



e:con 2007

# Leadership

with Rev Dr Keith McCrory  
30th March - 2nd April 2007

## Session One: The Importance of Leadership

### Introduction

- *The Importance of Leadership*
- *Theological Foundations*
- *Building & Leading Teams*
- *Starting & Finishing Well*

#### THE STORY OF SARATOGA— A CONTINUING REALITY

From *Dying for Change* by Leith Anderson.



THE STORY OF SARATOGA

This battle of Saratoga, west of the Hudson River, during the American War of Independence illustrates a principle that remains as true in the church as it does in the army...

.... as go the leaders, \_\_\_\_\_.

#### THE HARVEST'S ONLY SHORTAGE

.....  
"A leader's ability to achieve anything for God begins in his or her heart and mind."

John Maxwell

"Jesus went through all the towns and villages, teaching in their synagogues, preaching the good news of the kingdom and healing every disease and sickness. When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, "The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.""

Matthew 9:35-38

.....  
"The local church is the hope of the world and its future rests primarily in the hands of its leaders."

Bill Hybels

**THE CALL TO SELF-LEADERSHIP - WDJJ?**

.....  
"It is management of self that should occupy fifty percent of our time and the best of our ability."  
.....

Dee Hock

*"Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. "*

Acts 20:28

*"Above all else, guard your heart, for it is the wellspring of life."*

Proverbs 4:23

**THE POWER OF THE REAL THING**

From Acts 2 to Acts 29

*"They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer. Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles. All the believers were together and had everything in common. Selling their possessions and goods, they gave to anyone as he had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved."*

Acts 2:42-47

*"When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus."*

Acts 4:13



Aesop's fable, "The Goose and the Golden Egg"

What our ministries really need ....

*"By the grace God has given me, I laid a foundation as an expert builder, and someone else is building on it. But each one should be careful how he builds. For no one can lay any foundation other than the one already laid, which is Jesus Christ."*

The Apostle Paul, 1 Cor 3.10

**EXERCISE: THE IMPORTANCE OF LEADERSHIP**

In smaller groups, introduce yourselves and discuss the following questions together:

1. How are you feeling about the leadership role God is calling you to over the next year? What excites you most? What makes you nervous?
2. As you think about Christian leadership in general, what are the most important things such leaders should be doing? As a group, agree on five leadership functions that seem to be the most important to you and list them in random order below:

.....  
*The first challenge of leadership is to be a leader worth following.*  
 .....

FIVE KEY FUNCTIONS OF LEADERSHIP	SCORE
1.	_____
2.	_____
3.	_____
4.	_____
5.	_____

Using the ranking chart below to help you decide, which of these do you think is the most important of all?

**RANKING CHART**

**1/2   1/3   1/4   1/5**

**2/3   2/4   2/5**

**3/4   3/5**

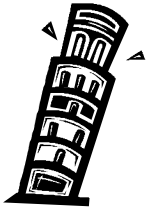
**4/5**

NB. Each number on the ranking chart represents whatever leadership function you wrote beside that number above.

Thus, each pair of numbers on the ranking chart represents two of the key leadership functions your group decided to include in the five most important.

The basic idea is to compare each of the five leadership functions you have chosen with each other one and choose, each time, which one of the two seems most important to you.

## Session Two: Theological Foundations



### The Lesson of Pisa!

The nine feet deep foundations for the Tower of Pisa were laid in 1173 by the famous architect and builder Bonanno Pisano. His plans were noble but fatally flawed. By 1985 the Tower leaned almost 15 feet to the south!

THE IMPORTANCE OF WHAT LIES BENEATH.....

**"no one can  
lay any  
foundation  
other than  
the one  
already laid,  
which is  
Jesus  
Christ"**

I Cor 3.10 -11

***"Leadership is a theological activity. The potential of its practical height and breadth is determined by the depth and strength of its theological foundations."***

### Keeping In Line with the Truth **AND** In Step with the Spirit

Orthodoxy—adhering to the accepted or traditional or established faith as expressed in the early Christian ecumenical creeds.

Orthopraxis—adhering to the practical application or exercise of the accepted or traditional or established faith as expressed in the early Christian ecumenical creeds.

#### The Peril of Uncritical Pragmatism

(or Why things that seem like a really good idea are sometimes really not!)

##### *Examples*

Peter and the issue of non-Jewish believers

*"When Peter came to Antioch, I opposed him to his face, because he was clearly in the wrong. Before certain men came from James, he used to eat with the Gentiles. But when they arrived, he began to draw back and separate himself from the Gentiles because he was afraid of those who belonged to the circumcision group ..... When I saw that they were not acting in line with the truth of the gospel, I said to Peter in front of them all, "You are a Jew, yet you live like a Gentile and not like a Jew. How is it, then, that you force Gentiles to follow Jewish customs?" Galatians 2:11-14*

### Paul and Circumcision

*“Mark my words! I, Paul, tell you that if you let yourselves be circumcised, Christ will be of no value to you at all. Again I declare to every man who lets himself be circumcised that he is obligated to obey the whole law. You who are trying to be justified by law have been alienated from Christ; you have fallen away from grace.”*

Galatians 5:2-4

*“Paul wanted to take Timothy along on the journey, so he circumcised him because of the Jews who lived in that area, for they all knew that his father was a Greek.”*

Acts 16:3

### The Need for Spiritual Discernment alongside Strategic Planning

*“Our hope is that, as your faith continues to grow, our area of activity among you will greatly expand, so that we can preach the gospel in the regions beyond you.”*

2 Corinthians 10:15-16

*“Paul and his companions traveled throughout the region of Phrygia and Galatia, having been kept by the Holy Spirit from preaching the word in the province of Asia. When they came to the border of Mysia, they tried to enter Bithynia, but the Spirit of Jesus would not allow them to. So they passed by Mysia and went down to Troas.”*

Acts 16:6-8

Foundation One

MISSIO DEI (THE MISSION OF GOD )

Whose mission is it anyway?

“God is the Missionary, who sent his Son and sends his spirit into the world, and whose missionary purposes are cosmic in scope. Concerned with the ‘restoration of all things,’ (Acts 3.21) the establishment of shalom, the renewal of creation and the coming of the Kingdom of God, as well as the redemption of fallen humanity and the building of the church. Mission has a Trinitarian basis and is theocentric rather than anthrocentric. Mission is defined, directed, energized and accomplished by God.” Murray, Church Planting, 35.

“What, after all, is Apollos? And what is Paul? Only servants, through whom you came to believe--as the Lord has assigned to each his task. I planted the seed, Apollos watered it, but God made it grow. So neither he who plants nor he who waters is anything, but only God, who makes things grow. The man who plants and the man who waters have one purpose, and each will be rewarded according to his own labor. For we are God's fellow workers; you are God's field, God's building.”

I Corinthians 3:5-9

Foundation Two

INCARNATION

The day that Changed everything

“In the past God spoke to our forefathers through the prophets at many times and in various ways, but in these last days he has spoken to us by his Son, whom he appointed heir of all things, and through whom he made the universe. The Son is the radiance of God's glory and the exact representation of his being.” Heb 1:1

The Word that once was flesh

The Word that must still be flesh

*The Word that must be heard as well as seen*

*“The testimony of a consistent Christian lifestyle is vital if Christian faith is to be commended to others. But if evangelism is to be understood in relation to missio Dei, rather than tailored to social sensibilities, it is not possible to eradicate or minimise the element of proclamation. The God who sends his people into the world to participate in his mission is a God who speaks, whose Son is the Word, and whose Spirit leads people into truth. Silent presence does not accurately describe the mission or ministry Jesus, whose words unsettled, challenged and disturbed his hearers.”*

*Murray, Church Planting, 37*

.....

**Foundation  
Three**

.....

**THE KINGDOM OF GOD**

It has been said that the early followers of Jesus were expecting the arrival of the Kingdom, but what came instead was the church - and the two are not the same!

“Our vision must be for more than a great ministry. It must look beyond to a great church, and then to a great city, and then to a great nation, and then to a great continent, and then to a great cosmos!”

Steve Childers

*“The time has come,” Jesus said. “The kingdom of God is near. Repent and believe the good news!”*

Mark 1:15-16

*“But if I drive out demons by the Spirit of God, then the kingdom of God has come upon you.”*

Matthew 12:28



Wanted - **SIGNPOST MINISTRIES!**

.....

*“At daybreak Jesus went out to a solitary place. The people were looking for him and when they came to where he was, they tried to keep him from leaving them. But he said, “I must preach the good news of the kingdom of God to the other towns also, because that is why I was sent.”*

Luke 4:42-43

Foundation  
Four

## IMAGO DEI (THE IMAGE OF GOD )

*"Then God said, "Let us make man in our image, in our likeness, and let them rule over the fish of the sea and the birds of the air, over the livestock, over all the earth, and over all the creatures that move along the ground." So God created man in his own image, in the image of God he created him; male and female he created them." Genesis 1:26-27*

There are at least three aspects to what it means for us to be created 'in the image of God':

- i. Our Value.
- ii. Our Role.
- iii. Our Nature.



SEEING PEOPLE THROUGH THE EYES OF GOD

Foundation  
Five

## THE GRACE OF GOD

*"But now a righteousness from God, apart from law, has been made known, to which the Law and the Prophets testify. This righteousness from God comes through faith in Jesus Christ to all who believe. There is no difference, for all have sinned and fall short of the glory of God, and are justified freely by his grace through the redemption that came by Christ Jesus."*

Romans 3:21-24

Grace: Christianity's unique contribution amongst the world's religions. And yet.....

**Grace: Free at last!**

Example—Paul concerning giving to those in need.

*“Remember this: Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously. Each man should give what he has decided in his heart to give, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to make all things abound to you, so that in all things at all times, having all that you need, you will abound in every good work.”*

2 Cor 9:6-8

**GRACE**  
**"GOD'S**  
**UNDESERVED**  
**FAVOUR**  
**TOWARDS**  
**PEOPLE"**

**Grace: From Sinner to Son**

"When he came to his senses, he said, 'How many of my father's hired men have food to spare, and here I am starving to death! I will set out and go back to my father and say to him: Father, I have sinned against heaven and against you. I am no longer worthy to be called your son; make me like one of your hired men.' So he got up and went to his father.

"But while he was still a long way off, his father saw him and was filled with compassion for him; he ran to his son, threw his arms around him and kissed him.

"The son said to him, 'Father, I have sinned against heaven and against you. I am no longer worthy to be called your son.'

"But the father said to his servants, 'Quick! Bring the best robe and put it on him. Put a ring on his finger and sandals on his feet. Bring the fattened calf and kill it. Let's have a feast and celebrate. For this son of mine was dead and is alive again; he was lost and is found.'

Luke 15:17-24

**GRACE**  
**"GOOD NEWS**  
**FOR**  
**EVANGELICALS!"**

*“For it is by grace you have been saved, through faith--and this not from yourselves, it is the gift of God-- not by works, so that no one can boast. For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.”*

## Session Three: Building & Leading Teams



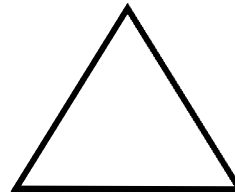
**“That’s why I never walk out in front!”**

### Biblical Foundations for Team Ministry

- The God of Community

the *perichoresis* (circle dance) of God

a false hierarchy



*“Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you.”*

**Matt 28:19**

- Covenant and the widening of the circle

*I will take you as my own people, and I will be your God.*

Exodus 6:7

*“The time is coming,” declares the LORD, “when I will make a new covenant with the house of Israel and with the house of Judah.”*

Jeremiah 31:31

- The Community of the New Covenant

*“Because you are sons, God sent the Spirit of his Son into our hearts, the Spirit who calls out, “Abba, Father.” So you are no longer a slave, but a son; and since you are a son, God has made you also an heir.”*

Galatians 4:6

- The Body of Christ

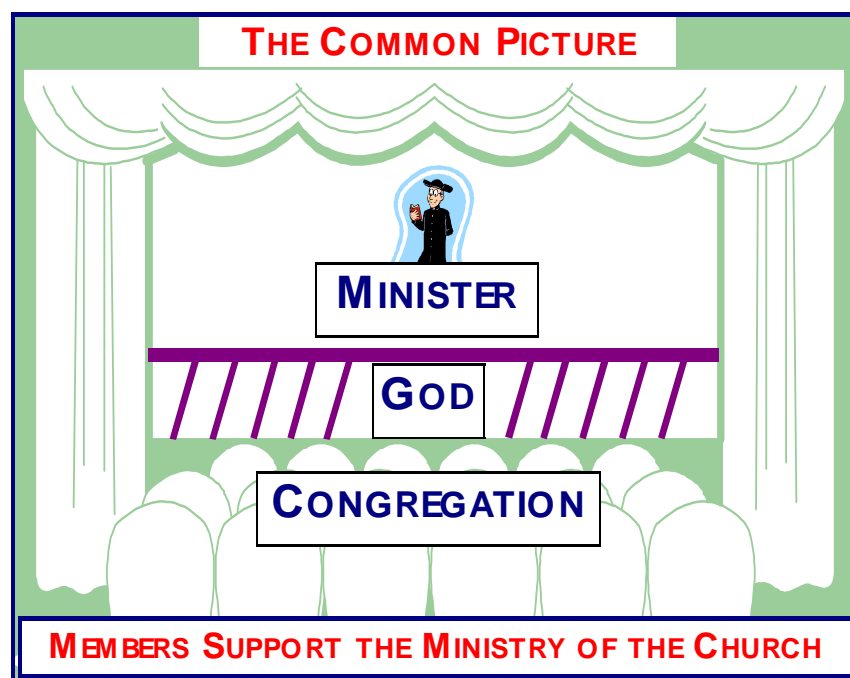
*"Now you are the body of Christ, and each one of you is a part of it."*

1 Cor 12:27

Exercise:

CU Leadership: Learning from the Images of the Church

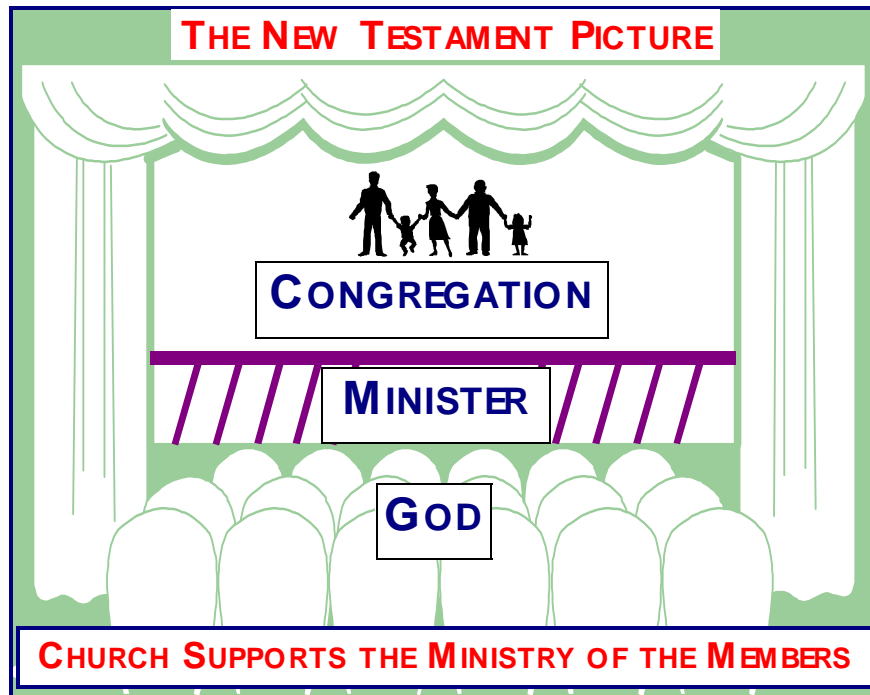
Common Picture



Q. What are some of the strengths and weaknesses of this image?

New Testament Picture

THE THEATRE OF THE CHURCH



“The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ. <sup>13</sup> For we were all baptized by one Spirit into one body--whether Jews or Greeks, slave or free--and we were all given the one Spirit to drink.”

**Matt 28:19**



Q. What are some of the strengths and weaknesses of this image?

Q. How do we apply these insights to leadership within CUs?

**Building Blocks for Teams**

Good teams are built around:

**Leadership** - a modelled adventure

- the servant who leads

*“You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant,”*

Matt 20:19

**Vision** - a shared purpose

**Covenant** - a shared commitment

**Care** - a shared concern

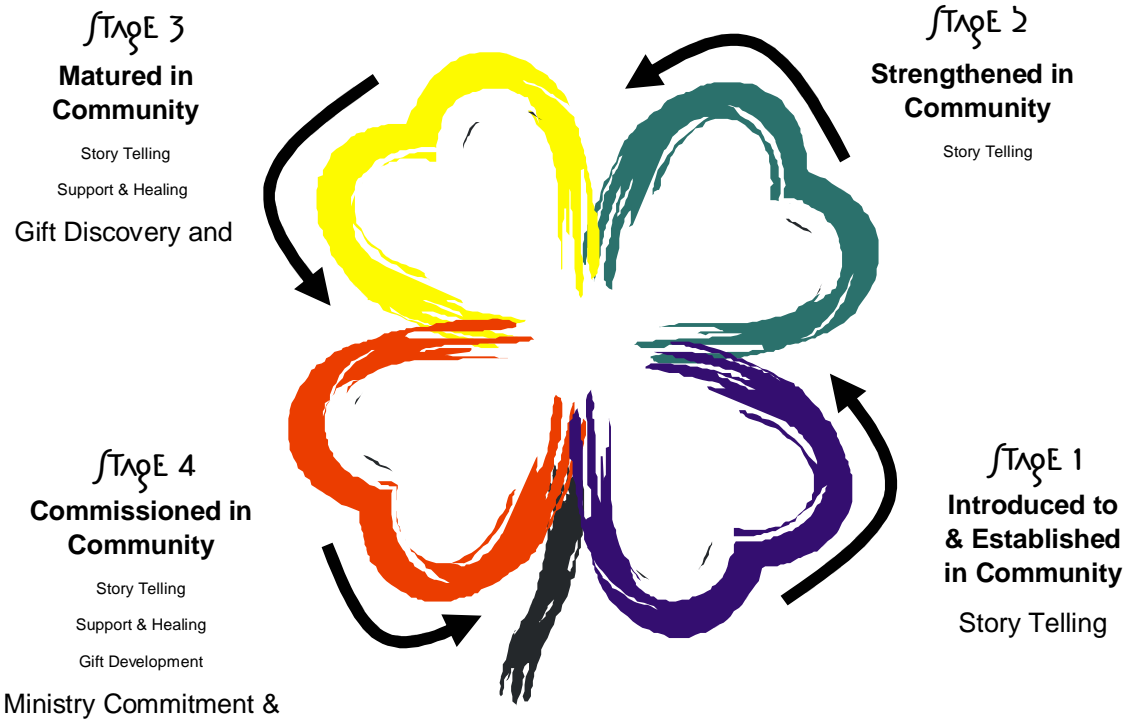
**Endeavour** - a shared experience

**Trust** - a shared reliance

**Learning** - a shared growth

**Empowerment** - a shared responsibility

## Developing Team Members



## Developing Leaders

The Pattern of Jesus

“He appointed twelve, designating them apostles, that they might be with him and that he might send them out to preach.”

Mark 3:14

Reproducible Leadership

I do you watch

I do you help

You do I help

You do I watch

You do someone else watches

Raising New Leaders

**Reflect, Refocus, Resolve, Resource**

The three 'C's

**C**

**C**

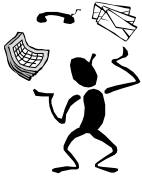
**C**

Passing the Mantle

## Session Four: Staying on Track

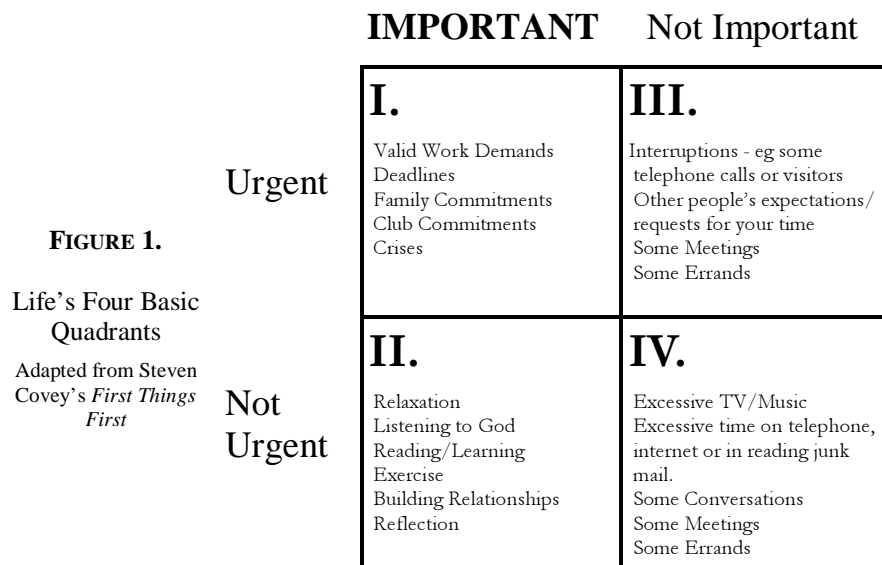
### Introduction

#### LEADERSHIP AND THE TYRANNY OF THE URGENT



Most people who fail to realise their potential in ministry and in life usually do so NOT because they lose the battle between the good and the bad in their use of time, but rather because they lose the battle between the important and the urgent

As Dwight D. Eisenhower once noted, *the important is seldom urgent and the urgent is seldom important*. Yet frequently, it is the urgent, rather than the important, that dominates how we use our time. If we are to succeed in our task and stay alive at the same time then we must find a way to deal with this problem.



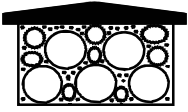
**ITS NOT THE HOURS YOU PUT IN. ITS WHAT YOU PUT IN THE HOURS**

To keep our lives and leadership in balance we must aim to spend as much of our time as possible in the areas of importance. In particular we seek to guard and seek to increase the time we spend doing the things that are important but not urgent.

“But one thing I do: Forgetting what is behind and straining toward what is ahead, I press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus.”

Philippians 3:13-14

## FINDING BALANCE: THE IMPORTANCE OF FIRST THINGS FIRST



IN LIFE AND MINISTRY THE ONLY WAY TO GET THE PIECES IN IS TO PUT THEM IN

### Clarifying Your Core Values

WHAT ARE CORE VALUES?

- Core values are **b** **p** derived from Scripture that govern the way we carry out our ministry. Core values are not doctrinal statements but are shaped by doctrine. They are guidelines to be followed and returned to in the course of ministry
- Core values are the **v** **e** of deeply held, often unexpressed, assumptions that all of us bring to our ministries
- Core Values demonstrate our **c** and **p**
- Core Values describe the **u** **w** that people in the church do their work and relate to one another in that work

**THE ONLY  
WAY TO  
GET  
THINGS  
DONE IS  
TO LEAVE  
OTHER  
THINGS  
UNDONE**



## Example



## Somewhere Community Church

Eaglais Phreispitéireach in Éirinn

### Core Values

As a Christian church we are committed to honouring and glorifying God through our:

- I. Worship
- II. Personal Lifestyle
- III. Sharing our Faith
- IV. Caring for One Another
- V. Equipping Each Other for Ministry
- VI. Demonstrating God's Love to the World
- VII. Helping to Start and Multiply New Ministries and New Churches

## Example

#### IV. Caring for One Another

Scriptural Basis: Acts 2.42-47, 4.32-37; Jn 13.34-35, James 4.16-20

This involves: Committing ourselves not only to God but to each other, building relationships with, encouraging and caring for one another.

### WHY ARE CORE VALUES IMPORTANT?

- Core values provide a basis for **U**
- They provide the foundation for formulating goals and setting the **d** of your ministry.
- Effective ministries establish their core values and **f** **a** to them.
- Most ministries that fail internally do so because the **S** and **a** values of team members and leaders are not the same

## Clarifying Your Vision

### WHAT IS A MISSION STATEMENT?

A mission statement flows from your core values and is a faith expression of what you want your ministry to be and of where you want your ministry to go.

of Jigsaw Puzzles

### WHY DEVELOP A MISSION STATEMENT?

1. Leaders who finish well.
2. Biblical Precedent.

**Genesis 1:28**

**Joshua 1**

**Luke 4:18-19**



*“Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”*

Matthew 28:19-20





3. Keeping Focussed
4. A Basis for Decision-making
5. A Means to Evaluate

### HOW TO DEVELOP A MISSION STATEMENT?

1. Prayerfully reflect on what you consider to be the major priorities of our calling in ministry.
2. Write these Priorities into an Extended Paragraph that sums up what you want to your ministry to be and to accomplish.
3. Re-write this statement more concisely. Try to use less than 50 words and write it in a way that will motivate you to live it out.

***You now have the first expression of your Mission Statement completed.***

Example: "Maynooth Community Church desires to be a vibrant community of people who follow Jesus Christ, enjoy God's presence together and share God's love with others."

4. Now summarise your mission statement in one or two sentences that are easily remembered.

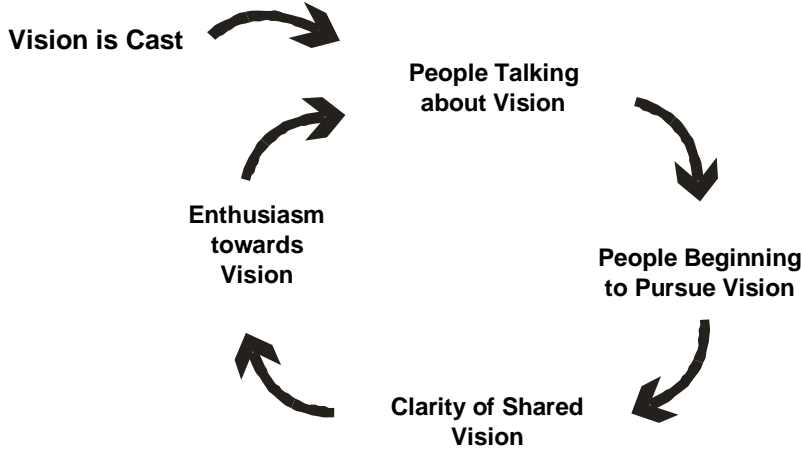
Examples:

"To help people become wholehearted followers of Jesus."

"To provide high quality training and support for those who are unemployed."

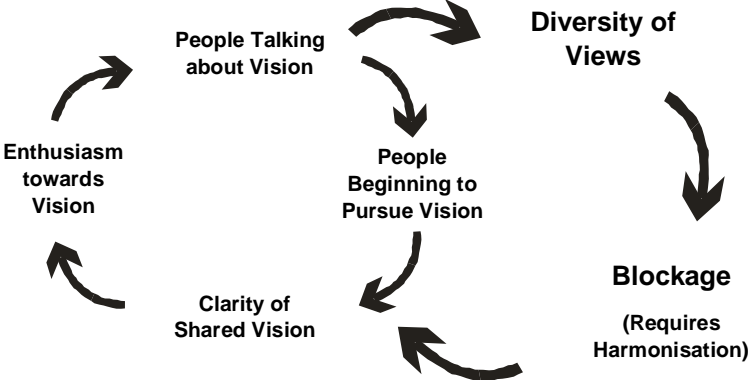
5. Memorise, Review and Revise

**HOW VISION SPREADS**

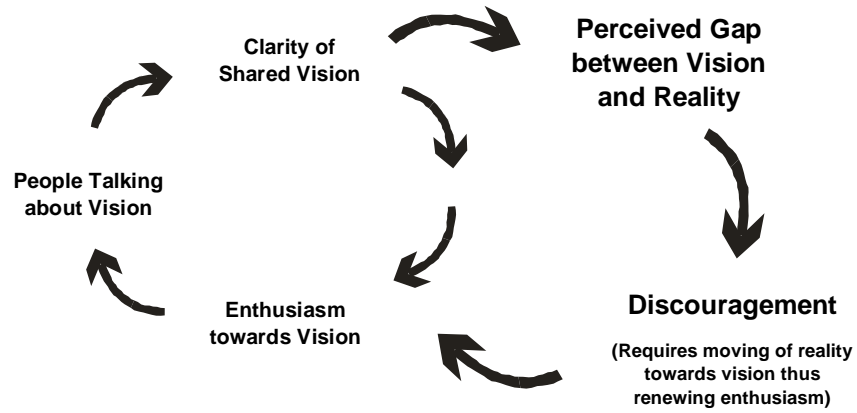


**HOW VISION DIES**

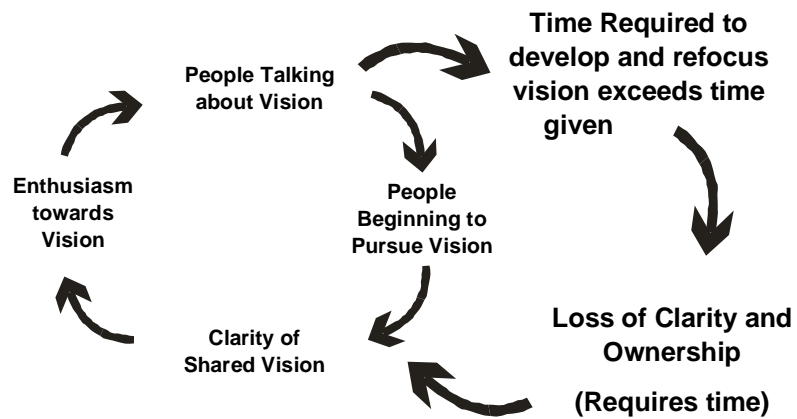
1. Increasing Diversity of Views



2. Vision Discouragement



3. Loss of Focus



**KEEPING VISION ALIVE**

1. Set aside time to reflect and refocus every month
2. Make vision a central focus for prayer

3. Keep vision casting a priority and live vision personally.
4. When facing potential conflict, network relationally in advance
5. When implementing or resisting changes in direction, focus on opinion leaders—movers and blockers.
6. Demonstrate willingness to listen to and adjust in the light of feedback. Balance advocacy with inquiry.
7. Sow values and affirm those who embody them



*“Let us fix our eyes on Jesus, the author and perfecter of our faith, who for the joy set before him endured the cross, scorning its shame, and sat down at the right hand of the throne of God.  
<sup>3</sup>Consider him who endured such opposition from sinful men, so that you will not grow weary and lose heart.”*

Heb 12:2-3



**WHERE LEADERS FAIL—** The research of Dr J. Robert Clinton

Bobby Clinton is the professor of leadership development at Fuller Theological Seminary, Pasadena, California. In his study of over 700 Christian leaders, historical and contemporary, he has discovered that the six major areas where leaders fail are:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

**"MOST  
FAILURE IS  
THE  
PRODUCT OF  
UNATTENDED  
SMALL  
THINGS."**

**WHERE LEADERS NEED TO SUCCEED**

FIVE PERSONAL COMMITMENTS EVERY LEADER MUST MAKE

**I**

**II**

**III**

IV.

V.

## FINISHING WELL

- The Myth of the Slower Day
- **The Importance of A Single Step**
- A life worth living.
- **The Welcome of a Faithful Servant**

*"I have fought the good fight, I have finished the race, I have kept the faith. Now there is in store for me the crown of righteousness, which the Lord, the righteous Judge, will award to me on that day--and not only to me, but also to all who have longed for his appearing.*

2 Tim 4:7-8



From Apples to Eternity.....



*"But you, man of God, flee from all this, and pursue righteousness, godliness, faith, love, endurance and gentleness. Fight the good fight of the faith. Take hold of the eternal life to which you were called when you made your good confession in the presence of many witnesses. In the sight of God, who gives life to everything, and of Christ Jesus, who while testifying before Pontius Pilate made the good confession, I charge you to keep this command without spot or blame until the appearing of our Lord Jesus Christ."*

**I Tim 6:11-14**

