

Each

understand fully what is being done. Every member has a right to fully express his opinions and convictions about the business of the church before any action is taken, without being criticized. Once a majority vote is taken everyone should cooperate with that decision as if it they had voted for it.

Attitudes towards goals are important.

Goals must be:

1. Clearly defined (specification)
2. Realistic and attainable
3. Commonly accepted
4. Challenging
5. Never an end in themselves

At the end of every committee meeting or discussion ask, "Now, what have we decided? Make them tell you. Many groups think they have made a decision when all they have done is had a discussion.

**Insight # 6.** When you delegate responsibility also delegate enough authority to get the job done.

**Insight # 7.** Listen carefully to every idea and criticism you receive. Give credit for all the ideas you use. Plant all the ideas you can and praise the person who "hatches" your idea, and give them all the credit for it. Consider carefully and prayerfully each criticism you receive, even though it may seem unjust and it hurts your feelings, because it is psychologically true that every criticism has an element of truth in it. Admit what is true and change. Forget the rest. Do as a very wise man who said, "I thank God everyday for my critics, they are the unpaid watchmen of my soul."

**Insight # 8.** Never pass the buck when you have made a mistake: own it, admit it and the quicker the better. I believe people will forgive you for most everything if you humbly and honestly accept the failure as your own, but they will never forgive you, respect you, or trust you if you refuse to accept responsibility for your own errors. They will unconsciously, often even deliberately, seek to make you fail if you put the blame on someone else

**Insight # 9.** Learn how to reject a foolish suggestion without causing the person who made it to feel foolish or rejected. This is an A + skill which requires much honing.

**Insight # 10.** Attitudes Toward Leadership

1. There is very little honor in leadership. It is mostly hard work
2. The higher up you go the greater the responsibility: you are always a servant.
3. Always keep a shepherd's heart: concern for the sheep is what's vital to success.

Much of what I have shared while primarily applicable to church planting and development can be helpful in any leadership capacity. However I want to share a few insights especially for pastors. I will offer them as general observations from my years as a D. S.

1. The pastor must make the grade with his laymen as a person and not expect to have recognition just because he has been assigned as the pastor.