

ESTABLISHING TRUST

Part Two *By Steve McMichael*

Last time saw ministers' great need for trust in order to do what we are called to do. We examined strategies for building trust based on character. Now let's explore the trust that comes from competence and skill.

We must evaluate our skills as well as our character. God said he makes us able ministers of this Gospel in II Corinthians 3:6. So we can look at our skills without Condemnation. There is a place for you in the Kingdom, but if some skills are lacking or undeveloped, you can grow and build trust at the same time. If you find an area where your skills are not up to the challenge of your particular church, admit it and make a plan. Find competent people for the tasks you do not do well. Be honest, ask them to help, hold them accountable and together, build trust in your congregation.

This approach offers many wins: the church sees that you are honest and discerning, it allows others to use their gifts for God, and it lets the people see that they do not have to be perfect to be a part of church work.

There are areas that you will need to handle yourself. In these areas, you can commit to grow. That will mean learning, evaluating new practices and starting again smarter. But as you admit your lack of perfection you will engender a bold spirit of service in

your church. People will follow their pastor in growing and embracing new challenges. Much good comes from honest efforts to grow.

For skills or knowledge that you could master, but do not know today- go get it! The Holy Spirit is inside you. Ask for His help and then do what you need in the natural. Maybe you need to take some courses, practice a skill, spend more time on preparation, or get a mentor. Whatever you need to do to be a success you can do it. Once you start making the necessary steps, you may find your daily life more exciting. It is a great feeling to know that you, by the grace of God, are expanding your potential.

Honesty and hard work are needed to build new skill and develop competency you do not possess today. Fortunately these are the same character traits needed to build trust. As you improve your ministry expertise to bless your people, they will see your sincerity and trust will grow in the process of becoming a more skilled minister.

Allow one final note on trust. Patience is needed. You build trust one brick at a time, but it can fall as a wall! If the people have had a bad experience with another pastor, they may not trust you readily. That may not be fair, but that is what you must deal with. Give them time, trust cannot be

demand. It must be earned, but when you earn it, it will pay you rich dividends. Start building trust today! ☂



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Words to LIVE BY

"You can do what I cannot do, I can do what you cannot do, and together we can do great things." ~ Mother Teresa

"You can't live a perfect day without doing something for someone who will never be able to repay you." ~ John Wooden

Secure Leadership

Part Two *By Walker Schurz*

In our last issue, we began to see how we must have a secure relationship with Jesus as we enter into the ups and downs of ministry and serving others. Let us continue to look at possible symptoms of insecurity and how it may affect our ministry and leadership. As we identify these, allow the light of God's word to bring freedom and liberty.

Insecure leaders are competitive

Many times, Christian leaders feel that if someone out there is getting a bigger piece of the pie, then theirs must be smaller as a result. This causes the insecure leader to the exact opposite of what we are commanded in 1 Corinthians 12:26:

And if one member suffers, all the members suffer with it; or if one member is honored, all the members rejoice with it.

This drive to be ahead seemed to also be a part of the leaders that Jesus was raising up. In Mark 10, James and John wanted the best places beside Jesus in glory. This quest for position did not sit well with the other disciples. Because John was allowed to write his gospel account, he wanted all Christians for thousands of years to know that he beat Peter in a foot race to the tomb.

So they both ran together, and the other disciple outran Peter and came to the tomb first. John 20:4

Even though there is not much spiritual significance to that statement, John thought that we would be blessed to know that he won and Peter lost. God does not want us to live in jealousy, with a fake smile on our face when we hear of someone else doing well. Each church and ministry can fulfill their mandate, encourage other parts of the body and collectively watch Satan lose more and more people from his grasp. We can all win and celebrate the success of others.

Insecure leaders are jealous of the success of others and constantly compare

At the end of the earthly ministry of Jesus, He was giving some final instruction and encouragement to Peter about his future and reminded him to "Follow Me."

This He spoke, signifying by what death he would glorify God. And when He had spoken this, He said to him, "Follow Me." Then Peter, turning around, saw the disciple whom Jesus loved following, who also had leaned on His breast at the supper, and said, "Lord, who is the one who betrays You?" Peter, seeing him, said to Jesus, "But Lord, what about this man?" Jesus said to him, "If I will that he remain till I come, what is that to you? You follow Me." John 21:19-22

Instead of obeying the command of Jesus, the first thing Peter did was to worry about John. Evidently he misunderstood Jesus to say, "and also make sure that John is following me." Following Jesus is a full-time job and will take all of our efforts and dedication.

Oh, don't worry; I wouldn't dare say that I am as wonderful as these other men who tell you how important they are! But they are only comparing themselves with each other, and measuring themselves by themselves. What foolishness! 2 Corinthians 10:12

Insecure leaders find their greatest joy in ministry

It is a thrill and honor for God to use us in this kingdom, yet we are not to find our highest pleasure in what we do. Jesus sent out seventy-two followers with an assignment and equipped them for success by giving them his power and name. They came back pumped up and excited with what happened as people's lives were changed.

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Creating a Winning Environment - PART ONE

By John C. Maxwell

Questions That Create a Winning Environment

1. "Do I understand what it takes to be a team?"

Without effective teamwork, an environment is doomed to fail. A collection of individual contributions will never compare to the synergy of a cohesive team. A successful team displays:

Tolerance of one another's weaknesses.

Encouragement of each other's efforts.

Acknowledgement that every person has something to offer.

Mindfulness of how each person depends on the others for success.

As Mother Teresa was fond of saying, "You can do what I cannot do, I can do what you cannot do, and together we can do great things."

2. "Are my expectations crystal clear?"

We all deal with the impact of expectations in 3 dimensions:

1. Expectations we have for ourselves.
2. Expectations we have of others.
3. Expectations others have of us.

Leaders clarify expectations in every dimension, and they frequently revisit them to make adjustments or to realign team members to the expectations.

3. "Do my people understand why what we do is important?"

In any environment, workers can lose focus of how their task relates to the big picture. Leaders connect activities to the purposes behind them by bridging "what" and "why". They do so by exposing team members to the end results of their labor, by expressing gratitude for their work, and by explaining how each job is relevant to the company as a whole.

The environment has taken center stage recently in the American media. Going "green" has become trendy among everyone from Hollywood elites to suburbanites. Corporate America is experiencing pressure from environmentally savvy consumers who are flocking en masse to socially responsible companies. At a time when the USA is at war, an American, Al Gore, was awarded with the Nobel Peace Prize for his persistent advocacy of the environment. Whether the discussion involves global warming, renewable energy, or organic agriculture, seemingly everywhere environmental issues are at the forefront of debate.

Perhaps "environment" should be the word at the center of leadership conversations as well. Consciously or unconsciously, leaders cultivate the environment in their workplaces. Some are lush climates where leaders flourish and thrive, while others are toxic environments where leaders either leave or wither from the pollution. In each of the next two editions of Leadership Wired, we'll pose five questions about the environment you're creating as a leader. My goal is to help you nurture a winning environment in your organization.

The Growth Environment

Growth is the yardstick by which you can measure the well-being of your organization's environment. A healthy climate is conducive to growth, and functions as an incubator where leaders are birthed and developed. The following qualities characterize a growth environment:

1. Others are ahead of you.
2. Your focus is forward.
3. The atmosphere is affirming.
4. You are often outside of your comfort zone.
5. Failure is not your enemy.
6. Others are growing.
7. People desire change.
8. Growth is modeled and expected.

To gauge your success in setting the climate of your organization, monitor your people to see whether or not they're growing.

4. "Does my team define success with their customer?"

In an optimal environment, every person is pulling in the same direction toward a common goal of serving the customer. From the sales team to the accounting office, no one should be in the dark when it comes to understanding customer needs and figuring out how to exceed them.

Before I speak to an organization, I ask questions to uncover their motivation for bringing me in as a featured guest. The organization's response helps me tailor my presentation so that they receive maximum value from me. Afterward, I follow up by asking if I met their expectations. Doing so gives me feedback while also demonstrating my commitment to serving them.

5. "Am I holding people accountable for performance?"

In the work environment, what doesn't get inspected, won't be respected. If there's no accountability in an area, then there's no incentive to perform with excellence in it. It's incumbent upon a leader to design scorecards and benchmarks to evaluate performance.

Accountability starts with a look in the mirror. Workers are unsuccessful for three main reasons, and in each case, leadership may have set the stage for failure.

Root Causes of Poor Performance

- Inadequate Training
- Lack of Capacity
- Bad Attitude

Leadership Responsibility

- Proper Equipping
- Picking the right people for the job
- Modeling confidence and optimism

Before blaming or disciplining their people, leaders should first scrutinize their performance of personal responsibilities.

Questions That Create a Winning Environment

1. "Do I understand what it takes to be a team?"
2. "Are my expectations crystal clear?"
3. "Do my people understand why what we do is important?"

4. "Does my team define success with their customer?"

5. "Am I holding people accountable for their performance?"



John Maxwell is founder of the INJOY Group. His ministry is dedicated to developing leaders around the world.

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From front page

Secure Leadership Part Two

As they reported back, Jesus realized they needed to refocus their joy on something higher.

The seventy-two returned with joy and said, "Lord, even the demons submit to us in your name." However, do not rejoice that the spirits submit to you, but rejoice that your names are written in heaven. Luke 10:17, 20

God did not design ministry to make us happy, but for others to be happy. We should go into ministry with a secure sense of who we are, who God is and our incredible relationship with Him. The Message Bible sheds further light on what Jesus said in Luke 10:20: *"Not what you do for God but what God does for you — that's the agenda for rejoicing."*

In summary, God wants each of us to survive the ups and downs of ministry with its challenges and wide range of emotions. We can be secure in who we are as children of God and serve others for their benefit, not our own.



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