

## “Experiencing Leadershift”

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Notes by Dave Kraft

To learn from others is great! Trying to become like them is not. (26) We defined and described the spiritual gift of leadership as “the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.” We went on to write,

People with this gift...

- provide direction for God’s people in ministry.
- motivate others to perform to the best of their abilities.
- present the “big picture” for others to see.
- model the values of the ministry.
- take responsibility and establish goals.

People with this gift tend to be...influential, diligent, visionary, trustworthy, persuasive, motivating, and goal-setting. (27)

I’ve found from experience that these gifted leaders (organization builders) have the God-given ability to perform four necessary tasks:

1. They build a staff—a team of workers.
2. They formulate strategies whereby ministry is carried out.
3. They design the structure whereby everyone has a role to fill and a contribution to make.
4. They create systems allowing the staff to implement the strategies within the designed structures.

...most pastors are *not* organization builders...

It’s difficult for the organization builder to understand why others can’t see things as he or she does. (28)

Laypeople who possess the spiritual gift of leadership represent a huge untapped resource in the church today. This will be a dilemma as long as we hang on to the model that says the pastor must be responsible for building and leading the organization. (31) *If you hold a leadership position but are not equipping the saints for the work of service, then you are not a leader.* (35) Prior to Jethro’s instructions, Moses (to put it in Ephesians 4 terms) was in a verse-11 position but busy with verse-12 efforts. That’s when Jethro told him, “The thing that you are doing is not good.” We could say the same to all those in leadership positions (verse-11 roles) who function as servers (verse-12 roles). (37) About eighteen months later we had to transition Sam off the church staff. Why? We never questioned his heart for God, his love for people, or his integrity. But he was more a mercy giver than he was an *equipper* of mercy givers. We’d hired a person with a verse-12 gifting and focus when we needed someone with a verse-11 gifting and focus. (38)

Those in leadership positions *must focus* their ministry on equipping others for the work of service. (39) We need to stop telling those who score low for the gift of “leadership” that they can’t be leaders in the church. We need to start encouraging those with other leadership gifts to develop and use them to provide leadership in accordance with their gifting. Those in positions of leadership need to stop functioning as trained servers and start functioning as equipping leaders. (41) Passion is important in whatever we choose to do with our lives and is essential in ministry. (48)

Because success is so important to us, we should have a way to measure it. In the marketplace it’s the proverbial bottom line. In the classroom it’s the grade. On the field it’s wins and losses. In the world measuring success is easy: Look at your numbers. This way of thinking has infiltrated the Kingdom of God. Numbers have become the primary means of measuring ministry success as well. (60) Outside of figures we struggle to know how to judge the worth of our work. (62) While rising numbers tempt us with pride, falling numbers often bring discouragement. (63) A culture of drivenness requires the horsepower of driven people in order to keep everything going. But driven people eventually hit a wall. People on all levels of involvement begin to complain about the pace of life and the toll it’s taking on them and their families. (65) The more we move from being merely aware of numbers to being focused on them, the more inclined we are to comparison, to the judgment it contains, and to the competition it produces. (67) Numbers alone can hardly reveal the fruitfulness of a ministry.

Apart from a couple of phrases early in Acts (2:41; 4:4) about the believers in Jerusalem, the New Testament makes no mention of specific numbers in the churches. (68) Your ability to be faithful starts with knowing what God has given you. (73) Do you lay your head on your pillow at night with an inner sense of satisfaction, knowing God is influencing the world through your life? (78) A focus on numbers will leave you susceptible to pride or discouragement; it can open the door to unnecessary feelings of frustration or to a drivenness that reflects nothing more than fleshly ambition. (81)

We make a great error when we focus on the outcome of what the Holy Spirit does in a specific ministry or through a specific person and, as a result, try to copy that outcome in our life and ministry. (119) No matter what your role in the work of the Kingdom of God may be, your ability to be faithful, fruitful, and fulfilled for the purpose of making God famous is dependent upon the anointing of the Holy Spirit. (121)

#### *The Institutional Model* (124)

- Board Led
- Staff Run
- Congregation Served
- World Ignored

This system is especially detrimental when the board has considerable authority but minimal responsibility for hands-on ministry. (129)

#### *The Biblical Model* (131)

- Board Protected
- Staff Led
- Congregation Serving
- World Served

Changing the look of something doesn't change the heart of it. (153)

I believe God has a "zone" experience awaiting everyone who serves Him. This zone is the place of His felt presence and manifest power in ministry. It's the place where He shows up in and through a believer's life and bestows His blessing on another. God's anointing puts the believer in a place of faithful, fruitful, and fulfilling ministry—the zone. (200) ...God's anointing isn't based on ordination or education; it's based on gifting and character and godliness. (209)

#### *Your Assignment* (211)

*Part 1*—List your primary spiritual gifts.

*Part 2*—Write a paragraph describing your God-given passion in ministry.

*Part 3*—Identify ten to twelve "anointed moments" in your ministry... (212)

As a leader, your job is to help those you lead to discover the zone of God's anointing in their life and ministry. (213) Our egos always take note of who's where on the organizational ladder. We know who's in leadership and who's not. Our egos also notice titles, credentials, and education. We need to be freed from the delusion that one's position in the organization is more important than God's anointing. (219) "We don't shape people to fit jobs; we shape jobs to fit people." ...be careful of expectations that take you consistently outside God's anointing. (221) Godly character and affirmed gifting were far more valued than any (222) educational or licensing credential, and were the basis for the privilege of leadership. (223) Many have told me, "In seminary I was trained for the work of serving, not for the work of equipping." Teaching for the purpose of provoking to action is different than teaching to inform. Most of these pastors now see that what their people need is not more information, but help with application. There's a critical difference between a *trained server* and an *equipping leader*. (233)

In order to reshape this reality, three changes need to occur: 1. Those in leadership positions must begin to function as equippers. 2. Leaders must be held accountable for their effectiveness as equippers. 3. Future leaders need to be identified and disciplined. (234)

Here are other questions that your leadership team should discuss openly:

- Who is each of us equipping? (List their names.)
- What are we doing to equip these individuals?
- What are we equipping them to do?
- How will we know when they've been equipped? (235) I closed the session by asking this question: "What piece of God's heart do *you* carry? We need you to bring that piece to our church." (240)