
Organizational and Personal Church Leadership and Management

Core Sources of Church Organization and Structure

PRAYER / SCRIPTURE

The foundation and filter for every decision

MISSION

A statement of the overall purpose of the organization.

VALUES / DISTINCTIVES

The constant, passionate, biblical core beliefs that drive the ministry of the church. The Distinctives make a church unique from all others

VISION

A picture imparted by God of His "preferred future" for the church, that uniquely describes how the future will look if the church achieves its mission.

OBJECTIVES

Broad, long term outcomes that identify priority and success.

GOALS / STRATEGIES

Quantifiable targets that measure the accomplishment of an objective over a specific period of time. Contextualized programs, tactics, and methodologies that will be used to achieve organizational goals.

PEOPLE

The people who are uniquely gifted, impassioned and called to support and implement the mission, values, vision, objectives, goals and strategies of the church.

POLICIES/SYSTEMS

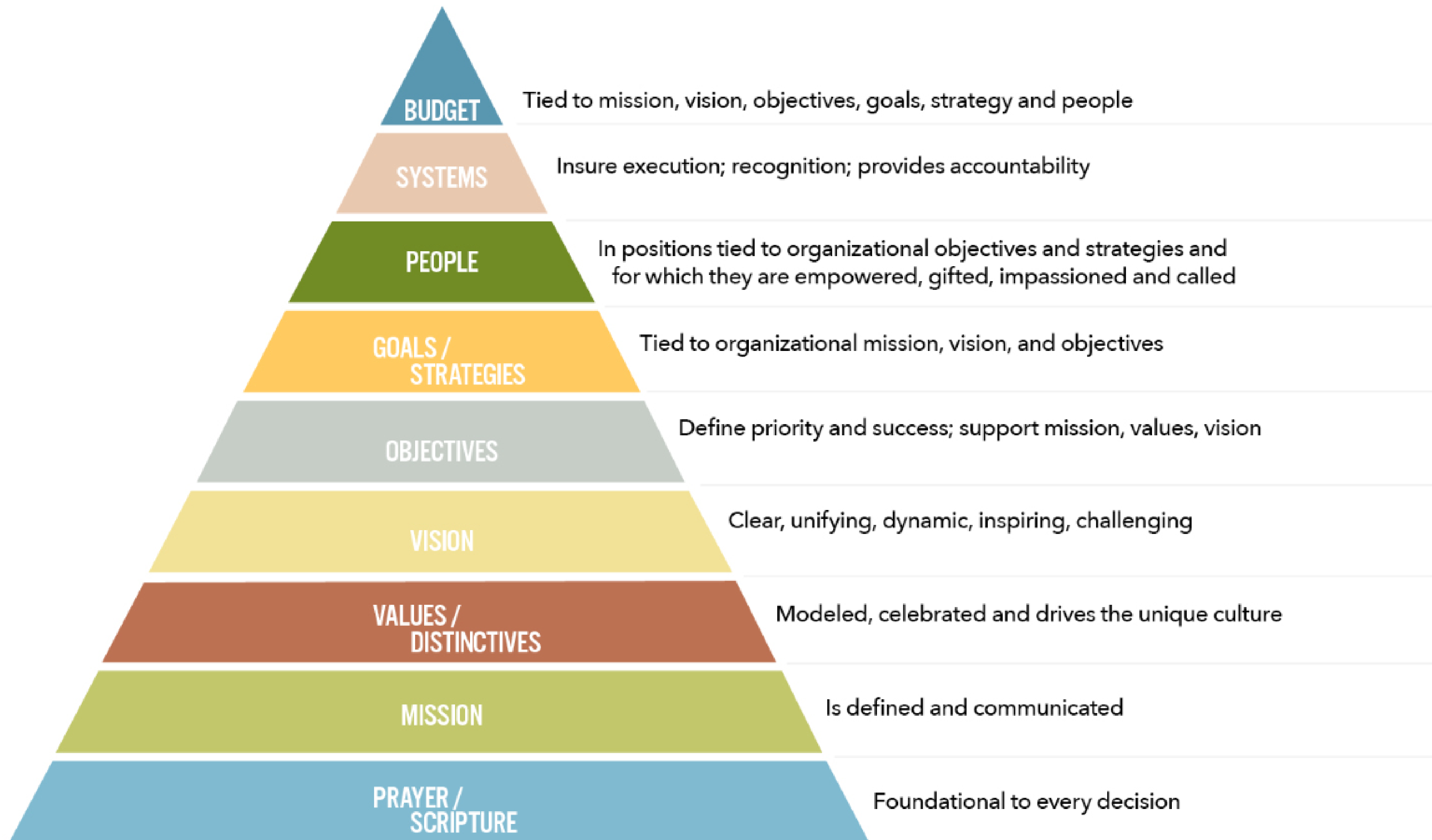
The standards, systems, processes, policies, assessments and metrics that will be used to insure execution and organizational accountability, fairness, effectiveness and efficiency.

BUDGET

The means by which the mission, vision, objectives and strategies are funded.

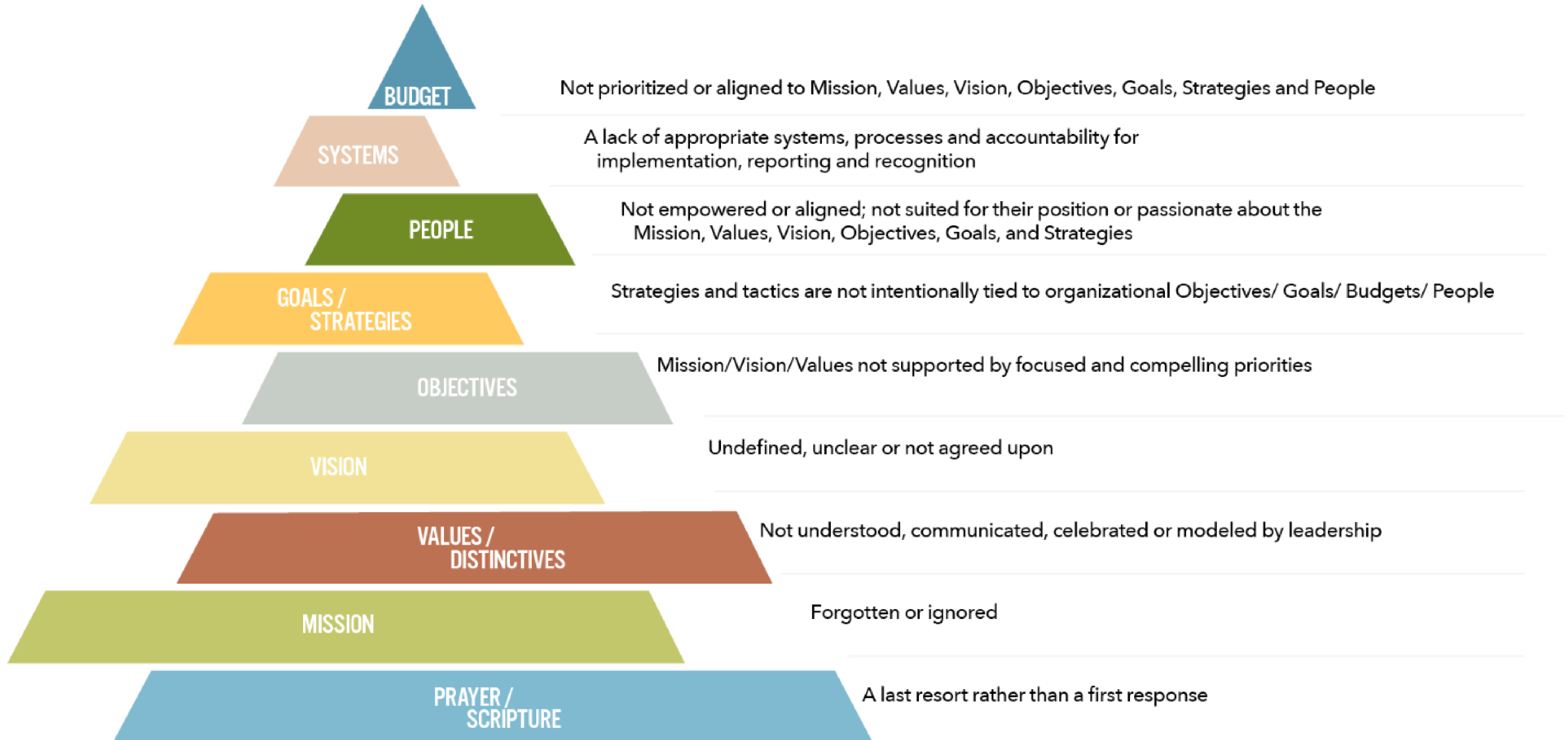
The Healthy Church Organizational Pyramid

NINE SOURCES OF ORGANIZATIONAL HEALTH



The Unhealthy Church Organizational Pyramid

NINE SOURCES OF ORGANIZATIONAL DYSFUNCTION



Attributes of Healthy Organizational Church Leadership and Management

	<u>LEADS BY</u>	<u>MANAGES BY</u>	<u>MOTIVATED BY</u>	<u>INSPIRES</u>
BUDGET	ABUNDANCE MENTALITY	STRATEGIC ALLOCATION	STEWARDSHIP	TRUST
SYSTEMS	EMPOWERMENT	POLICIES, PROCESSES MEASUREMENTS	PROBLEM AVOIDANCE	DOCUMENTATION, ACCOUNTABILITY, RECOGNITION, FAIRNESS
PEOPLE	ENCOURAGEMENT, DELEGATION	GIFTEDNESS, STRENGTH	PASSION	SELF-DEVELOPMENT
GOALS / STRATEGIES	INNOVATION, EXPERIMENTATION	PLANNING, CHANGE MANAGEMENT	EFFECTIVENESS	ACTION, MOVEMENT
OBJECTIVES	KEEPING THE END IN MIND	ALIGNMENT, PRIORITIES	OUTCOMES	ALIGNMENT
VISION	REVELATION	PROVING CLARITY	THE FUTURE	DIRECTION
VALUES / DISTINCTIVES	EXAMPLE	CELEBRATING	COMMUNITY	ASPIRATION, HOPE
MISSION	ANSWERING WHY	PURPOSE	THE KINGDOM	UNITY
PRAYER / SCRIPTURE	SEEKING GOD	GOD'S WORD, GOD'S WILL	OBEDIENCE, GOD'S GLORY	TO SEE WHERE GOD'S WORKING

Personal Church Leadership and Management

Six Sources of Personal Church Leadership and Management

COERCIVE

Leading from pressure, persuasion, threat, and leverage

CHARISMA

Leading from personality, relationships and influence

AUTHORITY

Leading from a position vested with the power to give orders, make decisions and enforce obedience.

EXPERT

Leading from skills, knowledge and expertise

SERVANT

Leading by putting others first

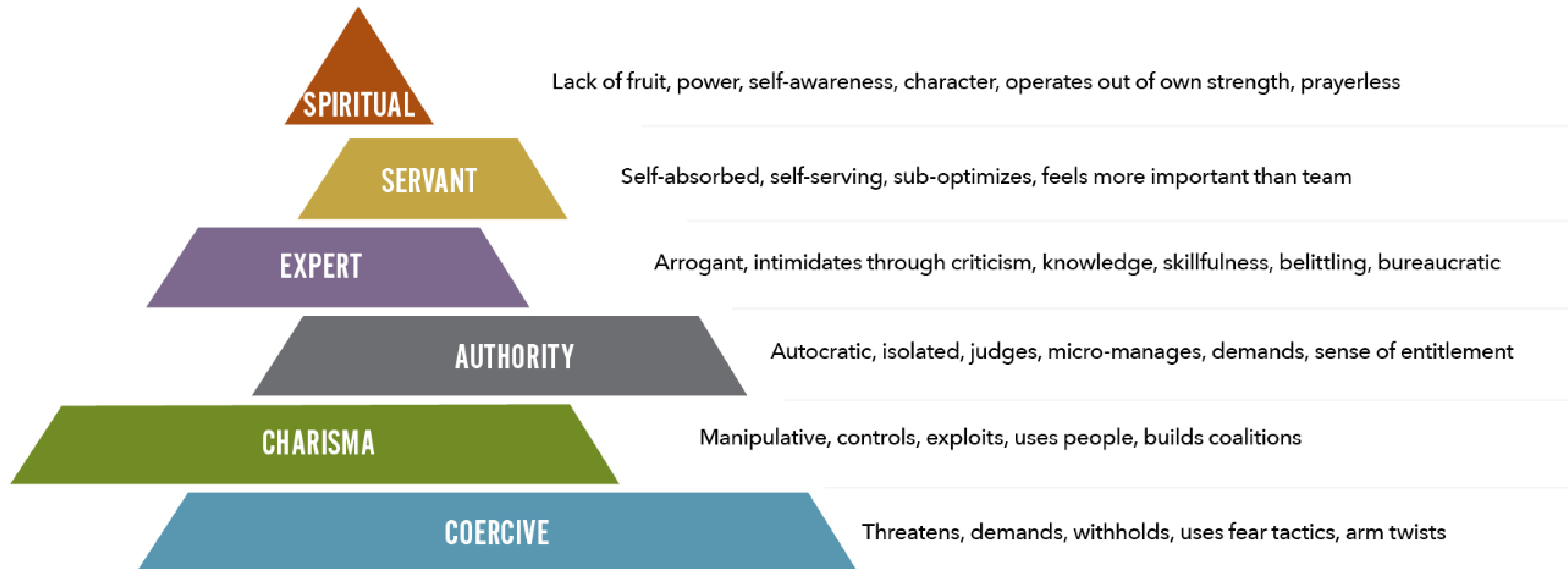
SPIRITUAL

Leading by moving people onto God's agenda;
from where people are to where God wants them to be

The Healthy Personal Church Leadership and Management Pyramid



The Unhealthy Personal Church Leadership and Management Pyramid



Attributes of Healthy Personal Church Leadership and Management

		<u>LEADS BY</u>	<u>MANAGES BY</u>	<u>MOTIVATED BY</u>	<u>INSPIRES</u>
COERCIVE		PERSUASION	MONITORING, MEASURING	RESULTS	EFFECTIVENESS, EFFICIENCY
CHARISMA		PERSONALITY	NETWORKING	PEOPLE	FOLLOWERSHIP
AUTHORITY		EXAMPLE	DELEGATION, COLLABORATION	EMPOWERMENT	TEAMWORK, SELF-ACTIVALIZATION, PLANNING, IMPLEMENTATION
EXPERT		EXPERTISE	SKILL	KNOWLEDGE	LEARNING
SERVANT		CHRISTLIKENESS	SERVING	COMPASSION	SELF-DENIAL
SPIRITUAL		THE SPIRIT	MERCIFULNESS	GOD'S WILL, GOD'S WAY	PRAYER, DIRECTION, MOVEMENT

The Outbound Bus

THE SYNERGY OF VISIONARY LEADERSHIP AND OPERATIONAL MANAGEMENT

The Outbound Bus Definitions

MISSION

A statement of the overall purpose of the organization.

VISION

A picture imparted by God of His “preferred future” for the church, based upon an accurate understanding of God, self and circumstances. A more specific and dynamic statement than the mission that uniquely describes how the future will look if the church achieves its mission.

VALUES

The constant, passionate, biblical core beliefs that drive the ministry of the church.

OBJECTIVES

Specific, quantifiable, realistic targets that measure the accomplishment of an objective over a specific period of time.

GOALS / STRATEGIES

Quantifiable targets that measure the accomplishment of an objective over a specific period of time. The programs, tactics, initiatives and methodologies that will be used to achieve organization goals.

POLICIES/SYSTEMS

The standards, procedures, processes, assessments and metrics that will be used to insure execution and organizational accountability, fairness, effectiveness and efficiency.

The Outbound Bus

THE IDEA THAT A PRIMARY RESPONSIBILITY OF ORGANIZATIONAL LEADERS IS TO ESTABLISH MISSION, VISION, VALUES, OBJECTIVES, GOALS, STRATEGIES, POLICIES AND SYSTEMS WHICH ARE UNDERSTOOD THROUGHOUT THE ORGANIZATION AND WHICH PROVIDE CLEAR DIRECTION, ACCOUNTABILITY AND MOVEMENT.

