

# *Leadership Tips*

## A Publication of Leadership Development and Church Ministries Open Bible Churches

Spring 2001

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### LEADERSHIP

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#### *Leadership Quotes*

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*“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

*“He who is faithful over a few things is lord of cities. It does not matter whether you preach in Westminster Abbey, or teach a ragged class, so you be faithful. The faithfulness is all.”*

George MacDonald, pastor and fiction writer

*“Faith is not belief without proof, but trust without reservation.”*

D. Elton Trueblood, philosopher and writer

*“The strengthening of faith comes through staying with it in the hour of trial.”*

Catherine Marshall, author of *Christie*

*“The focused life is not the goal. It is the by-product of an obedient life lived in intimacy with the father.”*

J. Robert Clinton, seminary professor

*“Consistency, thou art a jewel.”*

Shakespeare, play writer

#### *Leadership Growth and Development*

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##### **Consistency – outward lives in harmony with inward conscience and character – the example of Paul:**

**Acts 20:24** – But none of these things move me, neither count I my life dear unto myself, so that I might finish my course with joy, and the ministry, which I have received of the Lord Jesus, to testify the gospel of the grace of God.

**Acts 24:16** – And herein do I exercise myself, to have always a conscience void of offence toward God, and toward men.

**Acts 26:17-19** – I (Jesus) am sending you to open their eyes, to turn them from darkness to light, that is, from the power of Satan unto God, so that they may receive forgiveness of sins, and an inheritance among them which are saved by faith...

**I Corinthians 9:24-27** – I am serious about finishing well in my Christian ministry. I discipline myself for fear that after challenging others into the Christian life I myself might become a casualty.

**II Timothy 4: 7** – I have fought a good fight, I have finished my course, I have kept the faith...

J. Robert Clinton, Monday Morning Memo,  
April 2, 2001

### **Paul as a Model Leader**

- a man of many dimensions
- sensitivity toward others
- the courage of an apostolic lion
- the decisiveness of a field commander
- the give-and-take of encouragement
- faith and vision
- the value of friendship
- a confident modesty
- a progressive humility
- a way with the written word
- an active listener
- a generous and broad-minded man
- patient
- self-disciplined
- sincere
- a man of integrity
- spiritual wisdom
- zeal and intensity

J. Oswald Sanders, *Paul the Leader*,  
“Portrait of a Leader”

### **Learning and Growing from Failures**

#### **Failing Backwards**

- ☞ blaming others
- ☞ repeating the same mistakes
- ☞ expecting to never fail again
- ☞ expecting to continually fail
- ☞ accepting tradition blindly
- ☞ being limited by past mistakes
- ☞ thinking “*I am a failure*”
- ☞ quitting

#### **Failing Forward**

- ☞ taking responsibility
- ☞ learning from each mistake
- ☞ knowing failure is a part of progress
- ☞ maintaining a positive attitude
- ☞ challenging outdated assumptions
- ☞ taking new risks
- ☞ believing something didn’t work
- ☞ persevering

John Maxwell, *Failing Forward*, “What’s the Main Difference Between People Who Achieve and People Who are Average”

### ***Leadership Effectiveness***

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#### **Burden Driven Prayer – Lessons from Nehemiah**

1. he prevailed in prayer because he knew God’s majesty and power (1: 5a)
2. he prevailed in prayer because of God’s honor and faithfulness (1: 5b)
3. he prevailed in prayer because he knew God was one who honors obedience (1: 5c)
4. he prevailed in prayer because of God’s compassion and grace (1: 6)
5. he prevailed in prayer because of his confidence in God’s purposes (1: 8-10)

Bob Tolliver, NPPN Prayer Strategies and Initiatives,  
“Burden Driven Prayer,” 010305

## Ministry Comes Out of Relationship with God – Inner Life Factors

1. intimacy with God
2. clear conscience
3. Christlike character
4. Spirit-controlled personality
5. ministry out of giftedness
6. sense of God given destiny
7. Biblical values drawn from life and ministry experiences
8. gender influenced perspective

J. Robert Clinton, Monday Morning Memo,  
December 18, 2000

## Awaken the Leader Within

turn your potential loose  
wear no masks  
look ahead  
lead the charge  
depend on God  
finish what you start  
bridle your appetites

keep the vision alive  
flesh out your values  
develop we-ism  
keep the team united  
be a change master  
learn from Jesus, the greatest  
leader

Bill Perkins, Awaken the Leader Within,  
“Use the Wisdom of Jesus”

## 10 Leadership Lessons about Working with Boards and Staff

1. most effective management work is done one-on-one, not in groups
2. a cardinal rule of management is never surprise your followers
3. evaluate every board meeting discussion with the ends versus means distinction
4. understand and abide by the facts of group dynamics
5. boards should govern, staff should manage
6. the greatest hindrance to delegation is emotional in nature
7. take full responsibility for communication
8. discover the power of goals
9. leaders are readers
10. great leaders are extremists who understand the importance of timing

Olan Hendrix, *The Three Dimensions of Leadership*,  
“Governance and Boardmanship”

## Developing Ministry Skills

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### Characteristics of Effective Ministry Teams

- ❶ Role comfort    ❷ Loyalty    ❸ Openness    ❹ Support    ❺ Leadership

Danny Von Kanel, *Rev. Magazine*  
“TeamWork,” March/April 2001

## Establishing Prayer in the Local Church

prayer is visible from the pulpit  
prayer saturates every aspect of the Sunday service  
the leadership is committed and practices life-style prayer  
prayer is an agenda item at meetings  
prayer is part of Christian education  
the pastor has a strong prayer covering  
prayer is the first step, not the last resort  
intercession is an integral part of church life  
the church has a recognized prayer leader other than the senior pastor

Glen Martin and Dian Ginter, *Pray Magazine*,  
“Power House,” March/April 2001

## Staff Accountability in Action

**Step 1:** If you have not established an accountability plan with your staff, then sit down with each of them and outline in writing:

- ❖ ministry standards
- ❖ ministry expectations and time frames
- ❖ evaluation process for accountability and growth

**Step 2:** Meet with staff members on a regular basis for accountability and coaching

**Step 3:** Help the staff member to anticipate possible problems and be proactive in problem solving

**Step 4:** Celebrate successes

**Step 5:** Help the staff member learn from mistakes and develop skills necessary for the next level of ministry responsibility

Steve Marr, *Your Church Magazine*,  
“Everybody Answers to Somebody,” March/April 2001

## 8 Priorities for Effective Ministry

1. do not neglect sermon preparation
2. earn the trust, respect and confidence of your leaders
3. build a staff based upon a combination of:
  - competence
  - compatability of vision
  - creativity
  - productivity
  - loyalty
4. take your leadership team to visit other effective churches
5. meet regularly with your leadership team (staff and lay leaders) to develop relationship and shared vision
6. regularly share leadership supported vision with the church membership
7. balance the budget by increasing receipts
8. celebrate every victory

Lyle Schaller, *Downtown Church*,  
Foreward

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# LEADERSHIP AND CHANGE

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## *Personal Change Dynamics*

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### **Learning from Mistakes and Failures**

1. carefully analyze the reasons for mistakes and/or failures
2. develop a strategy to deal with both immediate problem and longer term consequences of mistake/failure
3. set up specific and measurable growth steps to learn from mistake/failure
4. develop an accountability relationship with a coach mentor
5. recognize that mistakes/failure are part of the process of growth if faced honestly and with a teachable heart

J. Robert Clinton, *Monday Morning Memo*,  
January 29, 2001

### **10 Reasons Why Networking is Important**

1. it demonstrates the unity in the body of Christ (John 17: 20-23)
2. it reduces the spirit of competition and encourages the spirit of sharing (I Corinthians 1: 12-13; Colossians 4: 16)
3. it encourages accountability (Luke 19: 12-27)
4. it encourages humility (I Corinthians 4: 6-7, 18)
5. it encourages a sense of significance and connectedness to something bigger than the individual or organization (I Corinthians 12: 21-25)
6. it facilitates greater effectiveness through shared resources (Ecclesiastes 4: 9-12)
7. it facilitates brainstorming, learning and strategic alliances (Proverbs 13: 10)
8. it encourages stewardship and efficiency (Titus 3: 14)
9. it helps encourage those who are weak and discouraged by relational support and gaining perspective (Isaiah 35: 1-4)
10. it frees us to rejoice in successes regardless of who or what organization is involved (Philippians 1: 12-14)

Bryan Knell, *NPPN Connections and Conversations*,  
“The Importance of Networking,” 010214

## *Effective Change*

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### **Lessons about Church Transformation**

1. transformation takes time
2. transformation exacts a cost
3. the church must have a clear need to change
4. the pastor and leaders must be committed and involved
5. transformation must be a consensus-building process
6. church members need to be asked their opinions
7. church members want to be empowered
8. setting the right foundation is critical
9. team training enables people to learn new perspectives and skills

10. a plan for transitioning to new structures is essential
11. use a outside consultant when possible

Larry Johnson, *NET Results Magazine*,  
“Lessons Learned Helping Churches Transform,” April 2001

### **Effective Change in the Church**

#### **Why Churches Change Slowly**

1. Churches are guardians of tradition
2. Culture is important to church life
3. Churches have a fuzzy “bottom line”
4. Change-weary members resist
5. Few pastors have leadership gifting

#### **Why Churches Implement Change**

1. Churches are possessed by the Holy Spirit
2. Churches tend to have lower overhead
3. Families stick together
4. Faith is in the genes
5. The Church has a higher calling

Alan Nelson, *Rev Magazine*,  
“A House of Change,” March/April 2001

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## **CURRENTS AND TRENDS FOR THE 21<sup>ST</sup> CENTURY**

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### ***Currents***

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#### **U.S. Population Trends**

- every state gained people for the first time in the 20<sup>th</sup> century
- 2000 Census population is 281.4 million
- more than half the population live in 10 states: California, Texas, New York, Florida, Illinois, Pennsylvania, Ohio, Michigan, New Jersey and Georgia
- almost one third live in the nine largest metro areas of 5 million or more: New York City, Los Angeles, Chicago, Washington, DC, San Francisco, Philadelphia, Boston, Detroit and Dallas
- 8 of the 10 largest cities gained population in the 90’s
- rural areas grew 10.2% during the 90’s
- the population center (Missouri) has moved west every decade since 1790 (Maryland)
- the Hispanic, black and Asian centers of population are farther south than the whites

## U.S. Population Trends, cont.

10 Largest Cities	Population	% Change (1900-2000)
New York	8,008,278	9.4%
Los Angeles	3,694,820	6.0%
Chicago	2,896,016	4.0%
Houston	1,953,631	19.8%
Philadelphia	1,517,550	-4.3%
Phoenix	1,321,045	34.3%
San Diego	1,223,400	10.2%
Dallas	1,188,580	18.0%
San Antonio	1,144,646	22.3%
Detroit	951,270	-7.5%

10 Fastest Growing Metro Areas	Population	% Change (1990-2000)
Las Vegas	1,563,282	83.3%
Naples, FL	251,377	65.3%
Yuma, AZ	160,026	49.7%
Mission, TX	569,463	48.5%
Austin, TX	1,249,763	47.7%
Fayetteville, AK	311,121	47.5%
Boise	432,345	46.1%
Phoenix	3,251,876	45.3%
Laredo, TX	193,117	44.9%
Provo, UT	368,536	39.8%

*USA Today, The Nation*  
 “Midpoint Stays in Missouri,” April 3, 2001

## Trends

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### Church Megatrends

1. from mass evangelism to relational evangelism
2. from tribal education to immigrant education
3. from surrogate missions to hands-on-missions
4. from reasonable spirituality to mysterious spirituality
5. from official leadership to gifted leadership
6. from segmented programming to holographic programming
7. from secondary planning to primary planning

C. Jeff Woods, Alban Institute,  
 “Congregational Megatrends”

### Characteristics of Healthy Churches

#### From: Kennon L. Callahan, *Twelve Keys to an Effective Church* (Jossey-Bass)

1. specific, concrete missional objectives
2. pastoral/lay visitation in community
3. corporate, dynamic worship
4. significant relational groups
5. strong leadership resources
6. solid, participatory decision-making
7. competent programs and activities
8. open accessibility
9. high visibility
10. adequate parking and landscaping
11. adequate space and facilities
12. solid financial resources

#### From: Darrell W. Robinson, *Total Church Life* (Broadman and Holman)

1. vision
2. commitment
3. leadership
4. unity
5. membership involvement
6. celebrative and joyful worship and praise
7. prayer
8. fellowship
9. organization
10. equipping
11. pastoral care and ministry
12. evangelizing

**From Ken Hemphill, *The Antioch Effect: Eight Characteristics of Highly Effective Churches* (Broadman and Holman)**

1. supernatural power
2. Christ-exalting worship
3. God-connecting prayer
4. servant leaders
5. kingdom family relationship
6. God-sized vision
7. passion for the lost
8. maturation of believers

**From John MacArthur, *Marks of a Healthy Church* (Moody); "Marks of an Effective Church."**

1. godly leaders
2. functional goals and objectives
3. discipleship
4. penetrating the community
5. active church members
6. concern for one another

7. devotion to the family
8. Bible teaching and preaching
9. a willingness to change
10. great faith
11. sacrifice
12. worshiping God

**From: Mark Dever, *Nine Marks of a Healthy Church* (Crossway)**

1. expositional preaching
2. biblical theology
3. the gospel
4. biblical understanding of conversion
5. biblical understanding of evangelism
6. biblical understanding of church membership
7. biblical church discipline
8. concern for discipleship and growth
9. biblical church leadership

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**Characteristics of Healthy Turn-Around Churches**

**From: George Barna, *Turn-Around Churches* (Regal)**

1. the presence of the Holy Spirit and an openness to His working
2. pastoral love of people; the pastor establishes a bond of trust with the congregation; pastor radically loves his people
3. a new pastor must be brought in to lead a revolution
4. release the past
5. intentionally define types of outreach the church will emphasize
6. equip the laity for effective, targeted ministry
7. pastor must be a strong leader
8. pastors must be hardworking
9. widespread and heartfelt prayer

10. their sermons were a cut or two better than what the congregation had received in the past
11. gaining an objective, outsider's perspective
12. having great staff members
13. having a core of supportive zealots in the congregation
14. long-term pastor

**From: Bill Hull, *Seven Steps to Transform Your Church* (Revell)**

1. seek renewal
2. develop principled leadership training
3. transform existing leadership
4. cast the vision
5. sacrifice forms for function
6. create community
7. truly do evangelism

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## SEMINARS

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### BARNA 2001 SEMINAR SCHEDULE

#### MARCH

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
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, Sept. 20
Louisville, KY	Tuesday, Sept. 25
St. Louis, MO	Thursday, Sept. 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
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Barna Research Group, Ltd., 800-552-2762

### 2001 ALPHA CONFERENCES

<u>DATE</u>	<u>LOCATION</u>	<u>CONTACT PERSON/PHONE NUMBER</u>
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

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## LEADER'S READING RESOURCES

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### *Evangelism in the 21<sup>st</sup> Century*

#### ***Recommended Books***

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##### ***Lost in America* by Clegg, Tom and Warren Bird. 2001, Group**

Clegg and Bird, church growth consultants, describe the changes, choices and challenges facing the North American church as we enter the 21<sup>st</sup> century in a descriptive and practical way (great illustrations, helpful evaluation exercises, good discussion questions and practical resources). The authors describe four (chapters 1-4) primary changes taking place in the church and wider culture: from old wineskin to new wineskin; from church orientation to mission; from homogeneous to diverse ethnicity; and from Judeo-Christian to post-modern worldview. They also describe three (chapters 5-7) primary choices facing the church: program or relational ministry; inward or outreach mission; and program/duty or natural evangelism. Finally, the authors describe four (chapters 8-11) challenges that will help define the church of the future: prayer; loving relationships; ministering outside of the church building; and gracious evangelism.

##### ***Church Planting Movements* by Garrison, David. 1999, International Missions Board of the Southern Baptist Convention**

Garrison, a mission researcher, has described and evaluated the miraculous growth of churches in several areas of the world today which he calls "church planting movements." He first describes CPM's in Southeast Asia, North Africa, mainland China, Latin America, Central Asia, Western Europe and Ethiopia. From his observations of these CPM's he describes several characteristics: prayer, abundant gospel sowing, intentional church planting, scriptural authority, local leadership, lay leadership, cell or house church base, churches planting churches, rapid reproduction, and healthy churches.

##### ***In Search of Authentic Faith* by Rabney, Steve. 2001, WaterBrook**

Rabney, a church researcher and writer, describes the changing dynamics of church and culture and the emergence of new wineskin models of the church (especially among young people). He addresses issues related to the quest for authentic faith among young people, their need for true community, their desire to experience God (not just know about Him), their desire for passionate living and their need for creativity. Rabney does a very good job of describing several possible models of the new wineskin church and how generations can work together to facilitate what the Spirit of God is initiating for the salvation of many.

##### ***The End of the World... As We Know It* by Smith Jr., Chuck. 2001, WaterBrook**

Smith, a mega-church pastor, describes the transition of cultural values and worldview that is shaking the very foundations of American culture. With this transition comes challenges and a great opportunity for the church to minister powerfully to those lost in the current "culture-quake." Smith exhorts believers and the church not to be alienated from people during this time of transition, but to engage people in the context of popular culture by: 1. Finding points of entry; 2. Finding sites where God is already at work; 3. Finding people who are thinking spiritually; and 4. Finding issues that are addressed by scripture (chapter 8).