

# Interim Ministry Resources

## Chapter 16 Leadership

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## Reflections and Resources

### 1) Spiritually grounded

For me, Martin Luther in his explanation to the Third Article of the Creed best expounds what it means to be spiritually grounded.

#### THE SMALL CATECHISM

##### THE THIRD ARTICLE

I believe in the Holy Spirit; the holy Christian Church, the communion of saints; the forgiveness of sins; the resurrection of the body; and the life everlasting. Amen.

*What does this mean?*

I believe that I cannot by my own reason or strength believe in Jesus Christ, my Lord, or come to Him; but the Holy Ghost has called me by the Gospel, enlightened me with His gifts, sanctified and kept me in the true faith; just as He calls, gathers, enlightens and sanctifies the whole Christian Church on earth and keeps it with Jesus Christ in the one true faith. In this Christian Church He daily and richly forgives me and all believers all our sins; and at the last day He will raise up me and all the dead and will grant me and all believers in Christ eternal life. This is most certainly true.

<https://www.blc.edu/comm/gargy/gargy1/ELSCatechism.htm>

[Images for the Holy Ghost has called me by the Gospel, enlightened me with His gifts](#)

Others speak of what it means to be spiritually grounded.

#### Resources

##### A New and Right Spirit: Creating an Authentic Church in a Consumer Culture [Rick Barger]

In a postmodern culture shaped by consumerism, it's little wonder that there is confusion about what the church is supposed to be in the 21st century. In *A New and Right Spirit*, Rick Barger argues passionately for congregations to reexamine what it means to be an "authentic church" in a culture where authenticity is hard to come by. He demonstrates the pitfalls of technical solutions to congregational problems and shows the way to making adaptive change. Recognizing the spiritual needs of a success-oriented society, he exhorts leaders to turn away from the story of our culture and to return to the story of the church that is grounded in Christ and the resurrection.

<http://www.amazon.com/New-And-Right-Spirit-Authentic/dp/1566993067>

[https://www.goodreads.com/book/show/1516871.A\\_New\\_and\\_Right\\_Spirit](https://www.goodreads.com/book/show/1516871.A_New_and_Right_Spirit)

<https://www.barnesandnoble.com/w/new-and-right-spirit-rick-barger/1102655369>

<https://rowman.com/ISBN/9781566994590/A-New-And-Right-Spirit-Creating-An-Authentic-Church-In-A-Consumer-Culture>

<https://books.google.com/books?isbn=1566994594>

[https://books.google.com/books/about/A\\_New\\_And\\_Right\\_Spirit.html?id=-3-XAAQAQBAJ](https://books.google.com/books/about/A_New_And_Right_Spirit.html?id=-3-XAAQAQBAJ)

[A New And Right Spirit: Creating An Authentic Church In A Consumer Culture](#)

[Who Is the Church?: An Ecclesiology for the Twenty-First Century](#)

<https://www.livinglutheran.org/author/rick-barger/>

<http://www.tlsohio.edu/about-trinity/introduction/barger-rick-bio>

[Images for Rick Barger](#)

[Images for A New and Right Spirit: Creating an Authentic Church in a Consumer Culture \[Rick Barger\]](#)

##### A Praying Congregation: The Art of Teaching Spiritual Practice [Jane E. Vennard]

Pastors and others who want to develop their skills as teachers of prayer and spiritual practices will find in this book not only wisdom for themselves but easily accessible lesson plans, enabling them to share Vennard's insights with others while infusing the activities with their own spirit and creative ideas. Through this book, readers' hearts are made ready to explore the wonder of strengthening their relationship with God through prayer.

<http://www.amazon.com/Praying-Congregation-Teaching-Spiritual-Practice/dp/156699313X>

[https://www.goodreads.com/book/show/913606.A\\_Praying\\_Congregation](https://www.goodreads.com/book/show/913606.A_Praying_Congregation)

<https://www.barnesandnoble.com/w/a-praying-congregation-jane-e-vennard/1126550883>

<https://rowman.com/ISBN/9781566994613/A-Praying-Congregation-The-Art-of-Teaching-Spiritual-Practice>

<https://books.google.com/books?isbn=1566994616>

[https://books.google.com/books/about/A\\_Praying\\_Congregation.html?id=dy-3AAAACAAJ](https://books.google.com/books/about/A_Praying_Congregation.html?id=dy-3AAAACAAJ)

[A Praying Congregation: The Art of Teaching Spiritual Practice](#)

<https://alban.org/archive/toward-transformative-continuing-education/>

<https://alban.org/archive/spiritual-disciplines-and-leadership/>

<https://alban.org/archive/learning-to-pray/>

<http://prsteps.blogspot.com/2010/06/praying-congregation-by-jane-e-vennard.html>

[http://www.thelutheran.org/about/person\\_detail.cfm?person\\_id=770](http://www.thelutheran.org/about/person_detail.cfm?person_id=770)

<http://www.iliff.edu/learn/your-faculty/adjunct-faculty>

<http://www.spiritualityandpractice.com/explorations/teachers/view/133>

<http://www.sdiworld.org/resources/educational-videos/reverend-jane-e-vennard>

<http://books.upperroom.org/book-author/jane-e-vennard/>

[http://www.skylightpaths.com/page/category/jane\\_vennard](http://www.skylightpaths.com/page/category/jane_vennard)

<https://www.thriftbooks.com/a/jane-e-vennard/294551/>

<https://www.amazon.com/Jane-E.-Vennard/e/B001JSB3LC>

[https://www.goodreads.com/author/show/185737.Jane\\_E\\_Vennard](https://www.goodreads.com/author/show/185737.Jane_E_Vennard)

[Images for Jane E. Vennard, author](#)

[Images for A Praying Congregation: The Art of Teaching Spiritual Practice \[Jane E. Vennard\]](#)

#### **A Spirituality of Living: The Henri Nouwen Spirituality Series by Henri J. M. Nouwen (Author), John Mogabgab (Author)**

What's the secret to living a spiritual life? Living a disciplined life, according to Henri Nouwen.

In the spiritual life, discipline requires conscious effort to keep every area of life from being filled - it means creating space for God. Nouwen identifies 3 essential disciplines for maintaining a life of discipleship: solitude, community, and ministry.

This encouraging, insightful book inspires readers to practice all 3 disciplines. The result, Nouwen promises, is a fruitful, Spirit-filled life.

<https://www.amazon.com/Spirituality-Living-Henri-Nouwen/dp/0835810887>

<https://www.goodreads.com/book/show/13488514-a-spirituality-of-living>

<https://www.barnesandnoble.com/w/a-spirituality-of-living-henri-j-m-nouwen/1111952847>

<https://bookstore.upperroom.org/Products/1088/a-spirituality-of-living.aspx>

<https://www.cokesbury.com/product/9780835810883/a-spirituality-of-living/>

<https://www.scribd.com/book/349223906/A-Spirituality-of-Homecoming-The-Henri-Nouwen-Spirituality-Series>

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[A Spirituality of Homecoming: The Henri Nouwen Spirituality Series](#)

<http://www.spiritualityandpractice.com/books/reviews/view/24394>

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<https://www.henrijanvanderklis.nl/2012/08/henri-j-m-nouwen-a-spirituality-of-living/>

<http://henrinouwen.org/resources/books/booksabouthenri/>

<http://www.ministrymatters.com/all/entry/2773/the-henri-nouwen-spirituality-series>

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<https://www.facebook.com/henrinouwen/>

<https://www.harpercollins.com/author/cr-101300/henri-j-m-nouwen/>

<https://www.thriftbooks.com/a/henri-im-nouwen/197487/>

<https://www.amazon.com/Henri-J.-M.-Nouwen/e/B000AQ4ZZ0>

[https://www.goodreads.com/author/show/4837.Henri\\_J\\_M\\_Nouwen](https://www.goodreads.com/author/show/4837.Henri_J_M_Nouwen)

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[Images for Henri J. M. Nouwen \(Author\)](#)

<http://www.christianitytoday.com/ct/2017/january-web-only/henri-nouwens-weakness-was-his-strength.html>

<https://bookstore.upperroom.org/Products/CategoryCenter/PSF!HN/the-henri-nouwen-spirituality-series.aspx>

<http://books.upperroom.org/book-author/john-s-mogabgab/>

<http://weavings.upperroom.org/author/john-mogabgab/>

<https://www.facebook.com/AcademyForSpiritualFormation/posts/150437571782571>

<https://www.amazon.com/John-S.-Mogabgab/e/B00JFGQ09A>

[https://www.goodreads.com/author/show/695669.John\\_S\\_Mogabgab](https://www.goodreads.com/author/show/695669.John_S_Mogabgab)

[Images for John Mogabgab \(Author\)](#)

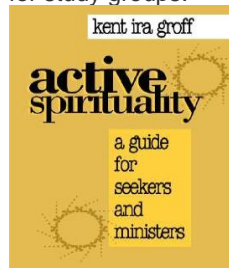
[Images for A Spirituality of Living: The Henri Nouwen Spirituality Series by Henri J. M. Nouwen \(Author\), John Mogabgab \(Author\)](#)

[http://www.henrinouwen.org/Spirituality\\_Series/Spirituality\\_Series.aspx](http://www.henrinouwen.org/Spirituality_Series/Spirituality_Series.aspx)

[Images for Henri Nouwen Spirituality Series](#)

#### **Active Spirituality: A Guide for Seekers and Ministers (An Alban Institute Publication) by Kent Ira Groff Founding Mentor (Author)**

A practical guidebook for the inquiring layperson seeking a holistic, intelligent look at the spiritual life, and for the pastor or religious professional seeking a systematic framework and spiritual practices to re-ignite the flame of faith. Groff explains what it means to believe and what to do after you say you believe-through a unique integration of spirituality and service, heart and mind, and various faith traditions. Explore five spiritual disciplines: community, solitude, learning, service, and vocation. Great for study groups.



<https://www.amazon.com/Active-Spirituality-Ministers-Institute-Publication/dp/156699117X>

[https://www.goodreads.com/book/show/1549792.Active\\_Spirituality](https://www.goodreads.com/book/show/1549792.Active_Spirituality)

<https://books.google.com/books?isbn=1566994632>

[https://books.google.com/books/about/Active\\_Spirituality.html?id=-lj1AwAAQBAJ](https://books.google.com/books/about/Active_Spirituality.html?id=-lj1AwAAQBAJ)

<http://www.oasismin.org/Assets/Kent%20Ira%20Groff,%20Founder.html>

<https://linkyourspirituality.com/books/active-spirituality-a-guide-for-seekers-and-ministers.html>  
[http://www.skylightpaths.com/page/category/kent\\_groff](http://www.skylightpaths.com/page/category/kent_groff)  
<https://www.linkedin.com/in/kentiragroff>  
<https://www.facebook.com/kentiragroff>  
<https://www.amazon.com/Kent-Ira-Groff/e/B001IU2K9A>  
[https://www.goodreads.com/author/show/344110.Kent\\_Ira\\_Groff](https://www.goodreads.com/author/show/344110.Kent_Ira_Groff)  
[Images for Kent Ira Groff Founding Mentor \(Author\)](#)  
[Images for Active Spirituality: A Guide for Seekers and Ministers by Kent Ira Groff Founding Mentor \(Author\)](#)  
[https://openlibrary.org/publishers/Alban\\_Institute](https://openlibrary.org/publishers/Alban_Institute)  
<https://rowman.com/Page/AlbanBooks>  
[Images for Alban Institute Publication](#)

#### Gospel-Centered Spirituality: An Introduction to Our Spiritual Journey [Allan H. Sager]

This book approaches spirituality from a gospel-centered viewpoint. The gospel is the central treasure of the church.  
<http://www.amazon.com/Gospel-Centered-Spirituality-Introduction-Spiritual-Journey/dp/080662440X>  
[https://books.google.com/books/about/Gospel\\_centered\\_spirituality.html?id=dmvy6q3cOw8C](https://books.google.com/books/about/Gospel_centered_spirituality.html?id=dmvy6q3cOw8C)  
[Images for Allan H. Sager, author](#)  
[Images for Gospel-Centered Spirituality: An Introduction to Our Spiritual Journey \[Allan H. Sager\]](#)

#### Guidelines for Leading Your Congregation 2013-2016 - Pastor: Providing Spiritual Leadership for the Church in Mission by General Board of Discipleship

The pastoral leader is the primary spiritual leader of the congregation. The pastor carries the responsibility for a number of different ministry tasks, which are condensed into seven categories. Effective pastors will also take intentional time for their own spiritual growth and restoration to maintain a vital ministry. The guideline helps each pastor navigate their role a pastoral leader.  
<http://www.barnesandnoble.com/w/guidelines-pastor-general-board-of-discipleship/1119056569?ean=9781426754296>  
<http://www.amazon.com/Guidelines-Pastor-Providing-Leadership-Congregation/dp/1426736274>  
<https://www.goodreads.com/book/show/17063473-guidelines-for-leading-your-congregation-2013-2016---pastor>  
<https://books.google.com/books?isbn=1426736274>  
<https://books.google.com/books?isbn=1426755341>  
<https://books.google.com/books?isbn=1426736266>  
<https://books.google.com/books?isbn=1426754345>  
<http://saginawbaydistrict.org/forms/1302132012%20Guidelines%20Pastor.pdf>  
[Images for Guidelines for Leading Your Congregation 2013-2016 - Pastor: Providing Spiritual Leadership for the Church in Mission by General Board of Discipleship](#)

#### Leadership and Spirit: Breathing New Vitality and Energy into Individuals and Organizations [Russ S. Moxley]

Learn how you can harness your inner spirit to help yourself and those around you approach work with a renewed sense of purpose and satisfaction. In this book, Moxley shows how spirit can spawn a more vital and vibrant kind of leadership-one that, in turn, promotes the creativity, vitality, and well-being of others. Here, Moxley examines various leadership practices: those that elevate people's spirits and those that cause the spirit to wither and wane. He offers specific suggestions on what each of us can do to reach a new level of awareness regarding leadership. And he demonstrates how a spirited leadership that values rituals, celebrations, and employee input creates a totally engaged workforce; one that brings the whole person-mental, emotional, physical, and spiritual-to work.  
<http://www.amazon.com/Leadership-Spirit-Russ-S-Moxley/dp/0787909491>  
[https://www.goodreads.com/book/show/1697167.Leadership\\_and\\_Spirit](https://www.goodreads.com/book/show/1697167.Leadership_and_Spirit)  
<https://www.wiley.com/en-us/Leadership+and+Spirit%3A+Breathing+New+Vitality+and+Energy+into+Individuals+and+Organizations-p-9780787909499>  
<http://www.jstor.org/discover/10.2307/4165645?uid=2129&uid=2&uid=70&uid=4&sid=21101956105877>  
<https://digitalcommons.kennesaw.edu/cgi/viewcontent.cgi?article=1401&context=glq>  
[https://www.regent.edu/acad/global/publications/ijls/new/vol1iss2/winston\\_patterson.doc/winston\\_patterson.htm](https://www.regent.edu/acad/global/publications/ijls/new/vol1iss2/winston_patterson.doc/winston_patterson.htm)  
[https://books.google.com/books/about/Leadership\\_and\\_Spirit.html?id=6dFzQgAACAAJ](https://books.google.com/books/about/Leadership_and_Spirit.html?id=6dFzQgAACAAJ)  
<http://ssi.army.libguides.com/leadership>  
[Images for Leadership and Spirit: Breathing New Vitality and Energy into Individuals and Organizations \[Russ S. Moxley\]](#)

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#### Listening to God: Spiritual Formation in Congregations by John Ackerman (Author)

People today are less interested in *thinking about* God while being much more interested in *knowing* God, observes spiritual director and author John Ackerman, who served as a parish pastor for four decades. In this insightful book, Ackerman outlines ways congregations can promote members' spiritual growth toward a greater intimacy with God.  
<http://www.amazon.com/Listening-God-Spiritual-Formation-Congregations/dp/1566992451>  
[http://www.goodreads.com/book/show/1127010.Listening\\_to\\_God](http://www.goodreads.com/book/show/1127010.Listening_to_God)  
<https://rowman.com/ISBN/9781566995771/Listening-to-God-Spiritual-Formation-in-Congregations>  
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[https://books.google.com/books/about/Listening\\_to\\_God.html?id=FARvAwAAQBAJ](https://books.google.com/books/about/Listening_to_God.html?id=FARvAwAAQBAJ)

[Listening to God: Spiritual Formation in Congregations](#)

<https://place.asburyseminary.edu/cgi/viewcontent.cgi?article=1264&context=ecommonsatsdissertations> Page 176

<http://www.communityofspiritualdirectors.org/suggested-readings.html>

<http://www.minnesotavalleys.org/Resource%20Center.html>

<http://www.centerforcongregationalleadership.org/discipleship--spiritual-formation.html>

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[https://www.sacredgroundspirit.org/formation-program/?gclid=Cj0KCQjwjcfczBRCHARIsAO-1\\_OpsMV6DtIzGh41HZ9-FI2zY6PlxoY6GG43hVq4TMBzfEPY8FJOikaAk\\_7EALw\\_wcB](https://www.sacredgroundspirit.org/formation-program/?gclid=Cj0KCQjwjcfczBRCHARIsAO-1_OpsMV6DtIzGh41HZ9-FI2zY6PlxoY6GG43hVq4TMBzfEPY8FJOikaAk_7EALw_wcB)

<http://www.startribune.com/obituary-pastor-author-john-wing-ackerman-cared-about-kids-environment/236129071/>

<https://www.waterstones.com/author/john-ackerman/568530>

[http://www.barnesandnoble.com/s/%22John%20Ackerman%22?Ntk=P\\_key\\_Contributor\\_List&Ntx=mode%20matchall](http://www.barnesandnoble.com/s/%22John%20Ackerman%22?Ntk=P_key_Contributor_List&Ntx=mode%20matchall)

<https://www.thriftbooks.com/a/john--ackerman/553124/>

[http://www.goodreads.com/author/show/7759386.John\\_Ackerman](http://www.goodreads.com/author/show/7759386.John_Ackerman)

[Images for john ackerman \(author\)](#)

[Images for Listening to God: Spiritual Formation in Congregations by John Ackerman \(Author\)](#)

#### **Spiritual Awakening: A Guide to Spiritual Life in Congregations by John Ackerman (Author)**

Ackerman, parish pastor, spiritual director, and consultant on spiritual formation, provides an excellent guide for clergy desiring a congregation-wide approach to developing spirituality rooted in the life of the congregation. A six-week program focuses on developing individuals' spirituality in small groups and includes leader training and course plans. Practical suggestions assist in developing the "corporate spirituality" of congregations.

<https://www.amazon.com/Spiritual-Awakening-Guide-Life-Congregations/dp/1566991358>

<https://www.goodreads.com/book/show/6767461-spiritual-awakening>

<https://rowman.com/ISBN/9781566991353/Spiritual-Awakening-A-Guide-to-Spiritual-Life-in-Congregations>

<https://books.google.com/books?isbn=1566996341>

[https://books.google.com/books/about/Spiritual\\_Awakening.html?id=MgV-Y0P\\_MAC](https://books.google.com/books/about/Spiritual_Awakening.html?id=MgV-Y0P_MAC)

[Spiritual Awakening: A Guide to Spiritual Life in Congregations](#)

[Images for Spiritual Awakening: A Guide to Spiritual Life in Congregations by John Ackerman \(Author\)](#)

#### **Making Spiritual Sense: Christian Leaders as Spiritual Interpreters [Scott Cormode]**

Everyone agrees that congregational leadership is important; few agree on exactly what it is. Some claim it has to do primarily with vision casting; others say it's about effective administration; for others, serving as a change agent is most important. Yet all of these definitions forget that leadership in the church differs from leadership in other groups and organizations in one essential aspect: The congregational leader's first calling is to help his or her parishioners see the world, and their place in it, through God's eyes. God calls Christians to live **transformed** lives in a world in need of grace. God calls their leaders to help them adopt a set of perspectives, attitudes, and habits that make living as a Christian possible.

This book reveals how God calls Christian leaders to help people adopt a set of perspectives, attitude and habits that make living as a Christian possible. This is a useful guide to leaders as they help Christians make spiritual sense of their lives.

[http://books.google.com/books/about/Making\\_Spiritual\\_Sense.html?id=RZlqAAAACAAJ](http://books.google.com/books/about/Making_Spiritual_Sense.html?id=RZlqAAAACAAJ)

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[Making Spiritual Sense: Christian Leaders as Spiritual Interpreters](#)

<https://www.fuller.edu/next-faithful-step/resources/making-spiritual-sense/>

<http://www.amazon.com/Making-Spiritual-Sense-Christian-Interpreters/dp/0687492238>

[http://www.goodreads.com/book/show/1101849.Making\\_Spiritual\\_Sense](http://www.goodreads.com/book/show/1101849.Making_Spiritual_Sense)

<https://digitalcommons.andrews.edu/cgi/viewcontent.cgi?article=1016&context=jac> BOOK REVIEW

[http://www.luthersem.edu/stewardship/resource\\_detail.aspx?resource\\_id=1084](http://www.luthersem.edu/stewardship/resource_detail.aspx?resource_id=1084)

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<http://fuller.edu/faculty/scormode/>

[https://en.wikipedia.org/wiki/Scott\\_Cormode](https://en.wikipedia.org/wiki/Scott_Cormode)

<https://vimeo.com/22575232> Spiritual Meaning in the Chaos of Change: Scott Cormode on Vimeo

<http://www.christianleaders.org/JRL/Fall2002/cormode.htm> MULTI-LAYERED LEADERSHIP: THE CHRISTIAN LEADER AS BUILDER, SHEPHERD, AND GARDENER

<http://stickyfaith.org/author/scott-cormode>

[http://www.goodreads.com/author/show/544041.Scott\\_Cormode](http://www.goodreads.com/author/show/544041.Scott_Cormode)

[Images for Scott Cormode, author](#)

[Images for Making Spiritual Sense: Christian Leaders as Spiritual Interpreters \[Scott Cormode\]](#)

#### **One Step at a Time: A Pilgrim's Guide to Spirit-Led Living by Timothy C. Geoffrion (Author)**

Each year, tens of thousands of pilgrims walk el Camino de Santiago-the Way of St. James-a 500-mile route across northern Spain that has existed for over a thousand years. Tim Geoffrion, author of *The Spirit-Led Leader*, made this pilgrimage with his wife and teenage sons in 2006. He writes in *One Step at a Time* not about his own journey but about how God works in those who seek to be led by the Spirit. Using pilgrimage as a metaphor for the Spirit-led life, he offers his experiences, thoughts, and reflections as a catalyst for reader's own spiritual pilgrimage-the lifelong journey of growth into the life Christ intends for us. Geoffrion has written so that readers can learn to recognize God's activity in our lives, to live more fully in God's love, to follow Jesus Christ according to our unique

calling and purpose, and to let the Holy Spirit fill and lead us in every aspect of the journey. *One Step at a Time* is for those who value spiritual vitality and growth enough to learn how to live Spirit-led lives. It is for those willing to invest sufficient time and energy into seeking and finding the spiritual treasures available to us. It is for those who are seeking to better root their lives in God and orient themselves around spiritual truths. Whether or not we ever travel a path like el Camino, we each walk a spiritual pilgrimage, one step at a time.

<http://www.amazon.com/One-Step-Time-Pilgrims-Spirit-Led/dp/1566993695>  
<http://www.goodreads.com/book/show/7756464-one-step-at-a-time>  
<https://www.barnesandnoble.com/w/one-step-at-a-time-timothy-c-geoffrion/1120884793>  
<https://rowman.com/ISBN/9781566995962/One-Step-at-a-Time-A-Pilgrim's-Guide-to-Spirit-Led-Living#>  
<https://books.google.com/books?isbn=1566995965>  
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[One Step at a Time: A Pilgrim's Guide to Spirit-Led Living](#)  
[https://www.episcopalcafe.com/finding\\_christian\\_community\\_is\\_hard\\_work/](https://www.episcopalcafe.com/finding_christian_community_is_hard_work/)  
<https://alban.org/archive/one-step-at-a-time/>  
<http://timgeoffrion.com/teaching-ministry/>  
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[Images for Timothy C. Geoffrion \(Author\)](#)  
[Images for One Step at a Time: A Pilgrim's Guide to Spirit-Led Living by Timothy C. Geoffrion \(Author\)](#)

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### **The Spirit-Led Leader: Nine Leadership Practices and Soul Principles [Timothy C. Geoffrion]**

In our postmodern, experience-oriented culture, people are longing for greater authenticity, integrity, and depth in their pastors and leaders. Board directors, church members, and staff alike are all eagerly seeking leaders who effectively integrate their spirituality and leadership. Pastors and executives, however, often struggle with knowing how to integrate their spiritual values and practices into their leadership and management roles. Designed for pastors, executives, administrators, managers, coordinators, and all who see themselves as leaders and who want to fulfill their God-given purpose, *The Spirit-Led Leader* addresses the critical fusion of spiritual life and leadership for those who not only want to see results, but who also desire to care just as deeply about who they are and how they lead as they do about what they produce and accomplish. Geoffrion creates a new vision for spiritual leadership as partly an art, partly a result of careful planning, and always a working of the grace of God.

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[Images for The Spirit-Led Leader: Nine Leadership Practices and Soul Principles \[Timothy C. Geoffrion\]](#)

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### **PASSIONATE LUTHERAN SPIRITUALITY, REALLY!**

Rev. Grant Aaseng, Bethany Lutheran, Rice Lake

Lutherans are often accused of lacking in spiritual fervor. In fact, studies in Natural Church Development often reveal this to be a weakness (or a "limiting factor") in our Lutheran expression of the Christian faith. At the same time, it is helpful to realize that "spiritual passion" can be expressed in a variety of spiritual styles, some of which suit traditional Lutherans very well. What type of spirituality best grows the faith of your congregation? Can we experiment with other spiritual styles without surrendering our Lutheran identity?



View the web page for Walking Together details. - Northwest Synod of Wisconsin

[http://www.nwswi.org/news\\_and\\_events/Walking\\_Together.phtml](http://www.nwswi.org/news_and_events/Walking_Together.phtml)

Images for PASSIONATE LUTHERAN SPIRITUALITY, REALLY! Rev. Grant Aaseng, Bethany Lutheran, Rice Lake

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<https://www.facebook.com/bethanyrl/>

<https://www.linkedin.com/in/rev-grant-aaseng-888162b4>

### Practicing Greatness: 7 Disciplines of Extraordinary Spiritual Leaders by Reggie McNeal (Author), Ken Blanchard (Foreword)

Based on his extensive experience as coach and mentor to many thousands of Christian leaders across a broad spectrum of ministry settings, Reggie McNeal helps spiritual leaders understand that they will self-select into or out of greatness. In this important book, McNeal shows how great spiritual leaders are committed consciously and intentionally to seven spiritual disciplines, habits of heart and mind that shape both their character and competence:

The discipline of self-awareness—the single most important body of information a leader possesses

The discipline of self-management—handling difficult emotions, expectations, temptations, mental vibrancy, and physical well-being

The discipline of self-development—a life-long commitment to learning and growing and building on one's strengths

The discipline of mission—enjoying the permissions of maintaining the sense of God's purpose for your life and leadership

The discipline of decision-making—knowing the elements of good decisions and learning from failure

The discipline of belonging—the determination to nurture relationships and to live in community with others, including family, followers, mentors, and friends

The discipline of aloneness—the intentional practice of soul-making solitude and contemplation

<http://www.amazon.com/Practicing-Greatness-Disciplines-Extraordinary-Spiritual/dp/0787977535>

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Images for ken blanchard, author

Images for Practicing Greatness: 7 Disciplines of Extraordinary Spiritual Leaders by Reggie McNeal (Author), Ken Blanchard (Foreword)

### Reveal Where Are You? [Greg L. Hawkins and Cally Parkinson]

With contributions from Eric Arnson. Foreword by Bill Hybels.

Is your church really making a difference? How do you know? Do you ever lie awake at night wondering? Do our programs really help people grow? Are we putting our resources into ministries that genuinely change lives? Are we helping people become more like Christ, or just keeping them busy? For years, church leaders have relied on numbers to help answer questions like these. In other words, we ask the “How many?” question. How many. . . members? Baptisms? Decisions for Christ? How many attend each week? Are in small groups? Actively serve? Tithe? Numbers can be helpful, but they don’t reveal the whole story. Numbers can’t peer into the human heart. When it comes to **spiritual** growth, we need to be able to measure more than numbers. We need a glimpse of people’s attitudes, thoughts and emotions. We need a tool that reveals the heart of each person. Now Willow Creek invites you to learn what it discovered in a three-year process of study and research-involving six other churches as well as congregants from Willow Creek. Discover the four segments that characterize

the journey of spiritual growth. Learn more about what catalyzes and stunts spiritual growth. And understand how the church needs to change in order to help people become more like Christ. What you discover here may challenge you. Or confirm nagging suspicions you've had all along. Either way, the findings in REVEAL will undoubtedly change the way you think about church-and what it really takes to make a difference.

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Images for Reveal Where Are You? [Greg L. Hawkins and Cally Parkinson]

#### Rostered Leaders, Start the New Year with Spiritual Direction

Christos Center, Luther Park and the Northwest Synod of Wisconsin are happy to announce their new collaborative adventure. Christos Center in Lino Lakes, Minnesota, will open a satellite office at Luther Park in Chetek, Wisconsin, for individual and group spiritual direction with support from the Northwest Synod of Wisconsin.

##### INDIVIDUAL AND GROUP SPIRITUAL DIRECTION

Beginning January 8, on the second Thursday of every month a Spiritual Director will be available at the Shalom Retreat Center at Luther Park for individual and group spiritual direction. Cost for one hour session is \$60. Continuing Education dollars may be used for Spiritual Direction. Scholarships for spiritual direction are available. Contact the synod office for information about the scholarships. To schedule individual spiritual direction call Dan Johnson at Christos: 651-853-8207.

[View brochure.](#)

<http://archive.constantcontact.com/fs191/1101126434512/archive/1119493071772.html>

Images for Rostered Leaders, Start the New Year with Spiritual Direction Christos Center, Luther Park and the Northwest Synod of Wisconsin are happy to announce their new collaborative adventure.

[www.christoscenter.org](http://www.christoscenter.org)

<https://www.facebook.com/christoscenter/>

#### Selecting Church Leaders: A Practice in Spiritual Discernment [Charles M. Olsen, Ellen Morseth]

Ask people what church position they desire the least. The most likely answer is the nominating committee. Choosing church leaders, whether for a small committee or for a group of congregations, tends to make people want to quit. Is there a better way than running a finger down a membership list to find someone who will not hang up the phone? Chuck Olsen and Ellen Morseth offer a spiritually solid approach to selecting church leaders. They begin their approach with an easy-to-overlook sentence in the book of Acts concerning the Jerusalem Council. Acts 15:28 records ". . . it has seemed good to the Holy Spirit and to us. . . ." The authors note from this beginning the guidance of God's Spirit and the use of human faculties of reason and perception. Olsen and Morseth believe that this spiritual guidance is often missing in the selection process of leaders. They urge you to participate in a prayerful process of seeking God's yearning, whether for local church, denominational, or personal. Their book offers the practices of spiritual discernment (with many encouraging examples) in the selection of leaders.

Using a spiritual discernment model, the authors present a spiritual basis for selecting church leaders, both lay and clergy.

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Images for Selecting Church Leaders: A Practice in Spiritual Discernment [Charles M. Olsen, Ellen Morseth]	

### Shaping Spiritual Leaders: Supervision and Formation in Congregations by Abigail Johnson (Author)

Supervision - the shaping of spiritual leaders - occurs formally and informally in many aspects of congregational life. Every year, thousands of pastors supervise field education students and interns; staff members and lay leaders often supervise committee members or other staff; clergy and lay leaders supervise each other as a way to offer support and establish accountability. While supervision enhances the work of all concerned, it is rarely explicitly addressed in congregations. For over fifteen years, Abigail Johnson has supervised and trained others to supervise candidates for ordination within the United Church of Canada. Recognizing that supervision is as important in the formation of lay leaders as in the life of candidates for ordination, she has developed this book to guide all who supervise others in a congregation. Johnson views supervision as a ministry and shows how leaders can use their own innate gifts to enhance their supervision skills. By shaping the supervision relationship based on the gifts of the people involved as well as the context in which the relationship occurs, supervision can become an opportunity for mutual growth and learning that strengthens all other areas of ministry. This book provides a hands-on approach to supervision, addressing key areas such as identifying a learning focus, covenanting, managing conflict, understanding and using power and authority, offering and receiving feedback and evaluation, and celebrating and ending the supervisory relationship. Supervisors who pay attention to these and other key areas will help those they supervise develop their gifts for ministry in all forms.

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 Images for Abigail Johnson (Author) shaping spiritual leaders  
 Images for Shaping Spiritual Leaders: Supervision and Formation in Congregations by Abigail Johnson (Author)

### 6 Traits of Effective Interim Pastors - Pastors.com

1. You have physical and **spiritual** stamina  
 Any sort of pastoral ministry will take its toll on you. The endless meetings, problem solving, planning, sermon prep and being there to care for those in need will tax you. Interim ministry amplifies the effect because you're often in strange surroundings, perhaps enduring a long weekly commute, and trying to get things done through people you don't know well.  
 You're able to sleep well when you've away from home.  
 You draw vigor and energy from the challenges of interim ministry.  
 You have personal care tools that sustain you through the dry spells.

You're able to stay faithful through long periods without affirmation.

You are in good health and maintain good diet and exercise regimens away from home.

<http://pastors.com/6-traits-of-effective-interim-pastors/>

[Images for 6 Traits of Effective Interim Pastors - Pastors.com 1. You have physical and spiritual stamina](#)

<https://pastors.com/articles/>

#### Spiritual Disciplines and Leadership - Alban

When someone first suggested a week-long spiritual retreat, or joining a *lectio divina* group, or starting up spiritual direction, or fasting, or a silent weekend, or any other spiritual practice that was outside of my experience, I usually had the same reaction: "No way! It's not for me. I don't have time. I don't know what to expect (read: 'I'm terrified!'); my plate is already overfilled." And so forth. I couldn't imagine how I could fit them into my life and schedule.

Today, I can't imagine not doing them.

[Alban at Duke Divinity School » Spiritual Disciplines and Leadership](#)

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#### Spiritual Formation | Topics | | Christianity Today

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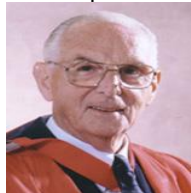
#### Spiritual Leadership: Principles of Excellence for Every Believer by J. Oswald Sanders (Author)

*Spiritual Leadership* has proven itself a timeless classic in teaching the principles of leadership.

The need for talented, vigorous leaders in the church cannot be overemphasized. Such times demand active service of men and women who are guided by and devoted to Jesus Christ.

With more than 750,000 copies in print, *Spiritual Leadership* stands as a proven classic for developing such leadership. In these pages, J. Oswald Sanders presents and illustrates those principles through biographies of eminent men of God - men such as Moses, Nehemiah, Paul, David Livingstone, and Charles Spurgeon. He holds that even natural leadership qualities are God-given, and their true effectiveness can only be reached when they are used to the glory of God. Featured topics include: The cost of leadership, The responsibility of leadership, Tests of leadership, The qualities and criteria of leadership, The art of reproducing leaders, The one indispensable requirement of leadership.

Let this proven classic be your guide for leadership and watch how God works through you to do great things for His glory.



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#### Spiritual Leadership in the Small Membership Church [David Canada]

The pressures of the church “doing business” often push pastors to the point that they neglect that which is central to all that they and the church are supposed to be doing – spiritual growth or leadership. Too few resources are specifically designed to address this subject from within the context of the small-membership church. This book will address both of these issues. Spiritual leadership is defined as the art or practice through which the leader helps others move toward spiritual maturation. It begins with spiritual instincts and moves to spiritual insights to spiritual initiative to spiritual integrity and finally to spiritual inclusiveness. This book focus on how this process works within the life of the pastor and moves to the life of the small membership church and includes concrete examples of how the pastor functions as a facilitator of spiritual formation will be given. Particular attention is given to ways in which the setting of the small-membership church both hinder and encourage spiritual growth.

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 Images for david canada, author spiritual leadership in the small membership church  
 Images for Spiritual Leadership in the Small Membership Church [David Canada]

#### Spiritual values and practices related to leadership effectiveness

This review of over 150 studies shows that there is a clear consistency between spiritual values and practices and effective leadership. Values that have long been considered spiritual ideals, such as integrity, honesty, and humility, have been demonstrated to have an effect on leadership success. Similarly, practices traditionally associated with spirituality as demonstrated in daily life have also been shown to be connected to leadership effectiveness. All of the following practices have been emphasized in many spiritual teachings, and they have also been found to be crucial leadership skills: showing respect for others, demonstrating fair treatment, expressing caring and concern, listening responsively, recognizing the contributions of others, and engaging in reflective practice.

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#### Spiritual Wholeness for Clergy: A New Psychology of Intimacy with God, Self, and Others by Donald R. Hands (Author), Wayne L. Fehr (Author)

The authors combine clinical psychology and spiritual direction to create a practical model of spirituality that integrates theology, psychology, and an understanding of individual frailties in a new way. Spiritual Wholeness draws on counseling experience with more than 400 clergy and pinpoints the human problems, traps, and temptations awaiting those who choose the clergy role. Clergy will learn to develop and maintain a psychologically healthy spirituality in relationships with others. Judicatory executives and therapists working with clergy will gain insight into addiction problems and how to help clergy move toward greater emotional and spiritual health.

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### Starting with Spirit: Nurturing Your Call to Pastoral Leadership [Bruce G. Epperly]

*Starting with Spirit* is a spiritual and professional resource for new pastors, their family members, and congregations, as well as ministers in every season of ministry who seek to grow in vitality and skill in the ongoing adventure of ministry. For more than thirty years, Bruce Epperly has followed the call of the spirit, moving through his vocations as a congregational pastor, university chaplain, seminary and university professor, and seminary administrator. Drawing on these experiences, he addresses the new pastor's transition from seminary student to congregational leader; pastoral authority; the 'honeymoon,' boundaries; death; the pastor's spiritual life, health, and relationships; the role of the associate pastor; and continuing education.

Epperly calls pastors to pause long enough to experience the movements of the spirit in their lives and to develop habits and practices that keep them in touch with God in the mundane as well as the dramatic moments of ministry. *Starting with Spirit*, through its creative and life-sustaining guidance, invites new pastors, and pastors in every season of ministry, to nurture the call they received once upon a time in ways that deepen their spiritual lives, nurture faithful excellence and effectiveness in ministry, bring joy to their families and friends, and give glory to the one who inspires their pastoral journeys.

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### Strategic Leadership Formation - Jim VanYperen

The future health of your church is directly related to how you identify and equip emerging leaders. This comprehensive curriculum will help you identify, practice, and form the **spiritual** character and leadership skill necessary to grow redemptive communities of Christ. By Strategic we mean an intentional, timely, and innovative approach to training leaders. By Leadership we mean gifted men and women who want to learn and are ready to grow. By Formation we mean forming spiritual character and leadership competency. This innovative curriculum combines principles of spiritual formation with leadership development into one, powerful resource that will revolutionize the way you think about, and practice, church ministry. Beginning with a biblical theology of spiritual formation, participants will discover how their identity, reality, and activity is shaped by the Salvation story. This produces a certain kind of leader—one who interprets, serves and shepherds; a certain kind of character—one formed by brokenness, courage, integrity and justice; and a certain kind of redemptive community—where Jesus is Lord.

Your leaders will learn and practice: Corporate Disciplines: Prayer, Confession, Worship and Communion-Personal Disciplines: Study, Silence, Prayer, Fasting, Exercise, Service Marriage Disciplines: Fidelity, Renewing Vows-Family Disciplines: Family Worship, Love, Discipline, Encouragement - Ministry Disciplines: Team-building, Decision-making and more.



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### **Strengthening the Soul of Your Leadership: Seeking God in the Crucible of Ministry [Ruth Haley Barton, Leighton Ford]**

"I'm tired of helping others enjoy God." "I just want to enjoy God for myself." With this painful admission, Ruth Haley Barton invites us to an honest exploration of what happens when spiritual leaders lose track of their souls. Weaving together contemporary illustrations with penetrating insight from the life of Moses, *Strengthening the Soul of Your Leadership* explores topics such as responding to the dynamics of calling, facing the loneliness of leadership, leading from your authentic self, cultivating spiritual community, re-envisioning the promised land, discerning God's will together. Each chapter includes a spiritual practice to ensure your soul gets the nourishment it needs. Forging and maintaining a life-giving connection with God is the best choice you can make for yourself and for those you lead. Using the biblical model of Moses, Ruth Haley Barton guides leaders to a place where the spiritual and ministerial meet. Her intent is to help leaders lead from a place of **spiritual** transformation, but to first find that place for themselves. Ms. Barton is the cofounder and president of The Transforming Center.

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### **The Meandering Way: Leading by Following the Spirit [Gary A. Shockley, N. Graham Standish Pastor spiritual director and counselor]**

How often do you feel overwhelmed by the pace of your life? These days it's easy to work harder and harder, constantly pushing ourselves and those around us so that we and our congregations can be "successful." We forget that our drive to succeed can prevent us from taking the time to stop and listen for what God is calling us and our congregations to be. This book is one pastor's story of his journey from a success-oriented drivenness to a significance-oriented, meandering style of life. What you will find are reflections from a fellow traveler who is now less desirous of doing something spectacular for God and is instead committed to doing something significant with God--who is discovering a more grace-filled, Spirit-led way. This book offers a contrarian take on the more popular practices of leadership found throughout the church today. Meandering leaders are attentive to the promptings of the Spirit. They are guides and mentors who patiently journey alongside those they love and lead. Ultimately, being a meandering leader is about being on a journey with God--personally and corporately slowing down the pace of our lives and following God's Spirit. In the faith journey, we are not so much racing toward a physical finish line as we are meandering toward becoming all that God has in mind for us to be. This book is an invitation to journey into the depths of your own soul and to follow the Spirit's lead in the next chapters of your life.

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Images for *The Meandering Way: Leading by Following the Spirit* [Gary A. Shockley, N. Graham Standish Pastor spiritual director and counselor]

### **The Ministry of the Missional Church: A Community Led by the Spirit by Craig Van Gelder (Author), Alan Roxburgh (Foreword)**

In a time when churches are focusing on finding strategies and techniques to guarantee success, a movement toward the missional church is emerging. Missional churches are communities created by the Spirit with a unique nature and identity. Purpose and strategies of the church are derivative dimensions, the activities that flow naturally from the church that is focused on Spirit-led ministry.

*The Ministry of the Missional Church* leads pastors, ministry leaders, and laypersons through three simple arguments--the church is; the church does what it is; the church organizes what it does--in order to make sense of how missional churches work. And by focusing the work of the church as the work of the Triune God, this unique book will change the way readers think about the church and the world.

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[Images for A Community Led by the Spirit by Craig Van Gelder \(Author\), Alan Roxburgh \(Foreword\)](#)

Transitional Ministry Today by Norman Bendroth - Alban Institute

**Spiritual** practices. While the social sciences are helpful tools in working with congregations (family systems theory, appreciative inquiry, and change theory) they cannot replace the practices of prayer, scripture study, worship, meditation and service. If these disciplines don't become part of the culture, then the church simply becomes the Rotary Club at prayer.

**Norman Bendroth: Transitional Ministry Today - Alban Institute**

<https://alban.org/2015/03/06/norman-bendroth-transitional-ministry-today/>

[Images for Transitional Ministry Today by Norman Bendroth - Alban Institute Spiritual practices.](#)

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<https://www.linkedin.com/in/norman-bendroth-19575434>

<http://bendroth.org/?author=1>

<http://www.tewksburycc.org/aboutus/pastor.php>

## **12 Characteristics of a Spiritual Entrepreneur - Carey Nieuwhof**

Of all the types of leaders needed in the church today, spiritual entrepreneurs are chief among them. Here are 12 characteristics.

<http://careynieuwhof.com/2016/03/11-characteristics-spiritual-entrepreneur/>

[Images for 12 Characteristics of a Spiritual Entrepreneur - Carey Nieuwhof](#)

<https://churchleaders.com/pastors/pastor-articles/276439-12-characteristics-spiritual-entrepreneur.html>

<https://careynieuwhof.com/12-signs-youre-a-spiritual-entrepreneur/>

<http://careynieuwhof.com/2014/03/why-we-need-more-entrepreneurial-church-leaders-not-more-shepherds/>

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<http://careynieuwhof.com/2015/09/why-its-time-to-rethink-what-it-means-to-be-called-to-ministry/>

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[http://www.goodreads.com/author/show/3396023.Carey\\_Nieuwhof](http://www.goodreads.com/author/show/3396023.Carey_Nieuwhof)

[Images for carey nieuwhof \(author\)](#)

## **Uncovering Your Church's Hidden Spirit by Celia Allison Hahn (Author)**

Parishioners today look to their congregations to feed their spiritual hunger. But many members and clergy are not sure how the words "congregation" and "spirituality" fit together. Author Celia Hahn interviewed 30 lay people and clergy from five Episcopal congregations to discover their stories of congregational spirituality and to help them identify the congregation's gifts for spiritual development. Hahn becomes a spiritual companion and resource for the searching congregation, guiding the church as it begins to discover its gifts. How is God at work in our congregation? How do members empowered by the transforming Spirit minister in their workplaces, neighborhoods, and families? How do members move into a deeper relationship with one another and with God?

<http://www.amazon.com/Uncovering-Your-Churchs-Hidden-Spirit/dp/1566992419>

[https://www.goodreads.com/book/show/505703.Uncovering\\_Your\\_Church\\_s\\_Hidden\\_Spirit](https://www.goodreads.com/book/show/505703.Uncovering_Your_Church_s_Hidden_Spirit)

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[Uncovering Your Church's Hidden Spirit](#)

[http://www.goodreads.com/author/show/135716.Celia\\_Allison\\_Hahn](http://www.goodreads.com/author/show/135716.Celia_Allison_Hahn)

[Images for Celia Allison Hahn \(Author\)](#)

[Images for Uncovering Your Church's Hidden Spirit by Celia Allison Hahn \(Author\)](#)

## Using the Rule of St Benedict to Develop a Leadership Spirituality During Interim Ministry

Rev. Dr. William Carl Thomas

The 1600-year-old Rule of St. Benedict (Rule) transcends myopic religious practice with universal principles easily applied to a specific religious setting. This teaching presents the Rule as an invitation rather than a demand by the interim minister for the consideration of a spiritual basis for leadership in a religious setting. Become familiar with the Rule in this session through the frames of McQuiston and Derske which support a culture of listening which is essential to adaptive practice that engages the changes that occur during interim ministry. The Rule offers a language that gives the interim minister a method to help congregational leaders see the connection to the hold during the time of transition. Experience a case study approach and walk away with key points and rationale to deepen your understanding of the Rule.



[PDF] 2015 IMN Conference programpdf.pub - Interim Ministry Network

<http://imnedu.org/wp-content/uploads/2012/05/2015-IMN-Conference-programpdf.pdf>

Images for Using the Rule of St Benedict to Develop a Leadership Spirituality During Interim Ministry

<http://www.sttimothyswilson.org/covid-19-response/>

<https://www.youtube.com/user/deepchurch> William Carl Thomas - YouTube

<https://balconyperspectivedotcom.files.wordpress.com/2016/08/w-thomas-resume-7-12-16.pdf>

<https://www.linkedin.com/in/william-carl-thomas-5379ab1b>

Images for Rev. Dr. William Carl Thomas

Page 6

## What Does the Bible Say About Holy Spirit? - OpenBible.info

[https://www.openbible.info/topics/holy\\_spirit](https://www.openbible.info/topics/holy_spirit)

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[https://www.openbible.info/topics/spiritual\\_life](https://www.openbible.info/topics/spiritual_life)

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<https://bible.knowing-jesus.com/topics/The-holy-spirit,-and-scripture>

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<https://www.godvine.com/bible/category/holy-spirit>

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<https://lifehopeandtruth.com/god/holy-spirit/>

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Images for jesus-religion-and-true-spirituality

## 2) Sense of call

When people ask me how I first sensed the call to pastoral ministry, I point back to my junior year in high school Roland-Story Community School District (Class of '71) at my home congregation of Immanuel Lutheran Church, Story City, IA. Following one Easter Sunrise Worship Service, in which the youth took the leading parts, one of the members of the congregation asked me if I had considered the seminary. I look back on that moment as receiving an outward call to the ordained ministry.

### Immanuel Lutheran Church, Story City, IA / About Us / Our History

Sons and Daughters of Congregation

Theodore Heimarck

Harry Molstre

Melvin Sucher

Russell Anderson - ordained 1978

Lowell Bolstad - ordained 1980

Daniel Sanderson - ordained 1980

Nancy Jewell - ordained 1981

Rod Larson - ordained 1987

Sandy Anenson - commissioned as ELCA Associate in Ministry 1992

Trevor Soderstrum - presently serving Mackey Church

<http://storage.cloversites.com/immanuelchurch4/documents/Centennial%20History%20of%20Immanuel--1998.pdf>

[Images for Immanuel Lutheran Church, Story City, IA / About Us / Our History](#)

The call became interiorized through the years by the leading of the Spirit. When I attended Waldorf Junior College of Forest City, IA (Class of '73) and Concordia College of Moorhead, MN (Class of '75), I received further encouragement and education. It seemed natural to go onto Luther Seminary in St. Paul, MN (Class of '79). Congregation members in my home area encouraged young people to consider the ministry, as I counted the number of seminarians at Luther Seminary ahead or behind me from a 15-mile radius of Story City to be 15. Two of the teachers at Luther Seminary at the time originally came from my home area also. One other student studied at Wartburg Theological Seminary in Dubuque, Iowa at that time.

## Resources

### Are You Called to Pastoral Ministry? | Evangelical Friends Church

Three Dimensions of Pastoral Call

1. Personal understanding.
2. Confirmation of your church community.
3. Providential in your spiritual gift mix.

<http://www.friendschurchsw.org/are-you-called-to-pastoral-ministry/>

[Images for Are You Called to Pastoral Ministry? | Evangelical Friends Church](#)

[Images for Three Dimensions of Pastoral Call 1. Personal understanding. 2. Confirmation of your church community. 3. Providential in your spiritual gift mix.](#)

### Becoming a Leader | Northwest Synod of Wisconsin

#### VOCATION

"There are a variety of vocational choices in the ELCA. We have pastors, but we also have accountants, chaplains, youth workers, musicians, evangelists, nurses, diaconal ministers and deaconesses, office managers, counselors, caregivers and associates in ministry. We are a church that believes God is **calling** us into the world — together. The ELCA has many needs to fill as we carry out our mission to share God's boundless love with the world."

[Explore more about vocation](#)

#### DISCERNMENT

The question to the child *What do you want to be when you grow up?* becomes *Who and what is God calling you to be and to do on behalf of the neighbor?* Maybe this process begins with the still, small voice from within. Maybe it begins with a comment from an observant adult. Maybe it begins in the middle of a successful career that just isn't satisfying, or in a classroom, or on a street corner. However, the process begins, it is rooted in our baptismal identity and it bears fruit best in relationship - in prayer with God and conversation with trusted friends, colleagues, and mentors, we can discover what God has in mind for us.

[Read more here](#)

#### CANDIDACY PROCESS

"Your candidacy journey begins when you contact your synod office. At the synod office, you will be directed to the person/s who can talk to you about your discernment journey and the candidacy process, what forms are necessary and how to complete them.

A list of all of the required candidate forms is available in the candidacy resource page."

[Read more here](#)

Contact John Sutherland, Assistant to the Bishop for candidacy: 715-651-2710 [jsutherland@nswi.org](mailto:jsutherland@nswi.org)

#### SEMINARY

The ELCA has a rich diversity in theological education through their eight seminaries and two extension centers. Each seminary offers a variety of programs and candidates are encouraged to visit and discern which seminary would be best for them.

[Explore ELCA seminaries here](#)

<http://nswi.org/leadership/becoming-a-leader>

[Images for Becoming a Leader | Northwest Synod of Wisconsin](#)

### Bishop Eaton's Leadership Initiative - Evangelical Lutheran Church in America

The Leadership Initiative encourages all of us to seek out and inspire gifted people in our congregations and communities to consider a **call** to the ministry of the gospel. If you know someone who shows a gift for ministry, help mentor and foster them. Together -- pastors, deacons, lay people -- we can bring the word of God to the world.

<http://elca.org/leaders>

Images for Bishop Eaton's Leadership Initiative - Evangelical Lutheran Church in America consider a call to the ministry of the gospel

<https://www.elca.org/Our-Work/Leadership/ELCA-Fund-for-Leaders>

<http://download.elca.org/ELCA%20Resource%20Repository/Leadership%20Initiative%20Scholarship%20Information%20and%20Application%20Instructions.pdf>

<https://www.elca.org/News-and-Events/7878> ELCA Conference of Bishops targets developing leaders, congregational growth

<https://www.elca.org/News-and-Events/7867> ELCA Church Council approves strategic directions plan

<https://www.youtube.com/watch?v=hYCFtZBFYJ8> 2017 ELCA Leadership Initiative Scholarship Application - YouTube

<https://www.youtube.com/watch?v=yiSOSaDId1w> Lake Lecture 2017: Eboo Patel – YouTube

### Called into Ministry? Five Questions to Ask Yourself - Credo

Considering full-time ministry? Considering seminary? I don't know of any question that I am asked more often than this: "I think I am being called into ministry but how do I know?" I don't claim to be an expert on this issue, but I can offer some words of advice. Here are some questions that I think you should ask yourself (in order of importance):

<http://www.reclaimingthemind.org/blog/2010/03/called-into-ministry-five-questions-to-ask-yourself/>

Images for Called into Ministry? Five Questions to Ask Yourself - Credo

### Calling & Character: Virtues of the Ordained Life [William H. Willimon]

In *Calling and Character*, Willimon lays out a clear and compelling picture of the pastoral life, one that will inform both those embarking on ordained ministry and those who have been in it for many years. He lays out specific habits such as study, collegiality, and humor as the day-by-day means of following the difficult and dangerous, yet deeply rewarding, calling of a pastor.

<http://www.amazon.com/Calling-Character-Virtues-Ordained-Life/dp/0687090334>

[https://www.goodreads.com/book/show/881462.Calling\\_Character](https://www.goodreads.com/book/show/881462.Calling_Character)

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Calling & Character: Virtues of the Ordained Life - Google Books Result

Calling & Character (eBook) | Life, Character, Prays the Lord

<http://www.lifeandleadership.com/book-summaries/willimon-calling-and-character-virtues-of-the-ordained-life.html>

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<https://www.christiancentury.org/contributor/william-h-willimon>

<https://vimeo.com/80659041> The Rev. Dr. William H. Willimon, Bishop (retired) Professor of Christian Ministry, Duke Divinity School - Vimeo

<https://vimeo.com/79237751> Will Willimon: Why We Worship and Believe - Vimeo

<https://willwillimon.wordpress.com/>

<https://www.librarything.com/author/willimonwilliamh&all=1>

<https://cathedral.org/staff/the-rev-dr-william-h-willimon/>

<https://www.christiancentury.org/contributor/william-h-willimon>

<https://www.facebook.com/WillWillimon/>

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[https://www.goodreads.com/author/show/10467.William\\_H\\_Willimon](https://www.goodreads.com/author/show/10467.William_H_Willimon)

Images for William H. Willimon, author

Images for Calling & Character: Virtues of the Ordained Life [William H. Willimon]

### Pastor: The Theology and Practice of Ordained Ministry [William H. Willimon]

Ordained ministry is a gift of God to the church, but that doesn't mean that it is easy. Always a difficult vocation, changes in society and the church in recent years have made the ordained life all the more complex and challenging. Is the pastor primarily a preacher, a professional caregiver, an administrator? Given the **call** of all Christians to be ministers to the world, what is the distinctive ministry of the ordained? When does one's ministry take on the character of prophet, and



when does it become that of priest? What are the special ethical obligations and disciplines of the ordained? In this book, Willimon explores these and other central questions about the vocation of ordained ministry. He begins with a discussion of who pastors are, asking about the theological underpinnings of ordained ministry, and then moves on to what pastors do, looking at the distinctive roles the pastor must fulfill. The book also draws on great teachers of the Christian tradition to demonstrate that, while much about Christian ministry has changed, its core concerns – preaching the word, the care of souls, the sacramental life of the congregation – remains the same. Ordained ministry is a vocation to which we are called, not a profession that we choose. To answer that **call** is to open oneself to heartache and sometimes hardship; yet, given the one who calls, it is to make oneself available to deep and profound joy as well.

[http://www.amazon.com/Pastor-Theology-Practice-Ordained-Ministry/dp/0687045320/ref=pd\\_sim\\_b\\_8](http://www.amazon.com/Pastor-Theology-Practice-Ordained-Ministry/dp/0687045320/ref=pd_sim_b_8)  
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 Images for Pastor: The Theology and Practice of Ordained Ministry [William H. Willimon]

### Calling - Wikipedia

*Calling* may refer to: **Religious calling**, a religious vocation; Effectual *calling*, a theological term; Vocation, or occupation;  
<https://en.wikipedia.org/wiki/Calling>  
 Images for religious calling

### Considering a New Call: Ethical and Spiritual Challenges for Clergy by James M. Antal (Author)

Serving faithfully in one's current congregation while simultaneously going through the secretive process of looking for a new position is one of the most difficult dilemmas of any pastor's life. How should one respond to 'getting the itch'? Where is the line between keeping confidentiality and presenting one's credentials in the most favorable and realistic light? What are the consequences of being an active candidate?

Antal's companionable approach stimulates theological and spiritual reflection on matters of the most practical consequence, promotes self-understanding, and enhances ministry.

<https://www.amazon.com/Considering-New-Call-Spiritual-Challenges/dp/1566992311>  
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[http://txlcms.org/wp-content/uploads/2016/02/Guidelines\\_for\\_Ethical\\_Conduct\\_of\\_Called\\_Servants.pdf](http://txlcms.org/wp-content/uploads/2016/02/Guidelines_for_Ethical_Conduct_of_Called_Servants.pdf)  
<http://www.lifeandleadership.com/ministry-resources/ministry-transitions-interim-ministry.html>

<http://www.elizabethpresbytery.org/Resource%20Center%20ON%20THE%20WEB/Alban%20Institute%20Resources%202012.pdf>

Page 15

<http://www.minnesotavalleys.org/Resource%20Center.html>

[Images for James M. Antal \(Author\) new call images](#)

[Images for Considering a New Call: Ethical and Spiritual Challenges for Clergy by James M. Antal \(Author\)](#)

### Discerning God's Call | The Resurgence

#### 8 QUALITIES OF A MINISTER

[Martin Luther](#), the 16th-century church reformer and theologian who helped spark the Protestant Reformation, listed eight qualities that a minister must have: Able to teach systematically, Eloquence, A good voice, A good memory, Knows how to make an end, Sure of his doctrine, Willing to venture body and blood, wealth and honor in the work, Suffers himself to be mocked and jeered by everyone.

<http://theresurgence.com/2010/06/02/discerning-gods-call>

[Images for Discerning God's Call | The Resurgence 8 QUALITIES OF A MINISTER](#)

### [PDF]Discerning Your Call and Your Gifts for Ministry of Word and Sacrament

This is a rewrite of "Discerning Your Call and Your Gifts for Ministry." This pamphlet is used to explore one's gifts and talents to further explore and possibly pursue the ministry profession.

<http://www.pcusa.org/resource/discerning-your-call-and-your-gifts-ministry-word-/>

[Images for Discerning Your Call and Your Gifts for Ministry of Word and Sacrament](#)

### Discerning Your Call to Ministry: How to Know for Sure and What to Do about It by Dr. L Jason Allen (Author), R. Albert Mohler Jr. (Foreword)

If you are considering the ministry, there are two mistakes you must avoid. The first is taking up a calling that isn't yours. The second is neglecting one that is.

*Discerning Your Call to Ministry* will help you know the difference. A tool for seminary students, pastors-in-training, and even current pastors, it serves to confirm or prompt deep thought about the calling to ministry through 10 probing questions, including: Do you desire the ministry? Does your church affirm your calling? Do you love the people of God? Are you willing to surrender?

Pastoral dropout rates are high, and seminary admission rates are declining—signs that many of us don't quite know what we're signing ourselves up for. Author Jason Allen, a former pastor and the president of North America's fastest growing seminary, gives readers a better picture of the calling. Presenting a series of diagnostic questions informed by Scripture, church history, and his own experience, he helps those seeking ordination or ministry positions make confident decisions about their service to God, one way or the other.

<http://www.lifeway.com/Product/discerning-your-call-to-ministry-P006125598>

<https://www.moodypublishers.com/books/bible-study-and-reference/discerning-your-call-to-ministry2/>

[https://books.google.com/books/about/Discerning\\_Your\\_Call\\_to\\_Ministry.html?id=sM6UCwAAQBAJ](https://books.google.com/books/about/Discerning_Your_Call_to_Ministry.html?id=sM6UCwAAQBAJ)

<http://www.bpnews.net/47517/discerning-ministry-call-focus-of-new-book>

<http://jasonkallen.com/calltoministrybook/>

<https://www.christianbook.com/discerning-ministry-questions-help-decide-ebook/jason-allen/9780802494634/pd/81913EB#CBD-PD-Publisher-Description>

<http://thomrainer.com/2016/09/discerning-your-call-to-ministry-featuring-dr-jason-allen/>

[Images for Discerning Your Call to Ministry: How to Know for Sure and What to Do about It by Dr. L Jason Allen \(Author\), R. Albert Mohler Jr. \(Foreword\)](#)

### Discerning Your Calling

What does it "feel" like to be called into ordained ministry? This is a difficult question to answer, and no two callings will be identical. Within this section are some broad guidelines for you to use as you pursue God's will for your ministerial (and personal) life. However, a vital part of discerning and confirming your call is working closely with mentors and seeking the advice of seasoned ministers. The church's role in helping you recognize your call is paramount and must not be overlooked.

#### Westminster Theological Seminary - Calling

<http://www.wts.edu/students/services/careerplacemethandbook/ordainedministry/callingandordination.html>

[Images for Discerning Your Calling - Westminster Theological Seminary - Calling](#)

[Images for ordained ministry/calling and ordination](#)

### Experiencing a Call to Ministry - Assemblies of God (USA)

My own call to ministry involved a personal sense of God's claim on me but also a generous amount of spiritual nurture—an affirmation of that call. The call came at midlife, when I was knee deep in professional and parenting responsibilities. The call was going to make some demands on me, and though it was joyfully compelling, it was also daunting. I savored every affirmation of my call that came from any direction.

[http://ag.org/wim/0509/0509\\_experiencingcall.cfm](http://ag.org/wim/0509/0509_experiencingcall.cfm)

[Images for Experiencing a Call to Ministry - Assemblies of God \(USA\)](#)

### Five Terrible Reasons to Enter Vocational Ministry – ThomRainer.com

Vocational ministry is a **calling**. It is not just another vocation. If you enter ministry for the wrong reasons, you will not likely do well.

<http://thomrainer.com/2017/06/five-terrible-reasons-enter-vocational-ministry/>  
[Images for Five Terrible Reasons to Enter Vocational Ministry – ThomRainer.com](http://thomrainer.com/2016/09/discerning-your-call-to-ministry-featuring-dr-jason-allen/)  
<http://thomrainer.com/2016/09/discerning-your-call-to-ministry-featuring-dr-jason-allen/>  
<http://thomrainer.com/2017/08/why-it-takes-five-to-seven-years-to-become-the-pastor-of-a-church/>

### 4 Realities to Help Discern a Vocational Call to Ministry

Are you feeling those four words heavy on your heart? Perhaps God is trying to get your attention.

<http://www.ronedmondson.com/2015/04/4-words-to-help-discern-a-vocational-call-to-ministry.html>  
[Images for 4 Realities to Help Discern a Vocational Call to Ministry](http://www.ronedmondson.com/2015/04/4-words-to-help-discern-a-vocational-call-to-ministry.html)

### Is It I, Lord? Discerning God's Call to Be a Pastor by James O. Chatham (Author)

This book offers an excellent introduction to the mystery of God's call into ministry. Anyone who is struggling with a call, who doubts the call they have received, or are considering ministry as a vocation will benefit and be inspired by James Chatham's *Is It I, Lord?*.

<https://www.amazon.com/Lord-Discerning-Gods-Call-Pastor/dp/0664226728>  
[https://www.goodreads.com/book/show/2023372.Is\\_It\\_I\\_Lord](https://www.goodreads.com/book/show/2023372.Is_It_I_Lord)  
<https://www.christianbook.com/lord-discerning-gods-call-be-pastor/james-chatham/9780664226725/pd/26728>  
<https://www.wjkbooks.com/Products/0664226728/is-it-i-lord.aspx>  
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<https://www.wjkbooks.com/Author/Default.aspx?AuthorId=27125>  
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<https://www.thethoughtfulchristian.com/Author/Default.aspx?AuthorId=24497>  
[http://www.upress.state.ms.us/search/books\\_by\\_author/695](http://www.upress.state.ms.us/search/books_by_author/695)  
<https://www.amazon.com/James-O.-Chatham/e/B001JS7KFA>  
[http://www.goodreads.com/author/show/919900.James\\_O\\_Chatham](http://www.goodreads.com/author/show/919900.James_O_Chatham)  
[Images for James O. Chatham \(Author\)](http://www.goodreads.com/author/show/919900.James_O_Chatham)  
[Images for Is It I, Lord? Discerning God's Call to Be a Pastor by James O. Chatham \(Author\)](http://www.goodreads.com/author/show/919900.James_O_Chatham)

### Key Qualities for Today's Interim Pastor - Interim Pastor Ministries

4. Sense of **call** to interim ministry with a desire to assist in the development of a healthy church

<http://www.interimpastors.com/key-qualities-for-todays-interim-pastor.html>  
[Images for Key Qualities for Today's Interim Pastor 4. Sense of call to interim ministry](http://www.interimpastors.com/key-qualities-for-todays-interim-pastor.html)

### LeBron James announces return to Cleveland Cavaliers

I feel my **calling** here goes above basketball. I have a responsibility to lead, in more ways than one, and I take that very seriously. My presence can make a difference in Miami, but I think it can mean more where I'm from. I want kids in Northeast Ohio, like the hundreds of Akron third-graders I sponsor through my foundation, to realize that there's no better place to grow up. Maybe some of them will come home after college and start a family or open a business. That would make me smile. Our community, which has struggled so much, needs all the talent it can get.

In Northeast Ohio, nothing is given. Everything is earned. You work for what you have.

I'm ready to accept the challenge. I'm coming home.

<http://www.si.com/nba/2014/07/11/lebron-james-cleveland-cavaliers>  
[Images for LeBron James announces return to Cleveland Cavaliers I feel my calling here goes above basketball.](http://www.si.com/nba/2014/07/11/lebron-james-cleveland-cavaliers)

### Living a call: Ministers and congregations together edited by Michael Durall

Book of essays by Unitarian Universalist clergy plus one lay person and one Presbyterian who find inspiration and strength in their work. Topics range from personal theology to on-the-ground practices that will help clergy and lay leaders become effective in their varied roles.

<http://www.uua.org/interconnections/47444.shtml>  
<http://www.amazon.com/Living-call-ministers-congregations-together/dp/0975538918>  
<http://www.librarything.com/work/6663292/reviews/115778791>  
<http://www.vitalcongregations.com/bri.html>  
<https://www.uuworld.org/authors/michaeldurall>  
<https://www.uua.org/directory/people/michael-durall>  
<https://www.amazon.com/Michael-Durall/e/B001K8KBTQ>  
[http://www.goodreads.com/author/list/488383.Michael\\_Durall](http://www.goodreads.com/author/list/488383.Michael_Durall)  
[Images for Michael Durall, author](http://www.goodreads.com/author/list/488383.Michael_Durall)  
[Images for Living a call: Ministers and congregations together edited by Michael Durall](http://www.goodreads.com/author/list/488383.Michael_Durall)

## Martin Luther - Wikipedia

He later attributed his decision to an event: on 2 July 1505, he was returning to university on horseback after a trip home. During a thunderstorm, a lightning bolt struck near him. Later telling his father he was terrified of death and divine judgment, he cried out, "Help! Saint Anna, I will become a monk!"<sup>[19]</sup> He came to view his cry for help as a vow he could never break. He left law school, sold his books, and entered a closed Augustinian friary in Erfurt on 17 July 1505.<sup>[20]</sup> One friend blamed the decision on Luther's sadness over the deaths of two friends. Luther himself seemed saddened by the move. Those who attended a farewell supper walked him to the door of the Black Cloister. "This day you see me, and then, not ever again," he said.<sup>[18]</sup> His father was furious over what he saw as a waste of Luther's education.<sup>[21]</sup>



Luther (1529) by Lucas Cranach the Elder

[http://en.wikipedia.org/wiki/Martin\\_Luther](http://en.wikipedia.org/wiki/Martin_Luther)

[Images for Martin Luther](#)

## [DOC]Model Constitution for Congregations 2019 - ELCA Resource Repository

### Chapter 12.

#### CONGREGATION COUNCIL

- C12.04.** The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following:
- j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.

### Chapter 9.

#### ROSTERED MINISTER

- \*C9.01.** Authority to call a pastor shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by [this congregation][the Congregation Council] to recommend the call, shall seek the advice and help of the bishop of the synod.
- \*C9.02.** Only a member of the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Sacrament who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.
- \*C9.03.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every minister of Word and Sacrament shall:
    - 1) preach the Word;
    - 2) administer the sacraments;
    - 3) conduct public worship;
    - 4) provide pastoral care;
    - 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
    - 6) impart knowledge of this church and its wider ministry through distribution of its communications and publications;
    - 7) witness to the Kingdom of God in the community, in the nation, and abroad; and
    - 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.
  - b. Each pastor with a congregational call shall, within the congregation:
    - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
    - 2) relate to all schools and organizations of this congregation;
    - 3) install regularly elected members of the Congregation Council;
    - 4) with the council, administer discipline; and
    - 5) endeavor to increase the support given by the congregation to the work of the ELCA churchwide organization and of the Northwest Synod of Wisconsin of the ELCA.
- \*C9.04.** The specific duties of the pastor, compensation, and other matters pertaining to the service of the pastor shall be included in a letter of call, which shall be attested by the bishop of the synod.
- \*C9.05.** The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:

- a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:
  - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
  - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
  - 3) inability to conduct the pastoral office effectively in the congregation in view of local conditions;
  - 4) physical disability or mental incapacity of the pastor;
  - 5) suspension of the pastor through discipline for more than three months;
  - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
  - 7) termination of the relationship between this church and the congregation;
  - 8) dissolution of the congregation or the termination of a parish arrangement; or
  - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
  - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
  - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament as disabled. Upon removal of the disability and the restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

**\*C9.06.** At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.

**\*C9.07.** During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

**\*C9.08.** This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting related to the Evangelical Lutheran Church in America.

**\*C9.09.** When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor shall be specified in documents to accompany the call and to be drafted in consultation involving the pastors,



the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.

- \*C9.11.** With the approval of the bishop of the synod, the congregation may depart from \*C9.05.a. and call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of \*C9.05.a.
- \*C9.12.** The pastor of this congregation:

  - a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation;
  - b. shall submit a summary of such statistics annually to the synod; and
  - c. shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.
- \*C9.13.** The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.
- \*C9.14.** The parochial records of this congregation shall be maintained by the pastor and shall remain the property of the congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of that pastor in another field of labor or the granting by the synod of retired status to the pastor.
- C9.15.** Under special circumstances, subject to the approval of the synodical bishop and the concurrence of this congregation, a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between the congregation and the pastor in a form proposed by the synodical bishop and approved by the congregation.
- \*C9.21.** Authority to call a minister of Word and Service shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by [this congregation][the Congregation Council] to recommend the call, shall seek the advice and help of the bishop of the synod.
- \*C9.22.** Only a member of the roster of Ministers of Word and Service of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Service who has been recommended for this congregation by the synodical bishop may be called as a deacon of this congregation.
- \*C9.23.** Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

  - a. Be rooted in the Word of God, for proclamation and service;
  - b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
  - c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;
  - d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
  - e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
  - f. Practice stewardship that respects God's gift of time, talents, and resources;
  - g. Be grounded in a gathered community for ongoing diaconal formation;
  - h. Share knowledge of the ELCA and its wider ministry of the gospel and advocate for the work of all expressions of this church; and
  - i. Identify and encourage qualified persons to prepare for ministry of the gospel.
- \*C9.24.** The specific duties of the deacon, compensation, and other matters pertaining to the service of the deacon shall be included in a letter of call, which shall be attested by the bishop of the synod.
- \*C9.25.** The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:

  - a. The call of a congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:
    - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
    - 2) resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
    - 3) inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions;
    - 4) physical disability or mental incapacity of the deacon;
    - 5) suspension of the deacon through discipline for more than three months;

- 6) resignation or removal of the deacon from the roster of Ministers of Word and Service of this church;
  - 7) termination of the relationship between this church and this congregation;
  - 8) dissolution of this congregation or the termination of a parish arrangement; or
  - 9) suspension of this congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
  - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service as disabled. Upon removal of the disability and the restoration of the deacon to health, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the deacon and then to this congregation. The recommendations of the bishop's committee must address whether the deacon's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the deacon, if appropriate. If the deacon and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the deacon's call, this congregation may dismiss the deacon only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

**\*C9.26.** The deacon shall make satisfactory settlement of all financial obligations to a former congregation before:

- a. installation in another field of labor, or
- b. the issuance of a certificate of dismissal or transfer.

**\*C9.27.** When a deacon is called to serve in company with another rostered minister or other rostered ministers, the privileges and responsibilities of each rostered minister shall be specified in documents to accompany the call and to be drafted in consultation involving the rostered ministers, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.

**\*C9.28.** With the approval of the bishop of the synod, this congregation may depart from \*C9.25.a. and call a deacon for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the deacon and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of \*C9.25.a.

**\*C9.29.** The deacon shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the deacon shall hold membership in one of the congregations.

**\*C9.31.** The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

<https://www.elca.org/constitution> 2019 Model Constitution for Congregations

<https://download.elca.org> > ELCA Resource Repository > Model Constitution

<http://www.elca.org/Resources/Office-of-the-Secretary>

[Images for Model Constitution for Congregations 2019 - ELCA Resource Repository Chapter 12. CONGREGATION COUNCIL To seek out and encourage qualified persons to prepare for the ministry of the Gospel.](#)

### Paul the Apostle - Wikipedia

According to writings in the [New Testament](#) Paul, who was known as Saul early on, was dedicated to the [persecution](#) of the early [disciples](#) of Jesus in the area of [Jerusalem](#).<sup>[10]</sup> In the narrative of the book of [Acts](#), while Paul was traveling on the road from Jerusalem to [Damascus](#) on a mission to “bring them which were there bound unto Jerusalem”, the [resurrected Jesus appeared to him in a great light](#). He was struck blind, but after three days his sight was restored by [Ananias of Damascus](#), and Paul began to preach that Jesus of Nazareth is the [Jewish Messiah](#) and the [Son of God](#).<sup>[11]</sup> Approximately half of the book of Acts deals with Paul's life and works.



*The Conversion of Saul*, fresco by Michelangelo, 1542–45

[http://en.wikipedia.org/wiki/Paul\\_the\\_Apostle](http://en.wikipedia.org/wiki/Paul_the_Apostle)  
[Images for Paul the Apostle](#)

### Qualities and Gifts for Public Ministry

**Sense of Call:** Flexibility, Understanding, Clear, Inner and Outer Senses of Call, Desire to Learn, As a Way of Life, Sense of Mission, Curiosity, Life-long Learner, Sense of Transformation, Sense of Re-formation, Teachability, Open to Change and Self-discovery, Listener

<http://mittensynod.server303.com/docs/CallProcessManual.pdf>  
[Images for Qualities and Gifts for Public Ministry Sense of Call](#)

Addendum J

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### Rules for Being a Pastor

1. You will receive a [calling](#). You may like it or hate it, but it will be yours for as long as you live or for as long as God desires, whichever is shorter. The manner in which you regard your calling or fail to regard your calling may make an enormous difference in the quality of your life and ministry.

[http://www.ministryhealth.net/mh\\_articles/093\\_rules\\_for\\_being\\_a\\_pastor.html](http://www.ministryhealth.net/mh_articles/093_rules_for_being_a_pastor.html)  
[Images for Rules for Being a Pastor 1. You will receive a calling.](#)

### Seminaries - Evangelical Lutheran Church in America

The ELCA is committed to identifying, preparing and supporting faithful, wise and courageous leaders through this church's eight seminaries.

<http://www.elca.org/en/Our-Work/Leadership/Seminaries>  
[Images for Seminaries - Evangelical Lutheran Church in America](#)

### Sorting It Out: Discerning God's Call to Ministry [Alice R. Cullinan]

*Sorting It Out* walks Christians of all ages through the questions and uncertainties that come with a person's call to vocational ministry. Alice R. Cullinan analyzes what a call is, provides many examples of how others have received the call, considers the different kinds of ministry opportunities, and offers advice on how to proceed once one discerns a calling from God.

Ideal for students of Christian schools and seminaries, *Sorting It Out* is also appropriate for admissions counselors, youth pastors, and others who might be involved with advising persons who seek God's call for their lives.

<http://www.amazon.com/Sorting-It-Out-Discerning-Ministry/dp/0817013024>  
[http://www.goodreads.com/book/show/507489.Sorting\\_It\\_Out](http://www.goodreads.com/book/show/507489.Sorting_It_Out)  
<https://www.barnesandnoble.com/w/sorting-it-out-alice-r-cullinan/1126243385>  
[http://www.judsonpress.com/author.cfm?author\\_id=39](http://www.judsonpress.com/author.cfm?author_id=39)  
<https://books.google.com/books?isbn=0805444416>  
<https://www.christianbook.com/sorting-out-discerning-gods-call-ministry/alice-cullinan/9780817013028/pd/013024>  
<https://www.facebook.com/DrCullinan>  
<http://www.osterhuspub.com/Sorting-It-Out-Discerning-God-s-Call-To-Ministry-p/9780817013028.htm>  
<https://www.amazon.com/Alice-R.-Cullinan/e/B001KITYIU>  
[http://www.goodreads.com/author/show/282543.Alice\\_R\\_Cullinan](http://www.goodreads.com/author/show/282543.Alice_R_Cullinan)  
[Images for Alice R. Cullinan, author](#)  
[Images for Sorting It Out: Discerning God's Call to Ministry \[Alice R. Cullinan\]](#)

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### [PDF] The Call of God to Preach the Gospel - Center for Biblical Spirituality

I am sitting in a restaurant with a prospective student for our seminary. Brow knitted, he leans forward and asks, “How can I make sure God has called me?” I hear this question, or one much like it, in various settings at least once a month. Each time, I recall my own sense of astonishment and struggle when I first began to wonder, “Is it possible that God is calling me to be a

preacher?" Whether the possibility of God's call is a seed recently planted in your mind, or a deeply rooted question that has been growing in your thoughts for months, this piece is for you.

<http://biblicalspirituality.org/wp-content/uploads/2011/01/THE-CALL-OF-GOD-TO-PREACH-THE-GOSPEL.pdf>

[Images for The Call of God to Preach the Gospel - Center for Biblical Spirituality](#)

### The Call to Ministry: R. Albert Mohler Jr., Donald S. Whitney (Contributor), Dan Dumas (Contributor)

This is a different sort of book. Or workbook. Or journal. Whatever it is, this resource from The Southern Baptist Theological Seminary is meant to help you discern whether or not God has called you to ministry. And it's meant for you to use and devour. You'll notice pages with blank space; those pages are for you to respond to questions, react to the quotations and reflect on the Scripture references you'll find throughout. So, open your Bible, get out your pen and discover whether God has called you to this most noble and weighty task.

<https://www.amazon.com/Call-Ministry-Albert-Mohler-Jr/dp/0615901034>

<http://www.albertmohler.com/2004/07/15/consider-your-calling-the-call-to-the-ministry/>

[Images for Consider Your Calling: The Call to the Ministry - AlbertMohler.com](#)

<https://www.amazon.com/Jason-K.-Allen/e/B01IJMQXHY>

[https://www.goodreads.com/author/show/9810890.Jason\\_K\\_Allen](https://www.goodreads.com/author/show/9810890.Jason_K_Allen)

<http://www.albertmohler.com/about/>

[https://en.wikipedia.org/wiki/Albert\\_Mohler](https://en.wikipedia.org/wiki/Albert_Mohler)

<http://www.sbts.edu/president/>

<https://www.amazon.com/R.-Albert-Mohler/e/B001JOYM5K>

[http://www.goodreads.com/author/show/1863390.R\\_Albert\\_Mohler\\_Jr](http://www.goodreads.com/author/show/1863390.R_Albert_Mohler_Jr)

[Images for Albert Mohler Jr., author](#)

[Images for The Call to Ministry: R. Albert Mohler Jr., Donald S. Whitney \(Contributor\), Dan Dumas \(Contributor\)](#)

### The Center for Parish Development

What is God **calling** and sending the church – and your church in particular to be and do? The answer is expressed by each circle of faith, each congregation, as it discerns and designs its life and practice in response to the sending God. Center Community is a platform for conversation and reflection, testimony and questions. A growing experience and experiment of churches and leaders in connection with each other. The journey forward is not isolation but conversation.

<http://www.missionalchurch.org/index.html>

[Images for God calling and sending the church – and your church in particular to be and do](#)

### The Ministry: A Call to Let Go

#### 10) The Doctrine of the Ministry

You didn't decide to be a pastor or minister. Oh, you may think you did. But really, you didn't. Human beings did not make the ministry, nor did they decide to whom God would extend the call. Called servants and Christian churches merely acknowledge and recognized the **calling of God** by extending calls to God's servants as He moves them.

[http://www.ministryhealth.net/mh\\_articles/108\\_the\\_ministry\\_call\\_to\\_let\\_go.html](http://www.ministryhealth.net/mh_articles/108_the_ministry_call_to_let_go.html)

[Images for calling of God by extending calls to God's servants as He moves them](#)

### This Odd and Wondrous Calling: The Public and Private Lives of Two Ministers [Lillian Daniel, Martin B. Copenhaver, Peter Gomes]

*This Odd and Wondrous Calling* offers something different from most books available on ministry. Two people still pastoring reflect honestly here on both the joys and the challenges of their vocation. Anecdotal and extremely readable, the book covers a diversity of subjects revealing the incredible variety of a pastor's day. The chapters move from comedy to pathos, story to theology, Scripture to contemporary culture. *This Odd and Wondrous Calling* is both serious and fun and is ideal for those who are considering the ministry or who want a better understanding of their own minister's life.

<http://www.amazon.com/This-Odd-Wondrous-Calling-Ministers/dp/0802864759>

<https://www.goodreads.com/book/show/7024330-this-odd-and-wondrous-calling>

<https://www.barnesandnoble.com/w/this-odd-and-wondrous-calling-lillian-daniel/1122985877>

<https://www.eerdmans.com/Products/6475/this-odd-and-wondrous-calling.aspx>

<https://www.waterstones.com/book/this-odd-and-wondrous-calling/lillian-daniel/martin-b-copenhaver/9780802864758>

<https://books.google.com/books?isbn=0802864759>

[http://books.google.com/books/about/This\\_Odd\\_and\\_Wondrous\\_Calling.html?id=WG2m33mPHawC](http://books.google.com/books/about/This_Odd_and_Wondrous_Calling.html?id=WG2m33mPHawC)

<https://www.youtube.com/watch?v=5iK1T0NRlM4> This Odd and Wondrous Calling: The Public and Private Lives of Two Ministers

<http://www.adamjcopeland.com/2011/03/28/review-this-odd-and-wondrous-calling/>

<http://ncronline.org/blogs/ncr-today/ministers-reveal-odd-and-wondrous-calling-pastoral-work>

<http://divinity.yale.edu/odd-and-wondrous-calling-public-and-private-lives-two-ministers>

<https://www.uccresources.com/products/this-odd-and-wondrous-calling-the-public-and-private-lives-of-two-ministers-daniel-and-copenhaver>

<https://collegevilleinstitute.org/bearings/writing-benefit-church-conversation-lillian-daniel-martin-copenhaver/>

<https://forthesomedaybook.wordpress.com/tag/this-odd-and-wondrous-calling/>

<http://www.internetmonk.com/archive/im-book-review-this-odd-and-wondrous-calling>

<https://www.faithandleadership.com/features/articles/money-the-shelf>

<https://www.faithandleadership.com/qa/martin-copenhaver-lillian-daniel-leadership-loving-people>

<https://www.pinterest.com/jodigl/pastoral-leadership/>  
<https://www.pinterest.com/jodigl/books-worth-reading/>  
<https://www.pinterest.co.uk/revrevwine/books-to-read/>  
 Pin on Books that I love - Pinterest  
<https://list.ly/list/2Ow-best-books-for-seminarians> 6  
<http://www.lilliandaniel.com/>  
<https://www.facebook.com/lillianfdaniel>  
[http://day1.org/1182-rev\\_dr\\_lillian\\_daniel](http://day1.org/1182-rev_dr_lillian_daniel)  
[https://twitter.com/lillianfdaniel?ref\\_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor](https://twitter.com/lillianfdaniel?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor)  
<https://www.faithandleadership.com/people-news/writers/lillian-daniel>  
<https://www.amazon.com/Lillian-Daniel/e/B001JS2Z3M>  
[http://www.goodreads.com/author/show/794945.Lillian\\_Daniel](http://www.goodreads.com/author/show/794945.Lillian_Daniel)  
 Images for Lillian Daniel, author  
<https://www.faithandleadership.com/people-news/writers/martin-b-copenhaver>  
<https://www.christiancentury.org/contributor/martin-b-copenhaver>  
[http://day1.org/3042-the\\_rev\\_martin\\_copenhaver](http://day1.org/3042-the_rev_martin_copenhaver)  
<https://www.amazon.com/Martin-B.-Copenhaver/e/B001KI7WMU>  
[http://www.goodreads.com/author/show/486341.Martin\\_B\\_Copenhaver](http://www.goodreads.com/author/show/486341.Martin_B_Copenhaver)  
 Images for Martin B. Copenhaver, author  
[https://en.wikipedia.org/wiki/Peter\\_J.\\_Gomes](https://en.wikipedia.org/wiki/Peter_J._Gomes)  
<http://news.harvard.edu/gazette/story/2015/07/peter-j-gomes/>  
<https://www.thecrimson.com/article/2011/3/2/gomes-harvard-university-cox/>  
<https://www.amazon.com/Peter-J.-Gomes/e/B000APQH22>  
[http://www.goodreads.com/author/show/36869.Peter\\_J\\_Gomes](http://www.goodreads.com/author/show/36869.Peter_J_Gomes)  
 Images for Peter Gomes, author  
 Images for This Odd and Wondrous Calling: The Public and Private Lives of Two Ministers [Lillian Daniel, Martin B. Copenhaver, Peter Gomes]

**Transform Your Work Life: Turn Your Ordinary Day into an Extraordinary Calling by Graham Power (Author), Dion Forster (Author)**

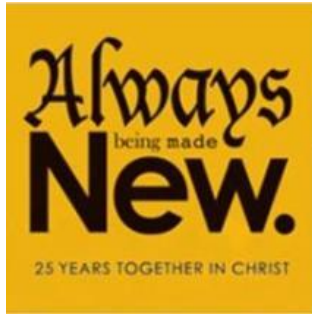
Does Your Work Matter? Most people will spend between sixty and seventy percent of their lives at work. Yet, the majority of people do not find great purpose and meaning in their work. In *Transform Your Work Life*, Graham Power and Dion Forster help you turn your mundane, daily grind into an exhilarating experience of living for a greater purpose.

<http://www.amazon.com/Transform-Your-Work-Life-Extraordinary/dp/0982930070>  
<https://www.goodreads.com/book/show/13824896-transform-your-work-life>  
<https://transformyourworklife.wordpress.com/>  
<http://www.spirituality.org.za/files/Transform%20your%20work%20life%20promo.pdf>  
<https://books.google.com/books?isbn=1415310726>  
<http://www.dionforster.com/blog/tag/transform-your-work-life>  
<https://digitaldion.wordpress.com/tag/dion-forster/>  
[https://en.wikipedia.org/wiki/Marketplace\\_ministry](https://en.wikipedia.org/wiki/Marketplace_ministry)  
<https://www.pinterest.com.au/readerviews/books-weve-read-june-2017/>  
<https://www.pinterest.com/elevatepub/authors-worth-reading/>  
<http://www.lausanneworldpulse.com/themedarticles-php/1315/09-2010>  
[www.grahampower.nz/about.php](http://www.grahampower.nz/about.php)  
[http://www.goodreads.com/author/show/4371913.Graham\\_Power](http://www.goodreads.com/author/show/4371913.Graham_Power)  
 Images for Graham Power (Author)  
[https://en.wikipedia.org/wiki/Dion\\_Forster](https://en.wikipedia.org/wiki/Dion_Forster)  
<https://www.amazon.com/Dion-A-Forster/e/B003X8SJ18>  
[http://www.goodreads.com/author/show/4565567.Dion\\_Forster](http://www.goodreads.com/author/show/4565567.Dion_Forster)  
 Images for Dion Forster (Author)  
 Images for Transform Your Work Life: Turn Your Ordinary Day into an Extraordinary Calling by Graham Power (Author), Dion Forster (Author)

We are a church that believes God is calling us into the world - together.

We don't have to do it alone, and we don't have to do everything. Each of us has a unique story, and we are part of a larger story that makes up the ELCA. We work through our congregations, synods and partners, and the churchwide organization. Together, we achieve things on a scale and scope that we could never do otherwise.





We are a church that believes God is calling us into the world - together.

We Walk Together

This week the synod staff prays for the leaders of our church--rostered and lay--that they may be given the wisdom, courage and strength needed to lead into the future.

#### News from NW Synod of WI - Constant Contact

This week in the Northwest Synod of Wisconsin – ELCA Week of December 29, 2013

<http://archive.constantcontact.com/fs191/1101126434512/archive/1116120614271.html>

[Images for We are a church that believes God is calling us into the world - together.](#)

#### What Does the Bible Say About Called By God? - OpenBible.info

[https://www.openbible.info/topics/called\\_by\\_god](https://www.openbible.info/topics/called_by_god)

[Images for bible and called by god](#)

[https://www.openbible.info/topics/god\\_calling\\_people](https://www.openbible.info/topics/god_calling_people)

[Images for bible and god calling people](#)

<https://www.openbible.info/topics/calling>

[Images for Bible and Calling](#)

[www.beliefnet.com/faiths/christianity/5-types-of-calling-in-the-bible.aspx](http://www.beliefnet.com/faiths/christianity/5-types-of-calling-in-the-bible.aspx)

<https://dailyverses.net/calling>

<https://www.biblestudytools.com/dictionary/calling/>

<http://www.patheos.com/blogs/christiancrier/2014/04/29/what-is-the-difference-between-calling-and-chosen-in-the-bible/>

<https://www.crosswalk.com/faith/spiritual-life/there-are-actually-three-calls-for-christians-not-one.html>

<https://www.theologyofwork.org/key-topics/vocation-overview-article>

[Images for Calling & Vocation](#)

#### [PDF] When a Pastor leaves... Enabling pastoral transitions in the local church - London Baptist Association

Workshop 4 What is God's **calling** to this church?

This workshop uses this passage (Jeremiah 1:4-10) to reflect on our calling and God's calling to this church.

<http://www.londonbaptist.org.uk/wp-content/uploads/2012/01/WAPL.pdf>

Page 33

[Images for God's calling to this church](#)

#### White got first 'nudge' toward being pastor early - life/religion/3835306

Although being a pastor was an idea for Annie White early in her life, it wasn't always a definite plan.

White was in the third year of participation in Leadership Lab, a summer camp program she entered through her family's church back in her home state of Illinois, when much of the talk turned toward a pastoral **calling**, she said Wednesday. In fact, a keynote speaker at the camp focused on the topic and she "honed in" on it.

<http://www.piercemyherald.com/life/religion/3835306-white-got-first-nudge-toward-being-pastor-early>

[Images for pastoral calling](#)

#### Why It's Time to Rethink What It Means to Be Called to Ministry – Carey Nieuwhof

First, every Christian is *called* to ministry, whether that's in a volunteer role or a full-time role, we all have a contribution to make in ministry. But for church staff (which is the subject of this article), I wonder if we'd be ahead if we paid more attention to these 3 factors which I've selectively borrowed from [Bill Hybels](#):

Character

Competency

Conviction

<http://careynieuwhof.com/2015/09/why-its-time-to-rethink-what-it-means-to-be-called-to-ministry/>

[Images for Why It's Time to Rethink What It Means to Be Called to Ministry – Carey Nieuwhof](#)

<https://careynieuwhof.com/7-effective-ways-to-battle-discouragement-in-leadership/> #1

<https://careynieuwhof.com/how-the-church-today-is-getting-discipleship-wrong/>

<https://careynieuwhof.com/5-unusual-ways-ministry-leaders-struggle-with-god/>

<https://careynieuwhof.com/how-pastoral-care-stunts-the-growth-of-most-churches/>

<https://careynieuwhof.com/9-signs-youre-burning-out-in-leadership/>

[Images for carey nieuwhof \(author\)](#)

### Working the Angles: The Shape of Pastoral Integrity by Eugene H. Peterson (Author)

Eugene Peterson issues a provocative **call** for pastors to abandon their preoccupation with image and standing, administration, success, and economic viability, and to return to the three basic acts critical to the pastoral ministry: praying, reading Scripture, and giving spiritual direction.

<http://www.amazon.com/Working-Angles-Shape-Pastoral-Integrity/dp/0802802656>

[http://www.goodreads.com/book/show/97855.Working\\_the\\_Angles](http://www.goodreads.com/book/show/97855.Working_the_Angles)

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<https://www.barnesandnoble.com/w/working-the-angles-eugene-h-peterson/1122972535>

<https://www.logos.com/product/37529/working-the-angles-the-shape-of-pastoral-integrity>

<https://www.eerdmans.com/Products/0265/working-the-angles.aspx>

<https://www.bookdepository.com/Working-Angles-Eugene-H-Peterson/9780802802651>

<http://www.shepherdsfoldbooks.com/product.asp?sku=0802802656>

<https://books.google.com/books?id=ZCuqe9oNUvWC>

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[https://books.google.com/books/about/Working\\_the\\_Angles.html?id=Q1RhewAACAAJ](https://books.google.com/books/about/Working_the_Angles.html?id=Q1RhewAACAAJ)

<http://www.brianghedges.com/2005/09/book-review-working-angles-by-eugene-h.html>

<https://tasersedge.wordpress.com/2008/11/11/book-review-working-the-angles-by-eugene-peterson/>

[http://www.iowaeastdeaf.org/dit/eiit16/documents/eiit16\\_1\\_1\\_Peterson.pdf](http://www.iowaeastdeaf.org/dit/eiit16/documents/eiit16_1_1_Peterson.pdf)

<http://www.lifeandleadership.com/book-summaries/peterson-working-the-angles.html>

<http://www.internetmonk.com/archive/the-eugene-peterson-book-that-turned-my-world-upside-down>

<https://journeymanpreacher.wordpress.com/2013/05/13/eugene-peterson-working-the-angles/>

<https://www.youtube.com/watch?v=wroPePp5Vew> Eugene Peterson discusses viewing our daily work as holy. – YouTube

[Images for Eugene Peterson discusses viewing our daily work as holy. – YouTube](#)

<http://www.christianitytoday.com/ct/2011/march/petersonpastorsjourney.html>

[http://www.newreleasetoday.com/authordetail.php?aut\\_id=150](http://www.newreleasetoday.com/authordetail.php?aut_id=150)

<https://www.thriftbooks.com/a/eugene-h-peterson/197109/>

<https://www.facebook.com/EugeneHPeterson32/>

[https://en.wikipedia.org/wiki/Eugene\\_H.\\_Peterson](https://en.wikipedia.org/wiki/Eugene_H._Peterson)

<https://www.amazon.com/Eugene-H.-Peterson/e/B000APEODO>

[http://www.goodreads.com/author/show/27926.Eugene\\_H\\_Peterson](http://www.goodreads.com/author/show/27926.Eugene_H_Peterson)

[Images for eugene h. peterson](#)

[Images for Working the Angles: The Shape of Pastoral Integrity by Eugene H. Peterson \(Author\)](#)

### You have Nothing on Jonah, so Give in Already

This workshop is designed for folks feeling **called**, nudged, dragged by their heels into public leadership within the church. Public leaders are called rostered leaders. Our roster has two tracks: ordination into Word and Sacrament (which allows folks to wear the cool collars,) and Consecrated into Word and Service (no funny church clothes involved except a diagonal stole.) Come learn about the process of entering the way cool world of church leadership or rostered leadership. This is really pertinent especially if you think that God is telling you to serve. No whales, worms or bushes will be hurt in the production of this workshop.

[\[PDF\] ALL INFO 2016.xlsx - Northwest Synod of Wisconsin](#)

[http://www.nwswi.org/webfiles/fnitools/documents/all\\_info\\_2016.pdf](http://www.nwswi.org/webfiles/fnitools/documents/all_info_2016.pdf)

[Images for called, nudged, dragged by their heels into public leadership within the church](#)

### Your Calling to Faith and Ministry - Luther Seminary

#### EXPLORE YOUR CALL TO MINISTRY

Are you feeling called to seminary? At Luther you'll be encouraged and inspired to ask the questions, and find the answers, that will help you discern your call!

#### LIFE IN MINISTRY

Life in ministry will take you to new and surprising places. Hear reflections by our [students](#) on what it is like to learn at Luther and hear how they discerned their calls to ministry.

#### VISIT US!

Visiting is the best way to learn what it's like to be at seminary. Join us for a discernment event and or [schedule a customized visit](#). You'll meet and hear from students and faculty firsthand.

[Dokimazo](#) - March 22-23, 2015 for college students and post-college professionals

Previews - We are currently discerning how to best nurture the faith development and support the vocational imaginations of teens. In the meanwhile, if you would like to bring your confirmation or high school students to visit campus, please contact us at [welcome@luthersem.edu](mailto:welcome@luthersem.edu)

<http://www.luthersem.edu/admissions/call.aspx>

[Images for Your Calling to Faith and Ministry - Luther Seminary EXPLORE YOUR CALL TO MINISTRY](#)

### 3) “Listen, Learn, Lead”

#### Making transitions | Faith & Leadership

Kenneth Lambert offers the wisdom for a new leader to “listen, learn and lead.” If you serve on a board of directors or other personnel committee, how do you communicate to your new leader that you expect him or her to listen first, learn second and lead in response to the other two?

<http://www.faithandleadership.com/features/articles/making-transitions>

[Images for Making transitions | Faith & Leadership Kenneth Lambert offers the wisdom for a new leader to “listen, learn and lead.”](#)

The following column was written for the newsletter at one congregation I was serving.

From the Interim Pastor

“But you are a chosen race, a royal priesthood, a holy nation, God’s own people that you may declare the wonderful deeds of him who called you out of darkness into his marvelous light.” 1Peter 2:9

This pastor’s column comes to thank you for the invitation to serve in the partnership of the gospel as your new interim pastor. I am serving under the appointment of the bishop and with the concurrence of the Congregation Council at its May 22 meeting. The writer of 1 Peter speaks of you as a “chosen race, a royal priesthood, a holy nation, God’s own people.” With this exalted language, the biblical writer lifts up the ministry of the baptized.

As your interim pastor, I seek to carry out the following responsibilities in the partnership of the gospel:

- a. Regular pastoral ministry
- b. Attend to transition dynamics

#### Transition Dynamics

##### Reflection

Heritage	Past	Where have we been?
Identity	Present	Where are we at?
Vision	Future	Where is God leading?

##### Action

Mission	Definition	What is God’s purpose for this congregation?
Leadership	Operation	How is God’s purpose to be carried out?
Connections	Cooperation	Who are the partners in mission God provides?

Heritage	appreciate how the past of the congregation informs the present
Identity	discover who the congregation is in the current context
Vision	discern what it is this congregation understands God is calling this congregation to be
Mission	define purpose and direction for the congregation in God’s mission
Leadership	engage people of the congregation in God’s mission
Connections	explore all the relationships a congregation shares beyond itself

I hosted a listening session on Sunday, August 3 after worship. The following questions based on heritage, identity, vision were used to provide the framework for the listening session: Where have we been? Where are we at? Where is God leading? The sermon series will continue August 10, 17, and 24 focusing on mission, leadership, and connections.

- c. Work with the call process

The Congregation Council decided at its July 15 meeting to address the composition of the Call Committee at its September 25 meeting. The council is looking for active members who represent the diversity of the congregation, embrace the mission of the congregation, possess the requisite time for such an undertaking, and are free from pursuing personal agendas.

The goal of an interim period is to carry on the life and mission of the congregation while effectively navigating the transition from one stage of the journey to the next stage.

May God guide and lead us during this walk together!

Sincerely in Christ,  
Pastor Lowell Bolstad

[I gave the following explanation and used the following ground rules for the listening session:]

This is a listening session and not a deliberative body.

This listening session is part of the conversation around the transition dynamics

This listening session is the formal opening conversation eventually leading into the call process.

Only one talking at a time.

Involve as many as possible.

“I” statements rather than “some people are saying.”

Refrain from cross talk, debate, or arguing. Let each speak their piece.

On the more delicate areas, frame statement in terms of what can be learned.

## Resources

### A Model for Thinking about Mission: Pursuing the Three Great Listenings

Discerning your congregation's mission can be described as prayerfully pursuing three listenings. Each listening is essential: listening to God in scripture, prayer and discernment; listening to our neighbors in our communities; and listening to each other and our partners throughout the Church **discerning the gifts and assets God has provided** for us to be about mission.

<http://www.elca.org/Growing-In-Faith/Discipleship/Mission-Planning/Essential-background.aspx>

[Images for A Model for Thinking about Mission: Pursuing the Three Great Listenings](#)

[Images for discerning the gifts and assets God has provided](#)

### Active Listening Skills to Improve Communication - Fred Pryor Seminars

Active listening is a challenge at first but watch the change you see in your relationships as a result of your investment in developing this skill — nothing creates human connection faster than listening. In just one hour, learn how to: "be present" during conversations; listen and respond with empathy; hear the "unsaid" behind the words someone is speaking; use listening to persuade, negotiate and increase productivity; respond with clarification techniques; and eliminate listening habits that create distractions. Enroll now in this webinar and learn active listening exercises that will help you influence others, reduce conflict, increase productivity and improve your retention of information.

Discover how to be an effective listener in this active listening training—learning tips and strategies taught here.

What You'll Learn

- Defining an active listener

- Understanding the 6 steps to active listening

- Identifying the actions that encourage active listening

- What interactive listening is and why you need to add it to your communication skill set

- Why active listening builds connection and strengthens relationships

- How to listen behind the words to really hear the speaker's "unsaid" intentions

<http://www.pryor.com/site/webinar-audio/active-listening-skills-to-improve-communication>

[Images for Active Listening Skills to Improve Communication - Fred Pryor Seminars](#)

### Care-Full Listening: Ethnography as a Pastoral Practice

Pastoral ethnography takes the methods of qualitative research and congregational studies and presses them into pastoral theological service. This approach elicits complex socio-cultural narratives of congregations and communities and honors differences as well as shared meanings and practices. Most critically, this is a method for nurturing the emerging theological insights and practices that promote social justice within the community and beyond it. It is a form of "emancipatory praxis" that can spark theological growth and change.<sup>3</sup>

#### Ethnography as a Pastoral Practice

<https://alban.org/archive/care-full-listening-ethnography-as-a-pastoral-practice/>

[Images for Care-Full Listening: Ethnography as a Pastoral Practice](#)

<https://www.pinterest.co.uk/pin/234679830565586509/>

<https://www.amazon.com/Ethnography-As-Pastoral-Practice-Introduction/dp/0829817743>

<https://www.amazon.com/Mary-Clark-Moschella/e/B001JSBYN4>

<http://journals.sagepub.com/doi/abs/10.1177/004057361006700120>

### Change and Thrive: A Congregation's Journey from Decline to New Life

What is God's purpose for your congregation?

That's a big question—one that several members of congregations in our synod gathered to discuss Saturday, Oct 18 at Calvary Lutheran in Minong. Presentations were part of the "Change and Thrive" workshops facilitated by four NWSWI pastors who have attended Mission Redeveloper training—Nancy Hanson, Amy Hessel, Michelle Nickodemus and Paul Simmons.

In an effort to better understand change and how to implement change in congregations, the group learned about the science of renewal, the congregational life cycle, eight characteristics of vital congregations and the difference between adaptive and technical change.

The facilitators challenged the group to create a six-month plan to renew their congregations by focusing on:

- Spiritual practices needed for renewal,

- Three Great Listenings: listening to God, listening to each other, and listening to the outsider,**

- Encouraging one-to-one conversations, and

- Being the Beloved Community (an authentic Christian community).

Another important key to congregational renewal is being willing to experiment, to try new things, and to identify what the congregation needs to stop doing because it is not working, and it is taking time away from other important renewal projects.

Finding God's purpose for your congregation will almost certainly involve change—and perhaps moving in a new, missional direction. While it might seem a bit overwhelming at first, remember that forming a guiding coalition of key leaders will increase your chance of success. Two additional workshops will be held in November. Why not gather a few lay leaders together and join the conversation!

[http://www.nswsi.org/news\\_and\\_events/news.phtml?id=B70D9368](http://www.nswsi.org/news_and_events/news.phtml?id=B70D9368)

[Images for Change and Thrive: A Congregation's Journey from Decline to New Life What is God's purpose for your congregation?](#)

[Images for Three Great Listenings: listening to God, listening to each other, and listening to the outsider](#)

### Key Qualities for Today's Interim Pastor - Interim Pastor Ministries

1. Wisdom to ask probing questions, **listen** well, be objective, understand issues, discern source of problems, recommend solutions

<http://www.interimpastors.com/key-qualities-for-todays-interim-pastor.html>

Images for [Wisdom to ask probing questions, listen well, be objective, understand issues, discern source of problems, recommend solutions](#)

<https://www.vanderbloemen.com/blog/4-keys-to-a-successful-first-100-days-as-a-new-senior-pastor> #1

Images for [First 100 Days as a New Pastor](#)

<http://religioninsights.org/articles/ten-essential-skills-next-generation-religious-leaders-will-need> #6

Images for [learn to listen](#)

<https://alban.org/archive/listening-the-most-important-ingredient-in-healthy-dialogue/>

Images for [Listening: The Most Important Ingredient in Healthy Dialogue](#)

### Leadership and Listening: Spiritual Foundations for Church Governance [Donald E. Zimmer]

Church leaders must fundamentally change the way they view leadership, governance, and management in their organizations if they are to take seriously the need to listen to God's desires before acting. In *Leadership and Listening*, readers will find encouragement and specific suggestions for re-imagining church governance and management. Zimmer observes that the contemporary church is rooted in both the kingdom of God and the systems and cultures of government and business. Most people who serve in governing and management roles in the church in the United States today have been formed in the corporate world and acculturated to parliamentary process. As a result, many church governing boards are about 'business,' rather than their primary task: discerning God's desires for the part of the church they serve. Through research with more than one hundred church leaders, Zimmer learned that the church and the business community possess many insights and resources that can help boards shift toward a focus on seeking first the desires of God's heart and then responding effectively. By drawing on the guidance Zimmer offers, a church board can transform itself from a group that manages the day-to-day affairs of the church to one that makes listening, prayer, worship, reflection, and community the first priority.

<http://www.amazon.com/Leadership-Listening-Spiritual-Foundations-Governance/dp/1566994144>

<https://www.goodreads.com/book/show/13425136-leadership-and-listening>

<https://rowman.com/ISBN/9781566995672/Leadership-and-Listening-Spiritual-Foundations-for-Church-Governance>

<https://alban.org/archive/reimagining-organization/>

<https://alban.org/archive/listening-for-gods-leading/>

<https://alban.org/archive/life-after-governance-change/>

<https://rowman.com/Action/Search/RL/alban%20books>

<https://books.google.com/books?isbn=1566995671>

[https://books.google.com/books/about/Leadership\\_and\\_Listening.html?id=v\\_tYAwwAAQBAJ](https://books.google.com/books/about/Leadership_and_Listening.html?id=v_tYAwwAAQBAJ)

Leadership and Listening: Spiritual Foundations for Church Governance

[https://commons.luc.edu/cgi/viewcontent.cgi?article=1900&context=luc\\_diss](https://commons.luc.edu/cgi/viewcontent.cgi?article=1900&context=luc_diss)

<http://www.centerforcongregations.org/resource/spiritual-foundations-congregational-leadership>

<https://www.amazon.com/Donald-E.-Zimmer/e/B005R7Y7TQ>

Images for [Leadership and Listening: Spiritual Foundations for Church Governance \[Donald E. Zimmer\]](#)

Page 383

### Learning While Leading: Increasing Your Effectiveness in Ministry by Anita Farber-Robertson (Author)

As the world changes, so do people's expectations of their faith community and clergy. This book uses three case studies to speak to religious professionals about the challenges they face, to provide readers with specific, user-friendly techniques to become more aware of how they function, and to learn new ways to lead. Clergy will find real-life examples of how more effective leadership enhances the life of the community and promotes the deepening of members' faith.



<https://www.amazon.com/Learning-While-Leading-Increasing-Effectiveness/dp/1566992303>

[http://www.goodreads.com/book/show/2373060.Learning\\_While\\_Leading](http://www.goodreads.com/book/show/2373060.Learning_While_Leading)

<https://www.barnesandnoble.com/w/learning-while-leading-anita-farber-robertson/1126809762>

<https://rowman.com/ISBN/9781566992305/Learning-While-Leading-Increasing-Your-Effectiveness-in-Ministry>

<https://books.google.com/books?isbn=1566995736>

[https://books.google.com/books/about/Learning\\_While\\_Leading.html?id=IICXAwAAQBAJ](https://books.google.com/books/about/Learning_While_Leading.html?id=IICXAwAAQBAJ)

<https://www.pinterest.com/lakehillprep/learning-and-leading/>

<https://www.facebook.com/anitafarberrobertson>

<http://www.firstparishbridgewater.org/rev-farber-robertson>

<http://www.reverendanita.com/>

[http://www.goodreads.com/author/show/1062493.Anita\\_Farber\\_Robertson](http://www.goodreads.com/author/show/1062493.Anita_Farber_Robertson)

Images for [Anita Farber-Robertson \(Author\)](#)

Images for [Learning While Leading: Increasing Your Effectiveness in Ministry by Anita Farber-Robertson \(Author\)](#)



### Listening as a Leadership Skill - Corporate Education Group

Organizations rise or fall according to the quality of their interactions and relationships. And listening is really the key. Listening promotes better functioning teams and higher morale. It increases sales and customer loyalty. Listening even reduces stress, both in individuals, and in the organization. And ultimately, listening is an essential competency for remaining competitive.

<http://www.corpedgroup.com/resources/ml/ListeningAsALeader.asp>

Images for Listening as a Leadership Skill

<http://www.fastcompany.com/39485/listen>

Images for listen up

<http://docplayer.net/118496-Listening-and-leadership-a-study-on-their-relationship-executive-leadership.html>

Images for Listening and Leadership

<https://www.inc.com/kevin-daum/be-a-more-gracious-leader-12-ways.html> #11

Images for Listen and Show Appreciation

<http://www.briantracy.com/blog/business-success/management-skills-what-makes-a-good-leader/>

Images for What Makes a Good Leader, Leadership Qualities

<http://www.businessweek.com/stories/2007-01-31/why-leadership-means-listeningbusinessweek-business-news-stock-market-and-financial-advice>

Images for Leadership Means Listening

### Listening – Its Importance to Leadership | Phil Holberton

We can't learn when our mouth is flapping. We build trust by learning and to learn we must listen.

[http://www.holberton.com/sol\\_vol-3-no12.html](http://www.holberton.com/sol_vol-3-no12.html)

Images for Listening – Its Importance to Leadership | Phil Holberton

<http://speakingofleadership.com/>

[https://en.wikipedia.org/wiki/Philip\\_V.\\_Holberton](https://en.wikipedia.org/wiki/Philip_V._Holberton)

<http://www.vistage.com/press-center/press-release/vistage-chair-phil-holberton-launches-newest-peer-advisory-group-boston/>

[https://twitter.com/PhilHolberton?ref\\_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor](https://twitter.com/PhilHolberton?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor)

<https://www.linkedin.com/pulse/20141028154042-538642-the-leadership-journey-how-to-communicate-so-people-will-listen>

<https://www.linkedin.com/pulse/linking-business-performance-kpis-professionally-phil-holberton>

### Listening Ministry: Rethinking Pastoral Leadership by Susan K. Hedahl (Author)

This book presents a unique blend of theological reflection on listening, new and tested research on listening as it relates to church leadership, and suggested forms of listening education and skills assessment in a continual effort to locate and understand listening as the heart of effective and faithful ministry.

<http://store.augsburgfortress.org/store/product/2323/Listening-Ministry-Rethinking-Pastoral-Leadership>

[https://www.goodreads.com/book/show/826437.Listening\\_Ministry](https://www.goodreads.com/book/show/826437.Listening_Ministry)

<http://www.huffingtonpost.com/author/rev-dr-susan-k-hedahl>

<http://www.ltsq.edu/about-us/news/2012/dr.-susan-k.-hedahl.-professor-of-homiletics.-announces-retirement>

<http://www.chalicepress.com/Author.aspx?AuthorID=1022>

[https://www.workingpreacher.org/profile/default.aspx?uid=2-hedahl\\_susan1](https://www.workingpreacher.org/profile/default.aspx?uid=2-hedahl_susan1)

<http://fortresspress.com/author/susan-k-hedahl>

<https://www.logos.com/product/25314/augsburg-fortress-pastoral-care-collection>

<https://www.amazon.com/Susan-K.-Hedahl/e/B001K8PIJY>

[https://www.goodreads.com/author/show/430652.Susan\\_K\\_Hedahl](https://www.goodreads.com/author/show/430652.Susan_K_Hedahl)

Images for Susan K. Hedahl (Author) listening ministry

Images for Listening Ministry: Rethinking Pastoral Leadership by Susan K. Hedahl (Author)

### Listening - Wikipedia

Listening is to give one's attention to sound. Listening involves complex affective, cognitive, and behavioral processes.<sup>[1]</sup> Affective processes include the motivation to attend to others; cognitive processes include attending to, understanding, receiving, and interpreting content and relational messages; and behavioral processes include responding with verbal and nonverbal feedback.

<https://en.wikipedia.org/wiki/Listening>

Images for listening

[https://en.wikipedia.org/wiki/Active\\_listening](https://en.wikipedia.org/wiki/Active_listening)

Images for Active Listening

[https://en.wikipedia.org/wiki/Informational\\_listening](https://en.wikipedia.org/wiki/Informational_listening)

Images for Informational Listening

### Nine Steps for a Pastor's First 90 Days – ThomRainer.com

2. **Listen.** Take time to listen to the stories and concerns of your members. Unless you must speak, allow them uninterrupted time to share with you. As a consequence, you will learn much about the church, and you will win the trust of those to whom you listened.

<http://thomrainer.com/2013/07/nine-steps-for-a-pastors-first-90-days/>

Images for Nine Steps for a Pastor's First 90 Days – ThomRainer.com 2. Listen.

<http://thomrainer.com/2018/01/creating-a-zero-based-church-schedule/>

<http://thomrainer.com/2018/01/how-to-overcome-barriers-to-the-simple-church-model/>

#### [PDF]1 ONE-TO-ONE "RELATIONAL MEETINGS" and SIX PRACTICAL APPLICATIONS

How-to resource on conducting one-to-one relational meetings; provides six practical ways to use this technique as part of a congregation's practice of **listening** to neighbors and listening within the household of faith.

[http://www.elcaalaska.net/uploads/2/4/9/1/24917993/adaptations\\_of\\_1\\_to\\_1s.pdf](http://www.elcaalaska.net/uploads/2/4/9/1/24917993/adaptations_of_1_to_1s.pdf)

Images for ONE-TO-ONE "RELATIONAL MEETINGS" and SIX PRACTICAL APPLICATIONS

Images for congregation's practice of listening to neighbors and listening within the household of faith

[http://www.scsw-elca.org/For\\_Congregations/Six\\_Practical\\_Applications\\_and\\_Adaptations\\_of\\_the\\_One\\_to\\_O.pdf](http://www.scsw-elca.org/For_Congregations/Six_Practical_Applications_and_Adaptations_of_the_One_to_O.pdf)

[http://download.elca.org/ELCA%20Resource%20Repository/Adaptations\\_Of\\_1\\_To\\_1s.pdf](http://download.elca.org/ELCA%20Resource%20Repository/Adaptations_Of_1_To_1s.pdf)

<http://www.elca.org/Growing-In-Faith/Discipleship/Mission-Planning/DIY-Tools.aspx>

<http://download.elca.org/ELCA%20Resource%20Repository/Deep.pdf>

<http://download.elca.org/ELCA%20Resource%20Repository/Wide.pdf>

[http://download.elca.org/ELCA%20Resource%20Repository/Seeds\\_Fall\\_2013.pdf](http://download.elca.org/ELCA%20Resource%20Repository/Seeds_Fall_2013.pdf)

[http://nebraskasynod.org/file\\_download/inline/4f318015-6c43-46c4-913a-d3866d7edf0b](http://nebraskasynod.org/file_download/inline/4f318015-6c43-46c4-913a-d3866d7edf0b)

<https://franciscanaction.org/organizing-tools/one-one-relational-meetings>

[https://episcopalchurch.org/files/attached-files/one-to-ones\\_tec.pdf](https://episcopalchurch.org/files/attached-files/one-to-ones_tec.pdf)

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#### PASTOR'S REPORT REV. KIRK C. BAKER, TRANSITIONAL MINISTER

On Sunday, June 29, an unusually large number of worshipers took part in a "Service of Reconciliation and Healing," which included unison confessions, pledges, and renewal of vows. Though it was still an act of faith in "things unseen" for many, in that service, all present confirmed their commitment to healing and reconciliation in promises made to God. By November 8, when Rev. Stephanie Sauvé led three dozen members in a "Day of **Listening**," nearly everyone had moved past the point of remembering old hurts and was eager to describe a future where Park Church is "open to all," "welcomes everyone," and "shows Christ's love to all."

#### 2014 Annual Report - Park Presbyterian Church

<http://parkpresbyterian.org/i/u/6141163/f/2014AR.pdf>

Images for PASTOR'S REPORT REV. KIRK C. BAKER, TRANSITIONAL MINISTER "Day of Listening"

#### Preaching During the Interim | Preaching.com

##### 2. Being a Good **Listener**

Interim Pastors hit the road running. They must possess the skills of building instant rapport and trust. Their major pastoral role must be that of healer, listener, carer. Keire writes, "During the first six months of an interim time, open communications is critical. Beyond maintenance ministry, the Interim Pastor's primary duty should be visiting all church members ... (to) discover the congregation's pulse beat and unwritten agenda."9

<http://www.preaching.com/resources/preaching-online/11563501/page-4/>

Images for Preaching During the Interim | Preaching.com 2. Being a Good Listener

#### Project Management: Listen, Learn, Lead | About Projects | Pinterest

<https://www.pinterest.com/pin/17944098488653885/>

Images for Listen, Learn, Lead pinterest

<https://www.pinterest.com/bonnyriversmile/learning-to-listen/>

Images for pinterest/learning-to-listen

<https://www.pinterest.com/officialascd/learn-teach-lead/>

Images for pinterest/learn-teach-lead

#### 6 Ways Effective Listening Can Make You A Better Leader - Forbes

When employees say they want their voices to be heard, they are really saying they want leaders who will not just hear them, but really listen to them.

<https://www.forbes.com/sites/glennllopi/2013/05/20/6-effective-ways-listening-can-make-you-a-better-leader/#714ab1281756>

Images for Listening Can Make You A Better Leader - Forbes

<http://www.forbes.com/sites/mikemyatt/2012/02/09/why-most-leaders-need-to-shut-up-listen/>

Images for Leaders Need to Shut Up and Listen

<https://www.forbes.com/sites/travisbradberry/2016/02/29/7-things-great-listeners-do-differently/#10b0304c5610>

<https://www.forbes.com/sites/womensmedia/2012/11/09/10-steps-to-effective-listening/#a113a1e38918>

Images for effective listening

<https://www.forbes.com/sites/forbeslacouncil/2018/05/30/business-tools-the-art-of-listening/#3701d10126b1>

Images for art of listening

<https://www.forbes.com/quotes/theme/listening/>

Images for Listening – Forbes Quotes

<https://www.forbes.com/sites/alicegwalton/2017/10/10/the-key-to-being-a-good-listener-may-be-listening-literally/#73e2b78c1ab4>

Images for key to good listening

<https://www.forbes.com/sites/forbescoachescouncil/2018/01/03/to-communicate-well-listen-first/#1413733a32a9>

Images for communicate – listen

<https://www.forbes.com/sites/forbescoachescouncil/2017/09/14/how-great-leaders-listen-better-to-achieve-their-goals/#12c44bee15ef>  
 Images for great leaders listen better  
<https://www.forbes.com/sites/christinecomaford/2017/05/06/3-practices-to-become-a-great-listener/#7fd4b1d1270c>  
 Images for practices to become a great listener  
<https://www.forbes.com/sites/forbescoachescouncil/2018/04/25/communicating-respect-listen-up/#730581507e67>  
 Images for Communicating Respect: Listen Up  
<https://www.forbes.com/sites/henrydevries/2018/04/25/how-to-market-better-by-listening-to-clients/#63a626d928eb>  
<https://www.forbes.com/sites/markmurphy/2018/05/27/two-phrases-that-indicate-your-boss-is-not-listening-to-you/#10d6c2c36b88>  
<https://www.forbes.com/sites/jackzenger/2017/08/17/listening-and-speaking-the-leaders-paradox/2/#ae76bad3e1a7>  
 Images for listening and speaking  
<http://www.forbes.com/sites/susantardanico/2013/01/15/10-traits-of-courageous-leaders/> #3  
 Images for seek feedback and listen

#### Six ways to practice listening at church – Margaret Marcuson

In my last post, I wrote about six ways to practice defining yourself at church.

But listening is equally important. Here are six ways to practice.

<http://margaretmarcuson.com/six-ways-to-practice-listening-at-church/>  
 Images for Six ways to practice listening at church – Margaret Marcuson  
<http://margaretmarcuson.com/six-ways-to-practice-defining-yourself-at-church/>  
<http://margaretmarcuson.com/can-you-listen-to-god/>  
<http://margaretmarcuson.com/are-you-listening-for-the-stories/>  
[http://day1.org/3530-how\\_well\\_do\\_you\\_listen/comments](http://day1.org/3530-how_well_do_you_listen/comments)  
[http://day1.org/4594-is\\_your\\_church\\_polarized](http://day1.org/4594-is_your_church_polarized)  
<https://www.amazon.com/Margaret-J.-Marcuson/e/B002G1PKAG>  
[https://www.goodreads.com/author/show/2774134.Margaret\\_J.\\_Marcuson](https://www.goodreads.com/author/show/2774134.Margaret_J._Marcuson)  
<http://creatormagazine.com/tag/margaret-marcuson/>

#### The Power of Listening: Building Skills for Mission and Ministry by Lynne M. Baab (Author)

Listening skills, and the perspective gained through careful listening, are more important in congregations than ever. Many factors make attentive listening a significant contributor to healthy congregations. As we enter into a post-Christendom culture, the people coming into congregations, as well as the people in the wider community, are less likely to be operating from a shared set of assumptions. With world-wide migration reshaping our communities and congregations, diverse perspectives coming from varied cultural backgrounds are also more common. The breakdown of many support structures in society has created profound pastoral care needs, making listening increasingly significant for both ministers and lay leaders. Polarization over so many issues and the increasing emphasis on story-telling in the journey of faith are two additional reasons why listening matters today. Careful and loving listening nurtures care, connection and depth, which contribute to congregational life and health.

Listening to God is another aspect of listening which is gaining increased attention today. Many congregational leaders have become weary of church as a business and are looking for authentic experiences of God's guidance. Congregations are increasingly engaging in communal discernment. Many listening skills used in human interactions are also building blocks for listening to God.

<https://www.amazon.com/Power-Listening-Building-Mission-Ministry/dp/1566997119>  
<https://www.goodreads.com/book/show/20793719-the-power-of-listening>  
<https://rowman.com/ISBN/9781566997539/The-Power-of-Listening-Building-Skills-for-Mission-and-Ministry>  
<https://www.mvcollege.net/index.php/new-acquisition/books/religion/363-the-power-of-listening-building-skills-for-mission-and-ministry>  
<http://www.lynnabaab.com/books/the-power-of-listening>  
[www.lynnabaab.com/blog/holy-listening](http://www.lynnabaab.com/blog/holy-listening)  
<https://books.google.com/books?isbn=1566997127>  
[https://books.google.com/books/about/The\\_Power\\_of\\_Listening.html?id=WduvAAQBAJ](https://books.google.com/books/about/The_Power_of_Listening.html?id=WduvAAQBAJ)  
<https://www.paperplus.co.nz/author/lynn-m-baab-1018107>  
<https://journalofmissionalpractice.com/book-review-the-power-of-listening-by-lynn-m-baab/>  
<https://www.semcoop.com/category/religion/ministry>  
<http://www.christianbookpreviews.com/christian-book-author.php?isbn=0830832580> Christian Book Previews - Lynne M. Baab Bio  
<http://www.christianbookpreviews.com/christian-book-author-interview.php?isbn=0830832580> Christian Book Previews - Interview with Lynne M. Baab  
<https://centerforcongregations.org/sites/default/files/CMG%20Resource%20Guide%20CRG%20copy%204.6.17..pdf>  
<https://alban.org/2014/11/17/lynn-baab-why-listening-matters-for-mission-and-ministry-today/>  
<https://alban.org/author/alban/page/3/>  
<https://alban.org/category/leadership/>  
<https://alban.org/category/renewal-vitality/>  
[http://www.ucc.org/webtips\\_about-lynn-m-baab](http://www.ucc.org/webtips_about-lynn-m-baab)  
<https://www.amazon.com/Lynne-M.-Baab/e/B001JRZG48>  
[http://www.goodreads.com/author/show/297402.Lynne\\_M\\_Baab](http://www.goodreads.com/author/show/297402.Lynne_M_Baab)

[Images for Lynne M. Baab \(Author\)](#)

[Images for The Power of Listening: Building Skills for Mission and Ministry by Lynne M. Baab \(Author\)](#)

### The Rise of the Dones | Holy Soup

Pastors and other ministry leaders would benefit from asking and **listening** to these long-time members, before they flee. This will require a change of habit. When it comes to listening, church leaders are too often in the habit of fawning over celebrity pastors for answers. It would be far more fruitful to take that time and spend it with real people nearby—existing members. Ask them some good questions, such as:

<http://holysoup.com/2014/11/12/the-rise-of-the-dones/>

[Images for listening to these long-time church members](#)

### 3 Ways Listening Can Make You a Better Leader | Jose Costa

So how do you learn to listen? For me, based on my experience and personal leadership style, I make sure my listening is as effective as possible by framing it around three things:

[http://www.huffingtonpost.com/jose-costa/leadership-skills-advice\\_b\\_3796177.html](http://www.huffingtonpost.com/jose-costa/leadership-skills-advice_b_3796177.html)

[Images for 3 Ways Listening Can Make You a Better Leader | Jose Costa](#)

<http://www.huffingtonpost.com/author/jose-costa>

### What Does the Bible Say About Listening? - OpenBible.info

<https://www.openbible.info/topics/listening>

[https://www.openbible.info/topics/listening\\_to\\_others](https://www.openbible.info/topics/listening_to_others)

[https://www.openbible.info/topics/listening\\_to\\_god](https://www.openbible.info/topics/listening_to_god)

[Images for Bible and Listening](#)

<http://www.patheos.com/blogs/christiancrier/2016/06/27/top-7-bible-verses-about-listening/>

<https://dailyverses.net/listening>

<https://www.desiringgod.org/articles/six-lessons-in-good-listening>

[Images for lessons in good listening](#)

<https://bible.knowing-jesus.com/topics/Listening>

<https://www.biblegateway.com/resources/dictionary-of-bible-themes/5165-listening>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Listening-To-Others/>

<https://www.crossmap.com/news/top-7-bible-verses-on-listening-to-others.html>

[Images for bible-verses-on-listening-to-others](#)

<https://www.christianitytoday.com/biblestudies/articles/spiritualformation/learn-to-listen.html>

[Images for spiritualformation/learn-to-listen](#)

## 4) Asking good questions

Bill Hulme, a professor of pastoral care at Luther Seminary during my time there, astutely advised, “You’re not expected to possess all the right answers, but you can best lead by asking the right questions.”

### Resources

[\[PDF\] Biblical Basis Of Asking questions - InterVarsity](#)

Yet, throughout the Bible there is another approach to knowing God that is equally as valid and important, although it is less obvious. This is the biblical mandate to know God and study His Word by asking questions and seeking answers.

[https://intervarsity.org/sites/default/files/uploaded/bible-studies/communal/biblical\\_basis\\_of\\_asking\\_questions.pdf](https://intervarsity.org/sites/default/files/uploaded/bible-studies/communal/biblical_basis_of_asking_questions.pdf)

[Images for Biblical Basis Of Asking questions - InterVarsity](#)

### Good Leaders Ask Great Questions: Your Foundation for Successful Leadership by John C. Maxwell

John Maxwell, America's #1 leadership authority, has mastered the art of asking questions, using them to learn and grow, connect with people, challenge himself, improve his team, and develop better ideas. Questions have literally changed Maxwell's life. In GOOD LEADERS ASK GREAT QUESTIONS, he shows how they can change yours, teaching why questions are so important, what questions you should ask yourself as a leader, and what questions you should be asking your team. Maxwell also opened the floodgates and invited people from around the world to ask him any leadership question. He answers seventy of them--the best of the best--including . . .

What are the top skills required to lead people through difficult times? How do I get started in leadership? How do I motivate an unmotivated person? How can I succeed working under poor leadership? When is the right time for a successful leader to move on to a new position? How do you move people into your inner circle?

<https://www.amazon.com/Good-Leaders-Ask-Great-Questions-ebook/dp/B001829QJ8#nav-subnav>

<https://www.goodreads.com/book/show/20706737-good-leaders-ask-great-questions>

<http://www.barnesandnoble.com/w/good-leaders-ask-great-questions-john-maxwell/1118480402>

<https://www.christianbook.com/leaders-questions-foundation-successful-leadership-audio/john-maxwell/9781478913245/pd/913242>

[http://store.johnmaxwell.com/Good-Leaders-Ask-Great-Questions\\_p\\_1107.html](http://store.johnmaxwell.com/Good-Leaders-Ask-Great-Questions_p_1107.html)

[https://books.google.com/books/about/Good\\_Leaders\\_Ask\\_Great\\_Questions.html?id=kUoeAwAAQBAJ](https://books.google.com/books/about/Good_Leaders_Ask_Great_Questions.html?id=kUoeAwAAQBAJ)

<https://www.youtube.com/watch?v=n9BKuRcVmk> Good Leaders Ask Great Questions – John C. Maxwell – YouTube

[Images for Good Leaders Ask Great Questions – John C. Maxwell – YouTube](#)

<https://www.facebook.com/JohnCMaxwell/>  
<https://www.pinterest.com/faithwords/good-leaders-ask-great-questions-by-john-c-maxwell/>  
<https://www.pinterest.com/CenterStBooks/good-leaders-ask-great-questions-by-john-c-maxwell/>  
<https://www.forbes.com/sites/ronashkenas/2015/06/19/how-great-leaders-ask-great-questions/#12bea62ac49f>  
<https://www.publishersweekly.com/978-1-4555-4807-1> Nonfiction Book Review  
<https://www.entreleadership.com/podcasts/why-good-leaders-ask-great-questions>  
<https://www.slideshare.net/patroholme/good-leaders-ask-great-questions-your-foundation-for-successful-leadership-audiobook-free-download>  
<https://leadwithyourlife.com/1308-2/>  
<https://selfdevelopmentaddict.com/2015/03/22/good-leaders-ask-great-questions-book-summary/>  
<https://www.nypl.org/blog/2015/07/13/booktalking-good-leaders-ask-great-questions>  
<http://www.johnmaxwell.com/>  
[https://en.wikipedia.org/wiki/John\\_C.\\_Maxwell](https://en.wikipedia.org/wiki/John_C._Maxwell)  
<https://www.amazon.com/John-C.-Maxwell/e/B001H6NROC>  
[https://www.goodreads.com/author/list/68.John\\_C\\_Maxwell](https://www.goodreads.com/author/list/68.John_C_Maxwell)  
[Images for John C. Maxwell](#)  
[Images for Good Leaders Ask Great Questions: Your Foundation for Successful Leadership by John C. Maxwell](#)

#### 18 Questions for 2018: The Parish Paper

Ask members of the governing board or any leadership group in the congregation to review these eighteen questions.<sup>2</sup> Invite them to select three **questions they believe are most crucial for the congregation to discuss**. At the first meeting, take a tally of the questions that were chosen. This tally alone will indicate if leaders are focused on the same issues or are concerned about a quite diverse group of questions. Have a conversation about the three questions that received the most votes. Over the course of several meetings, help the group to identify their top questions or concerns. Next, assess the congregation's level of capacity. Before taking any action steps, determine if the leaders need more information, training, education, or transformation.<sup>3</sup>

#### The Parish Paper - January 2018: 18 Questions for 2018

<https://www.commonword.ca/ResourceView/43/19679>  
[Images for questions crucial for congregation to discuss](#)  
<https://kocucc.org/resources/the-parish-paper/18-questions-for-2018/>  
<https://www.macucc.org/blogdetail/18-questions-for-2018-10510650>  
<https://bgav.org/the-parish-paper/pp-1-2018-18-questions-for-2018/>  
<http://www.wcucc.org/wp-content/uploads/2018/01/2018-01-18-Questions-for-2018.pdf>  
<https://www.wisconsinumc.org/Resources/Documents/ParishPaper/ParishPaper-Jan18.pdf>  
<https://www.theparishpaper.com/free-resources>  
<http://www.hcucc.org/the-parish-paper>  
<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

#### How To Ask More Powerful Questions - Forbes

Why is asking powerful questions an essential leadership habit?

It provides **leaders** with a means to mitigate their confirmation biases and dive deep into the evaluation of a situation, a person or their team as a whole.

<https://www.forbes.com/sites/forbescoachescouncil/2017/12/19/how-to-ask-more-powerful-questions/#5252942c47dc>  
[Images for How To Ask More Powerful Questions - Forbes](#)  
<http://www.forbes.com/sites/joshlinkner/2013/09/05/the-13-questions-great-leaders-ask-their-teams/#14825f187b9e>  
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<https://www.forbes.com/sites/amberjohnson-jimludema/2018/04/05/five-questions-you-can-ask-instead-of-how-are-you/#495441339683>  
<https://www.forbes.com/sites/forbescoachescouncil/2017/09/12/how-you-can-benefit-by-asking-more-questions/#350597e92118>  
[Images for ask more questions](#)  
<https://www.forbes.com/sites/amberjohnson-jimludema/2018/03/29/for-a-high-performing-team-ask-positive-questions/#13686e281ddf>  
[Images for ask positive questions](#)  
<https://www.forbes.com/sites/ashiraprossack1/2018/04/28/4-questions-you-should-ask-your-mentor/#4a5538147c1b>  
[Images for questions-you-should-ask-your-mentor](#)  
<https://www.forbes.com/sites/jeffboss/2018/04/22/4-illuminating-questions-to-ask-yourself-when-youre-stuck/#7c3a790a2e8a>  
[Images for questions-to-ask-yourself-when-youre-stuck](#)  
<https://www.forbes.com/sites/chrisencialosi/2018/06/01/nine-questions-every-leader-must-ask-before-letting-someone-go/#d23e42826a21>  
<https://www.forbes.com/sites/averyblank/2016/12/28/how-to-ask-questions-and-look-smart-at-your-next-meeting/#2ca9a4f352d9>  
[Images for ask-questions-and-look-smart](#)  
<https://www.forbes.com/pictures/tdid45hhk/ten-questions-youd-better-ask-your-boss/#1a5b53f77bd0>  
[Images for ten-questions-youd-better-ask-your-boss](#)



### Humble Inquiry: The Gentle Art of Asking Instead of Telling by Edgar H Schein (author)

The Key to Effective Communication

Communication is essential in a healthy organization. But all too often when we interact with people—especially those who report to us—we simply tell them what we think they need to know. This shuts them down. To generate bold new ideas, to avoid disastrous mistakes, to develop agility and flexibility, we need to practice Humble Inquiry.

Ed Schein defines Humble Inquiry as “the fine art of drawing someone out, of asking **questions** to which you do not know the answer, of building a relationship based on curiosity and interest in the other person.” In this seminal work, Schein contrasts Humble Inquiry with other kinds of inquiry, shows the benefits Humble Inquiry provides in many different settings, and offers advice on overcoming the cultural, organizational, and psychological barriers that keep us from practicing it.

<https://www.amazon.com/Humble-Inquiry-Gentle-Instead-Telling/dp/1609949811>

<http://astore.amazon.com/interimmini06-20/detail/1609949811>

<http://www.goodreads.com/book/show/17381706-humble-inquiry>

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[https://www.bkconnection.com/static/Humble\\_Inquiry\\_EXCERPT.pdf](https://www.bkconnection.com/static/Humble_Inquiry_EXCERPT.pdf)

<https://www.youtube.com/watch?v=TI2V5pWl9yg> Humble Inquiry: The Gentle Art of Asking Instead of Telling – YouTube

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<http://www.leansimulations.org/2014/12/humble-inquiry-gentle-art-of-asking.html>

<http://amorebeautifulquestion.com/humble-inquiry-the-best-kind/>

<https://www.linkedin.com/pulse/humble-inquiry-gentle-art-asking-instead-telling-edgar-sarah-h-gordon>

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<https://srinathramakrishnan.wordpress.com/2016/10/06/brief-summary-of-humble-inquiry-the-gentle-art-of-asking-instead-of-telling/>

[http://www.dailymotion.com/video/x22z0p7\\_humble-inquiry-the-gentle-art-of-asking-instead-of-telling-bk-business-edgar-h-schein-pdf-downlo\\_fun](http://www.dailymotion.com/video/x22z0p7_humble-inquiry-the-gentle-art-of-asking-instead-of-telling-bk-business-edgar-h-schein-pdf-downlo_fun)

<http://mitsloan.mit.edu/faculty-and-research/faculty-directory/detail/?id=41040>

[https://en.wikipedia.org/wiki/Edgar\\_Schein](https://en.wikipedia.org/wiki/Edgar_Schein)

<https://www.facebook.com/edgarschein/>

<https://www.amazon.com/Edgar-H.-Schein/e/B000APSB18>

[https://www.goodreads.com/author/list/43958.Edgar\\_H\\_Schein](https://www.goodreads.com/author/list/43958.Edgar_H_Schein)

[Images for Edgar H Schein \(author\)](Images for Edgar H Schein (author))

[Images for Humble Inquiry: The Gentle Art of Asking Instead of Telling by Edgar H Schein \(author\)](Images for Humble Inquiry: The Gentle Art of Asking Instead of Telling by Edgar H Schein (author))

### Leading with Questions: How Leaders Find the Right Solutions by Knowing What to Ask by Michael J. Marquardt (Author)

Many leaders are unaware of the amazing power of questions. Our conversations may be full of requests and demands, but all too often we are not asking for honest and informative answers, and we don't know how to listen effectively to responses.

When leaders start encouraging questions from their teams, however, they begin to see amazing results. Knowing the right questions to ask—and the right way to listen—will give any leader the skills to perform well in any situation, effectively communicate a vision to the team, and achieve lasting success across the organization.

Thoroughly revised and updated, *Leading with Questions* will help you encourage participation and teamwork, foster outside-the-box thinking, empower others, build relationships with customers, solve problems, and more. Michael Marquardt reveals how to determine which questions will lead to solutions to even the most challenging issues. He outlines specific techniques of active listening and follow-up, and helps you understand how questions can improve the way you work with individuals, teams, and organizations.

This new edition of *Leading with Questions* draws on interviews with thirty leaders, including eight whose stories are new to this edition. These interviews tell stories from a range of countries, including Singapore, Guyana, Korea, and Switzerland, and feature case studies from prominent firms such as DuPont, Alcoa, Novartis, and Cargill. A new chapter on problem-solving will help you apply questions to your toughest situations as a leader, and a new “Questions for Reflection” section at the end of each chapter will help you bring Marquardt's message into all of your work as a leader.

Now more than ever, *Leading with Questions* is the definitive guide for becoming a stronger leader by identifying—and asking—the right questions.



<https://www.amazon.com/Leading-Questions-Leaders-Solutions-Knowing/dp/1118658132>

<https://www.goodreads.com/work/quotes/36661-leading-with-questions-how-leaders-find-the-right-solutions-by-knowing>

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<http://www.wiley.com/WileyCDA/WileyTitle/productCd-1118658132.html>  
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[https://books.google.com/books/about/Leading\\_with\\_Questions.html?id=SaWWgkdSZi8C](https://books.google.com/books/about/Leading_with_Questions.html?id=SaWWgkdSZi8C)  
[https://books.google.com/books/about/Leading\\_with\\_Questions.html?id=2QjeAwAAQBAJ](https://books.google.com/books/about/Leading_with_Questions.html?id=2QjeAwAAQBAJ)  
 Leading with Questions: How Leaders Find the Right Solutions by Knowing What to Ask  
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<https://books.google.com/books?id=kACkHb4GCA0C>  
<https://mobyday.com/blog/the-power-behind-the-right-question/>  
[https://en.wikipedia.org/wiki/Michael\\_J.\\_Marquardt](https://en.wikipedia.org/wiki/Michael_J._Marquardt)  
<https://elliott.gwu.edu/marquardt>  
<https://www.amazon.com/Michael-J.-Marquardt/e/B001HMuZ2I>  
[https://www.goodreads.com/author/show/19077.Michael\\_J\\_Marquardt](https://www.goodreads.com/author/show/19077.Michael_J_Marquardt)  
 Images for Michael J. Marquardt (Author)  
 Images for Leading with Questions: How Leaders Find the Right Solutions by Knowing What to Ask by Michael J. Marquardt

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## Living the Questions

Jeff Jones

If we don't ask the right questions, we'll never get the answers we need. Questions shape the way we look for possible answers. If framed correctly they provide invitations to creativity and change. The old questions congregations typically ask, although valid at one time, have outlived their usefulness. New questions are needed. This workshop will explore questions that can help a congregation gain a new perspective on its purpose and on the way it functions. It will provide an opportunity to think together about the best ways to introduce the questions and begin to live into the answers.

IMN | 2017 Annual Conference - Interim Ministry Network

<http://imnedu.org/wp-content/uploads/2017/01/Keynote-Workshop-Descriptions.pdf>

Page 2

Images for Living the Questions jeffrey d jones director of ministry studies i

<http://imnedu.org/wp-content/uploads/2017/01/Keynote-Workshop-Descriptions.pdf> Checking Old Assumptions, Assuming New Postures

Page 2

Images for Checking Old Assumptions, Assuming New Postures by Jeffrey D. Jones Director of Ministry Studies

<https://www.amazon.com/Jeffrey-D.-Jones/e/B001JS2UUK>

[http://www.goodreads.com/author/show/13825610.Jeffrey\\_D\\_Jones\\_Director\\_of\\_Ministry\\_Studies](http://www.goodreads.com/author/show/13825610.Jeffrey_D_Jones_Director_of_Ministry_Studies)

## Question - Wikipedia

A *question* is a linguistic expression used to make a request for information, or the request made using such an expression. The information requested is provided in the form of an answer. *Questions* have developed a range of uses that go beyond the simple eliciting of information from another party.

<https://en.wikipedia.org/wiki/Question>

Images for question

## Telling is Out - Asking is In - Outreach Canada Ministries

A principle central to helping leaders grow and change whether it be through training, mentoring, leading or coaching is that *"People understand the things presented to them but they own the things they discover."* It sounds simple but is much harder to apply than it may appear.

<http://en.outreach.ca/Resources/FreeResources/tabid/2325/ArticleId/3158/Telling-is-Out-Asking-is-In.aspx>

Images for Telling is Out - Asking is In

## The Last Lecture Quotes by Randy Pausch - Goodreads

"The key question to keep asking is, 'Are you spending your time on the right things?' Because time is all you have."

"The **questions** are always more important than the answers."

— Randy Pausch, *The Last Lecture*

<https://www.goodreads.com/work/quotes/3364076-the-last-lecture>

Images for questions more important than answers

## The Nature of Faith by Karoline Lewis - Working Preacher

As a result, one of the issues for preaching these days is to present a posture about faith that may run counter to what your people are witnessing in their lives. In the end, your goal is not to convince or coerce but to invite conversation. It is to help people trust the uncertainty of conversation rather than bank on the self-assurance of solutions. It is to affirm that **questions** and dialogue are essential to faith. It is to insist that agreement is not a necessary ingredient to live in community. It is to encourage their own abilities and intuitions as interpreters of the faith and as ones empowered to express the meaning of faith - on their own terms and yet aware of the other.

<https://www.workingpreacher.org/craft.aspx?m=4377&post=3682>

[https://www.luthersem.edu/faculty/fac\\_home.aspx?contact\\_id=klewis001](https://www.luthersem.edu/faculty/fac_home.aspx?contact_id=klewis001)  
<https://www.karolinelewis.com/>  
<http://day1.org/3637-the-rev-dr-karoline-lewis>  
<http://www.ministrymatters.com/all/author/karoline-lewis>  
<https://www.amazon.com/Karoline-M.-Lewis/e/B001JS1BXM>  
[http://www.goodreads.com/author/show/8265541.Karoline\\_Lewis](http://www.goodreads.com/author/show/8265541.Karoline_Lewis)  
Images for Karoline Lewis, author

### The Power of Good Questions – Alban Institute

Good questions are also an effective way of mobilizing community energy. A leader who provides *answers* out of his or her personal vision has to do a lot of work to get others to sign on. Even then, people's buy-in may be halfhearted. But good *questions* arouse the interest of people, who find themselves exploring their own and others' stories. In the process, they will begin to formulate their own answers (to which they are much more likely to be committed) and will begin forging connections that can serve as the nucleus of an action team.

<https://alban.org/archive/the-power-of-good-questions/>  
Images for Power of Good Questions – Alban Institute  
<https://rowman.com/ISBN/9781566995108/Discovering-the-Other-Asset-Based-Approaches-for-Building-Community-Together>  
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<https://alban.org/archive/a-question-of-growth/>  
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<https://alban.org/about-alban/alban-weekly/>  
<https://alban.org/books/>  
<https://alban.org/author/heifetz-edu/>  
<https://www.facebook.com/albaninstitute/>  
<http://www.elizabethpresbytery.org/Resource%20Center%20ON%20THE%20WEB/Alban%20Institute%20Resources%202012.pdf>  
<https://alban.org/about-alban/congregations-magazine/>

### The Power of Great Questions

The appreciative approach of asking what is working and what would “more” look like continually moves people into a realistic and empowered hope for a better future.

Rob Voyle's Appreciative Way Blog - Clergy Leadership Institute  
<http://clergyleadership.com/blog/blog.cfm?page=2010>  
Images for Power of Great Questions

### [PDF] THE WORK OF LEADERSHIP

#### THE WORK OF LEADERSHIP

“Leaders do not need to know all the answers. They do need to ask the right **questions.**”

By Ronald A. Heifetz and Donald L. Laurie

<http://www4.ncsu.edu/unity/users/p/padilla/www/435-Leadership/Heifetz%20and%20Laurie%20The%20work%20of%20leadership.pdf>  
Images for THE WORK OF LEADERSHIP “Leaders do not need to know all the answers. They do need to ask the right questions.”  
By Ronald A. Heifetz and Donald L. Laurie  
<http://www4.ncsu.edu/unity/users/p/padilla/www/435-Leadership/Heifetz%20and%20Laurie%20The%20work%20of%20leadership.pdf>  
[www.lfhe.ac.uk/download.cfm/docid/AC753EE4-53CB-43DE-B38832E0124418AD](http://www.lfhe.ac.uk/download.cfm/docid/AC753EE4-53CB-43DE-B38832E0124418AD)  
<https://managementquotes.wordpress.com/2015/12/06/the-work-of-leadership-quotes-from-ronald-heifetz-and-donald-l-laurie/>  
<https://jacobleadershipblog.wordpress.com/2015/12/15/the-work-of-leadership-ronald-a-heifetz-and-donald-l-laurie/>  
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Images for Donald-L.-Laurie

## 5) Sense of vision

Hockey great Wayne Gretzky reveals one of the secrets of his success, "I skate to where the puck is going to be, not where it has been." In other words, he possesses vision. I shared this analogy with a worship and music committee. The next morning, the senior pastor stuck his head in my study and stated, "Skate to where the puck is going to be, not where it's been. I like that."

### Be Exceptional – Wisdom from the quotes of Wayne Gretzky

Wayne Gretzky is legendary on the ice. He did not become a legend overnight and had no physical advantages. When he began in the NHL, he stood 6ft tall and weighed in at 160 pounds. Many critics claimed that Wayne Gretzky was "too small, too wiry, and too slow to be a force in the NHL." The critics were absolutely correct about The Great One's size. The critics did not account for hard work, intelligence, knowledge of the game, and **vision**. Let's hear directly from Wayne Gretzky's quotes, and look into their wisdom.

<http://michaelmindes.com/wisdom-wayne-gretzky-quotes>

[Images for Wisdom from the quotes of Wayne Gretzky](#)

### Wayne Gretzky-Style 'Field Sense' May Be Teachable - Wired

"Magic," Vint says reverently. A researcher with the US Olympic Committee, he collects moments like this. Vint is a connoisseur of what coaches call field sense or "**vision**," and he makes a habit of deconstructing psychic plays: analyzing the steals of Larry Bird and parsing Joe Montana's uncanny ability to calculate the movements of every person on the field. "In any sport, you come across these players," Vint says. "They're not always the most physically talented, but they're by far the best. The way they see things that nobody else sees — it can seem almost supernatural. But I'm a scientist, so I want to know how the magic works."

[http://www.wired.com/science/discoveries/magazine/15-06/ff\\_mindgames](http://www.wired.com/science/discoveries/magazine/15-06/ff_mindgames)

[Images for Wayne Gretzky-Style 'Field Sense'](#)

### Wayne Gretzky - Wikipedia

Born and raised in [Brantford, Ontario](#), Gretzky honed his skills at a backyard rink and regularly played [minor hockey](#) at a level far above his peers.<sup>[3]</sup> Despite his unimpressive stature, strength and speed, Gretzky's intelligence and reading of the game were unrivaled. He was adept at dodging checks from opposing players, and he could consistently **anticipate where the puck was going to be** and execute the right move at the right time. Gretzky also became known for setting up behind his opponent's net, an area that was nicknamed "Gretzky's office".<sup>[4]</sup>



Wayne Gretzky, 2006

[https://en.wikipedia.org/wiki/Wayne\\_Gretzky](https://en.wikipedia.org/wiki/Wayne_Gretzky)

[Images for wayne gretzky](#)

### Wayne Gretzky Highlights, The Greatest One - YouTube

<https://www.youtube.com/watch?v=RCrUcovi820>

[Images for Wayne Gretzky Highlights, The Greatest One - YouTube](#)

<https://www.youtube.com/watch?v=XFX0dVXNDXw> Gretzky Highlight Video - YouTube

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<https://www.youtube.com/watch?v=EZMWtuJha4A> Wayne Gretzky - 50 in 39 Game Highlights - YouTube

<https://www.youtube.com/watch?v=JTliAjNiS7A> Top 10 Wayne Gretzky Moments – YouTube

<https://www.youtube.com/watch?v=PzPj4eaLDEI> Best of Wayne Gretzky – YouTube

[Images for Best of Wayne Gretzky – YouTube](#)

## Resources

### Be Thou My Vision - Wikipedia

Be thou my vision, O Lord of my heart;  
Naught be all else to me, save that thou art;  
Thou my best thought, by day or by night,  
Waking or sleeping, thy presence my light.  
Be thou my Wisdom, and thou my true Word;  
I ever with thee and thou with me, Lord;  
Thou my great Father, and I thy true son,  
Thou in me dwelling, and I with thee one.  
Riches I heed not, nor man's empty praise;  
Thou mine inheritance, now and always;  
Thou and thou only, first in my heart,

High King of heaven, my treasure thou art.  
High King of heaven, my victory won,  
May I reach heaven's joys, O bright heaven's Sun!  
Heart of my own heart, whatever befall,  
Still be my Vision, O Ruler of all.

[https://en.wikipedia.org/wiki/Be\\_Thou\\_My\\_Vision](https://en.wikipedia.org/wiki/Be_Thou_My_Vision)  
Images for Be Thou My Vision

#### Characteristics of Church Leaders - Resource Detail – Luther Seminary

3. Leaders **visualize** a better future.
4. Leaders effectively communicate a shared **vision**.

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Images for Characteristics of Church Leaders - Resource Detail – Luther Seminary 3. Leaders visualize a better future. 4. Leaders effectively communicate a shared vision.

<http://www.self-improvement-mentor.com/characteristic-of-leadership.html>

3. Clear **Vision**

Images for Effective Characteristic of Leadership - Vision

<http://www.faithandleadership.com/programs/spe/articles/200606/eleven.html>

6. Has a **vision**

Images for Characteristics of Excellent Pastors - Vision

#### Christian Reflections on the Leadership Challenge by James M. Kouzes (Editor), Barry Z. Posner (Editor), John C. Maxwell (Foreword)

*Christian Reflections on The Leadership Challenge* gathers together in one place a remarkable collection of leaders who share insights on faith and leadership. Well-grounded in research, this reflective and practical book shows how Christian leaders - no matter the setting - put into place The Five Practices of Exemplary Leadership®: Model the Way, Inspire a Shared **Vision**, Challenge the Process, Enable Others to Act, and Encourage the Heart.

In addition to Jim and Barry's foundational wisdom, the book brings together five leaders who reflect on the Five Practices from a Christian perspective. John C. Maxwell, David McAllister-Wilson, Patrick Lencioni, Nancy Ortberg, and Ken Blanchard share insights and stories culled from personal experience and the lives of other Christian leaders who have accomplished extraordinary things in churches, communities, classrooms, and corporations.

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Images for James M. Kouzes, author

Images for Christian Reflections on the Leadership Challenge by James M. Kouzes (Editor), Barry Z. Posner (Editor), John C. Maxwell (Foreword)

#### Church Leadership: Revised Edition [Lovett H. Jr. Weems]

The author identifies four crucial elements of effective leadership in the church. "**Vision**" is a picture of a preferred future. "Team" is those needed for the vision to become a reality. "Culture" is the focus in the locus of change. "Integrity" is the congruency of the vision and reality for both the leader and the church.

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Church Leadership: Vision, Team, Culture, Integrity, Revised Edition

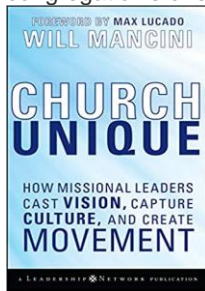
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 Images for Lovett H. Jr. Weems, author  
 Images for Church Leadership: Revised Edition [Lovett H. Jr. Weems]

**Church Unique: How Missional Leaders Cast Vision, Capture Culture, and Create Movement by Will Mancini (Author), Max Lucado (Foreword)**

Written by church consultant Will Mancini expert on a new kind of visioning process to help churches develop a stunningly unique model of ministry that leads to redemptive movement. He guides churches away from an internal focus to emphasize participation in their community and surrounding culture. In this important book, Mancini offers an approach for rethinking what it means to lead with clarity as a visionary. Mancini explains that each church has a culture that reflects its particular values, thoughts, attitudes, and actions and shows how church leaders can unlock their church's individual DNA and unleash their congregation's one-of-a-kind potential.



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### **God Dreams: 12 Vision Templates for Finding and Focusing Your Church's Future by Will Mancini (Author), Warren Bird (Author)**

Is your team excited about the next big dream for your church?

You are a visionary leader and your church probably has a vision statement. Yet most churches are stuck in a trap of generic communication without a truly visionary plan. Just like a visionary restaurant needs a more specific focus than "serving food," a visionary church needs something more than biblical generalizations like "loving God, loving people" or "making disciples and serving the world."

When a team doesn't share an understanding of God's next big dream, leadership grows tired, overworked by an "all things to all people" ministry approach. Too often there's no unified picture of what success looks like. People can feel uninspired and your church's programming can seem more optional than ever.

Ministry without clarity is insanity. Are you ready for a better way?

In this groundbreaking work, based on Will Mancini's 15 years and over 10,000 hours of church team facilitation, *God Dreams* reveals a simple and powerful planning method that will bring energy and focus to your church like never before. First, *God Dreams* shows how to reclaim the role of long-range vision today by providing 12 vision templates, each with biblical, historical and contemporary illustrations. These vision starters will dramatically accelerate your team's ability to find complete agreement regarding your church's future.

Second, *God Dreams* explains how to overcome the fruitless planning efforts that many church teams experience. With a tool called the Horizon Storyline, leaders can connect short-term action steps with the long-range dream, while leveraging the power of storytelling to make the plan "stick." This tool will galvanize a diverse team of ministry leaders and volunteers with unprecedented enthusiasm.

Imagine leading with a refreshed sense of freedom and confidence, with a totally new way to inspire your church. Imagine the ability to harness the energy and resources of your people towards a specific dream of gospel impact, in your church and in your lifetime.

*God Dreams* is your passport to leading into a better future.

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### Cast a ministry vision like JFK - Margaret Marcuson

An impossible dream

Can you dream something that seems impossible? Are you brave enough to say it aloud? Edwin Friedman always recommended that clergy give their "I have a dream" speech: that they take the risk to stand up and speak their ministry vision to their congregation.

I'm sure some people thought Kennedy was crazy to imagine landing on the moon. Or that it was a waste of money. If you share your dream, some will think it's crazy or impossible or unnecessary.

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### Contagious Generosity by Center for Stewardship Leaders – Luther Seminary

The authors list six actions that leaders can take to develop a culture of generosity in a church:

- 1 Build trust
- 2 Cast (and recast) **vision**
- 3 Shape culture
- 4 Demonstrate impact
- 5 Enhance relationships
- 6 Highlight good stewardship

*Contagious Generosity* has three parts: Church Development, Leadership Development, and Impact. At the end of every chapter is a summarized list of key ideas and a list of discussion questions. I recommend the book to church leaders who know their church is not generous and would like **vision** and tools for creating a culture of generosity.

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### 8 Traits of Effective Church Leaders - The Christian Post

7. Outwardly-focused **vision**. An integral part of the lives of these effective leaders was their passion and vision to reach people who were not Christians and who were not a part of their churches. To say that these leaders are evangelistically focused would be an understatement. They are passionate about reaching the lost and unchurched, and the visions they communicated inevitably reflected this priority.

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### Empowering a New Culture of Service in Your Church - Enrichment Journal

**Vision Casting**

**Leaders must be trained to share their vision every time they can and in as many different ways as possible.** Say it. Illustrate it. Print it. Include it in your bulletin. Use stories showing how laypeople are carrying out the vision. Mention it in your letters. Say it often. Never let more than 2 weeks go by without powerfully sharing your vision. Every time you have any type of leadership or workers meeting, be sure to cast your vision.

Many great tools for vision casting are provided by the Assemblies of God We Build People project. These include posters, bulletin inserts, visual diagrams of the diamond of spiritual growth and the circles of commitment, and many other excellent vision communication tools (available through the Gospel Publishing House).

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#### Faith as a Way of Life: A Vision for Pastoral Leadership [Christian Scharen, Miroslav Volf]

Christian ministry is deeply concerned with proclaiming the transforming power of God's gift of faith in the daily lives of disciples. How is it, then, that Christian faith so often fails to be an orienting force that impacts every aspect of our lives? In *Faith as a Way of Life* Christian Scharen articulates a vision of pastoral leadership grounded in substantive faith language. He examines other powerful languages in our culture - emotion-driven therapeutic and results-driven managerial models of leadership - and shows how their domination leads to faith becoming a weak sibling. Highlighting concrete examples of excellent pastoral leadership in action, Scharen offers creative practical theological reflection on how faith can truly inform our family life, our work, our politics, our leisure - literally all of life - and how pastoral leaders of all kinds can foster faith as a way of life.

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[Images for Faith as a Way of Life: A Vision for Pastoral Leadership \[Christian Scharen, Miroslav Volf\]](#)

#### 4 Ways to Be a Leader - wikiHow

Share your **vision**. As a leader, you can see the bigger issues, but you can also see how things could be so much *better* if we could just remove those obstacles. To get people to help you in changing things, you need to share that positive vision with them. Inspire them. Motivate them. Guide them. Show them how their actions are bringing everyone closer to that dream. John Gardner is quoted to have said, "Most importantly, leaders can conceive and articulate goals that lift people out of their petty preoccupations and unite them in pursuit of objectives worthy of their best efforts." Let that be you.

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### Insights - Insights Transformational Leadership

Inspire your leaders to **lead with vision**, passion and integrity

Improve leadership effectiveness in a practical and sustainable way. Develop leadership teams that inspire the people around them to excel, even in challenging times...

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Images for Insights - Insights Transformational Leadership Inspire your leaders to lead with vision, passion and integrity

### Lead—or Follow: Ants, Lance & Leadership

Proverbs 6:6-8

Leadership perspective: A **vision** of team work.

The first task of every team would be to develop a united vision. This vision would be tailored to the particular congregation and ministry area. The vision would be specific and manageable. With attainable goals and a time table. Then the team would assess the particular gifts present on the team and figure out the contributions that each individual could make. This would also be the time to figure out whether the team had the necessary gifts to accomplish the vision. After that would come implementation and communication between team members to monitor progress.

[http://www.luthersem.edu/stewardship/resource\\_detail.aspx?resource\\_id=1474](http://www.luthersem.edu/stewardship/resource_detail.aspx?resource_id=1474)

Images for Lead—or Follow: Ants, Lance & Leadership Proverbs 6:6-8 Leadership perspective: A vision of team work.

### Learning to Lead: A Workbook on Becoming a Leader [Warren Bennis, Joan Goldsmith]

Over his distinguished career, Warren Bennis has shown that leaders are made, not born. In *Learning to Lead*, written in partnership with management development expert Joan Goldsmith, Bennis provides a program that will help managers transform themselves into leaders.

Using wise insights from the world's best leaders, helpful self-assessments, and dozens of one-day skill-building exercises, Bennis and Goldsmith show in *Learning to Lead* how to see beyond leadership myths and communicate **vision** to others. With updates throughout, *Learning to Lead* is both a workbook and a deeply considered treatise on the nature of leadership by two of its finest and most experienced practitioners—and teachers.

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<https://books.google.com/books?id=dIN-14iltCAC>

[http://books.google.com/books/about/Learning\\_to\\_Lead.html?id=OR80eGZ6lgwC](http://books.google.com/books/about/Learning_to_Lead.html?id=OR80eGZ6lgwC)

[https://books.google.com/books/about/Learning\\_to\\_Lead.html?id=4xMYdU5pdxIC](https://books.google.com/books/about/Learning_to_Lead.html?id=4xMYdU5pdxIC)

[https://books.google.com/books/about/Learning\\_to\\_Lead.html?id=cICyUpmWGq0C](https://books.google.com/books/about/Learning_to_Lead.html?id=cICyUpmWGq0C)

[https://books.google.com/books/about/Learning\\_to\\_Lead.html?id=OTBnQgAACAAJ](https://books.google.com/books/about/Learning_to_Lead.html?id=OTBnQgAACAAJ)

Learning to Lead: A Workbook on Becoming a Leader

<https://www.pinterest.it/amp/pin/563018677186700/> Learning to Lead: A Workbook on Becoming a Leader: Warren Bennis, Joan Goldsmith

<http://www.buffalolib.org/vufind/Record/954040/Reviews>

<http://www.lifeandleadership.com/book-summaries/bennis-and-goldsmith-learning-to-lead-workbook.html>

[http://www.2shared.com/document/70yEOd85/Learning\\_to\\_Lead\\_-\\_A\\_Workbook\\_.html](http://www.2shared.com/document/70yEOd85/Learning_to_Lead_-_A_Workbook_.html)

[https://www.brainyquote.com/quotes/authors/w/warren\\_bennis.html](https://www.brainyquote.com/quotes/authors/w/warren_bennis.html)

<https://hbr.org/2014/08/warren-bennis-leadership-pioneer>

<http://www.mediate.com/people/personprofile.cfm?auid=597>

<http://www.aasa.org/SchoolAdministratorArticle.aspx?id=15300>

<https://www.thriftbooks.com/a/warren-g-bennis/207462/>

[https://en.wikipedia.org/wiki/Warren\\_Bennis](https://en.wikipedia.org/wiki/Warren_Bennis)

[http://www.goodreads.com/author/show/4993165.Warren\\_G\\_Bennis](http://www.goodreads.com/author/show/4993165.Warren_G_Bennis)

Images for Warren Bennis, author

<https://www.thriftbooks.com/a/joan-goldsmith/313102/>

[https://www.amazon.com/s?ie=UTF8&page=1&rh=n%3A283155%2Cp\\_27%3AJean%20Goldsmith](https://www.amazon.com/s?ie=UTF8&page=1&rh=n%3A283155%2Cp_27%3AJean%20Goldsmith)

[http://www.goodreads.com/author/show/100304.Joan\\_Goldsmith](http://www.goodreads.com/author/show/100304.Joan_Goldsmith)

Images for Joan Goldsmith, author

Images for Learning to Lead: A Workbook on Becoming a Leader [Warren Bennis, Joan Goldsmith]

### Lending Your Leadership: How Pastors Are Redefining Their Role in Community Life [Nelson Granade]

As America faces great change, we must find new ways of cooperating with one another to solve problems beyond our individual control. As leaders of one of the largest pools of community capital—our congregations—pastors have both the opportunity and the skills to help guide local communities through transitions and to help cast a **vision** of renewed communities.

At the heart of Granade's book is a firm belief that clergy can play a unique leadership role in community life. He encourages clergy to reclaim that role and to share with their communities a message of hope: God still cares and is involved in the life of individuals, families, communities, and the world.

<http://www.amazon.com/Lending-Your-Leadership-Redefining-Community/dp/1566993105>

<https://www.goodreads.com/book/show/6860574-lending-your-leadership>  
<https://rowman.com/ISBN/9781566995740/Lending-Your-Leadership-How-Pastors-Are-Redefining-Their-Role-in-Community-Life>  
<https://books.google.com/books?isbn=1566995744>  
[https://books.google.com/books/about/Lending\\_Your\\_Leadership.html?id=2KUCBAAAQBAJ](https://books.google.com/books/about/Lending_Your_Leadership.html?id=2KUCBAAAQBAJ)  
 Lending Your Leadership: How Pastors Are Redefining Their Role in Community Life  
 Images for cast a vision of renewed communities  
<https://alban.org/archive/caring-about-the-conditions-of-the-world/>  
<https://alban.org/archive/the-ministry-puzzle-fitting-in-community-leadership/>  
<https://rowman.com/Action/Search/RL/alban%20books>  
[https://www.statesville.com/news/first-baptist-church-welcomes-dr-nelson-granade/article\\_1a2c0b5c-6dd0-11e5-94e2-0fbf636914b1.html](https://www.statesville.com/news/first-baptist-church-welcomes-dr-nelson-granade/article_1a2c0b5c-6dd0-11e5-94e2-0fbf636914b1.html)  
<https://www.faihandleadership.com/nelson-granade>  
<https://www.faihandleadership.com/people-news/writers/nelson-granade>  
<https://www.facebook.com/nelson.granade>  
[http://www.statesville.com/news/first-baptist-church-welcomes-dr-nelson-granade/article\\_1a2c0b5c-6dd0-11e5-94e2-0fbf636914b1.html](http://www.statesville.com/news/first-baptist-church-welcomes-dr-nelson-granade/article_1a2c0b5c-6dd0-11e5-94e2-0fbf636914b1.html)  
<https://www.amazon.com/Nelson-Granade/e/B001JS1074>  
 Images for Nelson Granade, author  
 Images for Lending Your Leadership: How Pastors Are Redefining Their Role in Community Life [Nelson Granade]

### Lincoln on Leadership – Book Review

This section ends with the chapter entitled “Preach a **Vision** and Continually Reaffirm It.” Lincoln consistently re-asserted his vision – preserving the Union and achieving equality for all men – throughout his presidency. Phillips focuses on how the president framed his vision for his audience, the soldiers and citizens who needed to be renewed and revitalized in order to finish the conflict. Phillips uses Lincoln’s best-known, and shortest, speech, to show how Lincoln effected renewal; he “called on the *past*, related it to the *present*, and then used them both to provide a link to the *future*” (p. 166).

<http://johnsoncityslim.wordpress.com/2010/03/03/lincoln-on-leadership-review/>  
<http://www.amazon.com/Lincoln-Leadership-Executive-Strategies-Tough/dp/0446394599>  
[http://www.2shared.com/document/SDqMlorO/Lincoln\\_on\\_Leadership\\_-\\_Execut.html](http://www.2shared.com/document/SDqMlorO/Lincoln_on_Leadership_-_Execut.html)  
<http://small.free-books.biz/Lincoln-on-Leadership-Executive-Strategies-for-Tough-Times-PDF-95.html>

Images for Lincoln on Leadership

Images for Preach a Vision

Images for Lincoln consistently re-asserted his vision – preserving the Union and achieving equality for all men – throughout his presidency.

### Making Vision Stick (Leadership Library) [Andy Stanley]

A vision. You as a leader may have it, but has your organization caught it? If a leader's vision is all about what could be and what should be, why are you buried under what is? Noted author and pastor Andy Stanley points out that if followers don't get the vision, it's because the leaders haven't delivered it. He reveals the three reasons vision doesn't stick. And then he delivers three ways to make vision stick, to make you a leader worth following: 1. Cast vision strategically: defining your vision. 2. Celebrate vision systematically: regularly rejoicing in the successes 3. Live your vision continuously: putting your vision into practice in your own life with *Making Vision Stick*, you'll learn how to propel you and your organization forward on the vision God has granted you.

<https://www.amazon.com/Making-Vision-Stick-Leadership-Library/dp/0310283051>  
[http://www.goodreads.com/book/show/1331002.Making\\_Vision\\_Stick](http://www.goodreads.com/book/show/1331002.Making_Vision_Stick)  
<https://www.leadercast.com/now/strategic-vision/making-vision-stick-part-1-introduction/>  
<http://wineskins.org/forums/topic/making-vision-stick-by-andy-stanley/>  
<https://www.youtube.com/watch?v=WdA32DM2F4M> Making Vision Stick by Andy Stanley- Preview  
<http://store.northpoint.org/making-vision-stick-1.html>  
<http://www.illinoisgcf.org/execplanning/resources/MakingVisionStickAndCastingVision.pdf>  
<https://www.amazon.com/Andy-Stanley/e/B002GPZ0X4>  
[http://www.goodreads.com/author/show/30954.Andy\\_St Stanley](http://www.goodreads.com/author/show/30954.Andy_St Stanley)

Images for andy stanley (author)

Images for Making Vision Stick (Leadership Library) [Andy Stanley]

<https://www.pinterest.com/designerfund/design-leadership-library/>

Images for Leadership Library books

### Ronald A. Heifetz Marty Linsky - Cambridge Leadership Associates

To sustain momentum through a period of difficult change, you have to find ways to remind people of the orienting value—the positive **vision**—that makes the current angst worthwhile. As you catalyze change, you can help ensure that you do not become a lightning rod for the conflict by making the vision more tangible, reminding people of the values they are fighting for, and showing them how the future might look. By answering, in every possible way, the “why” question, you increase people’s willingness to endure the hardships that come with the journey to a better place

[http://www.cambridge-leadership.com/downloads/articles/Heifetz\\_LOTL.pdf](http://www.cambridge-leadership.com/downloads/articles/Heifetz_LOTL.pdf) Page12  
 Images for Ronald A. Heifetz Marty Linsky - Cambridge Leadership Associates

## Images for positive vision

### **The 8 Most Important Qualities of Leadership at Google**

- Be a good coach
- Empower your team and don't micromanage
- Express interest in your team members' success and well-being
- Be productive and results-oriented
- Be a good communicator and listen to your team
- Help your employees with career development
- Have a clear **vision** and strategy for the team
- Have technical skills so you can advise the team

<http://www.realtimeperformance.com/RealTimeLeadership/2011/the-8-most-important-qualities-of-leadership-at-google/>  
Images for Important Qualities of Leadership at Google Have a clear vision and strategy for the team

### **The Qualities of an Effective Pastor.pdf**

**Vision:** Leaders see things that others do not see. They see opportunities others miss. They anticipate problems before they become problems. They know how to think strategically. They see potential others simply do not see.

<http://www.ngumc.org/files/fileslibrary/movingpastorpackageoms/he%20qualities%20of%20an%20effective%20pastor.pdf>  
Images for Qualities of an Effective Pastor - Vision

### **Vision and Christian Leadership | Xenos Christian Fellowship**

Vision has always been considered an important component in leadership, both in Christian and secular circles. The term usually refers to the ability leaders have to form a plan for the future and to get others excited about their plan. Often, leaders have less a plan, but more of a simple picture of a possible future, and let people sort out the action steps toward that more general picture.

<http://www.xenos.org/classes/leadership/visionandleadership.htm>  
Images for Vision and Christian Leadership

### **Visionary Leadership: Creating a Compelling Sense of Direction for Your Organization by Burt Nanus (Author)**

Successful leaders know that nothing drives an organization like an attractive, worthwhile, achievable vision for the future. Leadership expert and best-selling author Burt Nanus finally shows why vision is the key to leadership and demonstrates how any leader can use a logical, step-by-step process to create and implement a powerful new sense of direction in his or her organization.

Designed for individual leaders to develop their own vision statement, this book guides readers through the mechanics of forming a vision, guidelines for developing the scope of the vision, and processes for implementing that vision.

Visionary Leadership is an indispensable guide for leaders at all levels, from top executives to heads of divisions and departments, from large corporations to small businesses, from manufacturing and service organizations to government and nonprofit institutions.

<http://www.amazon.com/Visionary-Leadership-Burt-Nanus/dp/0787901148>  
<https://www.goodreads.com/book/show/3006798-visionary-leadership>  
<http://www.wiley.com/WileyCDA/WileyTitle/productCd-0787901148.html>  
<https://www.barnesandnoble.com/w/visionary-leadership-burt-nanus/1114962102>  
[http://books.google.com/books/about/Visionary\\_leadership.html?id=RA3NgwfGEWYC](http://books.google.com/books/about/Visionary_leadership.html?id=RA3NgwfGEWYC)  
[https://books.google.com/books/about/Visionary\\_Leadership.html?id=mUtgAAAAMAAJ](https://books.google.com/books/about/Visionary_Leadership.html?id=mUtgAAAAMAAJ)  
<https://archive.org/details/visionaryleaders00nanu>  
<http://www.lifeandleadership.com/book-summaries/nanus-visionary-leadership.html>  
<https://www.publishersweekly.com/978-1-55542-460-2> Nonfiction Book Review  
<https://trove.nla.gov.au/work/22067400?selectedversion=NBD9079089>  
[https://www.researchgate.net/publication/234657701\\_Visionary\\_Leadership\\_Creating\\_a\\_Compelling\\_Sense\\_of\\_Direction\\_for\\_Your\\_Organization](https://www.researchgate.net/publication/234657701_Visionary_Leadership_Creating_a_Compelling_Sense_of_Direction_for_Your_Organization)  
<https://thoughtleadershipzen.blogspot.com/2016/08/visionary-leadership.html>  
<https://eric.ed.gov/?id=ED350948>  
[https://en.wikipedia.org/wiki/Burton\\_Nanus](https://en.wikipedia.org/wiki/Burton_Nanus)  
<http://www.journalofleadershiped.org/attachments/article/304/Archbald.pdf>  
[https://books.google.com/books/about/Visionary\\_Leadership.html?id=RA3NgwfGEWYC](https://books.google.com/books/about/Visionary_Leadership.html?id=RA3NgwfGEWYC)  
<https://www.harpercollins.com/cr-106735/burt-nanus>  
[http://www.goodreads.com/author/show/100305.Burt\\_Nanus](http://www.goodreads.com/author/show/100305.Burt_Nanus)

Images for Burt Nanus (Author)

Images for Visionary Leadership: Creating a Compelling Sense of Direction for Your Organization by Burt Nanus (Author)

### **Visionary Leadership - Evangelical Lutheran Church in America**

Visionaries: Leaders spend lavish amounts of time “up in the balcony” talking about the real mission of the congregation, its God-given purpose for being, its neighborhood and community context and its abundant talents and resources for ministry. As visionaries, leaders want to know if any particular expenditure of energy or money really serves the first and best priorities of the congregation’s mission and if it is helping the congregation become more fully what God intends it to be (Luke 12:42-48).

<http://download.elca.org/ELCA%20Resource%20Repository/Vision.pdf>  
[Images for Visionary Leadership - ELCA](#)

## 6) Perspective

An Invitation to Abundant Life

<sup>9</sup>For my thoughts are not your thoughts, nor are your ways my ways, says the LORD. <sup>9</sup>For as the heavens are higher than the earth, so are my ways higher than your ways and my thoughts than your thoughts. <sup>10</sup>For as the rain and the snow come down from heaven, and do not return there until they have watered the earth, making it bring forth and sprout, giving seed to the sower and bread to the eater, <sup>11</sup>so shall my word be that goes out from my mouth; it shall not return to me empty, but it shall accomplish that which I purpose, and succeed in the thing for which I sent it.

oremus Bible Browser: Isaiah 55:8-11

<http://bible.oremus.org/?passage=Isaiah+55%3A8-11&version=nrsv>

[Images for Invitation to Abundant Life Isaiah 55](#)

Pray to God to give a sense of perspective.

### Resources

[PDF]A Graceful Exit: The Pastor's Inevitable Move - Rackcdn.com

Offstage and outside the theatrics

A few years back, I had a pastor tell me the following foreboding words, "Get a life". At first, I was defensive and then realized he was correct. I had no hobbies, didn't take much vacation and stayed too much in "church world." After taking a two-month sabbatical a few years back, I see the church and my life differently. You'll be stronger by spending time with family and friends, having hobbies, taking vacations and exercising. Life outside the church can help you keep **perspective** on what is going on inside your church.

[http://91c2a0abbf9dc79d7b49-93b9df409f852555838db8509f23215e.r50.cf2.rackcdn.com/uploaded/q/0e1567071\\_graceful-exit.pdf](http://91c2a0abbf9dc79d7b49-93b9df409f852555838db8509f23215e.r50.cf2.rackcdn.com/uploaded/q/0e1567071_graceful-exit.pdf)

[Images for keep perspective](#)

How to Develop a Healthy Perspective Jeff Keller – Living Life Fully

As you gain perspective, you'll find that your list of what is truly important will continue to narrow. In the meantime, bear in mind that perspective is not a destination which you arrive at and master. It is a fluid concept. As we mature, we tend to develop a broader outlook; yet there will be times when we become preoccupied with our difficulties and fail to see the larger issues. Therefore, we must constantly work at it.

Yes, maintaining perspective requires discipline. But the benefits--less tension, increased self-awareness, greater peace of mind, and more--are well worth the effort!

<http://www.livinglifefully.com/flo/howtodevelop.htm>

[Images for How to Develop a Healthy Perspective Jeff Keller – Living Life Fully](#)

How to Put Things in Perspective: 5 Steps

When you're mad at someone, it's hard to see their side of the story. With some people, it can be very hard, and leads to them losing friends. Empathy is an important thing to have, so with a few easy steps, you can put things in perspective.

<http://www.wikihow.com/Put-Things-in-Perspective>

[Images for Put Things in Perspective](#)

[https://en.wiktionary.org/wiki/put\\_something\\_into\\_perspective](https://en.wiktionary.org/wiki/put_something_into_perspective)

<https://www.psychologytoday.com/us/blog/anxiety-files/201702/putting-things-in-perspective>

<https://www.italki.com/question/154205> What does "put things in perspective" mean? - Learn english language

Perspective Quotes - BrainyQuote

<https://www.brainyquote.com/topics/perspective>

[Images for perspective quotes](#)

<https://www.goodreads.com/quotes/tag/perspective>

<http://aimhappy.com/perspective-quotes-new-beginnings/>

[www.johnpaulcaponigro.com/blog/12531/16-quotes-on-perspective/](http://www.johnpaulcaponigro.com/blog/12531/16-quotes-on-perspective/)

[www.wiseoldsayings.com/perspectives-quotes/](http://www.wiseoldsayings.com/perspectives-quotes/)

[www.azquotes.com/quotes/topics/perspective.html](http://www.azquotes.com/quotes/topics/perspective.html)

[www.quotegarden.com/perspective.html](http://www.quotegarden.com/perspective.html)

<https://motivationgrid.com/awesome-quotes-change-perspective-on-life/>

<http://www.marcandangel.com/2016/07/17/16-quotes-that-show-us-life-from-a-different-perspective/>

<https://www.awesomeinventions.com/powerful-quotes-perspective-life/>

<https://itsalovelylife.com/5-quotes-that-will-help-you-gain-a-positive-perspective-in-life/>

[Images for positive-perspective-in-life](#)

Thinking in the Future Tense - Don't Fear, Plan Ahead, Move Forward, Go Fast

Skill 1: Seeing with new eyes

The core skill for understanding the future is the willingness to see ahead – and to see with **perspective**.



<http://community.seattletimes.nwsources.com/archive/?date=19960527&slug=2331520>

[Images for see with perspective](#)

### Urban Dictionary: can't see the forest for the trees

It means that if you look at things one at a time, you might not realize that a branch of separate "trees" go together to make a "forest". When you are too close to a situation you need to step back and get a little **perspective**. When you do you will notice there was a whole forest you couldn't see before because you were too close and focusing on the trees. Simply that you have focused on the many details and have failed to see the overall view, impression or key point.

<http://www.urbandictionary.com/define.php?term=can't%20see%20the%20forest%20for%20the%20trees&defid=6727918>

[Images for forest for the trees](#)

### What Does the Bible Say About Experience And Perspective?

[https://www.openbible.info/topics/experience\\_and\\_perspective](https://www.openbible.info/topics/experience_and_perspective)

[Images for bible and perspective](#)

<http://www.patheos.com/blogs/christiancrier/2015/06/29/top-7-bible-verses-to-improve-your-perspective-on-life/>

<https://melanieredd.com/7-bible-verses-put-life-perspective/>

<https://bible.org/seriespage/46-problem-perspective-luke-131-21>

<https://www.ligonier.org/learn/devotionals/proper-perspective/>

<https://www.whatchristianswanttoknow.com/top-8-bible-verses-about-perception/>

<https://bible.knowing-jesus.com/topics/Eternal-Perspective>

[Images for Eternal-Perspective](#)

## 7) Decision making

A faith leader looks to God in making decisions and in carrying them out.

### Resources

#### Decision Making and the Will of God: A Biblical Alternative to the Traditional View [Garry Friesen, J. Robin Maxson]

Does God Have a Perfect Will for Your Life?

Does God have a perfect will for each Christian? Can you be absolutely certain of God's specific will for *your* life? In this expanded twenty-fifth anniversary edition of his highly acclaimed work, Garry Friesen examines the prevalent view on God's will today and provides a sound biblical alternative to the traditional teaching of how God guides us. This new edition includes these helpful resources:

- Study guide for small groups
- Responses to Frequently Asked Questions
- Guide to painless Scripture memorization

Friesen tackles the very practical issues of choosing a mate, picking a career, and giving in this fresh and liberating approach to decision making and the will of God.

Story Behind the Book

Most Christians have been taught how to find God's will, yet many are still unsure whether they've found it. God does guide His people, but the question is, "How does He guide?" After "putting out a fleece" to decide which college to attend, Garry Friesen began pondering why it was so hard to find God's will when he had so sincerely sought it. Was he the only one who did not have 100 percent clarity for every decision? Then a new possibility struck—perhaps his understanding of the nature of God's will was biblically deficient. Maybe there was a better way to understand HOW God guides.

<http://www.amazon.com/Decision-Making-Will-God-Alternative/dp/1590522052>

[http://www.goodreads.com/book/show/56696.Decision\\_Making\\_and\\_the\\_Will\\_of\\_God](http://www.goodreads.com/book/show/56696.Decision_Making_and_the_Will_of_God)

<https://www.barnesandnoble.com/w/decision-making-and-the-will-of-god-garry-friesen/1102302313>

<https://www.christianbook.com/decision-making-and-the-will-god/garry-friesen/9781590522059/pd/522052>

<https://www.penguinrandomhouse.com/books/56674/decision-making-and-the-will-of-god-by-garry-friesen/9781590522059/>

<https://www.cokesbury.com/9781590522059-Decision-Making-and-the-Will-of-God>

<https://books.google.com/books?isbn=0307569241>

[https://books.google.com/books/about/Decision\\_Making\\_And\\_The\\_Will\\_Of\\_God.html?id=JJcVbGCK4KcC](https://books.google.com/books/about/Decision_Making_And_The_Will_Of_God.html?id=JJcVbGCK4KcC)

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Decision Making and the Will of God: A Biblical Alternative to the Traditional View

<https://archive.org/details/decisionmakingwi00frie>

<https://www.monergism.com/thethreshold/sdg/The%20Traditional%20View%20-%20Garry%20Friesen%20and%20J.%20Robin%20Maxson.pdf>

<https://9marks.org/review/decision-making-and-will-god-garry-friesen/>

[https://www.viewfromthetop.com/recommended\\_reading\\_list](https://www.viewfromthetop.com/recommended_reading_list)

[https://www.youtube.com/watch?v=TpiO\\_v-8lPI](https://www.youtube.com/watch?v=TpiO_v-8lPI) Dr. Garry Friesen Walk Through - Pentateuch Summary Exercise - YouTube

<http://www.multnomah.edu/blog/2013/05/06/commencement-speaker-dr-garry-friesen/>

<https://seattlechristiancounseling.com/articles/decision-making-and-gods-will>

<https://www.multnomah.edu/bio/garry-friesen/>

[http://www.goodreads.com/author/show/32084.Garry\\_Friesen](http://www.goodreads.com/author/show/32084.Garry_Friesen)

[Images for Garry Friesen, author](#)

<https://www.amazon.com/J.-Robin-Maxson/e/B001HPWRLC>

[http://www.goodreads.com/author/show/32083.J\\_Robin\\_Maxson](http://www.goodreads.com/author/show/32083.J_Robin_Maxson)

Images for J. Robin Maxson, author

Images for Decision Making and the Will of God: A Biblical Alternative to the Traditional View [Garry Friesen, J. Robin Maxson]

#### Decisions Quotes - BrainyQuote

<https://www.brainyquote.com/topics/decisions>

Images for decision making quotes

<https://www.goodreads.com/quotes/tag/decision-making>

<http://awakenthegreatnesswithin.com/35-inspirational-quotes-on-decisions/>

<https://everydaypowerblog.com/decision-quotes/>

[www.decision-making-solutions.com/decision\\_quotes.html](http://www.decision-making-solutions.com/decision_quotes.html)

[www.decision-making-solutions.com/career\\_quotes.html](http://www.decision-making-solutions.com/career_quotes.html)

Images for decision-making-solutions

#### What Does the Bible Say About Decision Making? - OpenBible.info

[http://www.openbible.info/topics/decision\\_making](http://www.openbible.info/topics/decision_making)

Images for bible and decision making

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<https://www.kingjamesbibleonline.org/Bible-Verses-About-Decision-Making/>

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<https://lifehopeandtruth.com/life/christian-living/decision-making/>

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<https://www.christianquotes.info/top-quotes/top-13-bible-verses-about-decision-making/#axzz5fFhEFj1>

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<https://pastorrick.com/devotional/english/full-post/six-steps-for-biblical-decision-making/>

<https://www.gty.org/library/questions/QA140/how-can-christians-make-godhonoring-decisions>

<https://www.accounseling.org/wp-content/uploads/2018/03/Principles-of-Biblical-Decision-Making.pdf>

A leader can learn what it takes to make good decisions.

#### Resources

As troubles swirl and pressure mounts, Frazier remains calm: Vikings coach Leslie Frazier has handled his job gracefully

"I still get on my knees and pray to the Lord to help me to make good decisions each day. But it can be overwhelming.

Especially when you're going through a difficult season, like Gary has had in Houston."

<http://m.startribune.com/news/?id=230926111&c=y>

Images for I still get on my knees and pray to the Lord to help me to make good decisions each day.

#### Ask It: The Question That Will Revolutionize How You Make Decisions by Andy Stanley

You'll never make a decision the same way again.

Should I take this job? Buy this house? Marry this person? We ask questions every day about the choices we face. But are we asking the most important question of all? In *Ask It*, Andy Stanley identifies the one question that makes it easy to determine the answer to all other questions. You'll learn how to make decisions with confidence simply by applying the question that brings clarity to life's most challenging decisions.

<https://www.amazon.com/Ask-Question-That-Revolutionize-Decisions-ebook/dp/B00L6YJZUU>

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<https://www.christianbook.com/question-that-will-revolutionize-make-decisions/9781601427205/pd/427204>

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[https://www.youtube.com/watch?v=MoZoE\\_9Q2eA](https://www.youtube.com/watch?v=MoZoE_9Q2eA) Andy Stanley Leadership: Ask It - YouTube  
<https://www.youtube.com/watch?v=lry2DcdTY-w&index=9&list=PLgOxWt2CMUIPnssnPzG9gRmUIK9WNWK9j> Ask It by Andy Stanley - YouTube  
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<https://www.amazon.com/Andy-Stanley/e/B002GPZ0X4>  
[https://www.goodreads.com/author/list/30954.Andy Stanley](https://www.goodreads.com/author/list/30954.Andy_St Stanley)  
[https://en.wikipedia.org/wiki/Andy Stanley](https://en.wikipedia.org/wiki/Andy_St Stanley)  
Images for Andy Stanley, author  
Images for Ask It: The Question That Will Revolutionize How You Make Decisions by Andy Stanley You'll never make a decision the same way again.

#### Attributes of Leadership – Definiteness of Decision | Back-Office Bulletin

People who waver in decisions show that they are not sure of themselves. They cannot lead others successfully.

– Napoleon Hill

<https://kerwynhodge.wordpress.com/2013/04/27/attributes-of-leadership-definiteness-of-decision/>  
Images for Attributes of Leadership – Definiteness of Decision

#### Best 25+ Decision making ideas on Pinterest

<https://www.pinterest.com/explore/decision-making/>  
Images for decision making pinterest  
<https://www.pinterest.com/explore/life-decision-quotes/>  
<https://www.pinterest.com/TheHealthyMind/decision-making/>  
<https://www.pinterest.com/murrdog1951/decision-making/>  
<https://www.pinterest.com/TheRayCenter/decision-making/>  
<https://www.pinterest.com/explore/hard-decisions/>  
<https://www.pinterest.com/bambiegushard/decision-making/>  
<https://www.pinterest.com/explore/quotes-about-decisions/>  
<https://www.pinterest.com/stacylgarcia/decision-making-and-problem-solving/>

#### Courage or Cowardice: What Drives Your Leadership?

**Decision-making** simply goes with the territory of leadership. It's not a matter of making a palatable decision but making a right decision. Decisions need to be made despite the risks or opposition.

[http://www.ministryhealth.net/mh\\_articles/229\\_gm\\_courage.html](http://www.ministryhealth.net/mh_articles/229_gm_courage.html)  
Images for Courage or Cowardice: What Drives Your Leadership? Decision-making simply goes with the territory of leadership.

#### Critical Thinking - How to Improve Your Decision-Making Skills (HRDQ Skills Development) by Kate Ward

*Critical Thinking Skills* is the primer that will help you to hone your skills. Filled with tips, techniques, and activities that will exercise your mind, this e-book will leave you well-equipped to find solutions to tricky problems, avoid emotional thinking, and work with others more effectively.

<http://www.goodreads.com/book/show/22472748-critical-thinking---how-to-improve-your-decision-making-skills>  
<http://insidehrdq.com/tag/kate-ward/>  
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Images for Critical Thinking - How to Improve Your Decision-Making Skills (HRDQ Skills Development) by Kate Ward

#### Decision-making - Wikipedia

In **psychology**, decision-making is regarded as the **cognitive process** resulting in the selection of a belief or a course of action among several alternative possibilities. Every decision-making process produces a final choice, which may or may not prompt action.

Decision-making is the process of identifying and choosing alternatives based on the **values**, **preferences** and beliefs of the decision-maker.

<https://en.wikipedia.org/wiki/Decision-making>  
Images for decision-making

#### Five decisions to help you be more decisive

**Decisiveness** might be one of your biggest opportunity areas for growth as a leader. I know it's been a big opportunity area of growth for me.

[rickduncanlive.com: 5 decisions to help you be more](http://rickduncanlive.com:5-decisions-to-help-you-be-more)  
<http://cuyahogavalleychurch.blogspot.com/2012/12/5-decisions-to-help-you-be-more.html>  
Images for Five decisions to help you be more decisive

#### 5 key traits of effective Transition Pastors

Key Trait #2: **Decisive**

A Transition Pastor acts decisively – not hastily, decisively – to remove barriers to change and transition. This may require judicious use of pastoral authority. If he doesn't have the authority or doesn't use it the transition is likely to fail.  
<http://www.transitionministriesgroup.com/5-keys-to-successful-transition-ministry/>  
[Images for 5 key traits of effective Transition Pastors Key Trait #2: Decisive](#)

#### Fran Tarkenton: Christian Ponder Must Get Ahead of the Curve

Everyone I know in the Vikings organization tells me Christian Ponder is one of the most intelligent quarterbacks in the NFL. He has all the smarts to pick up a playbook and learn anything coaches want to teach him. But it's not just about book smarts; it's about football smarts. Does he have the instincts to be confident about what he's doing and make the right **decision** every play?

[http://www.twincities.com/sports/ci\\_24167428/fran-tarkenton-christian-ponder-must-get-ahead-curve](http://www.twincities.com/sports/ci_24167428/fran-tarkenton-christian-ponder-must-get-ahead-curve)  
[Images for confident about what he's doing and make the right decision every play](#)  
[Images for fran tarkenton](#)

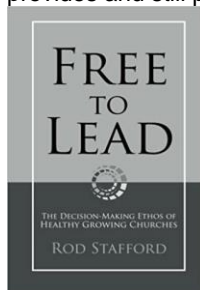
#### Fran Tarkenton: John, Jim Harbaugh rode bold moves to Super Bowl

That's what leadership is all about: making the tough **decisions** and doing what is right, not what is easy.

[http://www.twincities.com/vikings/ci\\_22425343/fran-tarkenton-john-jim-harbaugh-rode-bold-moves](http://www.twincities.com/vikings/ci_22425343/fran-tarkenton-john-jim-harbaugh-rode-bold-moves)  
[Images for That's what leadership is all about: making the tough decisions and doing what is right, not what is easy.](#)  
[Images for John, Jim Harbaugh](#)

#### Free to Lead: The Decision-Making Ethos of Healthy Growing Churches [Rod Stafford]

Many young, emerging Christian leaders, tired of fighting committees and boards over visional and operational issues, have given up on vocational ministry altogether or found avenues to express their kingdom passions outside of the local congregation. The resulting leadership drain has impacted the ability of congregations to remain on the forefront of kingdom advancing activity. How does a local congregation develop a decision-making ethos that maintains the clarity that hierarchy provides and still provides the creativity and collective wisdom of collaboration? *Free to Lead* offers an answer to this dilemma.



<http://www.amazon.com/Free-Lead-Decision-Making-Healthy-Churches/dp/0615519954>  
[http://www.goodreads.com/author/show/4655085.Rod\\_Stafford](http://www.goodreads.com/author/show/4655085.Rod_Stafford)  
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[http://www.eastdenverchurch.org/uploads/2/6/3/7/26372053/lost\\_in\\_logistics\\_9781684340859.pdf](http://www.eastdenverchurch.org/uploads/2/6/3/7/26372053/lost_in_logistics_9781684340859.pdf)  
<https://www.jesusisthesubject.org/convention-update-2/>  
[Images for Rod Stafford, author decision making](#)  
[Images for Free to Lead: The Decision-Making Ethos of Healthy Growing Churches \[Rod Stafford\]](#)

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#### How Successful People Make Smart Decisions - Forbes

While I'm familiar with many strategies successful people use for effective decision-making, what follows are the cream of the crop.

<https://www.forbes.com/sites/travisbradberry/2015/10/07/10-tricks-successful-people-use-to-make-smart-decisions/#4be914996f1d>  
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<https://www.forbes.com/sites/annapowers/2018/04/30/scientificallly-proven-ways-to-make-better-decisions/#113eabda171b>

#8

#### How to Make Better Decisions: 11 Steps (with Pictures) - wikiHow

Along the road of life, you make many decisions. The decisions you have made will range from the trivial to crucial. What you decide can determine the kind of person you become later. Making decisions at crucial stages can even affect your future. If you have ever done something only to regret it, you can learn how to make better decisions.

<https://www.wikihow.com/Make-Better-Decisions>

[Images for make better decisions](http://www.wikihow.com/Be-a-Leader)  
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<https://www.fs.blog/smart-decisions/> The Ultimate Guide to Making Smart Decisions - Farnam Street  
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<https://www.marieforleo.com/2017/02/decision-making/> Decision Making: 4 Simple Tests To Help You Make The Right Decisions  
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<http://www.self-improvement-mentor.com/characteristic-of-leadership.html>  
[Images for Decision Maker](#)

#2

### Leadership and Decisiveness – ThomRainer.com

Our organizations, our families, and even our nation are pleading for those who will have the courage to act. That is the power of decisiveness.

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[Images for thom rainer \(author\)](#)

#8

#4

### Leadership Secrets of Attila the Hun [Wess Roberts]

The world's foremost producer of personal development and motivational audio programs now offers a completely unique approach to learning leadership skills. Most programs on leadership present the successes of contemporary men and women as role models for study. While valuable lessons can be learned from their examples, few models or success stories reveal the true essence of their leadership abilities or can anticipate the special circumstances, conditions, or situations that you deal with as a manager. In the runaway bestseller *Leadership Secrets of Attila the Hun*, author Wess Roberts draws from the imaginary thoughts of one of history's most effective and least beloved leaders, Attila the Hun, to discover leadership principles you can apply to your own situation. In a uniquely creative and entertaining approach to a most serious task, "Attila" reveals his principles for successful morale building, **decision making**, delegating and negotiating, and gives advice on overcoming setbacks and achieving goals.

<http://www.amazon.com/Leadership-Secrets-Attila-Wess-Roberts/dp/B0051BNYXS>  
[http://www.goodreads.com/book/show/237487.Leadership\\_Secrets\\_of\\_Attila\\_the\\_Hun](http://www.goodreads.com/book/show/237487.Leadership_Secrets_of_Attila_the_Hun)  
<https://www.barnesandnoble.com/w/leadership-secrets-of-attila-the-hun-wess-roberts/1116983534#/>  
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[http://www.teachingpr.org/management\\_book\\_reviews/2009/03/leadership-secrets-of-attila-the-hun-by-wess-roberts.html](http://www.teachingpr.org/management_book_reviews/2009/03/leadership-secrets-of-attila-the-hun-by-wess-roberts.html)  
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<http://drtomoconnor.com/4000/4000lect01a.htm>  
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[https://www.youtube.com/watch?v=mBzuovEjq\\_A](https://www.youtube.com/watch?v=mBzuovEjq_A) Attila (2001) Full Movie - YouTube  
 Images for attila the hun movie  
<https://www.facebook.com/WessRobertsPhd/>  
<https://www.amazon.com/Wess-Roberts/e/B000APIT76>  
[http://www.goodreads.com/author/show/138957.Wess\\_Roberts](http://www.goodreads.com/author/show/138957.Wess_Roberts)  
 Images for Wess Roberts, author  
 Images for Leadership Secrets of Attila the Hun [Wess Roberts]

### Leadership Traits | New Members Round Table (NMRT)

**Decisive:** get the facts, assess information, and act, even if all information is not available, or others are not happy with decision

<http://www.ala.org/nmrt/initiatives/ladders/traits/traits>  
 Images for Leadership Traits - decisive  
<http://www.businessinsider.com/most-important-trait-a-leader-can-have-is-decisiveness-2013-6>  
<https://www.johnryancoaching.com/decisiveness-one-of-the-most-important-leadership-traits/>  
<http://www.earlbreon.com/decisiveness/> Decisiveness, the leadership trait - - Earl Breon  
<http://work.chron.com/decisive-leader-5566.html>  
<http://work.chron.com/become-decisive-work-9650.html>  
 Images for Decisive at Work  
<https://www.wjmassoc.com/insight/characteristics-of-effective-leadership-decisiveness/>  
<https://www.inc.com/peter-economy/7-traits-highly-effective-leaders.html> ... be decisive.  
<https://www.scotthyoung.com/blog/2007/03/19/be-decisive/>

### Lincoln on Leadership – Book Review

Part 3: "Endeavor," begins with a chapter entitled "Exercise a Strong Hand – Be **Decisive**." Lincoln faced absolute gridlock when he took office, and his ability to make decisions that cut right through a morass of inaction is particularly inspiring. For example, his decision to re-provision Fort Sumter, as opposed to abandoning it, led the South to fire the first shots of the Civil War, giving Lincoln, and the Union, the moral high ground. In addition, by provisioning it when he did, during a congressional recess, Lincoln gave himself three months to act – reorganizing the military, putting money and materials into the war effort – without having to ask Congress for approval: a very deft executive move.

<http://johnsoncityslim.wordpress.com/2010/03/03/lincoln-on-leadership-review/>  
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<http://www.amazon.com/Lincoln-Leadership-Executive-Strategies-Tough/dp/0446394599>  
[http://www.2shared.com/document/SDqMlorO/Lincoln\\_on\\_Leadership\\_-\\_Execut.html](http://www.2shared.com/document/SDqMlorO/Lincoln_on_Leadership_-_Execut.html)  
<http://small.free-books.biz/Lincoln-on-Leadership-Executive-Strategies-for-Tough-Times-PDF-95.html>

### Making Informed Decisions in Times of Change – The Parish Paper

Good decision-making procedures include obtaining input from all stakeholders, permitting all opinions to be discussed in a respectful and open way, allowing the appropriate committees and ministries to reflect on proposals and offer feedback, and constructing a plan to evaluate the recommendation's effectiveness in the future.

<http://winnebago-presbytery.org/wp-content/uploads/2007/11/P-P-6-2013-Making-Informed-Decisions1.pdf>  
 Images for Making Informed Decisions in Times of Change – The Parish Paper  
<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper> June 2013 - "Making Informed Decisions during Times of Change"  
<http://www.chalicepress.com/Author.aspx?AuthorID=1323>  
<https://www.theparishpaper.com/about-us>  
<http://www.uscongregations.org/beyond-the-ordinary/author/cynthiawoollever/>  
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<http://www.wcucc.org/resource-center/church-management/parish-paper/>  
<http://www.hcucc.org/the-parish-paper>  
<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

### Mental Models: The Key to Making Reality-Based Decisions (HRDQ Skills Development) by Kate Ward

Each one of us has perceptions of reality about how the world works—or should work, at least. Built from everyday experiences, outside influences, and rewarded behavior, mental models are the driving force that guides our thinking, provides understanding, and directs our decision making. And just like a computer's hard drive, these fundamental assumptions and internal beliefs need to be updated and reconstructed on a regular basis.

Mental Models: The Key to Making Reality-Based Decisions helps you to tune into your current mindset by assessing, examining, and evaluating your current mental models. Using interactive exercises and activities, this e-book will help you to discover how to better anticipate change, seek new opportunities, and approach work in a way that minimizes mistakes, improves your performance, and gives you a competitive advantage. If you want to open your mind to a world of well-grounded decisions, this e-book is for you.

Here's What You'll Find - Interactive tools that provide valuable skill practice, Case studies illustrating real-world scenarios, Practical applications to demonstrate key concepts, Action planning and strategies you can put to immediate use.

<http://www.amazon.com/Mental-Models-Reality-Based-Decisions-Development-ebook/dp/B00818R984>

<https://www.goodreads.com/book/show/23816224-mental-models>

<https://www.pinterest.com/hrdq/hrdq-style-series/>

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[https://www.goodreads.com/author/show/14755207.Kate\\_Ward](https://www.goodreads.com/author/show/14755207.Kate_Ward)

Images for Kate Ward, author mental models

Images for Mental Models: The Key to Making Reality-Based Decisions (HRDQ Skills Development) by Kate Ward

#### Rand: Spielman decisive on tough calls - StarTribune.com

Translation: These were all tough moves/decisions that required a vision for the future and a singular focus. Not that anyone was questioning the decision to increase Spielman's role 14 months ago, but the move keeps looking smarter every day.

<http://www.startribune.com/sports/vikings/197694621.html>

Images for Rand: Spielman decisive on tough calls - StarTribune.com

<https://www.chatsports.com/minnesota-vikings/a/source/rand-spielman-decisive-on-tough-calls-7528547>

#### Smart Choices: A Practical Guide to Making Better Decisions [John S. Hammond, Ralph L. Keeney, Howard Raiffa]

Where should I live?

Is it time to switch careers?

What is the best course of action for me?

Decisions shape our experiences, from choosing which job offer to accept, to buying the right car, to selecting a good accountant. How do we know which choice is the smart one? How can we be consistent and confident in our decisions? In this book from the three leading authorities on decision-making, readers learn how to approach all types of decisions with a simple set of skills developed by professors from Harvard, MIT, and the University of Southern California.

<http://www.amazon.com/Smart-Choices-Practical-Making-Decisions/dp/0767908864>

[https://www.goodreads.com/book/show/226507.Smart\\_Choices](https://www.goodreads.com/book/show/226507.Smart_Choices)

<https://www.barnesandnoble.com/w/smart-choices-john-s-hammond/1100189004>

<https://hbr.org/product/smart-choices-a-practical-guide-to-making-better-decisions/15040E-KND-ENG>

[https://books.google.com/books/about/Smart\\_Choices.html?id=OlpkCQAAQBAJ](https://books.google.com/books/about/Smart_Choices.html?id=OlpkCQAAQBAJ)

[https://books.google.com/books/about/Smart\\_Choices.html?id=AcDaaDWuChYC](https://books.google.com/books/about/Smart_Choices.html?id=AcDaaDWuChYC)

[https://books.google.com/books/about/Smart\\_Choices.html?id=gsr4IPC4sU4C](https://books.google.com/books/about/Smart_Choices.html?id=gsr4IPC4sU4C)

Smart Choices: A Practical Guide to Making Better Decisions - Pinterest

<http://www.evagregorycounselingonline.com/upload/A%20SMART%20CHOICES.pdf>

<http://www.frumi.com/wp-content/uploads/SmartChoices2010.pdf>

<http://www.publishersweekly.com/978-0-87584-857-0> Nonfiction Book Review

<http://www.leadershipnow.com/leadershipnow/4857-5.html>

<https://www.amazon.com/John-S.-Hammond/e/B001IGUPJG>

[http://www.goodreads.com/author/show/132591.John\\_S\\_Hammond](http://www.goodreads.com/author/show/132591.John_S_Hammond)

Images for John S. Hammond, author

<https://www.amazon.com/Ralph-L.-Keeney/e/B001IGQOVE>

[https://www.goodreads.com/author/show/132590.Ralph\\_L\\_Keeney](https://www.goodreads.com/author/show/132590.Ralph_L_Keeney)

Images for Ralph L. Keeney, author

<https://www.amazon.com/Howard-Raiffa/e/B001IGQOS2>

[https://www.goodreads.com/author/show/45423.Howard\\_Raiffa](https://www.goodreads.com/author/show/45423.Howard_Raiffa)

Images for Howard Raiffa, author

Images for Smart Choices: A Practical Guide to Making Better Decisions [John S. Hammond, Ralph L. Keeney, Howard Raiffa]

#### Strategic Problem Solving for Better Decision Making | Pryor Learning

*Strategic Problem Solving for Better Decision Making* is designed to improve your analytical abilities and guide you toward critical thought. You will understand the decision making process from start to finish. You will receive the tools necessary to develop your ability to strategically make individual, team, and organizational decisions.

<http://www.pryor.com/site/webinar-audio/strategic-problem-solving-for-better-decision-making>

Images for Strategic Problem Solving for Better Decision Making | Pryor Learning

#### Terms Helpful in Understanding Congregations in Transition

##### Decision Making

What model of decision making has prevailed? (leader/follower; collaborative; divide and conquer; etc.) What is the pattern for gaining input into decisions? How consistently are decisions tied to the larger mission?

<http://interiministry.org/resources/helpful-terms/>

Images for Terms Helpful in Understanding Congregations in Transition - Decision Making

#### The One Essential Habit of Every Effective Leader - Michael Hyatt

If you want to be a better leader, resolve to be a better **decision-maker**.

<https://michaelhyatt.com/the-one-essential-habit-of-every-effective-leader.html>  
Images for Michael Hyatt If you want to be a better leader, resolve to be a better decision-maker.  
<https://michaelhyatt.com/archives/>  
[https://en.wikipedia.org/wiki/Michael\\_S.\\_Hyatt](https://en.wikipedia.org/wiki/Michael_S._Hyatt)  
<https://www.amazon.com/Michael-Hyatt/e/B001HOEX92>  
[http://www.goodreads.com/author/show/530824.Michael\\_Hyatt](http://www.goodreads.com/author/show/530824.Michael_Hyatt)  
Images for michael hyatt, author

### The Organized Mind: Thinking Straight in the Age of Information Overload [Daniel J. Levitin]

New York Times bestselling author and neuroscientist Daniel J. Levitin shifts his keen insights from your brain on music to your brain in a sea of details. The information age is drowning us with an unprecedented deluge of data. At the same time, we're expected to make more—and faster—**decisions** about our lives than ever before. No wonder, then, that the average American reports frequently losing car keys or reading glasses, missing appointments, and feeling worn out by the effort required just to keep up. But somehow some people become quite accomplished at managing information flow. In *The Organized Mind*, Daniel J. Levitin, PhD, uses the latest brain science to demonstrate how those people excel—and how readers can use their methods to regain a sense of mastery over the way they organize their homes, workplaces, and time. With lively, entertaining chapters on everything from the kitchen junk drawer to health care to executive office workflow, Levitin reveals how new research into the cognitive neuroscience of attention and memory can be applied to the challenges of our daily lives. *This Is Your Brain on Music* showed how to better play and appreciate music through an understanding of how the brain works. *The Organized Mind* shows how to navigate the churning flood of information in the twenty-first century with the same neuro-scientific perspective.

<http://www.amazon.com/The-Organized-Mind-Thinking-Information/dp/052595418X>  
<http://www.goodreads.com/book/show/18693669-the-organized-mind>  
<https://www.barnesandnoble.com/w/the-organized-mind-daniel-j-levitin/1117225059/#/>  
<https://www.penguinrandomhouse.com/books/313653/the-organized-mind-by-daniel-j-levitin/>  
<https://www.commonwealthclub.org/events/2014-09-04/neuroscientist-daniel-levitin-and-organized-mind>  
[https://books.google.com/books/about/The\\_Organized\\_Mind.html?id=ITerAQAAQBAJ](https://books.google.com/books/about/The_Organized_Mind.html?id=ITerAQAAQBAJ)  
[https://books.google.com/books/about/The\\_Organized\\_Mind.html?id=jyjurQEACAAJ](https://books.google.com/books/about/The_Organized_Mind.html?id=jyjurQEACAAJ)  
<https://www.slideshare.net/wenni5375/the-organized-mind-thinking-straight-in-the-age-of-information-overload-daniel-j-levitin>  
<http://www.wsj.com/articles/book-review-the-organized-mind-by-daniel-j-levitin-1408137852>  
<https://www.theguardian.com/science/2015/jan/18/modern-world-bad-for-brain-daniel-j-levitin-organized-mind-information-overload>  
<http://blogs.wsj.com/speakeasy/2014/08/18/ten-tips-on-organizing-your-mind-from-dr-daniel-levitin/>  
<https://quillandquire.com/review/the-organized-mind-thinking-straight-in-the-age-of-information-overload/>  
[http://blog.shelfari.com/my\\_weblog/2014/08/daniel-levitan-on-getting-organized-choosing-priorities-and-the-importance-of-daydreaming.html](http://blog.shelfari.com/my_weblog/2014/08/daniel-levitan-on-getting-organized-choosing-priorities-and-the-importance-of-daydreaming.html)  
<https://www.fs.blog/2014/09/thinking-straight-in-the-age-of-information-overload/>  
<http://www.rightattitudes.com/2017/05/09/the-organized-mind/>  
<https://www.youtube.com/watch?v=aR1TNEHRY-U> Daniel Levitin: "The Organized Mind: Thinking Straight in an Age of Information Overload" – YouTube  
<https://www.youtube.com/watch?v=HaU6y6lyv0U> The Organized Mind: Daniel Levitin – YouTube  
Images for Organized Mind: Daniel Levitin - YouTube  
<https://www.youtube.com/user/danieljlevitin> Daniel J. Levitin - YouTube  
<https://www.youtube.com/watch?v=XmBNfEukm8k> Information Overload – YouTube  
<https://www.youtube.com/watch?v=LjeKUsBe5UU> Daniel Levitin on Information Overload - YouTube  
<https://unclutterer.com/2014/10/09/book-review-the-organized-mind/>  
<https://www.theguardian.com/science/2015/jan/18/modern-world-bad-for-brain-daniel-j-levitin-organized-mind-information-overload>  
[http://www.huffingtonpost.com/phil-simon/book-review-the-organized\\_b\\_5790124.html](http://www.huffingtonpost.com/phil-simon/book-review-the-organized_b_5790124.html)  
[https://en.wikipedia.org/wiki/The\\_Organized\\_Mind](https://en.wikipedia.org/wiki/The_Organized_Mind)  
[http://en.wikipedia.org/wiki/Daniel\\_Levitin](http://en.wikipedia.org/wiki/Daniel_Levitin)  
[https://www.ted.com/speakers/daniel\\_levitin](https://www.ted.com/speakers/daniel_levitin)  
<http://daniellevitin.com/publicpage/>  
[https://twitter.com/danlevitin?ref\\_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor](https://twitter.com/danlevitin?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor)  
<https://www.amazon.com/Daniel-J.-Levitin/e/B001IGQX56>  
[http://www.goodreads.com/author/show/81619.Daniel\\_J\\_Levitin](http://www.goodreads.com/author/show/81619.Daniel_J_Levitin)  
Images for daniel j. levitin, author  
Images for The Organized Mind: Thinking Straight in the Age of Information Overload [Daniel J. Levitin]

### The Qualities of an Effective Pastor.pdf

**Decisiveness** and Risk Taking: Leaders make decisions. Effective pastors must always weigh the risks and rewards of their decisions, and they must also be willing to fail.

<http://www.ngumc.org/files/fileslibrary/movingpastorpackageoms/he%20qualities%20of%20an%20effective%20pastor.pdf>  
Images for Qualities of an Effective Pastor - decisiveness

What are the 'soft skills' employers want? | Spotlight |  
Making **decisions**

There are different styles of decision making, but the important thing is to be, you guessed it, decisive. Gathering all the important facts, seeking advice, looking at the big picture, considering alternatives, being aware of repercussions – these are all things that go into making a good decision. Things to be wary of are indecision and making snap decisions.

<https://nationalcareersservice.direct.gov.uk/aboutus/newsarticles/Pages/Spotlight-SoftSkills.aspx>  
[Images for What are the 'soft skills' employers want? | Spotlight | Making decisions](#)

A couple of other cautionary nuggets I picked up from an older man at one congregation about decision making include:  
“Don't make a decision until you have to.”

## Resources

### Don't Decide Until Decision Time - 99U

Ever sent an email you immediately wanted to take back? Agreed to do a project and later regretted it? Some pointers on how to avoid bad decisions.

<http://99u.com/articles/6963/dont-decide-until-decision-time>  
[Images for Don't Decide Until Decision Time](#)  
<http://lifehacker.com/5706937/dont-make-important-decisions-until-your-decision-time>  
[Images for dont-make-important-decisions-until-your-decision-time](#)  
<http://99u.com/articles/7043/dont-overthink-it-5-tips-for-daily-decision-making>  
[Images for tips-for-daily-decision-making](#)

### Bad Decision Making: Deciding Before You Have To - Kevin A. Thompson

Do not make a decision today which can be fairly made tomorrow. If there are consequences to waiting, then do not wait. Do not delay decision-making out of fear or laziness. Yet if there is no benefit to deciding something today, but there is benefit to delaying the decision, do not make the decision today.

<http://www.kevinathompson.com/bad-decision-making-deciding/>  
[Images for Bad Decision Making: Deciding Before You Have To - Kevin A. Thompson](#)  
<http://www.kevinathompson.com/what-a-timeshare-presentation-taught-me-about-bad-decisions/>  
[Images for kevinathompson/what-a-timeshare-presentation-taught-me-about-bad-decisions](#)

### The Contrarian's Guide to Leadership by Steven B. Sample (Author), Warren Bennis (Foreword)

In this offbeat approach to leadership, college president Steven B. Sample-the man who turned the University of Southern California into one of the most respected and highly rated universities in the country-challenges many conventional teachings on the subject. Here, Sample outlines an iconoclastic style of leadership that flies in the face of current leadership thought, but a style that unquestionably works, nevertheless. Sample urges leaders and aspiring leaders to focus on some key counterintuitive truths. He offers his own down-to-earth, homespun, and often provocative advice on some complex and thoughtful issues. And he provides many practical, if controversial, tactics for successful leadership, suggesting, among other things, that leaders should sometimes compromise their principles, not read everything that comes across their desks, and **always put off decisions.**

<https://www.amazon.com/Contrarians-Guide-Leadership-Steven-Sample/dp/0787967076>  
[http://www.goodreads.com/book/show/49031.The\\_Contrarian\\_s\\_Guide\\_to\\_Leadership](http://www.goodreads.com/book/show/49031.The_Contrarian_s_Guide_to_Leadership)  
<http://www.wiley.com/WileyCDA/WileyTitle/productCd-0787967076.html>  
<http://www.barnesandnoble.com/w/contrarians-guide-to-leadership-steven-b-sample/1101198208>  
<https://www.leadershipnow.com/leadershop/0787967076.html>  
<https://leadwithyourlife.com/the-contrarians-guide-to-leadership/>  
<https://news.olemiss.edu/wp-content/uploads/2013/08/Leadership-Lecture-Ole-Miss-Engineer-News1.pdf>  
<https://about.usc.edu/presidentemeritus/contrarians-guide-to-leadership/>  
<http://www.leadershipnow.com/leadershop/0787967076.html>  
<http://www.refreshr.com/Archives/!enescontrarian.html>  
[https://en.wikipedia.org/wiki/Steven\\_Sample](https://en.wikipedia.org/wiki/Steven_Sample)  
<http://www.latimes.com/local/obituaries/la-me-steven-sample-20160329-story.html>  
[http://www.goodreads.com/author/show/27516.Steven\\_B\\_Sample](http://www.goodreads.com/author/show/27516.Steven_B_Sample)  
[Images for Steven B. Sample \(Author\)](#)  
[https://www.brainyquote.com/quotes/authors/w/warren\\_bennis.html](https://www.brainyquote.com/quotes/authors/w/warren_bennis.html)  
<https://www.inc.com/will-yakowicz/7-leadership-lessons-from-late-warren-bennis.html>  
[https://en.wikipedia.org/wiki/Warren\\_Bennis](https://en.wikipedia.org/wiki/Warren_Bennis)  
<https://www.amazon.com/Warren-Bennis/e/B000AQ4MEE>  
[http://www.goodreads.com/author/show/4993165.Warren\\_G\\_Bennis](http://www.goodreads.com/author/show/4993165.Warren_G_Bennis)  
[Images for warren bennis, author](#)  
[Images for The Contrarian's Guide to Leadership by Steven B. Sample \(Author\), Warren Bennis \(Foreword\)](#)

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### Never Make a Decision Until You Have To

Use whatever time management tool you need but set aside time to run your business. Give it the same undivided attention you give to your art.

<http://www.thebusinessofbeingcreative.com/2009/03/18/never-make-a-decision-until-you-have-to/>  
[Images for Never Make a Decision Until You Have To](#)

### The Last Lecture Quotes by Randy Pausch - Goodreads

"Never make a **decision** until you have to."

— Randy Pausch, *The Last Lecture*

<https://www.goodreads.com/work/quotes/3364076-the-last-lecture>

[Images for Last Lecture Quotes by Randy Pausch](#)

"If you can't make a decision, don't."

### 3 Questions to Ask When You Can't Decide What to Do – Julie Houghton

1) Do I need to make this decision?

I know on the surface it might seem like the obvious answer is yes, but I see so many clients trying to make decisions that they don't need to (and actually really can't) make right now.

<http://juliehoughton.com/decide/>

[Images for 3 Questions to Ask When You Can't Decide What to Do – Julie Houghton 1\) Do I need to make this decision?](#)

Colin Powell gives two rules on making decisions.

### Colin Powell's 13 Life Rules for Any Future Leader - Mic

6. "Don't let adverse facts stand in the way of a good **decision**."

7. "You can't make someone else's **decisions**. You shouldn't let someone else make yours."

<https://mic.com/articles/65663/colin-powell-s-13-life-rules-for-any-future-leader#.dHpESTvsK>

[Images for Colin Powell's 13 Life Rules for Any Future Leader](#)

[Images for "Don't let adverse facts stand in the way of a good decision."](#)

[Images for "You can't make someone else's decisions. You shouldn't let someone else make yours."](#)

## 8) Leadership during the COVID-19 pandemic

I recall that the first guideline in 2020 to slow the spread of COVID-19 recommended no gatherings over 250 people. I breathed a sigh of relief because none of the 3 congregations I was serving at the time involved that many people. The next guideline to come out recommended no gatherings over 50 people. I breathed a sigh of relief because none of the 3 congregations I was serving at the time involved that many people. The next guideline **15 Days to Slow the Spread | The White House** recommended no gatherings over 10 people. Because the congregations I served at the time averaged between 10 and 50, I could no longer breathe a sigh of relief. The president of 1 congregation informed me on St. Patrick's Day of the decision made by the presidents of the 3 congregations to forego gatherings for services of worship on Sundays and Lenten services the next 2 weeks, and I gave messages recorded on video and uploaded on Facebook. Then came **Wisconsin's Coronavirus 'Stay-At-Home' Order March 25 through April 24** with its provisions that **"crowds of 10 or larger are specifically banned at weddings, funerals and church services and people who violate the order could face up to 30 days in jail, or a fine of up to \$250."** I stated on my 3/29 video that gatherings for services of worship for the early Christians were banned by the Roman Empire so that Christians gathered in their houses. I urged them to do the same.

My interim assignment ended after Easter on 4/15, the assignment I was scheduled to start 4/16 fell through, and I began a period of time on leave from call. On 4/17, **Evers Extends Wisconsin Stay-at-Home Order Until May 26**. On 4/23, the Wisconsin Council of Churches released **Returning to Church – Wisconsin Council of Churches** which stated "that returning to church will have to happen in phases." The document also included [Recommended Reading/Viewing](#).

The Northwest Synod of Wisconsin sent an email on 6/7 offering a Faithful Innovation Network leadership learning opportunity.

### Faithful Innovation Network

#### "A Summer of Listening"

During this time of pandemic all the churches across our synod are doing a huge amount of experimenting, new actions and innovation! This is amazing! But a big piece of the innovation process is making sure we are listening to God, understanding what God is calling us into and reflecting on our new actions.

[The Faithful Innovation Network is offering a FREE three workshop series helping us to pay attention to what God is doing in us and our congregations in the midst of this pandemic.](#)

Anyone is invited and welcome; lay or rostered, former FIN cohort members, future FIN cohort members and anyone else who is remotely interested! Workshops will be recorded, so if you miss one, you can catch up easily!

Together we will practice listening work, have reflection conversations, and explore together what God is doing in the midst of a pandemic. There will be virtual sermons and activities that your congregation can use or utilize in between workshops if you choose to do so! We hope you join us!

The Northwest Synod of Wisconsin sent an email on 6/9 offering a digital leadership learning opportunity.

Let's face it, our role as rostered leaders is looking very different these days. How do we shift the ways we lead our ministries during this time of pandemic? What does ministry on Facebook look like? Who are we serving when we are not gathering? What can we learn from mission developers, who have been doing ministry in new ways, on new platforms and with a different kind of community? What does rostered leadership look like in a time of pandemic?

Join us on Tuesday for a conversation with Rob James ELCA Churchwide Vitality Team who will help us navigate this topic!