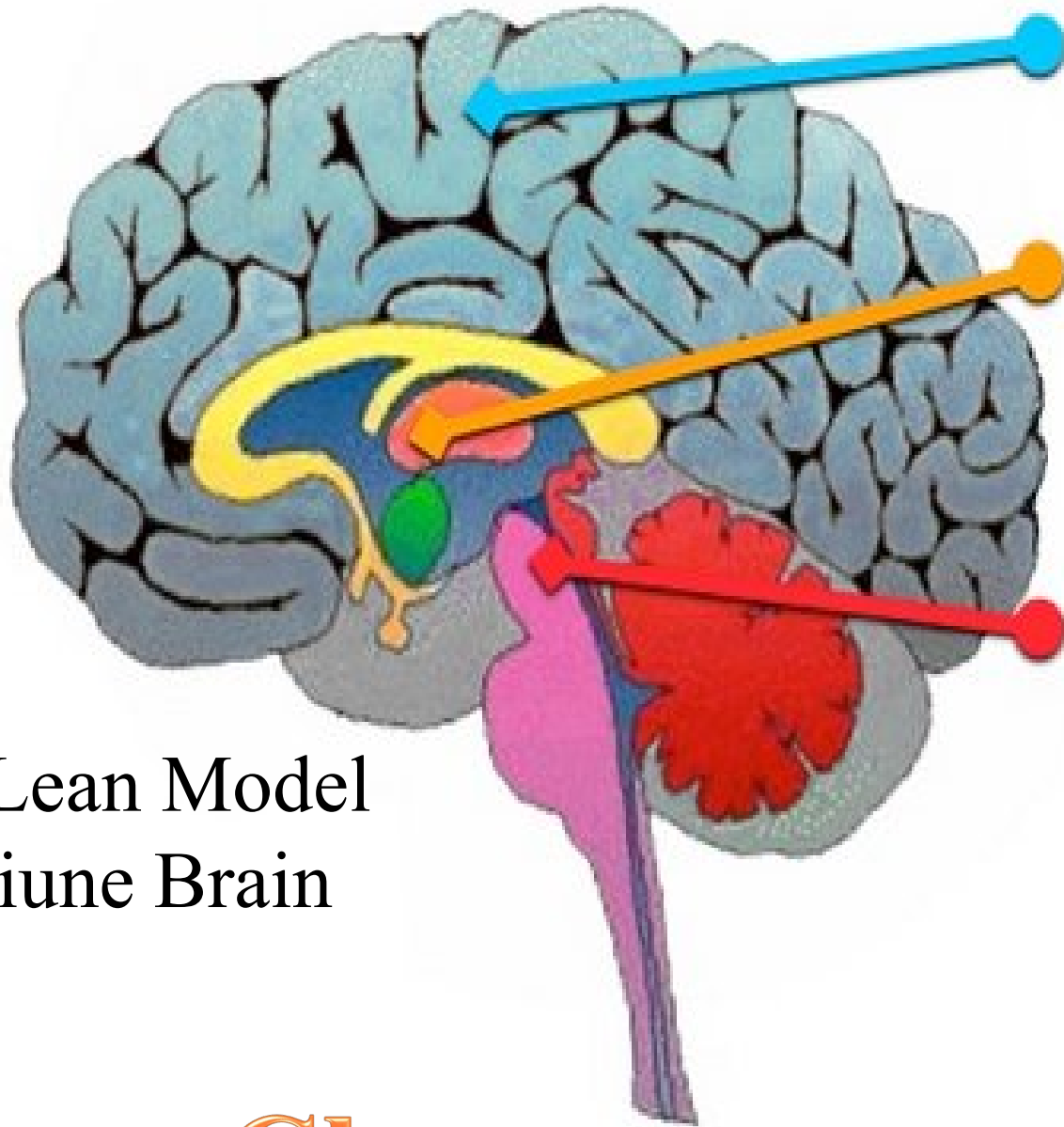
Love God, Love Neighbor

**LISTEN**—**LEARN**—**LEAN IN**—**LEAD**

# Why in God's name would we want to change?



Congregational Life Cycle - Leading in Times of Change



**Neocortex:**

Rational or Thinking Brain

**Limbic Brain:**

Emotional or Feeling Brain

**Amygdala**

**Reptilian Brain:**

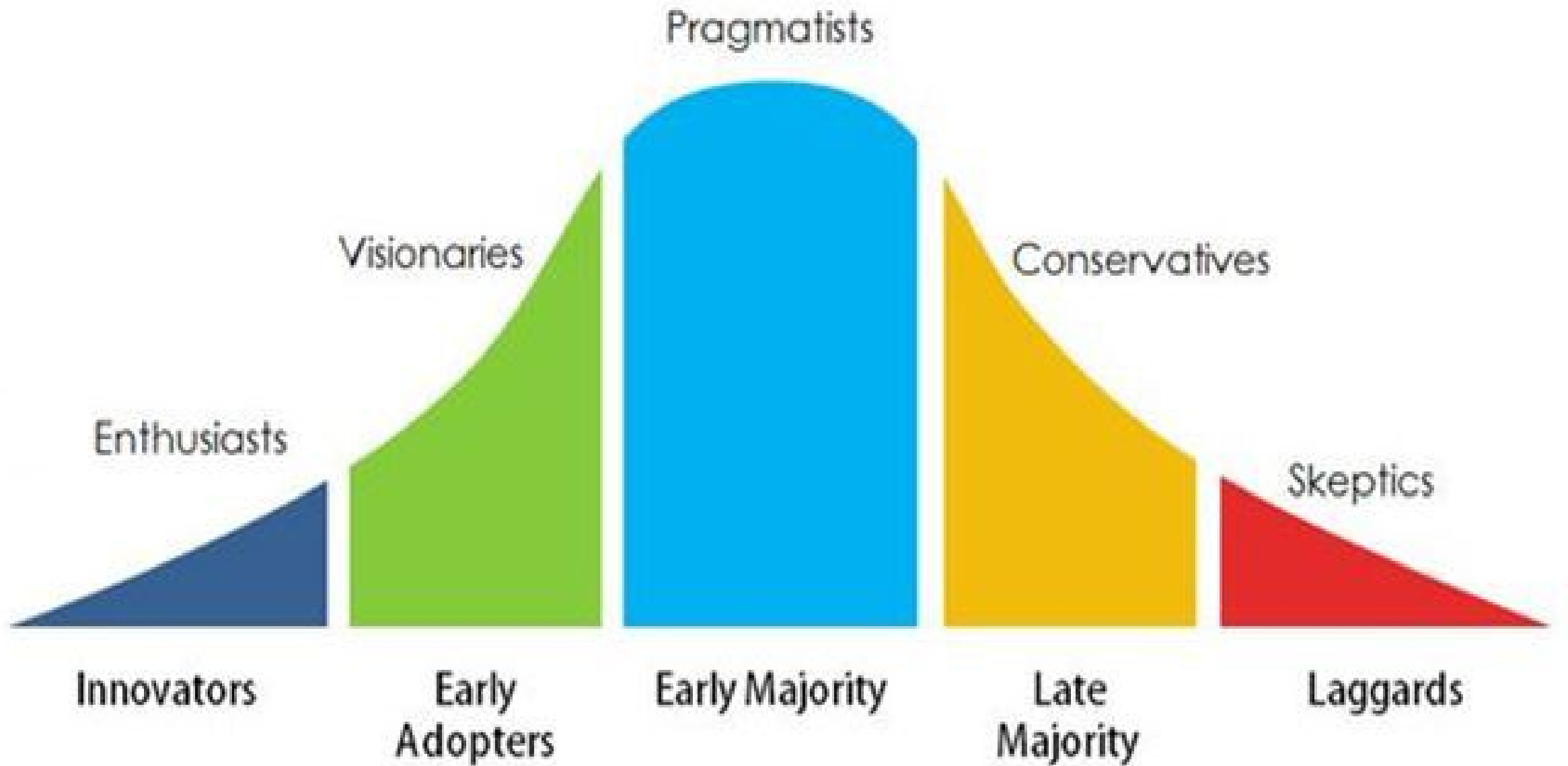
Instinctual or Dinosaur Brain

MacLean Model  
of Triune Brain

**Change causes anxiety**



# Some adapt to change more quickly than others



# 1 Corinthians 15 (NRSV)

## The Resurrection of Christ

<sup>1</sup> Now I would **remind you**, brothers and sisters, of **the good news** that I proclaimed to you, which you in turn received, in which also you **stand**,<sup>2</sup> through which also you are being **saved**, if you **hold firmly** to the message that I proclaimed to you—unless you have come to believe in vain.

<sup>51</sup> Listen, I will tell you a mystery! **We will not all sleep but we will all be changed,** <sup>52</sup> in a moment, in the twinkling of an eye, at the last trumpet. For the trumpet will sound, and the dead will be raised imperishable, and we will be changed.

<sup>53</sup> For this perishable body must put on imperishability, and this mortal body must put on immortality.

58 Therefore, my beloved, **be steadfast,**  
**immovable,** always excelling in the work of  
the Lord, because you know that in the Lord  
your labor is not in vain.

A photograph of a church in a snowy, mountainous landscape. The church has a simple, rustic design with a cross on top of its roof. The sun is shining brightly in the sky, creating a lens flare effect. The overall scene is serene and peaceful.

**Blizzard  
Winter  
Ice Age**

*Imagining ministry  
beyond survival*

**Adaptive Leadership during  
the Coronavirus Pandemic**

What do these  
3 things have in  
common?



1. Dairy Queen  
Treats



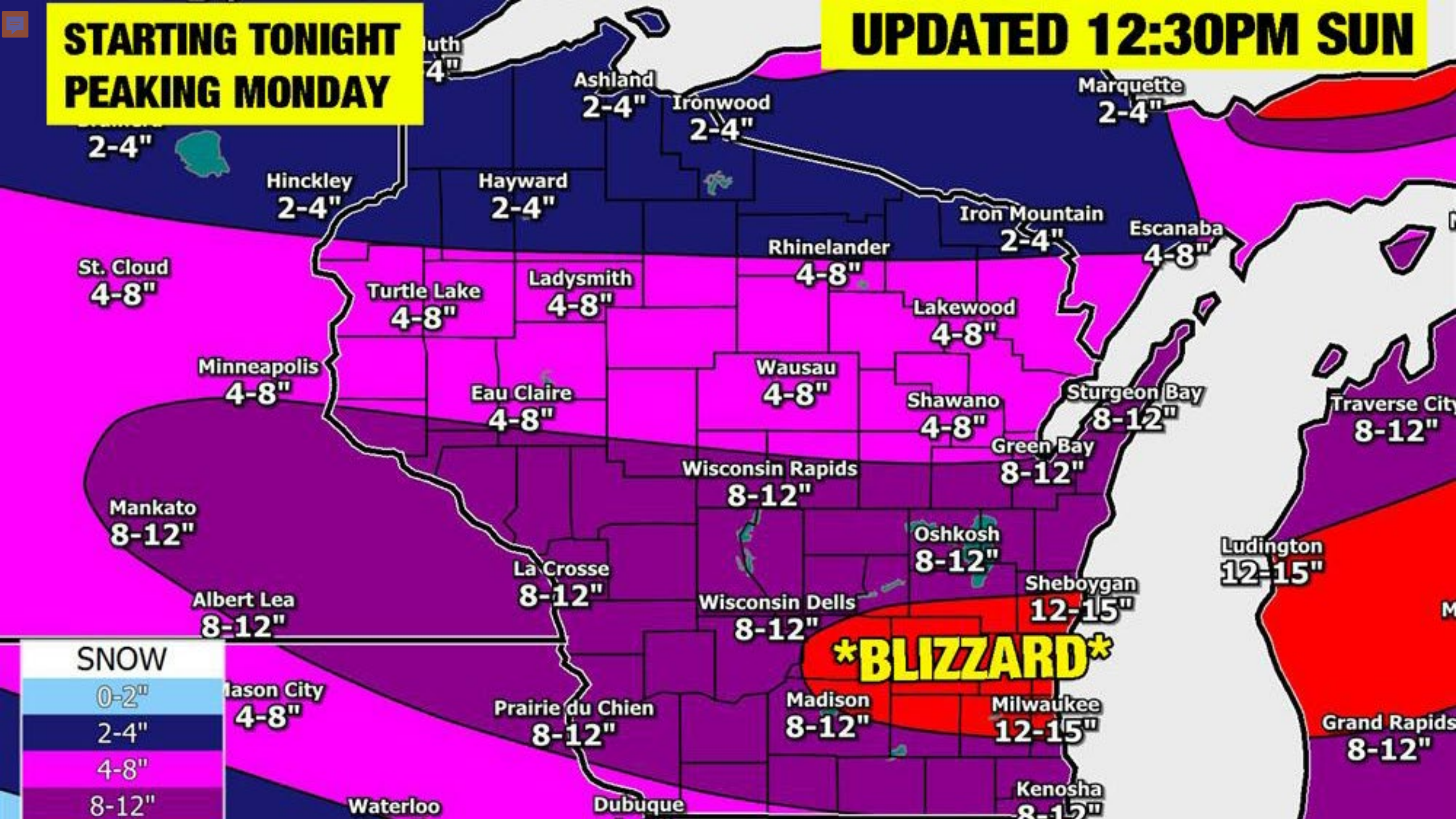
2. "Always \_\_\_\_\_  
Never Christmas"  
The Lion, the Witch  
and the Wardrobe



3. 2002 Animated  
Film: \_\_\_\_\_

**STARTING TONIGHT  
PEAKING MONDAY**

**UPDATED 12:30PM SUN**





# **Blizzard Winter ICE AGE**

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**Adaptive Leadership  
during the Coronavirus  
Pandemic**



	<b>BLIZZARD</b>	<b>WINTER</b>	<b>ICE AGE</b>
<b>How long does it last?</b>			
<b>What do you do during it?</b>			
<b>How do you prepare for it?</b>			
<b>What do you do when it is over?</b>			



	<b>BLIZZARD</b>	<b>WINTER</b>	<b>ICE AGE</b>
<b>How long does it last?</b>	A day or two	4-5 months	? Generations
<b>What do you do during it?</b>	Stay home, get to a safe place, play cards, puzzle	Hunker down, hibernate, winter sports	? Adapt or die
<b>How do you prepare for it?</b>	Gas for the snow blower, stock up on food for the week	Gas up snowblower, winterize boat, car, split wood, preserve food	? Die or move south
<b>What do you do when it is over?</b>	Shovel out and go back to work as usual. <b>ENDURE</b>	Celebrate, spring clean, plant fields, gardens, cycle of life repeats <b>PLAN NEXT SEASON</b>	? Watch ice melt <b>FIND NEW WAY</b>



**As leaders, we must:**

- **React swiftly to the blizzard already upon us**
- **Pivot to survive the winter**
- **Reimagine our church to outlast the rigors of a possible little ice age.**

A photograph of a person standing on a rocky outcrop, looking out over a vast, blue-tinted glacier. The glacier is composed of many large, jagged icebergs and is surrounded by dark rocks. The person is wearing a light-colored shirt and dark pants. The text is overlaid on the image in a yellow, serif font.

**You are not in the same business today as you were in February 2020.**

**This is NOT just some blizzard you can wait out.**

**If you want to carry out your mission, you have to consider radical innovation.**

# What do you do during a blizzard?

## Play cards

- 1 Who you are (identity):
- 2 Who you serve:
- 3 Why you serve them:
- 4 What you do to live out your identity:
- J How you do it:



# Play the cards you have

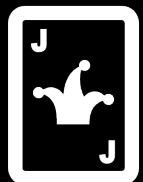
- 1 Who you are (identity):  
Christian, Lutheran, Historical identity
- 2 Who you serve:  
Context for ministry, neighbors, needs
- 3 Why you serve them:  
Sense of call, purpose in God's mission



# Discard and Draw a new card, new strategy

♠️ 4 What you do:

To live out your identity, serve others, and accomplish your purpose in God's mission



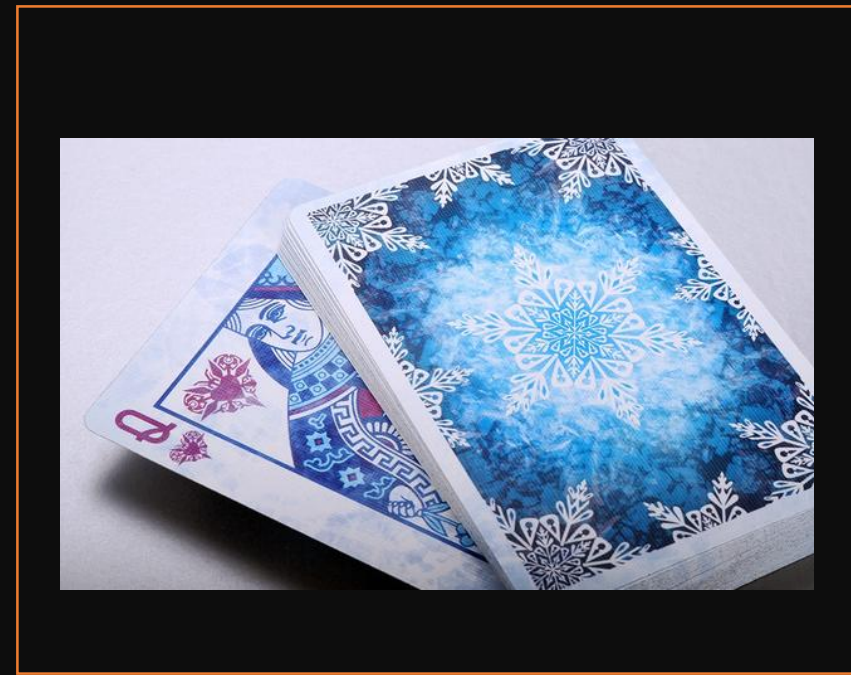
How you do it:

Actual day-to-day operations, strategies to move forward



**To address the long winter or little ice age, 1-3 change some, 4-5 need to be reimagined and require radical innovation**


- 1. Who you are (identity): Christian, Lutheran, History**
- 2. Who you serve: Context for ministry, neighbors, needs**
- 3. Why you serve them: Sense of call, purpose in God's mission**
- 4. What you do to live out your identity: Serve others and accomplish your purpose in God's mission**
- 5. How you do it: Actual ministries, tools, activities, staff, budget you use to accomplish #4**



**Discard  
#4 and #5**





 <b>Your church</b>	<b>Feb 2020</b>	<b>Jan 2021</b>
<b>Who are we? Christ Lutheran Church</b> is a Christian Church and Lutheran witness to Jesus Christ in Somerset, WI <span style="float: right;">①</span>		
<b>Who do we serve?</b> Describe the neighborhood and context for ministry <span style="float: right;">②</span>		
<b>Why do we serve them?</b> Purpose in God's mission is to... greatest commandment, great commission, great vision Mt 22,28; Rev 22 <span style="float: right;">③</span>		
<b>What do we do?</b> We provide the following gospel-based ministries: <span style="float: right;">④</span>		
<b>How do we do it?</b> Who does what? Describe your leadership teams, tools, staff, activities, budget. <span style="float: right;">⑤</span>		



# Rev. Louise Johnson – President Wartburg Theological Seminary on Church Leadership

## ➤ Let go of the immediate and important to tend to the impossible so that the gospel will thrive

- Find trusted partners
- Don't do everything
- Try new things
- Be quick
- Crisis reveals the rot and in it is the seed for new life
- Lean into God's resurrection power, give God the power you don't have
- Close the gap between where you are and where God is calling you to be

# Reflection Questions

1. What exciting thing has God done in your midst in the last year?
2. Where is your congregation afraid?
3. What is your dream for your congregation?