



An Open Letter to Pastors and Lay Leaders

(From One Who Has Been There)

Or: “*Lessons from the Top Ten Mistakes I Have Made in Ministry.*”

Section 2 - “Equipped”—Part 2- Learn to Equip and Train Your Own Leaders

Most of Paul’s exhortations were a combination of spiritual and organizational equipping. Pastor, lay leader or elder; you are primarily a *Spiritual Leader*. Your first responsibility is not to be a CEO, an organizational manager, administrator, or human resource director. You are first and foremost a *Spiritual Leader*.

In the life of the average church, spiritual resources can easily be dwarfed by organizational activity. Many of us as leaders and pastors understand the priority of our spiritual calling but lack the basic organizational skills that leadership demands. If you are like me, in the face of organizational equipping, your tendency may be to wing it. Once we are in a position of leadership, we tend to rely on our own experience and inherent skills and therefore, try to practice from our own experience. This often develops into a combination of relying on leadership habits we have seen in others and our own intuitive leadership.

Hans Finzel once said, “The good you do can easily be destroyed by the precautions you fail to take in equipping yourself for leadership.” A few bad habits can more than void all your talents and effectiveness. You will be the last to recognize them.

Pastors and elders, your goal is to craft your church organizationally to be lay-led, structured and lay-driven so you can focus on *Spiritual Leadership*. Therefore, of necessity, you must build the organizational side of leadership by enlisting and mentoring capable people. Only then will you be better able to exercise your responsibility as a *Spiritual Leader*. A leader in the local church will have to continually confront the tension between spiritual and organizational leadership. This dual role is one of the most difficult areas to balance in leadership.

From early in the ministry, I quickly became aware of my lack in my own organizational equipping, so I began a process of self education and personal training. I studied the Bible and the Spirit of *Prophecy* for leadership principles; I also picked other Christian leaders that I respected such as John Maxwell, Stephen Covey, Phil Downer, J. Oswald Sanders, Zig Ziegler and Chuck Swindol.

On a side note, I must say that I found my background in business to be invaluable. It is a challenge to leadership today that most pastors have little or no formal training in any area other than theology. They have received minimal benefit from their experience in the secular work place, and little equipping and training in the business world. In fact, some pastors and lay leaders are so poorly trained and equipped; they have no grasp of the rudimentary levels of leadership in key areas. Next to spiritual leadership, the role of a pastor is to train, develop other leaders in church, mentor them spiritually and develop them organizationally as well as evangelistically. Most of you as pastors and lay leaders understand this concept of leadership because you have learned it from experience.

Next week: **Equipped: part 3: The Art of Mentoring**

Blessings, Ken Crawford

