

"COURAGEOUS LEADERSHIP"

Bill Hybels

VISIONARY LEADERSHIP

Sermon junkies tend to stay in their comfortable pews, growing ever more knowledgeable while becoming ever less involved in the surrounding community. Good teaching and preaching alone do not insure ministry vitality (25) Vision is a picture of the future that produces passion (32) God-given visions pack a powerful punch and make a lasting impact (34) Leaders should never apologize for the strength of feeling that accompanies their God-given visions (36) Every church, every team, every organization demands and deserves a "vision embodier;" someone whose life, values and commitments personify the vision (40) Most leaders think that if they fill people with vision once, they'll stay full forever. But that's just not true. Vision leaks, even out of our best people (44)

There's a huge difference between visionary leadership and getting-it-done leadership (52) People need more than a vision. They need a plan, a step-by-step explanation of how to move from vision to reality. Confession: For the 1st twenty years of Willow, we never formalized any specific goals. Now, we concluded that we would never become the kind of church we hoped to be at the end of the next five years without specific goals to help us get there (56) But how would we know if we were moving toward the vision if we didn't set mile markers along the way (57) One of our goals was that each individual would be engaged in a disciplined growth process, volunteering in some area of service, and giving financially to God's work (58) I quickly became a major proponent of goals and measurable progress (59)

We discovered that not every sub-ministry was as committed as it needed to be to the goals of spiritual growth that we had agreed upon as a church. We needed to connect every full-and part-time staff member directly to our strategic plan. While they were all engaged in worthwhile endeavors, they were not all consistently moving the people in their ministries toward the goals we had agreed upon as a church (62,63) It was a matter of redirecting every person, every position, every department in the church to reflect a total commitment to achieving our vision (65)

A long line of pastors pass through the revolving doors, each devoted to God and willing to study and preach, but none, apparently, challenged or trained (or perhaps gifted) to exercise leadership. It appears to me that only a fraction of pastors world-wide are exercising the spiritual gift of leadership (61)

TEAMS / TEAMWORK

Leaders must be painfully specific about the nature and purpose of the team. What do we want this particular team to accomplish (80) There are three considerations in bring people onto a team: Character, Competence and chemistry. I need to know that they are committed to spiritual disciplines. I need to see evidence of honesty, teachability, humility, reliability, a healthy work ethic, and a willingness to be entreated (81) The lesson is obvious: hire from within whenever you can (86) Church leaders must do what Jesus did. We must sit down with teams all across the church and establish clear, challenging, God-honoring goals (90)

People love to give to compelling visions, to grand, God-honoring visions that promise to make a significant difference in this world (114)

DEVELOPING LEADERS

I think leaders are at their very best when they are raising up leaders around them. Or put another way, leaders are at their best when they are creating a leadership culture. I am convinced that leaders must make leadership development one of their highest priorities. Why? Because only leaders can develop other leaders and create a leadership culture. Teachers can't do it Administrators can't do it. Mercy-gifted folks can't do it. Only leaders can multiply the leadership impact by raising up additional leaders (122) How will we identify them? Who will develop them? Will they be prepared to face the challenges of tomorrow? Leadership development will always slip to the bottom of the agenda unless mature leaders force it to the top (123)

Creating a vision, of course, is just the beginning. The next challenge is to come up with a strategy for turning that vision into reality (124) I sometimes wonder how much impact the church would be having in this world if church leaders were more intentional about leadership development (127)

Things to look for in emerging leaders:

1. Influence
2. Character
3. People skills
4. Drive-Action oriented people who are comfortable taking initiative.
Good leaders make things happen
5. Intelligence-Intellectual elasticity (127-130)

It takes a leader to develop a leader. Leaders learn best from other leaders (132) Jack Welch spent 30% of his time at GE doing leadership development with emerging leaders (133)

LEADERSHIP STYLES

Visionary, Directional, Strategic, Managing, Motivational, Shepherding Team-building, Entrepreneurial, Reengineering, Bridge-building (141-156)

Extending grace does not mean closing our eyes to the truth in order to "be nice" or to avoid uncomfortable conversations or tough decisions (173) I have a sympathy deficit disorder (188) I remember sitting in a restaurant and writing that the pace at which I've been doing the work of God is destroying God's work in me (193) Month after month for 15 years I was overscheduled and my life was out of control (194) Every leader must figure out what rigors, practices and spiritual disciplines are necessary for overcoming his or her proneness to wandering (204)

Pathways to knowing God:

1. Relational
2. Intellectual
3. Serving
4. Contemplative
5. Activist

6. Creation

7. Worship

(217-226) Taken from "*Sacred Pathways*" by Gary Thomas

So let's make a deal not to compare ourselves to each other or to stuff ourselves into preconceived molds. Let's just accept the particular pathway that brings us close to God and be thankful for it

Am I going to survive my calling? Am I going to make it across the finish line? (231) Christian leaders I have talked with who have faithfully worn the mantle of ministry for twenty, thirty, sometimes forty years, often attribute their longevity not to any particular thing they did but to the many things they didn't do (235) The need to make the transition from being self-sufficient, independent types to becoming people who lean deeply into community. Do you really have a safe person you can turn to in trying times? (247) I am afraid that a steady stream of church leaders are going to disappear—tragically—from the rosters of kingdom leaders unless they commit themselves to discovering safe people and leaning into those relationships. How many more leaders will we lose before we acknowledge our need to lean into safe relationships? (248)