Learning Together 2:
What could be?

Leading into the future

Reflection…

How does effective rural church leadership need to change in response to our changing context?

ministry

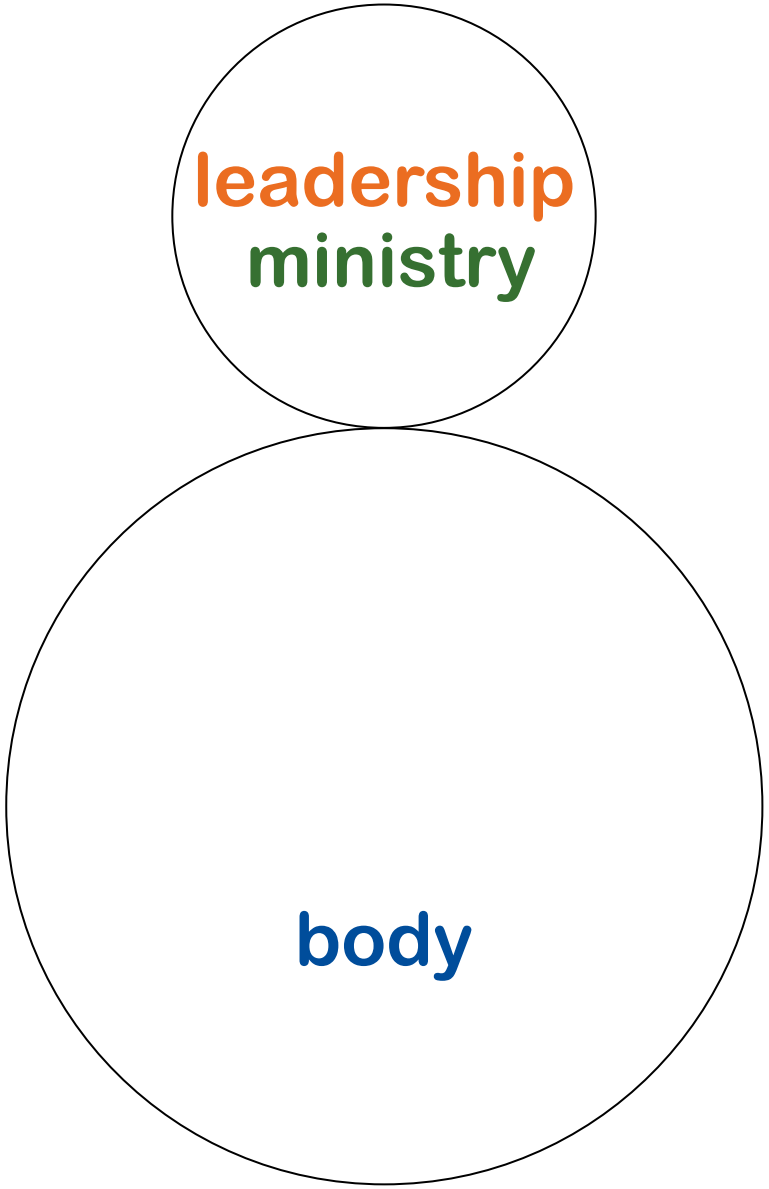
leadership

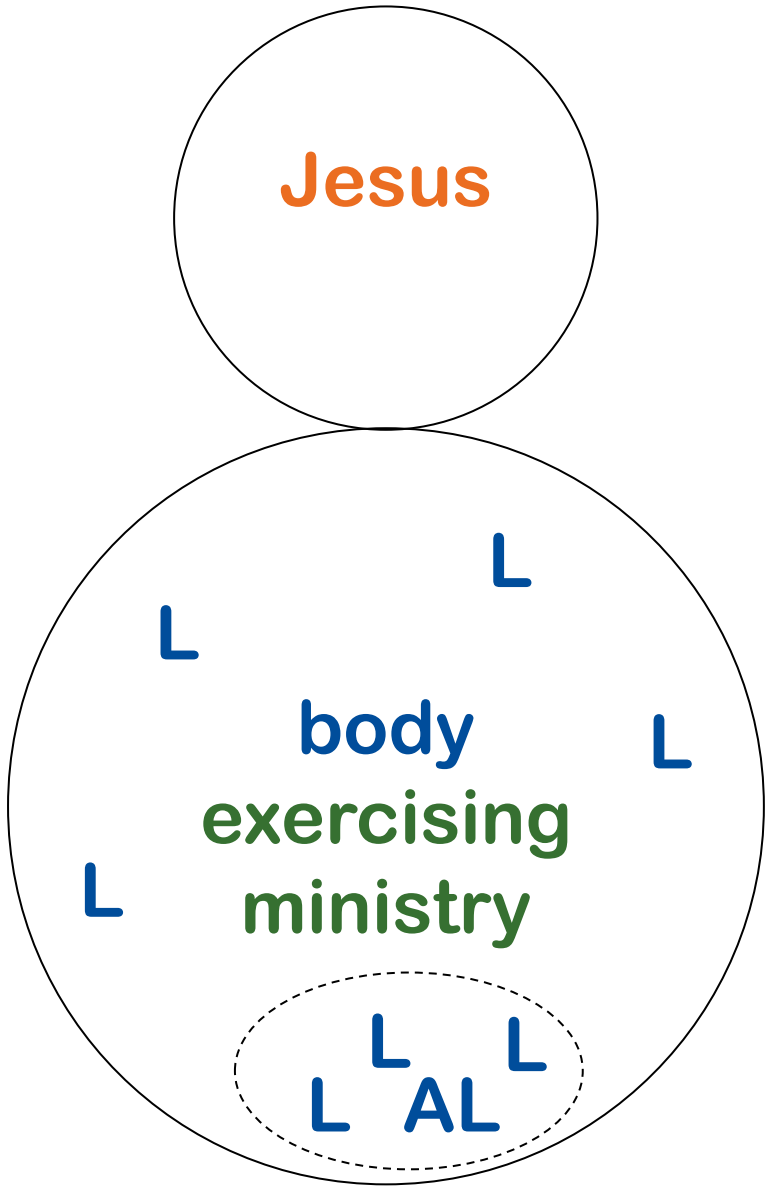
Ministry is any activity that serves the needs of people

helping people grow in godliness - praying - evangelism - caring - teaching/preaching - visiting - ministering the sacraments

Leadership is any activity that directs, influences or facilitates ministry by others

training - vision - thinking – strategic planning - building teams - growing leaders - shaping culture





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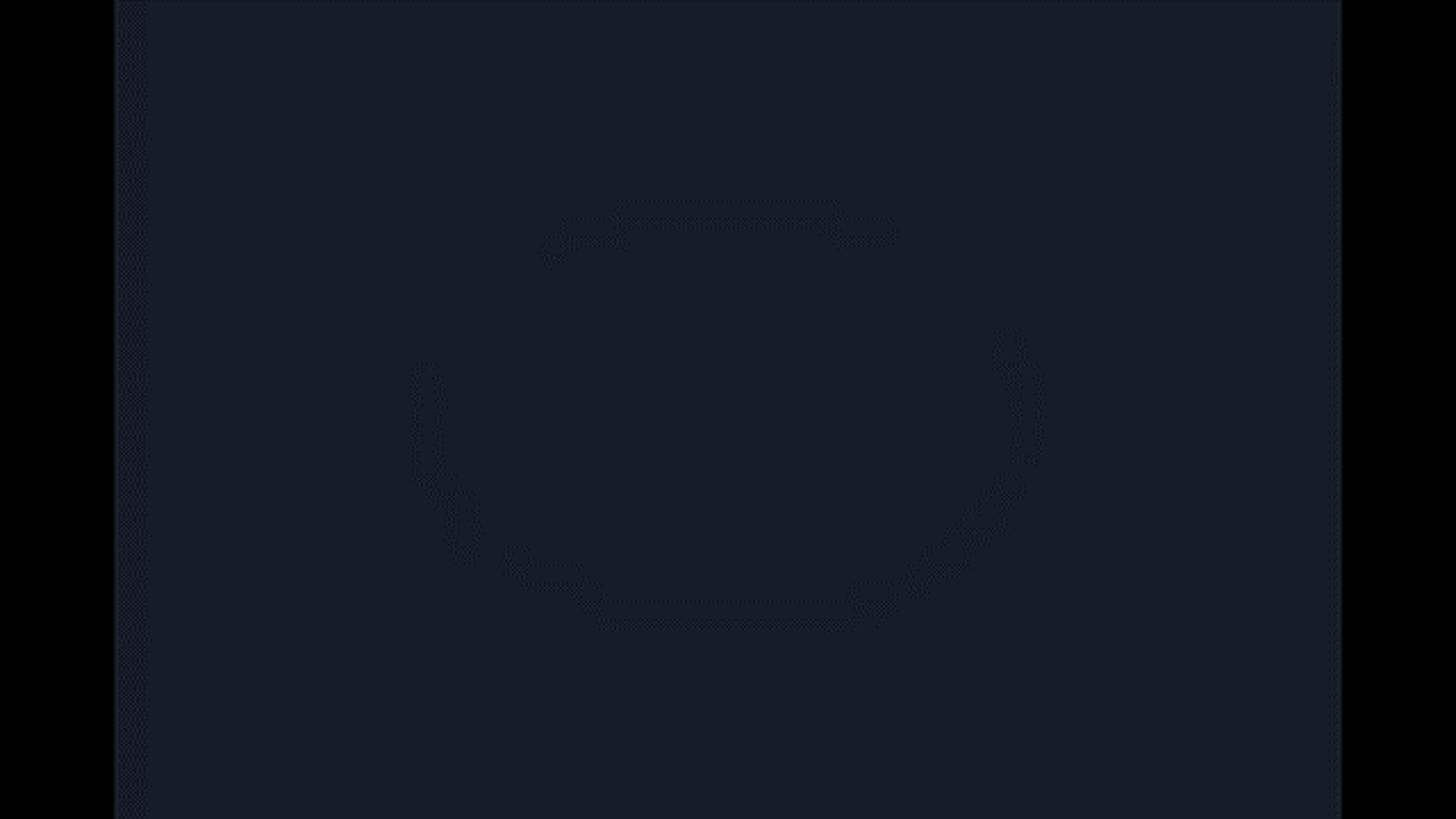
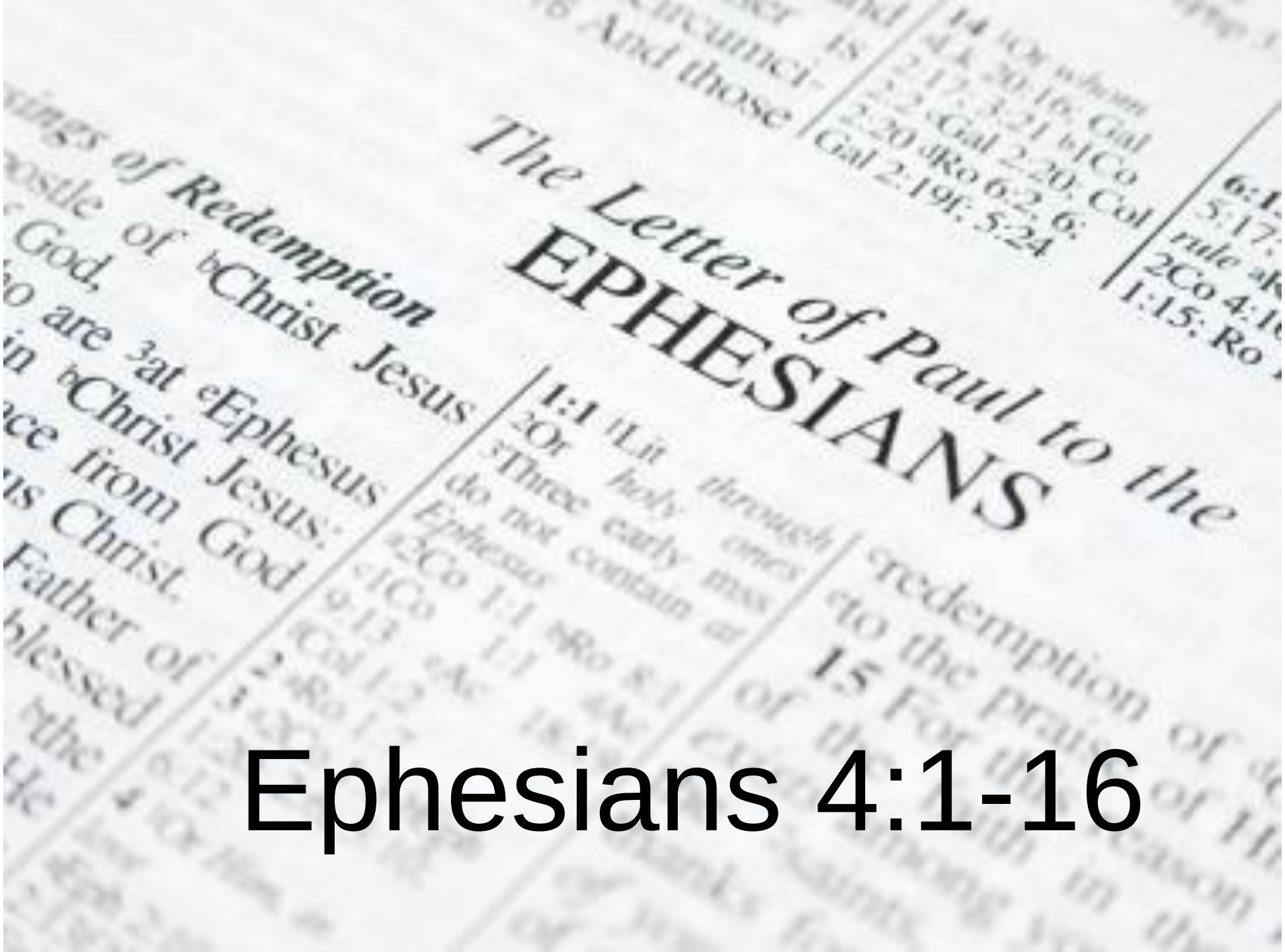
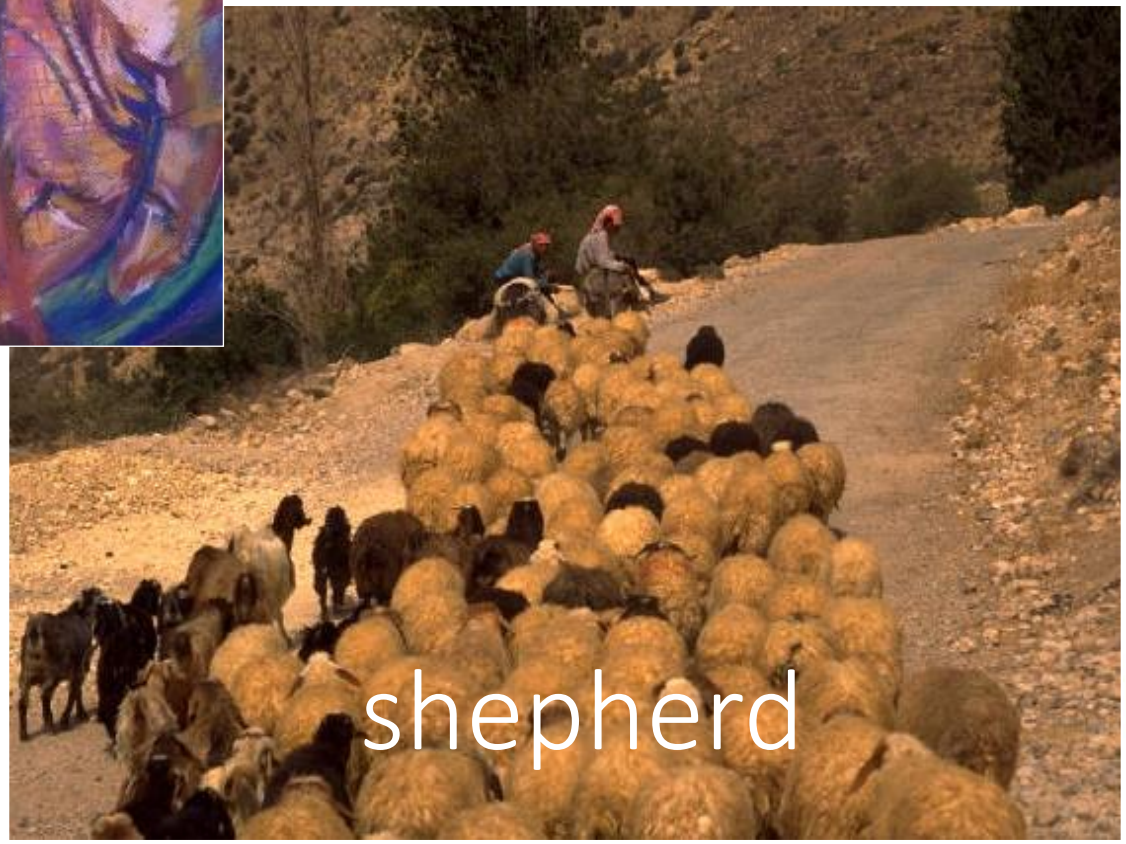




Ephesians 4:1-16



INTERNATIONAL RURAL CHURCHES ASSOCIATION
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LINCOLN, NEW ZEALAND, APRIL 2018

What are the ideal characteristics of leadership in rural multi-church ministry?

- Security in God
- Trust in His people
- Self awareness, emotional intelligence and people skills
- To understand ‘What I have inherited’—the back story—not to collude with it but realize you never start with a blank sheet
- To clarify and articulate a God given, shared vision
- To develop a realistic and owned strategy

- A willingness to take risks and accept consequences
- To be proactive not just reactive—effecting change not just responding to it
- To empower others through release of gifts and potential assuming a ‘non anxious’ presence which instils confidence
- To coach disciples
- To enable, model and resource rather than do
- Nurture a culture of innovation, creativity and flair
- Gently challenge rather than collude - discern the pace of the church

“In praise of the incomplete leader” Ancona et al

“It’s time to end the myth of the complete leader; the flawless person at the top who’s got it all figured out. In fact the sooner leaders stop trying to be all things to all people, the better off their organizations will be”

“Only when leaders come to see themselves as incomplete- as having both strengths and weaknesses- will they be able to make up for their missing skills by relating to others”

Styles of leadership

Styles of leadership: Directive

- **Coercive**: ‘Do what I say’ approach; can be valuable when turning round crisis but tends to inhibit flexibility and motivation *(only use with extreme caution!)*
- **Authoritative:** “Come with me” approach; state overall goal but give freedom on how achieved. Useful when organization adrift but less suitable with good, committed people *(probably should be used at some times by most leaders)*

Styles of leadership: Coaching

- **Coaching:** Focus on personal development of others rather than tasks. Good for those ready and willing to improve but not those resistant to change *(an essential element of developing of the ministry of lay people)*
- **Pacesetting:** Leader sets high performance standards and exemplifies them; good for those who are self motivated and competent but others can feel over whelmed by demands for excellence *(part of making disciples but use with care)*

Styles of leadership: Consensus

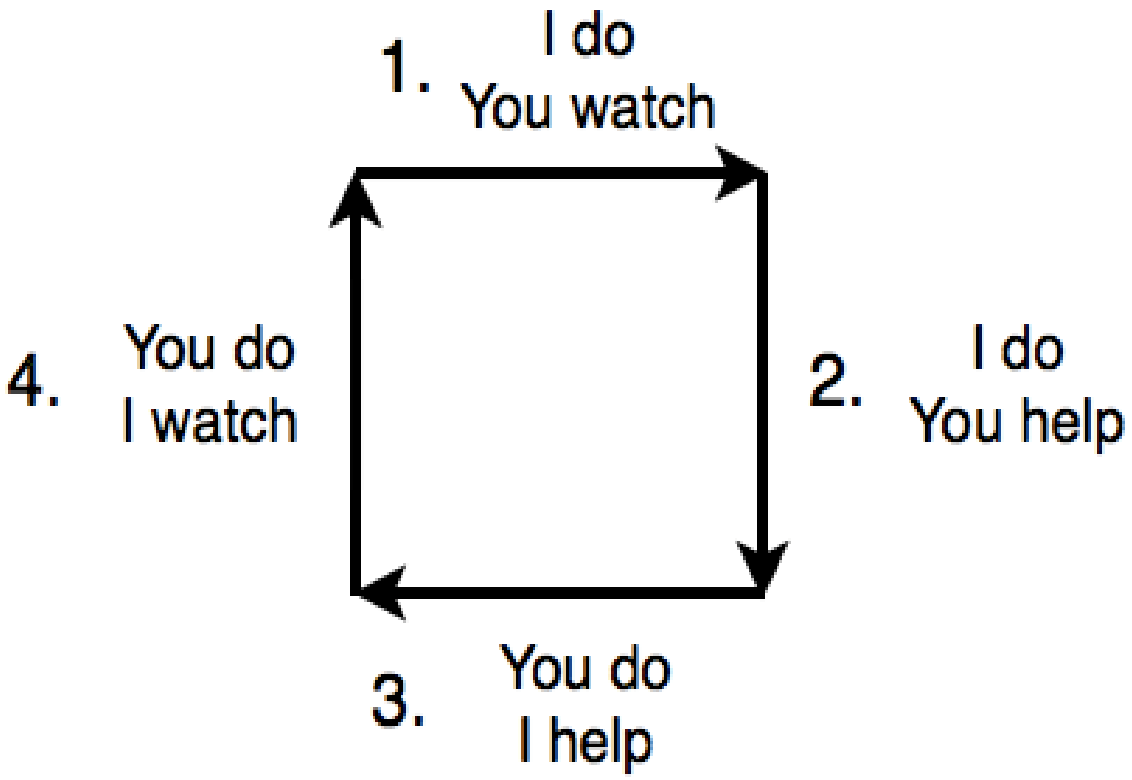
- **Democratic:** Whilst can promote flexibility, new ideas and responsibility can also result in endless meetings, confusion and a sense of being leaderless *(valuable when applied in the right circumstances, e.g. as part of a discernment process)*
- **Affiliative:** " People come first" attitude. Builds harmony, improves morale. Can allow poor performance to go uncorrected *(many benefits but should not be used alone)*

Reflection…

What is your preferred leadership style?

Which other style(s) of leadership do you use?

The Jesus Model



Leadership Style

1. Directive
   eg Mark 1:15-18
2. Coaching
   eg Luke 12:32-34
3. Consensus
   eg John 15:12-17
4. Empowering
   eg Mat 28:18-20

Traditionalist
1925-1945

Give teaching and direction

Baby Boomers
1946-1963

Be competent and professional

Gen Y
1984-2000

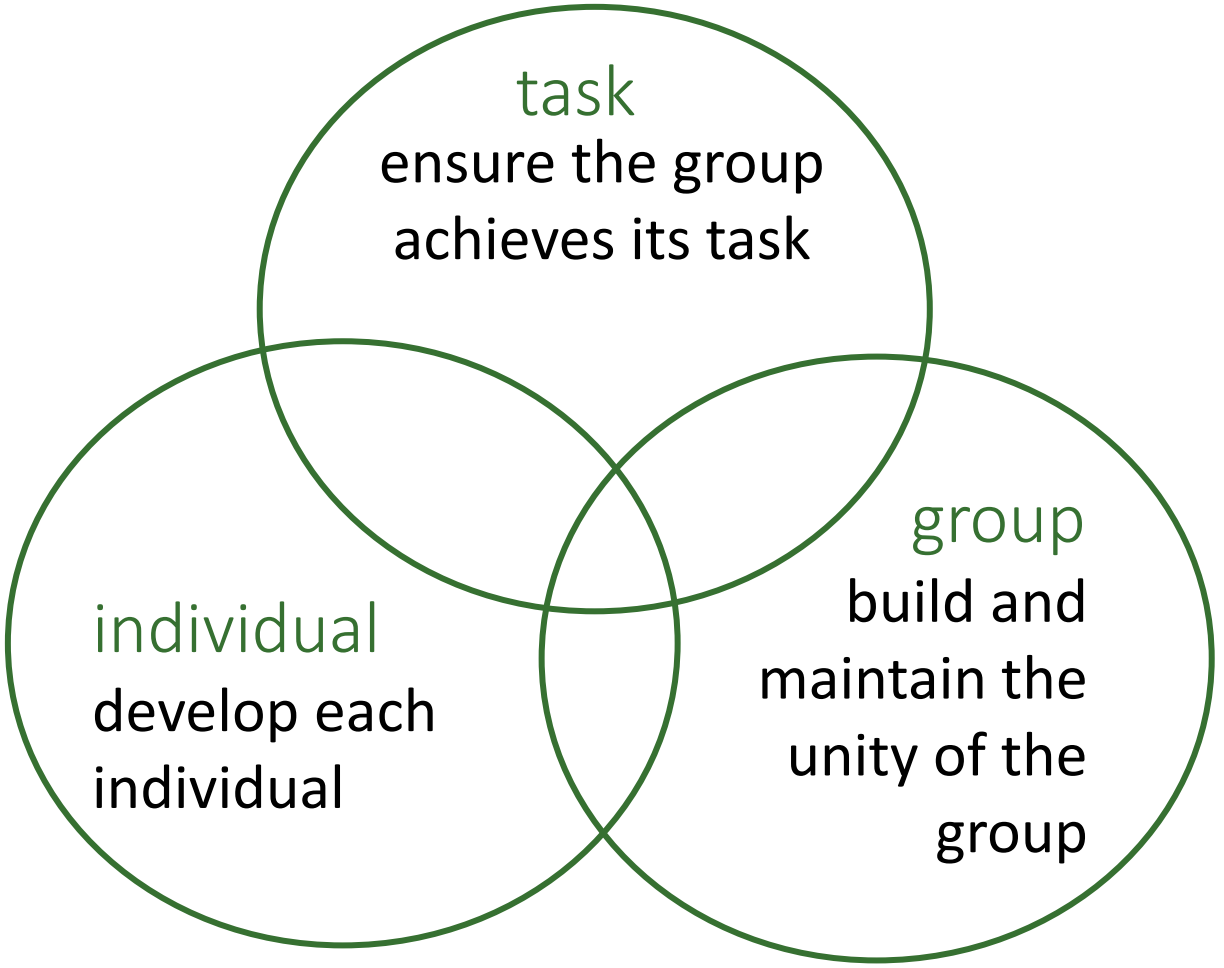
Collaborate and involve me

Gen X
1964-1983

Consult and understand me

Leadership style and age

the leader's role



Patrick Lencioni: five dysfunctions of a team

TRUST one another

Engage in healthy CONFLICT

COMMIT to decisions, plans and vision

Hold one another ACCOUNTABLE

Look for collective RESULTS

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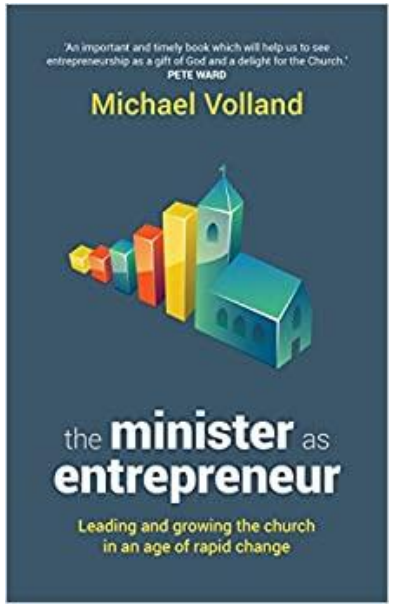
What is an Entrepreneur?

"A visionary who, in partnership with God and others, challenges the status quo by energetically creating and innovating to shape something of Kingdom value"

Michael Volland

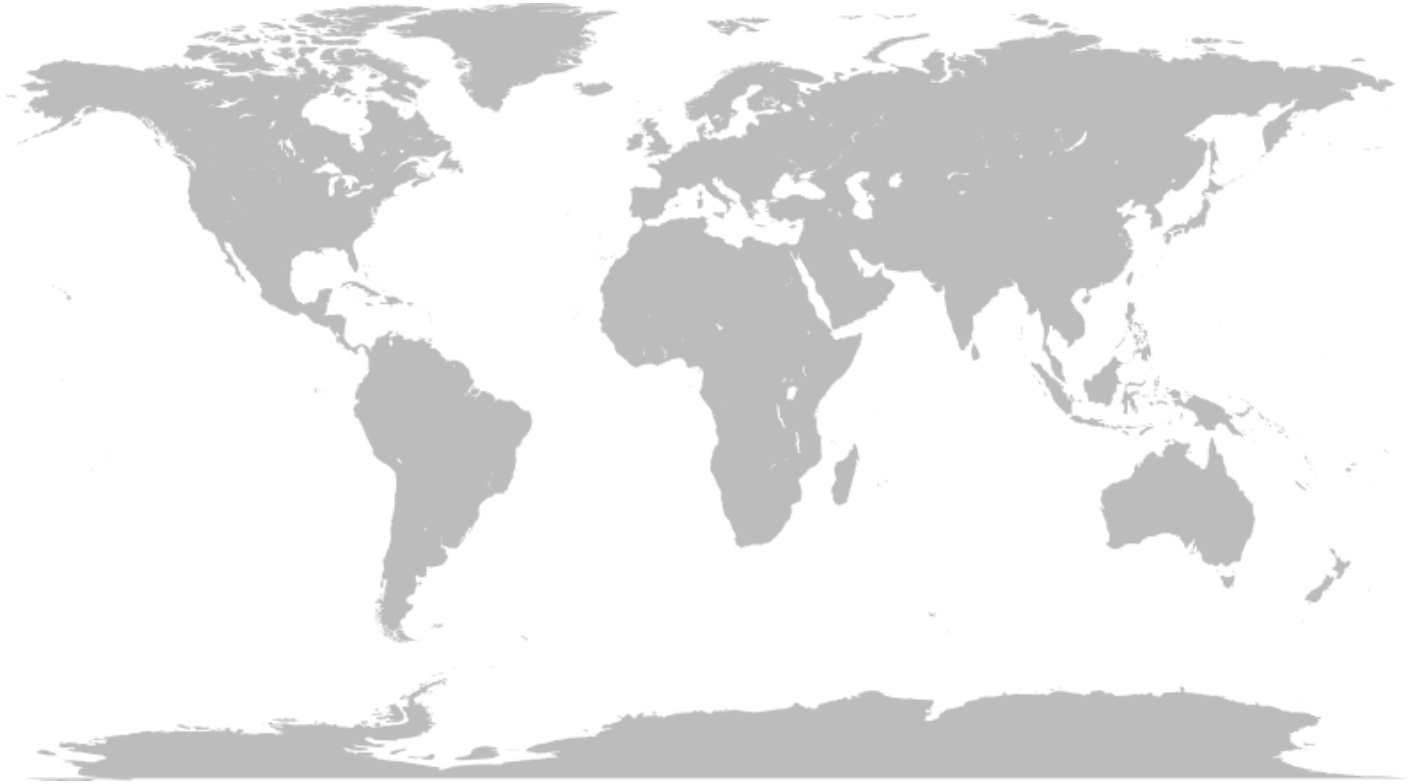


Entrepreneurs and the church

"The church's faithful and effective response to Jesus' Great Commission requires the contribution of entrepreneurs"

"Not all Christians are natural entrepreneurs… but when this potential is recognized, nurtured and give space to breathe, an innovative approach to mission is often the result"

Case studies



Group work: Back to the future

It’s 2022 and you are looking forward to the next IRCA conference…

All your prayers for your region have been answered and your hopes and dreams have been achieved. God is good!

- *What does it look like?*
- *Looking back, what were the key decisions and turning points?*