



Pittsboro Baptist Church

A Report on Leadership

Presented to the Future Team

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I. Objectives of the Leadership Team

The Leadership Team was formed as one of the five Transition Teams. The Leadership Team (referred to as “the team” hereafter) was tasked with reviewing how leadership has been modeled at PBC, and how leaders will need to be identified, developed, and supported in the future to meet the needs of the church. The scope of the team’s work was not limited to leadership qualities in the next pastor, but rather spans across both clergy and lay leadership roles. The final output from the team (this report) strives to help the Future Team and the overall transition process answer questions of the following nature:

- *How should the church mentor leaders?*
- *What is the church’s strategy for raising up leaders?*
- *Given the strategic direction of the church, how do leaders need to be identified and mentored?*
- *How do the church’s governing documents such as bylaws, covenants, job descriptions, policies and procedures, need updating as they relate to leadership?*
- *What leadership qualities should we look for in the next pastor of PBC?*

II. Team Methods & Sources

To meet its objectives, the team has met via web-conference a total of four times between the months of June and July. In the first meeting, Pastor Blume gave an overview of the Transition Team process, and the intended focus of The Leadership Team. During this first meeting it was also decided that Nathan Houston would serve as Chair and organize subsequent team meetings and activities. The remaining three meetings were conducted in a similar format, with team members given specific topics to prepare to discuss, and round robin sharing and team discussion during the meetings. The three high level topics discussed were:

1. Defining leadership, both subjectively and objectively
2. The models and culture of leadership at PBC, both current state and desired future state
3. Leadership qualities that should be prioritized in the next pastor

In addition to reflecting the thoughts and opinion of its members, the team attempted to incorporate input from the broader congregation. This input was gathered through a variety of methods, including leveraging the output from the recent church survey, informal discussions with congregation members, and a formal interview with a former congregation member, Warner Eckman. Lastly, a presentation by Munro Parker on the Paradox of Leadership (which was partially informed by Pat William’s Paradox of Power) and a commentary on Christian Leadership Principles written by Scott Edwards (Scott authored as board member of North Carolina Wesleyan College) were referenced extensively.

Finally, the team concluded its activities by authoring this report. Three team members, Nathan Houston, Scott Edwards, and Jennifer Cashion drafted a first revision of the report. This revision was then presented to the remainder of the team and additional edits were incorporated until the report was finalized. As Chair, Nathan Houston will continue to the Future Team to represent the Leadership Team.

III. A Discussion on Defining Christian Leadership

When asked to describe a good leader, most everyone has an opinion. Naturally these opinions are informed by our own life experiences and the leaders we have encountered. Perhaps a coach's ability to rally the team when all seemed lost impressed upon you the power of someone who can motivate. Or maybe your boss at work helped you understand the value being a good communicator and supporting your employees. It could have even been a book you read about a great leader in history and what made them successful that made a lasting impact on you.

As Christians, we have encountered the ultimate leader in Christ and His example provides us with a complete and infallible blueprint of what a true leader looks like. This doesn't mean that our own personal perspectives of what makes a good leader are invaluable. But as Christians, the example set by Christ, and followers of Christ acting in accordance with His will, should serve as the final gauge as to what true leadership looks like.

The team reviewed and discussed many qualities that exemplify Christian leadership. While the below list of six Christian leadership qualities is not exhaustive, it summarizes the majority of thoughts from our team and incorporates many ideas from the sources we consulted, including biblical scripture.

1. A Principled & Faithful Follower of Christ

The two adjectives, *Principled* and *Faithful*, were selected with great intention to describe the qualities a follower of Christ should exhibit to be a true leader. Many of the subsequent leaderships qualities in this list will come naturally, for a *principled & faithful* follower of Christ.

The definition of *principled* reads, "acting in accordance with morality and showing recognition of right and wrong; based on a given set of rules." There is no greater set of rules than the Ten Commandments. In Matthew 22:36-40 and Mark 12:28-34, Jesus is approached by a scholar and asked, "Teacher, which is the greatest commandment?" Jesus responds with "Love the Lord your God with all your heart, your mind and your strength. The second is like the first, love your neighbor as yourself". The first four of The Ten Commandments are focused on putting God first in all we do. The following six are focused on our neighbors. All ten of the commandments are pulled together under Jesus's answer. How can we possibly be considered a leader if we do not embrace this doctrine, this principle, and hold it as fundamental? [S.Edwards; Christian Leadership Principles]

Hebrews 11 defines faith as "...being sure of what we hope for and certain of what we do not see." It's an amazing sight to see a faithful Christian leader perform in the face of uncertainty. Their faith in Christ gives them a sense of calmness, confidence, and boldness in situations that would paralyze many in fear. A true Christian leader finds peace in knowing that God is in complete control, and His Will shall be accomplished in every situation.

2. A Leader with the “Right” Attitude

So what is the “right” attitude for a Christian leader to possess? We could dedicate another team and report to cover this topic in and of itself. Having the right attitude in how we go about our work is often more important than the work itself. Our attitude is also on display for the world to see and can be a great asset (or liability) to our testimony. Our attitude is also a great reflection of our faith, which was discussed previously. There are many biblical and secular examples of leaders who had the “right” attitude. The following are three dimensions of having the right attitude that our team felt should be highlighted.

- i. *Positive in the face of adversity.* Everyone in life, including those in leadership positions will face adversity. How we react to the adversity can make all the difference in our witness, and the outcome of the situation. Think for a minute about the positivity that Christ showed in the face of adversity.
- ii. *Confident, yet humble.* The paradox of being both confident, yet humble is a powerful combination for a leader. A strong Christian leader should project confidence, but not be proud or arrogant. They should have the self-confidence, to admit when they are wrong, and accept constructive feedback from others.
- iii. *Grateful in all situations.* It is easy to be grateful when times are good, but being grateful when things are not going as planned takes someone with faith that God is at work and in control. When a leader displays his faith through gratefulness, people are naturally drawn to follow.

3. A Situational Leader

Situational Leadership, a term widely used in corporate settings today, acknowledges that situations, and the people that contribute to these situations, can be very different and will require an effective leader to alter their leadership style and emotions based on the situation. Take Jesus for example. There were many times when Jesus was slow to anger (look at all the patience He gave Peter), yet Jesus clearly demonstrated anger when He overthrew the tables of the money changers in the court of the temple. Good leaders can observe the people and situations they encounter and react appropriately, in-line with God’s Will for the situation.

4. A Servant Leader

The idea of a leader behaving as a servant is quite contrary to what the modern world visualizes when they look through the lens of “leadership”. Thankfully Jesus Christ set many examples of servant leadership in His short time on this earth. Jesus demonstrated servant leadership both in His teaching and His actions as demonstrated in His washing of the disciple’s feet. John 13:14-15, Jesus tells the disciples “Now that I your Lord and Teacher, have washed your feet, you also should wash one another’s feet. I have set an example that you should do as I have done for you.” What a humble, yet strong demonstration for church leaders to follow.

Christian leaders display a servant’s heart when they demonstrate empathy and compassion towards others. Jesus was sensitive to the struggles of others. In Matthew 9:36, we are told how

Jesus “when he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd.” In scripture, we see another example of empathy when Jesus witnessed a mother about to bury her only son. “When the Lord saw her, his heart went out to her...” Luke 7:13.

Christian leaders are put on this earth to serve God’s Kingdom, to shepherd His flock, and to share the gospel with compassion and love. And although a “servant leader” is an oxymoron in the modern world, we are reminded in Romans 12:2 “Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect.”

5. An Effective Communicator

Christian leaders must recognize that what they communicate is viewed under a powerful microscope within the church and in the community, in which they serve. Using the many examples provided in the Bible, leadership is provided a checklist that will serve each leader well. Beginning with being a great listener; (James 1:19) a leader who strives to truly understand the concerns and needs of those they serve. Christian leaders must communicate clearly and simply to assure that the message will be received exactly as presented. Christian leaders should include David’s prayer in Psalm 19:14 in their daily time with God, “May the words of my mouth and the meditation of my heart be pleasing in your sight, O Lord, my Rock and my Redeemer”.

6. A Strategic Motivator

Leadership is demonstrated within the church quite effectively when the many wishes, desires and often demands, are narrowed to a manageable number and brought to life through a Vision that is crystal clear, exciting and passionate for each member. The vision requires focused effort for achievement and will only be accomplished by each member working together in common unity. No better example has ever been demonstrated than that of Jesus Christ.

IV. The Culture of Leadership at PBC, Today and Tomorrow

Pittsboro Baptist Church is blessed with a congregation of individuals with God-given talents. Many members exhibit several of the characteristics described in this report through their roles within the church. Leadership roles present themselves within LIFE groups, committees, ministries, Sunday school classes, deacon board and staff. The following points provide a high-level summary of current leadership culture at PBC, and one for which we aspire to achieve in the future.

1. Current Process of Identifying and Developing Leaders

- i. Identifying leaders at PBC is heavily based on the following factors:
 - a. Prayer
 - b. one’s willingness to serve
 - c. one’s involvement/visibility at church

- ii. Processes established to place individuals in roles:
 - a. Nominating Committee: identifies individuals to fill open spots on committees outlined in the By-Laws
 - b. Personnel Committee: searches, interviews, hires staff members
 - c. Individual Committees: nominates committee chairs
 - d. Deacon Nomination: Congregation nominates deacon candidates based on criteria outlined in scripture
- iii. Documents established to develop and support leaders:
 - a. Deacon Training and Orientation
 - b. By-Laws
 - c. New Member Training/Orientation
 - d. Staff Job Profiles

*Note: Some individual ministries have volunteer training and guidance documents specific to the roles of that ministry (i.e. Operation Christmas Child, VBS, LIFE Group Leaders)

2. Suggestions to Improve the Process of Identifying and Developing Leaders

- i. Identifying Leaders
 - a. Provide “Using Your Spiritual Gifts In Ministry” training for all members and encourage everyone to attend prior to being involved in a committee/leadership role
 - b. Provide the roles and responsibilities to the parties responsible for nominating or electing leaders.
- ii. Developing Leaders
 - a. Clearly document roles and responsibilities for each committee/leadership role
 - b. Provide a leadership training (focusing on the Christian Leadership model outlined in this document) for those identified as leaders of the church.

3. Next Steps

- i. The Leadership Team recommends developing a formal committee that evaluates and improves current processes and procedures in place to develop, identify and support leaders of PBC.
- ii. Areas to address:
 - a. Process for which leaders/committee members are identified
 - b. Review and evaluate effectiveness of church’s governing documents, policies and procedures designed to support leaders
 - c. Church’s role and support of members identifying their spiritual gifts
 - d. Evaluate doctrinal topics that may impact how leaders are identified (women in leadership roles, divorced men as deacons, establishing elders and differentiating the role from deacon)

V. Implications for Pastoral Search

God's desire is for PBC to effectively carry out the Great Commission. Doing so to the fullest extent of our potential will require that the next lead pastor of PBC is an effective leader. This does not mean the next pastor will be the perfect leader, and any such expectations should be quickly put in check.

However, it is reasonable, and in this team's opinion - critical, that the next pastor be an effective leader with experience demonstrating many of the leadership qualities discussed in Section III.

In addition, given where PBC is in its history, and the opportunity (responsibility) that our growing community is presenting to us, the Leadership Team believes the following qualifications should be emphasized in the pastoral search.

1. Rock solid on the gospel and biblical truths
2. Presents the gospel with the love of Christ
3. Is fully present and engaged with the challenges of this world and our local community, but finds peace and rest in the gospel truth
4. Serves the local community and is a shepherd of the congregation, setting an example for others
5. Embraces their role as CEO of the church and the associated responsibilities:
 - a. Sets strategic direction
 - b. Develops organizational talent
 - c. Delegates responsibility
 - d. Manages conflict

VI. Concluding Thoughts and Prayer

Thoughts:

1. The process of finding the next pastor for PBC has been quite a journey with the numerous teams each taking on a key element. Pulling the teams together and narrowing the thoughts and subsequent criteria will be an arduous task.
2. God has a plan for PBC. God has a chosen pastor. God is pulling our church together through our teams in preparation for a renewed PBC. Praise God for His guidance along the way.

Prayer:

Heavenly Father we praise you for the countless ways you watch over your flock as we wander and stumble through this process of seeking the next pastor from PBC. We praise you for the gift of grace that you provided through your Son, Jesus. Father we pray for diligence in the process, patience during the process, and clarity on your choice as we conclude the process. We begin with a prayer of guidance and end with a continuous prayer of thanksgiving and praise.