

Leadership Tips

A publication of
Leadership Development and Church Ministries
Open Bible Churches

Winter 2001

LEADERSHIP

Leadership Quotes

“Leading with a developmental bias is no longer an option for a church which wants to be viable in our new millenium. For any real work of God is just one generation away from passing off the scene as an impactful work of God.”

J. Robert Clinton, Seminary Professor

“Rarely does a second-generation hold the convictions it has inherited with the fervor to its fathers.”

Richard Niebuhr, Sociologist

“Every generation must stand on the shoulders of the previous generation and reach higher.”

Augustine, Theologian

“If I have seen further than others, it is only because I have stood on the shoulders of giants.”

Isaac Newton, Scientist

“Organizations tend to lose vitality rather than gain it as time passes. They also tend to give greater attention to what they ‘were’ rather than what they are ‘becoming.’”

Chuck Swindoll, Pastor

“The institutional church will either choose to die, or it will choose to die in order to live.”

Mike Regele, Author

“If we are not living our lives on the wave length of the Great Commission, our lives are irrelevant to the destiny of history.”

Robert Coleman, Evangelist

Leadership Growth and Development

Convergence and Leadership Development Phases

“Convergence usually takes place in the latter times of one’s ministry... We usually think of convergent ministry as the [most productive] time of ministry flowing from the focused ministry phase.”

Phase 1: Sovereign Foundations – family, cultural and life experience

Phase 2: Growth Ministry – development of intimacy with God and integrity

Phase 3: Focused Ministry – discovery of gift-mix and ministry philosophy

Phase 4: Convergent Ministry – convergence of inner-life preparation, giftedness and calling

Phase 5: AfterGlow – passing along the mantle of leadership to the next generation

J. Robert Clinton, *Monday Morning Memo*,
November 13, 2000

Failure and Restoration

Two types of failure:

- Type I: Failures where no moral blame or censure is involved
 - (1) failures where non-leaders are leading
 - (2) failures where leaders are in over their head
 - (3) failures where followers lose confidence in leader
- Type II: Failures where moral blame and censure is involved
 - (1) failures involving leaders treating others unjustly
 - (2) failures involving splits in a leadership team
 - (3) failures involving immorality

Restoration of leaders:

- Reordering
 - (1) What is the nature of the failure? What happened?
 - (2) What is the cause of the failure? Why did it happen?
 - (3) How can the cause or causes of failure be corrected?
- Restoration
 - (1) How can we know that the weakness or failure has been corrected and that the leader can begin to function with some confidence in those areas again?
- Repentance
 - (1) sincere acknowledgment of sin against God and others
 - (2) sincere acknowledgment of personal responsibility without excuses
 - (3) sincere intention to make the wrong right
- Restitution
 - (1) must seek forgiveness from God/others who were affected by sin
 - (2) must repay what was taken from others
 - (3) must demonstrate forgiveness toward others

adapted from Tom Marshall,
Understanding Leadership, chapter 20

Leadership Effectiveness

Learning from Failures

Steps to failing forward:

1. realize there is one major difference between average people and achieving people
2. learn a new definition of failure

3. remove the “you” from failure
4. take action and reduce your fear
5. change your response to failure by accepting responsibility
6. don’t let the failure from outside get inside you
7. say good-bye to yesterday
8. change yourself, and your world changes
9. get over yourself and start giving yourself
10. find the benefit in every bad experience
11. if at first you do succeed, try something harder
12. learn from a bad experience and make it a good experience
13. work on the weakness that weakens you
14. understand there’s not much difference between failure and success
15. get up, get over it, get going

John Maxwell, *Failing Forward*, 2000
Chapter 15, p. 189

Developing Ministry Skills

Characteristics of Healthy Accountability

1. diversity – you will want people from different backgrounds and walks of life
2. godliness – you will want only godly people as part of your inner circle
3. integrity – you will want people of high moral caliber speaking into your life
4. friendship – you will want people you enjoy being with
5. like-minded – you will want people who are supportive of your calling
6. honesty – you will want people who will be truthful with you
7. burden bearer – you will want people who will support you
8. time commitment – you will want people who are willing to spend the necessary time
9. prayer – you will want people who will pray for you
10. transparency – you will want people who will be genuine with you

adapted from *NPPN Connections*, October 18, 2000
“Building an Accountability Team”

Mobilizing Volunteers

1. trust others and be willing to learn from volunteers
2. provide satisfactory ministry environment for volunteers
3. invest in the development of people to realize their potential
4. train volunteers for success
5. delegate effectively
6. encourage staff to work effectively with volunteers
7. sharpen skills in planning, implementing and evaluating people and program resources
8. understand what motivates people and motivate them
9. learn how to handle and help others handle change
10. care for volunteers so that they do not burn out

adapted from “Mobilizing Volunteers” Conference brochure,
Joy Leadership Center, Community Church of Joy (AZ)

Warning Signs of Impending Burnout

1. health problems
2. feeling of loss of control
3. lack of motivation
4. procrastination
5. anger
6. anxiety
7. abusive behavior
8. problem sleeping

adapted from *The Organized Executive*, October 2000
“Are You Headed for Burnout?”

Effective Delegation

1. stress results, not details
2. don't be sucked in to giving solutions to volunteer's problems
3. turn questions around
4. establish standards and concrete objectives
5. develop a reporting system
6. give strict and realistic deadlines
7. write down expectations
8. recognize gifts, talents and personalities of volunteers

adapted from a sample issue of
The Manager's Intelligence Report,
“Management by Delegation”

LEADERSHIP AND CHANGE

Change Dynamics

How to Break Out of Aging Leader's Syndrome

“... the phenomena in a denomination in which its pastors are old and its young people are leaving the denomination to go to other churches or worse, dropping out altogether because the church is not attractive to them.”

Pastors:

1. be familiar with Biblical methods of emerging leader selection, training and ministry entry patterns;
2. learn to select and develop young leaders;
3. recruit outstanding young leaders to teach in local church based training programs;
4. learn to use public deliveries which speak to young people (film clips, shorter sermons, personal and practical); and
5. recognize the importance of music in reaching young people, notice the emerging musicians in your church, and develop them in terms of character and calling to ministry.

Denominational Leaders:

1. make it a denominational goal to lower the average age of pastors to 35 or younger over the next ten years;
2. recruit at least one outstanding youth leader to teach at the denominational Bible College;
3. intentionally identify, train and support emerging leaders for pastoral ministry, church planting and evangelism; and
4. model and establish networks of mentoring.

Adapted from J. Robert Clinton, “*Titus: Book As A Whole*”
Leadership Selection, p. 7-8

Effective Change

Mentoring Younger Believers

1. pray for laborers for the Great Commission harvest
2. establish expectations and parameters of relationship
3. be transparent and vulnerable
4. point young believer to the Jesus of the Bible
5. learn to ask vital questions
6. have regular contact
7. maintain proper boundaries
8. handle conflict properly
9. learn to empower those whom you are mentoring
10. bless those you are mentoring
11. expect changes toward righteousness and maturity
12. show, share and give away ministry as mentorees are ready

adapted from Larry Kreider, "A Handbook for Spiritual Parenting,"
Ministries Today, September/October 2000, p. 78-83

Opportunities for Spreading Vision to Your Church

1. preach about vision
 2. monthly publications
 3. Sunday bulletin
 4. staff meetings
 5. staff selection
 6. church board training and meetings
 7. relationships with opinion leaders
 8. resource with other visionaries
 9. integration into worship services
- Dale Galloway,
"Your Vision Will Give You Your Map,"
NET Results, October 2000

CURRENTS AND TRENDS FOR THE 21st CENTURY

Currents

Decline of Church Attendance in United States

<i>Unchurched Americans:</i>	approximately 195 million
<i>Membership in Protestant Churches:</i>	decline of 9.5% in past 10 years
<i>Church/Population Ratio:</i>	1900 27 churches per 10,000 Americans 1950 17 churches per 10,000 Americans 1996 11 churches per 10,000 Americans
<i>Church closing/Plantings (1996):</i>	Net loss of 48.08 churches per week 72.11 churches close each week in the United States 24.03 churches are planted each week in the United States

<i>Church Attendance:</i>	1991	49% of Americans
	1992	47% of Americans
	1993	45% of Americans
	1994	45% of Americans
	1995	45% of Americans
	1996	37% of Americans

adapted from *NPPN Connections*,
December 7, 2000, "The Challenge of the Harvest"

Trends

The 12 Most Noteworthy Results

1. A minority of born again adults (44%) and an even smaller proportion of born again teenagers (9%) are certain of the existence of absolute moral truth.
2. 94% of black adults say that having a close, personal relationship with God is a top priority in their life; that dwarfs the proportion among white adults (67%) and Hispanic adults (74%).
3. Among born again Christian adults, only 8% tithe their income to their church; 16% give no donations to their church throughout the year.
4. Asian-Americans are now more likely than Hispanics to be born again (27% vs. 23%).
5. Only 1% of all born again adults firmly concurred with each of 13 basic belief statements from the Bible.
6. Fewer than one-third of all teenagers are likely to attend a Christian church once they are living independent of their parents.
7. 40% of Christian churches are virtually impossible to reach by telephone, no matter how many calls are made to those churches.
8. Unchurched people are typically less relational than are church members, thereby challenging the wisdom of reliance on personal relationships as the key evangelistic outreach tactic.
9. Although most believers say that serving the needy is important to do, just 34% gave any time and money to serve the poor in the past year.
10. Most Christians' votes were influenced more by their economic self-interest than by their spiritual and moral values.
11. Only a minority of born again teenagers (44%) claim that they are "absolutely committed to the Christian faith."
12. Baby Buster adults are widely regarded as highly spiritual, yet the share of 18-29 year olds within the born again population has dropped from 20% in 1991 to just 14% today.

George Barna, *The Year's Most Intriguing Findings, From Barna Research Studies*.
Barna Research Online, December 12, 2000

The 7 Most Encouraging Results

1. Since 1996 there has been a rise in the proportion of adults who read the Bible during a typical week, from 34% to 40% in 2000.
2. Three-fourths of all adults donated money to a church last year.
3. Among adults who are lay leaders in their church, more than nine out of ten prioritize their faith in their life goals.
4. Half of all unchurched and non-Christian adults admit that they are seeking meaning and purpose in their life – providing a meaningful entry point for evangelizers.
5. Voter turnout in the 2000 presidential election was higher among born again Christians than among non-believers.

6. The percentage of adults who earn more than \$60,000 annually and have accepted Christ as their savior has nearly doubled since 1991, from 13% to 25%.
7. In the past nine years, the percentage of Catholic adults who believe in salvation by grace alone and has accepted Jesus as their savior has grown from 16% to 24%. Denominationally, Catholics are the second-largest group of born again Christians, trailing only Baptists.

George Barna, *The Year's Most Intriguing Findings, From Barna Research Studies.*
Barna Research Online, December 12, 2000

The 7 Most Discouraging Results

1. Born again adults are more likely to experience a divorce than are non-born again adults (27% vs. 24%).
2. Although women are more active in church life than are men, their levels of participation in many aspects of church life – from worship attendance to volunteerism – are significantly declining.
3. Large proportions of the lay leaders in Christian churches hold a range of unbiblical religious views regarding the holiness of Christ, the reality of Satan, the existence of the Holy Spirit, the reality of the resurrection, and the means of salvation.
4. Desiring to have a close, personal relationship with God ranks just sixth among the 21 life goals tested, trailing such desires as “living a comfortable lifestyle.”
5. Born again Christians spend seven times as much time on entertainment as they do on spiritual activities.
6. Although two-thirds of all teenagers say they know all the basic teachings and principles of the Christian faith, two-thirds of them reject the existence of Satan, three-fifths reject the existence of the Holy Spirit, and half believe that Jesus sinned during His lifetime.
7. In a representative nationwide survey among born again adults, none of the individuals interviewed said that the single, most important goal in their life is to be a committed follower of Jesus Christ.

George Barna, *The Year's Most Intriguing Findings, From Barna Research Studies.*
Barna Research Online, December 12, 2000

SEMINARS

BARNA 2001 SEMINAR SCHEDULE

JANUARY

Los Angeles, CA Tuesday, January 30

FEBRUARY

San Diego, CA Thursday, February 1
Phoenix, AZ Monday, February 5
Albuquerque, NM Thursday, February 8
Houston, TX Tuesday, February 13
Dallas, TX Thursday, February 15
Shreveport, LA Tuesday, February 20
Jackson, MS Thursday, February 22
Birmingham, AL Tuesday, February 27

MARCH

Chattanooga, TN Thursday, March 1
Atlanta, GA Tuesday, March 6
Charlotte, NC Thursday, March 8

MARCH cont.

Columbia, SC Tuesday, March 13
Jacksonville, FL Thursday, March 15
Orlando, FL Tuesday, March 20
Tampa, FL Thursday, March 22
Baton Rouge, LA Tuesday, March 27
Houston, TX (2) Thursday, March 29

APRIL

Dallas, TX Tuesday, April 3
Little Rock, AR Tuesday, April 24
Nashville, TN Thursday, April 26

MAY

Virginia Beach Tuesday, May 1
Baltimore, MD Thursday, May 3
Trenton, NJ Monday, May 7

MAY cont.
 Syracuse, NY Thursday, May 10
 Pittsburgh, PA Tuesday, May 15
 Columbus, OH Thursday, May 17
 Indianapolis, IN Tuesday, May 22
 Peoria, IL Thursday, May 24
 Chicago, IL Tuesday, May 29
 Holland, MI Thursday, May 31

JUNE
 Detroit, MI Tuesday, June 5
 Cleveland, OH Thursday, June 7
 Riverside, CA Thursday, June 14

SEPTEMBER
 Cincinnati, OH Thursday, September 20
 Louisville, KY Tuesday, September 25
 St. Louis, MO Thursday, September 27

OCTOBER
 Tulsa, OK Tuesday, October 2
 Kansas City, MO Thursday, October 4
 Omaha, NE Tuesday, October 9
 Des Moines, IA Thursday, October 11
 Minneapolis, MN Tuesday, October 16
 Denver, CO Tuesday, October 23

NOVEMBER
 Orange County, CA Tuesday, November 6
 Barna Research Group, Ltd., 800-552-2762

2001 ALPHA CONFERENCES

<u>DATE</u>	<u>LOCATION</u>	<u>CONTACT PERSON/PHONE NUMBER</u>
February 1/2	Houston, Texas	Jon Panner, 281-240-8463
February 12/13	Fresno, California	Mark Orphan, 714-966-0454
February 15/16	Phoenix, Arizona	Fuller Theological Seminary, 800-999-9578
February 26/27	Dallas Fort Worth, Texas	Joanie Lane, 214-681-4721
March 1/2	Cincinnati, Ohio	David duPlantier, 513-321-6700
March 15/16	Santa Barbara, California	Fuller Theological Seminary, 800-999-9578
March 19/20	San Francisco, California	Fuller Theological Seminary, 800-999-9578
March 22/23	Orlando, Florida	Cindy Sholander, 407-678-8522
April 30/May 1	Pittsburgh, Pennsylvania	Karen Berns, 412-655-2000
May 14/15	Syracuse, New York	Carla Erickson, 773-907-3352
May 17/18	Spokane, Washington	Fuller Theological Seminary, 800-999-9578

LEADER'S READING RESOURCES

Preparing for the Coming Youth Revival

Featured Book Review

McDowell, Josh. *The Disconnected Generation*, 2000, Word

McDowell's *The Disconnected Generation* (a relational approach) is a radical addition to his earlier work *Right from Wrong* (a moral approach). He describes his transition and the connection of these two approaches in chapter 1 of *The Disconnected Generation*:

My team and I have traveled to four continents and more than 160 cities, resulting in an estimated sixty thousand churches embracing the message of moral absolutes... If I felt the need I would do it all over again. But as important as it is to instill in our young people a personal right-from-wrong values system, moral values are only one key dimension of the answer to today's youth crisis... I believe there is a deeper crying need among our youth that must be addressed as we restore moral absolutes and stand against a sin-filled world. If I were asked to identify the core reason that our young people are succumbing to the lure of a godless culture and lashing out with rage, I would say that it

is that *they feel alone, disconnected, and unsure of who they really are.* (p. 7-8, italics added)

He argues that today's youth need quality relationships with healthy adults if they are to feel connected to God, themselves and others. He points out that there are some major differences in how the "Boomer" generation and "Millennials" (youth) experience reality (p. 13):

Baby Boomers

Color TV
Working Fathers
At-Home Moms
Women Employees
LP's
Rock-'n'-Roll
Long Hair
"Free" Sex

Millennials

Internet
Absent Fathers
Day Care
Women Managers
CD's
Hip-hop
Body Piercing
"Safe" Sex

He discusses how these divergent experiences of reality affect values such as tolerance, respect, acceptance, moral judgments, personal preferences, personal rights, freedom and truth (p. 18). McDowell argues that the experience of reality amongst young people is "disconnecting" and leads to isolation.

McDowell next (chapter 2) describes the importance of "the relational factor" and formulates that "rules minus [healthy] relationships equals rebellion" while "rules plus [healthy] relationships equals positive [connectedness to God, self and others]." (p. 28) Based on "the relational factor," McDowell describes six (6) connecting points (chapters 3-8):

1. Affirmation – giving youth a sense of authenticity
2. Acceptance – giving youth a sense of security
3. Appreciation – giving youth a sense of significance
4. Affection – giving youth a sense of lovability
5. Availability – giving youth a sense of importance
6. Accountability – giving youth a sense of responsibility

After laying a foundation (the relational factor) and building an internal structure (connecting points), McDowell offers practical suggestions for connecting with youth in their disappointments, their relational losses, their conflicts, and their dating relationships and sexuality (chapters 9-13).

McDowell concludes by describing the five priorities that youth long for in life (p. 209):

1. Good physical health
2. One marriage partner for life
3. A clear purpose in life
4. Close, personal friendships
5. A close relationship with God

In closing, McDowell reminds us that "most young people who become Christians today do so not because they believe Christianity to be true or credible, but because they feel it is the best option they have found to date." (p. 214) If we are to impact this generation for Christ we will have to love them to truth.

The Disconnected Generation is the introduction piece for McDowell's "Project 911" which consists of a parent's track ("The Disconnected Generation" 5-part video series) and a youth track ("Friendship 911" 8-week video series). A youth worker's resource (*Youth Ministry Handbook*) is also available. (Each of these items are available through National Youth Ministries – 515-288-6761.)

Recommended Books

Moore, Ralph. *Friends: How to Evangelize Generation X*, 1997, Straight Street

Moore, the founder of the Hope Chapel church planting movement, begins his practical book with a discussion of the need for spiritual awakening in the church that could be the beginning of a great harvest among seekers, especially young people. He challenges church leaders to be open to new forms of the church that may emerge and encourages leaders to embrace the emerging trends toward church planting, lay ministry and local church based training. Moore's final section, "Facing Tomorrow," is especially helpful in understanding Generation X and giving suggestions for building bridges between the current church and the emerging leaders and model for the church of tomorrow through authentic servant relationships.

Rabney, Steve and Lois (editors). *Side by Side*, 2000, NavPress

The Rabney's have drawn upon some of the best resources in disciple-making and discipleship literature to develop this handbook on "disciple-making for a new century." The book includes five sections that focus on being a disciple of Jesus, helping others follow Jesus, the work of discipleship, disciple-making models and methods and discipleship in a changing world. Each section integrates Biblical principles, resources and practical suggestions for implementation.

Sweet, Leonard. *Post-Modern Pilgrims*, 2000, Broadman and Holman

Sweet, a seminary professor and author on topics related to Christianity and culture, describes an emerging Christianity in a Post-Modern culture in terms that parallel first Century Christianity in the Gentile context. He sees the emerging culture as an opportunity for Biblical Christianity to transform lives and relationships if the church is willing to change. He suggests that God is initiating an "EPIC" church for an epic time. E refers to the experiential nature of the emerging church. P refers to the participatory nature of the emerging church. I refers to the image-driven nature of the emerging church. And C refers to the connected nature of the emerging church.

Towns, Elmer, et al. *The Ten Greatest Revivals Ever*, 2000, Vine Books

Towns, a college teacher, researcher and writer, describes ten historical Western revivals and suggests 16 lessons that can be learned so that leaders will be preparing and prepared for God's next outpouring for the salvation of many. Towns gives brief overviews of the Pentecost, pre-Reformation Revivals (1300-1500), the Protestant Reformation (1517), the Azusa Street Revival (1904), the First (1727-50) and Second (1780-1810) Great Awakenings, the General Awakening (1830-40), the Layman's Prayer Revival ((1857-61), the World War II Revival (1935-50) and the Jesus Movement (1965-71). In the final chapter, Towns discussed whether there will be a massive worldwide revival in the coming days.