

## **"Revolution in Leadership"**

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The old pattern of individuals working alone in their own isolated empires is being replaced by teams. Create learning communities. The teaching church and the learning community are two outstanding products of this revolution in learning. (12) Less than 1/3 of pastors identify themselves as having the gift of leadership, whereas 52% confess to being teachers, but few teachers really understand leadership and how it works. There is not a shortage of ideas. There is a shortage of will exercised and called out by inspiring leaders. (16) Academic institutions are organized to reproduce scholars, not leaders. We are going to have to ask the hard questions about how we train leaders, what we expect from leaders, and what leaders need to focus on (17) Evangelism in most churches means asking church members to share their faith and invite people to church events and activities. Little of either ever happens (21) The challenge for North American Christianity involves a willingness to emerge from a sociological cocoon and adopt a missional agenda designed to embrace the world (22) Luther and Calvin signaled a focus on textual authority and redefined the church leader's role as resident scholar in biblical studies. Leadership centered around the pulpit (27)

Marks of the emerging apostolic leader-Visionary, Missional, Empowering, Team oriented and reproducing (Apostolic leaders of the future will make leadership development a a priority of their ministry), entrepreneurial, Kingdom-conscious (28-30). Leadership development has been done through academic institutions which have largely been program-driven, not vision-driven. The new process for leadership development will occur through peer mentoring that takes place in intentional learning communities (31) Vision is the seed. Values are the soil. Leaders who refuse to take risks in today's climate will cease to be leaders. Most churches, afraid to risk failure, fail to enjoy success. (44)

Being proactive-the AL (Apostolic Leader) knows how to create opportunity shifting to a proactive ministry posture. Existing church culture tends to deal with events and people as they appear on the program calendar or come through the door. (45) Life is not lived linearly but usually on simultaneous layers. Learning is 360 degrees. Too often the focus is on teaching, not learning. (48) The old paradigm church culture is hierarchical both in terms of decision-making and ministry empowerment. Much of what we need to know has not been thought up yet (49) The process of a "Learning Community" includes inquiring about each other's assumptions and biases, experimenting, risking, and openly assessing the results. (50) The entire delivery system for church leadership must be changed, not just the contents of the existing pipeline (52)

If leaders are changed, then churches can be changed. At least the top echelon of leaders in the church have to share a common sense of purpose and direction. New apostolic era churches will emerge only if lay leadership is on the same page as clergy. (56) A new brand of leader is the greatest need the church has. A leader who is "market relevant." (57) Any efforts at significant behavioral change toward greater missional intentionality will require the cooperation of at least the 1st key level of lay leadership in the congregation (58)

Church leaders must take responsibility for their own learning (59) The cluster concept addresses four key areas: 1) **Paradigm issues**-Church leaders of the future will be initiators, 21st century church leaders will be evaluated on results, bottom line is that the rules of the game have changed, What perceptions about the past keep us from seeing the present? What perceptions about the present keep us from seeing the future 2) **Leadership micro-skill sets**, we have identified new apostolic leaders as visionary, missional empowering, team oriented, entrepreneurial, and driven by kingdom values, The leader needs to determine how to improve abilities to be the best leader possible, In the church culture we have built an ethos of stardom revolving around the pastor; effective leaders build teams around them. Most church leaders (especially Pastors) are conflict allergic and tempted to pay too little attention to developing this micro-skill set.

Intuition is widely regarded today as one of the most important attributes of 21st century leadership. Without exception, the ability to get along with people ranks as the #1 ingredient for success as a leader, no matter the venue. Leaders who genuinely exhibit caring and good people skills have a longer shelf life.

According to James Kouzes and Barry Posner, "Some people see beyond the horizon and into the future. They believe that dreams can become reality. They open our eyes and lift our spirits. They build trust and strengthen our relationships. They stand firm against the winds of resistance and give us the courage to continue the quest. We call these people leaders." 3) **Resource Management**-The ability to articulate a compelling vision for the church's future in and of itself may only raise expectations. It takes an intentional resource strategy to fuel the engine of change to take the congregation toward the desired destination. A manager may not be a leader, but a leader may not escape being a manager.

The need to shift from seeing their role as performers to seeing themselves as developers. Apostolic ministry leaders recruit and deploy lay ministry teams, The new apostolic leader will establish a congregational ethos that promotes intentional people development. The need to shift from "doing ministry" to "Developing ministry." Proactively taking time in vision cultivation and vision casting with key leaders and constituencies to create a competent leadership core. 4) **Personal life-development** (62) To get away from living out our days as emotional zombies. We know how to count, but do we know how to measure. Spiritual formation cannot occur in someone's life without accountability.

We need to think differently and have other ways of measuring than counting participation at church activities, Leaders who take their mind off-line begin showing signs within two years. Some are at greater risk because of their own wiring. The most telling sign that something is wrong is a lack of joy. The number of emotionally aloof church leaders is legion, An overachieving church leader may be in fact still seeking a parental blessing.

Consider high octane, highly motivated paradigm pioneer types when picking key leaders. More and more churches are hiring staff ministers right from the pews without any requirements for theological education. There is little wonder to this. The competencies these congregations seek are not academic.