

Leadership Tips

A Publication of Leadership Development and Church Ministries Open Bible Churches

Fall 2001

LEADERSHIP

Leadership Quotes

“A good plan executed right now is far better than a perfect plan executed next week.”

George S. Patton, General

“I not only use all the brains I have, but all I can borrow.”

Woodrow Wilson, President

“It’s not whether you get knocked down. It’s whether you get up again.”

Vince Lombardi, football coach

“God has not called me to be successful; he has called me to be faithful.”

Mother Teresa, founder of the Sisters of Charity

“Our standard is not earthly success, but faithfulness to God’s calling.”

Charles Colson, founder of Prison Fellowship

“Watch where Jesus went. The one dominant note in his life was to do his Father’s will. His is not the way of wisdom or of success, but the way of faithfulness.”

J. Oswald Chambers, Pastor and devotional writer

Leadership Growth and Development

Values of Relational Leadership

People Values:

1. People have intrinsic worth.
2. Everyone should make a commitment to the mission.
3. People who work with us should grow.
4. No one should take themselves too seriously.
5. All people should be treated as contributing peers regardless of their responsibilities.
6. Leadership should be relationally empowering.

Work Values:

7. The mission of the organization normally takes precedence over individual purposes.
8. Participation produces ownership of results.
9. The workplace should provide community.
10. People should have fun and find joy in their work.
11. We should always provide professional service in a friendly environment.

Relationship Values:

12. Truth is found in relationships.
13. Information should be friendly.
14. Caring confrontation is a sign of love.
15. Criticism without constructive action is destructive.
16. Honesty, integrity and trust are essential.
17. Forgiveness should characterize our life together.

Walt Wright, *Relational Leadership*

The Art of Self Leadership

1. Is my calling sure?
2. Is my vision clear?
3. Is my passion hot?
4. Is my character submitted to Christ?
5. Is my pride subdued?
6. Are my fears at bay?
7. Are interior issues undermining my leadership?
8. Are my ears open to the Spirit's whisper?
9. Is my pace sustainable?
10. Are my gifts developing?
11. Is my heart for God increasing?
12. Is my capacity for loving deepening?

Bill Hybels, "Self Leadership,"
Leadership, Summer 2001

Developing Ministry Skills

How to BLESS Your Neighbors

Pray **Blessings** on 5 neighbors, 5 minutes a day, 5 days a week for 5 weeks

- B** – Body (health, protection, strength)
- L** – Labor (work, income, security)
- E** – Emotional (joy, peace, hope)
- S** – Social (love, marriage, family, friends)
- S** – Spiritual (salvation, faith, grace)

HOPE Ministries,
"Developing a Prayer, Care, Share Lifestyle,"
Pray Magazine, September/October 2001

Five Strategies for Church Planting

1. **Leadership Team Approach** – leadership team sent out without a congregation. After 6-12 months of building contacts and small-group meetings, a public church service is launched.
2. **Fellowship Group Approach** – a leadership team with a mini-congregation of 35 plus people are sent out to start a new church.
3. **Class to Congregation Approach** – a small group is sponsored by an existing congregation to multiply and grow into a separate congregation.
4. **Unplanned Offspring Approach** – a group of like-minded people leave an existing congregation in an unplanned fashion to form a new congregation.
5. **Vicarious Church Plant Approach** – an existing congregation joins other congregations in providing prayer and financial support for a cooperative church plant.

Kevin Smith, "The Art of Starting New Churches,"
Strategies for Today's Leaders, Third Quarter 2001

Characteristics of a Church Planter

1. Biblical minded
2. Prayerfully directed
3. Full of faith
4. Self-motivated
5. Thick skinned
6. Tenacious
7. A lover of people

Rick Ives, "Church Planting,"
Strategies for Today's Leaders, Third
Quarter 2001

12 Things That Hinder Prayer

1. Rejection of the truth – Proverbs 28:9
2. Pride – II Chronicles 7:14
3. Hardness of heart – Zechariah 7:12-13
4. Lack of compassion – Proverbs 21:13
5. Unconfessed sin – Psalms 66:18
6. Wrong motives – James 4:3
7. Broken relationships – I Peter 3:7
8. Worldly lifestyle – Isaiah 59:2
9. Empty words – Matthew 6:7
10. Refusal to give or accept forgiveness – Matthew 6:14
11. Hypocrisy – Luke 18:9
12. Double-mindedness – James 1:5

Bob Tolliver,
"What Hinders our Prayers,"
NPPN, July 23, 2001

Prayer Directives in Light of the September 11, 2001 Terrorist Attacks

1. This is a time to cry out for mercy – Habakkuk 3:2
2. This is a time that we must not be overcome by fear and hopelessness but remember that we have a hope and a future – Jeremiah 31:17
3. This is a time to pray for those in authority – I Timothy 2:1-2
4. This is a time for spiritual discernment – Ephesians 1:17-23
5. This is a time to heed God's warnings – Matthew 24:42-51
6. This is a time when we need to experience a new dimension of God's presence and power – Acts 4:31-33
7. This is a time when believers need to unite in prayer for our nation – II Chronicles 7:14
8. This is a time when we need to place our trust in God's peace, provision and protection – Philippians 4:7-7, Matthew 6:33-34, Proverbs 18:10

Adapted from Chuck Pierce
Pacific Region Prayer Network letter, September 2001

LEADERSHIP AND CHANGE

Personal Change Dynamics

7 Signs That a Pastor is a Work-A-Holic

1. Preaches a two-week revival every vacation
2. His children ask their mother on Sunday mornings, “Mommy, who’s that man in the pulpit?”
3. Wants to serve coffee during services, saying that he needs the extra pick me up
4. He personally cleans the church facility before, during and after each service
5. He stops in the middle of lunch at McDonald’s to take an offering
6. Instead of whistling during the church work day, he preaches a sermon

7. He mans the 7-day-a-week, 24-hour prayer chain by himself
NPPN, June 12, 2001, Gene Brooks,
“If You Pray for Your Pastor,”

8 Warning Signs of Burnout

1. Health problems or a recurrence of past problems
2. Feeling of loss of control
3. Lack of motivation
4. Procrastination
5. Anger
6. Anxiety and nervousness
7. Substance abuse or pornography
8. Problems sleeping
“Loosing the Fire,” *People*, March 7, 2000

How Church Boards Can Help Protect Pastors From Burnout

1. Hold pastor accountable for stress management disciplines like rest, exercise, and meaningful recreation.
2. Protect him from “spiritual leeches.”
3. Help him to work out of calling, giftedness and strengths.
4. Encourage him to get together with other pastors.

Gary McIntosh, *It Only Hurts on Monday*

Burnout Resource – Barnabas Ministries, Rev. Dick Sochacki, 39391 Roslyn Drive, Sterling Heights, MI, 810/264-6638, rlssochacki@cs.com

Effective Change

Turnaround Strategies for Growing the Small Church

1. Establish a biblical respect for “small”
2. Appreciate the uniqueness of the smaller church
3. Strengthen congregational self-esteem
4. Value longtime members and healthy traditions
5. Affirm the importance of healthy pastoral leadership
6. Deepen pastoral relationships with members
7. Build a strong spiritual focus for the church
8. Clarify the need for change
9. Gradually make worship more attractive for younger adults
10. Model spiritual growth and outreach
11. Share effective approaches to reaching new people
12. Emphasize gift-oriented ministry and small groups
Ron Crandall, “Turnaround Strategies for Growing the Small Church,”
NET Results, October 2001

Why People Leave the Church

1. Relational roots are not established
2. Need and/or interest connections are not made
3. Not ready to deal with truth issues that have been exposed in their lives
4. Offended by leadership and/or membership person(s)
5. Loss of spiritual hunger

Bill Smalt, "Why People Leave the Church,"
Ministries Today, May/June 2001

CURRENTS AND TRENDS FOR THE 21st CENTURY

Currents

A Nation Ablaze with Change

As the USA celebrates its 225th birthday this [year] a new picture of the nation is emerging from Census 2000 data. Some key facts and trends:

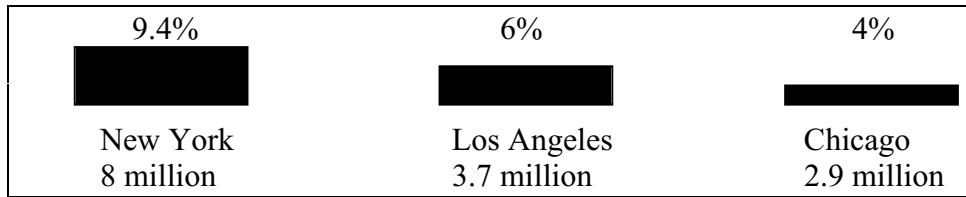
➔ **Every state grew...**

California still has the most people, but Texas stole the No. 2 spot from New York. Nevada had the greatest percentage increase for the decade. And for the first time since the 1870s, every state gained population. The District of Columbia lost population.

	POPULATION	CHANGE, 1990-2000		POPULATION	CHANGE, 1990-2000
California	33,871,648	13.8%	Oklahoma	3,450,654	9.7%
Texas	20,851,820	22.8%	Oregon	3,421,399	20.4%
New York	18,976,457	5.5%	Connecticut	3,405,565	3.6%
Florida	15,982,378	23.5%	Iowa	2,926,324	5.4%
Illinois	12,419,293	8.6%	Mississippi	2,844,658	10.5%
Pennsylvania	12,281,054	3.4%	Kansas	2,688,418	8.5%
Ohio	11,353,140	4.7%	Arkansas	2,673,400	13.7%
Michigan	9,938,444	6.9%	Utah	2,233,169	29.6%
New Jersey	8,414,350	8.9%	Nevada	1,998,257	66.3%
Georgia	8,186,453	26.4%	New Mexico	1,819,046	20.1%
North Carolina	8,049,313	21.4%	West Virginia	1,808,344	0.8%
Virginia	7,078,515	14.4%	Nebraska	1,711,263	8.4%
Massachusetts	6,349,097	5.5%	Idaho	1,293,953	28.5%
Indiana	6,080,485	9.7%	Maine	1,274,923	3.8%
Washington	5,894,121	21.1%	New Hampshire	1,235,786	11.4%
Tennessee	5,689,283	16.7%	Hawaii	1,211,537	9.3%
Missouri	5,595,211	9.3%	Rhode Island	1,048,319	4.5%
Wisconsin	5,363,675	9.6%	Montana	902,195	12.9%
Maryland	5,296,486	10.8%	Delaware	783,600	17.6%
Arizona	5,130,632	40.0%	South Dakota	754,844	8.5%
Minnesota	4,919,479	12.4%	North Dakota	642,200	0.5%
Louisiana	4,468,976	5.9%	Alaska	626,932	14.0%
Alabama	4,447,100	10.1%	Vermont	608,827	8.2%
Colorado	4,301,261	30.6%	District of Columbia	572,059	-5.7%
Kentucky	4,041,769	9.7%	Wyoming	493,782	8.9%
South Carolina	4,012,012	15.1%	USA	281,421,906	13.2%

➔ **The biggest cities got bigger...**

For the first time since the 1940s, the three largest cities gained population. Percentage increases and 2000 populations:



➔ **Face of the nation shifted**

Population, by race:	<u>1990</u>	<u>2000</u>
White	83.9%	75.1%
Black	12.3%	12.3%
American Indian	0.8%	0.9%
Asian	3%	3.6%
Other		8.1% (some other race and multi-race)

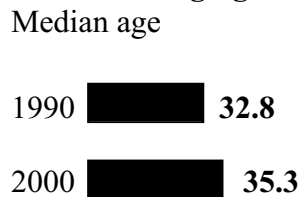
➔ **Hispanics grew at a record pace...**

Percentage of population:	<u>1990</u>	<u>2000</u>
Hispanic	9%	12.5%
Non-Hispanic	91%	87.5%

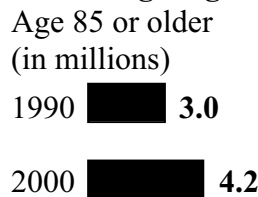
➔ **Nearly matching the black population in 2000**



➔ **The USA is aging...**



And living longer



➔ **Households are changing**

Households with a married couple and children grew 5.5%



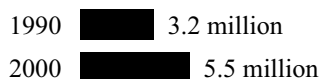
Households with a married couple and no children rose 9.2%



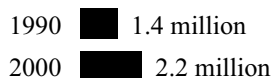
Single households jumped 18.3%



Households with unmarried partners soared 72%



And there was a 57% increase in single-dad homes



Trends

THE CHANGING FACES OF FAMILIES, PART II

In the 1990s, more children lived in traditional families—mom and dad and their biological children. But other things changed.

- Families became more complex with more stepparents, grandparents, and adoptive parents raising children.
- Births to teens and unmarried older women have fallen; 33% of babies were born to unmarried parents. 3.3 million kids live with a single parent and another adult. In half of these cases, the other adult was the child's other parent—but the couple was not married.
- About 1.5 million kids live with adoptive parents, but only half live with two adoptive parents—in most cases, stepparents adopted the biological children of their new spouses.
- 5.9% of children lived in a home with at least three generations, up from 5.7% in 1991.
- 14% of kids live in families in which at least one person is from outside the nuclear family, up from 12.5%
- Black children are half as likely to live in two-parent families; American Indians and Alaska Natives are also more likely to live in blended families.

(AP News Service, April 13)

AVERAGE DAILY TV VIEWING

Adult Women:	5 hrs., 14 min.
Adult Men:	4 hrs., 44 min.
Teens:	3 hrs., 10 min.
Kids 2-11:	3 hrs., 19 min.

(USA Today, April 30)

KIDS AND GAMBLING

- 66% of teens have gambled in the past year.
- About 4 kids in each middle school or high school class are fighting a serious gambling problem.
- Teens are twice as likely as adults to become addicted to gambling.
- Most teens bet on sports or card games, but more and more kids are trying lotteries and online gambling.

(Time, April 9)

TOUGH ISSUES YOUNG TEENS FACE AT SCHOOL

Kids 12 to 15 see "big problems" because of...

68%	Bullying and teasing
68%	Alcohol or drugs
63%	Discrimination
62%	Violence
49%	Pressure to have sex
36%	HIV/AIDS
35%	Racism

(U.S. News & World Report, March 19)

CRIME AND GENDER

The percentage increase in arrests between 1990 and 1999 for boys and girls under 18:

<u>Crime</u>	<u>Guys</u>	<u>Girls</u>
Drug abuse	124%	190%
Curfew and loitering	103%	139%
Simple assault	35%	93%
Aggravated assault	-5%	57%
Weapons	-7%	44%
Vandalism	-13%	28%

- Overall arrest rate in 1999, 122 girls per 100,000; compared with 70 per 100,000 in 1980.
- 54% of girls with probation/parole violations are detained, compared with 19% of boys.
- 59% of the 150,700 juveniles arrested for running away in 1999 were girls.
- Up to 90% of girls who are violent have been sexually and/or physically abused.

(U.S. News & World Report, May 14)

“Snapstats” *Youthworker*, July/August 2001

LEADER'S READING RESOURCES

Understanding and Reaching the Unchurched

Leith Anderson, *Winning the Values War*, 1994, Bethany House Publishers

Anderson, a megachurch pastor, describes the changing value orientation in American society (p. 32) and challenges the church to live out authentic biblical Christianity as a life giving contrast and alternative.

<u>Traditional Values</u>	<u>New Values</u>
Others	Self
Discipline	Indulgence
Material possessions	Experiences
Work	Leisure
Commitment	Choice
Conservative	Liberal
Obligation	Entitlement
At home	Away from home
Mass market	Niche market
Save	Spend

Anderson says that, "Christian integrity isn't faith without good works. It isn't loyalty to God when life is easy but disloyalty when life includes suffering. It is not telling the truth at home and lying at work. It can never be saying that we believe the Bible and then disobeying what the Bible says. Christian integrity is total Christianity. It is Zero Defect Living." (p. 189)

George G. Hunter III, *How to Reach Secular People*, 1992, Abingdon Press

Hunter, a seminary dean and teacher, describes the growing "secularization" of American culture and the challenges and opportunities that this provides individual believers and churches. He describes secular people as: 1) being essentially ignorant of basic Christianity; 2) seeking life before death; 3) more conscious of doubt than guilt; 4) having a negative image of the church; 5) experiencing multiple alienations; 6) being untrusting; 7) having low self-esteem; 8) experiencing history as "out of control;" 9) experiencing their personal lives as "out of control;" and 10) not being able to find the "door" to God. (chapter 1) Hunter calls the church to become "apostolic congregations" that demonstrate: 1) biblical relational theology; 2) lay equipping and ministry; and 3) relevant, need based outreach to secular people. (chapter 5)

Thom S. Rainer, *Surprising Insights from the Unchurched*, 2001, Zondervan

Rainer, a seminary dean and teacher, describes the findings of a survey of 353 "formerly unchurched," 100 pastors and 350 long-term Christians concerning their views of Christianity and the church. Rainer uses his findings to challenge some widely held "myths" about the unchurched and to describe the importance of pastors and preaching, leadership, relationships, first impressions and doctrine. Rainer describes 6 issues related to the unchurched returning to church once they have visited: 1) doctrine is clarified; 2) high expectations; 3) an "entry point" class; 4) small groups and Sunday school; 5) clarity of purpose and 6) opportunities for ministry. (chapter 5)