

The Unglued Church – Adaptive Change Advisers

Adaptive Change Advisers will be assigned to a congregation for an on-the-job year of training in Adaptive Change Leadership. For a 12-month period, the adviser will meet with and help guide their assigned church toward a decision about the nature of its future.

Emotional intelligence, adaptability, intuition, a clear sense of boundaries, and the ability to reside in the unknown for extended periods are all crucial qualities for an Adaptive Change Adviser. Adaptive Change practices require radical contextuality, clear honesty and transparency, as well as a high tolerance for risk and failure. It is hard, often intense and very rewarding work.

Eight advisers will be selected to participate in the first cohort cycle of the Unglued Project. Individuals who participate will receive a stipend and be reimbursed for mileage expenses at the presbytery rate. All study materials will also be supplied.

Any **teaching or ruling elder** within New Castle Presbytery may apply for this position. If your own congregation is going through the Unglued Church process, you can be an adviser, but you will not be assigned to your church. If the number of applicants exceeds the number of available spots in the initial cohort cycle, the Ignite Team (in consultation with COMC) will make the final selections.

The Adaptive Change Advisers will:

- Participate in all large group gatherings with other churches and advisers in the cohort.
- participate in a 2-hour monthly gathering with your church team (ideally, on-site at the church)
- participate in a 2-hour monthly cohort meeting with the other advisers and the Unglued Church consultants, building adaptive change skills using a modified case study approach
- receive training on how to use demographic studies (MissionInsite or Percept) to help church leadership achieve a deeper understanding of the community they serve
- receive training in use of Appreciative Inquiry and other tools to develop an assessment of congregation's history, energy level, as well as capacity for transformative, adaptive change.
- receive materials and training in order to lead spiritual discernment sessions with church leadership team
- receive ongoing coaching from Unglued Church consultants via Zoom/conference call and onsite visits
- make one informal roundtable presentation to the cohort about your engagement
- write a short case study summary of your engagement at the end of the project

After you have completed your training in the initial 12-month cycle, **it is expected that you will be available to work with a church within the presbytery on a new engagement of adaptive change discernment for an additional 12-month period.** Compensation for these assignments will be determined by the Ignite Team in consultation with appropriate presbytery entities.
