

POTPOURRI ON LEADERSHIP AND THE CHURCH

VISION AND VALUES:

1. Vision and values focus the energy of people on the real business of the church.
2. There are two parts to leadership; vision casting and vision implementation.
3. That which got your church to where it is today will not get it to where it needs to be.
4. The biggest human detriment to any organization is ego (Edging Out God).

(If there is anything I have learned over the years at Willow Creek, it is to underestimate how often I need to re-ignite vision...to consistently re-educate people why we are on the track we are on...why we do things the way we do. This why our values are so important...of all the leadership issues, this is the toughest...what values will drive your behavior. Bill Hybels, Willow Creek Community Church)

LAY MOBILIZATION:

1. Lay people are called into the ministry of the church, not the business of the church.
2. Lay people must be empowered and given authority and responsibility over their areas of ministry. Giving them control, while holding them accountable, is crucial.

(Four foundational principles shape the ministry of our church. One, we take seriously our cultural context...we believe we live in a mission field. Two, in an anti-institutional and Biblically illiterate culture, it is our laity who are most effective witnesses. Three, ministry will largely be outside the walls of the church and take a variety of forms. And four, the role of the church and we as pastors is to prepare God's people for life with a faith that works. Mike Foss, Prince of Peace Lutheran Church)

THE POWER OF PARADIGMS:

1. The leader is always searching for the new paradigm while the old paradigm is still successful.
2. It is fatal to project the future as a simple extension of the past.
3. A new paradigm means that everyone goes back to zero.
4. In times of rapid change, one is constantly changing paradigms. When the horse is dead dismount.

CHARACTERISTICS OF LEADERS:

1. They have a strong sense of purpose.
2. They are passionate about what they do.
3. They have a conviction that they are doing something important.
4. They are willing to take risks.

5. They are capable of developing and sustaining deep and trusting relationships.
6. They are positive and view problems as challenges for victories not as obstacles.
7. They offer people hope in a bigger and better legacy than anyone can achieve as an individual.
8. They understand and live out the balance between work and play, power and empowering, sovereignty and responsibility, spirituality and humanness, and job and family.
9. They have a bias toward action and tasks.
10. They are courageous.

THE INTERNET:

1. The internet is more about the transfer of information, ideas, and knowledge than it is about technology.
2. It is not about technology; it is about the Great Commission.

LIFE LONG LEARNING:

1. It requires intentionality and our willingness to be responsible for it.
2. Our learning should be aligned with our mission.
3. It helps to have a learning plan and goal.
4. A big part of learning is learning how you learn best.
5. Learn from both the inside of your organization and discipline and learn from outside those areas as well.
6. Learn from your mistakes.
7. Share your learning.

LESSONS FROM PETER DRUCKER:

1. The mission comes first and for churches the mission is changed lives.
2. The function of management is to make the church more church-like not more business-like.
3. An organization begins to die the day it begins to be run for the benefit of the insiders and not for the benefit of outsiders.
4. Focus on opportunities not problems, remembering that many organizations assign their best resources to their problems rather than opportunities, and as a result fail in accomplishing their mission.
5. People decisions are the ultimate control mechanism of an organization, and how those decisions are made tell the rest of the people in your organization what your real values are.

6. The three most important questions for any organization are; What is our business? Who is our customer? and What does our customer value?

THE 21ST CENTURY CHURCH

1. It has effective leadership at multiple levels.
2. It equips and deploys the laity.
3. It understands and pro-actively engages the culture.
4. It builds authentic community.
5. It is involved in Kingdom collaboration.

(We are now living in an age of discontinuity in churches... and discontinuity brings unintended consequences. We know a lot about change in the church but we don't know much about discontinuity. The word congregation is being replaced with the word cause...churches are being organized around cause instead of an institution. Pastoral allegiance is shifting from denominations to movements and networks. We are moving from western European cultural religions to more and more "made in America" religions. We have moved from an age of belief, or a universal assumption of God, to an age of unbelief. Lyle Schaller)

EIGHT LEADERSHIP FAILINGS:

1. The Home Run Hitter: This impatient leader always swings for the fences even before they have learned to hit. These leaders know their career goal and want to be there right now. Successful leaders learn to build from where they are and hit singles and doubles first.
2. The Early Harvester: Right out of seminary, they feel they have paid their dues and are entitled to high market value. However, the church like businesses, values performance instead of potential.
3. The Meritocrat: This person puts tremendous energy into getting the right answers and no energy into acquiring the power to implement them. This is the pastor or leader who is intelligent. They have a good conceptual basis of what needs to be done but lack the relational tools for getting things done.
4. The Peacekeeper: These leaders are excellent at gaining collaboration from groups but lousy at confronting issues and individuals in conflict. Many pastors fall into this trap. They tend to be conflict avoiders. No pastor or leader needs to create conflict. It is a natural process in leading groups over time.
5. The Hero: This person always gets the job done while hurting everyone else. They quickly develop a reputation for micromanaging and not attracting the best co-workers. In pastoral roles, this can be gratifying to a leader for a time but eventually everything stops because the leader is overwhelmed. This leader always wants to be consulted but doesn't want to be consulted but doesn't want to consult anyone else.
6. The Rebel: This person refuses to adapt and becomes ostracized when taken to an extreme. Creativity and rebellion are two different things. A good leader, in any area, reads the culture and makes positive responses in various situations and settings.

7. Mr. Spock: This person makes great decisions based on facts and ignores the human dimension. Over time, these people hurt the climate of an organization especially a church. People factors always come into play in people organizations.
 8. The Acrophobe: This person fears the role and responsibility of leadership. We can all point to a lack of something; education, skill, spouse, etc. Good leaders have realistic appraisals of themselves and even though they often find themselves in over their heads they continue to move on.
- (There are ways to help these failings. One, acknowledge them to yourself. If you cannot do that get other leaders to evaluate yourself in an honest fashion. Then ask a mentor or group to remind you when your actions suggest one of these traits. Remember, to work in your area of strength and to get others to help you in your areas of weakness.)