

Organizational Leadership

This is not general leadership best practices adopted from the strategies of the world. We are talking about leadership in the church. The church is the Body and Christ is the head. The body must operate in accordance with and not distinct from the head.

How will this help us evaluate leadership principles and practices?

Where have we been called into leadership?

Local

We are a church in and for our community. We want to celebrate its goodness, serve its specific needs, and work towards the flourishing of all its citizens. We worship in the voice of our community and seek to be a church that grows organically out of our neighborhoods. We are committed to working for the common good. We look to serve, not to be served. We look to give, not to take. We are eager to bless others because we have been blessed by God.

- The best leaders are developed out of local contexts and not imported from other places.
 - Listening
 - Adjusting
 - Developing
- Local leadership properly distinguishes between form and element

Presbyterian

Being Presbyterian means we are led by elders and connected with other churches. This provides accountability, oversight, and produces real pastoral care. We are part of the Reformed Tradition which teaches that God knows us intimately and enables us to know Him intimately. We believe that life in relationship with God is not only possible but vibrant. That God is the initiator of this relationship and the whole is based on grace and forgiveness offered to us in the being and action of Jesus Christ.

- Ministry is never done alone
- Ministry is contingent upon us
 - How is this empowering?
- *We do ministry confessionally*

Church

We believe that local, Christ-centered and apostolically designed churches are the very epicenter of Christ's saving presence on earth "against which even the gates of hell cannot prevail"! More than a source of mission, the carefully designed, apostolically-organized, church is the core of mission-- ordinarily the very life-giving presence of Christ, our Mediator. And this changes everything about the way we think of "church."

- The church is not just where we are training for ministry the work of the church is the ministry
- The church has a specific mission as defined by Jesus himself

Leaders are not just committed to their particular area of service, but to support the overall mission of the church. Part of what this means is working with other leaders, being attentive to the greater body. This will impact scheduling, recruiting, and problem solving just to name a few.

While this is a unique place to be in a leadership position there is one specific thing that is required for leadership in all places at all times.

I don't know any kind of leadership that can be disconnected from people. If there is no people then there is no leadership. What is special about the church is that, in so far as we have been commissioned by the church, we are leading people to Christ. We are leading to follow Christ on his mission, and we are ministering to people on behalf of Christ.

A Team Approach to Ministry

Sometime we might need to hire an expert with special skills and aptitudes but often we are serving in areas of the church and leading in places that we would we don't have "expertise". This is one reason a team approach to ministry is vital in the church.

- What are some rewards of a team centered approach to ministry?
- What are some problems when you avoid a team approach?

Building a Ministry Team

- What is the typical way that we mostly try to recruit people to a ministry?

- **“Do you want to live in shack and eat bologna sandwiches?”**
- Part of building a team is seeing things in people that they are yet to see in themselves
 - How? Not God loves you and I have a wonderful plan for your life.
 - Think back to local, think proximity
- Have a plan to help new people join the team
 - Know the roles that need to be filled
 - Have actual space for people to join
 - give people a long runway (trial service)

Empowering team members

- Being ok with things not being done the way you would do them
- Clear instruction and training for a job or role
- A plan for delegation
 - Observation
 - Participation
 - Supervision
 - Delegation
- Avoiding a culture that is hard to “break into”

Measuring Success

“Whether you realize it or not, you have a specific definition of personal success. And that definition of success greatly affects your life. It affects what you worry about, your stress levels and your sense of personal fulfillment. False views of success are usually quantitative not qualitative and built around things like career achievement and professional recognition.” Steve Childers

How do we typically measure success in other areas of our life or in other places we lead?

What makes measuring success in the church different?

Biblical view of Success:

Acts 16:15 [15] And after she was baptized, and her household as well, she urged us, saying, “If you have judged me to be faithful to the Lord, come to my house and stay.” And she prevailed upon us.

1 Corinthians 4:17 [17] That is why I sent you Timothy, my beloved and faithful child in the Lord, to remind you of my ways in Christ, as I teach them everywhere in every church.

Ephesians 6:21 [21] So that you also may know how I am and what I am doing, Tychicus the beloved brother and faithful minister in the Lord will tell you everything.

Colossians 1:7-8 [7] just as you learned it from Epaphras our beloved fellow servant. He is a faithful minister of Christ on your behalf [8] and has made known to us your love in the Spirit.

Colossians 4:7-8 [7] Tychicus will tell you all about my activities. He is a beloved brother and faithful minister and fellow servant in the Lord. [8] I have sent him to you for this very purpose, that you may know how we are and that he may encourage your hearts,

Revelation 2:10 Do not fear what you are about to suffer. Behold, the devil is about to throw some of you into prison, that you may be tested, and for ten days you will have tribulation. Be faithful unto death, and I will give you the crown of life.

Avoiding burnout as a spiritual leader:

Causes of burnout

- You do not lack the capacity to keep doing all things you are doing
- You have lost sight of the vision of why you are doing what you are doing
- You have measures success in a faulty way
- You have failed to recognize your created limitations

What should we do?

- Communication is key
- Evaluate your life's schedule and priorities through a gospel grid
- Evaluate the rhythms of your leadership and team