



July 9, 2020

Presbytery News



JUL WEEK 3	MONDAY 13 3:30 pm Presbytery Staff Meeting	TUESDAY 14	WEDNESDAY 15 1:00 pm Weekly Zoom Forum	THURSDAY 16 9:00 am COM Meeting by Zoom 4:30 pm B&F Meeting by Zoom 4:30 pm Council Reports and Motions due
	FRIDAY 17	SATURDAY 18	SUNDAY 19	NOTES:

Catch up on what happened at General Assembly!



from **Lament to Hope**
Lamentations 5:20-21

Good News! If you were unable to view the Live Streams as General Assembly was happening you can click below to watch the recorded ones!

[Watch GA224](#)

New Worshiping/Church Vitality Committee

A series of articles on the 7 Marks of a Vital Congregation.

In this time of both acute and chronic changes that our churches and greater world are experiencing, our churches have to discover new ways of adapting to our changing contexts in order to grow in health and vitality. However, this adaptation doesn't just happen, but rather it requires leadership to be adaptive as well. This is because the problems and struggles we are facing as church leaders now are not the same as they have been in the past. Whereas much of the change we worked through in the past was technical, the change that we are now facing is adaptive in nature. The characteristics of "technical" and "adaptive" are laid out in the table below:

Technical Change	Adaptive Change
Known solutions	Unknown solutions
Mostly low risk challenge	Risk involved
Maintains status quo	Disrupts status quo
Within skillset of organization/leader	Unknown skillset (need to learn new things)
Within culture of organization	Must change hearts and minds
Call or delegate	Unpredictable
Visible outcome	Unknown outcomes
	Involves loss
	Induces resistance
	Emotional responses induced

Taking your computer to a technician to get fixed is an example of a technical change. The technician knows about the computer, takes out the damaged parts, and replaces them with new parts that work. Learning how to use Facebook or Zoom on your computer is an adaptive change. You have to learn something new, adapt to a new way of communicating, and the impact this change will have on you is unpredictable. Adaptive changes are often times more complex than technical changes because adaptive change is always made up of technical and adaptive components.

You may see this in your church right now. Maybe your church is removing ministries to fit within a shrinking budget, have canceled some programs due to the pandemic, or replacing aging hardware in your church; these are all technical changes your church is working through. At the same time however, your church may have transitioned from in-person to online worship, be exploring the changing dynamics of your church's surrounding neighborhood, or exploring how to be more engaged in your surrounding community; all of these are more complex adaptive changes.

As you can probably see, it takes different approaches to leading through technical and adaptive changes. While leaders can rely on what they already have to navigate technical change, leaders have to be adaptive themselves in order to navigate adaptive change. In particular, there are "5 Normative Practices" that adaptive leaders develop that help them navigate adaptive change more successfully with their organization (and churches):

5 Normative Practices of Adaptive Leadership

1. Practice courage—It takes courage to take-on adaptive changes
2. Use yourself as data—If you have a feeling or question, someone else does too.
3. Track interventions—Keep track of small actions taken in times of need
4. Name the elephants—Unspoken things that need to be said
5. Share responsibility—Everyone is responsible for success/failure

If we want our churches and presbytery to be healthier and more vital in this time of adaptive change, we will need to develop these 5 practices of adaptive leadership until they become habits that we practice without even thinking about it. They may not make the changes we are going through easier, but they will help us to navigate the adaptive changes that lie before us and bring us to the health and vitality that lies beyond—as growing in all 7 marks of a vital congregation require going through adaptive change. You can learn more about adaptive change and adaptive leadership in *The Practice of Adaptive Leadership*; by Heifetz, Grashow, and Linsky. If you have any questions or need support, you are welcome to reach-out to us.

On behalf of the New Worshipping Communities and Vital Congregations Committee,
Zac Wolfe
FPC Beatrice

Homestead Church Technology Upgrade Grant

Homestead Presbytery, through the Program and Grants Committee, is offering Technology Upgrade Grants of up to \$1000 to congregations who demonstrate need and vision. During this time of the coronavirus pandemic we seek to assist and support those congregations who would like to upgrade their technology to facilitate new models and platforms for worship and congregational gatherings.

Below you will find two versions of the Grant application. One is a fillable PDF form that you can download and just type in your responses and e-mail back the form; the second form is a word document if you prefer to print and hand write your application.

[Fillable PDF Grant Application](#)

[Word Doc Grant Application](#)



Omaha Presbyterian Seminary Foundation
Opening Doors to Brighter Futures

Stepping Into Leadership

OPSF is offering fully paid scholarships for the July online

Adaptive Leadership series.
Stepping Into Leadership
Wednesdays in July from 4-5 pm (central) via Zoom

[Scholarship Application](#)



2020 Racial Ethnic Student Scholarship

The Racial Ethnic Scholarship Fund is an educational assistance program designed to encourage Racial Ethnic students to complete their college education and graduate with an academic degree to prepare for life-long employed, elected or volunteer service.

Funds for this program are provided by the Committee on Racial Ethnic Ministry, Synod of Lakes and Prairies, Presbyterian Church (U.S.A.)

Deadline to apply: September 30th

[Scholarship Application](#)



Pandemic Support Grants

Recognizing that the COVID-19 pandemic could materially diminish income streams and threaten staffing and ministries across presbyteries, churches and camps, the Synod has identified approximately \$251,000 to date which can be used to support the staffing needs of affiliated organizations. \$104,000 of these funds were made available in the form of a new Pandemic Support Fund from revenue streams that would otherwise have supported the Synod's own personnel budget. It is intended that loan funds from the federal Paycheck Protection Program will enable the Synod to avoid staffing reductions itself.

Grants will be offered on the basis of need within three organizational segments:

- Churches whose vitality would be threatened by disruption to staffing and ministry programs;
- Churches and ministries in need which serve historically marginalized communities; and

- Camps, particularly as they seek to maintain programs staffed by college students.

[Complete Grant Directions & Applications](#)

The Art of Transitional Leadership

Learning Ministry Skills for Today's and Tomorrow's Church Pastors, Staff, COMs and Congregational Leaders



October 11-15, 2020

Christ the King Retreat Center in Buffalo, Minnesota

Whether it is a change in leadership or a changing community, leading a congregation through change is both challenging and rewarding. It takes knowledge, skill, resilience and spiritual strength to navigate the waters of change in a way that leaders and congregations thrive. This training is for individuals who are considering ministry in temporary settings (as an interim, transitional or designated pastor) or are experiencing ministry in these transitional times. It satisfies Week 1 requirements for those who wish to be Interim Pastors.

Note: This event will be held. We will decide by the of July whether it will be in person (our hope) or online. The retreat center has instituted pandemic guidelines for physical distancing, masks and hand cleaning that all participants will be expected to follow. They will be sent out in early August if we can meet face to face.

[More info & Registration](#)

Weekly Homestead Zoom Forum



WEEKLY ZOOM FORUM

FAITH, NOT FEAR.



Click the video above to watch yesterday's Zoom forum. They happen weekly on Wednesday's at 1pm. Click the link below to register. You will receive a confirmation e-mail from Zoom with the link to connect to the meeting.

[Register now!](#)

Weekly Prayer Requests

York

Prayers are requested for the well being and prosperity of the York congregation. May they continue to grow as a caring and nurturing Christian community, as well as individuals, focusing on prayer, Bible study and worship.

Homestead Presbytery

840 S. 17th Street, Lincoln, NE 68508

Monday-Thursday 9:00am-4:00pm

Friday 9:00am-12:30pm

Office: 402.474.0612

Interim EP: 803.556.3355

Stated Clerk: 402.217.3684



