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IDEAS AND INSIGHTS FOR ACTIVE CONGREGATIONS

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COULD LACK OF CURIOSITY KILL THE CHURCH?

The proverbial expression that curiosity killed the cat highlights the danger of probing the unknown. However, the original phrase means something entirely different—that care or worry could wear out nine cat’s lives.¹ Even early Christians gave caution about excessive inquiry, believing that curiosity was corrosive to the soul. Saint Augustine wrote, “God fashioned hell for the inquisitive.” But can too little curiosity hurt the church?

What Is Curiosity?

Lack of information motivates some people to ask questions in order to fill in their knowledge gaps. Curious people have a passion for knowing more, expanding learning, and solving problems. They are the ones who ask the most penetrating questions. Curious individuals possess a powerful drive to make sense of the world.

We think of children as curious about anything new. According to Ian Leslie, author of *Curious*, the attraction to anything novel is different from the kind of disciplined curiosity seen in creative adults.² Leslie calls this deeper, more effortful and mature type epistemic curiosity. These curious adults possess a strong desire for knowledge and understanding, which motivates them to learn new ideas. They relish problem solving. He also describes another linked form, empathic curiosity, where individuals exhibit great interest in the thoughts and feelings of other people.

Psychologists discovered that curiosity levels vary across individuals. A curiosity measure, the need for cognition (NFC), reveals that many people reach a comfortable level of knowledge and feel no push to learn more. Leslie believes that our access to easy answers led us to forget how to ask questions—what he terms the Wikipedia problem.

Is there an equivalent NFC measure for congregations and their leaders? And, if so, how would your congregation measure up? Ultimately, are churches that reject curiosity also rejecting viability?

What Are the Traits of a Curious Congregation?

A curious congregation is never satisfied with the status quo. While some churches get stuck in their misconceptions, curious churches focus on what is unfolding before them. They are the first to recognize that God is at work and see their holy ministry partnership in the church and community. Unfortunately, success often makes church leaders less curious because if it’s not broken, why fix it?

Curious leaders are less concerned about rules and appearances than with what works. Although these leaders take the long view, they do not find the present boring. Rather, the details of current ministry efforts generate more opportunities to expand learning and experimentation.

Truly curious churches experience frustration at their information gaps and that fuels their desire to learn more. Leslie writes that we have an unlimited ability to ignore our ignorance. Some congregations practice strategic ignorance because lack of knowledge requires no action. The first step toward cultivating curiosity is to become



PASTOR TED REALIZED HE HAD A CURIOUS CONGREGATION WHEN THE QUESTIONS BEGAN DURING THE ORGAN PRELUDE.

aware of how much is still unknown. And real curiosity requires considerable effort and time. Unfortunately, congregations are prone to social loafing—what Leslie defines as the widespread tendency of individuals to decrease their own effort when working collaboratively.

Curious congregations demonstrate empathic curiosity. They respect feelings and place a high value on being a caring community. Therefore, empathically curious churches project positive impressions to the community. They are opposite from those churches known as “fighting and firing churches.”³ Non-empathic churches treat the pastor and staff poorly, ignore fair processes, and seem unwilling to stop a few members from accumulating inappropriate power. Too many of their members see the church in a possessive light—as a place to get *their* needs fulfilled.

Curious congregations develop skills in turning puzzles into mysteries. The internet creates an illusion that every question has a definitive answer. However, Leslie makes a distinction between puzzles and mysteries. Puzzles get clear answers and begin with questions like How many? and Where? Mysteries ask the more complex questions, which cannot be answered definitely. The curious church realizes that there are many things we cannot know. They work within these parameters to make continuous, and constantly changing, improvements instead of singular improvements for the short term.

Finally, curious congregations are willing to make choices. Fear and anxiety kill curiosity and keep churches locked in place. Curiosity can be more powerful than courage in the face of obstacles. Organizations that are fascinated by what they don't yet know are the least likely to be caught off guard by change.

Ask the Big Why

Beginning in the 1930s, social scientists moved away from asking *why* people behaved in particular ways and instead studied what they could observe people doing. These behaviorists took pride in the accumulation of objective observations without the subjective taint of invisible motivations. A more recent phenomenon is the perceived power that Big Data made possible by the processing of massive amounts of information. Proponents of data believe that numbers can speak for themselves.

One example of Big Data usage, the Failed State Index, was designed to measure and predict the states around the world close to collapse. Despite drawing from 130,000 data sources, the index did not predict the Arab Spring in 2012. Only experts with in-depth

knowledge of the region's history, culture, and needs could provide insight into *why* the events unfolded.

A curious congregation is always composed of people with deep faith, relationships, traditions, and history. Their willingness to dig deeper and ask *why* questions yield the most profound insights. Most questions tend to be the type where answers fit neatly. However, if the right question isn't asked, an insightful answer has nowhere to go.

Some Curious Questions

Even while many may still believe the current implication of the phrase curiosity killed the cat, the retort, and satisfaction brought him back, has also gained popularity. This reply takes back the original meaning and highlights the importance of asking curious questions. Below are just a few examples of questions that curious congregations can ask. How will your congregation respond?

- What congregational activities and programs are going well? Why is that the case? What activities and programs do we wish were more effective? Why are they less effective?
- Thinking about your current and previous pastors, what leadership approach seemed to fit your church best? Why do you think that approach was most effective at that time?
- What are the congregation's core values that help explain members' motivations and behaviors? What process is the church using to examine and transform desired values into core values?
- Is our congregation a neighborhood church where most worshipers live nearby or is it a non-geographical congregation, drawing worshipers from a wider area? Why do we believe we are called to serve in this location?
- If our church leaders could travel back in time to twenty years ago, what message would they deliver to those in our congregation? Would those earlier leaders listen and act on that message? Why not?
- Will the passage of time expand or contract our church's attractive options? Why?

1. <http://www.phrases.org.uk/meanings/curiosity-killed-the-cat.html>.

2. Material drawn from Ian Leslie, *Curious: The Desire to Know and Why Your Future Depends On It* (New York: Basic Books, 2014), whose work describes curious individuals.

3. Thom S. Rainer, “Nine Traits of Mean Churches,” <http://thomrainer.com/2015/03/23/nine-traits-mean-churches/>.