

# The Art of Intervention: The Fine Tuning of Discerning Church Leadership Issues

Developing your leadership instincts

## Introduction:

- Jesus was the master of discernment
- The difference between Great & Good is discernment
- Must be able to SPOT what others miss
  - Spiritual Sensitivity
  - Snapshot
  - Patterns
  - Out of Ordinary
  - Trends

## SPIRITUAL SENSITIVITY to a Spiritual Reality:

- Ephesians 6.10-13
  - Prayer
  - Time of Listening
  - Experience to affirm
  - Spiritual Gift
  - Journaling

## SNAPSHOT:

Examples:

Exercise:

- WHAT is happening?
  - Observe what is happening with all six senses
    - Everything is important. Do not filter out anything. Look, smell, feel...
    - Be able to carry on 2 separate activities.
      - Listen to who you are talking to while at the same time be aware of what is happening around you. (take a snapshot)
      - Be conscious of what is going on behind you...(listen)
      - Identify what you are smelling
  - There must be a schema to fit information.
    - Therefore must read widely on church health (from different perspectives)
- Why is it happening?
  - Everything has a cause
    - Not to understand why, just ask the question of yourself...let it cook
- Suspended Judgment

## PATTERNS:

Examples:

- Look for consistent patterns of behavior or attitudes
- What do you expect given what you have learned through snapshot
- What are your expected outcomes
  - This is where the culmination of your “learning” from reading widely and experience comes to fruition.
  - Expected results or outcomes of behaviors or attitudes
- Develop pictorial or graphical patterns in your head
  - DiSC, Leadership Style, Culture as an example
- Prior knowledge is critical at this stage...develop schema
  - Must learn books, movies, podcasts
  - Can not know too much
  - The more experience, the better
- Good to understand your own bias, issues and agenda
  - Therefore understand yourself
  - Self awareness

OUT OF ORDINARY events, behaviors, or attitudes:

*Discernment 1.0-Present oriented*

Examples:

- WIB Beverage-The art of scientific investigation
- What does not fit into expectations given the patterns observed?
- What are you surprised at?
- What is out of place?
- Identify inconsistencies
- Do gut check, listen to what you are sensing
- Again this is where a priori learning is critical
- This may be in an organizational area or with people

TRENDS:

*Discernment 2.0-Future oriented*

Examples:

- Identify what caused the patterns to develop
- Identify where the present will lead
- Trends of variables
- This may be in an organizational area or with people

This allows you to have the maximum input in order to make intervention recommendations...

Action Steps:

Read Widely  
Reflect Deeply  
Journal Intensely

Observe Greatly  
Pursue Instincts

Obstacles:

Self-consumed  
Personal issues  
Agenda focused  
Lack of prior learning  
Under pressure