

LEADERSHIP TIPS

A publication of
Leadership Development and Church Ministries
Open Bible Churches
Compiled by Dr. Paul Leavenworth

Fall-Winter 2003

LEADERSHIP

Leadership Quotes – Lifelong Learning and Leaving a Legacy _____

“For we know in part and we prophecy in part, but when perfection comes, the imperfect disappears... Now we see but a poor reflection as in a mirror; then we shall see face to face. Now I know in part; then I shall know fully, even as I am fully known.”

I Corinthians 13:9-10, 12, NIV

“When I was learned, I thought that all knowledge was a form of power. Now that I am a learner, I suspect much knowledge is a form of weakness.

“When I was learned, life was knowledge about God. Now that I am a learner, life is knowledge of God.

“When I was learned, mission meant, ‘go to give.’ Now that I am a learner, mission work is becoming pilgrimage: mission means ‘go to learn.’

“When I was learned, my life revolved around what other people thought about me. Now that I am a learner, my life revolves around what I think about myself and what God thinks about me.

“When I was learned, I imagined myself as the church’s resident ‘know-it-all.’ Now that I am a learner, I am more willing to admit that I do not know everything.

“When I was learned, I was always trying to speed things up. Now that I am a learner, I am always trying to slow things down, even when [the circumstances of my] life are speeding up.”

Leonard Sweet, theologian and writer

“One of the true means of leaving an on-going legacy is to put one’s values, ideas, dreams in the lives of folks in such a way as to empower them. They in turn will empower others.”

J. Robert Clinton, teacher and mentor

“And the things you have heard me say... entrust to reliable men [and women] who will also be qualified to teach others.”

II Timothy 2:2, NIV

LEADERSHIP DEVELOPMENT

Avoiding Burnout – 10 Warning Signs of Burnout

1. Inconsistent devotional life (loss of sense of presence and peace of God)
2. Inability to manage daily schedule (regularly working more than 8 hour days)
3. Inconsistent day off (at least once per week)
4. Lack of recreational interests and regular exercise (2-3 times per week)
5. Frequent fatigue, discouragement, depression (prone to sickness)
6. Lack of enjoyment in life and ministry (frequent thoughts of quitting)
7. Frequent friction with spouse and children (easily frustrated and angry)
8. Frequent friction with boss and staff/co-workers (easily impatient and judgmental)
9. Growing number of uncompleted tasks, projects (unkept appointments and commitments)
10. Disconnection relationally with mentor(s) (lack of accountability)

Honestly and prayerfully evaluate yourself. Have someone else who knows you well evaluate you. If you identify:

- 0 – 2 of the warning signs, you are probably OK. Make sure that you are guarding and maintaining your intimacy with God.
- 3 – 6 of the warning signs, you are probably in DANGER. Evaluate honestly and take remedial action necessary to regain intimacy with God.
- 7 – 10 of the warning signs, you are probably in CRISIS. Stop what you are doing ASAP (even if it means resigning), get help, and take whatever remedial action necessary to regain intimacy with God.

Avoiding Blowout – 10 Warning Signs of Blowout

1. Secret life involving fantasy and behavior (eventually leading to bondage)
2. Justification of behaviors as personal “rights or liberties” (at the expense of living a life above reproach)
3. Inconsistent devotional life (loss of sense of presence and peace of God)
4. Lack of accountable relationships (unteachable and/or surrounding yourself with “yes” people)
5. Insistence of having your own way (dogmatic, argumentative, unwilling to compromise on “non-essentials”)
6. Pragmatic approach to life and ministry (the end justifies the means)
7. Blaming circumstances and/or others for problems (root of bitterness)
8. Tendency to use people up rather than build them up (viewing people as means rather than the end of ministry)
9. Neglect of primary relationships (spouse, children, key leaders/staff)
10. Dependence on personal power rather than spiritual authority (flesh versus spiritual power)

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Paul Leavenworth, *Staying Well*,
Workshop Notes, 2003

Sabbatical Leaves for Personal Renewal

Sabbatical Informational Worksheet

Resources about Sabbaticals:

1. From web site: www.Parsonage.org – Pastor to Pastor tape PC96H “Vacations and Sabbaticals”
2. Makahiki Ministries – a network of hospitality homes – call 209/966-2988
3. Summer programs at colleges, universities and seminaries – many offer summer classes and allow dorm space to be rented
4. *Leadership Journal* at www.leadershipjournal.net has an article, “How to Get a Sabbatical”
5. Article, “Sabbaticals: Pay Me Now or Pay Me Later” from The Servant, a publication of the Ministering to Ministers Foundation, Inc.
6. A pastor may want to speak with a colleague or a faculty member at an affiliated college or seminary that has taken a sabbatical.
7. Contact The Lilly Endowment Inc. at 317/916-7302 or email at clergyrenewal@yahoo.com

Questions about what to do on Sabbaticals:

1. Be sure that adequate amounts of rest and relaxation are built into it. A good focus would be those activities that refresh you.
2. Include experiences, study and resources during your sabbatical that focus on some of the skill areas you feel need to be developed for you to continue effective ministry.
3. Visit churches that reflect your vision of what the church should be or what you would like for your congregation to look like a few years from now. **Caution:** Do not assume your church will be a mega-church or that becoming one is the next step.
4. Some suggested reading: *They Call Me Pastor*; *Refresh, Renew, Revive*; *The Overload Syndrome*; and *A Guide to Retreat: For All God's Shepherds*.

Questions about funding and length of time for Sabbaticals:

1. Sabbaticals like vacations should be long enough you begin to feel the tenseness of everyday schedules drain from you. That typically begins about the third week.
2. The Lilly Endowment Inc. provides funding both for the sabbatical and to help the church bring in an interim pastor or speakers. (clergyrenewal@yahoo.com)
3. The church could save small amounts for honorarium for speakers while funding the pastor's salary fully. Often, internships or other volunteer sources are willing to contract for work over a specific amount of time. Retired pastors are often a great resource and available at minimal cost to fill in or a faculty member who has no summer courses.
4. Provide the book, *Your Pastor is an Endangered Species* to your board or a pamphlet, “How to Get a Sabbatical” by Jay Beuoy available through The Evangelical Free Church at www.evansville.net/~jbeuoy/.
5. You may want to schedule the sabbatical in sections that total the number of weeks you need for renewal. You may even want to reserve a weekend for several weeks after the sabbatical to allow for reflection on what you learned during your time away.

Pastoral Min. 3/30/01

Transition – When it’s Time to Leave

1. Incompatibility
2. Immobility
3. Organizational transition
4. Stagnation
5. Fatigue
6. Family morale
7. Closings and openings
8. Age

Gordon MacDonald,
“When it’s Time to Leave,” *Leadership*,
Summer 2002

Transition – When Not to Leave

1. When your not in unity with those close to you
2. When your tired or discouraged
3. When your running from trouble

Paul Anderson,
“When Not to Leave,” *Leadership*,
Summer 2002

CHURCH MINISTRIES

How to Successfully Introduce a New Idea

In healthy churches there are five general types of people related to new ideas and change:

Innovators	(2% of typical congregation) – dreamers and visionaries
Early Adapters	(18% of typical congregation) – people who know a good idea when they see it and are willing to give new ideas a chance
Middle adapters	(60% of a typical congregation) – people who tend to react to new ideas (rather than generate them) but are willing to give new ideas a chance if they have some assurance that they will bring helpful change
Late Adapters	(18% of typical congregation) – people who are the last to embrace new idea, resist change; but will eventually go along
Non-Adapters	(2% of typical congregation/higher per cent in unhealthy churches) people who will not adapt to new idea, will resist it, and eventually leave (if they can not stop the change)

Change Dynamics:

1. Realize that not everyone will be happy
2. Some members [may] leave (especially late and non-adapters)
3. The battle is for the middle adapters (60% of the typical congregation)
4. Make early adapters your allies (18% of typical congregation)

Successful Change Characteristics:

1. Introduce the new idea as a way to reach an agreed-upon goal
2. Introduce the new idea as an addition, not a replacement
3. Introduce the new idea as a short-term experiment, not a long-term commitment
4. Include others to enhance congregational ownership
5. Sow seeds of creative discontent with the status quo

Charles Arn, “How to Successfully Introduce a New Idea,” *NET Results*,
July/August 2003

Training Online

The Global Pastors Network (GPN) is developing some excellent training resources in the areas of pastoral skills, pastoral practices, spiritual formations, and Bible knowledge. The GPN web site is www.GlobalPastorsNetwork.org.

Everyone who studies with GPN around the world will be required to complete the 16 core courses. Following is a course list along with the distinguished and learned teachers who have agreed to teach them. These 90-minute courses will be taught in six-minute segments and made available on the web so that they will be only a couple of clicks away from anyone who has a computer and a modem.

PASTORAL SKILLS – To be able to perform effectively and to efficiently achieve pastoral tasks.

Leadership – John Maxwell, The INJOY Group, Duluth, GA

Communication – Leonard Sweet, Spirit Venture Ministries, Morristown, NJ and James O. Davis, Global Pastors Network

Conflict Resolution – Larry Crabb, New Way Ministries, Littleton, CO

Pastoral Care – H.B. London, Focus on the Family, Colorado Springs, CO

PASTORAL PRACTICES – To create and implement a balanced, biblical ministry plan.

Evangelism – Bill Bright and Steve Douglass, Campus Crusade for Christ International, Orlando, FL

Church Growth – Gary MacIntosh, Talbot School of Theology, La Mirada, CA

Discipleship – Kenneth Ulmer, Faithful Central Bible Church, Inglewood, CA

Special Occasions – Tommy Barnett, First Assembly, Phoenix, AZ

SPIRITUAL FORMATIONS – To nurture their own inner spiritual life and to discipline their practical behavior into a godly lifestyle.

Prayer Life – Elmer Towns, Liberty University, Lynchburg, VA

Bible Intake – Kay Arthur, Precept Ministries, Chattanooga, TN

Relationships – Beth Moore, Living Proof Ministries, Nashville, TN

Discipline – Dallas Willard, University Park Campus, Los Angeles, CA

BIBLE KNOWLEDGE – To be able to go to the Bible to find truth and experience it in living ways worth sharing with others.

Bible Survey – Walter Kaiser, Gordon-Conwell Theological Seminary, South Hamilton, MA

Bible Interpretation – Adrian Rogers, Bellevue Baptist Church, Cordova, TN

Bible Doctrine – Ravi Zacharias, Ravi Zacharias International Ministries, Norcross, GA

Study methods – Howard Hendricks, Dallas Theological Seminary, Dallas, TX

Dr. James O. Davis,

Global Pastors Network letter dated July 7, 2003

CURRENTS AND TRENDS

New Wineskins for a New Generation

1. From Senior Pastor to Equipping Pastor

- Senior Pastor – motivates others to help fulfill personal vision; primary planner, decision maker; primary teacher, preacher; may delegate to compensate for weaknesses or to expand ministry base

- Equipping Pastor – fulfills personal vision by identifying, equipping, releasing, and supporting others to be who God wants them to be and accomplish what God wants them to accomplish

2. From Board to Team

- Board – governance/financial accountability managed through elected/appointed group of church members
- Team – vision/ministry generating through cooperating group of gifted, mature leaders

3. From Building to Community

- Building – identity and functionality of church is closely tied to a building and physical plant
- Community – identity and functionality of church is closely tied to relationships and ministries that are jointly valued

4. From Programs to Mentoring/Discipleship

- Programs – activities that are designed to meet the specific needs of specific people
- Mentoring/Discipleship – empowering people to become who God wants them to become and do what God wants them to do through accountable relationships

5. From Size to Multiplication/Church Planting

- Size – health is measured primarily by increase in church attendance
- Multiplication/Church Planting – health is primarily measured by conversion growth and church planting

6. From Male to Male/Female

- Male – church leadership roles are primarily held by men
- Male/Female – church leadership are held by men and women in partnership

7. From Vocational to Bi-Vocational

- Vocational – pastors should be paid full-time ministers whenever possible
- Bi-Vocational – pastors are bi-vocational to stay engaged in the harvest and have strong lay leadership teams

8. From Mono-Cultural to Multi-Cultural

- Mono-Cultural – a congregation is made up of a predominate racial group, age group, and/or socio-economic group of people
- Multi-cultural – a congregation is made up of diverse racial groups, age groups, and/or socio-economic groups of people

9. From Organization/Denomination to Relationship/Network

- Organization/Denomination – identity, functionality, and loyalties are tied to a central or semi-central organization with some common values and goals
- Relationship/Network – identity, functionality, and loyalties are tied to close relationships, shared vision, and common ministry tasks

10. From Formal Training to Non/Informal Training

- Formal Training – church pastors and leaders are trained in traditional models such as Bible colleges and seminaries

- Non/Informal Training – church pastors and leaders are trained in local/mobile church-based discipleship/leadership programs and/or in mentoring/internship/apprenticeship relational programs

Paul Leavenworth, “New Wineskins for a New Generation,”
Message, July/August 2003

Stability in Religious Experience (United States)

	'93	'95	'97	'99	'01	'03
◆ Consider yourself to be a Christian		86%	84%	85%	85%	84%
◆ Go to church with 1000 + adults attending	11%	9%			10%	11%
◆ Absolutely committed to Christian faith		52%	49%	49%	48%	
◆ Religious faith very important	84%	86%	87%	83%	84%	84%
◆ Affiliation with Protestant church	49%	49%	57%	53%	56%	53%
◆ Affiliation with Catholic church	29%	31%	22%	24%	22%	25%

George Barna, Weekly Update,
Barna Update, February 24, 2003

LEADER’S READING RESOURCES

Cordeiro, Wayne. *Doing Church as a Team*, 2001, Regal Books

Cordeiro, a megachurch pastor and graduate of Eugene Bible College (EBC), describes church leadership and ministry from a team orientation. He states that his ideas are not new (Ecclesiastes 1:9, “nothing new under the sun”) but that they are an obedient outgrowth of Jesus’ prayer in John 17:21, “that they may be one; even as Thou, Father, art in me and I in Thee, that they also may be in us; that the world may believe that Thou didst send me.” (KJV) From this premise, Cordeiro describes theologically and practically how he has built a reproducing church of over 8,000 with several church plants and multiple servant leaders being birthed out of it. He describes how he and his team have developed vision and empowered others to minister out of giftedness to encourage growth and expansion. He concludes by describing the 3 C’s of healthy churches as Cause, Community, and Cooperation.

McLaren, Brian. *The Church on the Other Side*, 2000, Zondervan

McLaren, a pastor and network leader of Emergent (www.emergentvillage.org), describes “doing ministry in a postmodern matrix” in this rewrite of his book *Reinventing Your Church* (1998). McLaren describes 13 strategies for “being” the church on the other side of our radically changing culture: 1. maximize discontinuity; 2. redefine your mission; 3. practice systems thinking; 4. trade up your

traditions for tradition; 5. resurrect theology as art and science; 6. design a new apologetic; 7. learn a new rhetoric; 8. abandon structures as they are outgrown; 9. save the leaders; 10. subsume missions in mission; 11. look ahead, farther ahead; 12. enter the postmodern world; and 13. add to this list.

Rumph, Jane. *Signs and Wonders in America Today*, 2003, Vine Books

Rumph, a researcher and writer, describes her own pilgrimage to the supernatural, Biblical guidelines for discerning the true from the counterfeit, and several case studies of signs and wonders. She describes carefully researched and documented stories of God's supernatural ministry in general topic areas: miracles, manifestations, and divine coincidences; healing miracles; dreams, visions, and angel encounters; creative miracles and unusual healings; victory over darkness; and victory over death and dying. Rumph concludes with a chapter on the cost of revival involving God's presence and signs and wonders power.

Wells, David. *God in the Wasteland*, 1994, Eerdmans

Wells, a seminary teacher and theologian, describes how the church in America has been gradually compromised by modernity. He describes from a Biblical and cultural prospective, how the church has gotten to a place where it no longer holds to the truth of the Bible as the final authority in faith and life issues. This is a very academic book, but very helpful for those who want to understand why the church does not seem to have the power to save people and influence culture and will take the time to read carefully.