

Opening Remarks

Full Time Ministry Can Be Like A Business

While it is likely that most people involved in ministry do not think of it as a business, in fact it is a type of business. The ministry will have a pastor or missionary (the manager, boss), paid employees (associate pastor, youth pastor, office workers) and many volunteers (unpaid employees). Therefore, in order to facilitate growth and to protect itself from potential legal issues, the ministry should consider implementing basic business rules and to provide leadership skills training for its leaders. For example, the Christian Law Association (CLA) recommends that every Christian organization should have a written code of conduct that is presented to every person who works in the ministry and have everyone sign a document that shows they have received a copy.

You will receive a copy of a paper written by a business professional and presented to people involved with leadership. As you read the paper and see the term "business leader," think of yourself as that person in your role as pastor or missionary and when you see the term "business" think of the ministry.

Developing Good Leadership Skills

Most people know good leadership skills when they see them. They have a gut feeling about leadership but most have a hard time defining what those skills really are. It also helps to know what leadership is NOT.

We know that by learning more about what good leadership skills are and learning ways to practice and develop these, anyone who is willing to learn can become a better leader.

But you have to genuinely like people and want to work with them closely. You have to practice your leadership skills and be open to learning.

The importance of developing better leadership skills cannot be overemphasized. The success of any organization, department, or group in which you hold a leadership role is largely based on your performance and that of your fellow leaders in your leadership roles.

Your level of leadership skill is determined partly by what you say and do, but it goes much deeper than

that, too. It's determined by who you are as a person (your values and attitudes that you may think are hidden), the "real you."

It may surprise you that "who you are" at a basic level is generally pretty obvious to others. Who you are shows in your behavior and your attitudes.

Even when your intentions are good, others may not understand that. Learning good leadership skills will help you better demonstrate those good intentions that you have within you.

Leadership vs. Expertise

Leadership is NOT built on knowing more about "the WORK" than anyone else. No matter what the work is—whether singing specials, serving food, operating a machine, teaching children, playing a musical instrument, or anything else you can name—being good at the work does not make you a leader. Being good at the work makes you an expert.

An expert is not the same as a leader. An expert is a go-to person concerning the job tasks. An expert CAN also be a leader but often is NOT. Michael Jordon is not an NBA coach for a good reason, he does not have the skills required to be the leader of an NBA team.

People who are expert in the work to be done are often promoted to leadership because of their expertise. Expertise is an important quality, but leadership requires a completely different set of skills. Because of this, many of these people are not successful or fail at leadership.

And a good leader is often NOT an expert in the work and does not need to be. Leaders lead those who are experts in the work by providing direction and motivation. Leadership is about getting people motivated to achieving goals.

Leadership vs Cream-Of-The Crop

Also, there are people who have great personalities and what some may call people skills. These folks will appear to be the “cream-of-the-crop” within the group and you may think that you need to use that person in a leadership role. But, just as with the “expert” mentioned a few moments ago, this cream-of-the-crop person may not have the necessary skill set to be an effective leader. You will need to test them by asking them to lead a small project/activity team so you can assess their leadership skills before appointing them to a leadership position.

In addition, your own individual success in life is also largely dependent on the level of leadership skills you acquire. Anything you do in life, from your career to personal relationships, is positively impacted by improving your leadership skills.

If you have few of these skills, you will always be limited in what you can accomplish. But you can learn, and you can do better.

Bottom Line on Leadership

Many organizations confuse expertise and leadership skill. They are different things, both important but requiring different skills.

Like any other human relationship (marriage, friends, family, work), leadership is not easy to do well or to do consistently. It's not easy to be the boss or the group chairperson, a fact that you may not have fully appreciated until you became one.

But I know you can learn good leadership skills. You can learn to do leadership better than you do now—**IF** you really want to.

TERRY's NOTES = Leadership skills require us to be open to learning. In a foreign culture the missionary must carefully and intentionally learn the HOW, WHEN and WHY of how things are done; BEING obedient to Biblical principles – ALWAYS!! But BEHAVING himself in respect to locally accepted protocols.

***As we go through the various topics, if you have a question, please ask it. We will either address the question at that point or we will write it down and address it later during the overflow time period.