

# 101

## LEADERSHIP CONCEPTS

FOR PASTORS AND CHRISTIAN LEADERS



**Biblical**  
Leadership



Dear Christian leader,

If you're like me, you can't get enough leadership encouragement and ideas. That's why I'm excited to introduce this ebook to you.

The editors of BiblicalLeadership.com have searched through five years of blog posts and chosen the 101 axioms you're about to read. You'll notice they're divided into several key topics applicable to leadership in churches, businesses or anywhere you lead people.

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Now on to the encouragement!

In Christ,

A handwritten signature in blue ink that reads "Tom".

Tom Harper  
Publisher, BiblicalLeadership.com



## *101 LEADERSHIP TIPS*

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## CHARACTERISTICS OF A LEADER

**1. Take time to listen.** A good [leader] takes time to listen to people, learns as many of their names as possible, and takes a keen interest in their everyday activities. [Characteristics of a Good Shepherd](#) - [Bob Russell](#)

**2. Make important decisions slowly.** For each important decision, identify at least three options. Then, drill deeper and identify at least three consequences for each option. Then consult a trusted mentor or coach to discuss the options before settling on a final decision. [Want your church to grow? Then slow down!](#) - [Bud Brown](#)

**3. Have perspective.** We must be very careful not to pretend to be God in our savvy, often arrogant, strivings to make decisions about how the church should work. I believe only God can know everything, and He's keeping some of it a secret. [Church: The best of times and the worst of times](#) - [Doug Lawrence](#)

**4. Procrastination is a decision.** If you fail to be decisive in leadership and trust your intuition, a non-decision may be costly. True leaders take risks. Sometimes those risks may not work out, but it's always better than procrastination. [7 leadership tips I wished someone had told me](#) - [Matthew Fretwell](#)

**5. Live whole-heartedly.** Our failure is in not allowing God's rule in every area of our hearts. When people live under the rule of God, their inner beings are healed, transformed, and renewed. The reign of God in our hearts impacts our actions, thoughts, relationships, families, communities, the places we work and live. [You are invited!](#) - [Phillip Foster](#)

**6. Ask, "What can I give?"** Leaders have big-picture thinking. This is what causes leaders to "get it" when vision is projected. They grasp long term planning and its importance. They understand the need to see beyond the here-and-now. [4 important characteristics of leaders](#) - [Tony Llewellyn](#)

**7. Be bold and humble.** [These church planters] had a boldness that is marked with a refreshing humility. When you add this passion to the fact that there is no such thing as a one-size-fits-all church anymore, the bold humility is expressed with such uniqueness. Each personality shines with a passion for Jesus in its own way. [5 emerging traits of successful church planters](#) - [Will Mancini](#)

**8. Be teachable.** Once I embraced the need to have a teachable spirit, I started learning. I had more zest for life and approached people with a "what can I learn from you?" outlook. [A teachable spirit will improve your writing](#) - [Ken Walker](#)

**9. Be proactive.** Rather than busy ourselves to the extent that we never have time to be reactive, it behooves all of us and our ministries to ensure that we do indeed have sufficient margin so that we can respond to what comes to us in a particular moment. [Is your ministry proactive or reactive?](#) - [Allen Hamlin](#)

**10. Set the example.** You must first become what you want the people to become. [Can ordinary pastors become turnaround pastors?](#) - [Brian Thorstad](#)

**11. Have a healthy sense of humor.** This trait is natural because the leaders are not thinking obsessively about themselves. Indeed, they are prone to laugh at themselves and their own perceived inadequacies. [7 relational skills possessed by effective church leaders](#) - [Thom Rainer](#)

## PREACHING

**12. Connect.** Rather than express our inability to understand those from another generation, we should express our desire to build connections with each other. [Are you preaching exclusively for baby boomers?](#) - [Dr. Boyd](#)

**13. Be grounded.** For spiritual grounding, pastors need enough intercessors to under-gird their preaching in prayer. [7 more ways to raise a pastor's performance potential](#) - [Jim Farrer](#)

**14. Preach to lead.** A leader cannot be silent. In order to fulfill an office of leadership, there must be communication. There must be perspective shared, vision cast, questions asked. While the functions of leadership often take place away from the pulpit, time spent preaching is vital for building one's platform as a leader, connecting with the congregants. A sermon is a key time for hearers to get to know their leader, assessing his personal qualities and virtues even apart from the content of his biblical message. [Why do you preach? 4 relational perspectives - Allen Hamlin](#)

**15. Anyone can engage with the Bible.** Bible engagement happens by receiving the words of the Bible through reading or listening, reflecting on the meaning of those words and responding to them in your own life. [3 components of Bible engagement - Dr. Pamela Ovwigho](#)

**16. Preach to shepherd.** I have worked with a large number of people involved in a variety of pastoral care-based ministries. It strikes me that the ones that have been active in engaging with people, asking questions one-on-one as well as offering group workshops and seminars, are the ones deemed to be good at what they do. [Why do you preach? 4 relational perspectives - Allen Hamlin](#)



**20. Bigger isn't always better.** Are there positives to having a big church? Of course. Big churches do things smaller churches can't. But it doesn't necessarily follow that it's better to be big, or that there's no healthy limit to a church's size. Big churches have challenges too, so everything isn't as perfect as it appears outwardly. [The bigger is better syndrome - Tony Llewellyn](#)

**21. Look locally.** The gospel and serving community should never be separated—they belong together. It's not one or the other—it's both. [3 observations of church revitalization - Matthew Fretwell](#)

**22. Immerse yourself in the culture.** There may be times when leaders have to change their behavior in a variety of ways; including learning to be careful of what is said, acting in line with others' expectations, changing management and communication style to fit the new situation, and learning to value other ways of thinking – all of which require in-depth knowledge of the local culture. [The incarnational leader - Steve Lawson](#)

**23. Have at least one greeter in the church parking lot.** That person makes an immediate impression on guests. [The 10 Commandments for church parking lots - Thom Rainer](#)

**24. Remember, you were once an enemy.** As ambassadors, we're offering terms of peace to an enemy of God. And since we were all enemies of God, we are able to relate with those who hear the declaration of God's glory. The world is always going to be hostile towards the gospel. Yet, we present it with and out of love. [3 great helps for proclaiming the gospel in a hostile culture - Matthew Fretwell](#)

## EVANGELISM/OUTREACH

**17. Look for church growth.** One of the top questions to ask any congregation which wants to move off a plateau in attendance is: "How many are on your prospect list?" [Prioritizing pastoral roles - Jim Farrer](#)

**18. Beware of an inward focus.** When a church has a cadre of talented and gifted leaders, these volunteers are often asked to stay too long in their positions. The result is that leadership unintentionally becomes a closed clique, which newcomers with innovative ideas will often feel too intimidated to penetrate. [4 traps of ingrown churches - Bob Whitesel](#)

**19. It's time to move.** What I have learned over the last 18 years, however, is that strategies and tools change. We need to move from content to obedience. We need to move from the "how to" to the "want to!" [Personal evangelism from 'how to' to 'want to' - Kris Eldridge](#)



## 25. Be intentional in representing the whole

**community.** The faces looking out from the ministry stage and those within the congregation must reflect the faces of the multi-ethnic community. Solid, practical efforts must be made to encourage people from underrepresented groups to seek out leadership, administrative, or support positions within the staff and ministry teams of the local church. [3 dynamics of multi-ethnic ministry - Parnell Lovelace, Jr.](#)

**26. Be prepared.** To reach the influx of people groups and the numerous religions, the church must prepare itself. We must ask ourselves if we serve God or culture. I believe that we can do the first, while living within the latter. Our churches are neither dispersing nor deploying believers, merely gathering them. [We're praying for revival, but we need this instead...](#) - [Matthew Fretwell](#)

**27. Be inviting.** Let's go to people and love them where they are. Let's stop inviting people to church and start inviting people to a relationship where they are. [Outreach: from "come" to "go" - Kris Eldridge](#)

**28. Be aggressive.** What if we evaluated the aggressiveness of our ministries in terms of their display of passion, their use of our God-given offensive weapon "the sword of the Spirit, which is the Word of God", their proactive approach in reaching out "Go into all the world", and their determination to see enslaved and broken people set free and made whole? [What does aggressive ministry look like? - Allen Hamlin](#)

**29. Seek revitalization.** Revitalization is a systemic DNA change—a transformation. The church is here to engage culture, to proclaim the love of God, through Christ. Systemic DNA change can transform an isolated dying church into a missional-attractional church devoted to Christ. [Revitalizing your church: 5 crucial steps to changing DNA - Matthew Fretwell](#)



## DISCIPLESHIP

**30. Implement generational mediators.** In order to reach Millennials, changes will have to be made; those that reflect our evolving culture, and yet hold onto Christianity's core beliefs. To facilitate these changes, we will need to be led by generational mediators who are able to understand each side, translate effectively, and build bridges within the church. [How Gen X could save the church - Dr. Boyd](#)

**31. Excellent followership** only has meaning in the context of being part of a group, so defining what it means to be a part of your group is crucial for opening the door to each person's best contribution. [Is your church considering the quality of its followership? - Allen Hamlin](#)

**32. Encourage [those under your leadership] to set aside a specific time to worry.** This strategy sounds counter-intuitive but can actually be quite helpful. Whenever they find themselves worrying, they just remind themselves that it's not "worry time." When the worry time actually arrives, they may find that they no longer feel the need to worry about that situation. The time can then be used to connect with God, through prayer and the Word, further building their faith and trust. [4 strategies to free your congregants from the worry trap - Pamela Ovwigho](#)

**33. Influence.** A leader is anyone in a position to influence others. When we consider God's way for influence — making disciples — we quickly see that the senior pastor has the greatest potential for influence in his community. [Senior pastors are workplace leaders too - Rob Streetman](#)

**34. Seek maturity.** Our lives should be a healthy mixture of the three points mentioned - doctrine, experience, and practice. It seems like the Holy Spirit sometimes may emphasize one of these more than the other, but we certainly need all three to mature properly. [3 essential ingredients for life - Jeff Klick](#)

**35. Don't be religious.** When we try to be religious...we are saying Christ's work wasn't good enough to make us good. We are free. We are forgiven, forever. Now just love and demonstrate the incredible grace and good news we have experienced from God. [Freedom from religion - Dave Blundell](#)

**36. Engage the “power of 4.”** The life of someone who engages scripture four or more times a week looks radically different from the life of someone who does not. In fact, the lives of Christians who do not engage the Bible most days of the week are statistically the same as the lives of non-Christians. [The power of 4: One research finding that changed an entire ministry - Dr. Pamela Ovwigho](#)

**37. Recognize that strong foundations take time.** Foundation building should not be done hastily. Progress for progress sake can be disastrous. Don't start on the superstructure until you are sure the foundation has been laid firmly on the Cornerstone. Inspect the foundation regularly. [Building on a strong foundation - Rob Streetman](#)

## CONFLICT

**38. Personal observation.** Notice your initial reaction when something unexpected happens to interrupt your work, be it an unwelcome visitor at the office door, an unexpected emergency at home, an untimely death in the congregation, or that phone call you don't want to answer. Ask yourself, “Why does this bother me? Is my plan for the day more important than what God may have in the moment?” [Learn to juggle chickens - Bud Brown](#)

**39. Conflict is not necessarily bad.** It can be an important step along the way toward greater unity and effectiveness, as it was in Jerusalem, as described in Acts 6. Exposed, dealt with wisely, addressed gently by a leader who provides a calm, non-anxious, assertive presence. [4 elephants that can hurt your church - Brian Thorstad](#)

**40. Don't be surprised that you get criticized.** Make sure that your church has an intentional spiritual formation strategy to help people think and act more biblically. [7 reasons why church people criticize pastors - Charles Stone](#)

**41. Create a feedback boundary.** If you can't receive it at the moment, communicate that. Simply say something like, “I appreciate your willingness to give me feedback, but I just don't have the emotional energy to hear it now. Thanks.” [3 healthy boundaries every leader needs with critics - Charles Stone](#)

**42. Stop the gossip.** Telling somebody something in confidence is supposed to mean that they're not going to repeat it. But if we're passing it on, we're setting the example by breaking a confidence. [5 excuses for church gossip - Brian Thorstad](#)

**43. Don't get defensive when you are left out of important conversations.** Yet a defensive response rarely helps. What does help: a clear response: “I'd like to be included in the next trustee meeting, John” – without that anxious edge to your voice, if you can. [What to do about that church parking lot meeting - Margaret Marcuson](#)

**44. Choose a “worry place.”** It should not be for relaxing but only for worrying. Spend the time “stewing” about your issues, fantasizing worst case scenarios or trying to problem solve. During the day when a worrisome thought pops into your mind, you should remind yourself that you can and will think about your worries later. [7 surprising strategies for burnout - Jim Farrer](#)

**45. Consider the impact.** Decisions and actions never happen in a vacuum. They always rub up against others. So ask yourself, did I do it with a good attitude? Did accomplishing the task rub anyone the wrong way? Who did my actions affect? [How did it affect them? 3 principles of productivity - Mark Lenz](#)



## PRACTICAL WAYS TO LEAD

**46. Watch for commitment danger.** When you don't have a life outside the church. You need to be an engaged and committed husband and father. You need to have hobbies. You need to learn to laugh. Don't take yourself too seriously. [7 lessons from Peyton Manning for church leaders](#) - Greg Atkinson

**47. Let pastors lead.** Pastors must be given the same privilege to be ministry designers if we're going to expect them to have the same enthusiasm. [More reasons to let your pastor lead](#) - Brian Thorstad

**48. Talk to someone you trust. ...it's good for pastors to have a therapist.** A therapist can provide a truly safe environment for a pastor to be honest with what's going on in their ministry, marriage, church and life. Pastors need to seek out and find that person they can really trust. [Why every pastor needs a therapist](#) - Mark Lenz

**49. Minimize multi-tasking.** Research has shown that multi-tasking, trying to accomplish multiple tasks at once, is a myth. We can't truly pay attention to two things at once, even though we may think we can. [4 brain hacks that can make you a better leader](#) - Charles Stone

**50. Take a break.** In our frenetic, 24-7, always-connected world, the idea of stopping to rest seems unproductive, wasteful or foolish. It isn't. Rest is an essential part of writing. After all, there's a reason God took a Sabbath after He created the world. [Writing and the art of rest](#) - Ken Walker

**51. Maintain margin.** Allow for extra time in your schedule to deal with unexpected issues that may arise. When something unexpected comes up and you're called on to deal with it, you can say "Certainly! I've got the time." [6 key areas in which to develop margin](#) - Mark Lenz

**52. It's OK to take care of my valid needs.** I can't change what other people think about me, make them like me, or force them to approve of me, but I can take care of the body, soul, and spirit God has entrusted to me. In doing so, I then become the best pastor and leader He has created me to be. [The measure up mentality in today's church](#) - Charles Stone

**53. Clarify your belief system.** By dividing your beliefs into die for, defend and discuss categories, you will gain clarity in your belief system as well as maintain focus on what's most important. You'll probably save yourself from many unproductive conversations and destructive arguments. [3 categories of beliefs and why separating them is important](#) - Mark Lenz

**54. Stop.** When you feel anxiety rising, catch yourself before the emotion gets out of hand. Literally stop what you are doing to attend to yourself. [3 thinking errors leaders often commit](#) - Charles Stone

**55. Reframe mistakes.** Leaders see mistakes as an investment in learning. Leaders see occasional failure as inevitable. No one likes to fail. However, leaders see failure as a way of growing in experience and proper decision making. [5 ways leaders see things differently](#) - Paul Greasley

**56. Bring stability.** Effective executive pastors need to solidify ministry structures so that the infrastructure can support the demands of ministry. They need to champion the church culture - that intangible atmosphere in which the church functions. Whether it needs to be defined or re-defined, the executive pastor needs to own the responsibility of promoting a positive church culture. [4 things that make a great executive pastor](#) - Mark Lenz

**57. Protein first.** To really awaken the brain, give the protein a 20-minute head start and then add the carbs. [Raising the pastor's performance potential](#) - Jim Farrer

**58. Work on a different problem every day.** Perhaps you are trying to solve a problem over which you have limited control. You are wrestling with a situation that requires more information than you have at the moment. Create a step-by-step plan and work on it systematically. [4 strategies to help leaders develop critical thinking skills](#) - Paul Greasley

**59. Adjust your paradigm.** [This] will likely challenge your comfort zone and drive you to a greater desperation for faith in God and hearing His voice. Try attending a conference, reading a book, or researching a topic that will challenge the way you operate. [Pursuing a healthy paradigm](#) - Rob Streetman



## VISION

**60. Take action.** In my consulting, I have seen other leadership teams plan and take similar faith-walk actions. Some have changed their worship services. Others have changed their staff and organization structure. Still others have sought ways to become more prayerful. Some have changed several aspects of their ministry leadership. [Planning: a revitalization faith-walk - Jim Barber](#)

**61. Don't make impulsive decisions.** Write down your decisions for this quarter. Reverse engineer those decisions [for a quarter] to see who will be affected by them. Don't stop with just one name; more often than not multiple people are touched by a given decision. [Good leaders practice making good decisions - Bud Brown](#)

**62. Think practical.** Churches that only address short-term physiological needs will not fulfill long-term safety needs. These offers will sound hollow and incomplete for travelers at this waypoint, for they are looking for assistance that will ensure long term survival. [3 unmet needs that could guide your ministry - Bob Whitesel](#)

**63. Your sweet spot is important.** Pastors must learn to effectively negotiate the delicate balance between doing what they love and doing what they must. My observations, as well as my own experience, lead me to conclude that missing the sweet spot may be one of the greatest contributors to ministry burnout. [Trading your comfort zone for your sweet spot - Gerry Lewis](#)

**64. Use what you already do well.** The wrong purpose can make crafting mission and vision statements feel like a waste of time. [Discover how core competencies will empower your mission and vision - Bob Whitesel](#)

**65. Be contagious.** What's the one incredible simple step to reach thousands more with vision? Start by dramatically increasing your enthusiasm. It's actually not that hard. [1 simple step to reach thousands more with vision - Will Mancini](#)



**66. Create a "we."** This identification is a powerful one, and ideally exists at a number of levels. "We" can be defined by acceptance of a common goal, and perhaps especially a long-term goal. "We" also grows from a sense of commitment: an investment in a shared purpose, but also an attachment to one another. [Do you have a ministry team, or just a group doing ministry? - Allen Hamlin](#)

**67. Have a united vision.** Vision is always based on values. Real, actual, values, that is. If a church has a vision statement that genuinely reflects the church's actual, corporate vision most don't, you can work backwards and discern its actual values. If a church has a values statement that accurately reflects the church's actual, core values most don't you can project it out into the future and discern the church's vision. [Demystifying the "vision thing" - Brian Thorstad](#)

**68. Set up "base camp."** Think of a vivid vision statement as "base camp" for the team to assemble around, in order to take "vision casting treks" and "meaning excursions" all day long; that is the daily work of ministry. [Restarting the conversation for long-range vision - Will Mancini](#)

**69. Re-examine your leadership definition.** Concentrate on the character of leaders and the dynamic of leading rather than "leadership." How much is my understanding of "leadership" encrusted with postmodern Western culture? This question is particularly relevant when speaking into another culture whether on another continent or ours. [Leadership re-examined - John B. MacDonald](#)

**70. Don't lose sight of the important work you're called to do.** We should serve where we're not wanted because what we're doing is important; too important to be unfaithful or just quit or prior to the Lord reassigning us to another work. [Why should I serve where I'm not wanted?](#) - David Clarke

**71. Passion must motivate through the mundane.** Your God-ordained determination needs to keep your people inspired through the routine of ministry. So continually cast and recast vision. [3 keys to managing momentum in ministry](#) - Mark Lenz

**72. Correlate needs to ministries the church offers or can start.** Just as you brainstormed a master list of categories, now it is time to brainstorm a list of ministries you can refocus or launch to meet needs in each category. [3 tactics to help you tackle ministry](#) - Bob Whitesel

**73. Take time for vision.** Most pastors spend more time on preaching in one month than they do on visionary planning in five years. Your calling and your people deserve more. [How to create and cast vision for your church](#) - Will Mancini



**77. Throw out the cheese.** Excellence honors God and inspires people. Cheesy does neither. So if you want your service to clearly communicate your intended message, remember, it's not what you add, it's what you eliminate. [5 things to ruthlessly eliminate from your services](#) - Mark Lenz

**78. Committing to pray is a vital part of your stewardship...** [2 critical components of caring for your missionaries](#) - Allen Hamlin

**79. Pray for boldness.** Today, as in Bible times, the gospel is met with hostility. It is a countercultural message that offends the very people it benefits. We receive God's help to avoid shrinking from hostility when we ask for boldness in the face of opposition. [4 potent prayers to invigorate evangelism](#) - Bud Brown

**80. Don't waste your pain.** Invite Jesus to use your past, your present, all your "junk" and all your pain to fuel your passion for Him and a deeper passion to see His Kingdom advance in the world Philippians 3:10. [The Great Commandment as a motive for evangelism](#) - Kris Eldridge

**81. Know you're trusted.** Someone believes in you and has asked you to lead, so rest in that. Don't get an ego and don't get intimidated. Someone sees great talent and potential in you and is trusting you to lead his or her congregation in corporate worship. Please take that responsibility seriously and know there's grace and you are loved. [Tips for guest worship leaders](#) - Greg Atkinson

**82. Make prayer the engine.** Although I do believe that devoted prayer should "start" at the corporate level, we as leaders also need to equip our body with other strategies to pray throughout the week. [The Great Commission: moving from "casual" to "devoted" prayer](#) - Kris Eldridge

## WORSHIP//PRAYER//FELLOWSHIP

**74. Follow up.** If a church member entrusts their heart and situation into your care, please understand that is a very high compliment and gift. After investing in their life, periodically follow up with them and ask about their situation and how they are doing spiritually. [The hurting church: creating brand new ways to care](#) - Kim Niles

**75. Promote unity.** We must evaluate and effectively replicate every opportunity and initiative that brings diverse people together. [10 conversation starters to promote unity](#) - Parnell Lovelace, Jr.

**76. Don't be partially present with individuals.** Sometimes I want to scream at people. We're supposed to be doing breakfast, or going for a walk. Instead of being fully present with me, as I'm endeavoring to be with them, they're staring into their smartphone constantly. It's bad manners. [4 ways to be stupid with your smartphone](#) - Brian Thorstad

**83. Wait.** There are times when we are all told to wait. When we take things into our own hands, we can be sure they won't turn out the way God intended for them. Waiting may be one of the most difficult things to do, but it may be the most important things we will ever do. What makes you think God will bless what you are doing? - Phillip Foster

**84. Stop beating up on yourself for your failings.** Avoid showing how "battered" you may be feeling [from the stage]. Worship is not about you. 3 mistakes battered pastors make - Doug Lawrence

## FINANCES//TECHNOLOGY

**85. Explain biblical giving.** New member classes should be an entry point for delivering information and expectations of biblical church membership. Biblical giving should be a clear and unapologetic expectation of giving by church members. 7 traits of churches with increasing per-member giving- Thom Rainer

**86. Talk about money.** Your money life is part of your spiritual life. Don't talk about money only when you are asking people to give. People desperately need a spiritual perspective on the money they handle every day of their lives. Are you saying these 7 important things about money to your church? - Margaret Marcuson

**87. Utilize communication channels.** This isn't a cure-all. People are going to ignore information that doesn't strike them as relevant at the moment. But if you keep pushing it toward them in emails, text messages, Tweets and Facebook posts, it will get through to more people than whatever you're doing now. Solve church communication problems in 30 minutes a week - Bud Brown

**88. Make the ask.** Consider the untapped financial resources of people within our churches as part of the church's capital, at least potentially. Sometimes people don't give their money because we don't ask them. Or they are giving to nonprofits who do know how to ask, but they'd be happy to give more money to the church or to a special church project. Your church has more assets than you think (hint: it's not just about the money) - Margaret Marcuson

**89. Refrain from posting [on social media] when your emotions are high.** After writing something, take a break for a day and then review it. If you don't, you will likely regret it later. 10 Commandments for pastors regarding politics and social media - Thom Rainer

**90. Don't label your church.** You're only a poor church if you think you are. A key leader said to one minister, "This should be a poor church." Sometimes leaders think the people need to think the church is poor or they won't keep giving. In fact, people are more likely to be motivated to give to a going concern that has a lively mission. "Facts" about your church and money: take a closer look - Margaret Marcuson

**91. Avoid saying, "Please give so we can meet our budget."** You will receive far less for a budget than you will for a vision. Pastors, don't say these 7 things about money to your church - Margaret Marcuson

## PERSONNEL//VOLUNTEERS

**92. Realize that you can't do it all.** Perhaps there is something that you feel very responsible for but no one else considers it such a high priority. Stop doing it and using up your limited resources. If no one else picks up the task and life goes on, then you have just moved toward being less busy. 154 key ways to tell if you are too busy - Paul Greasley

**93. Retain a sense of control.** Take a moment to check the requests and demands for "just a moment" of your time. Pick one that makes you feel trapped. Brainstorm at least three ways you can respond that restore the sense that you're in control of your own calendar. What drives your motivation? - Bud Brown

**94. Hire an expert-type person.** Experts get things done. They are those extremely competent staff people who are highly trained and very skilled at what they do. If you want something done, give it to them. They tend to be a bit more task oriented than people focused, but they get the job done efficiently and professionally. They produce exceptional results. 3 kinds of church staff members ...and how to best utilize each - Mark Lenz



**95. Decentralize authority.** We will have to be OK with others taking the reins and making mistakes. We are going to have to give up control, and instead focus on instilling our organization's vision and values into others. If we do this, then over time we will discover those leaders that rise to the top that can carry the vision and do the job without the need to be managed. [How to harness the power of chaos in your ministry - Steve Lawson](#)

**96. Don't let leadership alignment become too rigid.** Such as, when organizational processes restrict resourcefulness and over define necessary tasks. Personal creativity and organizational innovation are byproducts of good leadership alignment. [Thinking about leadership alignment - Paul Greasley](#)

**97. Share the load.** It's certainly true that by sharing leadership you will avoid leadership burnout. Even more importantly, when you build a team you will be much more effective and productive. Think about it: It takes a team to reproduce! [Stop talking about small group multiplication - Mike Mack](#)

**98. Recruit motivated volunteers.** Those who bring their own motivation—because they are serving in ways that bring them joy—make the pastor's job a whole lot easier! [Help your pastor succeed by doing what you enjoy - Bud Brown](#)

**99. Encourage, edify and equip those under you.** Pastors have the keys to heart and behavioral change. More importantly, pastors have God's vision for the workplace: Disciple making and transformation for the Father's glory. [The importance of leadership transformation - Rob Streetman](#)

**100. Invest in mid-level leaders.** By releasing authority, mid-level leaders will feel valued, trusted and appreciated. They will be given an opportunity to shine and show senior leadership what they're made of. [Delegating versus releasing authority: what's the difference? - Mark Lenz](#)

**101. Ask "What do you think?"** This handy question helps when you sense someone wants you to solve his problem. You may immediately know the answer, but by answering it you may foster an unhealthy dependency on you. [5 signs you're a leader who talks too much - Charles Stone](#)



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