



# Creating Momentum Through Effective Leadership Structures

Rev. Dr. Jaye Johnson, Conference Superintendent Congregational Excellence & New Communities of Faith



Disappointment stems not as much from the quality of content as it does from unmet expectations. So  
What are you expecting or hoping will happen today?



To discuss  
creating effective  
leadership  
structures in local  
churches using  
the “one board”  
model.

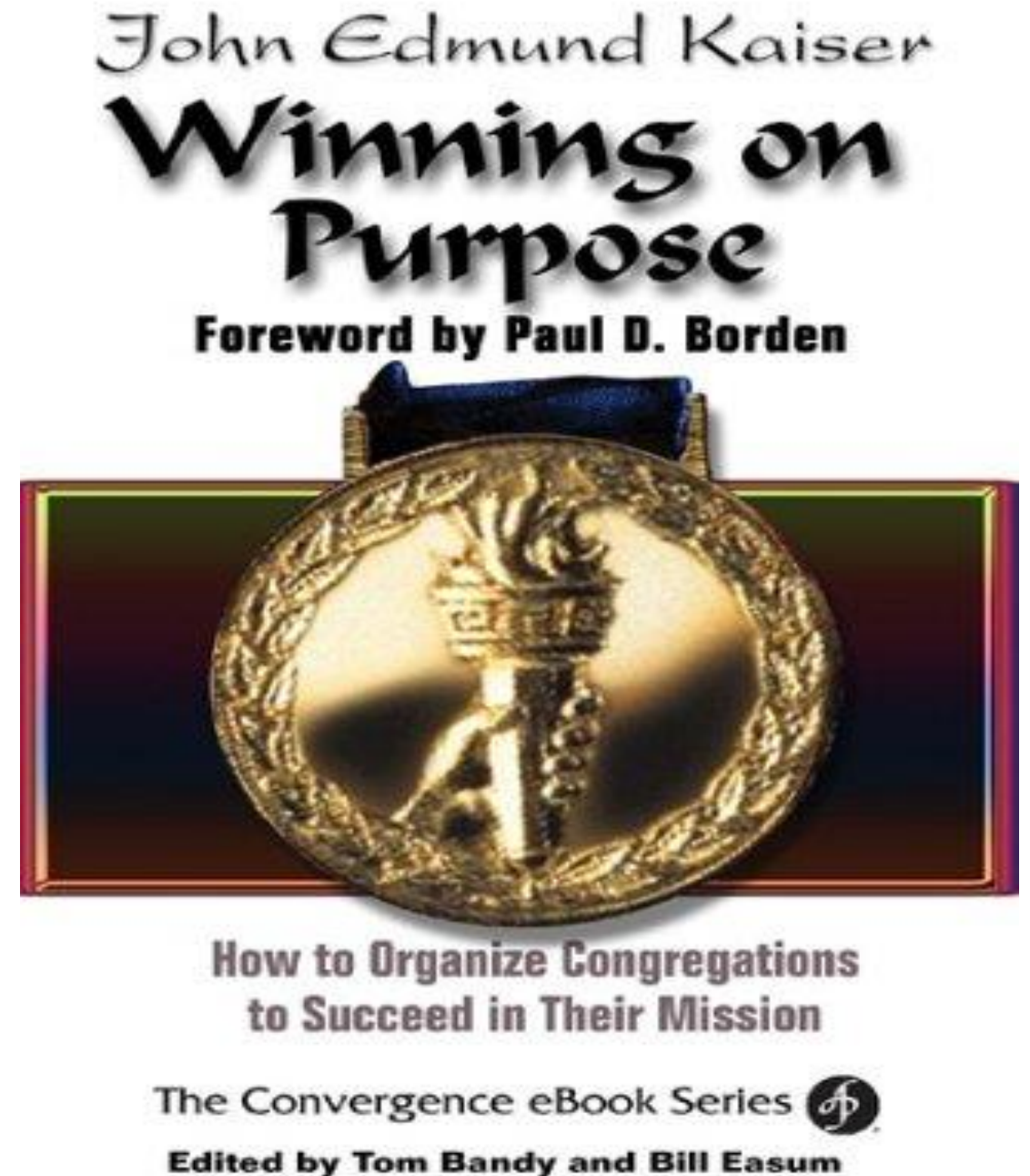
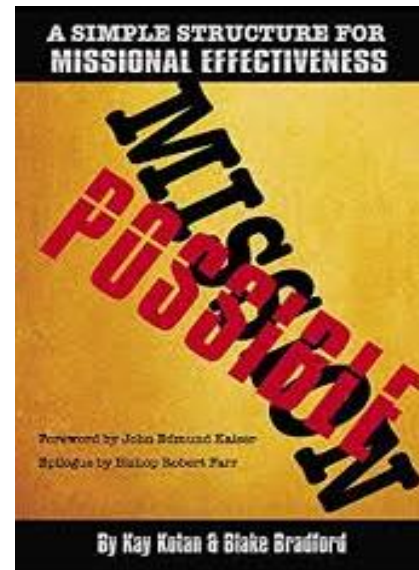




This material is based on concepts from the book:

Winning on Purpose: How  
to Organize Congregations  
to Succeed in Their Mission  
by John Edmund Kaiser

*Also thanks to the Missouri  
Annual Conference for the  
Healthy Church Initiative  
process and specifically the  
work of Ken Willard, Kay  
Kotan, & Bishop Farr (who  
have all moved to other  
positions) We continue to build  
on and benefit from your work.*



# Church Leadership

- Bureaucratic
- Autocratic
- Committee-Based/Consensus-Driven
- Pastor-Centered or Personality-Driven
- Accountable



Responsibility + Authority +  
Accountability =

Safe AND Effective



# Defeating Ourselves



- It's hard to win if you're not in the game (inward focus).
- It's hard to win if the players don't know their positions (anarchy).
- It's hard to win if everybody picks the plays (democracy).
- It's hard to win if a committee picks the plays (oligarchy).
- It's hard to win if bureaucrats pick the plays (hierarchy).



**FINDING**

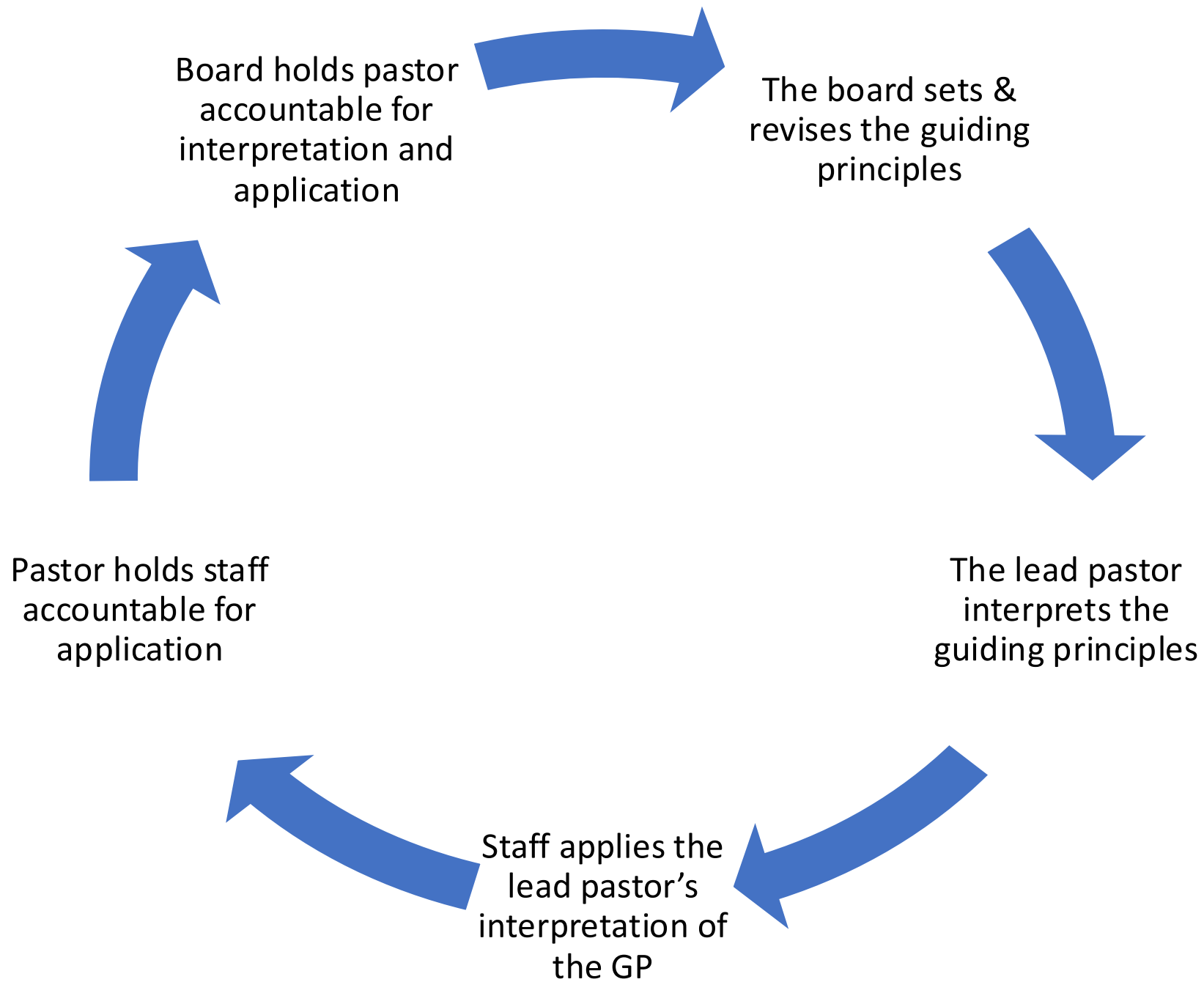
**A BETTER**

*Way.*

x - - -



**LEADERSHIP**



# Who gets to...



Decide what will go into the Guiding Principles?

The board does—not the staff, not the congregation, and not the lead pastor (except as a board member).

” Interpret the Guiding Principles?

The lead pastor does. How wide is the pastor’s latitude? The pastor may use any reasonable interpretation of the document.



Decide if the interpretation was reasonable?

Could a reasonable person have understood what we wrote in the way that the lead pastor has evidently understood it.

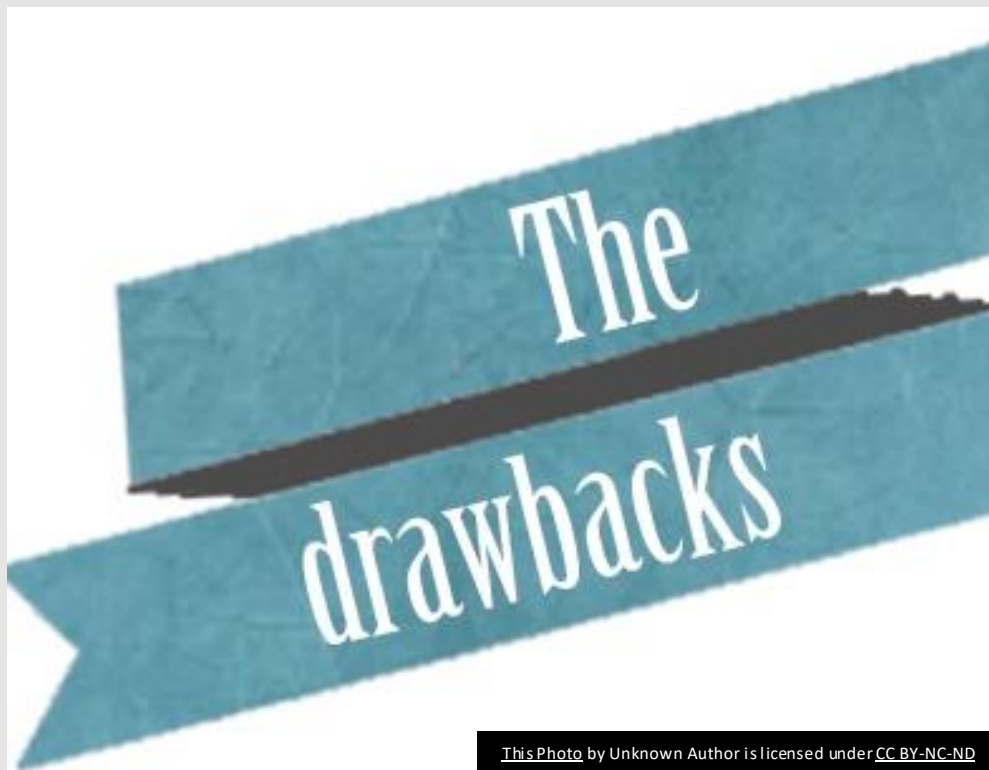


# Accountable Leadership Strengths

---

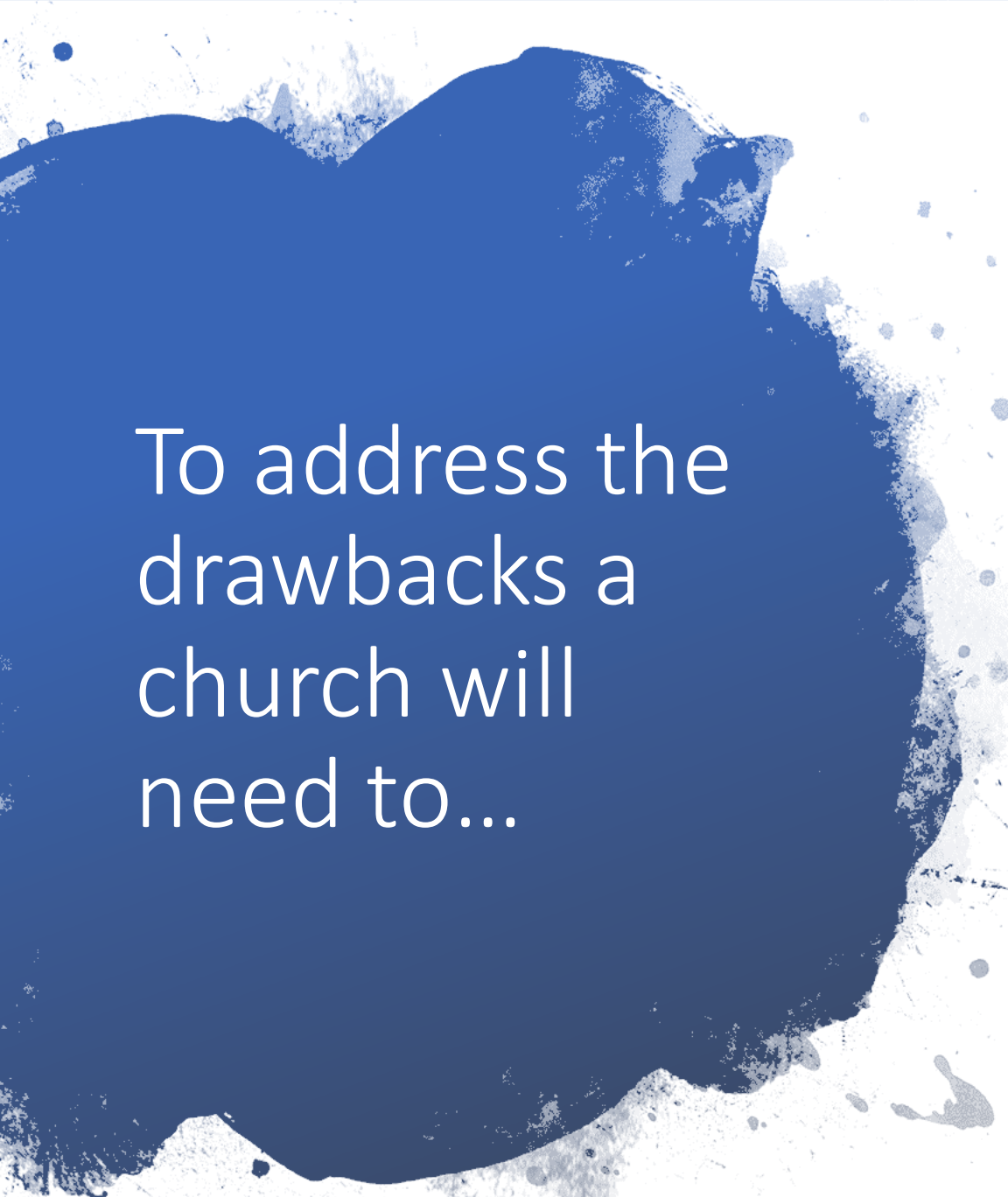
- Marries responsibility and authority with accountability
- Promotes church unity
- Functions on a high level of trust
- Decisions are made very quickly
- Mission/Vision fulfillment is the driving force...not management (or maintenance)





## Accountable Leadership Perceived Draw Backs

- Feeling of disconnection
- Seen as “pastoral” take over
- Causes confusion and chaos, temporarily increasing a congregation’s anxiety
- May feel like leaders are moving too fast
- Takes time to adjust



To address the  
drawbacks a  
church will  
need to...

- Over communicate
- Remind people what will not change
- Remind people mission & vision are guiding the decisions – **purpose** over **preference**
- Not everyone will understand
- Expect pushback
- **Remind people it will take at least three years of intentional practice and coaching to live into this model.**



# Typical Single Board Model

9 to 12 spiritual leaders nominated by the congregation, elected by the Charge Conference

(3) SPPRC Team reps

(3) Trustees Team reps

(2) Finance Team reps

Lay member to Annual Conference

Lay Leader

UMM rep/UWF rep

Youth rep (if possible)

\*May also include treasurer and/or financial secretary

\*One person might fill several of those roles.

\*1/3 to change each year



# Structure of the meeting changes...

- Spiritual Leaders **Nominated by the congregation**
- Focus of Meetings Must Change
  - 1/3 – Loving (Spiritual Development)
  - 1/3 – Learning Together
  - 1/3 – Leading (purpose not preference must drive conversation)
  - We credit Spiritual Leadership, Inc. (SLI) for this L3 process.
- **Yes is the only response**
- **Quarterly All Church Meetings**





- In year two of the board members three-year term, they are to each identify and begin to nurture three people to replace them in two years.
- This process develops leadership for other areas of the church.
- Allows for people to see the gifts of others & invites them to consider leadership.
- **This creates an internal disciple making/leadership development process for generating spiritual leaders!**





# Name a Coach

- This can be someone from your church who meets with your board, but whose only job is to observe the process and suggest improvements.
- It is important this be the persons only role, as it is hard to point out areas of improvement in a systems you participate in.
- Keep track of how the L3 process is working.
- Lead the RAD (Reflect-Adjust-Do)
- Receive ongoing support and training from Office of Congregational Excellence.





Wearing many hats...

HOW THIS  
WORKS...

AN ILLUSTRATION



Questions...



# THANK YOU FOR BEING HERE



**If I can be of assistance to you, please do not hesitate to contact me.**



## **Rev. Dr. Jaye Johnson**

Conference Superintendent  
Congregational Excellence &  
New Communities of Faith

2301 Rittenhouse St.

Des Moines, IA 50321

Ph: 515-974-8931 Cell: 641-231-2003

Email: [jaye.johnson@iaumc.org](mailto:jaye.johnson@iaumc.org)

