

Leadership Transformation



Toward Healthier Churches...



Moving From The Present

- Where are we now?
- Is everyone happy here?
- Do we want to camp here?

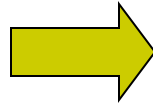
Adapting To Changing Landscapes

- Environments Will Change
 - Time To Move On
 - *Thirty or Three Hundred*
 - *Size Changes Everything*
 - *Previous methods vs. Required Methods*
- Change Indicators
 - *Stress*
 - *Role Confusion*

The Pain of Plateau Living

Plateau Living

- Cycle of gains and losses
- Limit found at the High water mark



Diagnosis

- Two Negative responses
 - A Spiritual Attack
 - Doubt Pastor's Spirituality
- Misdiagnosis Can Scar
 - Spiritual Emphasis Fails
 - Pastor is Hindered

Setting the Right Course

- Unalterable Leadership Principle:
 - *No changes will occur within an organization unless they are embraced and modeled by the leader.*

- The Internal Compass of Leadership
 - The Big Question: Where should you be going?
 - It is not a matter of good or bad.



Know Where You Are Going

Ephesians 4:11,12

Three Questions...

1. Where are we taking people?
2. Is the destination clear to everyone?
3. How can folks become a part ?



Leading the Expedition...

Leadership Involves Three Primary Responsibilities:

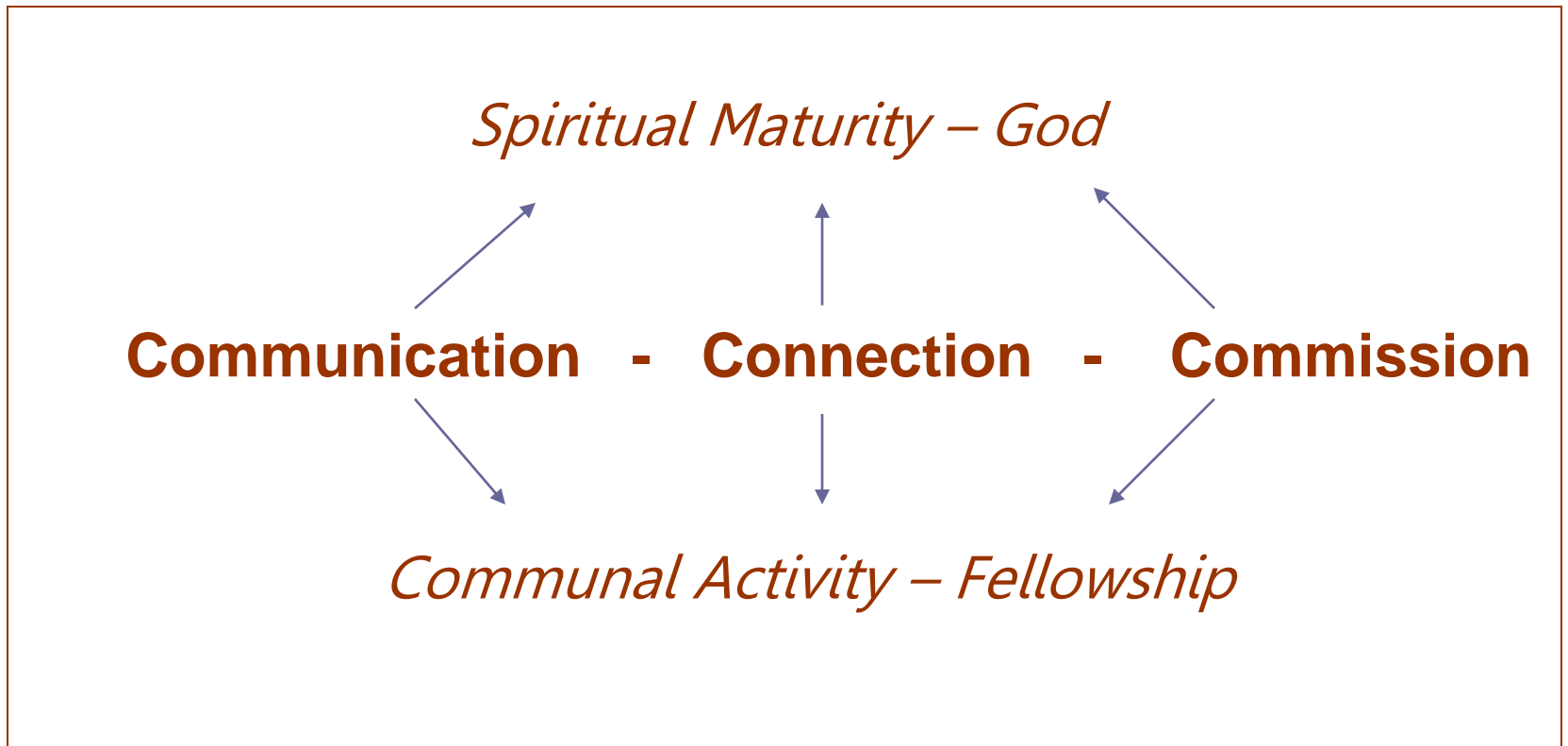
Nehemiah 2:17,18; 2:18b; 3:1-32

Communication – Identify the journey.

Connection – Connect people to that journey.

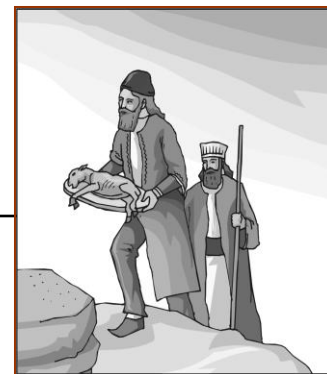
Commission – Empower leaders for the journey.

The Duality of Christian Leadership





Pastor as Priest and King



Kingly Role -- Community:

- Solomon recognized the complexities of leading Israel
 - I Kings 3:5-10
 - Ecclesiastes 1:13

Wisdom is not for personal gain, but to bless and empower those in your sphere of influence.

Priestly Role -- Equipping:

- Instruments of God to equip and edify.

Ephesians 4:12

- Teach and Raise up leaders

2 Timothy 2:2

Become all things to all men for the sake of the gospel.

Living In The Future

Keep Focused On Your Destiny and Prepared for The Future

Transitions and Tensions In Growth

Changing Roles and Functions of Elders

100/200

700/800

Size of Church	Small Church	Medium Church	Large Church
Elders' Relation to the Ministry →	<u>Do</u> the ministry Hands on	<u>Over</u> the Ministry Hands in	<u>Advise</u> Ministry
Who Does the Ministry →	The Elders (There may be no one else to help and must do it themselves)	The Elders are over the Ministry. People do the Ministry Elders organize and lead groups of people to perform ministry	The Staff is over the ministry The people do the ministry Elders are more removed and more like a Board of Directors – may not even be aware of all that is going on ministry-wise. Elders deal only with the big matters.
Decision Making →	Elders make all the decisions.	Elders make ministry decisions	Elders make policy decisions

Chart Adapted From *Leadership Transitions for Growth*, by Michael Fletcher

Road Blocks to Transformation

Breaking Through Barriers

- People Need to become comfortable with not knowing everyone personally
People in the church have to come to grips with the fact that they will not know everyone's name

- Members Need To be Inclusive
New opportunities should be created to accommodate new people and new kinds of relationship connections.

- Leadership Paradigm Shift
From Shepherd to Rancher

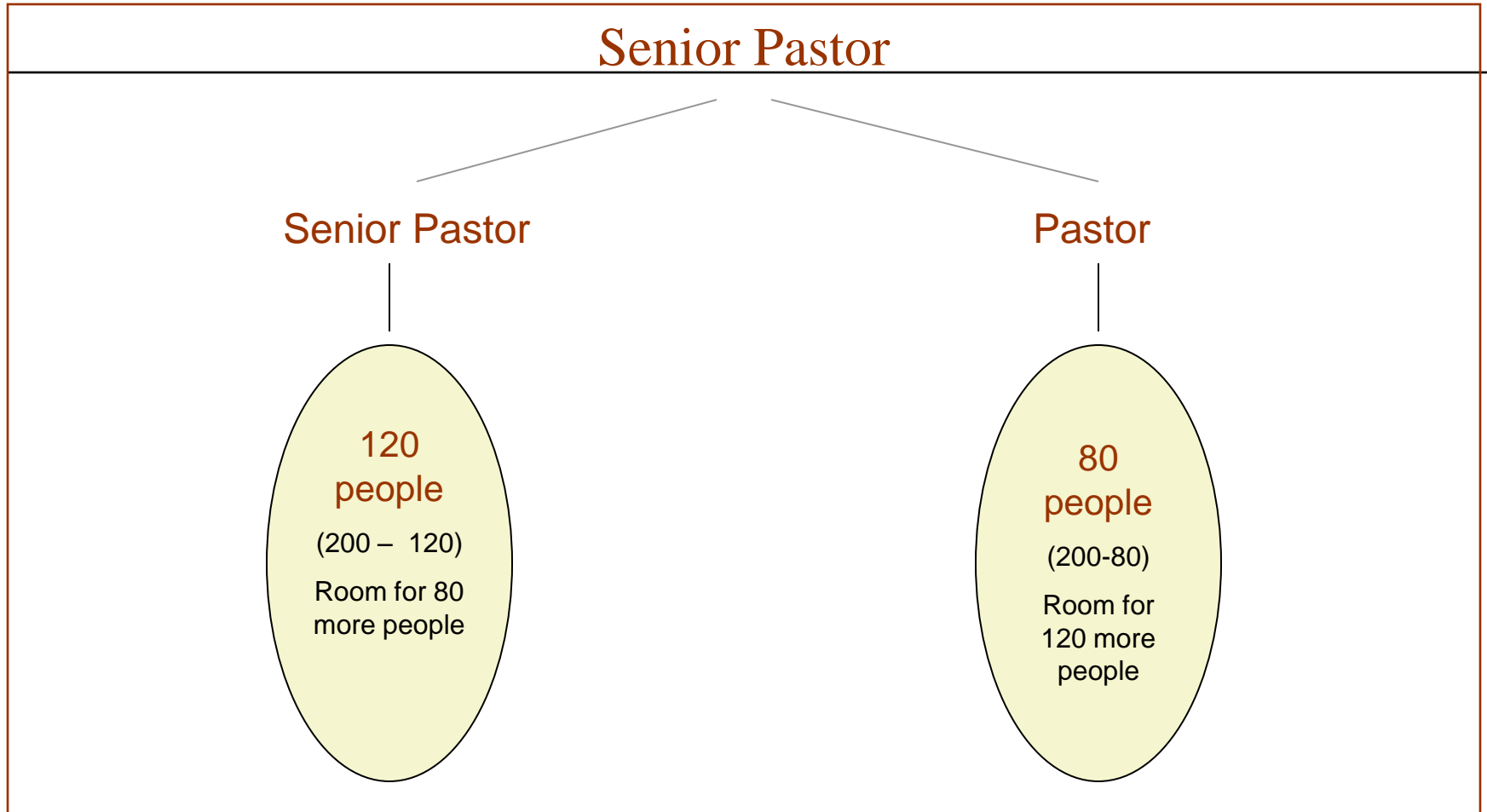
The Shepherd Model

Pastor



The Church

The Rancher Model



The Journey – Clearing Leadership Hurdles

They Mean Well, but...

- ❑ Elders: The Appeal of Power
- ❑ Pastors: Micro-managing
- ❑ Committees and Boards: Stifle Creativity and gifting
- ❑ Communications and Focus
- ❑ The People--need a healthy environment

God's Plan is For Transformation



“Leaders understand that if they get caught up in doing the work themselves they become a bottleneck for ministry.”

Roland Weaver, Open Door Church, Hibbing Minnesota