

## Leading Change In The Congregation Spiritual

The Lay Leader and Lay Member to Annual Conference are key roles in linking the vision and plan of the congregation with the ministry of the Annual conference and in nurturing cooperation and coordination of the pastor and congregation in leadership. These two roles are complementary, yet there are responsibilities unique to each role. The greatest distinction is the connections they forge with and on behalf of the congregation. The lay leader has a primary focus in linking the local church and community. The lay member of annual conference has a primary focus in linking the local church to the connectional United Methodist Church and God's worldwide church. This is one of the twenty-six Guidelines that cover church leadership areas including Church Council and Small Membership Church; the administrative areas of Finance and Trustees; and ministry areas focused on nurture, outreach, and witness including Worship, Evangelism, Stewardship, Christian Education, age-level ministries, Communications, and more. To see a full list of Guidelines, search by typing keywords: "Guidelines for Leading Your Congregation 2013-2016," and click "search".

Who Moved My Pulpit? may not be the exact question you're asking. But you're certainly asking questions about change in the church—where it's coming from, why it's happening, and how you're supposed to hang on and follow God through it—even get out ahead of it so your church is faithfully meeting its timeless calling and serving the new opportunities of this age. Based on conversations with thousands of pastors, combined with on-the-ground research from more than 50,000 churches, best-selling author Thom S. Rainer shares an eight-stage roadmap to leading change in your church. Not by changing doctrine. Not by changing biblical foundations. But by changing methodologies and approaches for reaching a rapidly changing culture. You are the pastor. You are the church staff person. You are an elder. You are a deacon. You are a key lay leader in the church. This is the book that will equip you to celebrate and lead change no matter the cost. The time is now.

How congregations can change into missional, fruitful learning communities "Jim and Trisha understand that profound change roots in individuals before it transfuses systems. Having observed the cycle in themselves as well as in others, they shepherd us into the remissioning work of the Holy Spirit."--Thomas F. Tumblin, professor of leadership, Asbury Theological Seminary In a groundbreaking seven-year experience, Jim Herrington and Trisha Taylor led a cluster of churches in a process of personal and congregational transformation that is producing hope and health. Built on a sound understanding of learning organization theory, adaptive leadership, family systems theory, and recent discoveries in the neurosciences, Herrington and Taylor developed and refined a highly fruitful model of church renewal. This model begins with personal renewal in which congregations learn how to become learning communities and ends with church-wide transformation. Learning Change is the pastor and congregational leaders' field guide to leading change. Each chapter provides training and information, an aspect of the learning change model, stories of real-life experiences in churches, and questions and suggestions for taking this information into a congregational context.

Bold transformation is needed in many of the congregations that cover the American landscape, argue Jim Herrington, Mike Bonem, and James H. Furr, authors of *Leading Congregational Change: A Practical Guide for the Transformational Journey*. Drawing on their more than one hundred years of combined experience in a wide variety of church-related positions and a deep commitment to the biblical role of the local church, the authors present practical and concrete principles and concepts applicable across a broad spectrum of congregations. *Leading Congregational Change* presents a simple, memorable, and transferable framework along with principles of congregational transformation--such as God's call for transformation, the central role of spiritual vitality, the sequential nature of effective change, and the learning disciplines. Illustrations and action items offer adaptable suggestions and starting points for discussion. *Leading Congregational Change* is designed primarily for pastors and other congregational leaders who sense that things are not "just fine" in their churches and realize that deep change is needed. Judicatory staff and church consultants will also find the model for congregational transformation helpful. Individual ministries within a congregation, new congregations, and parachurch organizations can also use it to facilitate their own transformation. A church will grow when it understands and is genuinely committed to demonstrating and sharing the gospel in relevant ways. Growth will be manifested in the deeper commitment of its members. And more people in the community will hear God's call and become faithful disciples of Christ. *Leading Congregational Change* is a wise and faithful guide for the journey toward such transformation.

Parsons and Leas have created an important tool for congregational leaders in this application of systems theory to evaluating a congregation's life and readiness for change. Church leaders can explore the forces at work and examine the systemic implications in seven key areas: strategy, process, pastoral and lay leadership, authority, relatedness, and learning. The Manual provides an overview of systems theory, complete instructions for administering and scoring the Congregational Systems Inventory (CSI), and guidance for interpreting and explaining the inventory results using sample scores. The Congregational Systems Inventory is a survey designed to sample the perspectives of church staff, governing board, and key lay leaders. Be sure to order some packs of the CSI along with this valuable resource.

This 2-volume set within The SAGE Reference Series on Leadership tackles issues relevant to leadership in the realm of religion. It explores such themes as the contexts in which religious leaders move, leadership in communities of faith, leadership as taught in theological education and training, religious leadership impacting social change and social justice, and more. Topics are examined from multiple perspectives, traditions, and faiths. Features & Benefits: By focusing on key topics with 100 brief chapters, we provide students with more depth than typically found in encyclopedia entries but with less jargon or density than the typical journal article or research handbook chapter. Signed chapters are written in language and style that is broadly accessible. Each chapter is followed by a brief bibliography and further readings to guide students to sources for more in-depth exploration in their research journeys. A detailed index, cross-references between chapters, and an online version enhance accessibility for today's student audience.

?Another Way describes a new way of leadership for the 21st Century, one that inspires people to delve deeply into their own selves and that creates a mysterious relatedness among strangers. When this leadership happens, we remember people are created to experience community, to find joy in one another, and to create a better world out of a deep reservoir where the soul resides. Written by the leaders of the Forum for Theological Exploration, the internationally recognized leadership incubator for emerging Christian leaders, Another Way will shape the way you look at yourself, your leadership, and the communities that hold

you accountable to making the world a better place.

Many ministries must undergo major change in order to fulfill their mission, and more importantly, to fulfill God's mission, in today's world. This book tells the story of the relocation of Gateway Seminary—as well as other stories of major change. In doing so, it lays out the principles and processes necessary to get the job done. The first section of *Leading Major Change in Your Ministry* outlines foundational concepts to leading major change. The second section explains a six-fold model for leading major change in churches and ministry organizations. The book includes illustrations throughout, not from hypothetical situations, but from real-life ministry challenges in both local churches and large organizations. While theories about leading major change are interesting, practical insight about how to do it—written by someone who has led multiple organizations through major change—is far more helpful. The stakes are high. Leadership decisions in ministries have eternal consequences. Almost every church or organization needs—or soon will need—to be led through major change. *Leading Major Change in Your Ministry* is your guide to successfully getting it done.

Classic guidance and advice on how to lead God's people, revised and updated for a new generation of leaders. "Heuser and Shawchuck have done an outstanding revision of their classic volume. *Leading the Congregation*. The pursuits of excellence and spirituality are woven into a beautiful and practical guide for faithful ministry. This volume belongs on the desk of every pastor and in the curriculum of every school of theology. The authors are as courageous in naming the cost, demands, and dangers of ministry as they are faithful in making plain the abundant resources available to enable and enhance effective ministry in our time. *Leading the Congregation* is a book for everyone seeking a practical guide to excellence and faithfulness in ministry."--- Bishop Rueben P. Job, author of *Three Simple Rules: A Wesleyan Way of Living* "Leading the Congregation is an excellent resource for those looking for authenticity and wholeness in leadership. Congregations desperately need the type of leader this book defines, that is, a Christ-centered leader whose sacrificial service provides the welcoming of the soul and the weaving of community in a wounded world."--- Dr. Jesse Miranda, President of the Miranda Center and CEO of the National Hispanic Christian Leadership Conference (NHCLC) "Leading the Congregation is a captivating analysis of the life issues of a spiritual Christian leader and the congregation she or he serves. I relish the insights of the authors from spiritual formation, psychology, organization, and leadership analysis. It is a real help to the busily involved Christian leader so that one can understand the reality one is immersed in. It is an extremely welcome book."---Elder Oscar Owens Jr., Christian Education Director of West Angeles Church of God in Christ "Young leaders, you will not just love this book; you will get it! Heuser and Shawchuck thoughtfully address perhaps the most challenging aspect of leading in the church today: the 'with others' part."---Chip Espinoza, coauthor of *Managing the Millennials*

Deals with the issue of revitalizing the organization of synagogues in North America. Offers concrete, practical information to transform our spiritual communities.

Do you ever feel that you are leading in uncharted territory? Pastor and consultant Tod Bolsinger draws on decades of expertise guiding churches and organizations in this expanded practical leadership resource, offering illuminating insights and practical tools to help you reimagine what effective church leadership looks like in our rapidly changing world.

*Leading Change in the Congregation* Spiritual and Organizational Tools for Leaders Alban Inst

This book is not an attempt to offer hope, help, or even advice on what denominations need to do. However, it is a book about a significant turn-around of a middle-level administration of justice in one Protestant denomination and it does offer hope that other like administrations might be able to experience a better and more effective existence. Everyone's experience is unique and therefore cannot be replicated. However, the implementation of foundational all-encompassing principles, the development of new strategies, and the performance of specific tactics that are successful in one situation does offer hope to others that their modeling of the principles, adapting the strategies, and creating specific tactics to fit their context can bring change. "This book is a gutsy look at denominational life, leadership and vision, and offers new paradigms for the local church, middle judicatories and national denominational life. A must-read for anyone interested in bringing renewal to the local church and our denomination. Clearly, Borden has hit the bull's-eye with regard not only to our denomination's needs but also how renewal begins in the local church." - ABE News Foreword to *Hit the Bullseye* by Leith Anderson July 2003 "Some look at things that are, and ask why. I dream of things that never were and ask why not?" -- George Bernard Shaw There are approximately 400,000 churches in the United States and the vast majority of them belong to denominations. Some are healthy, vibrant, and growing. Most are tired, struggling, not growing, and don't know what to do. Plenty of critics and cynics take surveys, analyze data, and write books about what is wrong with the churches of America. As if following the theology of Chicken Little they are convinced that the sky is falling and there is little we can do except seek cover. Proposals for renewal often are offered by theorists who tell practitioners what to do but have never actually done it themselves. What if? What if there was a way to help declining churches to grow? What if we could teach pastors how to lead their congregations to spiritual renewal? What if thousands of churches changed from maintenance to mission? What if a movement began with 200 churches that grew to 200,000 churches? What if millions of unchurched people came into lasting relationships with Jesus Christ and the church? What if the denominations of America with all of their people, property, and potential became the epicenter of this spiritual earthquake that became known as the Great Awakening of the 21st Century? Maybe all this sounds too good to be true. Well, it has already begun. Centered in the earthquake zone of northern California, the American Baptist Churches of the West have demonstrated that a plateaued and declining region of mainline congregations can become a model of healthy and growing congregations. They have overcome the usual excuses that "our churches are too small," "we have too many older people and congregations," and "property here is too expensive." They followed a powerful formula of biblical strategies, courageous leadership, and much hard work. What is most amazing is that the turnaround took less than five years. Why not? Here is the dream. Denominational leaders, executive ministers, bishops, district

superintendents, regional directors, seminary teachers, pastors, and lay leaders will discover what God has done in northern California and say, "Why not here?" "With a few creative adaptations we can do the same thing in our denomination and in our churches." They will start small and multiply. They will risk their traditions, finances, staff, and jobs. They will respond to misunderstanding with teaching and take criticism with grace. Then there will be one successful church transformation—new vision, new faith, new people, and new excitement. One will become ten and ten will become one hundred. Church by church, region by region, denomination by denomination—a true reformation will bring a great new era to the people and churches of our generation. It can be done. It has been done. This is a dream of the way things can be. Be among those who say, "Why not? Let's do it!"

Pastoral care has been traditionally understood as pastoral acts administered to individuals or small groups by an ordained or lay religious practitioner. As congregations in the twenty-first century begin to reclaim the missional nature of church, this view must be broadened to include care and concern for the needs of the larger community. A missional perspective of pastoral care embraces the notion that all of God's people—not just trained professionals—are called to partner in the healing and redemption of the world. In *Beyond Church Walls*, Rick Rouse sets out to articulate precisely what such an approach to pastoral care looks like—and the substantial impact it can have on congregations and communities. A skilled teacher and pastor with deep experience in real communities, Rouse leads readers through the changing realities of the twenty-first century and to new ways for missional churches to succeed in offering pastoral care for the whole community.

For five years, Alban Institute senior consultant Susan Beaumont has been giving voice to the organizational and leadership demands of large congregations. Through her work, she has identified five basic leadership systems that need to stay in alignment for the large church to function well for its size: clergy leadership roles, staff team design and function, governance and board function, acculturation and the role of laity, and forming and executing strategy. She has also learned that these five systems operate with some important but subtle distinctions in what Beaumont calls the professional church (400-800 in worship attendance), the strategic church (800-1,200), and the matrix church (1,200-2,000). Often, she has discovered, problems in a large congregation are related to the fact that one or more of the five systems is inappropriately structured for the size of the congregation. In other words, the church isn't acting its size. Beaumont is invested in helping large congregations 'rightsize' their leadership systems to better serve their ministry context. This book articulates why size matters and how it matters in the world of large congregations. It is written for anyone who wants to better understand the leadership and organizational dynamics of the large church anyone seeking to understand the challenges of leading from inside the large congregation.

What type of leadership is needed in a moment that demands adaptive change? Exploring the qualities of adaptive leadership within churches and nonprofit organizations, Tod Bolsinger deftly examines both the external challenges we face and the internal resistance that holds us back, showing how leaders can become both stronger and more flexible. As a senior pastor and former deacon, Dr. James H. Taylor, III, has many years of experience with the "grain of tradition" paradigm of rural ministry. His passion to make a contribution to the betterment of rural ministry through the equipping of laity for servant leadership and excellence in ministry, lies within this vital resource. This book, which is part research project and part servant leadership resource equipping guide, provides the theological foundation, state of the art in servant leadership and step by step training modules for equipping the laity for the role of servant leader.. This book explores basic leadership principles and contrasts leadership and servant leadership and its intricate and important role in excellence in ministry. The ten module training guide systematically unfolds laity's spiritual undergirding in preparation for embracing the ranks of servant leadership, specifically the diaconate. This resource will benefit any church who desire to better equip its laity for servant leadership and strive for excellence in ministry. Dr. James H. Taylor, III is the senior pastor of the Race Street Baptist church in historic Farmville, VA. He is a graduate of the Samuel DeWitt Proctor School of Theology in Richmond, Virginia. and the United Theological Seminary in Dayton, Ohio.

*Ritual Practices in Congregational Identity Formation* investigates the educational roles of ritual practices in the process of congregational identity formation. Son identifies and analyzes various kinds of Christian rituals with respect to how rituals influence the formational processes of a congregation's identity. Based on Victor Turner's ritual theory, this book also investigates the pedagogical and transformative efficacies of ritual practices within the dynamics of congregational education.

When pastors and congregations come together in ministry, they generally do so with the hope that the relationship will be long-lasting and dynamic. The reality, however, is that long-term pastorates are an increasingly rare phenomenon in congregations. While there are many reasons that most pastors can only sustain their ministries in a parish for a relatively limited number of years, Glenn Ludwig argues that this does not have to be the case if both pastors and congregations take deliberate steps toward an enduring friendship.

Helping a community of faith 're-vision' its personal and collective narratives is one of the greatest leadership challenges of the age. In *Finding Our Story*, Larry Golemon, lead researcher of the Alban Institute's Narrative Leadership in Ministry project, has assembled essays by congregational consultants who use the power of story to help congregations heal, strengthen, and reinvent themselves. These consultants describe how narrative therapy works, explore its promise and its challenges, and share the practical wisdom of their own experiences along with their favorite models of narrative change to show how congregations can be transformed by reauthoring the operative stories they live by. *Renew Your Congregation* provides motivation to church leaders and gives direction for those in need of recovery from the status of a dying or plateaued church, toward becoming a transformed and transforming church. Based on his own experience as pastor of dying and of transformed churches, the author gives practical advice to church leaders concerning what they must do and what they must become for the church to become vibrant, energetic, and fun again. Using examples and testimonies from pastors of various denominations across the country, McConnell shows both the dangers and the delights of leading a church transformation. He explains the necessity of spiritual and organizational changes and the pain endured in making them.

*How to Lead When You Don't Know Where You're Going* is a book of hope for weary leaders in danger of defining ministry in terms of failure or loss. This book does not attempt to describe where the church is headed; rather, it helps leaders stand firm in a disoriented state, learning from their mistakes and leading despite the confusion.

What makes it possible for a church to reverse course from decline or stagnation into longlasting vitality? How can a church immigrate from a congealing present into a compelling future? What can a congregation do to experience continuous, deep change rather than just temporary, surface improvement? How does a person lead redevelopment? The three authors of this book address these and other questions by building on an eight-step framework for lasting change developed by John P. Kotter, noted former professor of organizational behavior at

Harvard Business School. His work on organizational change is heralded in the secular world as foundational, and Smith, Sellon, and Grossman have found that his findings hold true for congregations as well. Each chapter in this book comprises three sections: mentor, companion and coach. The mentor section discusses principles and concepts to be addressed in each of the eight steps; the companion section gives readers a sense of what leading change is actually like for a congregational leader; and the coach section provides specific ways for leaders to develop the unique change processes that will be effective in their church. Foreword by Anthony G. Pappas. "The authors offer strong spiritual grounding and wise counsel for personal and communal transformation as they lead us through a highly effective process of congregational transformation." -- Barbara B. Troxell "This book does not offer us more exhausting busyness, but focuses on the very heart of ministry in and through the congregation. If you yearn to move beyond the status quo, dive into this refreshing book and expect transformation." -- Julia Kuhn Wallace

It seems that nearly everyone is talking about missional change for congregations. As a result, many church leaders are attempting to drive that kind of change for the ministries they lead. Some succeed. But many others hit a wall of considerable frustration as they find that congregations resist the very change that is so needed. The reasons for this resistance are many, and they are explored in this volume. What is required to move a church from resistance to readiness? Some resistance is deeply rooted in spiritual patterns. But there are other reasons as well, and they center on trust--personal trust in the leaders who offer missional change. For this work, the authors have done extensive primary and secondary research to identify patterns and behaviors that invite missional leadership. More than that, they've lived this out in their own ministries as pastors of traditional congregations. This book thus offers compelling first-person stories and congregational case studies alongside more generalized findings. *Leading Missional Change* was written to support pastors and other church leaders who experience resistance, to share wisdom and experience that may lead to readiness, and to give hope and encouragement toward a re-energizing of your own congregation.

Directed at managers and employees in today's corporations, where change is necessary to revitalize and improve corporate performance, this guide addresses the fact that it is people that have to carry out the change.

Pastoral leadership has always been challenging, but clergy and parish leaders today face unprecedented challenges, many of which simply didn't exist a generation ago. The questions of ministry and leadership in the church today range broadly across the financial and the managerial, the spiritual and the interpersonal. In such a time, a wise mentor who can articulate a way forward for others is an immeasurable help. In *Reviving the Congregation*, Michael W. Foss, best-selling author of *Power Surge*, steps forward as that mentor. Bringing decades of experience in congregational life and leadership and a winsome style to the work, Foss offers a compelling introduction to the new context in which we lead, and the personal and congregational strategies that will offer a way forward. *Reviving the Congregation* is rooted in Foss's own experience, but it is open to all through questions for reflection, space for notes and journaling, and an extended bibliography for further reading.

All small groups in the local church are, or could be, places of faith formation and disciple making. By offering a more intimate setting, small groups of every kind are uniquely able to welcome and nurture people in the church and in the faith. This guideline is designed to help implement and guide the work of the ministry area. This is one of the twenty-six Guidelines that cover church leadership areas including Church Council and Small Membership Church; the administrative areas of Finance and Trustees; and ministry areas focused on nurture, outreach, and witness including Worship, Evangelism, Stewardship, and Christian Education, age-level ministries, Communications, and more. To see a full list of Guidelines, search by typing keywords: "Guidelines for Leading Your Congregation 2013-2016," and click "search".

The church as we know it is calibrated for a world that no longer exists. It needs to recalibrate in order to address the questions that animate today's congregants. Leading congregational researcher Scott Cormode explores the role of Christian practices in recalibrating the church for the twenty-first century, offering church leaders innovative ways to express the never-changing gospel to their ever-changing congregations. The book has been road-tested with over one hundred churches through the Fuller Youth Institute and includes five questions that guide Christian leaders who wish to innovate.

A Leadership Network Publication With this much-needed handbook, the authors brilliantly combine their experience guiding dozens of churches through the change process with both the study of Christian disciplines and the sophisticated understanding of such important business thinkers as John Kotter on leading change and Peter Senge on learning organizations. In this eminently readable book the authors have distilled their insights and practices into simple but powerful concepts for leading congregations, whether long established or recently formed, through profound change. Leaders using this guide will also be interested in the companion *Leading Congregational Change Workbook*, which offers assessment questions, planning worksheets, activities, and case examples for each stage of the process.

Congregations often find themselves in power struggles over two opposing views. People on both sides believe strongly that they are right. They also assume that if they are right, their opposition must be wrong--classic 'either/or' thinking. A polarity is a pair of truths that need each other over time. When an argument is about two poles of a polarity, both sides are right and need each other to experience the whole truth. This phenomenon has been recognized and written about for centuries in philosophy and religion. It is at the heart of Taoism, where we find the familiar polarity of yin and yang energy. In the past fifty years, business leaders have come to appreciate the phenomenon, often called dilemma or paradox. No matter what it is called, the research is clear: leaders and organizations that manage polarities well outperform those who don't.

This third volume on strategies for church leaders focuses on the relationships, structures, and processes common to the religious congregation. The emphasis is on transforming people through the identification and maximization of effective processes within. Many books have been written about leadership and change, but until now none has focused on the kind of change that tears at a community's very fabric. Alban senior consultant Gil Rendle provides a respectful context for understanding change, especially the experiences and resistances that people feel. Rendle pulls together theory, research, and his work with churches facing change to provide leaders with practical diagnostic models and tools. In a time when change is the norm, this book helps to "lead change" in a spiritual and healthy way.

Leadership books and seminars notwithstanding, many pastors remain unclear on how to effectively lead their congregations. Some even believe that preaching needs to take a backseat to leadership. Dismissing such comparisons as artificial, pastor and professor Michael Quicke notes how the Scriptures themselves reveal transformational leadership through proclamation by preachers. God's preachers, Quicke asserts, are inevitably his leaders. Powerful preaching and disciple-making leadership go hand in hand in the Bible, as well as in the contemporary church. Both are inspired by God's energy. The intentional pastor will be renewed to discern that biblical preaching is central to the events of church life and mission.

Twenty years after *Critical Moment of Ministry* was first published, Loren Mead returns to his groundbreaking work on one of the most important times in a congregation's life--the time between one pastor's leaving and another's arrival. In this revised edition, *A Change of*

Pastors, Mead shares the wisdom he gained from 35 years of studying congregations, wisdom that he hopes will allow congregations to take full advantage of this "extraordinarily pregnant moment" during which incredible congregational change can happen.

This book helps pastors and church leaders understand the role their personal transformation as Jesus's disciples plays in effective congregational leadership. It shifts the focus of leadership from techniques and charisma to spiritual transformation and developing emotional maturity so leaders can effectively lead congregations to embrace change. End-of-chapter discussion questions are included. The first edition sold more than 20,000 copies and has been regularly used as a textbook over the past fifteen years. The second edition has been revised throughout and includes a greater emphasis on Bowen Family Systems Theory.

Preacher and teacher David Mosser offers practical and spiritual guidance for pastors struggling to manage and respond to changes in the economy, changes in their neighborhoods, changes in their denominations, changes in the congregation, changes in culture, and the life changes present in every parishioner's life. Wise words from authors such as Alyce McKenzie, David Buttrick, Joanna Adams, and Thomas Long all contribute to this most timely and helpful book.

The first book to bring together both leadership and change theories, concepts, and processes, *Leading Change in Multiple Contexts* uses a consistent framework and the latest research to help readers understand and apply the concepts and practices of leading change. Key Features Brings together leadership and change concepts and practices in five distinct contexts—organizational, community, political, social change, and global Draws from a wide range of classic and recent scholarship from multiple disciplines Includes the perspectives of change and leadership experts Offers real-life vignettes that provide examples of leading change in every context Provides readers with application and reflection exercises that allow them to apply leadership and change concepts to their experiences *Leading Change in Multiple Contexts* is designed for undergraduate and graduate courses in Change Management, Leadership, Organizational Behavior, Organizational Development, and Leadership and Change offered in departments of business, education, communication, and public administration, as well as programs focusing on leadership, public policy, community activism, and social change.

"Full Kingdom potential," says George Bullard, "is a journey, not a destination. To reach your full Kingdom potential, its pursuit must be your enduring passion and desire." Drawing on his more than four decades of experience in congregational leadership, Bullard offers not just another process for congregational redevelopment. He learns from the past to take congregations on a spiritual journey that is open-ended, custom-made, and locally owned. His focus is on capacity building in each congregation, calling for a narrative approach to futuring in the life of congregations that responds to new things God is seeking to do in and through members of the congregation. From the TCP Leadership Series.

*Leading the Congregation* is a complete and definitive guide to the practice of church leadership. The book describes essential paradigms for the leader that integrate spiritual integrity and service within a "systems" view of the congregation and its ministry. This revised and updated version focuses on the challenges of congregational leadership in a culture that has fewer ties to Christian faith. The authors lay out the dual contexts in which church leaders must function—within the congregation, and as the congregation's representative to the community—and they explain the very different skill sets required to flourish in each. Underlying the revised edition is an insistence on the congregational leader's call from God, and cultivation of her or his relationship with God. Leadership is not the same thing as charisma, they explain; it is rather a set of attitudes and practices that each of us can and must master if we are to be worthy servants of Christ.

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