

CHURCH LEADERSHIP-- RELATIONSHIPS

Presented by
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How does one lead when you are not in “charge”?

Leading From the Second Chair

- ▣ *Leading from the Second Chair* by Mike Bonem and Roger Patterson
- ▣ Two associates of a major church came to terms on how they could lead from a second position and still make a significant impact
- ▣ The book that is a result of their journey has some interesting practical insights for individuals in this role and for first leaders as well.

First Position Roles/Second Position Roles

- ▣ What is a first position role?
 - Senior pastor, president, conference departmental leader, principal, education director

- ▣ What is a second position role?
 - Associate pastor, associate departmental director, vice president, assistants, under treasurer, vice principal

- ▣ Which is the president, secretary, treasurer?

President- Secretary- Treasurer

- ▣ Which of these would you rather be? Why?
- ▣ What do we mean by these terms?
- ▣ What are the challenges with this model?
- ▣ What are the benefits of this leadership model?
- ▣ Is this leadership model unique to our governance structure?
- ▣ Why not just go to a presidential system of governance?

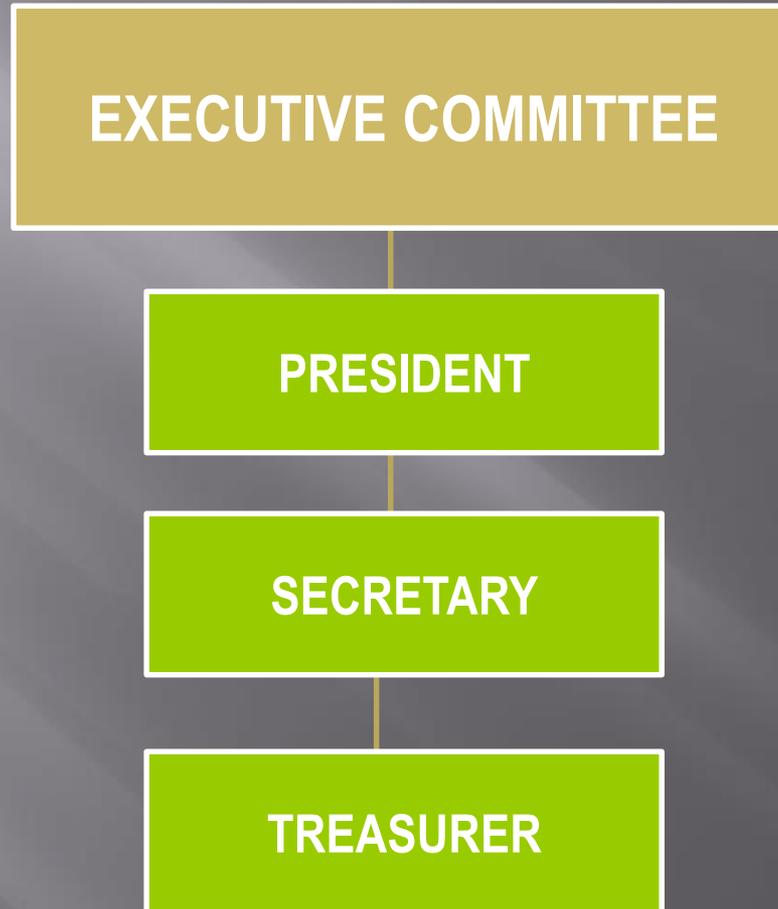
Leadership Roles Examined

- ▣ Biblical view of second leaders/shared administration
- ▣ Spirit of prophecy view of second leaders/shared administration
- ▣ Seventh day Adventist Church view of second leaders/shared administration

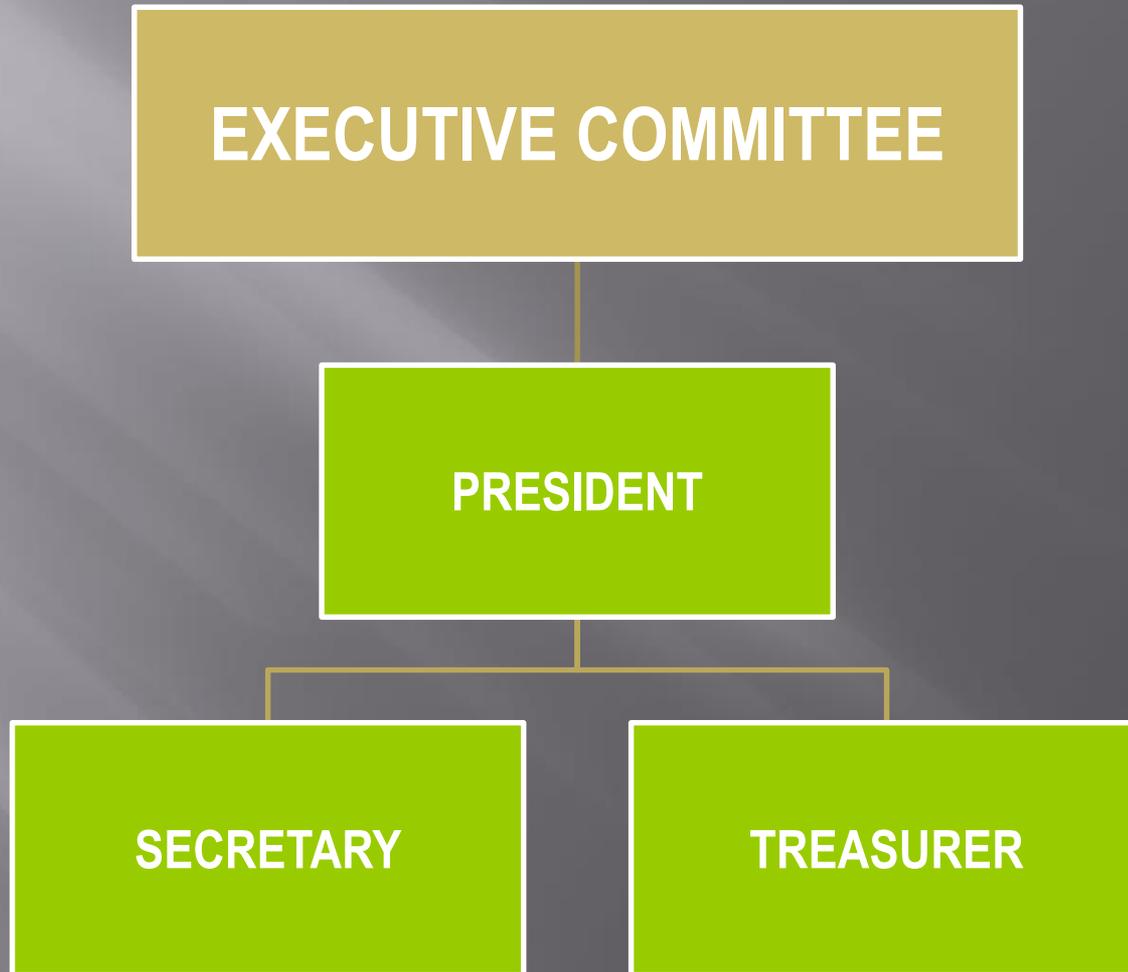
Flow Chart the Relationship

- ▣ How would you flowchart the relationship of the executive officers and how they relate to one another and the organization?
- ▣ What would it look like?
- ▣ Which of the following charts best reflect our leadership structure and how they relate to one another?

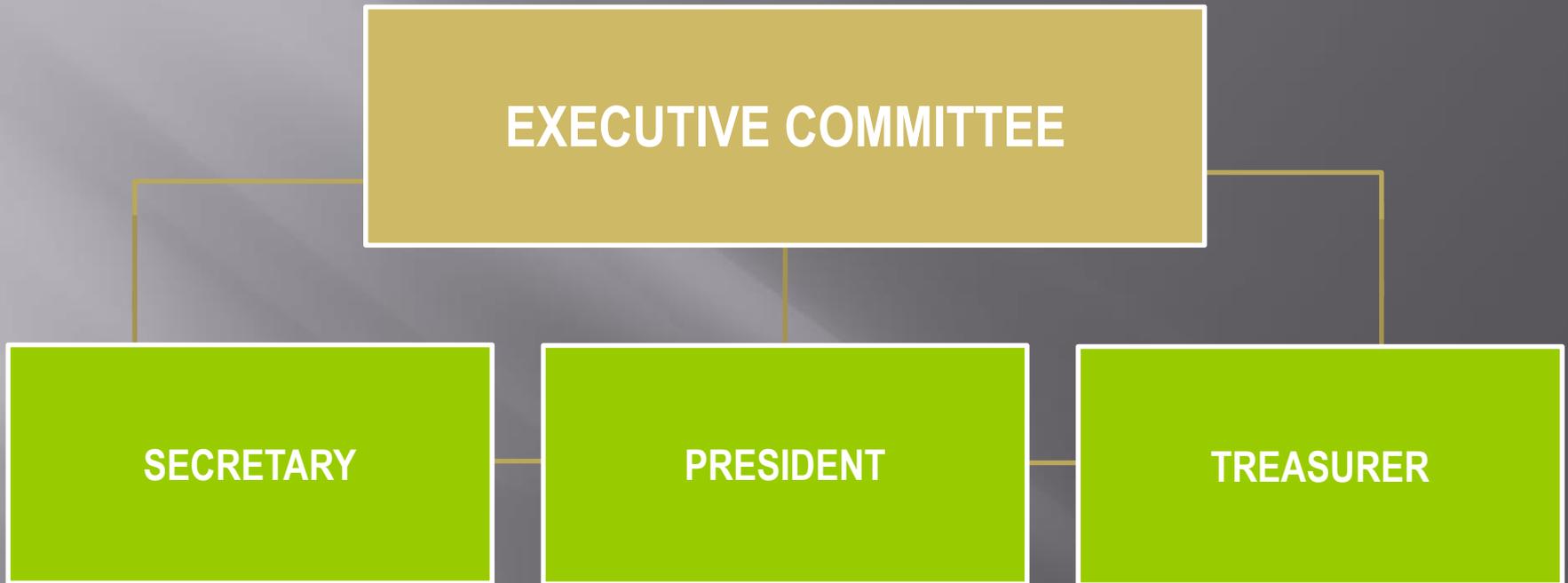
Seventh-day Adventist Leadership I



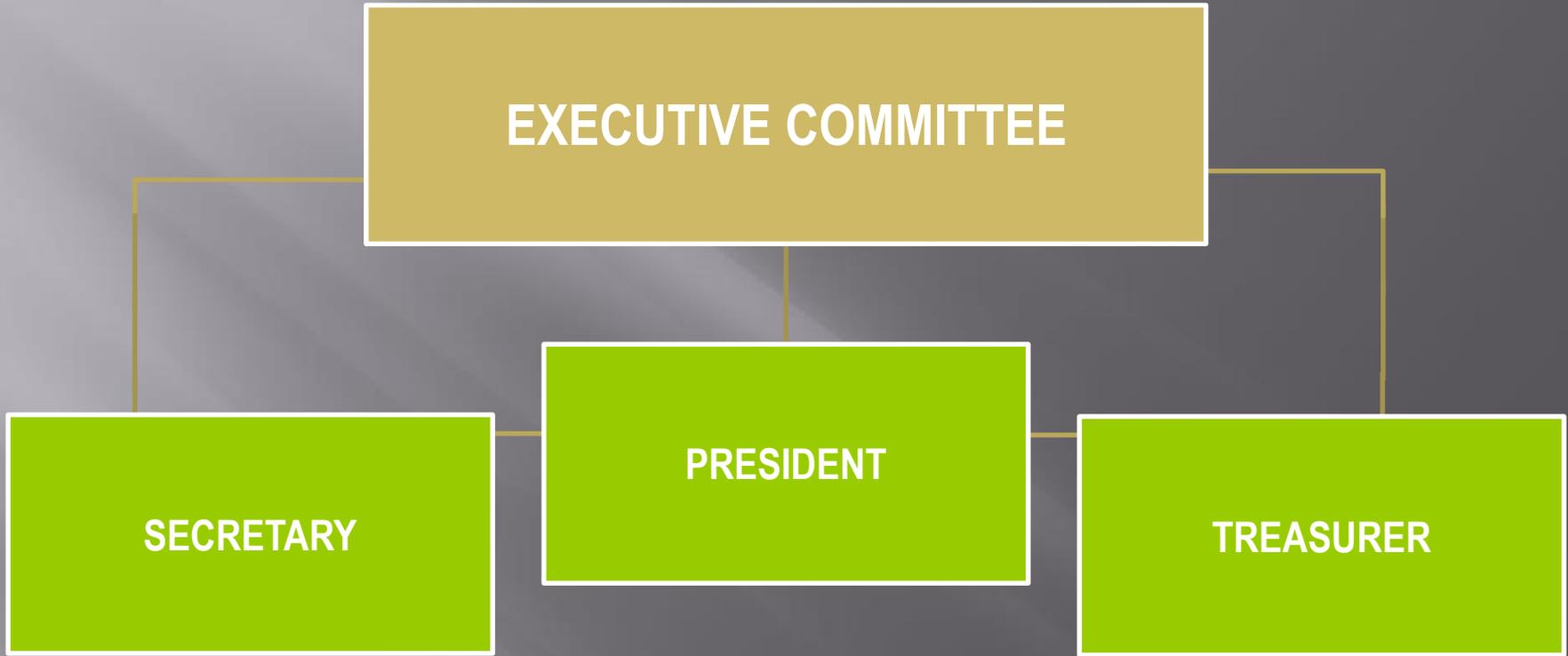
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Are Second Position Roles, Leader Roles?

- ▣ Yes ; No?
- ▣ Is there a Biblical precedence for second leaders?
- ▣ On What does the SDA Church base its leadership structure?

A Biblical Perspective

- ▣ God not only called Moses but he also called Aaron to leadership – Second position role -- Exodus 4:14-16
- ▣ God called Aaron not Moses – He said I will speak to Moses and Moses will speak to you and you will speak to the people.
- ▣ Note: role and function of both the first position role and the second position role
- ▣ They are interdependent
- ▣ Both are important and needed!

A Biblical Perspective on Second Leaders

- ▣ Aaron and Miriam – Second Leaders to Moses
- ▣ Joshua and Caleb were second leaders to Moses
- ▣ Aaron and Hur held up Moses Hands – Could not God have given Moses strength to keep his hands up?
- ▣ Why did they hold up his hands?
 - Interdependent
 - Second position leaders are needed and part of God's plan
- ▣ Elisha was a second leader to Elijah

Christ Defines Leadership

- ▣ Gentiles Exercise Lordship--- But Jesus called them [to him], and saith unto them, Ye know that they which are accounted **to rule over the Gentiles exercise lordship** over them; and their great ones exercise authority upon them.
- ▣ Mark 10:43 **But so shall it not be among you:** but whosoever will be great among you, shall be your minister:

Christ Defines Leadership

- ▣ 10:44 And whosoever of you will be the chiefest, shall be servant of all.
- ▣ 10:45 For even the Son of man came not to be ministered unto, but to minister,
- ▣ Christ our example ---Form of God and Form of Servant
- ▣ Let this mind Be in you!!

Gentile Philosophy

- ▣ Only the Strong Survive
- ▣ Killed or be Killed
- ▣ Even the term “president” can be loaded and in many cases the meaning goes against the leadership model of Christ
- ▣ In many instances it refers to a person operating in a presidential system.

Christ Greatest Leadership Challenge

- ▣ To Change His Disciples View of Leadership
- ▣ His Constant Refrain was “he that is greatest among you let him be servant of all”
- ▣ After pounding this philosophy for three and a half years
- ▣ The night before His crucifixion not one was willing to play the role of a servant

Which Disciple was the first leader and which was the second?

- ▣ It would depend on the function
- ▣ James was a first leader as chairman of the assembly– don't hear much after that
- ▣ Peter was a first leader – preaching at Pentecost; working miracles
- ▣ John had a major role as writer and prophet --- last book and last living disciple
- ▣ Paul major leader among the gentiles and most prolific writer in new testament

Paul and Barnabas – First/Second Leaders

- ▣ Paul and Barnabas were both first and second leaders
- ▣ Both men were gifted, assigned work, and the source of that collaborative call was the Holy Spirit.
- ▣ In Acts 13:2 the Holy Spirit said, “Separate me out Barnabas and Saul for the work I have called them,”
- ▣ God has called each person for their specific assignment

The Ultimate Second Leader

- ▣ Jesus sets the example as second leader
 - Philippians 2:5-8 Have this mind in yourselves that was also in Christ Jesus, who, although He existed in the form of God, did not regard equality with God a thing to be grasped, but emptied Himself, taking the form of a bond-servant, and being made in the likeness of men. Being found in appearance as a man, He humbled Himself by becoming obedient to the point of death, even death on a cross.

Christ's Example

- ▣ Power and position was not to be grasped
- ▣ He willingly gave it up
- ▣ He subjected Himself to a second leader role to His father
- ▣ He said “of my own self I can do nothing”
- ▣ He said “I came to do the will of my father”
- ▣ He placed himself in a second leader role

Jesus Calls For A Different Leader

- ▣ It is the responsibility of the Church to continually evaluate the essence of it's leadership rubric and style
- ▣ It is easy to allow the “gentile” leadership model to creep into our leadership styles and philosophy
- ▣ For example, we borrow terminology from the world around us for leadership
- ▣ Those terms have meaning that may not follow the Jesus model

Christ Our Example

- ▣ The Incarnational leadership example of Christ is profound

Christ Our Example

- ▣ Jesus was counter culture when it came to leadership and he calls leaders to do the same
- ▣ Jesus' greatest challenge in preparing His disciples for leadership was to teach them to lead counter-culturally
- ▣ Jesus lead a revolution not only in the spiritual life of believers but also in the leadership style and practice of those he has empowered to lead His Church

Christ Model -- All Leaders Second Leaders

- ▣ Christ is the Shepherd
- ▣ All leaders of Christ are under shepherds to Him.
- ▣ Christ calls all leaders to be second leaders following His example.

E G White -- Distribution of Responsibility Urged

- ▣ The Church in its organizational structure sought **to minimize “kingly” power** -- 1901
- ▣ **“No Kingly authority in the Seventh-day Adventist Church** to control the whole body, or to control any branch of the work.....
Responsibilities are distributed among a large number of competent men. – 8T 236

Ellen White Cont'd

- ▣ “ Let no man feel that his position as president either of the General Conference or of a state conference clothes him with a power over the consciences of others that is the least degree oppressive, for God will not sanction anything of this kind. He must respect the rights of all, and all the more because he is in a position where others will pattern after him.” {ChL 30.2}

Adventist Polity

- ▣ We often use the phrase “ **First among Equals**”
- ▣ We do not have a presidential system because it tends to lead to centralization of power. As a church we do not believe that’s the best governance structure nor does it simulate the leadership example of Christ.
- ▣ Therefore, we have sought to spread the leadership over three officers rather than one.

Shared Administration – GC Working Policy

- The 54th General Conference Session, in its consideration of the Role and Function of Denominational Organizations, pointed out that the constitutions, bylaws and operating policies of all denominational organizations should be consistent with the Seventh-day Adventist concept of the church, its organization, and governance. The fruitage of that concept is a representative and constituency-based system. Its authority is rooted in God and distributed to the whole people of God. It recognizes the committee system. It provides for shared administration (president, secretary, treasurer) rather than a presidential system. It recognizes a unity of entities (church, conference, union, General Conference) based on mission, purpose and belief that binds the believers together in a universal fellowship. P. 135

Shared Administration Cont'd

- ▣ Executive Officers: The executive officers of this conference shall be a president, a secretary, and a treasurer **shall carry forward the work after consultation with one another**
- ▣ It is **the duty of these officers, in consultation with one another,** to carry forward the work according to plans, policies, and programs voted by the constituency and/or the conference executive committee. P 7

Shared Administration Cont'd

- ▣ The president, who shall be an ordained minister of experience, **is the first officer and shall report to the executive committee of the conference in consultation with the secretary and the treasurer.** GCWP P 7
- ▣ He shall act as chairman of the constituency meetings and the executive committee, and serve in the general interests of the Conference as the constituency and the executive committee shall determine.

Shared Administration Cont'd

- ▣ The secretary, associated with the president as an executive officer, **shall serve under the direction of the executive committee** and shall act as vice chairperson of the executive committee. The secretary shall report to the executive committee of the conference after consultation with the president.
- ▣ The treasurer shall serve under the direction of the executive committee..... after consultation with the secretary and president

President- Secretary- Treasurer

- ▣ This model **raises** the second position role and lowers the first position role. (**different than Gentiles**)
- ▣ If we were to chart functions of the organization, it could most likely flow differently.

Functions of Executive Officers

- ▣ Presidential – Functions
 - Visionary
 - Leads in setting overall direction
 - Overseer of the general organization
- ▣ Secretariat
 - Agendas, Minutes, Records
 - Statistics , Policy overseer,
 - Leads office operations
- ▣ Treasury
 - Overseer of Finances
 - Wills and Trusts
 - Property management

Distinct Functions but Consultation

- ▣ No officer owns the position or functions – It is shared
- ▣ The president can't cast a vision alone
- ▣ The secretary can't dictate policy alone
- ▣ The treasurer can't spend the money alone
- ▣ They share the responsibilities though one may lead out.

Shared Administration

- ▣ Determined by Roles and Functions
- ▣ Define titles by SDA philosophy not the “Gentilish” philosophy
- ▣ Resist others imposing their understanding of leadership on your role and function – meaning of president as an example
- ▣ Continue to clarify your understanding of servant leadership versus “Gentilish” leadership

Shared Administration

- ▣ Be conscious of the difference in the meaning of president in an institutional setting versus an ecclesiastical one
 - Each of us move in and out of these circles frequently
 - It is not difficult for crossover to take place

The Benefits of Shared Administration

- ▣ Officers can provide balance to you
 - No matter who we are, we are flawed and frail and have our biases
 - If freed to do so the other officers can provide balance
- ▣ They can help you bear the burden
- ▣ More work can be accomplished
- ▣ There will be some people that one can influence that you will not be able to.

The Tone of Leadership

The secretary and treasurer must lead from the second chair and the president from the first but both must lead. Sometimes that may depend on the role at that time.

How does one do this?

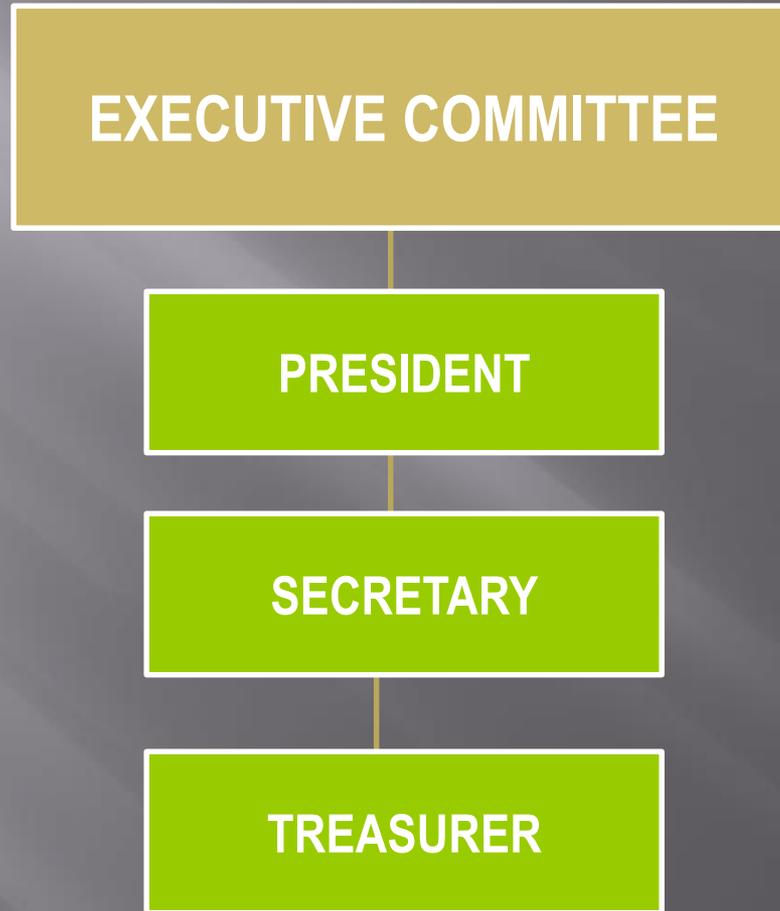
Leadership Tone

- ▣ Each must respect fellow officers significant responsibilities.
- ▣ Must be an environment for the officers to disagree with each other. This is critical.
- ▣ Value the dissenter- class in Dmin

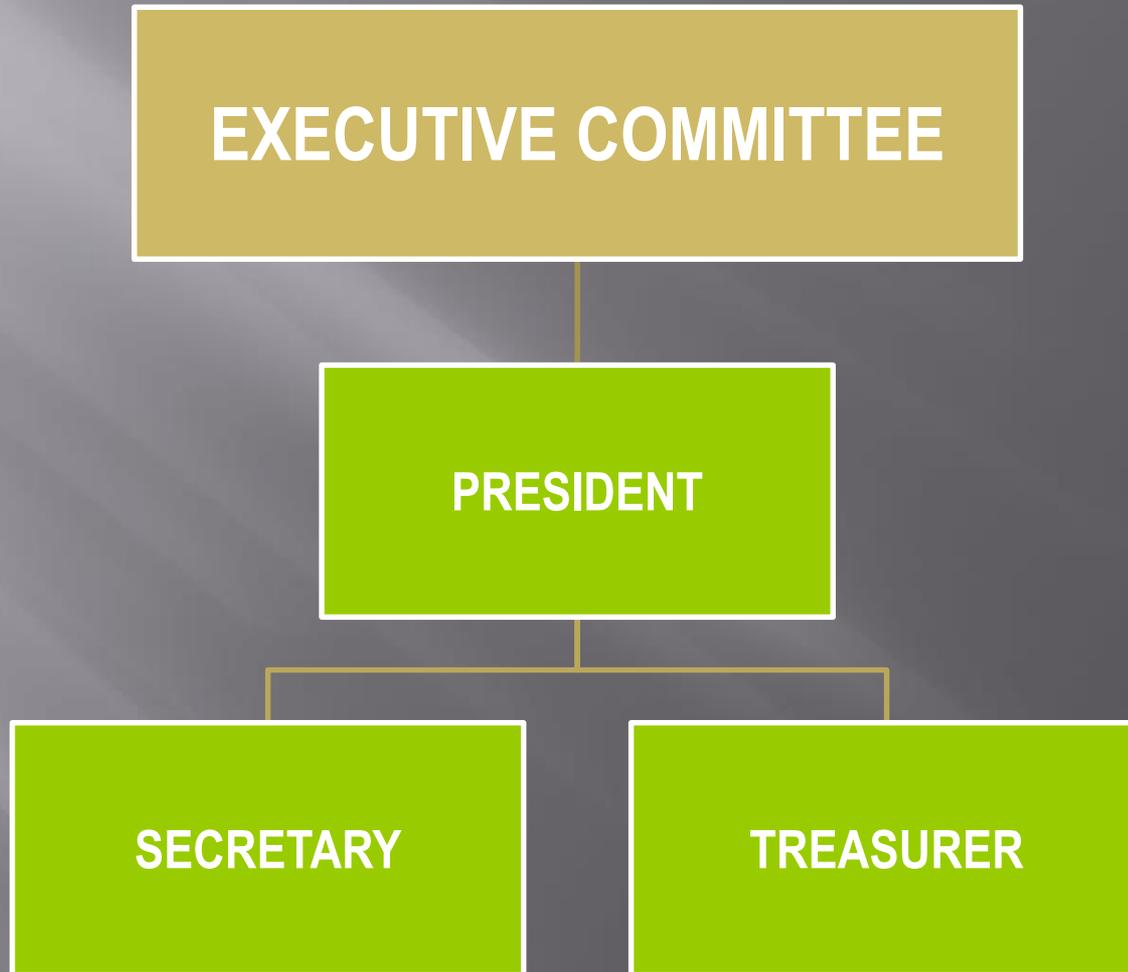
Review Flow Chart of Executive Officers

- ▣ Which would you say closest represent the SDA church leadership relationship?

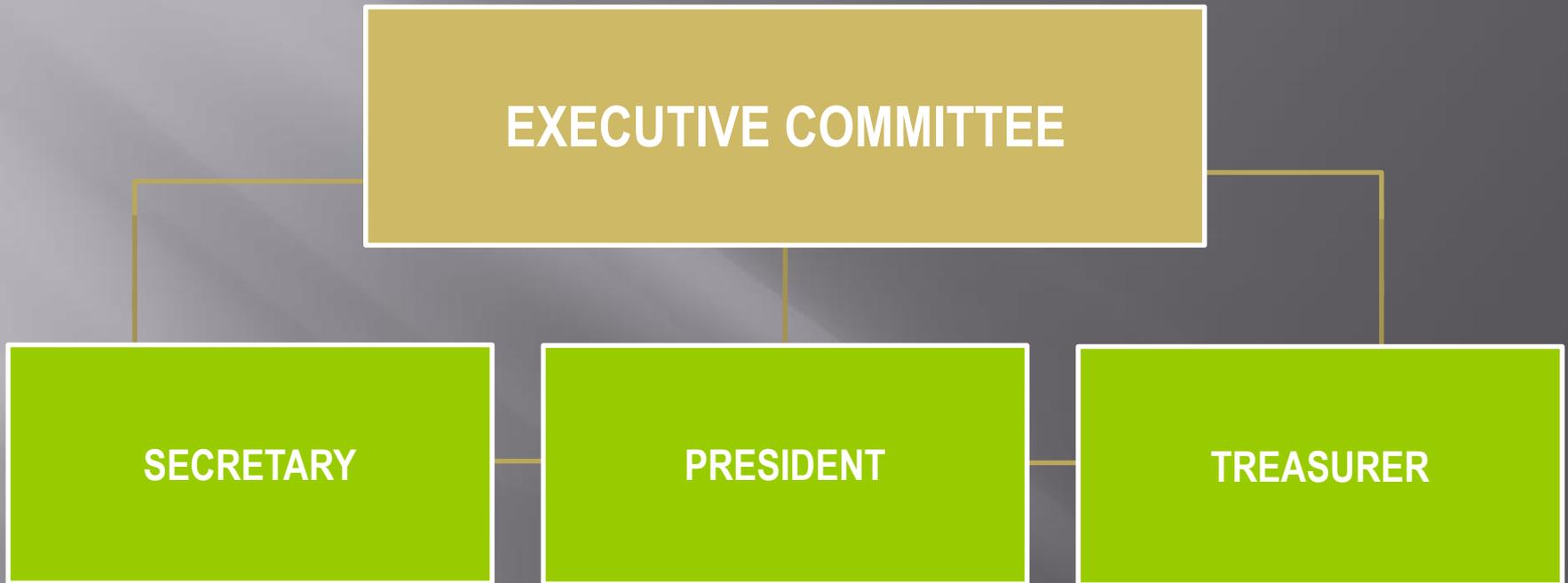
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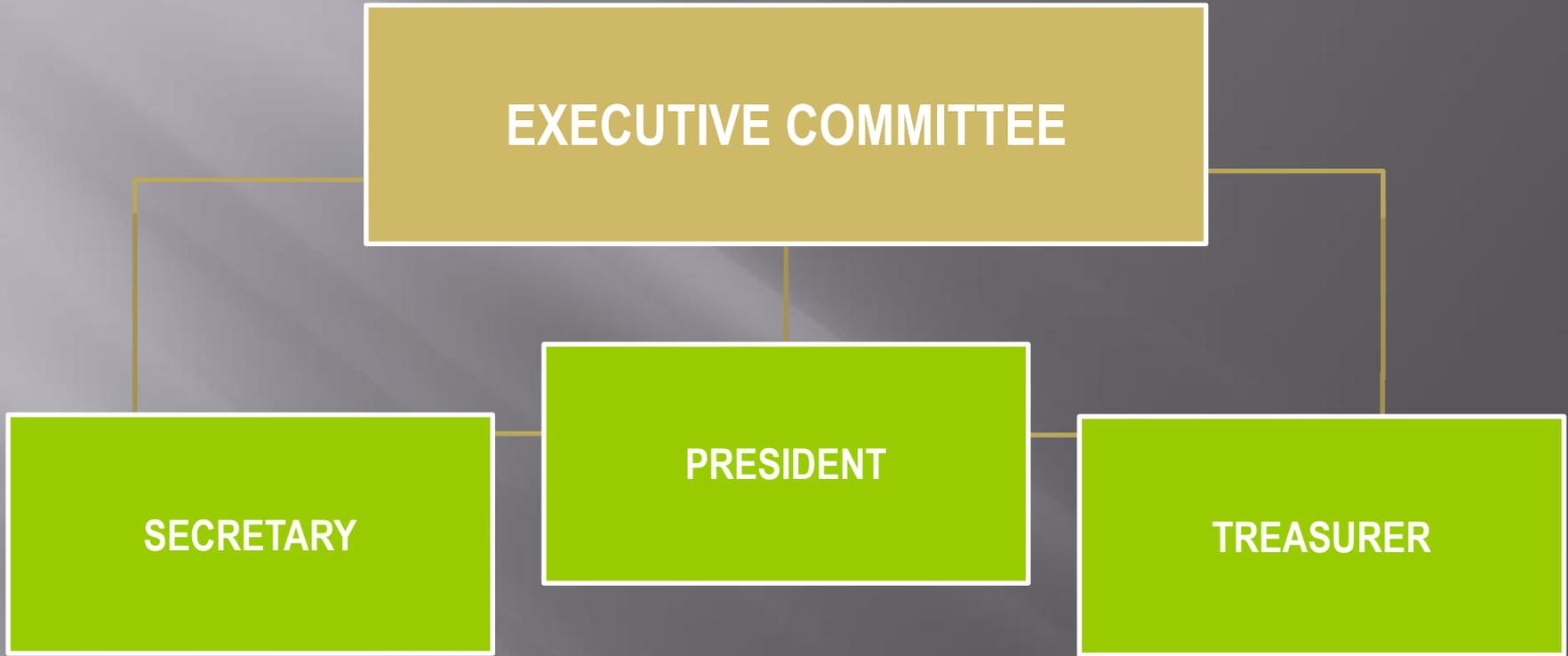
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President-Secretary-Treasurer Relationship

- ▣ There must be a basic acceptance of each others call of God in your perspective roles.
- ▣ There must be mutual understanding and respect for each others' specific roles.
- ▣ Be very clear on roles and functions of each officer.
- ▣ Agree on parameters and stay within those parameters

Ten Commandments of President/Secretary/Treasurer Relationship

- ▣ 1.) Thou shalt not have any other confidantes before your fellow officers.(don't have things circulating in the field)
- ▣ 2.) Thou shalt not seek to go around your officers when they don't agree with your position.
- ▣ 3.) Thou shalt not slander or talk negatively about your fellow officers.
- ▣ 4.) Remember to not surprise them with items on the agenda you have not shared with them before the executive committee meeting.

Ten Commandments Cont'd

- ▣ 5.) Honor thy fellow officers by bringing them into your confidence and showing them mutual respect.
- ▣ 6.) Thou shall not present your officers ideas or work as your own without giving them credit or reference.
- ▣ 7.) Thou shalt not commit adultery.
- ▣ 8.) Thou shall not adulterate your office by **stretching** to get every dime you can out of the division in your travels and other activities.
- ▣ 9.) Thou shall not put the decision on the other officers when indeed it was your issue too.

Ten Commandments Cont'd

- ▣ 10.) Thou shalt not covet thy fellow officers' gifts or influence or relationships with employees and members.

true leadership is achieved not by reducing men to one's service but in giving oneself in selfless service to them."

" The true spiritual leader is concerned infinitely more with the service he can render God and his fellowmen than with the benefits and pleasures he can extract from life."

God's promise to Leaders

- ▣ Lo I am with you always even to the end of the world
- ▣ They that with us are more than they that be with them.
- ▣ If God be for us who then can be against us
- ▣ No weapon formed against us can prosper
- ▣ We are more than conquerors through Jesus Christ our Lord
- ▣ God will supply all your needs according to his riches in glory

MAY GOD BLESS YOU ON
YOUR LEADERSHIP JOURNEY
WITH HIM!!