

**THE LEADING EDGE**  
**Leaders Worth Following**  
September 2005

Earl Creps' Monthly Leadership Newsletter  
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<http://www.agts.edu/dmin/index.html>

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Leading Edge blog edition  
<http://www.xanga.com/LeadingEdge>

Encounter: A Journal for Pentecostal Ministry  
<http://www.encounterjournal.com/current.html>

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**New! D.Min. Concentrations**

Beginning with the February 2006 cohort, the AGTS Doctor of Ministry program will feature concentrations in Missional Leadership, Biblical Preaching, and Military Chaplaincy. Following three Core courses, participants will be able to choose the concentration that is optimal for their ministry setting. For more information contact the D.Min. office ([lodea@agts.edu](mailto:lodea@agts.edu)).

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**FasTrak: From MA to D.Min. Eligibility in Half the Time!**

Thinking about a D.Min. but not sure how to get there? Our new pre-doctoral program can take a qualified MA holder in full-time ministry to academic eligibility for the D.Min. (M.Div. Equivalency) in half the time using a specially designed course format available in many locations around the country. Check it out on the web at: <http://www.agts.edu/fastrak/index.html>.

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**New D.Min. Cohort Begins October 17-21, 2005 @ AGTS**

- Leadership focus
  - Pentecostal perspective
  - In-service convenience
  - Cohort experience
  - Customizable program
  - Contact: [lodea@agts.edu](mailto:lodea@agts.edu)
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**Impact Player: John Knoles (Cohort 11)**

John and Doris Knoles are missionaries to the Native American population, specializing in the ministry of Marriage Enhancement ([www.nativemarriage.com](http://www.nativemarriage.com)). Recently, John's work was recognized by *Indian Life* magazine which has offered him the opportunity to write a bi-monthly column on marriage issues. One of the goals of the D.Min. program is to "turn preachers into authors." John is living that goal.

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### Internet Resources:

- <http://www.executivelibrary.com/>  
The Harvard Business School describes the Wall Street Executive Library as valuable for its "clarity of design and depth of resources—literally more than a thousand links just a few clicks away."
- <http://www.ellisonresearch.com/greatquotes.htm>  
Ellison Research has a page of quotes with a leadership spin that you will want to check out, especially the first list of "The Top Ten Regrettable Quotes of All Time."

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### Statistics: Why Do Pentecostal Pastors Move?

An Ellison Research survey asked Pentecostal and Charismatic pastors, "During your ministry as a pastor (senior or associate), what are all the reasons you have ever moved to a position at a different church?" The percentage of pastors citing various reasons were as follows:

- 31% - left to plant a new church
- 21% - wanted to serve in a different type of community
- 21% - moved to a higher position
- 17% - other reason
- 14% - denomination transferred you
- 14% - God's call
- 10% - released from position/asked to leave
- 7% - wanted to move to a larger church
- 6% - better pay and benefits
- 6% - switched denominations
- 4% - wanted to move to a smaller church
- 2% - church shut down

The study concludes: "Pentecostal and charismatic clergy are much more likely than average to leave an existing church in order to start a new church, and about half as likely as average to leave in order to move to a larger church. Planting new churches is the top reason for job changes among Pentecostal/charismatic clergy."

--[Survey of 872 Protestant pastors by Ellison Research]

[http://www.ellisonresearch.com/ERPS%20II/release\\_18\\_jobs.htm](http://www.ellisonresearch.com/ERPS%20II/release_18_jobs.htm)

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### Read This Book: *A Mosaic of Believers*

Gerardo Marti's study of the Mosaic congregations in the LA area provide a fascinating and useful account of how one church comes to terms with cultural diversity. The book's description notes that, "it shows how the church has achieved multiethnicity, not by targeting ethnic groups, but by providing multiple havens of inclusion and commonality that render ethnic differences moot."

Check it out at: [http://www.amazon.com/exec/obidos/tg/detail/-/0253344824/qid=1126711620/sr=2-1/ref=pd\\_bbs\\_b\\_2\\_1/002-8879813-393046?v=glance&s=books](http://www.amazon.com/exec/obidos/tg/detail/-/0253344824/qid=1126711620/sr=2-1/ref=pd_bbs_b_2_1/002-8879813-393046?v=glance&s=books).

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### Quotable: Wayfinding

"If you don't know where you are going, you will wind up somewhere else."

--Yogi Berra, New York Yankees manager

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### LeaderLife: My Vision of "Vision"

A study reported in the *Journal of Ministry Marketing and Management* found that "leadership has an impact on members' satisfaction with an organization and organizational outcomes." When the authors examined "the relationship between board members' description of pastoral

leadership and objective measures of church growth...the most important dimension was that of a pastor's inspiring a shared vision among the people of his or her church."

However, in a recent *Fast Company* article, Linda Tischler notes that charismatic visionaries who swamp everyone else with their dominating style are falling out of favor in the corporate world: "Boards have been burned too often by self-proclaimed titans whose personalities so dominate an organization that they shut out alternative or challenging points of view. So charisma is out. Imperiousness is so five minutes ago. Autumn's hot look for bosses is the ability to rally the troops behind the organization's mission and objectives. Heard of it? It's called leadership." She goes on to cite a Dartmouth study of this "new" style that finds: "Farsighted, tolerant, humane and practical CEOs returned 758% over 10 years, versus 128% for the S&P 500."

In trying to reconcile these two arguments in my mind (the importance of vision vs. the risks inherent in visionaries), I've come to my own vision of "vision."

1. *God's dream*: a Christian leader's vision must be the overflow of God's purposes as defined in Scripture and illuminated by the Holy Spirit. Having a grand design for the future may be nothing more than a burst of ambition unless that forward-looking impulse represents God's heartbeat for the organization and its context. However, followership must have a big role in assessing the degree of divine inspiration. Leaders who simply announce that their ideas are from God are leading as the Gentiles do (Matthew 20:25-28).

2. *My dream*: George Barna has written pointedly that, "Most people who are in positions of leadership in local churches aren't leaders. They're great people, but they're not really leaders." This troubling sentence begs for a definition of leadership. I have become convinced that vision is a core attribute: leaders have the ability to see another future for the organization and are willing to bring others into support of that future. Lacking this kind of perspective, I may manage, tinker and care for people, but I will be unable to lead them into something better because that something does not exist for me. If I don't own it, how can they.

3. *Our dream*: a God-given dream burning in my heart still is not enough. Unless the people around me own this view of the future, we will never be able to work together to accomplish it. Leading an organization, then, involves, calling forth the elements of vision that are already present in the people I'm leading by putting into words what they may have felt, but never articulated. It also requires that I bring them into a shared understanding of the future that encourages them to buy into it as a reality—in faith. And it means that the dream is held accountable to the Scriptures, the leading of the Spirit, and the assent of the people involved. Vision without assent is just dictatorship with a smile.

Vision changes things so it always carries risks. But without it, the future is just an extension of the present in which we are imprisoned by the status quo.

Being a visionary does not mean drowning others in my "big" personality, using power on others to get my way, or being a narcissist who cleverly pretends to care for others. A visionary is a dream-keeper, a person who represents the combination of God's plan, God's people, and God's leadership that will forge a future we have never known before.

What is your vision?

*Be a leader worth following,*

**Earl**

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**D.Min. program mission:** transforming leaders to transform their organizations

**D.Min. program vision:** leaders worth following

**D.Min. program values:**

- **the extra mile**—others before ourselves
  - **the personal touch**—everyone counts
  - **the cutting edge**—we get there first
  - **the real deal**—authenticity in everything
  - **the better way**—listen to improve
  - **the positive word**—choose to encourage
  - **the unique person**—enjoy diversity
  - **the X factor**—synergy through trust and truth
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**Leading Edge Archive:**

Past issues are archived at: [http://www.agts.edu/dmin/leading\\_edge/index.html](http://www.agts.edu/dmin/leading_edge/index.html)

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