

ADMINISTRATION AND LEADERSHIP
SPIRITUAL GIFTS #10
1209
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1 CORINTHIANS 12:28-30; ROMANS 12:3-8

CAROL CHILDRESS: I am a research analyst for the Baptist General Convention of Texas. I live in what sociologists say is the fastest changing state in the nation, where the churches are still acting like it is 1950."

What was church like in the 1950's?

After WWII, America being reborn: sense of hope, many children being born.

People went to church and joined. Churches and Seminaries built and expanded by the 1000's.

Denominational distinctives were important. Covenant: "If move, I'll join nearest Baptist Church". Church members expected similar worship styles and programs and traditions. Used same Bible. Volunteers were plentiful for church projects and activities.

Personal and moral values taken for granted.

1990's

Loss of hope for America; fearful for future. No excitement about greatness of America.

People aren't turning to the church in large numbers. Baby Boomers are not joiners. Little denominational loyalty. Not as much commitment about planting churches today. Not enough volunteers.

People have more problems today (someone in family is a wreck, divorce, drugs, abuse, etc.)

Different values being taught at home, school, church, and TV. Shopping mall mentality.

Conclusion: It church is to be effective - 1950's model is out.

Implications for Church today:

Day of people automatically choosing to come to church is over.

Day of innocence about the church is over.

Day of holding clergy in high regard and trust is over.

Day of denominationalism is over.

Day of only one way to worship God is over.

Day to take values for granted is over.

The day of having a ready supply of volunteer church workers is over.

The day of people joining churches soon after visiting or being invited is over.

The day of doing our work the way it was always done is over.

The day of tops-down decision is over.

The day of unaccountability in church work is over. People are looking for results.

Is there any hope for the Kingdom of God to be advanced in America? Yes.

People are coming to some churches in record numbers. The Kingdom is advancing on several fronts.

WHAT MAKES THE DIFFERENCE?

The difference is leadership. One of the spiritual gifts we will study today.

Spiritual gifts advance the church. . . . No Lone Ranger Christians

REACHING PEOPLE: Apostleship-Evangelism-Miracles-Healing-Mercy

MATURING CHRISTIANS: Prophecy-Teaching-Wisdom-Knowledge-Encouragement-Giving-Helps-

Distinguishing Between Spirits-Faith-Tongues-Interpreting Tongues

ORGANIZING THE CHURCH TO REACH PEOPLE AND TO MATURE CHRISTIANS: Administration-
Leadership-Pastoring

STUDY TWO GIFTS TODAY: ADMINISTRATION AND LEADERSHIP.

READ 1 CORINTHIANS 12:28-30; AND ROMANS 12:8.

TWO GIFTS OR ONE?

Leadership is different from administration.

Leadership has to do with vision, inspiration, and motivation toward a common goal.

Administration has to do with managing, organization, and details.

MOSES WAS A LEADER. HE WAS NOT AN ADMINISTRATOR.

EXODUS 18:13-25

EVERY GROUP NEEDS LEADERS AND ORGANIZATIONAL ADMINISTRATION--OTHERWISE YOU HAVE A MESS!

The priesthood of believers can be pushed to such extremes that a church may try to operate without leadership. This hampers the work of the Holy Spirit, who gives the gift of ruling. Also, on practical considerations it's difficult to operate without leaders. In actuality, when any church officially has no pastor, it will have an unofficial leader or two.

ADMINISTRATION-1 CORINTHIANS 12:28

Definition

The gift of administration is the spiritual capacity to organize and manage the church.

The Greek word for administration is *kuberneseis*, meaning helmsman or governor. The administrator is the person who is qualified to steer the ship. Not Captain

Acts 6:1-4

Here people were chosen to oversee the details and to support the widows in need and to free up the Apostles for service of the Word.

CHARACTERISTICS OF THE GIFT OF ADMINISTRATION

- * Organizes things
- * Standardizes methods and procedures
- * Enjoys managing and/or carrying out details
- * Guards the "ship"
- * Hesitates to take risks
- * Maintains the existing organization
- * Polices the workplace
- * Is perceived as being more concerned for the property than for the people
- * Enjoys making and enforcing rules and regulations

LEADERSHIP-ROMANS 12:8

DEFINITION

The gift of administration is the spiritual capacity to attract and energize people by creating a vision or a hope for the future and inspiring people to make the vision a reality.

Designates "one who is set over others, or who presides or rules. The work *prohistemi* appears eight times in Paul's writings, usually with an emphasis on personal leading of others and care for them. A key reference is 2 Timothy 3:4, where managing or ruling one's own house and family is identified as a prerequisite for pastoral ministry (cf. 1 Tim. 3:12; 5:8, 17)

G. Wayne Brown - tape - "Commentary on Leadership."

Children asked to define Leaders:

Out front

Rear end so better seen than their front side

Charts course on star never seen

One who causes conflict, but who changes things

"You know you're a leader when you look around and people are following you."

WHAT GOOD LEADERS DO

LEADERSHIP CHALLENGE by Kouzes & Posner: Followers expect 4 things from their leaders:

1. Honesty
2. Competency
3. Forward looking
4. Inspiring

LEADERSHIP CHALLENGE by Kouzes & Posner: Successful leaders do five things well.

1. REFUSE TO SETTLE FOR THE STATUS QUO

NEHEMIAH 2:2-5

In a changing society they understand that the status-quo can be fatal to an organization. As a result, they constantly search for opportunities to make relevant improvements.

Youth culture

Worship music

Thinking about various services for various spiritual levels--Holly at dress shop

Willing to take risk. This will be unsettling to many.

Understand the dynamics of change

Change frequently means loss for those affected by the change.

Effective leaders balance relationships and results, climate and content, unchanging convictions and varying circumstances for ministry..

Effective know where to fight battle lines.

Dennis and weasels--Paul and basket

2. INSPIRE A VISION

PROVERB 29:18

Napoleon Bonaparte asserted that "a leader is a dealer in hope."

George Bernard Shaw: "You see things; and you say, 'Why?' But I dream of things that never were; and I say, 'Why not?'"

Leaders spend time dreaming about the future. That is part of their job description. To do this effectively they envision the future. Leaders also enlist others in the dream.

Leaders have a knack for finding the right metaphor for expressing our vision of ministry.

3. SET PEOPLE FREE TO ACT

EPHESIANS 4:12

Leaders understand that they don't achieve success on their own.

My dad always told me never to put down those around me in order to make myself look good. He said it was much better to encourage and praise others and they eventually would lift me up on their shoulders. No one should ever stoop to putting someone else down in an effort to make themselves look good.

Proper organizational effort is a team effort. They foster collaboration to build teamwork among the workers. They strengthen others to be capable and useful.

Thomas Jefferson once observed that there are two kinds of leaders: those who trust people and those who fear people. Do you basically trust or fear people?

Theory X; Theory Y

Effective leaders believe in the potential, motives, and skills of our followers.

4. MODEL THE WAY

1 CORINTHIANS 11:1

"Honesty at the supermarket

Used to hate this. Always on duty
Representing Christ is part of the job description

Hospital visit and we represent God.

Leaders must be consistent in their words and deeds. They set an example.

5. ENCOURAGE THE HEART

2 SAMUEL 19:7

Follow a sourpuss?

Personal commitment to be an encourager (personally and in sermons)

THE BEST LEADERSHIP STYLE

Robert Dale in Pastoral Leadership

This model emphasizes two essential dynamics for congregational effectiveness: mission goals and member's morale.

Commander: The Efficient Style

The judges, Moses during his early ministry, and David

David built a great and mighty nation (2 Samuel) but he left his family in destruction

Commanders emphasize the needs of the organization over the needs of the people. Commanders communicate their dictates clearly and cleanly. Then they expect others to follow the commands immediately. Because the leader is so sure of the proper course of action and followers are so clear about their options, the Commander leader style can be highly efficient. The Commander mind set tends to be rigid. They are negative leaders, however, in the sense that they are apt to impose their own goals on the congregation. Commanders are directive, even autocratic. They put goals ahead of persons, production over relationships. The Commander leader style creates pressure and conflict. They often leave a trail of hurting people in their wake.

Encourager: The Empathetic Style

Barnabas, Andrew and Ruth

An Encourager emphasizes personal relationships more than organizational goals, morale over mission. Encouragers have made the therapist's role into a leadership approach. The Encourager leader is a person-centered minister. The Encourager leader makes production a secondary concern. The Encourager leader style fits nicely in congregations who are experiencing member stress and congregational conflict.

Hermit: The Eroding Style

King Saul during the later years of his reign, Jeremiah, and the sages fit the Hermit style of leader.

The Hermit is uncomfortable with both people and goals. Consequently, Hermits withdraw from people and abandon organizational initiatives. The Hermit leader style can buy valuable decision-making time when the congregational climate is tense and polarizing. The Hermit leader style allows for time out for rest and recreation.

Catalyst: The Effective Style

Nehemiah (walls and people), Esther, and Paul

The Catalyst is a balanced leader. The evenhanded ability to keep leadership energies simultaneously aimed at both the congregation's mission and the needs of members. The Catalyst style demands a wider array of leader skills than any other style option.

- The Catalysts is an active leader
- The Catalysts is a positive leader
- The Catalyst is a flexible leader
- The Catalyst is a long-range leader

Blend of Basic Styles

The Entrepreneur blend overlaps the general boundary area between the Catalyst and Commander styles. Entrepreneurs are dreamers, organizers, risk takers, and builders. Some church growth movement theorists seem to favor this style blend. Entrepreneurs prefer to launch new enterprises or projects rather than to maintain them.

The Harmonizer blend overlaps the Catalyst and Encourager styles. This style blend spotlights people within goals. Harmonizers are friendly, agreeable, and peaceable in relationships. They are orderly leaders who are adept at combining varied ideas and interests into working arrangements. Harmonizers are skillful negotiators. Administratively, they prefer managing existing organizations over starting new units.

CHARACTERISTICS OF A LEADER

- * Sees possibilities and envisions what others have yet to see
- * Takes risks and is not afraid to make mistakes
- * Motivates others to high achievement
- * Inspires and encourages others toward common goals
- * Is adept at getting people to want to do what needs to be done.
- * Models the way for others
- * Sells (not dictates) what he or she believes in
- * Is a change agent who is in touch with reality
- * Dedicates his or her life to training people.
- * Is proactive rather than reactive
- * Sees others following

Organization needs both leaders and managers at all levels - but, the pastor must be the leader.

Leaders must know the difference between:

People who talk a lot and say little and people who talk a little and say a lot.

Having a vision and suffering an hallucination.

Red coats and blue coats - (Many are color blind in battle)

Guiding principles and pleasant platitudes.

Person and the office held.

Those who kiss and tell and those who won't kiss or tell.

What should leaders know about:

Whose ox is in ditch, how it got there and how long.

Whose hand is in whose pocket, how it got there and whether they care of the intrusion.

Which of the cat's 9 lives is at present.

When the risk is worth the chance of a long range gain.

How to match ambitions and resources.

Some people decide without knowing any of the facts. Some won't decide until they have all of the facts.

A few are willing to decide with only some of the facts - only the latter are leaders.

Be careful. Some aren't worth following.