

# *Leadership Tips*

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

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### LEADERSHIP

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#### *Leadership Quotes*

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*“If a race is lost, it is lost in the passing of the baton.”*

Dr. James Dobson, author and family ministry leader

*“When the game is on the line, great leaders always take responsibility.”*

John Maxwell, pastor and leadership consultant

*“Where there is no vision, the people perish.”*

Proverbs 29: 18

*“Small dreams stir no man’s emotion.”*

Steven Covey, author and management consultant

*“In a culture in transition, leaders are by definition those who see the future first and those who are willing to work for deferred goals.”*

Gerald Kelly, author and management consultant

*“Many of life’s failures are people who do not realize how close they are to success when they give up.”*

Thomas Edison, inventor

*“If you work with marble, it will perish; if we work with brass, time will efface it; if we rear temples, they will crumble..., but if we work upon the immortal minds and hearts we are engraving upon that which will brighten all eternity.”*

Daniel Webster, orator and statesman

#### *Leadership Growth and Development*

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##### **Anointed Leadership**

1. Discover the character of God
2. Surrender to the Lordship of Christ
3. Be filled with the Holy Spirit
4. Study the Word of God
5. Practice spiritual multiplication
6. Make prayer and fasting part of your program

7. Ask God to give you a vision
8. Keep your priorities straight
9. Work as onto the Lord
10. Have faith – trust God!

Bill Bright, “Ten Keys to Anointed Leadership,” *Fuller Focus*, Fall 2001

## What's Really Important

### **Divine Revelation:**

1. The inspiration and authority of the holy Scriptures
2. The existence and nature of God and the Godhead
3. The revelation and incarnation of the Son of God
4. The general witness of the Holy Spirit to all humankind

### **Redemption in Christ:**

1. The message of the gospel for all the world
2. The freedom from guilt and condemnation
3. The meaning and significance of being a child of God
4. The issues of sanctification and deliverance

### **Basic Disciplines:**

1. The intent and application of the biblical sacraments
2. The necessity of nurture through God's Word
3. The promises and pathway of praying with faith
4. The knowledge of an obedience to God's will
5. The principles and practice of stewardship and giving

### **Spiritual Empowerment:**

1. The call to and the baptism of the Holy Spirit
2. The gifts and fruit of the Holy Spirit
3. The purpose and patterns of the prophetic word
4. The promise and ministry of health and healing
5. The realm and ministry of the kingdom of God

### **The Church:**

1. The mission and structure of the church
2. The priorities and practice of Spirit-filled worship
3. The principles of authority and submission
4. The dominant value and power of love

### **Spiritual Conflict:**

1. The origin and nature of Satan and the demonic
2. The reality of the invisible and of angels
3. The call to and means of spiritual warfare
4. The issues of eternal life and eternal loss

### **Issues of Daily Life:**

1. The present prophetic moment
2. The vocation and ministry of the believer
3. The meaning and responsibility of a witness
4. The divine purpose of God for Israel and the Jew

### **Persons and Family:**

1. The divine call to biblical manhood and womanhood
2. The God-ordained order for human sexual behavior
3. The divine design for the home and family

## *Developing Ministry Skills*

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### **Engle's Stages of Conversion**

- 8 Awareness of supreme being – no knowledge of the gospel
- 7 Initial awareness of the gospel
- 6 Awareness of fundamentals of the gospel
- 5 Grasp of implications of the gospel
- 4 Positive attitude toward the gospel
- 3 Personal problem recognition
- 2 Decision to act
- 1 Repentance and faith in Christ
- 0 Conversion
- +1 Post-decision evaluation
- +2 Incorporation into the body of Christ
- +3 A lifetime of conceptual and behavioral growth in Christ

Engles, "Scale of Conversion Stages,"  
*REV.*, January/February 2002

### **Effective Ministry Comes From Relationships**

**Key #1:** People are willing to commit to something that's relevant to their interests, needs, or stage of life that has a defined period of time.

**Key #2:** When released to do so, Christians will exercise their gifts in the areas of their passions – resulting in effective ministry to your church and community.

**Key #3:** Real ministry and accountability come from strong relationships, not systems.

**Key #4:** Our role as pastors is to equip or facilitate the ministry of each person in our congregation.

Ted Whaley, "Connecting in an Independent Culture,"  
*REV.*, January/February 2002

### **Staff Relationships**

#### **Reasons for staff conflict**

1. Jealousy or envy
2. Unresolved conflict
3. Greed
4. Unclear job descriptions and/or expectations
5. Different levels of commitment
6. Personality differences
7. Generational differences
8. Gender gap

#### **Keys to strengthening staff relationships**

1. Support your senior pastor
2. Be loyal and dependable
3. Be flexible but consistent
4. Be humble
5. Communicate
6. Listen to others
7. Know your gifts and limitations
8. Encourage and appreciate others
9. Be approachable and friendly

Jeff Denton, "Staff Relationships,"  
*The Children's Pastor*, Fall 2001

## Establishing Leadership Covenant

1. Pursue honesty, openness and grace in relationships
2. Commit to reconciling hurts, offenses and differences quickly
3. Honor and cover one another in word and action
4. Do not entertain accusations against one another
5. Hear one another's opinions, honor one another's differences, hold love supreme and wholeheartedly embrace collective decisions
6. Meet together regularly to pray, share, worship, support and pursue accountability
7. Remain faithful to intentional, person evangelism.

Jay Passavant, "Stop Strife Before it Starts,"  
*Ministries Today*, January/February 2002

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## LEADERSHIP AND CHANGE

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### *Church Growth Dynamics*

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#### Church Growth Resources

Where do I get an **historical perspective** on church growth?

*Understanding Church Growth* by Donald A. McGavran (1990, Eerdmans)

Is there a **general and comprehensive textbook** on church growth?

*The Book of Church Growth* by Thom S. Rainer (1993, Broadman & Holman)

Where can I find a **"how-to" manual** on church growth?

*God's Way to Keep a Church Going and Growing* by Vergil Gerber

What is the **best selling book** on church growth?

*How to Grow a Church* by Donald McGavran and Win Arn (1973, Gospel Light)

Is there support for church growth **ideas from secular research**?

*Why Conservative Churches are Growing* by Dean Kelley

Do church growth **principles work internationally**?

*Latin American Church Growth* by William Read, et al.

\* Is there a book that tells the story of **rapidly growing church movements**?

*Church Planting Movements* by David Garrison (1999, Southern Baptist)

What is the **best introductory text** on church growth?

*I Believe in Church Growth* by Eddie Gibbs (1981, Eerdmans)

What book would help a **skeptic** of church growth **gain an objective view** of church growth?

*Confessions of a Church Growth Enthusiast* by Kent Hunter (1997, Fairway)

What will the growing **church of the new millennium look like**?

*Church for the Unchurched* by George Hunter (1996, Abingdon)

C. Peter Wagner, "My Top 10 Church Growth Resources,"  
*Strategies for Today's Leaders*, Fourth Quarter 2001

\* Adaption by Paul Leavenworth

**Why Growing Churches Plateau and What You Can do About it**

FACTORS THAT CAUSE INITIAL GROWTH (in young churches)	ERRONEOUS STRATEGIC DECISIONS THAT LEAD TO PLATEAUIING	CORRECTIVE STEPS TO REGAIN INITIAL GROWTH
Focus is on meeting the needs of the congregants.	Focus is increasingly on the needs of the staff.	Make planning decisions based upon congregational needs (via surveys, focus groups, etc.) ... not on the conveniences of the staff (which are usually expressed more vocally and assertively than congregational needs).
Celebration Convenience: multiple church celebrations are held at varying times.	Waning Celebration Convenience: celebrations are combined together in larger facilities. As a result, fewer options are offered for congregants (but convenience increases for staff).	Maintain as many multiple celebrations as feasible in order to offer as many convenient worship times as possible.
Prayer focus is on the unchurched and dechurched. (Dechurched: those who have terminated their attendance elsewhere due to real or perceived hurt, conflict, etc.)	Prayer focus is on church attendees. Most prayer is centered on the personal needs of a burgeoning congregation.	Employ 50/50 prayer (see <i>A House Divided: Bridging the Generation Gaps in Your Church</i> ). Fifty percent of the prayer focus addresses congregational needs while the other 50% is faithfully reserved to address the needs of the unchurched and dechurched.
Urgency in prayer due to potential for failure.	Institutionalization of prayer takes place. Prayer forms are standardized and systematized, especially in the church celebration. Security in circumstances robs prayer of its urgency.	Don't wait for a crisis to reinvigorate the prayer life of a church. Consider the enormity and significance of the task you are undertaking: the Great Commission (Matt. 28:19)
Low overhead due to rented facilities.	Dramatic increase in overhead due to purchased or constructed facilities.	Rent longer than you think you need to. This will place hardship upon your staff, but increase your financial viability and future flexibility. <i>Read When Not to Build</i> by Ray Bowman.
Rented facilities are usually multi-functional.	Owned facilities are often segregated into activity specific spaces; i.e. immovable pews in an auditorium, small Sunday school rooms that cannot open up into larger facilities, etc.	Retain flexibility in your facilities. When it is time to build, employ architects who build malls, college classrooms, and theatres, not those who primarily build churches.
Budget is based on money in hand (i.e. past performance).	Budget is based upon projections of continued growth. If growth slows, fiscal flexibility will tighten quickly and dramatically, often leading to conflict and friction.	Budget more conservatively than you feel you should. Church leaders are often optimists, but basing budgets on anticipated performance can be reckless. In addition, lower numbers can be deceptive; e.g. a church that was able in the past to increase a \$100,000 budget by 10% will find it exponentially more difficult to increase a \$500,000 budget by 10%.
Experimentation is encouraged. Almost all theologically non-compromising ideas are considered.	The church begins to stay with "what has worked in the past," even if that is the immediate past. This often leads to incipient traditionalism.	Foster an environment of experimentation and exploration. Rapid changes in cultural predilections and preferences require this.

FACTORS THAT CAUSE INITIAL GROWTH (in young churches)	ERRONEOUS STRATEGIC DECISIONS THAT LEAD TO PLATEAUIING	CORRECTIVE STEPS TO REGAIN INITIAL GROWTH
Housecleaning. Ideas that don't work are quickly abandoned. Limited resources and the precariousness of the church's survival creates this situation.	Programs and ideas that may not be productive are given extra time "to develop" Jesus' parable on repentance (Luke 13:1-9) is often misdirected to rationalize extending the life of unproductive programs.	Be prepared to use vigorous analysis and empirical evidence to confirm productive programming. Often supporting evidence of a program's viability is anecdotal. Look for clear evidence of productivity (James 3:17).
Dysfunctional people become functional. All people regardless of physical, social, or economic dysfunction are actively recruited. Prior leadership experience in another church is not required.	Functionally adept people are actively recruited. Prior leadership experience in another church is highly valued. Unproductive programming is often unintentionally cross-pollinated.	Inaugurate a lay-training system to mentor dysfunctional people into functional and productive lives in both church and society.
Staff has low educational experience in their ministry field. Thus, they do what they "feel" is right.	Staff becomes trained in the "classical" fields of theology, Christian Education, church music, and ministry. These newly acquired skills are probably those that are practiced in influential, but plateaued, churches.	Embrace 50/50 Learning. Learning engendered in the "classical" milieu of seminaries, workshops, and Bible colleges, must be tempered by 50% of the learning coming from alternative sources such as non-accredited institutes (e.g. the Wagner Leadership Institute), workshops, and secular experiences.
Small groups are not needed. The church is driven by the "event status" of the celebration.	Small groups, though needed, are not developed, because the "event status" of worship drives the church's emphasis and reputation. Because intimacy is missing due to the lack of an expansive network of small groups, people feel the church is "too cold" or "not personal enough" and they go elsewhere.	A celebration event can sustain a church only initially, and soon must be accompanied by a network of small groups that encourage intimacy and commitment. All types of small groups should be developed, including adult Sunday school classes, leadership teams, home groups, ministry groups, interest groups, etc.
Christ is exalted as the instigator and sustainer of growth. The miraculous nature of growth inspires awe and a sense of the supernatural.	Leadership principles are credited as the cause of growth.	Fully understand the factors that contributed to growth in the first place and adapt these God-derived strategies to current needs.

Bob Whitesel, "Why Growing Churches Plateau," *Strategies for Today's Leaders*, First Quarter 2002

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

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### *Currents*

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#### **Top 10 Religious Stories of 2001**

1. After September 11 attacks, Christian leaders help nation grieve, care for survivors, and wage a just war against terrorism.
2. Shelter Now's 24 workers in Afganistan detained three months for Christian outreach to Muslims.
3. Federal money pays for limited research on cells from destroyed human embryos.
4. New coalition of prolife and prochoice advocates presses for ban on cloning human embryos.
5. Faith-based charities legislation sidetracked over religion clause.
6. Confessing Movement resists liberals in the Presbyterian Church (U.S.A.), fights to retain "fidelity and chastity" amendment.

7. U.S. Supreme Court allows Christian groups to use public schools after classes.
8. Evangelical scholars reject "openness of God" theology.
9. HarperCollins accused of trying to de-Christianize C.S. Lewis.
10. Greater Ministries International leaders convicted in \$500 million Ponzi scheme.

“Top Ten Religion Stories, 2001” *Christianity Today*, 1/7/02

## 2001 News in Review ... Stories That Changed Our World

<b>JAN. 20 – Bush inauguration</b>	After one of the closest presidential elections in history, George W. Bush takes the oath of office from Chief Justice William Rehnquist.
<b>JAN. 26 – India earthquake</b>	A devastating 7.9-magnitude earthquake hits the Indian subcontinent, killing more than 20,000. Among the dead were almost 400 schoolchildren who were marching in a parade when the quake began.
<b>FEB. 6 – Sharon elected in Israel</b>	Ariel Sharon is elected Israeli prime minister in a landslide victory over Ehud Barak.
<b>FEB. 18 – Earnhardt killed in crash</b>	Auto racing star Dale Earnhardt dies from head injuries suffered in a crash with Ken Schrader at the Daytona 500 in Daytona Beach, Fla. NASCAR investigated the crash, and Earnhardt's son continued to race.
<b>APR. 1 – U.S. plane, Chinese jet collide</b>	A U.S. Navy surveillance plane collides with a Chinese fighter over the South China Sea and makes an emergency landing. Both countries later agree to have the plane disassembled and sent to the United States.
<b>MAY 24 – Jeffords leaves Republicans</b>	Sen. James Jeffords of Vermont announces he will leave the Republican Party to become an independent member of the U.S. Senate, tilting Senate control to the Democrats.
<b>JUNE 7 – Government cuts taxes</b>	President Bush signs his \$1.35 trillion tax-cut bill at the White House. The bill fulfills a campaign promise and offers immediate tax rebates and long-term tax savings to many Americans.
<b>JUNE 11 – McVeigh executed</b>	Timothy McVeigh is executed at the Federal prison in Terre Haute, Ind., for the Oklahoma City bombing.
<b>AUG. 9 – Bush approves stem-cell funding</b>	President Bush announces he supports funding for limited stem-cell research. Research is restricted to 60 existing stem-cell lines. The decision had been one of the toughest for Bush since he took office.
<b>SEPT. 11 – Terrorists attack U.S.</b>	Suicide hijackers crash two airliners into the World Trade Center, toppling the 110-story twin towers. Another plane slams into the Pentagon, and a fourth crashes outside Pittsburgh. About 3,000 people are killed. Security increases across the United States.
<b>OCT. 7 – Military bombs Afghanistan</b>	U.S. and British forces strike military targets and Osama bin Laden's training camps inside Afghanistan.
<b>OCT. 9 – Anthrax detected in mail</b>	Letters that tested positive for anthrax, postmarked in Trenton, N.J., are sent to Sens. Tom Daschle and Patrick Leahy. Anthrax would later be found in New York and Washington, D.C. killing five people.
<b>NOV. 26 – U.S. economy in recession</b>	The National Bureau of Economic Research confirms that a U.S. recession began in march. Consumers spend less, and unemployment grows.
<b>DEC. 5 – Afgan government formed</b>	Four Afghan factions agree on an interim Cabinet headed by Hamid Karzai, a leading anti-Taliban commander, to take power in Kabul from the victorious Northern Alliance.
<b>DEC. 22 – Man allegedly has shoe bomb</b>	Richard Reid, is charged with interfering with a flight crew aboard an American Airlines flight from Paris to Miami after he reportedly tried to ignite an explosive device in his shoes.

“2001: Year in Review” *The Des Moines Register*, January 1, 2002

### **Barna on 2001**

Pouring over hundreds of statistics released during 2001 through The Barna Update, the bi-weekly report on American culture and faith, Barna chose the following seven outcomes as those that have the most significant implications.

1. When people who regularly attend Christian church services were asked to describe the importance of various spiritual endeavors, a minority of regular attenders described evangelism, having meaningful relationships with other people in their church, and giving 10% or more of their income to their church as very important endeavors.
2. After studying more than three dozen different faith practices and biblical beliefs, adults under the age of 35 were the least likely to have a biblical perspective or consistent participation in each of the factors examined.
3. Forty one percent of the adults who attend Christian church services in a typical week are not born again Christians – meaning they have not embraced Jesus Christ as their savior.
4. After exploring the religious life of adults attending a variety of Protestant churches, only three types of churches – Pentecostal, Assembly of God, and non-denominational churches – had a majority of adherents who had shared their faith in Christ with a non-Christian in the past year.
5. Based on people's reactions to a series of moral issues, Americans are comfortable legalizing activities – such as abortion, homosexuality and pornography – that they feel are immoral.
6. Religious teaching or values minimally affect people's moral choices. The major influences on such decisions are the expected personal outcomes of their choices, minimizing conflict over their choices, and the values their parents taught them.
7. Compared to two years ago, just half as many Americans believe that absolute moral truth exists, dropping from 38% in January 2000 to only 22% in November 2001.

Barna noted that this list suggests that "faith is just one component in people's lives that helps them to interpret and cope with reality – and it certainly is not the central shaping influence for most people. The data regarding young adults also pose the possibility that churches are losing ground in terms of influence and may need to consider new approaches to making ancient truths more vivid and comprehensible in a technology-drenched, relativistic global community."

“7 Most Important or Revealing Results” *Barna Research Online*, 12/17/01

### **Trends of the Spirit in the World Today**

This premier decade of the 21st century finds the church in a position to receive both greater harvest and greater hostility than ever in history. What is on the horizon for the next few years? The following predictions are not prophecies—and they are by no means infallible. They are based on biblical promises, spiritual trends, what I've seen in ministry in 51 nations and what I sense deep in my spirit.

- This decade will be one of harvest.
- Christian beliefs will be criticized.
- Religious opposition will intensify.
- New media will help spread the gospel.
- Standards of leadership will improve.
- Charismatics will help the helpless.
- Young leaders will step into place.
- Miracles will blur doctrinal divisions.
- International affairs will cause the gospel to spread (see Matt. 24).
- Jewish and Muslim leaders will declare their faith in Jesus as Lord.
- Theology and worship will blend to create a fresh expression of Christianity.
- The church worldwide will be more interconnected than ever.

David Shibley, “The Holy Spirit is Moving”  
*Charisma*, January 2002

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## LEADER'S READING RESOURCES

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### Leadership Growth and Development

**Canfield, Ken. *The 7 Secrets of Effective Fathers* (1992, Tyndale)**

Canfield, a researcher and conference speaker on fatherhood, describes the results of a study on the characteristics of effective fathers. He lists 7 qualities found in effective fathers: 1. Commitment, 2. Knowing your child, 3. Consistency, 4. Protection and providing, 5. Loving their mother, 6. Active listening, and 7. Spiritual equipping; and practical ways to help fathers to become more competent in these qualities. The book includes a diagnostic profile to help fathers to honestly evaluate their strengths and weaknesses.

**Cymbala, Jim. *The Life God Blesses* (2001, Zondervan)**

Cymbala, the pastor of Brooklyn Tabernacle, describes and illustrated Biblical principles that qualify us to “enjoy God’s favor.” He tells the story of how God has revitalized The Brooklyn Tabernacle and the lessons that he has learned from God. Cymbala concludes that humility is the magnet of God’s blessings and favor.

**Johnson, Dwight. *The Transparent Leader* (2001, Harvest House)**

Johnson, a business man and parachurch leader, describes and illustrates spiritual secrets of leadership through mini-biographies of 19 successful Christian leaders. Some of these leaders include Chuck Colson – politician and founder of Prison Fellowship, Bill McCartney – football coach and founder of Promise Keepers, Bill Armstrong – U.S. Senator, and Adolph Coors – businessman.

**Pruitt, Jerry. *The Presence, Power and Purpose of God* (1999, Pruitt Publishing)**

Pruitt, a pastor, describes the importance of the presence and power of God in the lives of purposeful people. He uses the Acts of the Apostles as his primary text for describing and illustrating the relationship between these three elements. Pruitt concludes that a life lived for the presence and power of God will be blessed in 6 ways: 1. Love for God, 2. Obedience to God’s voice, 3. Intimacy with God, 4. God becomes your life, 5. God prolonged life and 6. Dwelling in God’s land of promise.