

EMBRACING TENSION AND TRANSITIONS: SEVEN ESSENTIALS FOR MISSIONAL LEADERS

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In these conflict situations, how do we lead with the mind of Christ?

SEVEN “ANCHORS” or Convictions...

Anchor #1: **SPEAK GRACEFULLY**

Issue: “Watch the words we speak.”

Principle: Words we speak can bless or “destroy” people.

- ✓ As leaders through the words we use, we either:
 - Encourage or discourage those with whom we work.
 - Lift them up or put them down.
 - Speak positively or negatively about them.
 - Focus on “them” or focus on self.
- ✓ How do others feel when they leave my presence?
 - Stronger or weaker?
 - Larger or smaller about themselves?
 - Confident or “scared”?
 - Understood or misunderstood?
 - Affirmed or manipulated?
 - Blessed or “destroyed”?
- ✓ “The praise to criticism ratio with others with whom we work should be at about 80-90% praise or positive statements to 10-20% criticism or negative statements.”
Good advice from Sven Walroos,

Anchor # 2: **LIVE GRATEFULLY**

Issue: Comparison is the root of inferiority.

Principle: “Don’t whine or complain-- be grateful.”

- ✓ Comparison can eat us alive ... and rob us of joy, relationships, confidence and peace. In the process, it saps our energy and drains us of enthusiasm.
- ✓ Gratitude is the “life-giving” antidote to the negative impact of comparison.
- ✓

Anchor # 3: LISTEN INTENTLY

Issue: "Seek first to understand."

Principle: Understanding, not agreement, is the key to conflict management.

- ✓ Theological vision (what I believe about people / what I "see" in them) precedes organizational vision. (What I want for the church, district, field or region.)
- ✓ "God give me your eyes to really 'see' the people with whom I work."
- ✓ Two growth producing questions:
(1) "What can I learn?" (2) "How can I change?"
- ✓ Two growth inhibiting questions:
(1) "Why me?" (2) "What if...?"

Anchor # 4: FORGIVE FREELY

Issue: "Be proactive in extending forgiveness."

Principle: A spirit of forgiveness transforms and empowers leaders.

- ✓ "Father, forgive them, they know not what they do!"
- ✓ "Great leaders," we are told, "are shaped in the most challenging and difficult times."

Anchor # 5: LEAD DECISIVELY

Issue: "Christian leaders combine deep humility with fierce resolve" (Jim Collins)

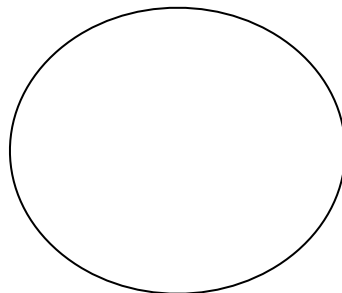
Principle: Our holiness testimony is reflected in and through the way we make and implement decisions.

- ✓ Respecting our brothers and sisters in Christ, especially those with whom we differ—even collide with us—is at the heart of what it means to lead with the Mind of Christ.

Passionate attention to the pastoral leadership roles of:

- Dreaming and planning
- Organizing and administering
- Motivating and encouraging
- Evaluating and reviewing

Planning Cycle:



Leaders who inspire others...

1. ...are deciders rather than drifters.
2. ...know where they are going, and how they are going to get there.
3. ...are results-oriented and not just activity-oriented.
4. ...establish growth goals, and are among the 3% who write down these goals
5. ...pursue goal setting in the context of a broader planning strategy.
6. ...develop a mission statement, and are mission-driven.

- 7 ...dream great, God-inspired dreams, and understand leadership is the transference of vision. A goal is a dream with a deadline.
- 8... are constantly involved in an ongoing analysis of their constituents.
- 9... work hard at detailing programs and plans.
- 10... continually reviews and revises the planning strategy for growth.

✓ “Expect great things from God and attempt great things for God.”
(William Carey)

We move ahead -- *decisively* – through prayer, with them, for them and for “me” as leader; *collaboration*, involving them when and where we can in the process; and with *gratitude*, thanking God, and “them” for their gifts, talents, abilities and testimony of faith in Jesus as Lord.

Anchor #6: LOVE DEEPLY

Issue: “Value people, not power.” (or position)

Principle: The evidence of leadership is seen in the lives of the followers.

✓ Focus on the things that unite us, not divide us.

Anchor #7: PRAY EARNESTLY

Issue: Some issues are only resolved and dissolved through prayer and total dependence on God.

Principle: Recognize that God can work in us to become the change we desire to see in others.

✓ In the midst of experiencing honest and intense differences between good and godly people, the “pray-er” can be changed/transformed

CONCLUSION:

In so living and leading others within our faith communities, embracing the tension and transitions with humility, vision and fierce resolve, there is profound joy!

Speak Gracefully. Watch the words you speak.

Live Gratefully. Don't whine, be grateful.

Listen Intently. Seek first to understand.

Forgive Freely. Be proactive in extending forgiveness.

Lead Decisively. Combine deep humility with fierce resolve.

Love Deeply. Value people, not power

Pray Earnestly. Become the change you desire to see in others.

This is the spirit of holiness: Live and lead with the mind of Christ.

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