

The Qualities of a Leader

“Before I formed you in the womb I knew you, before you were born, I set you apart...” Jeremiah 1:5

“As Jesus was walking beside the Sea of Galilee, he saw two brothers, Simon called Peter and his brother Andrew. They were casting a net into the lake, for they were fishermen. ‘Come follow me,’ Jesus said, ‘and I will make you fishers of men.’ At once they left their nets and followed Him.” Matthew 4:18-20

God calls all people into the ministry of His church. Some are given the higher expectation of serving as a leader (overseer). The role of a leader at East Lake has to be one that we have prayed over, had gifts reviewed, and training performed.

As the Committee on Lay Leadership, our role is to identify the leaders God has called for the coming years to serve. We must consider the following:

What makes a Leader a Leader?

1. Leaders have the ability to cast a vision.

People with the spiritual gift of leadership have a God-given capability to imagine a preferred future for whatever kingdom-related enterprise they’re leading.

2. Leaders have the ability to coalesce people.

People are not only dying to hear an exciting vision, but they’re also hungering for someone to discover the unique contribution they can make to that cause. Leaders have a talent for drawing people out of the bleachers and onto the playing field and then making sure they’re in the right positions for producing the maximum difference for the kingdom. Nehemiah is a great example! Part of leadership is assessing the character, skills, life experiences, temperament, personality, and spiritual gifts of each member of the team that is available to accomplish the task at hand. People flourish when they’re freed up to contribute to a plan’s success.

3. Leaders have the ability to inspire and motivate people.

Those with leadership gifts have a supernatural sense of when to encourage other people and cheer them on. Intuitively they know how to reignite someone’s spark of enthusiasm when it begins to flicker.

4. Leaders are able to identify the need for positive change and then bring it about.

It’s not enough for leaders to have an innate sense of when corrective steps should be taken in an organization. They also need God-inspired insights about how to change course without causing a mutiny by the crew—or killing helmsman! Gifted leaders have

the spiritual savvy that's necessary to introduce reasonable change at a pace that a church can assimilate.

5. *Leaders allocate resources effectively.*

Once a vision is described, a gifted leader begins to strategically assess what resources are available to achieve that God-given, preferred future. Leaders look at resources such as money, equipment, square footage, staff, volunteers—even time—and they begin to plan how all of them can be put to maximum use.

6. *Leaders establish core values.* Leaders are constantly defining and honing the unique set of values that under gird their organization and keep everybody on track. Today's leaders need to determine what values are especially needed to find that thumbprint God has on their own ministry.

7. *Leaders have the ability to identify entropy.* In other words, leaders have a sixth sense that allows them to spot something that's beginning to fall apart, before others even realize it. The subtle deterioration of a ministry or a fraying of morale that would be imperceptible to most people virtually shouts out for attention to the gifted leader.

8. *Leaders love to create a leadership culture.* One of the best contributions that pastors can make to their church is to create a leadership culture in which others can lead, cast a vision, and organize volunteers around different parts of the ministry. Then the role of the senior leader is to work with the other leaders to make sure everyone is contributing to the vision.

When selecting the leadership team, make sure the following kinds of people are included:

- *Strong visionary leaders to drive the process toward the right goals and results*
- *Strong managerial leaders to develop and follow through with plans*
- *Leaders with strong discernment and wisdom gifts to avoid unforeseen disasters and to solve problems*
- *Leaders with a proven track record of credibility*
- *Leaders with key positional authority and influence*
- *Leaders who can spend time working on the team*

Developing the Spiritual Heart of a Leader

“The best gift you can give back to your church is an expanded capacity to love.” Bill Hybels

1. Must drink regularly from the fountain of God’s love (in ways to increase your heart).
2. Regularly worship with loving people who will help you to grow.
3. Make an expanded capacity for a loving and prayerful focus in your life.
4. Find out the things you do to make people say, “Ouch!” then discuss it and remove it from your heart.
5. Take the love that is in your heart right now and pass it along to someone else who is in need.
6. Convey love through appropriate touch. Jesus could have done drive-by healings, but He stopped to touch
7. Show small and random acts of kindness (1 John 3:18, Ephesians 4)
8. Enter into the joys and sorrows of those around you (Romans 12:15).
9. Never sacrifice community on the altar of cause!

Trustee

In the Board of Trustees is vested the authority for the property and facilities of the congregation. This includes the routine maintenance of building and grounds, including making it a safe and barrier free environment. Trustees also have authority for equipment or building modification that does not exceed 10 percent of the total value or property.

Trustees also have the legal obligation to see that the congregation operates within local codes and state laws governing such entities as churches. They are required to see to the insurance requirements of the congregation in the areas of fire, theft, public liability, and fidelity among others. The Trustees are authorized to receive gifts, subject to the direction of the church conference. It also consults the Church Council Team on legal matters, insurance and anything otherwise related to the physical property of the church and is required to submit an annual report to the Church Conference. It is also responsible for a yearly church accessibility audit. (*See Book of Discipline p258.3, 2524-2549*)

Finance

This committee is responsible for raising the funds to support the congregation's needs, both routine and special, usually through financial campaigns. It is also responsible for developing the annual budget of the church, which is ultimately approved by the annual Church Conference. Income is recorded by the Financial Secretary, while disbursements are made and recorded by the Treasurer. Periodic reports are prepared by the Treasurer and submitted to the Church Council for review and for approval. The committee sees to the counting of receipts and to the auditing of financial records. The committee serves as a consultant to the Church Council on matters of finance for the church.

The committee on Finance shall be charged with responsibility for developing and implementing plans that will raise sufficient income to meet the budget adopted by the Church Council. It shall administer the funds received according to the instructions of the Church Council. (*See Book of Discipline p258.4*)

Staff Parish Relations

The Staff Parish Relations Committee (SPRC) has the responsibilities of maintaining, for the congregation, amiable working relationships with pastors and other staff, evaluating their performance, counseling them, and making recommendations for changes in staff or improvements to the staff by education or training. It recommends the salaries and other support, such as housing and benefits for pastors and staff. Of special note, the Staff Parish Relations Committee must carefully screen prospective employees, including background checks.

The Staff Parish Relations Committee also serves as an advisory capacity for the Bishop on matters of pastoral leadership for the local church.

SPRC evaluates and recommends those candidates for ordained ministry or local lay pastors arising from within the congregation. The Church Council takes the

recommendations from this committee, decides on them, and reports them to the church conference.

The Staff Parish Relations Committee shall meet at least quarterly.

Lay Leader

The Lay Leader shall foster awareness of the role of the laity both within the congregation and through their ministries in the home, workplace, community, and world, and finding ways within the community of faith to recognize these ministries.

The Lay Leader shall meet regularly with the pastor to discuss the state of the church and the needs of the ministry. Along with the pastor, the Lay Leader shall be an interpreter of the actions and programs of the annual conference. Duties also entail:

- Assisting in advising the church council of opportunities available and the needs expressed for a more effective ministry of the church through its laity in the community
- Informing the laity of training opportunities provided by the annual conference. Where possible the Lay Leader should attend training opportunities in order to strengthen his or her work. (*see paragraph 251, Book of Discipline*)

Church Council

Provides for the planning and implementation of programs regarding nurture, outreach, witness, and resources for the local church. It shall also provide for the administration of its organization and temporal life. It shall envision, plan, implement, and annually evaluate the mission and ministry of the local church. In addition to the oversight of all ministries within the church, the Church Council shall also do the following:

- Review the membership of the local church
- Fill interim vacancies occurring among lay officers of the church between sessions of the annual church conference.
- Establish the budget on recommendation of the Finance Committee and ensure adequate provision for the financial needs of the church.
- Recommend to the church conference the salary and other remuneration of the pastor(s) and staff members after receiving recommendations from the committee on staff parish relations.

The Church Council shall meet at least quarterly. Other duties are listed in paragraph 252 in the Book of Discipline.

Questions we are challenged to consider as leaders...

- **Are most of our members actively building relationships with their unchurched friends?**
- **Is our church an inviting place for those unfamiliar to church and church worship?**
- **Do all our members know their spiritual gifts? Are these gifts employed in the ministry roles they serve in?**
- **Do the majority of our volunteers feel that they are in meaningful places of service where they are fruitful and fulfilled?**
- **Do more than 1 or 2 people notice right away when a regular attender stops coming to worship?**
- **Are most of our members participants in, or consumers of, our church's ministry?**
- **Are people in our congregation friends, loved ones, and folks that genuinely care for each other or just familiar faces in a crowd?**
- **Are we ruthlessly honest about the shortcomings in our ministries?**
- **As leaders, are we open and vulnerable to each other? Do we love, honor and serve one another or simply tolerate each other?**
- **Do we share a common vision of what we're about and working towards? Can we articulate that to others?**
- **Do we take the time to celebrate the victories, and wonder at the presence and work of the Holy Spirit?**