



WHAT DOES LEADERSHIP WELLNESS LOOK LIKE?



WHY CAN'T I GET
THEM TO CHANGE?

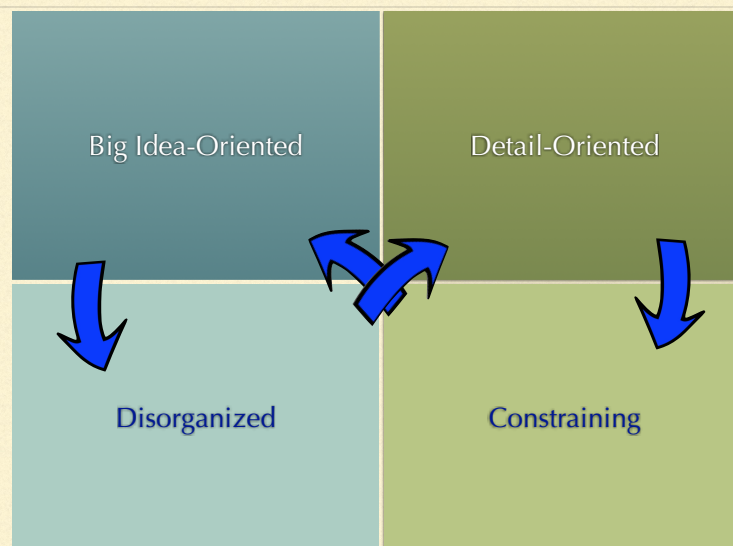




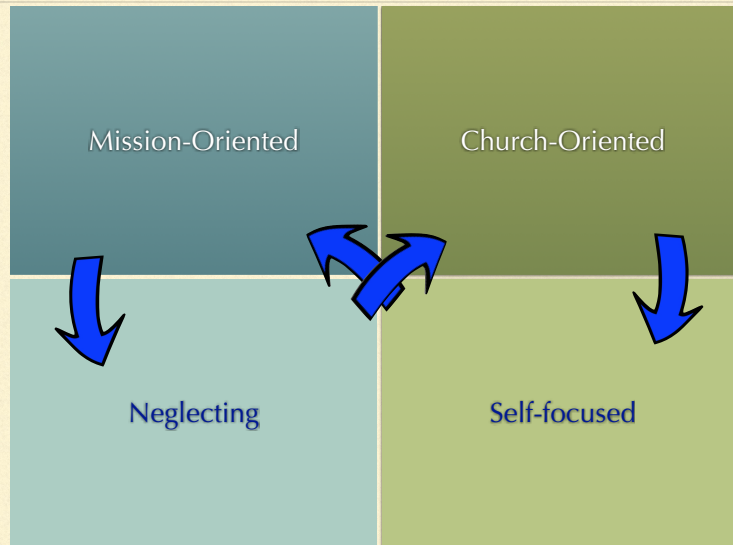
WHAT DOES LEADERSHIP WELLNESS LOOK LIKE?

- Healthy leadership often requires us to move in two different directions at the same time.
 - We have to **“manage polarities,”** which means that we have to maintain a tension between what can feel like opposites.
- Healthy leadership also set priorities between what we called to do, what we have a passion for, what need to do, what we’re expected to do, what others can do, and what just needs to die.
- Healthy leadership sets boundaries between spiritual, personal, familial, and vocational roles in a way that may say, “I can possibly find another church/career, don’t want to find another family, can’t find another body, won’t find another God.”

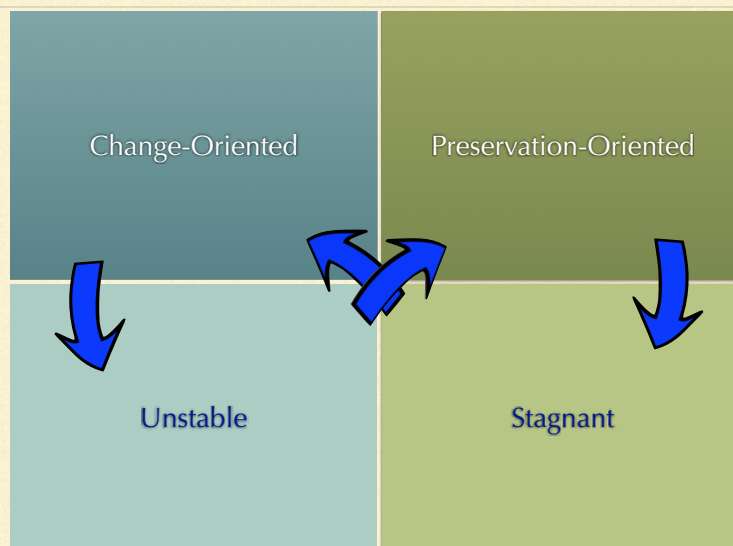
MANAGING LEADERSHIP POLARITIES



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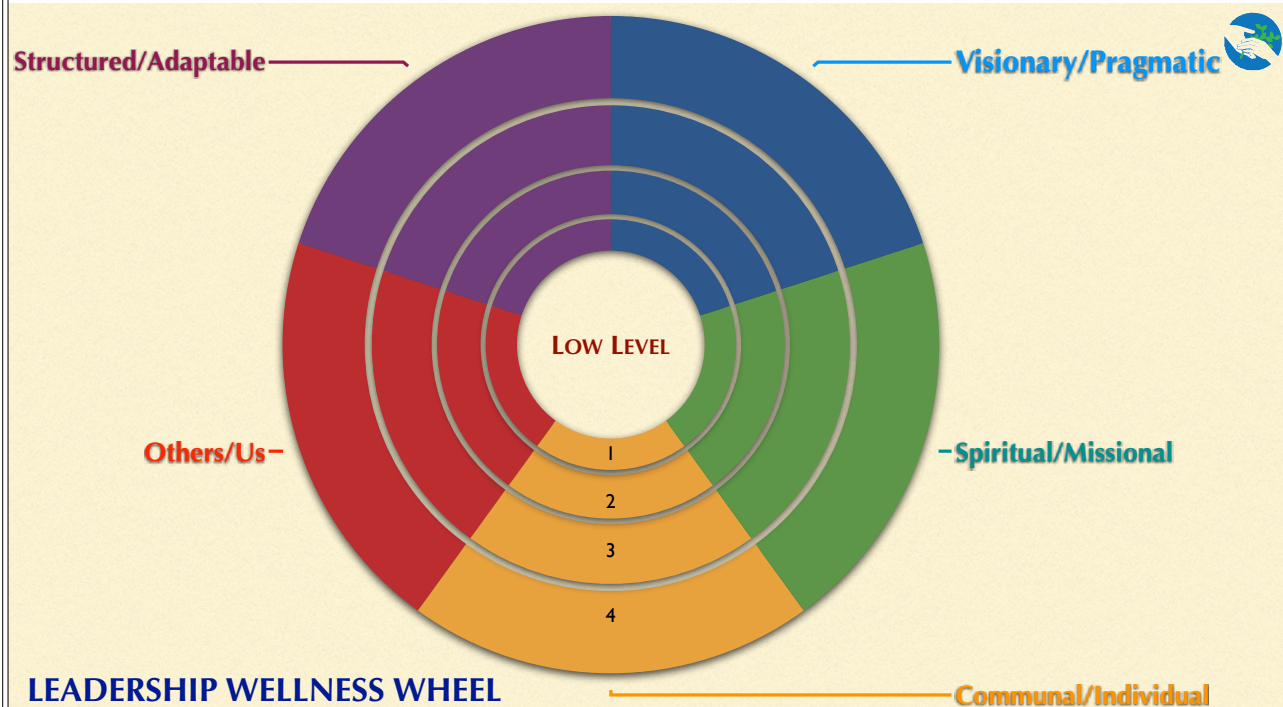
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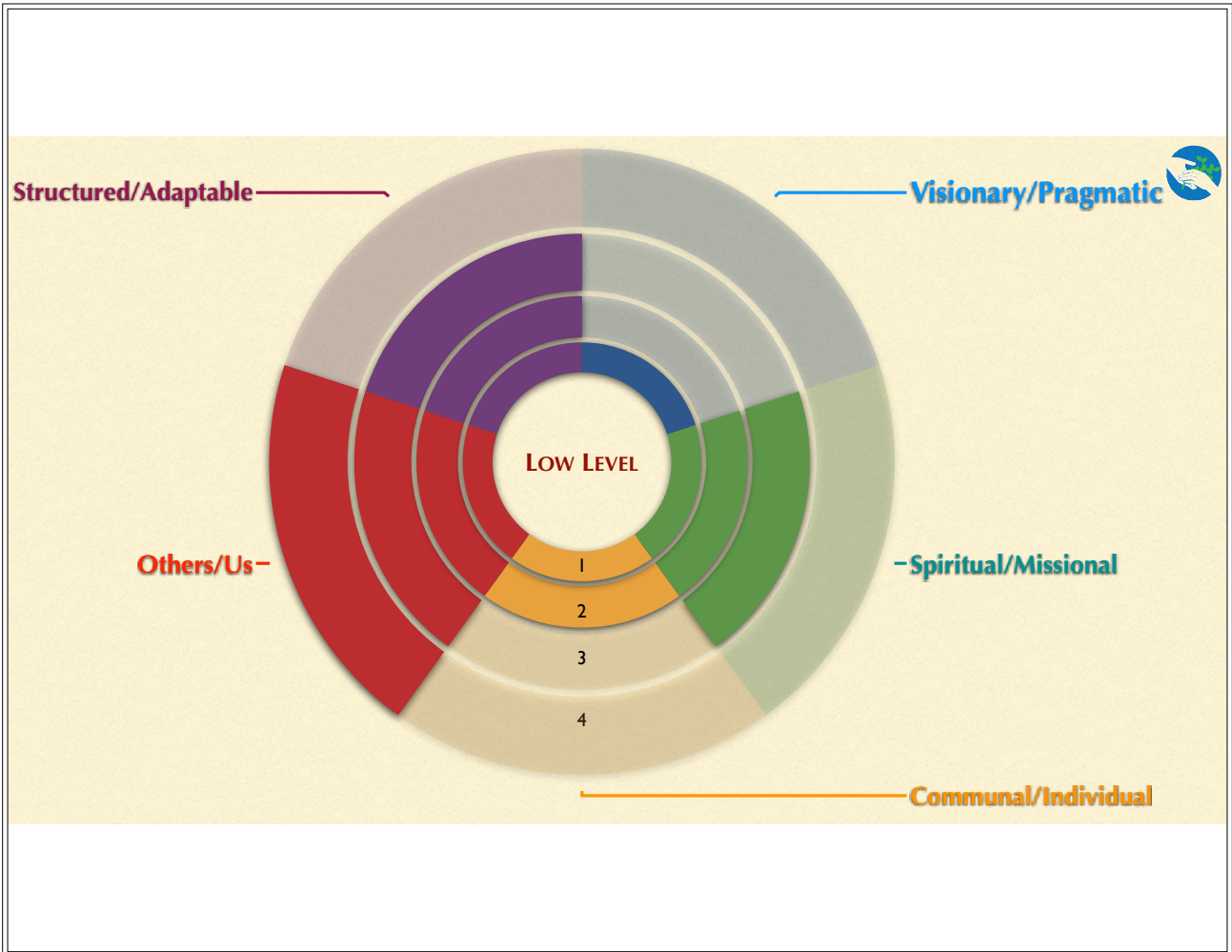
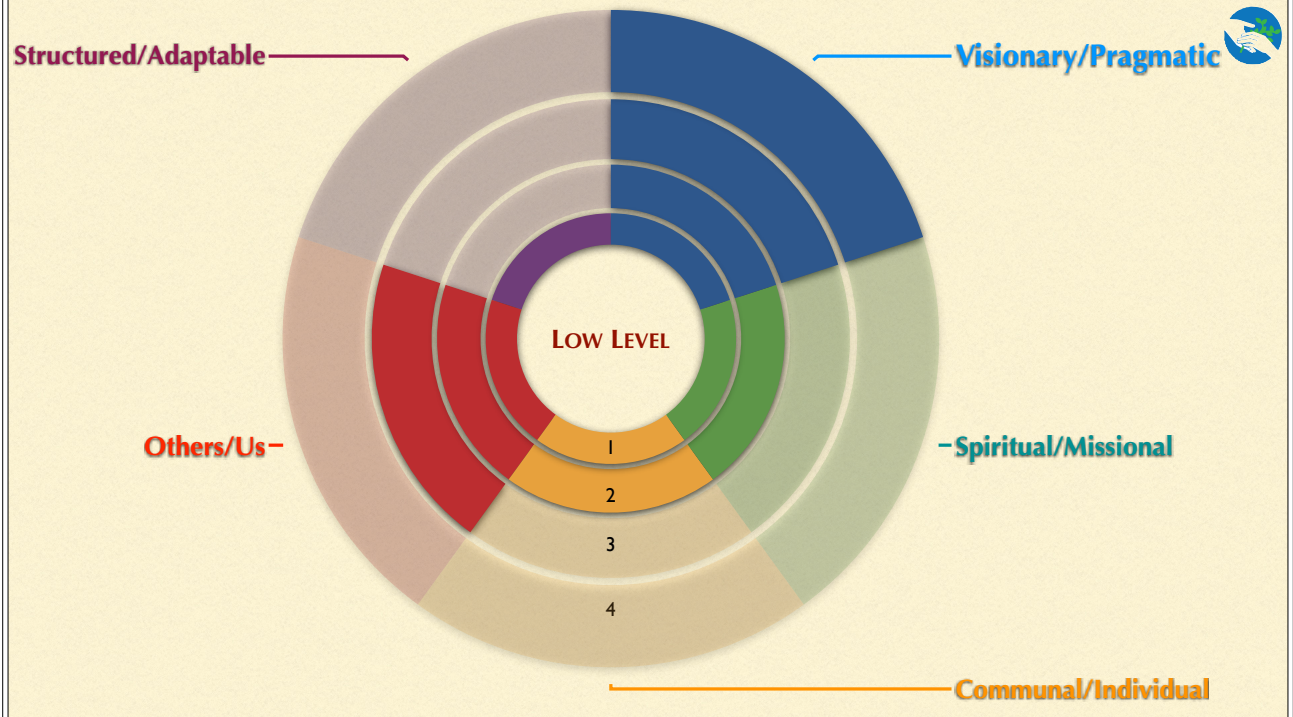


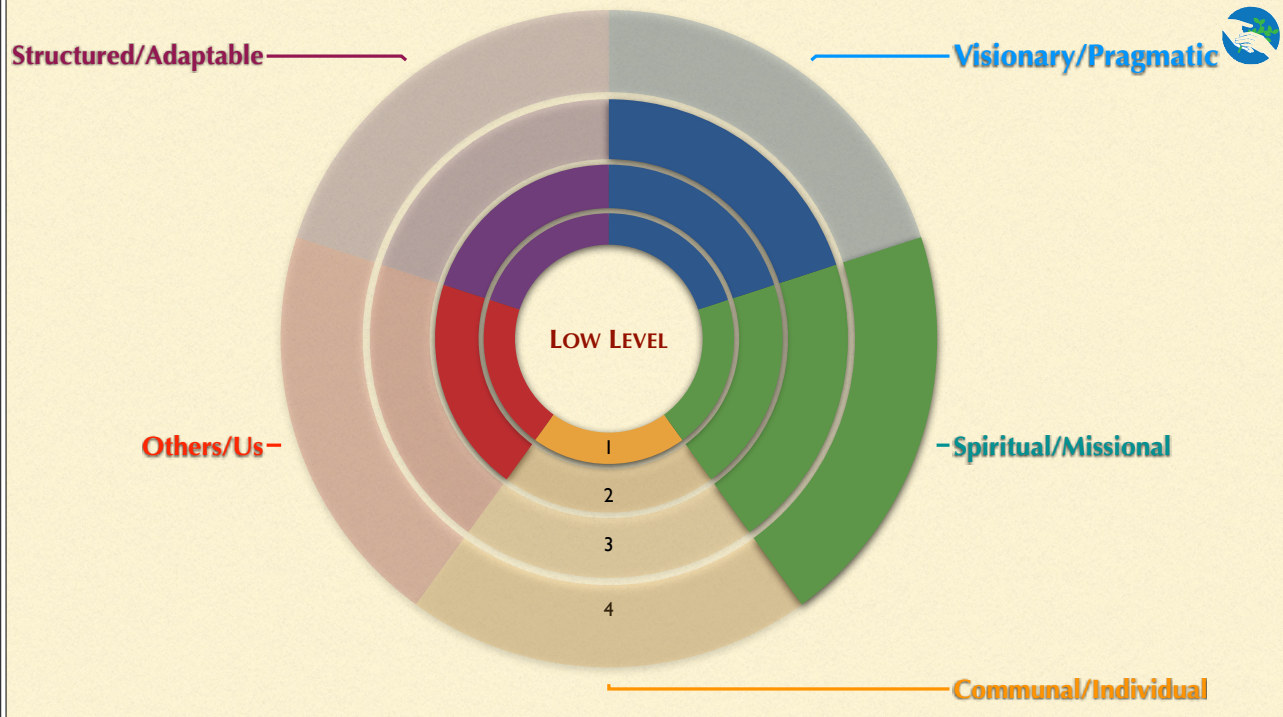


WHAT DOES LEADERSHIP WELLNESS LOOK LIKE?

- **Visionary/Pragmatic:** *We have a clear sense of where we're called to and are heading, yet pragmatic in breaking down steps to get there, training people for success, and adaptable in the path.*
- **Spiritual/Missional:** *We have an emphasis on reaching out to care for others, while rooted in prayer and discernment rather than "shoulds," "oughts," and comparisons with other churches or the past.*
- **Communal/Individual:** *We we emphasize the importance of community to overcome the culture's individualism, while also respecting the need to care for people individually.*
- **Others/Us:** *We recognize that we need to be a church for others—mission—while also tending to the needs of our members—ministry.*
- **Structured/Adaptable:** *We have a strong, stable organizational system that allows us to function well, while also adapting flexibly to changing situations—we're consistent and flexible at the same time.*







HEALTHY VISION LEADERSHIP

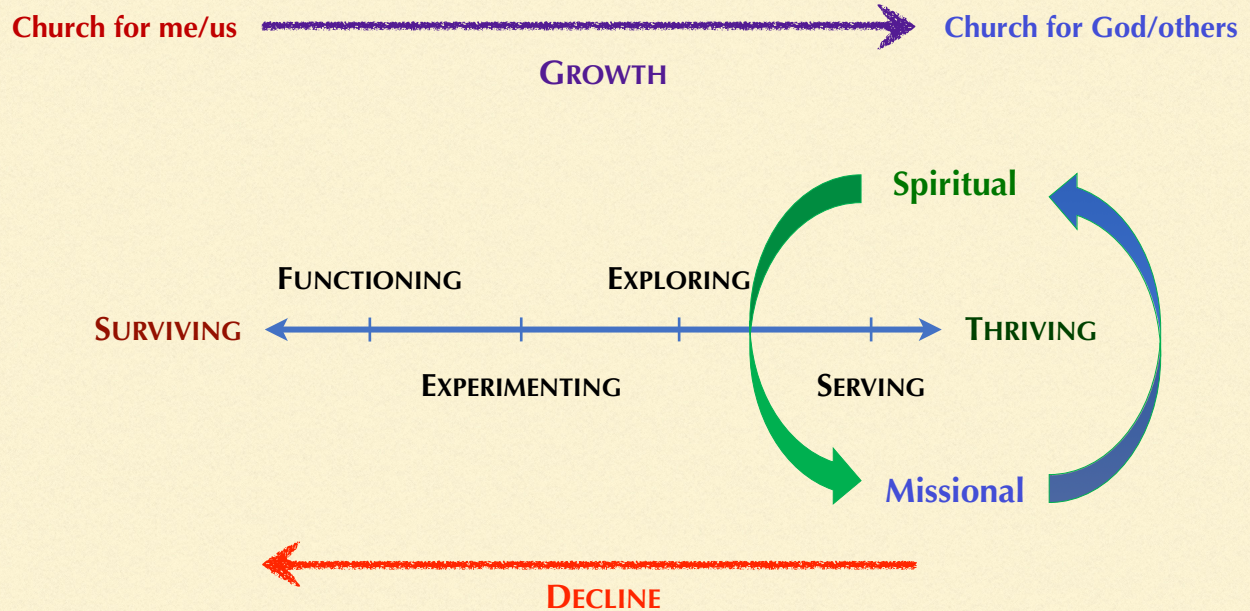


- We can't lead them where we won't/don't go ourselves.
- Healthy leaders grow themselves and then come back to help others grow
- Healthy leadership principles:
 - *Overcoming the Curse of Expertise*
 - *Successive Approximations*
 - *Self-fulfilling prophecies*



HEALTHY VISION LEADERSHIP EXERCISE

- In ten words or less, capture your vision for your church:
 - Examples: *“Seeking and following God’s call,” “Loving others so they discover God’s love,” “Leading people to Christ—love, love, love, love...”*
 - *Your vision* _____
- In what ways have you pursued that vision personally, and how can you use those experiences to overcome the *curse of expertise*?
- What are the distinct steps people need to develop to reach that vision?
- How can you tangibly and positively motivate them to pursue that vision using self-fulfilling prophecies?



WHAT'S OUR MINDSET?

Healthy leadership nurtures a healthy personal and collective mindset:

- ❖ **A Survival Mindset** ~ Feel overwhelmed and threatened by times of crisis because it means breaking taboos and letting go of what sustains us, and so ministry focus is inward towards members and families.
- ❖ **A Preservation Mindset** ~ Feel threatened by changes in the world, and so work to preserve what they love. They want new members, but mostly those who love what “we” love.
- ❖ **A Compassion Mindset** ~ Willing to adopt new possibilities in crises because that’s what’s necessary to care for and about people both in the church and in the community.
- ❖ **A Servant Mindset** ~ Feel a deep calling and drive to care for, and adapt themselves to whatever the needs are.

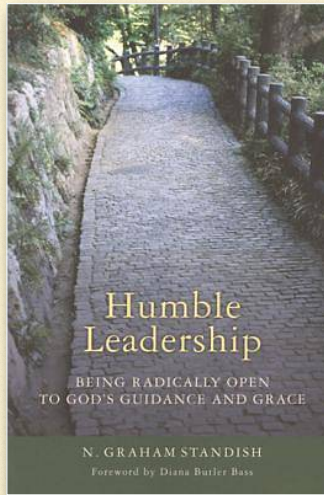


HEALTHY CHURCHES ARE SPIRITUAL & MISSIONAL

- Healthy churches are increasingly “other-minded” in that they continually seek to help members prayerfully listen to God rather than themselves, and to the needs of others rather than just to their own.
 - **Worship** ~ Don’t just see worship as what “feeds us,” but sees it as the central act of our community that opens people up to a deep connection with God. In other words, we see worship not only as a ministry, but as mission.
 - **Decision-making** ~ We make decisions in ways that are mindful of, and includes, the whole community as much as possible. We decentralize in ways that motivates members to be engaged.
 - **Ministry and program** ~ We create programs and ministries that deepen people spiritually.
 - **Mission** ~ We serve others as a response to God’s call discerned in prayer.



HUMBLE LEADERSHIP



- Healthy leadership is grounded in humility
- To be humble doesn't mean being weak, it means being grounded in:
 - *Empathy*
 - *Compassion*
 - *Discernment*
 - *Joy*
 - *Appreciation*
 - *Positivity and Hope*





HUMBLE LEADERSHIP EXERCISE

- On a scale of 1 to 5, how do you rate your level of leading in the following ways:
 - *Empathetic* ____ *Compassionate* ____ *Discerning* ____ *Joyful* ____ *Appreciative* ____
Positive and Hopeful ____
 - Focusing on the highest rated ones, what specifically can you do to enhance them:
 - Focusing on the lower rated ones, what specifically can you do to build them up in:
 - Preaching _____
 - Administrating _____
 - Interactions with others _____
 - Other areas _____
-