

Proven Leadership Principles for Churches
Focus: Mainland China
Written and Presented by:
Dr. John Vawter
Consultant and Speaker, Church Assistance Ministry



Prepared for:
PRECIOUS GIFT MINISTRIES' "Church Alive!" Series
Dr. Don Parrett, Exec. Dir
www.preciousgift.org
P.O. Box 456
Brookville, Ohio 45309

LEADERSHIP LESSONS FROM THE UPPER ROOM #1

John 13-17

- 13:14-15 Leaders are servants and humble
- 13:34-35 The dynamic of real life
- 14:6 Reaffirming the truth of absolute life
- 14:9 The words and reality of ministry
- 14:15 Obedience to Christ
- 15:4-5 Abiding in Christ...no room for arrogance
- 15:13 A deeper form of servanthood.
- 16:8 Sin, righteousness and judgement
- 16:31 Jesus shows patience in teaching
- 17:3 This is eternal life
- 17:4 Knowing what God wants us to do
- 17:14, 15 The pull of the world and the power of Satan
- 17:17, 19 Sanctify ourselves in truth of the Word
- 17:21 The picture of unity in the body

Final word: *Jesus was the greatest leader in all of history. Let's endeavor to learn leadership from Him.*

Dr. John Vawter
www.johnvawter.com

NECESSARY QUALITIES OF STRONG LEADERSHIP #2

Conformed to His image, Romans 8:29

Integrity, Matthew 5:37

Sanctification and Service

Fruit of the Spirit Galatians 5:22-23 and Gifts of the Spirit, Romans 12:3-8 and
1 Corinthians 12:1-31

A Balanced Life, Matthew 6:5-12, Matthew 26:38-39, 1 Corinthians 6:19

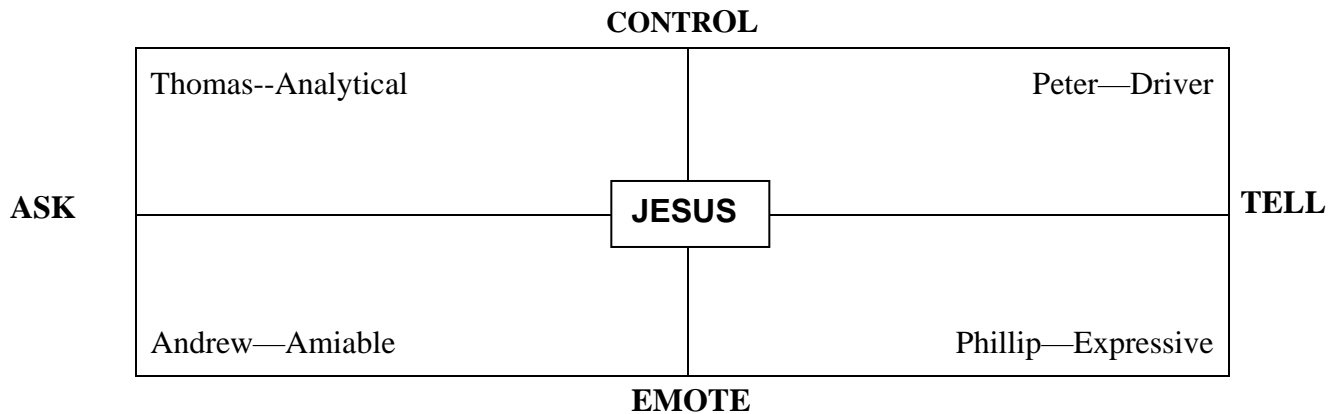
Purpose and passion, John 17:4

Equipping people for service, Ephesians 4:1-15

Good relationships, Matthew 7:12

Spiritual Warfare, Ephesians 6:10-17

Self-awareness/Know how God made us—Personality Styles



Analytical		Amiable		Driver		Expressive	
Strengths	Weaknesses	Strengths	Weaknesses	Strengths	Weaknesses	Strengths	Weaknesses
Industrious	Critical	Supportive	Conforming	Strong-will	Pushy	Ambitious	Manipulates
Tenacious	Indecisive	Respectful	Unsure	Practical	Harsh	Enthusiastic	Reactive
Orderly	Slow decider	Relational	Not honest	Efficient	Alienates	Dramatic	Promoter

<https://agilityportal.io/blog/merrill-reid-test>

“Personal Styles and Effective Performance” by
David Merrill and Roger H. Reid

Final word: *Genuine leaders know themselves. They know how God made them. They continue to grow to become more Christ-like as they emulate His leadership.*

Dr. John Vawter
www.johnvawter.com

BIBLICAL LEADERSHIP PRINCIPLES #3

- Christ-like character development, Ephesians 4:22-24
“Put off the old self...put on the new self, created to be like God”
- Knowing Self—Spiritual gifts, natural talents, vision gauge

THE UNDERSTANDING OF LEADERSHIP

- Leadership, Romans 12:8
Destination of the ship προΐστημι proistemi
- Administration, I Corinthians 12:28
Steering of the ship κυβερνεῖς kubēr nē seis

Leader/Visionary

Administrator/Operational

←————— Where do you place yourself on the continuum? —————→

Deals with global issues
- lives above the ripples

Deals with issues of detail
- lives with the ripples

Motivated by vision

Motivated by organization

Operates on Spiritual resources

Operates on physical resources

Inspires, persuades and empowers people to action

Places people correctly

Foresees the future

Sees immediate needs and issues

Moves ahead to show the way

Needs clear guidelines

CHARACTERISTICS OF SUCCESSFUL PASTORATES

1. A hard worker. (100%)
2. An attitude of optimism and faith. (95%)
3. Good social skills, friendly, easily liked. (95%)
4. Takes responsibility for church growth. (95%)
5. A strong marriage--both husband and wife feel called to the church. (90%)

Final word: *Genuine leaders know how God gifted them. They know the talents He gave to them. They strive to maximize those gifts and talents for His glory.*

Dr. John Vawter
www.johnvawter.com

CHANGE: THE CHALLENGE OF FOLLOWING THE HOLY SPIRIT #4

Change is difficult but necessary—when led by the Holy Spirit. The solid leader knows how to bring about change with a minimum of pain. But, he/she is willing to bring it about when it is needed—even if people resist. Change can cause pain.

1. Change is following the Spirit's lead and vision; explaining what the Spirit wants to do
2. Key Point--not change for change's sake but Spirit-led change based on the Word of God
3. The Spirit leads change for better ministry, evangelism and discipleship
4. Leaders communicate a picture for the future. They understand the future
5. Leaders communicate...affirm the past and explain its value. They explain the future
6. Iowa State University sociology study says there are five kinds of people in church
 - 2.5% Innovators: Do visionary thinking, not controlled by the past
 - 13.5% Early Adapters: Make an early commitment to the vision; energize & recruit for it
 - 34% Early Majority: Do not lead but follow. Are diligent workers but need leadership
 - 34% Late Majority: Attend services but do not get involved. Social needs met elsewhere
 - 16% Laggards: Do not commit to anything; they often criticize because of their sin
7. Resistance to change is a reality. It often happens. Good leaders expect it
8. Resistance comes from fear of change, people who sin & gossip, & a lack vision for the lost
9. Good leaders evaluate the resisters, they do not count them; they try to minister to them
10. Godly leaders have Christ-like attitudes during change
11. Godly leaders know change can be a "make or break affair"
12. Godly leaders have a servant's attitude and heart. They are leaders not dictators
13. Godly leaders communicate, explain and update how the change is taking place
14. The Holy Spirit "builds the house." Leaders are His tools. Leaders explain the change

Final word: *Let us minister together with humility, purpose, boldness and compassion. Understand the vision and task and minister with a servant's heart. Let's desire to give God the glory.*

VISION AND VISIONARY LEADERS #5

VISION – Ascertaining what God wants to accomplish through our ministry

VISION – Seizes us, motivates us, focuses us and focuses for us. We must care for the vision

Often, vision is a Spiritual gift...the gift of faith in 1 Corinthians 12:9

The Essential Aspects of Vision

“Now faith is the assurance of things hoped for, the conviction of things not seen.”

Hebrews 11:1

The belief a person is where God wants them to be. (The Spirit leads.)

The ability to see what God wants done. (The Spirit gives insight.)

The ability to do what God wants done. (The Spirit empowers.)

The willingness to admit weakness. (The Spirit matures His leaders.)

The willingness to work hard and believe God for the results.

Ephesians 3:20 “immeasurably more than all we ask or imagine”

The Visionary Leader

Filled with God *en-thusiasm* (in theos) ἐν θεός

Motivates by communicating and explaining the big picture of the vision

Acts 1:8 is the foundation; simple and understandable (written down)

Mobilizes by explaining the steps to fulfill the vision; properly places people

Explains the vision to the people in stair-steps

Stabilizes by making certain people and responsibilities are organized

Protects the vision from distractions of good people with good ideas about

other good ministries. Protection keeps the ministry focus on target

Key Principles of Vision

Vision comes when: God speaks to our minds, we use our creative minds, we

observe other ministries or through our creative team work

Visionary leaders know why God established their ministry and church

Visionary leaders know what God wants to achieve through their ministries

Visionary leaders recruit and develop leaders to help fulfill the ministry

Visionary leaders know spiritual warfare or humans working against the vision

The Leadership Continuum is important here

Leadership/Conceptual

Thinks “Big Picture” of the vision

Sees from mountain top to mountain top

Management/Organizational

Thinks clarity of the vision

Thinks steps needed to fulfill vision

Keeping and Maintaining the Focus of the Vision

"You, therefore, my son, be strong in the grace that is in Jesus Christ." 2 Timothy 2:1

Visionary leaders are aware of temptations of self-glory and not trusting God

Final Word: *Vision is more valuable than gold. Vision is pro-active not reactive. Vision is achieving what God wants us to achieve through His power and leadership.*

John Vawter

www.johnvawter.com

PLANNING, DECISION-MAKING AND GIFTEDNESS: Seeking God's Mind for The Future #6

Planning and vision are partners

Planning is holy, sacred work. Planning is seeking God's mind
Planning is knowing God's mind and vision for the church...following Him
Planning is developing the strategy to fulfill the vision. Acts 1:8, Matt 28:19-20
Planning brings stability, unity and faith to the church. Planning builds faith
Planning keeps the organization on track and protects the future of the ministry
Leaders lead in planning and communicating a clear plan to the people
When ministries plan, there are less problems to solve and more time for ministry
God's power fulfills the vision and plan; we are obedient to Him

What planning looks like

Salvation and sanctification of people...and glorifying God are the motive
The plan is written out in great detail...for every facet of ministry
The steps needed to achieve the vision/plan/goal are explained
The steps include money, personnel, gifted people and trained people
The steps are achieved one step at a time; it is a never-ending process

Decision-Making is part of vision and planning

Decisions are pro-active not re-active; decisions follow God's mind
Decisions are made to create the plan to fulfill the vision
Decisions protect the vision and the plan
Decision-making is one of the most difficult of all pastoral functions. No matter
the decision, it will be criticized by someone. It is not for the faint-hearted
It is a great thrill to make decisions that are in the center of God's will
Without decision-making there is no vision or plan and little ministry
Decision-makers examine their own hearts and motives. They ask, "is Christ honored?"

Decision-Makers cultivate the giftedness of others and recruit them

Decision-makers define the vision, clarify the vision and cast the vision
Leaders attract leaders, recruit them and give them responsibility
Leaders know what motivates people and develop their giftedness
Leaders know that all gifts are to be used to fulfill the vision and plan

**Final word: *Jesus was the greatest decision-maker and our model for making decisions.
"I have brought You glory on earth by finishing the work You gave Me to do." John 17:4***