

Good to Great

1. Be A "Hero-Making" Leader

- a. It is not my job to DO all the ministry. It is my job to EQUIP people for ministry.
- b. "My fruit grows on other people's trees."
- c. Traits of a Hero Maker
 - i. **Inspire** your team
 - ii. **Empower** your team
 - iii. **Equip** your team
 - iv. Hold your team **Accountable**

2. Get The Right People In The Right Seats

- a. Start by prayerfully finding the right people.
- b. Then find the right place for them.
- c. Lead Pastors have 5 natural buckets (at least)
 - i. Worship
 - ii. Kids
 - iii. Youth
 - iv. Adults
 - v. Operations
- d. When a change is required, cover it in prayer and remove them with grace.

3. Start With The Right Questions.

- a. What Am I Responsible For?
- b. What Is Our Mission?
- c. What Goal(s) Am I Currently Working Toward To Accomplish Our Mission?

4. Confront The Brutal Facts (In Faith)

- a. The facts about your Church
 - i. What are we doing well?
 - ii. What are we not doing well?
 - iii. How effectively` are we accomplishing our mission?
- b. The facts about your community
 - i. "exegete" your community.
 - ii. Does what we are offering make sense to unchurched people in Columbus?
- c. But you confront these facts in FAITH
 - i. The God who called us will provide for us

5. Adapt Your Ministries to Accomplish Your Mission

- a. PRAY
 - i. Maybe even get your leadership team to fast and pray with you as you consider how to best adapt your ministries to accomplish your mission.
- b. Hedgehog Concept
 - i. What accomplishes our mission?
 - ii. What can we do effectively and consistently?
 - iii. What are we passionate about?

Notes:

1. This isn't a one time procedure. Every year you should go over steps 3-5 with your leadership team.
2. Steps 1 and 2 rest on the leader. Intimately walking with the Lord is the best way to help you with those.

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Reading List – Leadership

- **Good to Great** – Jim Collins
 - o This is an excellent book on how to take any organization from good to great. The information was gathered from the business world, but the insights apply to all organizations.
- **Our Iceberg is Melting** – John Kottter
 - o This is a book about leading change. It uses a fable about penguins who have always lived on an iceberg, and then they find out it is melting. The leader knows they need to make a change, but how do you get everyone on board? If you know your church needs to make some changes and you aren't sure how to start, this book may give you some insight
- **Extreme Ownership** – Jocko Willink and Leif Babin
 - o This book was written by two former Navy Seals about the principle that makes them so effective: Ownership. This is was a gamechanger me, I highly recommend it. It would also be a good one to go through with your Iteam.
- **Chess Not Checkers** – Mark Miller
 - o This is a short and fairly simple but good book about how when an organization grows, you have to change from leading like its “checkers” to “chess.” This book will give you thoughts on adjustments you might need to make as you lead a growing church.
- **Lead Like It Matters** – Craig Groeschel
 - o Some churches have “it” and some don't. In this book, Craig breaks down for us what “it” looks like and find out what contributes to being a church that is effective in the kingdom.
- **Canoeing the Mountains** – Tod Bolsinger
 - o Lewis and Clark got canoes and headed west, having no idea they would run into the Rocky Mountains. This is a great book about how to lead “off the map.” When you are in uncharted territory, which we are, solid Christian leadership is vital. Good book.

Reading List – Strategy

- **Activate** – Nelson Searcy and Kerrick Thomas
 - o This is about a semester-based approach to small groups. You may not use this idea exactly, but it does have some good insights if you are thinking of using small groups.
- **Simple Church** – Thom Rainer and Eric Geiger
 - o This book will “help you design a simple process of discipleship in your church. It will help you implement the model you have chosen. It will help you simplify.”

Podcasts

- **The Craig Groeschel Leadership Podcast**
 - o Great insights into how to become a better leader. Highly recommend
- **The Carey Nieuwhof Leadership Podcast**
 - o Great insights into church and culture.