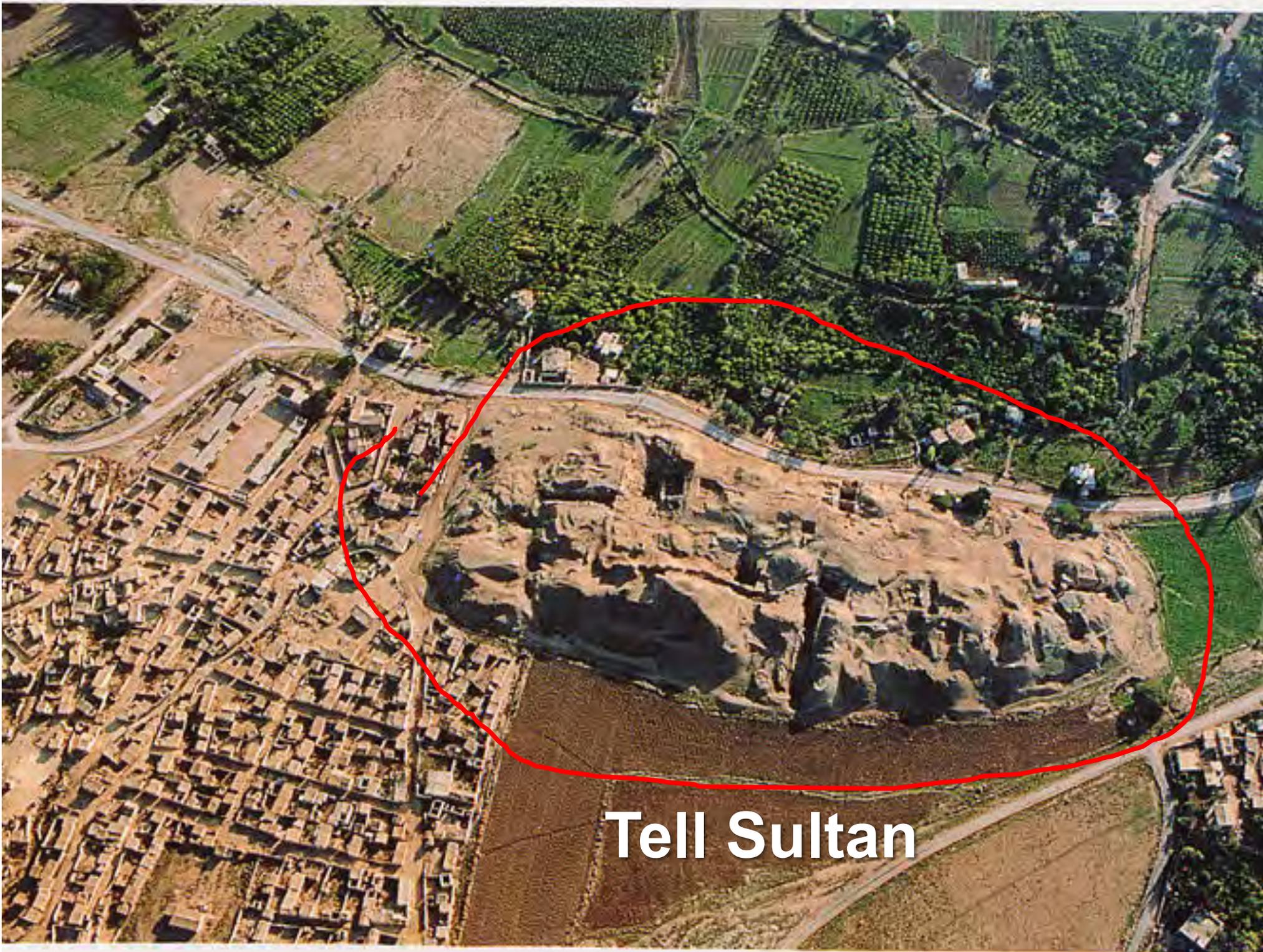


Leadership and Turnaround: Essentials of Church Transformation

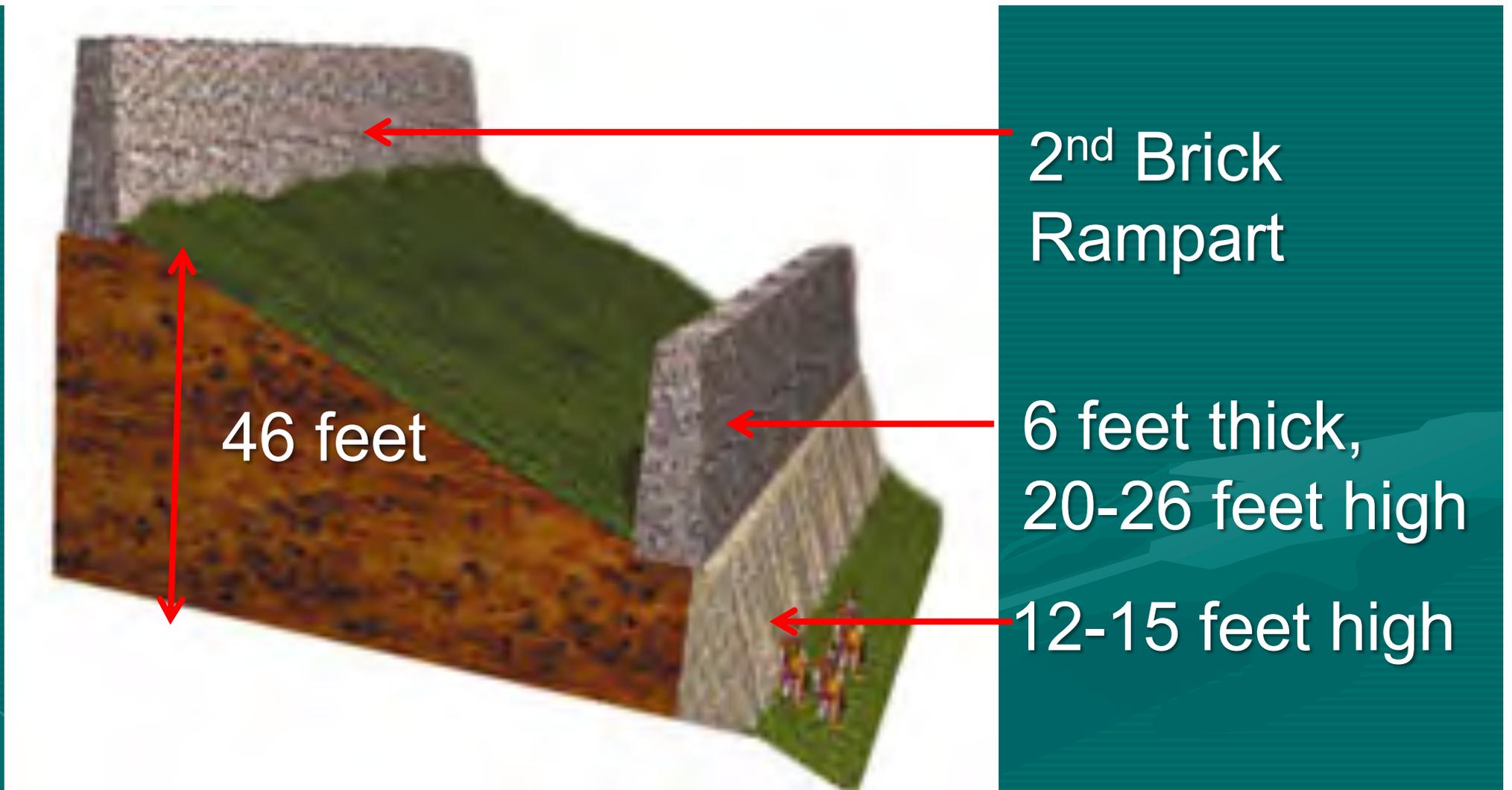
Learn to lead beyond your limits



**Taught by Dr. Gordon Penfold for Doctor of Ministry Students
Uploaded by Dr. Rick Griffith • Singapore Bible College
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Tell Sultan



Tell Sultan--Schematic cross-section diagram of the fortification system at Jericho based on Kenyon's west trench—AIG

How does one go about
changing a dying church?

How does one go about
leading a church that is off
center?



**The Downward Church Spiral
(down is easier than up!)
Second Law of Spiritual Dynamics**

A Painful Reality!

In America, you have at least an
85% chance of pastoring a
plateaued or declining church!



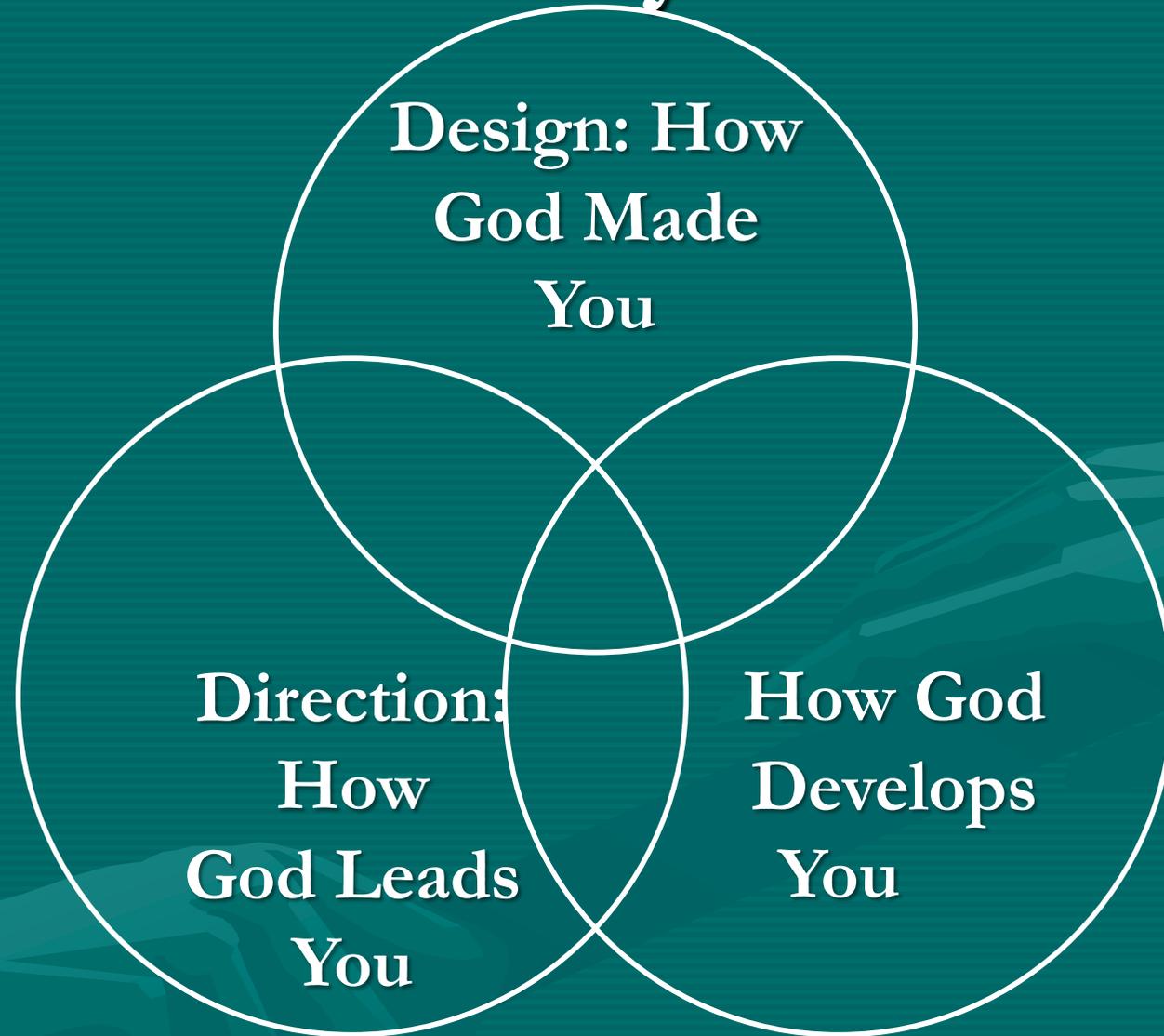
The Three Ds: The Backdrop for Re-envisioning Leaders

Understanding Your
Design

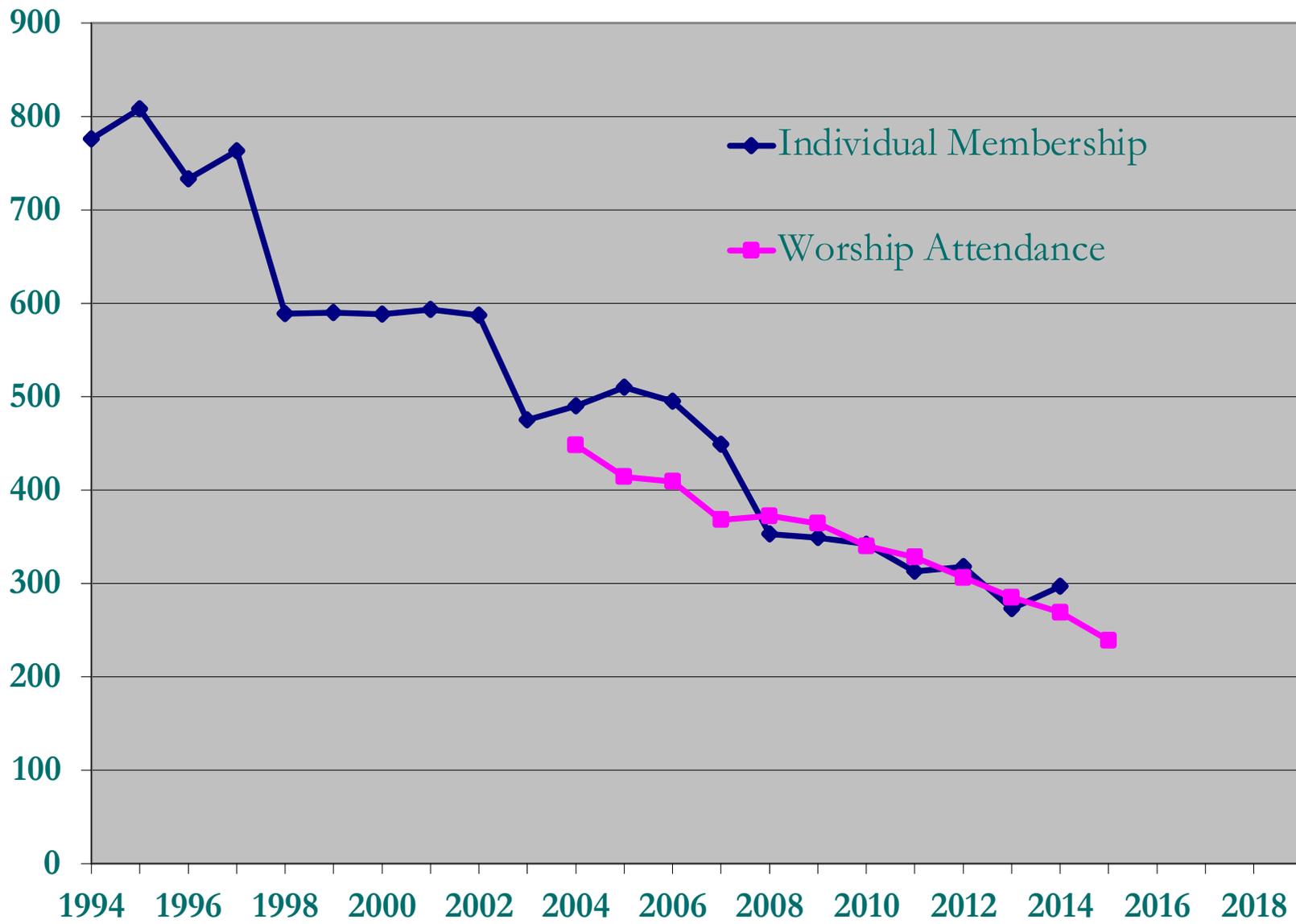
Direction

Development

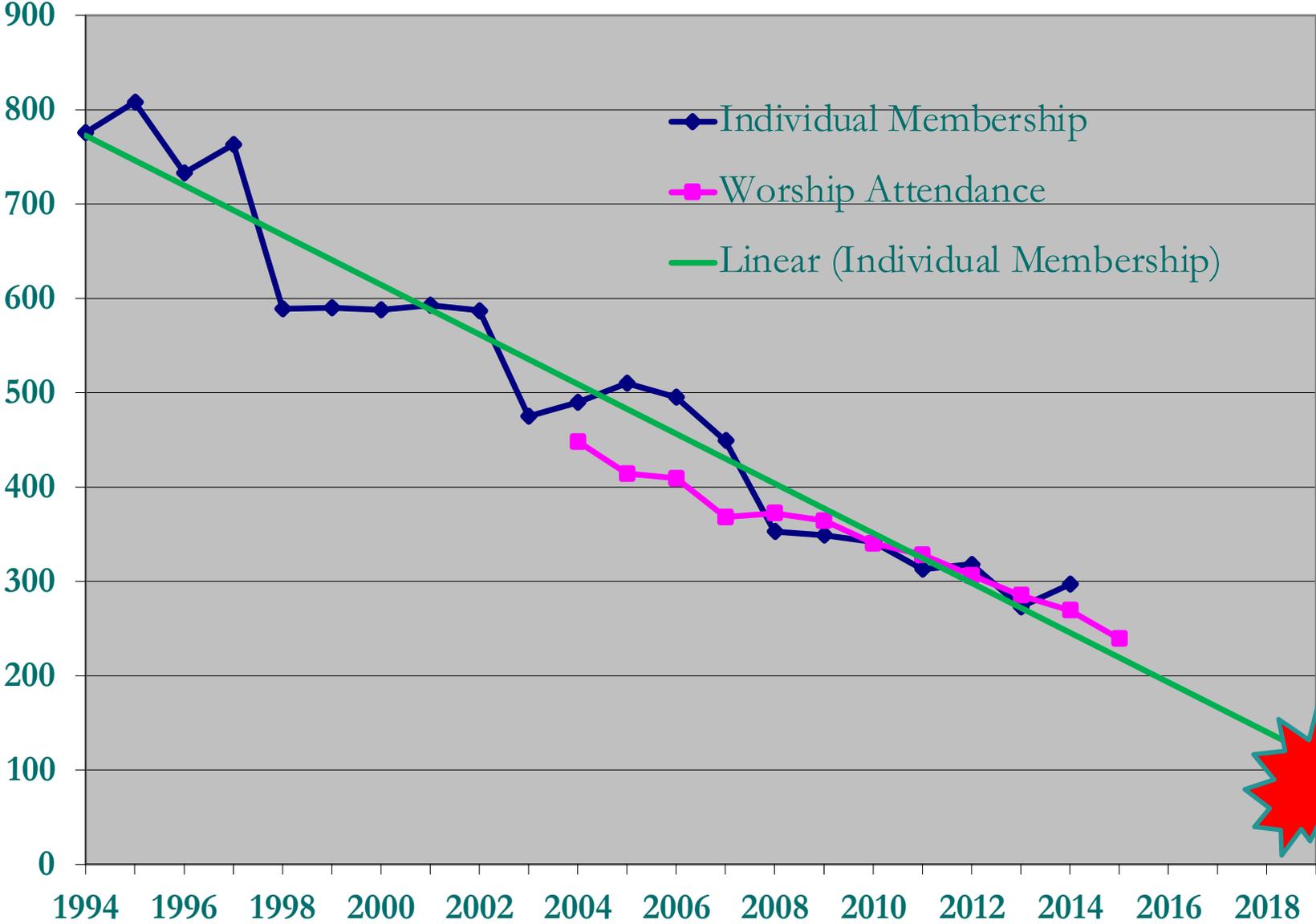
Your Ministry Best Fit



Membership, Attendance and Baptisms



Membership, Attendance and Baptisms



PREPARATION FOR MINISTRY?

“WHEN I GRADUATED, I FELT I HAD ALL THE INFORMATION I WOULD NEED TO ACCOMPLISH ALL THAT GOD WOULD DEMAND OF ME AS A PASTOR. I HAD A VERSE FOR EVERYTHING. FOR THE NEXT FEW YEARS, AS AN ASSOCIATE PASTOR OVER COLLEGE STUDENTS AND AS AN ITINERANT PREACHER, I FOUND VERY FEW GAPS IN MY TRAINING AND WAS EXTREMELY PLEASED WITH WHAT I HAD PAID SO DEARLY FOR IN MONEY, HOURS AND STUDY.

“BUT, MY PERCEPTIONS CHANGED QUICKLY WHEN I BECAME THE LEAD PASTOR OF THE VILLAGE. IT DIDN'T TAKE ME LONG (ABOUT A MONTH AND A HALF) AS A TWENTY-EIGHT-YEAR-OLD PASTOR TO FIGURE OUT THAT I HAD MORE TO LEARN THAN I HAD TIME TO LEARN. THE GAPS IN MY TRAINING WEREN'T BIBLICAL, THEOLOGICAL, OR EVEN PHILOSOPHICAL. MY GAPS WERE IN THE AREAS OF LEADERSHIP AND PEOPLE.

“IN THE FIVE YEARS OF THEOLOGICAL TRAINING WE NEVER TALKED ABOUT HOW TO HIRE THE RIGHT PEOPLE OR REMOVE PEOPLE WHO NEED TO BE REMOVED. THERE WAS NEVER A CLASS ON HOW TO BUILD A BOARD OR WORK WITH AN EXISTING BOARD. THERE WASN'T ONE SEMINAR OFFERED ON HOW TO SET SALARIES, CONDUCT PERFORMANCE REVIEWS, OR CREATE CLEAR JOB DESCRIPTIONS.

“ALTHOUGH THE SCRIPTURE TAUGHT ME THE SPIRIT BY WHICH I WAS TO INTERACT WITH PEOPLE AND THE GRACE I WAS TO SHOW EVEN MY ENEMIES, I WAS AT A LOSS REGARDING THE PRACTICAL ASPECTS OF LEADING A TEAM—AND A TEAM OF LEADERS AT THAT.”

Larry Osborn, *Sticky Teams, Keeping your leadership and staff on the same page*, (Grand Rapids, MI: Zondervan, 2010), 13-14, In the foreword written by Matt Chandler.

Our Development

2 Timothy 3:14 But you must continue in the things which you have learned and been assured of, knowing from whom you have learned *them*,

Our Development

Philippians 3:9

The things which you learned and received and heard and saw in me, these do, and the God of peace will be with you.

Characteristics of Turnaround Pastors and Effective Leaders

In your church you must . . .

- Embrace your mission -
Matt 28:18-20
- You must communicate God's
vision for your church with
passion!

Essential Keys for Turnaround

1. Seek the Face of God Neh 1
2. Pray and ask the Lord for His direction, for His vision Neh 1

We discovered that effective leaders don't just jump in to complete a task. Rather, they pray, process and then act. Ineffective leaders do the just opposite.

Essential Keys for Turnaround

3. Survey the church situation
(Nehemiah)
—use a consultant or a coach if needed!
4. Develop great people skills

Essential Keys for Turnaround

5. Recognize your Employer!

Do not be a people pleaser,
but a God pleaser

“The fear of man brings a snare,
But whoever trusts in the LORD
shall be safe.” Proverbs 29:25

5. Recognize your Employer!

1 Thessalonians 2:4 But as we have been approved by God to be entrusted with the gospel, even so we speak, not as pleasing men, but God who tests our hearts.

Essential Keys for Turnaround

6. Preach well – Lifeway Christian Resources (LCR)
(TAP—22 hours vs 4 hours for NTAP)

Make the most of
your opportunities!

Essential Keys for Turnaround

6. Preach well – Remember that we are called to make disciples, not just make converts. Become a student of Scripture.

Whitefield vs. Wesley

“When I began to preach, people looked up to preachers. In New York City, the sermons of New York ministers were published in *The New York Times*. People admired the church . . . That was 65 years ago. Today that has changed. Today the preacher has lost the respect of the people, lost its authority. We live in a day in which the wind is against us. All the games are away games.”

--Haddon Robinson

Distinguished Professor, Gordon-Conwell Theological Seminary, 4/27/12 at Biola University

Essential Keys for Turnaround

7. Meet people outside the church
(TAP—5 hours sharing Gospel vs 0 hrs NTAP) (must behave like an extrovert—LCR)
8. Delegate responsibilities to others
(NTAP - 33 hours in pastoral care, TAP - 10 hours -- LCR). (Social)
9. Develop a team

Essential Keys for Turnaround

10. Develop new leadership
11. Learn good conflict resolution skills
12. Become a problem solver
13. Seek a mentor or a coach

Essential Keys for Turnaround

14. Know your spiritual gift mix and use your primary gifts.

15. Empower others to use their gifts.

16. Lead without being domineering (directive, not passive).

You must be more “tell” than
“suggest”

Essential Keys for Turnaround

17. Love the Lord and your people deeply!
18. Be more innovative than traditional.
19. Embrace necessary Change.

Essential Keys for Turnaround

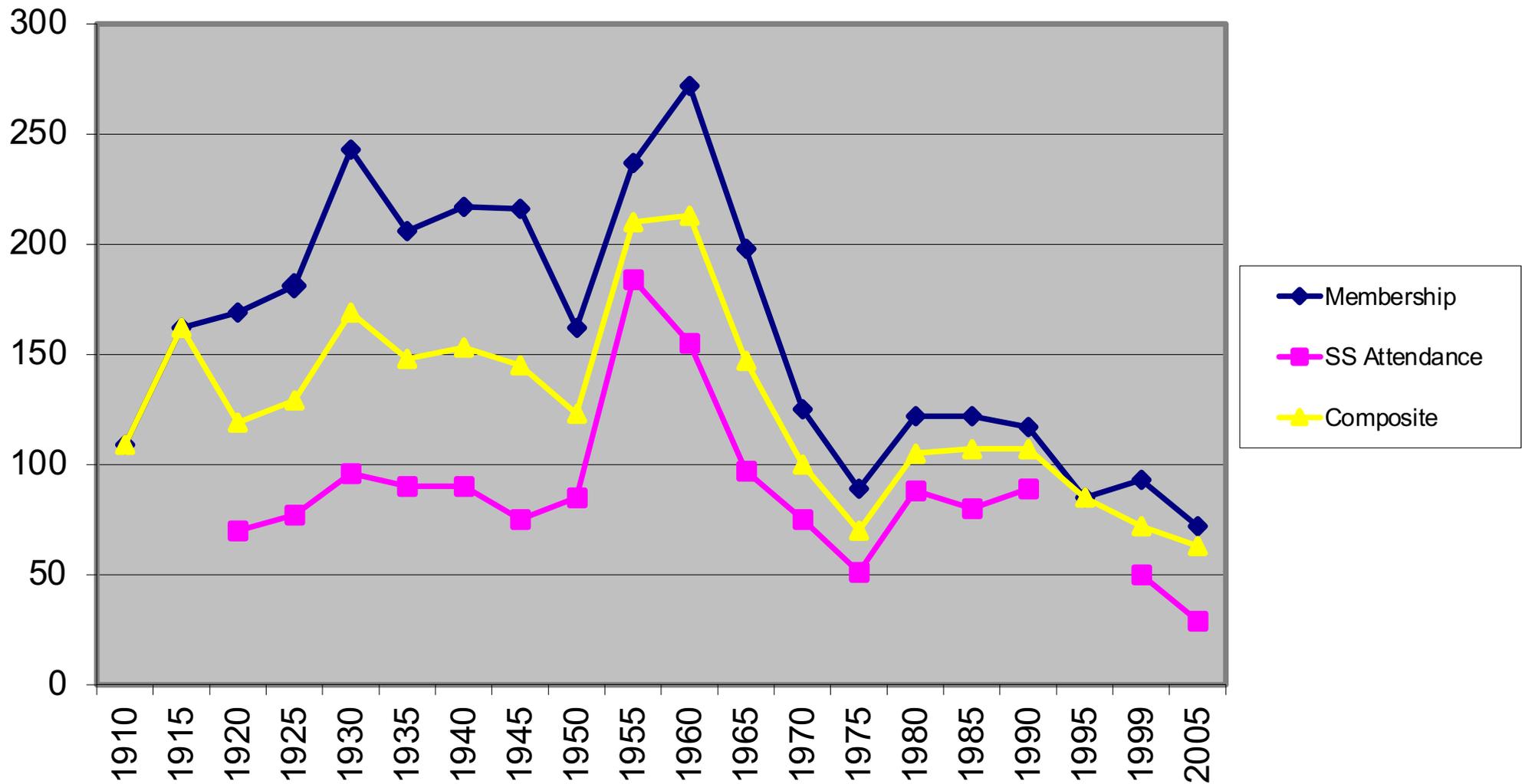
20. Be more of a leader than a manager (though both are necessary).
21. Count the cost for you, your spouse and your family!

Turnaround Can Happen!



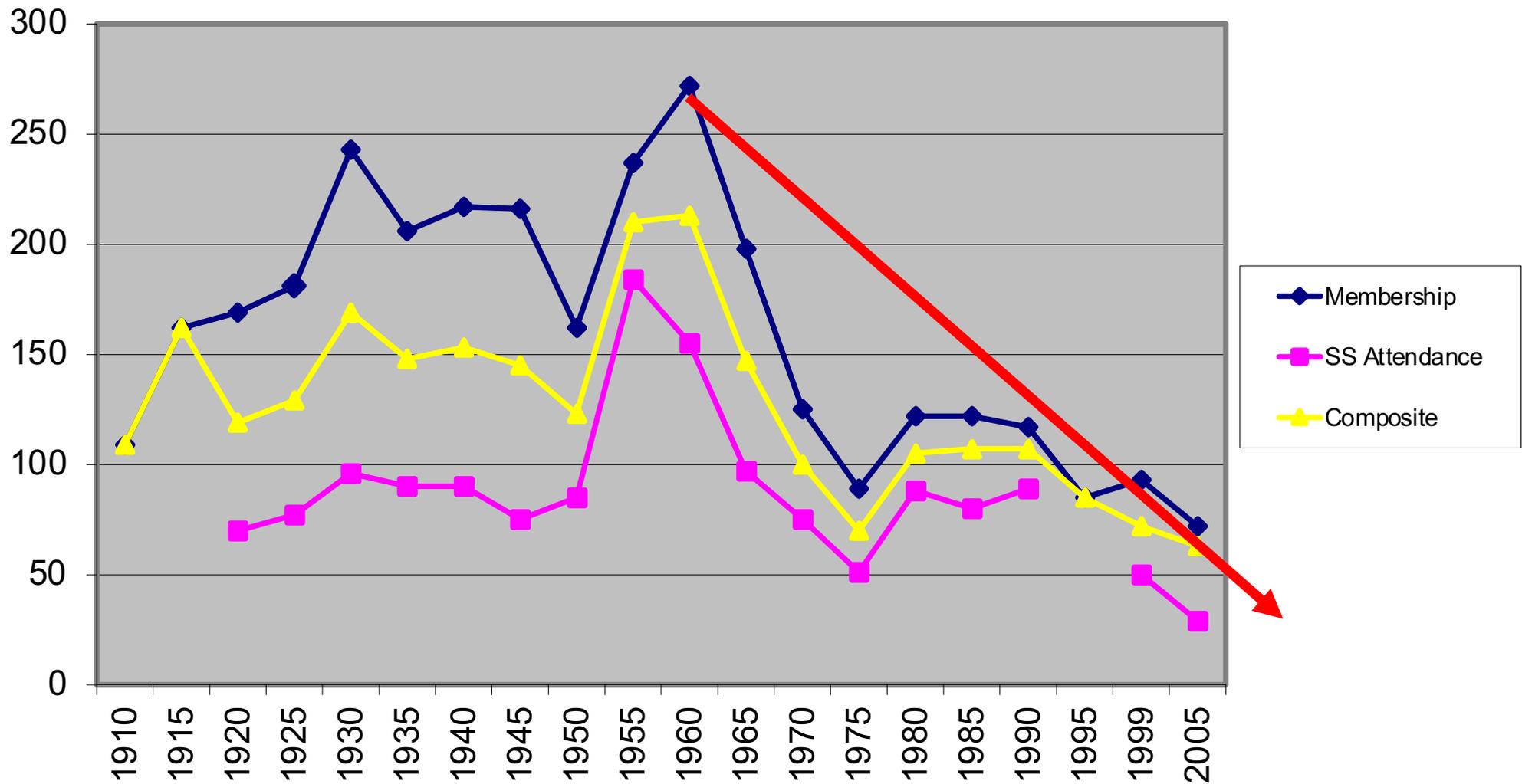
Attendance Charts from 1910- 2006

First Baptist Church, Holyoke

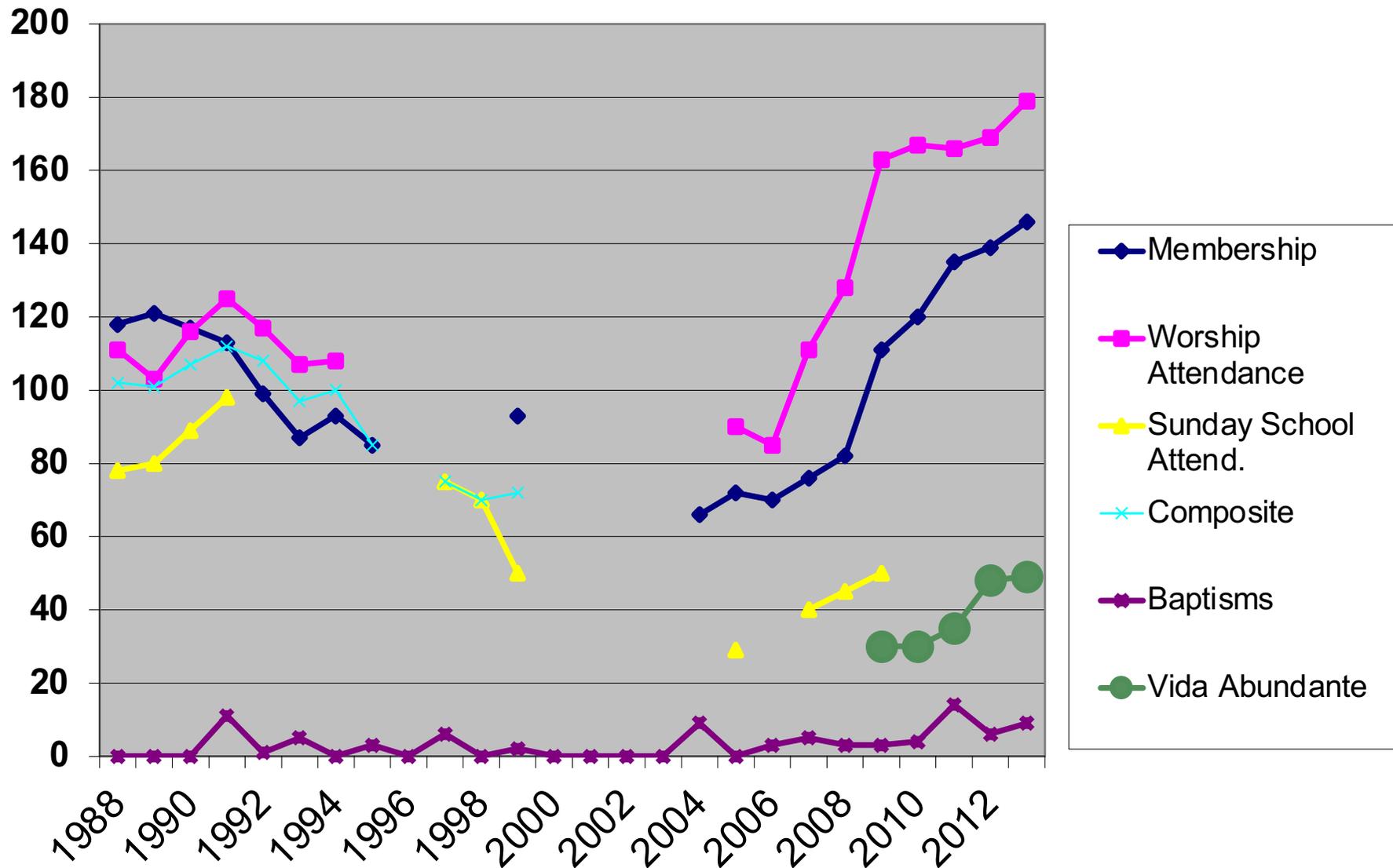


Attendance Charts from 1910- 2006

First Baptist Church, Holyoke



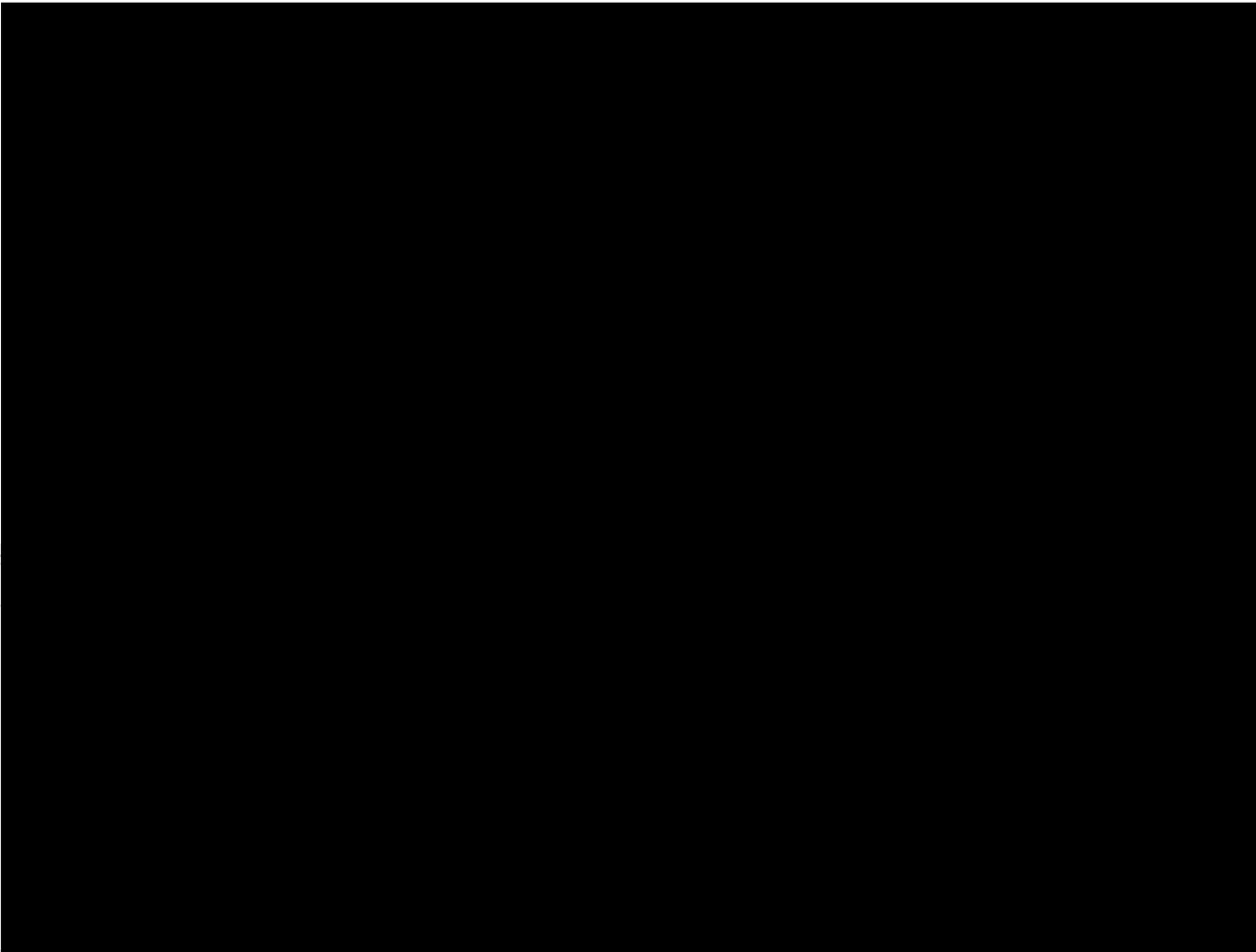
FBC Holyoke Attendance from 1988- 2014



Pass the Torch!

2 Timothy 2:2





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