

FLAT SPRINGS BAPTIST CHURCH

Leadership Team Report

Presented to the Future Team

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Objectives of the Leadership Team

The Leadership Team was formed as one of the five Transition Teams. The Leadership Team was tasked with reviewing how leadership has been modeled at FSBC, 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. 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 cultivating 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 FSBC?*

To meet its objectives, the team discussed these three topics:

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

I. Defining Christian Leadership

1. 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

2. A Leader with a Spiritual Attitude

- i. *Positive in the face of adversity.* Everyone in life, including those in leadership positions will face adversity. How a leader reacts to the adversity can make all the difference in their witness, and the outcome of the situation. Effective leaders should mirror 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 possess the self-confidence to admit when they are wrong, and accept constructive feedback from others.
- iii. *Grateful and graceful in all situations.* It is easy to be grateful when times are good, but being grateful and graceful in time of difficulty 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

A situational leader demonstrates patience in certain situations while employing biblical based principles in all situations. 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

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. Matthew 20:26 "If one of you wants to be great, he must be the servant of the rest."

Christian leaders display a servant's heart when they demonstrate empathy and compassion towards others.

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. An effective leader 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.

6. Skillful Motivator

Effective Christian leaders should motivate members to put God first in their lives, attend and support the church and its ministries spiritually, physically, and financially. They should follow Jesus' example of leading by constantly displaying all the qualities listed in the fruit of the Spirit in Galatians 5:22-23: love, joy, peace, patience, kindness, faithfulness, gentleness, goodness and self-control. No better example has ever been demonstrated than that of Jesus Christ.

Leadership is a God empowered ability to set goals in accordance with God's purpose and to motivate others to work together voluntarily and harmoniously to accomplish those goals for the Glory of God.

II. The Culture of Leadership at FSBC, Today and Tomorrow

Flat Springs Baptist Church is blessed with a congregation of individuals with God-given talents. Many members exhibit the characteristics described in this report through their roles within the church. Leadership roles present themselves within Bible study groups, committees, ministries, Sunday school classes, deacons and staff. The following points provide a summary of the current leadership culture at FSBC, for which we aspire to achieve in the future.

1. Current Process of Identifying and Developing Leaders

- i. Identifying leaders at FSBC 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 positions on committees outlined in the Constitution
 - b. Personnel Committee: searches, interviews, hires staff members
 - c. Individual Committees: nominate committee chairs
 - d. Deacon Nomination: congregation nominates deacon candidates based on criteria outlined in scripture
 - e. VBS has volunteer training specific to the roles of that ministry
- iii. Documents established to develop and support leaders:
 - a. Constitution & Bylaws
 - b. Nominating Committee Report
 - c. Staff Job Descriptions and Covenants

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

- i. Identifying Leaders
 - a. Provide "Using Your Spiritual Gifts In Ministry" or an organized leadership training program 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 position
 - b. Yokefellows – young people of good character and strong faith who work alongside and under the nurturing supervision of the active deacon body to minister to the needs of the church. They participate in all services of the church and pray for its activities.
- iii. 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. Ensure the spiritual beliefs of our leaders align with God's Word
- iv. The church Constitution and Bylaws needs evaluating, reviewing, and revising
- v. Strengths, Weaknesses, and Improvements – See Appendix I on page 5

III. Implications for Pastoral Search

God's desire is for FSBC to effectively carry out the Great Commission. Doing so to the fullest extent of our potential will require that the next lead pastor of FSBC is an effective leader with experience, demonstrating the leadership qualities discussed in Section II.

In addition, the opportunity and 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 as a servant with the love of Christ
3. Is fully present and engaged with the challenges of this world and our local community,
4. Serves the local community and is a shepherd of the congregation, setting an example for others
5. Embraces the role as spiritual leader of the church and the associated responsibilities:
 - a. Sets strategic direction
 - b. Develops organizational talent
 - c. Delegates responsibility efficiently
 - d. Manages conflict effectively

In addition to reflecting the thoughts and opinion of its members, the team incorporated input from the congregation. This input was gathered through analyzing the output from the recent Pastoral Leadership Expectations survey. See Appendix II page 6 for survey results.

IV. Conclusion

God has a plan for FSBC. God has a chosen pastor. God is pulling our church together through our teams in preparation for a renewed FSBC. Praise God for His guidance along the way!

Appendix I

FSBC STRENGTHS, WEAKNESSES AND IMPROVEMENTS NEEDED

Strengths

1. Bible based theology
2. Gospel centered worship
3. Excellent location
4. Attractive campus and facility
5. Qualified staff
6. Dedicated volunteers assuming roles of vacant staff
7. Generous donators of items requested for mission projects
8. Active committees
9. Active Sunday School
10. Active WMU
11. Active Baptist Men
12. Summer VBS
13. Active youth group volunteer leaders
14. Community outreach ministry opportunities/new neighborhood development

Weaknesses

1. Lack of Pastor, Family Minister/Associate Pastor
2. Lack of communication between entities of the church
3. No programs for training leaders and potential leaders
4. Not a welcoming church
5. Deacon family ministry needs to be more active
6. Poor attendance of deacons and leaders at weekly meetings and special events

Improvements Needed

1. Earnestly search to fill vacant staff positions
2. Reach out to inactive members
3. Become a more friendly church to new members and visitors
4. More enthusiasm and joy in worship services
5. More communication between all entities of church
6. Work together to reduce misunderstandings and to resolve conflicts
7. Committee members should work together as a committee and not as individuals
8. Family ministry for children, youth, young adults and senior adults needed
9. Deacon family ministry needs more contact with church members and should assist persons with disabilities at doors and handicap parking areas
10. Deacons and leaders should lead by example by attending all scheduled services and special events
11. All members should support the church financially
12. Members should feel free to speak in business meetings without fear of being put down
13. Members should become more future oriented and open to change
14. Website needs restructuring
15. Some of our officers need assistants

Appendix II

Pastoral Leadership Expectations Survey Results

Our church needs a Pastor who:

1. Is an effective preacher and teacher
2. Makes pastoral calls to people in hospitals, nursing homes, and homebound residents
3. Has a strong commitment to teaching the Bible
4. Helps people work together in solving problems and conflicts
5. Builds a sense of fellowship among the people in the church
6. Is committed to the Great Commission
7. Is a compassionate and caring person, sensitive to other's needs
8. Maintains strong moral character
9. Helps people develop their personal spiritual life
10. Has a strong prayer life
11. Maintains confidentiality

Appendix III

Flat Springs Baptist Church Organization Chart

