Pastoral Leadership Development

PARTICIPANT WORKBOOK

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David Hyatt: Director, Effective Ministries Coaching and Consulting
Ken Willard: Certified Church Consultant, Author, Coach - Leadership Base Camp

Revised 8/5/09
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NAME: ____________________________
Pastoral Leadership Development I

Session One
Orientation
“The very essence of leadership is that you have to have vision. You can’t blow an uncertain trumpet.”

Theodore M. Hesburgh
Objectives

Our core purpose today is to:

Create a strong partnership between the pastors, pastor mentors, and the facilitator while establishing expectations and responsibilities for the overall program.

To achieve this core purpose, you will learn to:

- Identify the steps in the PLD I process
- Understand the importance of continuing to develop leadership skills
- Build relationships with other participants
- Prepare for the rest of the PLD I process by understanding your expectations and responsibilities

Our core purpose for the overall program is to:

Develop the leadership skills of church pastors in order to enable them to better lead themselves, their church and others.

To achieve this core purpose, you will learn to:

- Develop a strong understanding of how our culture has changed and how the church can change to be “mission-driven” and reach out to others for Christ.
- Use practical ways to develop the leadership skills/gifts of yourself and your lay leadership.
- Use new tools for doing ministry that is both “faithful” and “fruitful”.
- Develop strong collegiality with other pastors as “life-long learners”.
- Prepare yourself and your church to move into PLD II or other continued growth experiences.
Group Covenant

I covenant with my Pastoral Leadership Development group to do the following:

1. Pray regularly for my fellow group members.
2. Complete all of the required reading and other homework between each session so that I will be prepared for our next time together.
3. Be on time for each session and when returning from breaks in order to keep us on schedule.
4. Be engaged by participating openly and honestly in all group sessions.
5. Be curious by asking questions and seeking clarification when needed.
6. Be respectful to others in the group and interact in a respectful manner as we share our unique personal perspectives and ideas.
   - Keep confidential any personal matters shared by others in the group.
   - Keep my phone on vibrate or silent and only check email/voicemail on breaks.
   - Only use a person’s real name if sharing a positive example.
   - Be patient with others as we all learn and grow.
7. Understand that each session goes quickly, and that the facilitator may need to move things along in order to keep us on track.
8. Others?

________________________________________________________
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Signed: _________________________________________ Date: _________________
Imagine a new pastor right out of seminary is assigned to spend some time with you. The rookie comes to you and says that she greatly admires your abilities and wants to be as good at leading others someday as you are.

She asks if she can come to you on occasion for advice, and if you wouldn’t mind coaching her when you have the time. You agree and begin by giving the rookie one golden rule of leading and influencing successfully in your job.

Your golden rule explains what the rookie should do to be a leader.
“I start with the premise that the function of leadership is to produce more leaders, not more followers.”

Ralph Nader
### PLD I Program Overview

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<td>Unbinding the Gospel by Martha Grace Reese</td>
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“Leadership and learning are indispensable to each other.”

John F. Kennedy
The New Face of Ministry in the 21st Century Church

1. We are currently experiencing enormous structural changes in our communities and populations. It’s a revolution, a transformation, a sort of metamorphosis. It does not happen, but rather it is driven by agents of change. This change from one way of thinking to another is often referred to as a ________________.

2. What we are seeing is that while the church was busy adapting to a secular culture, America has become Spiritually Thirsty.

3. Many things have changed in our society. One of the most evident changes has to do with the way we want to learn. The way we learn has profoundly changed from Lecture to ________________.

4. Many people have changed the way they view the church. We are losing the battle for the hearts and souls of the people because of this great divide. People today need a church that is Relevant, but too often we are seen as Irrelevant to what is going on in our world.
“The greatest crime in the world is not developing your potential. When you do your best, you are helping not only yourself, but the world.”

Roger Williams
The New Face of Ministry in the 21st Century Church

5. Pastor Rick Warren at Saddleback church in California received a lot of criticism from all sides when he hosted a session in 2008 with Barack Obama and John McCain. Many people felt that it was not right for this forum to have taken place in a church. The backlash from this event is just one example of how we are moving from a nation of one God to a nation with many gods. Instead of “One Nation Under God” it is beginning to look like we are making a Secular Nation.

6. Over the course of many years the church became comfortable, too comfortable. As this happened the Gospel shifted from a church “_________________” to a church that “_________________”. That may seem like a minor change to some, but it changes a church from being active to being passive.

7. The church has spent millions preparing pastors to deliver critical interpretations of the Bible, while the world wanted to know how to apply Spiritual matter to their lives. People today are not as interested in a purely theological discussion as they are in the Application of that information.
“The man who does not read good books has no advantage over the man who cannot read them.”
Mark Twain
The New Face of Ministry in the 21st Century Church

8. There was a time when people who thought of a pastor pictured a person standing in front of a small house next to their church tending to the flower garden in between visits from the ladies in the church bringing by some deserts. Too many pastors entered the ministry hoping this was a Safe and Loving place to have a career, while the world was demanding leadership willing to lead the church into dangerous places.

9. One major issue is that _________________ has set in throughout the church.

   Some definitions of atrophy are:
   - a wasting away of the body or an organ;
   - degeneration or decline from disuse;
   - decrease in size, deterioration or withering away.

10. All of the previous keys add up to a Perfect Storm that is hitting the church of today.

    “The church must raise her sails and move with the Spirit if we are not to be left behind. It is not enough to simply hang on; we must boldly move forward.”

    “You can change the name, but if you don't change the heart, the atrophy will kill you in the end.”

“Good is the enemy of great. The reason we do not have great churches is that we have good churches.”

Jim Collins
Key Learnings

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Action Plan

What is one action that you are willing to commit to taking between now and our next session together?

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What will success look like concerning that action?

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Best Practices

- Read everything you can about leadership.
- Go where leadership is taught.
- Get around leaders who are ahead of you and ask them how they got there. Ask them smart questions.
- Lead something beyond your job to build experience.
- ________________________________
- ________________________________
- ________________________________
- ________________________________

Additional Resources

Wooden on Leadership, by John Wooden and Steve Jamison

Blue Ocean Strategy, by W. Chan Kim and Renee Mauborgne

The Contrarian’s Guide to Leadership by Steven B. Sample

12: The Elements of Great Managers by Rodd Wagner and James K. Harter

Now, Discover Your Strengths, by Marcus Buckingham and Donald O. Clifton

Good to Great, by Jim Collins

How Full is Your Bucket? By Tom Rath and Donald O. Clifton

Leadership and the One-Minute Manager, by Ken Blanchard, Patricia Zigarmi and Drea Zigarmi

Leadership 101, by John Maxwell
Teacher: _____________________________   Date: ________________

Name: ______________________________ (optional)

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What, if anything, would you suggest to improve this session in the future?

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What is your biggest take-away from this session?

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Other comments: ________________________________________________________
_______________________________________________________________________

Thank You!
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Pastoral Leadership Development I

Session Two
Our World Has Changed
“Nobody can go back and start a new beginning, but anyone can start today and make a new ending.”

Maria Robinson
Objectives

Our core purpose today is to:

See how the world around us has changed and what we can do in order to catch up.

To achieve this core purpose, you will learn to:

• Identify changes that have occurred in our world over the past few decades
• Understand the best areas to focus on as we work on restarting an established church
• Know our target audience through an improved understanding of our community

Key Ground Rules:

• Be on time
• Be engaged
• Be curious
• Be respectful
“Be the change you want to see in the world.”
Mahatma Gandhi
The World Has Changed

No matter what your age, you have seen a great deal of changes in the world over your lifetime.

Think about how the world, your community, the Church and the UMC has changed over the past few decades and what might be in store for us in the near future based on those changes. Some areas to consider: technology, demographics, government, business, people’s attitudes/beliefs, etc...

Here are a few things that have changed over these decades to get you thinking:

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<th>New Home</th>
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NOTES

“When you’re finished changing, you’re finished.”

Benjamin Franklin
Restarting an Established Church

Where to start turning things around:

1. ________________, it all starts with you!

   - Radical Hospitality
   - Passionate Worship
   - Intentional Faith Development
   - Risk-taking Mission and Service
   - Extravagant Generosity

3. Alive and winsome ________________.
   - Major community Sundays + vital music + keep it simple, keep it moving + niche the services + epic preaching style

4. **Hospitality**, we only get one chance to make a first impression!
   - Greet & Meet + lobby, parking lot, hallways, nursery, etc…

5. Reach out and **touch someone**.
   - Marketing, signage, personal evangelism…think entrepreneurial

6. ___________________________________________________________________ - focus, focus, focus
   - What are the two or three things you do best?
   - Promote everything you do!
“Just because everything is different doesn’t mean anything has changed.”

Irene Peter
Restarting an Established Church, continued

Where to start turning things around:

7. Ensure everyone is on **the same page**.
   - Equip, equip, equip + training & discipleship

8. **Empower** the church.
   - Less talk, more action + everyone knowing their roles

9. Inspect what you ____________________.
   - Hold people accountable + coach for ownership

10. Don’t be afraid to __________. Make excellent mistakes!
    - Risk is part of the game + Never quit trying
    - Successful churches do what unsuccessful churches won’t

11. Be ready to **reinvent yourself**.
    - Do whatever it takes + growth is a process

12. Be culturally relevant, know your **audience**.
    - Demographic data
    - Culture = media + attitudes + behaviors
    - Missioninsite.com
“20 To the Jews I became like a Jew, to win the Jews. To those under the law I became like one under the law (though I myself am not under the law), so as to win those under the law.”

Paul to the church in Corinth
1 Corinthians 9:20
MissionInsite

MissionInsite.com is a great resource for us to use in order to know our communities better. It can help us take the emotion and guess work out of demographic analysis.

We are able to view statistics for several years along with a projection based on trends in that area. There are also full color graphs provided for each category. Some of the categories include:

- Population
- Age
- Racial/Ethnic
- Households
- Mosaic
- Household income
- Families
- Phase of life
- Per Capita income

NOTES:
“The world has changed. 
I see it in the water. 
I feel it in the Earth. 
I smell it in the air. 
Much that once was is lost, 
For none now live who remember it.”

J.R.R. Tolkien
Key Learnings

________________________________________________________
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Action Plan

What is **one** action that you are willing to commit to taking between now and our next session together?

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What will success look like concerning that action?

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Best Practices

- Connect with the local Chamber of Commerce(s), city government and any other agencies where you can get demographic information on your community.
- Meet with a local realtor (you may have one in your congregation) who can keep you updated on trends in the market.
- Find someone you trust (not in your church) who can visit a service and give you some honest feedback. [hospitality, cleanliness, signing, music, worship, etc...]

Additional Resources

The Church of the Perfect Storm, by Leonard Sweet

Faith Perceptions – “mystery worshipping” services
### Teacher: _____________________________   Date: ________________

Name: ______________________________ (optional)

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What is your biggest take-away from this session?

_______________________________________________________________________
_______________________________________________________________________

Other comments: ________________________________________________________
_______________________________________________________________________

Thank You!
Pastoral Leadership Development I

Session Three
Aiming Real Leaders at the Mission Field
“No executive has ever suffered because his subordinates were strong and effective.”

Peter Drucker
Objectives

Our core purpose today is to:

Understand how we can use the concepts in the book, *Direct Hit* in order to move our churches from being inward focused to becoming outwardly focused.

To achieve this core purpose, you will learn to:

- Determine the costs to us personally and our churches
- Identify the barriers to congregational transformation
- Prepare for the Healthy Church Initiative – team development

Key Ground Rules:

- Be on time
- Be engaged
- Be curious
- Be respectful
“If you find a path with no obstacles, it probably doesn’t lead anywhere.”

Frank A. Clark
**Direct Hit - Key Concepts**

In the book, Direct Hit, Paul Borden describes a process (not necessarily the *only* process) for congregational transformation. He raises key questions each pastor must ask *before* leading a church to become _________________________________.

- There are no right or wrong answers
- Each pastor’s circumstance and each appointment’s dynamics are unique
- We should not attempt the rest of the journey without wrestling with these questions

1) First and foremost – *Is it worth it?*

- May seem elemental, but nothing else makes sense until this is addressed
- If I decide it is worth it, then I’m saying that I recognize the presence of seen and unseen costs to me and potentially to those I love.
  - I should do an extensive, personal examination of everything in scripture that talks about or alludes to the **costs of discipleship.**
- If it is not worth it, there is no shame in that. Sometimes circumstances are just that way.
- Each of us need to seriously weigh all we’ve encountered and ask if it is worth it.
“Good leadership requires you to surround yourself with people of diverse perspectives who can disagree with you without fear of retaliation.”

Doris Kearns Goodwin
Direct Hit – Key Concepts, continued

2) Are the barriers ____________________________?

Barriers to Leading Change

— Most pastors do not see themselves as the leaders of congregations, except perhaps when accepting the title of “spiritual leader.” Few pastors are willing to assume the role of a leader who takes responsibility for mobilizing the congregation to accept the mission of obeying our Lord’s Great Commission: to make disciples for Jesus.

— Pastors have been trained and often perform in an environment where faithful endeavor is honored, but fruitful results are not expected or demanded.

— Many congregations are led by a handful of people who have gained that position by default.

— The polity of most congregations. Unlike in the Scriptures, authority is divided from responsibility to act. There is little if any accountability for results, and the little that does exist is not applied with consistency throughout the system.
“When things go wrong in your command, start searching for the reason in increasingly large circles around your own two feet.”

Gen. Bruce Clarke
### Direct Hit - Key Concepts, continued

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Are we governed by a **“theology of smallness”**?

- Are our churches structured accordingly?
- Are there biblical examples of church size?

To what degree are we conditioned by a worldview that avoids **pain** at all costs?

- “We spend so much time and money on healthcare and medication that a therapeutic bias emerges, and we believe we should avoid suffering and sacrifice at all cost.”
- **“Hospital for sinners, not a club for saints”** becomes a place to insulate the converted from the larger, evil world.

Which changes first, ___________________ or ___________________?
“Sometimes leadership is planting trees under whose shade you’ll never sit.”

Gov. Jennifer M. Granholm
Direct Hit - Key Concepts, continued

3) Is the leadership necessary for congregational turnaround more inborn or taught?

Leadership: “Those who see a need and take responsibility to see that the need is met.” – Paul Borden

Ten necessary traits and skills to developing leadership:

1. Passion
2. Courage
3. Flexibility
4. Missional focus
5. Wisdom
6. Positive
7. Responsibility
8. “Double-life”
9. Resource builder
10. Conflict resilient
“It’s hard to lead a cavalry charge if you think you look funny on a horse.”

Adlai Stevenson
Direct Hit – Key Concepts, continued

4) A three-tiered process focused around the creation of teams.

**Team One:** Developing Resources – Prayer Team/Cosmic Praying

- Prayer with an outward focus
- Success and failure hinge on this area

**Team Two:** Developing Ideas – Vision or Dream/Exegete the church and community

- What are the needs of our community? (Do NOT assume anything!)
- Idea people and critics who can help the pastor develop arguments for urgency and create vision in order to address the urgency.

**Team Three:** Developing Personnel – Build leaders

- People change before structure
- Curriculum = the development of healthy leaders + development of healthy congregations
“If I only had an hour to chop down a tree, I would spend the first 45 minutes sharpening my axe.”

Abraham Lincoln
5) How urgent is all of this?

“It’s not just that congregations are dying. It’s that Jesus-followers are
being ____________________________.” - Paul Borden

“Jesus, undeterred, went right ahead and gave his charge:” God
authorized and commanded me to commission you: Go out and train
everyone you meet, far and near, in this way of life, marking them by
baptism in the threefold name: Father, Son, and Holy Spirit. Then instruct
them in the practice of all I have commanded you. I’ll be with you as you
do this, day after day after day, right up to the end of the age.”

Matthew 28:19 (The Message)
“People buy into the leader before they buy into the vision.”

John C. Maxwell
Key Learnings

________________________________________________________
________________________________________________________
________________________________________________________
________________________________________________________
________________________________________________________
________________________________________________________

Action Plan

What is one action that you are willing to commit to taking between now and our next session together?

________________________________________________________
________________________________________________________
________________________________________________________
________________________________________________________
________________________________________________________

What will success look like concerning that action?

________________________________________________________
________________________________________________________
________________________________________________________
Best Practices

□ Work with a church/pastor who has already put the three teams in place to learn from them what potential challenges might be in your situation.

□ Have your staff (paid and unpaid) and key lay leaders read the book Direct Hit

□ Additional Resources

Finding the Missional Path, by Barry E. Winders

Three Simple Rules – A Wesleyan Way, by Reuben P. Job

If You Want to Walk on Water, You’ve Got to Get Out of the Boat, by John Ortberg

Teacher: _____________________________   Date: ________________

Name: ______________________________ (optional)

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<thead>
<tr>
<th>Course</th>
<th>Poor (1)</th>
<th>Fair (2)</th>
<th>Good (3)</th>
<th>Strong (4)</th>
<th>Excellent (5)</th>
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<tr>
<td>1. Objectives were clearly stated and met</td>
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<td>2. Materials were useful/relevant</td>
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<td>3. Topics covered were what was expected</td>
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<th>Good (3)</th>
<th>Strong (4)</th>
<th>Excellent (5)</th>
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<td>4. Presented the subject effectively</td>
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<td>5. Demonstrated knowledge of content</td>
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<td>6. Pace of session was appropriate</td>
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<th>Environment</th>
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<th>Fair (2)</th>
<th>Good (3)</th>
<th>Strong (4)</th>
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<td>7. Conducive to learning</td>
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<td>8. Temperature, distractions, etc…</td>
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<tr>
<th>Overall</th>
<th>Poor (1)</th>
<th>Fair (2)</th>
<th>Good (3)</th>
<th>Strong (4)</th>
<th>Excellent (5)</th>
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<tbody>
<tr>
<td>9. How would you rate the session overall?</td>
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<tr>
<td>10. Recommend to friend/colleague</td>
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</table>

What, if anything, would you suggest to improve this session in the future?

_______________________________________________________________________
_______________________________________________________________________

What is your biggest take-away from this session?

_______________________________________________________________________
_______________________________________________________________________

Other comments: ________________________________________________________
_______________________________________________________________________

Thank You!
Pastoral Leadership Development I

Session Four
Personal Leadership
“Leadership: The art of getting someone else to do something you want done because he wants to do it.”

Dwight Eisenhower
Objectives

Our core purpose today is to:

Understand the need to adjust our leadership style to the requirements of our church.

To achieve this core purpose, you will learn to:

- Identify the lifecycle of a church
- Determine the leadership styles needed for each phase of church growth
- Choose a leadership style that will work best for your church for today and the future

Key Ground Rules:

- Be on time
- Be engaged
- Be curious
- Be respectful
“There is no limit of what can be accomplished when no one cares who gets the credit.”

John Wooden
Lifecycle of a Church

George Bullard broke the lifecycle of a congregation into ten distinct periods:

<table>
<thead>
<tr>
<th>Upside of Lifecycle</th>
<th>Downside of Lifecycle</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Birth</td>
<td>6. Maturity</td>
</tr>
<tr>
<td>2. Infancy</td>
<td>7. Empty Nest</td>
</tr>
<tr>
<td>3. Childhood</td>
<td>8. Retirement</td>
</tr>
<tr>
<td>4. Adolescence</td>
<td>9. Old Age</td>
</tr>
<tr>
<td>5. Adulthood</td>
<td>10. Death</td>
</tr>
</tbody>
</table>

Four key issues that determine where a church is on the lifecycle:

- **V** = Vision………………………should we go?
- **R** = Relationship…………………should we bring?
- **P** = Program………………………will we get there?
- **M** = Management…………………should we avoid?

Most congregations do not fit Bullard’s categories perfectly. However, one category usually predominates which enables a congregation to determine its current lifecycle position.
“Every organization must be prepared to abandon everything it does to survive in the future.”
Peter Drucker
Lifecycle of a Church, continued

When vision and relationships are driving a congregation’s agenda the church will be experiencing the upward side of the life cycle. When programs and management are controlling the agenda the church will be on the downward side.

Vision

- There are three main elements to vision:

  1. **Mission** - why a congregation exists; its purpose [NOTE: congregations on the downside do not change until they become OUTWARD focused!]
  2. **Vision** - where the congregation is going; motivation to make necessary changes to move from downward to upward
  3. **Values** - boundaries that guide the congregation; will reflect the focus of the congregation (inward or outward)

Relationships

- The ability for people to develop relationships with other people is crucial for ________________ the lifecycle of a congregation.
  - People are not looking for friendly congregations. They are looking for a congregation where they can make friends!
  - Everyone needs a place where they are accepted and valued for who they are, not what they do.
  - Different size groups for different purposes:
    - Large groups—unity for worship and mission
    - Mid-size groups—fellowship and teaching
    - Small groups—intimacy and accountability
“Managers think about today. Leaders think about tomorrow.”

Dan McCreary

“Leaders manage change. Managers control process.”

Anon
Lifecycle of a Church, continued

Programs

- The purpose of programs in a congregation is to:
  1. **Help disciples mature**
  2. **Aid disciples in the making of more disciples**

- Key questions to ask: How does this program contribute to an outward focused mission? Does it attract new unchurched/dechurched people? Is this program growing?

- A program not assumed culturally but demanded for health and growth is ______________________________!

Management

- Management is like a **skeleton in a body**.

- For any congregational management system to be effective these must happen:

  1. The leader must be **growing and developing** as a leader
     - The growth of any organization is in proportion to the leaders being developed.

  2. Leadership must reflect how work gets done—responsibility, authority, and accountability
     - _____________ do not lead and cannot be held accountable, therefore the focus must always be on individuals to lead and be held accountable.

  3. The **Pastor / Leader** must turn the ministry of the congregation over to the **laity** (equip the saints to perform it) and they must turn the leadership of the congregation over to the pastor/leader.
“A new leader has to be able to change an organization that is dreamless, soulless and visionless...someone’s got to make a wakeup call.”
Warren Bennis
Leadership Styles

- Shepherd: _______________________________________________
- Cheerleader: _____________________________________________
- Evangelist: ______________________________________________
- Preacher: _______________________________________________
- Challenger: ______________________________________________
- Manager: ________________________________________________
- Leader: ________________________________________________
- Trainer: ________________________________________________
- Face of the Organization: _________________________________
- CEO: __________________________________________________
- Visionary: _____________________________________________
“In matters of style, swim with the current; in matters of principle, stand like a rock.”

Thomas Jefferson
Church Numerical Growth Plateaus & Leadership Levels

225 - 500

Leader
- Cheerleader / Preacher / Visionary / Manager / Evangelist
  1. A warm, team-leader pastor
  2. Ability for attendees to connect with new people
  3. Large group dynamics & outreach oriented value system
  4. Average or better quality of facilities, programs and preaching
  5. Proper number / dynamics / diversity of “open groups”

100 - 225

Challenger
- Leader / Manager / Preacher / Shepherd / Cheerleader
  1. 
  2. 
  3. 
  4. 

Shepherd
- Cheerleader / Evangelist / Preacher
  1. A willing Leader
  2. A cohesive group of willing followers
  3. No intolerable pressures or competition for your role

25 - 100

To get to the next level, the pastor must understand the need to retrain leaders!
“The key to successful leadership today is influence, not authority.”

Kenneth Blanchard
Church Numerical Growth Plateaus & Leadership Levels, continued

500 - 750

What prevents many congregations from reaching this point?

SHEPHERDING!

750 - 1000

Visionary Leader
- Cheerleader / Preacher / CEO / Face of the organization / Trainer
1. Mgmt staff strengths and proper staff ratio
2. “large church” mindset w/ good quality facilities/programs/preaching
3. Developing new ministries related to the new age groups being attracted
4. Mobilization of over 50% of the congregation

Visionary CEO
- Preacher / Cheerleader / Trainer / Face of the Organization
1. Managed, middle-mgmt level staff in proper roles
2. Effective lay leader training programs
3. Excellent quality of facilities/programs/preaching
4. Moderate vertical diversification of open groups

1000 +

Visionary Cheerleader
- Preacher / Face of the Organization
1. Visionary Leadership
2. Delegated Management
3. Expanding Leader Base
4. Exceptional Quality
5. Multiplication of “Churches”

What prevents many congregations from reaching this point?

SHEPHERDING!
“The leader has to be practical and a realist, yet must talk the language of the visionary and the idealist.”

Eric Hoffer
<table>
<thead>
<tr>
<th>Phase</th>
<th>Vision</th>
<th>Relationships</th>
<th>Programs</th>
<th>Management</th>
<th>Emotion</th>
<th>Behaviors</th>
<th>Issues</th>
<th>Needs</th>
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<tbody>
<tr>
<td>Birth Vrpm</td>
<td>Dominant</td>
<td>Happens unintentionally</td>
<td>Only what’s necessary</td>
<td>Informal</td>
<td>Passion</td>
<td>- Est. Long term vision</td>
<td>- Can founding pastor stay?</td>
<td>Make relationships intentional</td>
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<td></td>
<td>- Evangelism &amp; growth philosophy est.</td>
<td>- Will lay leadership style change?</td>
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<td></td>
<td>- Est. leadership style</td>
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<tr>
<td>Infancy VRpm</td>
<td>Dominant</td>
<td>Begin strategic implementation</td>
<td>Only what’s necessary</td>
<td>Informal</td>
<td>Passion</td>
<td>Developing patterns of inclusion</td>
<td>- Clear values</td>
<td>Quality programming</td>
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<td></td>
<td>- Worship style</td>
<td>- Lay mobilization</td>
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<tr>
<td>Childhood VRPm</td>
<td>Dominant</td>
<td>Happens though not the focus it was</td>
<td>High energy in implementation</td>
<td>Based on leaders’ personalities</td>
<td>Excitement for the long run</td>
<td>- Future Staff</td>
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<td></td>
<td>- Focus on Development</td>
<td>- Focus – child under 18</td>
<td>Quality &amp; Quantity needs</td>
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<td>- Staff - Programs</td>
<td>- Facility needs</td>
<td>- Management est.</td>
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<td>- Funding</td>
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<tr>
<td>Adolescence VRPm</td>
<td>Dominant</td>
<td>Refocus on mtg needs qualitatively &amp; quantitatively</td>
<td>Refinement and further development</td>
<td>Lacks: - Preciseness</td>
<td>Excitement for quantity &amp; quality</td>
<td>- Staff Development</td>
<td>Competition for future agenda</td>
<td>Management systems</td>
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<td>- Order - Consistency</td>
<td>- Facility needs</td>
<td>- Leadership development</td>
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<td></td>
<td>- Congregation passive</td>
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<tr>
<td>Adulthood VRPM</td>
<td>Dominant</td>
<td>Produces: - growth</td>
<td>High quality &amp; quantity</td>
<td>- High quality &amp; quantity</td>
<td>- High morale</td>
<td>- Integrated Systems</td>
<td>- Few realize at peak</td>
<td>Change (new vision)</td>
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<tr>
<td></td>
<td></td>
<td>- commitment</td>
<td>implementation</td>
<td>- Community known</td>
<td>- Sense of vision/mission</td>
<td>- Facilities complete</td>
<td>- As good as it gets</td>
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<td></td>
<td>- Great Worship</td>
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<tr>
<td>Maturity vRPM</td>
<td>Assumed &amp; Becoming lost</td>
<td>- Less new people</td>
<td>- In charge - Conserving the great tradition</td>
<td>- Feel good</td>
<td>- Finances high but over-budgeted</td>
<td>- Lack of Focus</td>
<td>Reinvision</td>
<td>- Diminish Mgmt</td>
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<tr>
<td></td>
<td></td>
<td>- Disciple-making strong</td>
<td></td>
<td></td>
<td></td>
<td>- Less new people</td>
<td>- New vision</td>
<td>- Re-engineer</td>
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<td></td>
<td>- Congregation strong</td>
<td>- Congregation aging</td>
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<tr>
<td>Empty Nest vRpM</td>
<td>- Lost/missing</td>
<td>- Begin disintegration</td>
<td>- In charge - Focus of the organization</td>
<td>- Denial</td>
<td>- System functions</td>
<td>- Reinvision</td>
<td>- Develop new programs</td>
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<tr>
<td></td>
<td>- Loss affects most systems</td>
<td>- We try harder</td>
<td></td>
<td>- Nostalgia</td>
<td>- Severe conflict</td>
<td>- Diminish mgmt</td>
<td>- Diminish mgmt</td>
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<td></td>
<td>- Turning to anger</td>
<td></td>
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<tr>
<td>Retirement vrpM</td>
<td>Lost completely</td>
<td>Long-term members</td>
<td>Try new ones to fill the church</td>
<td>Overly managed</td>
<td>- Blaming</td>
<td>- Change may cause split</td>
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<td>no longer invite people</td>
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<td>- Issue is more commitment</td>
<td>- Diminish mgmt</td>
<td>- New vision form</td>
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<td></td>
<td>- Lack confidence with leaders</td>
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<td>- New programs</td>
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<td>Old Age vrpM</td>
<td>Gone</td>
<td>Dormant</td>
<td>Failed</td>
<td>Total control</td>
<td>- Program changes</td>
<td>- Mgmt focuses on</td>
<td>Diminish mgmt</td>
<td>- Create new programs</td>
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<td>- Reminder to create past</td>
<td>- Chaplain ministry</td>
<td>- Reinvision</td>
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<td></td>
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<td></td>
<td>- Mgmt produces any creativity</td>
<td>- Member gifts crucial</td>
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<td></td>
<td></td>
<td>- Congregation at rest</td>
<td>- Focus on member anniversary/funerals</td>
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<tr>
<td>Death M</td>
<td>Gone</td>
<td>Lost</td>
<td>Failed</td>
<td>Orchestrate an orderly transition</td>
<td>- Numb</td>
<td>- Complete closure</td>
<td>- New relational form</td>
<td>Diminish mgmt</td>
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<td></td>
<td>- No positive emotions</td>
<td>- Transition</td>
<td>- New programs</td>
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<td>- Celebrate the past and close</td>
<td>- Celebrate the past and close</td>
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<td>- Transitions</td>
<td>- Resource new ministry</td>
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<td></td>
<td>- Complete closure</td>
<td>- Transition for a new ministry</td>
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</tbody>
</table>

Bullard Lifecycle - Adapted by Paul Borden

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“The leader who creates a line of sight between vision and task can inspire greatness.”

Clark & Crossland
The Leader's Voice
Leadership Style Difference

Leadership through:

- **Shepherding** - organize attainable goals and celebrate every victory.

- **Challenging** - do things we do better/strengthening.

- **Coaching** - get more wins, expanding.

- **Visioning** - change the picture of what tomorrow can look like.
  
  - This requires a leader to be a very stable influence while asking for a high degree of discontinuity with the past and go forward into the future.

**Choosing a leadership style that is appropriate to church size is key!**

- Does it **fit the congregation**?

- Will it **enable the congregation to fulfill its potential**?

- For leadership to move to **visionary style**, the congregation has to accept a pastor’s conclusion that a new day and new environment is dawning and will require a new leadership style for the pastor.

- Realize the difference between _________ and _________ of a congregation; therefore the pastor has to help them move from one level of leadership to another.

- Price of success – the pastor has to **evolve faster** than the congregation! You have to be thinking one step ahead of the church, yet act out the leadership style where they are now.
“There is nothing so useless as doing efficiently that which should not be done at all.”

Peter F. Drucker
Key Learnings

________________________________________________________

________________________________________________________

________________________________________________________

________________________________________________________

________________________________________________________

________________________________________________________

Action Plan

What is one action that you are willing to commit to taking between now and our next session together?

________________________________________________________

________________________________________________________

________________________________________________________

________________________________________________________

________________________________________________________

What will success look like concerning that action?

________________________________________________________

________________________________________________________

________________________________________________________
Best Practices

□ Start a leadership class using this material. If your lay leaders are participating in the LLD, meet with some to debrief how to apply learnings in your church.

□ Get a coach.

□ Take a personality inventory, DISC, LEAD, Myers-Briggs, Gallup StrengthsFinder

Additional Resources

Unleashing the Potential of the Smaller Church, Edited by Shawn McMullen

The In-Between Church—Navigating the Size Transitions in Congregations, by Alice Mann

Size Transitions in Congregations, Edited by Beth Ann Gaede

Courageous Leadership, by Bill Hybels

The Path, by Laurie Beth Jones

Can These Bones Live? – Bringing New Life to a Dying Church, by Kevass J. Harding
Teacher: _____________________________   Date: ________________
Name: ______________________________ (optional)

**Course**

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_______________________________________________________________________

Other comments: ________________________________________________________
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**Thank You!**
Pastoral Leadership Development I

Session Five
Focusing for Transformation
“A mind that is stretched to a new idea never returns to its original dimensions.”

Oliver Wendell Holmes
Objectives

Our core purpose today is to:

Understand how we can use the concepts in the book, *Simple Church* in order to focus our churches more on transformation and less on programs.

To achieve this core purpose, you will learn to:

- Identify the simple approaches used in our world
- Determine where our churches fall on the scale of simple to complex
- Understand how to apply the four basic concepts to our situation

**Key Ground Rules:**

- Be on time
- Be engaged
- Be curious
- Be respectful
“Out of complexity, find simplicity.”

Albert Einstein
Activity - Simple Company?

Southwest Airlines Facts

- Over 500 planes in their fleet—all of them are Boeing 737 jets!
- Numerous recognitions for customer service, innovation, on-time flights, and corporate reputation.
- Company posted a profit in 2008, for the 36th straight year!

1. What is the connection between simple and bottom-line results at Southwest?
   
   ____________________________________________________________
   ____________________________________________________________

2. Why are other companies, especially airlines not able to copy their model?
   
   ____________________________________________________________
   ____________________________________________________________

3. What can we learn from their example?
   
   ____________________________________________________________
   ____________________________________________________________
   ____________________________________________________________
“Upon this rock I will build My church; and the gates of Hades will not overpower it.”

Jesus
Matthew 16:18
**Simple Church – Key Concepts**

In their book, *Simple Church*, Thom Rainer and Eric Geiger define a simple church as: *a congregation designed around a straight-forward and strategic process that moves people through the stages of spiritual growth.*

They go on to expand this definition to include four elements that are critical to designing a simple ministry process:

1) The leadership and the church are clear about the process *(clarity)* and are committed to executing it.

2) The process flows logically *(___________________________)*

3) and is implemented in each area of the church *(___________________________)*

4) The church abandons everything that is not in the process. *(focus)*

Simplify. Streamline. Eliminate the clutter.
“The ability to simplify means to eliminate the unnecessary so that the necessary may speak.”
Hans Hofmann
Simple Church - Key Concepts, continued

Four Basic Concepts

1. Clarity - The ability of the process to be communicated and understood by the people.
   - Clarity and simplicity go hand in hand.
   - A process that has clarity is clearly defined.
   - The leadership and the people must know exactly how the church is structured to move people toward spiritual growth.
   - Use illustration to reflect the process, show progression, help simplify.
   - Are we ____________________________ or ____________________________?

2. Movement - the sequential steps in the process that cause people to move to greater areas of commitment.
   - Movement is about flow. It is about assimilation. Movement is what causes a person to go to the next step.
   - We must have a clear entry point into the process.
   - Leaders must focus as much on what happens _________________ the programs as they do the programs.
“Eliminate physical clutter. More importantly, eliminate spiritual clutter.”

D.H. Mondfleur
Simple Church - Key Concepts, continued

3. **Alignment** - the ____________________________ of all ministries and staff around the same simple process.
   - Alignment ensures the entire church body is moving in the same direction, and in the same manner.
   - All churches naturally **drift away** from alignment.
   - Without alignment, energy draining complexity is assured. We are a confusing organism to ourselves…much less to those around us!

4. **Focus** - the ____________________________ to abandon everything that falls outside of the simple ministry process.
   - Movement is the most difficult simple church element to understand, focus is the most difficult element to implement.
   - Focus is the element that gives **power** and **energy** to clarity, movement, and alignment.
   - Without focus, the church becomes cluttered despite its process.
   - Spiritual Super-Size Me: There is an epidemic of **fast-food** spirituality among believers today.
“Everything should be made as simple as possible, but not simpler.”
Albert Einstein
Simple Church - Key Concepts, continued

Transformative in our Leadership > Transformative in our churches > Transformative in the lives of our congregations > Transformative in our world

How can “simple” help us?

- Pastors need to be designers instead of program managers.

- Simple is never the same as ____________.

- Change is difficult without crisis. Is there one coming in your church?

- Mission must be clear to all. Easy to remember and communicated in the form of an illustration.

- Measure movement ____________________________ not ____________________________.

Discussion Questions

- Why is it so hard to see the big picture in ministry?

- How can a ministry process unite a staff?

- Does your process effectively move people toward greater levels of commitment?

- Why is it easier to begin as a simple church than it is to become one?

- How do you measure success at your church?
“Simplicity is the ultimate sophistication.”
Leonardo DaVinci
Key Learnings

________________________________________________________
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Action Plan

What is one action that you are willing to commit to taking between now and our next session together?

________________________________________________________
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________________________________________________________
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What will success look like concerning that action?

________________________________________________________
________________________________________________________
________________________________________________________
Best Practices

☐ Adopt the accountable leadership strategy through the resource of *Winning on Purpose* by John Kaiser. Be sure all staff and leaders have job descriptions and are being held accountable for accomplishing their goals.

☐ Get your Lay Leadership team to read *Simple Church* and simplify your structure as much as possible.

☐ _______________________________________________________________

☐ _______________________________________________________________

☐ _______________________________________________________________

Additional Resources

*The Practicing Congregation – Imagining a New Old Church*, by Diana Butler Bass

*The Little Church that Could – Raising Small Church Esteem*, by Steven E. Burt & Hazel Ann Roper

*Congregational Leadership in Anxious Times – Being Calm and Courageous No Matter What*, by Peter L. Steinke
Teacher: _____________________________   Date: ________________

Name: ______________________________ (optional)

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_______________________________________________________________________

What is your biggest take-away from this session?
_______________________________________________________________________
_______________________________________________________________________

Other comments: ________________________________________________________
_______________________________________________________________________

Thank You!
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Pastoral Leadership Development I

Session Six
Focusing Outward
“Any organization begins to die the day it begins to be run for the benefit of the insiders and not for the benefit of the outsiders.”

Peter Drucker
Objectives

Our core purpose today is to:

Understand the importance of moving our church from being inward focused to being outward focused by reaching out to our community.

To achieve this core purpose, you will learn to:

- Identify where our church currently stands on being outward focused
- Discover ways to reach out to the community
- Determine the best next steps on the path to being an outward focused church

Key Ground Rules:

- Be on time
- Be engaged
- Be curious
- Be respectful
“The strongest bond of human sympathy outside the family relation should be one uniting working people of all nations and tongues and kindreds.”
Abraham Lincoln
## Activity – Inward or Outward?

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<th>Inward Focused Maintenance-minded</th>
<th>Both Neither?</th>
<th>Outward Focused Mission-minded</th>
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<td><strong>FALSE</strong></td>
<td>?</td>
<td><strong>TRUE</strong></td>
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<tr>
<td><strong>1.</strong></td>
<td>Our church demographics (age, race, gender, background, education, etc...) closely match our community.</td>
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<td><strong>2.</strong></td>
<td>We belong to (and are active) in at least one community agency. (Chamber of Commerce, city organizations, etc...)</td>
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<td><strong>3.</strong></td>
<td>A new visitor to our church would see/hear/read about our outreach on their first visit.</td>
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<td><strong>4.</strong></td>
<td>We have had at least four events/programs in the past year that were focused on the people outside of our church.</td>
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<td><strong>5.</strong></td>
<td>Our leadership meetings include as much discussion about mission/outreach as they do about facilities/budgets.</td>
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<td><strong>6.</strong></td>
<td>A group of people from our church regularly spends time helping in the community. (Habitat for Humanity, homeless shelters, food pantry, etc...)</td>
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<td><strong>7.</strong></td>
<td>We are known in the community as “the hands of Christ” due to our involvement and action.</td>
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<td><strong>8.</strong></td>
<td>Our prayer times (worship, meetings, small groups, etc...) include prayers for the community.</td>
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<td><strong>9.</strong></td>
<td>Our church budget reflects a focus on community / mission.</td>
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<td><strong>10.</strong></td>
<td>We train/educate our congregation in order to have them go out minister to the community (and the world).</td>
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“What cannot be achieved in one lifetime will happen when one lifetime is joined to another.”

Rabbi Harold Kushner
Activity – Inward or Outward?

How did you do? Where would you place your church on this scale?

Most likely...none of us is 100% inward or outward focused.

What are some action steps to move your church more outward?

1. ______________________________________________________
2. ______________________________________________________
3. ______________________________________________________
4. ______________________________________________________
5. ______________________________________________________

What world?
It’s all about us!

What church?
It’s all about them!
“The best time to plant a tree is twenty years ago. The second best time is now.”

African proverb
Focusing Outward

First, the Bad News

- 80% of all American churches are stagnate or declining
- Only 20% of churches are growing
- 19 out of 20 churches are only growing by transfers
- Less than 1% of all churches in America are growing from conversion
- 

Now, the Good News

- Over 50% of the population is pre-Christian (un-churched), non-church going Christians (de-churched), or secular
- Most of our rural areas are underserved
- Technology to reach new people has become more affordable
- We have the right theology and web of connections to reach people
- 

Today's landscape resembles ancient Corinth.

- The country is more vulnerable to multiple threats of conflict and violence than ever, _______________ and _______________.
- There is an unprecedented harvest of open, receptive, and searching people looking for life often in all the wrong places.
“If you want to become the greatest in your field, no matter what it may be, equip yourself to render greater service than anyone else.”

Clinton Davidson
Focusing Outward, continued

How About the Methodist?

- By the mid to late 1800’s = 17-19% of the total American population
- Mid 1900’s = largest membership denomination in America! 😊 However, total representation fell to 10-12%. 😞
- Late 1900’s = attendance, baptisms, and membership declining dramatically.
  - Baptisms total representation of American population fell to less than 5%
  - New church plants fell to an all-time low in 1978 to twelve...nationwide
- Early 2000’s = our population has aged / number of congregations closing has risen dramatically.
  - Number of larger congregations went down by 1/3 while other denominational large churches rose by 50%
- By the early 2000’s there was a full emergence of the Independent or Non-denominational church.
  - They were attracting the non-churched in almost every community in America.

What can we learn from them?

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“When a man is wrapped up in himself, he makes a pretty small package.”
John Ruskin
**Focusing Outward, continued**

We cannot let the ___________________________ of our ___________________________ keep us from our focus.

- The early church had all kinds of quarrels and issues.
- They had imported all types of non-Christian beliefs and morals into the church.

> “I am afraid that when I get there I will find you different from what I would like you to be and you will find me different from what you would like me to be. I am afraid that I will find quarreling and jealousy, hot tempers and selfishness, insults and gossip, pride and disorder.”

  The Apostle Paul – 2 Corinthians 12:20

- Most churches were not reaching out beyond their own group.

**Potential Barriers**

1. _______________________________________________________________________

2. _______________________________________________________________________

3. _______________________________________________________________________
“And I, brethren, when I came to you, came not with excellency of speech or of wisdom, declaring unto you the testimony of God.”

1 Corinthians 2:1
King James Version

“Friends, when I came and told you the mystery that God had shared with us, I didn’t use big words or try to sound wise.”

1 Corinthians 2:1
Contemporary English
Sometimes, in order to go forward...we must look back...

Insights from the Apostle Paul:

- We have got to be **rooted in the Gospel** of the crucified Christ.
- The church is the **body of Christ**. It’s not about us.
- Take confidence in God’s presence and our call.

  “There are different abilities to perform service, but the same God gives ability to all for their particular service.” 1 Corinthians 12:6

- Make **relationships** your aim.
- Our main business is reaching new people for Christ. [2 Corinthians 5: 19-20]

It all starts with _________________________!
“However beautiful the strategy, you should occasionally look at the results.”

Winston Churchill
Key Learnings

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Action Plan

What is one action that you are willing to commit to taking between now and our next session together?

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What will success look like concerning that action?

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Best Practices

- Plan and host 2-3 “net fishing” events that are planned for people of the community, plan ways to get people’s names and do follow up on these new people to build a relationship. “Net Fishing” events can be held on the church property like a little carnival, or “fun day” for kids, or in a nearby park or other place in the community.
- Pray for names of people your members know who are not in church, or are not people of the Christian faith—and encourage people to invite these people...mention this kind of praying on a regular basis.
- Turn in names to the church, for additional prayer by prayer teams of people who are not Christian or do not have a church home.

Additional Resources

Breaking the Missional Code – Your Church Can Become a Missionary in Your Own Community, by Ed Stetzer & David Putman

Operation Inasmuch – Mobilizing Believers Beyond the Walls of the Church, by David W. Crocker

The Race to Reach Out – Connecting Newcomers to Christ in a New Century, by Doug T. Anderson & Michael J. Coyner
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_______________________________________________________________________

Other comments: ________________________________________________________
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Thank You!
Pastoral Leadership Development I

Session Seven
Preaching
“I glorified you on the earth, having accomplished the work which you have given me to do.”

Jesus

John 17:4
Objectives

Our core purpose today is to:

Understand how we can use the concepts in the book, Communicating for a Change in order to improve our preaching so as to see lives changed to reflect the love of Christ.

To achieve this core purpose, you will learn to:

- Identify our current approach to preaching
- Understand the seven imperatives from Communicating for a Change
- Determine how to apply the imperatives to my preaching

Key Ground Rules:

- Be on time
- Be engaged
- Be curious
- Be respectful
“I never did anything by accident, nor did any of my inventions come by accident; they all came by work.”

Thomas Edison
### Activity - Current Approach to Preaching

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<td>Seldom</td>
<td>Sometimes</td>
<td>Frequently</td>
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<td>I use the Lectionary to determine my sermon topic each week.</td>
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<td>I start with a scripture and then let it lead me to a story, and then a point.</td>
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<td>I allow my congregation to draw their own conclusions from my message.</td>
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<td>My message is about $\frac{3}{4}$ information/history and $\frac{1}{4}$ applications.</td>
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<td>I use notes of some type when I preach.</td>
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<td>My sermons have three main points. (or more)</td>
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<td>Notes for my sermons are acrostic and/or alliterations.</td>
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<td>Seldom</td>
<td>Never</td>
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<td>8</td>
<td>I listen and/or watch my own sermon in order to improve.</td>
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<td>9</td>
<td>I plan out message topics at least six months or more.</td>
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<td>10</td>
<td>I review worship services with others in order to improve and hear feedback.</td>
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<td>11</td>
<td>We tend to have more sermon series than single topic messages.</td>
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<td>12</td>
<td>I can recall the main points from a message I preached last month.</td>
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<td>13</td>
<td>People have come up to me months later to comment on a message.</td>
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<td>14</td>
<td>I am able to see lives changed from our worship services.</td>
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Current Approach to Preaching - Scoring

Add up your total score.

- Pay close attention to the change in scoring on questions 8 – 14

Score

14 – 28 Call Andy Stanley! You are ready to help him write the next book on preaching! Seriously - you clearly focus on your preaching and are most likely seeing lives and behaviors changed in your congregation.

29 – 42 You have some room to grow, but have already made strides in the right direction. It is time to push yourself to get to the next level. Find the right role model and coach to help you get there. Keep focused on the prize—changed lives.

43 – 56 This is an important topic for you and your church. There is clearly an opportunity for improvement. Putting together a team (paid or unpaid) to help with worship planning and evaluation at your church would be a great first step.

57 – 70 Okay, they say awareness is an important first step. This may not be your strongest area, but there is hope. You may have to work a little harder, but the results will be worth it in the end.

- Put together a plan to improve. Write it down. Share it with someone. (coach)
- Focus, focus, focus—pick one or two areas at a time.
- Get feedback from others. Put together a team if possible.
- Within an hour of preaching...ask yourself, “What one thing did I do well? What one thing do I need to improve?”
Communicating for a Change - Key Concepts

In the book, Communicating for a Change, Andy Stanley and Lane Jones share seven imperatives that they feel are key for communication, sermons, and any type of presentations.

1. □ Teach the Bible to people...or
   □ Teach people the Bible...or
   □ Teach people how to live a life that reflects the **values, principles, and truths** of the Bible.
   • Which concerns you more, how you *did* on Sunday or what your people are *doing* on Monday?

2. □ For most, the biggest challenge will not be finding the *one* idea, but **eliminating the other three**.
   • The process for developing a one point message can be broken down as follows:
     o **Dig until you find it**
     o **Build everything around it**
     o **Make it stick**
   • If you give people too much to remember, they won’t remember anything.
“The test of a preacher is that his congregation goes away saying, not ‘What a lovely sermon’ but, ‘I will do something!’”

St. Francis de Sales
1567 - 1622
3. ________________________________________________________________

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<tr>
<th>ME</th>
<th>Application</th>
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<tr>
<td>WE</td>
<td>Orientation</td>
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<td>GOD</td>
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<td>YOU</td>
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<td>WE</td>
<td>Illumination</td>
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- When a communicator rushes through material it sends a very specific message: I am more concerned about covering my material than I am about communicating with my audience.

4. ________________________________________________________________

- Before you stand to deliver a message you must **own it**.
- Reduce your entire message down to five or six pieces. Not points, pieces or sections of information.
- If something doesn’t support, illustrate, or clarify the point, **cut it!**
- “How can you expect your listener to care enough to remember what you’re saying when you can’t?” – Willy Graham
“Preachers are always pleasant company when they are off duty.”

Mark Twain
5. __________________________________________________________

- **Presentation** trumps information when it comes to engaging the audience.
- The issue is not the **span** of people’s attention. The issue is our ability to capture and hold people’s attention.

**Raising the Need**

- People engage easily when they are convinced that you are about to
  - Answer a question they’ve been asking
  - Solve a mystery they have been unable to solve
  - Resolve a tension they have been unable to resolve
- Your introduction may be the most important part of your message.

**Rules of Engagement**

1. **Check your speed**

2. **Slow down on the curves**

3. **Navigate through the text**

4. **Add something unexpected to the trip**

5. ______________________________(examples?)

- Engage your audience.
- Engage your audience.
- Engage your audience.
“If the preacher is boring to the congregation, the people will think God is boring.”

“Some ministers have style without substance while others have substance without style.”

James O. Davis
6. __________________________________________________________

Know who you are. Accept who you are. Be who you are.

- **Clarity** trumps style.
- Being yourself is not an excuse for **poor communication habits**.
- Be yourself. But become the best communicator yourself can be.
- “You weren’t talking to people, Ray. You were talking at people. And there’s a big difference.” Will Graham

7. __________________________________________________________

- What do they need to know? **Information**
- Why do they need to know it? **Motivation**
- What do they need to do? **Application**
- Why do they need to do it? **Inspiration**
- How can I help them remember? **Reiteration**

Don’t allow the pressure to get the sermon finished override your passion to bring something fresh to your audience.

**When you get stuck, pray**

**ME – WE – GOD – YOU – WE**
“Do not be quick with your mouth, 
do not be hasty in your heart 
to utter anything before God. 
God is in heaven 
and you are on earth, 
so let your words by few.”

Ecclesiastes 5:2
Key Learnings

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Action Plan

What is **one** action that you are willing to commit to taking between now and our next session together?

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What will success look like concerning that action?

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Best Practices

- Video tape your sermons and the whole service weekly, review on Monday with your worship design team, critique yourself.
- Ask a colleague to work with you on this idea of providing feedback on each other’s sermons.

Additional Resources

Life is a Series of Presentations: 8 Ways to Punch Up Your People Skills at Work, at Home, Anytime, Anywhere, by Tony Jeary
Teacher: _____________________________   Date: ________________

Name: ______________________________ (optional)

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What, if anything, would you suggest to improve this session in the future?

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_______________________________________________________________________

What is your biggest take-away from this session?

_______________________________________________________________________
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Other comments: ________________________________________________________
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Thank You!
Pastoral Leadership Development I

Session Eight
Real Life Evangelism
“Evangelism is just one beggar telling another beggar where to find bread.”

D. T. Niles
Objectives

Our core purpose today is to:

Understand how we can use the concepts in the book, Unbinding the Gospel in order to practice real life evangelism in our churches.

To achieve this core purpose, you will learn to:

- Identify our current approach to evangelism
- Understand the motivation for evangelism
- Determine the keys to healthy evangelism

Key Ground Rules:

- Be on time
- Be engaged
- Be curious
- Be respectful
"Our business is to present the Christian faith clothed in modern terms, not to propagate modern thought clothed in Christian terms. Confusion here is fatal."

J. I. Packer
Activity - The “E” Word

1) When was the last time evangelism was a main part of your worship message?

________________________

2) How are the members of your congregation trained in evangelism?

________________________________________________________

________________________________________________________

3) How do you feel when you hear the word evangelism?

________________________________________________________

________________________________________________________

4) How do you think those in your congregation feel when they hear the word evangelism?

________________________________________________________

________________________________________________________

5) What are you and your church doing well to reach others?

________________________________________________________

________________________________________________________

6) What do you wish you were doing to reach others? Why?

________________________________________________________

________________________________________________________

7) On a scale of 1 – 100 (with 100 being the best), how would you score the following in the area of evangelism? You _________ Your Church _________
“The Holy Spirit can’t save saints or seats. If we don’t know any non-Christians, how can we introduce them to the Savior?”

Paul Little
Unbinding the Gospel - Key Concepts

evan-ge-lism (i-ˈvan-ʒə-ˌli-zəm), noun; 1) the winning or revival of personal commitments to Christ; 2) militant or crusading zeal. [Merriam-Webster.com]

Evangelism: faith sharing; anything you do to help another person move closer to a relationship with God, or into Christian community. [Unbinding the Gospel]

Motivation for Evangelism

- Save people from Hell
- Make people into good, well behaved individuals
- Turn people into Spirit-filled Christians
- To ensure church growth
- To save the church
- Because Christ commissioned us to do so
“Evangelism is the spontaneous overflow of a glad and free heart in Jesus Christ.”

Robert Munger
Unbinding the Gospel - Key Concepts, continued

1. Evangelism arises out of ________________________________, within the church and beyond church walls.

2. The **Holy Spirit** is the one who gives faith, but churches where evangelism flourishes cooperate.

3. People who learn to share their faith say evangelism **changes lives—thems included!**

Evangelism emerges from a trinity of relationships:

- **With God**
- **Within the congregation** and
- ________________ whose lives are not centered in Christ.
“The greatest hindrances to the evangelization of the world are those within the church.”

John R. Mott
Unbinding the Gospel - Key Concepts, continued

Keys to healthy evangelism:

1. **Relationships**

2. **Prayer**

   ![NOT]

   1. ________________________________

   2. ________________________________

   3. ________________________________

People matter more to God than churches.

It’s not about **church membership, church growth**, or even where you’ll spend eternity.

It is about a **relationship with God**.

➢ Too often, we slip into treating church like a club. (ouch!)

➢ Being Christian is so natural you don’t really think about it. You just do it, you just are it! This is the big downside of growing up nurtured by the church. You think the church is the culture.
“Being an extrovert isn't essential to evangelism—obedience and love are.”
Rebecca M. Pippert
Unbinding the Gospel - Key Concepts, continued

Relationships

With God

- Church people can’t give what they don’t have
- United Methodists tend to equate church busyness with a relationship with God
- Help people meet God as a living presence

With each other (Body of Christ)

- Philippians admonition, “Esteem others better than yourselves”
- Church atmospheres are readable

With unreached people

- Schuller’s principle: find a need and fill it
- Bill Hybels: Holy Discontent - what is it that just “breaks” you?
“God is more important than church. The purpose of evangelism is to help new men, women and children begin a life of relationship with God. Church supports that relationship. Going to church is not an end in itself. Our failure to focus on our relationship with God has mixed us up. We have let secondary church slide into God’s primary place.”

Martha Grace Reese
Unbinding the Gospel - Key Concepts, continued

Bandwidths

[Top levels = “Unchurched-Different” & “Unchurched-Similar”]

1. Far from Church-hurt
2. Far from Church-drifted
3. Transfers-different theology
4. Transfers-similar theology
5. Regular Attenders-not committed
6. Our Children’s Friends
7. Our Children

Barriers - that keep us from doing evangelism

1. 
2. 

A church’s biggest barrier is that long-term members can’t see their churches with fresh eyes.
“I don’t care to belong to a club that accepts people like me as members.”

Groucho Marx
Key Learnings

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Action Plan

What is one action that you are willing to commit to taking between now and our next session together?

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What will success look like concerning that action?

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Best Practices

- Move the fellowship hall to the front door—upgrade hospitality
- Re-do your signage and upgrade the outside!
- Hold 2 or 3 big events a year and invite, invite, invite.
- Do neighborhood blitzes. Set up in a local supermarket.
- Upgrade all print materials. Direct mail—internal cards and external mailings.
- Liven up the worship experience. Go to a sermon series.
- Call the newspaper with information.
- Go off site if you need to. Link your mission work with evangelism.
- Go online—have a strong web presence.
- Upgrade nursery and front entrance.
- Risk turning off some folks.
- Pick 2 or 3 things you can do best and stick to them. It all starts with you!
- Plan to do the full “Unbinding the Gospel” program in your church making it a priority—
  churches who do this find a great deal of growth in spirituality, small groups and 
  openness of people to share their faith.

Preach invitational living
- 80% come by invitation
- 10% drive by
- 5% from the web (Growing!)

Ten Tips for Surviving Change

1. If you believe it with all your heart, fight for it with all your might, you might be right!
2. The best things are not things, they’re people and relationships!
3. Your duty is to keep your mouth open. “Only dead fish go with the stream all the time.”
4. Set the table for unexpected guests.
5. Every change gets tougher, without some success.
6. Be able to laugh at yourself, interests, and authenticity.
7. If you’re going to lead, you’re going to bleed.
8. Remember, this is not a popularity contest.
9. Lead, don’t push—get out on a limb, but make sure it is on the tree.
10. Preach change, change happens when you preach.
Additional Resources

Beyond the First Visit – the Complete Guide to Connecting Guests to Your Church, by Gary L. McIntosh

Turn Around Strategies for the Small Church, by Ron Crandall

Unbinding Your Church, by Martha Grace Reese

Unbinding Your Heart, by Martha Grace Reese

A.K.A. Lost – Discovering Ways to Connect with the People Jesus Misses Most, by Jim Henderson

Jim and Caspar go to Church, by Jim Henderson & Matt Caspar
Teacher: _____________________________   Date: ________________

Name: ______________________________ (optional)

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Other comments: _______________________________________________________
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Thank You!
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Other comments: ________________________________________________________

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