

# GREAT COMMISSION DELIVERANCE MINISTRIES

## LEADERSHIP EMPOWERMENT

June 24, 2017

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# AGENDA

1. PRAYER & OPENING (15 MIN) = 9:00A - 9:15A
2. GCDM FOCUS (25 MIN) = 9:15A - 9:50A
  - \* *BREAK #1 (5 TO 10 MIN) = 9:50A - 10:00A*
3. LEADERSHIP EMPOWERMENT (50 MIN) = 10:00A - 10:50A
  - \* *BREAK #2 (5 TO 10 MIN) = 10:50A - 11:00A*
4. EFFECTIVE LEADERSHIP (30 MIN) = 11:00A - 11:30A
  - \* *LUNCH (30 MIN) = 11:30A - 12:00P*
5. SPIRITUAL LEADERSHIP (30 MIN) = 12:00P - 12:30P
6. LEADERSHIP UPDATES (30 MIN) = 12:30P - 1:00P
7. CLOSING/NEXT STEPS

# GCDM FOCUS

## Objective:

- To take a good look at how we have conducted our affairs over the past several years and determine what we need to do to maximize our strengths, minimize our weaknesses, and become more effective and efficient.
- To look at current leadership models, and methods and adopt and tailor methods that will enhance our ability to achieve GCDM's goals and objectives.
- To understand the overall goal and objectives of a leadership team.

**2017 Theme: “Change the Culture, Excel for Christ”**

# GCDM RE-FOCUS REVIEW

## Vision:

Vision statements are a dime a dozen and can sound very cute but not functional nor practical.

- In order for a vision statement to be effective, it must line up with and agree with the vision that Christ has for His church.

Vision: To bring the body of believers into a vibrant personal relationship with Jesus Christ.

Vibrant - full of energy and enthusiasm

Personal - concerning one's private life, relationships, and emotions.

Where do you see us operating in relation to the vision?

What can be done to optimize our effectiveness in this area?

# GCDM PRINCIPLE BUILDING BLOCKS

## 2017 Tasks in Flight:

1. Spiritual Development (Rooted in the word of God)
  - Study -> Teach -> Learn -> Lead
2. Self-Development (Assessments, Teaching, etc.) = Working towards 360 Degree
  - 1<sup>st</sup> Phase (Self-Assessment)
  - 2<sup>nd</sup> Phase (Pastor's Assessment & Peers Assessment)
  - 3<sup>rd</sup> Phase (Congregation Assessment)
3. Organizational Improvement Opportunities
  - Continues Process Improvement (CPI)
    - Bible is full of procedures (Leviticus)
    - Aiming for Optimal Results
    - Assess/create current Process & Procedures for GCDM Operations

*(More discussion on Process & Procedures to come in upcoming slides)*

# BREAK #1



Take a  
Break

**5-10 MIN**

# LEADERSHIP EMPOWERMENT

## Leadership:

- Leadership is the essential element for any successful organization. The lack of true leadership has impeded the church in its mission to exalt Christ and advance the kingdom of God.
- A Christian leader is someone who is called by God to lead; leads with and through Christ-like character; and demonstrates the functional competencies that permit effective leadership to take place. ~Oswald Sanders, *Spiritual Leadership*
- For the most part, most of our churches in America merely exist. They will travel down a course of tradition or will do the “same ole things” week in and week out never developing a plan or teaching their leaders to be the best in the positions they hold.

~Jim I. fuller

# LEADERSHIP EMPOWERMENT

## Leadership:

- According to the late dr. Myles Munroe, “leadership is the capacity to influence others through inspiration motivated by a passion, generated by a vision, produced by a conviction, ignited by purpose.”
- In order to be effective as a leader you must be willing to be led by the Holy Spirit as well as those whom God has appointed over you.
- Leadership is discovering people where they are and helping them move from their agenda on to god’s agenda. This is not an easy task but when it is accomplished, God is glorified and the leader satisfied.
- Leadership is not a pursuit but a result. It is the title people give you as a result of your influence and impact on their lives.
- Leaders must have purpose....Don’t let challenges kill your purpose/passion!



# LEADERSHIP EMPOWERMENT

## Leadership:

- Day to Day Operation (Worship Daily)
- Community -> Crowd -> Core
- Horizontal vs. Vertical Development

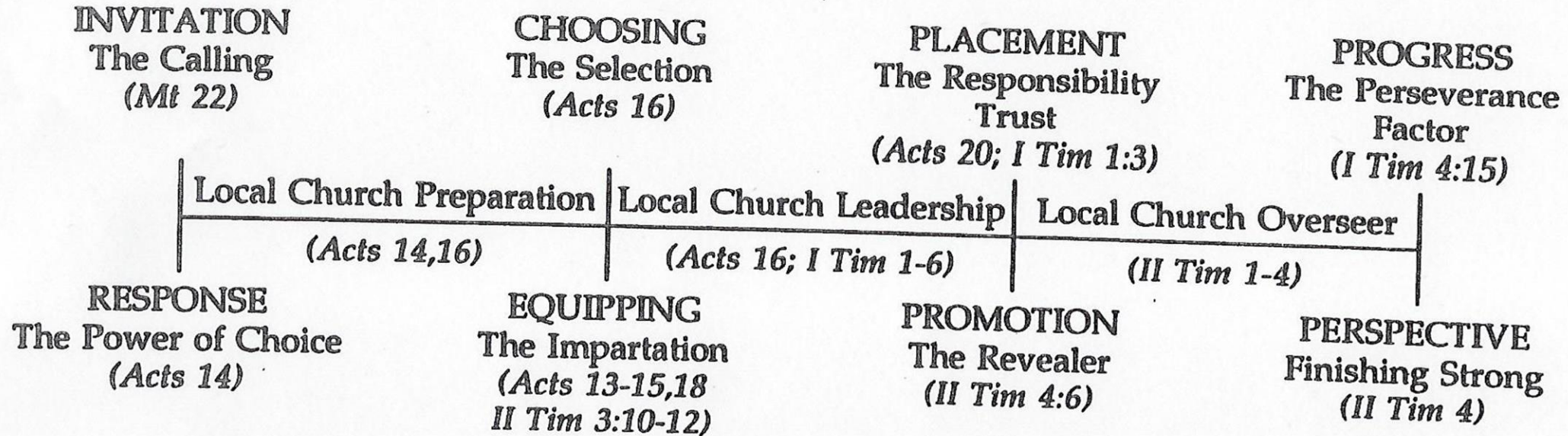
# LEADING AT A HIGHER LEVEL

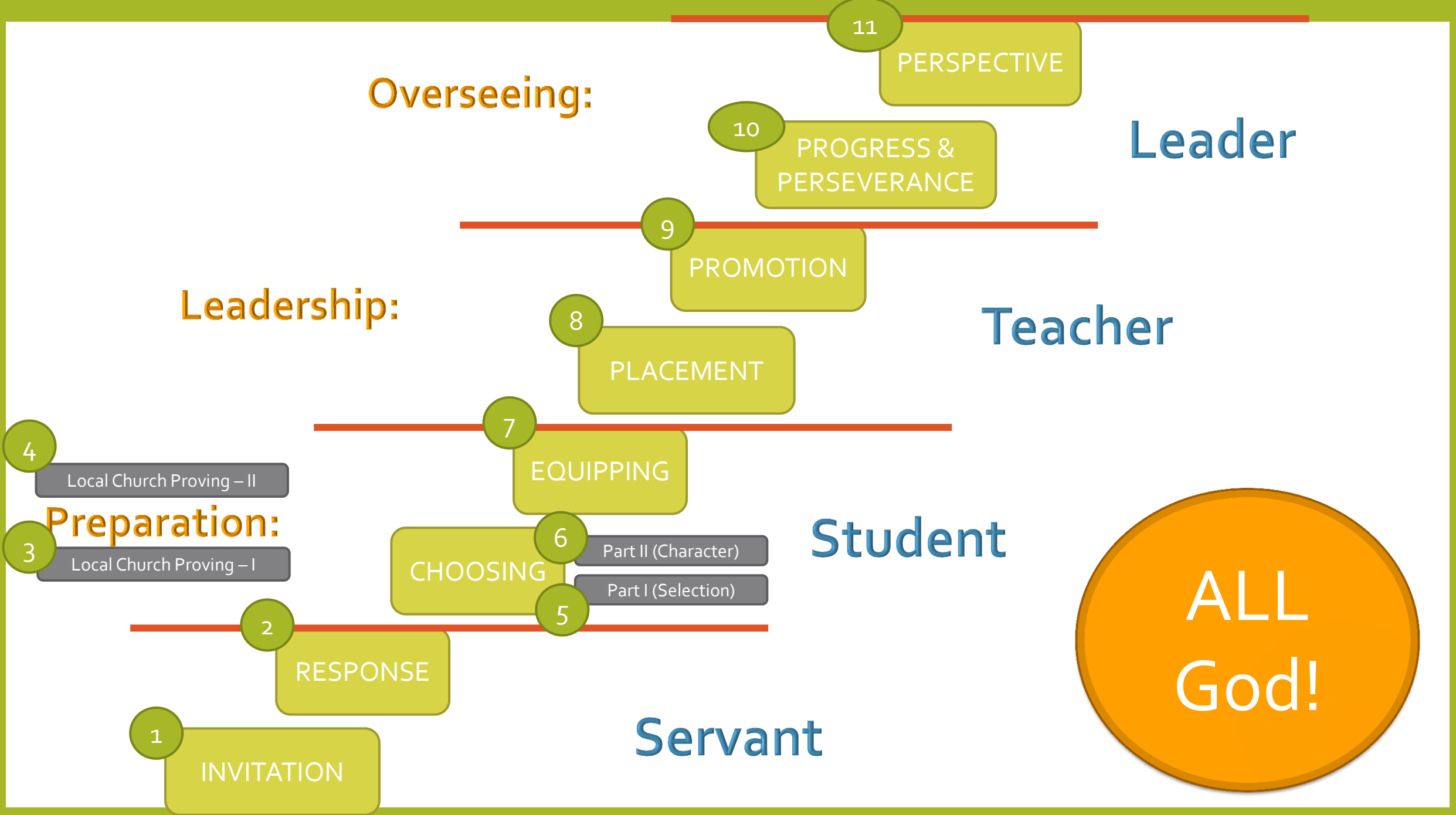
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Leading towards a High Performing Organization

By Ken Blanchard

# THE LIFE OF TIMOTHY





**Overseeing:**

**Leadership:**

**Preparation:**

**Leader**

**Teacher**

**Student**

**Servant**

**ALL  
God!**

# Leadership Is the Engine

- Leadership is what moves an organization in the direction towards Higher Performance.
- From Vision, to Attitude, to Behavior as a Servant Leader
- Leadership Practices support collaboration and involvement
- Top leaders live the organization's values.

# High Performance Output (HPO) Scores:

- **S** = Shared Information and Open Communication
- **C** = Compelling Vision
- **O** = Ongoing Learning
- **R** = Relentless Focus on God
- **E** = Energizing Systems and Structures
- **S** = Shared Power and High Involvement

# Leaders make the vision a reality:

- From creation, to communication, to how it's lived out!
- The leader's job is to support people in accomplishing the vision by removing barriers; By ensuring that policies, practices, and systems make it easier for them to act on the vision and by holding themselves, their peers and their people **ACCOUNTABLE** for acting consistently with the vision. This way people serve the vision and not the leader!

# It's all about Serving!

- Making it **Personal to CARE** always in all you do and serve.
  - **I** = Ideal Service: Consistently go above and beyond to serve, then expecting others to serve you due to your position or assumed limitations
  - **C** = Culture of Service: Creating an environment that focus on service others first at all times.
  - **A** = Attentiveness: Listening in a way that allows you to know others needs before they ask
  - **R** = Responsiveness: Demonstrating a genuine willingness to serve others by paying attention to and acting on their needs.
    - See it and act on it; don't tell someone else to do it, you do it
  - **E** = Empowerment: Sharing information and tools to help people go and grow further.



# Top 10 Reason Why Teams Fail

1. Not taking time to clarify purpose and goals
2. Uncertainty about what requires team effort
3. Lack of mutual accountability
4. Lack of resources
5. Lack of effective leadership and/or shared leadership
6. Lack of focus on creativity and excellence
7. Lack of planning
8. Lack of support for a team culture
9. Inability to deal with conflict
10. Lack of training

# Servant Leadership

- **S** = stands for see the future
  - Taking people from one place to another
- **E** = stands for Engage and Develop People
  - Flip the pyramid around and lead by doing so others can learn how the vision is lived out.
- **R** = stands for Reinvent Continuously
  - On a personal level, always interested in ways to enhance knowledge and skill. Find own approach to learning further. Keep learning. If you stop learning, you stop leading!
- **V** = stands for Value Results and Relationships
  - Leading at a higher level shows results and shows others following because you have proven your trustworthiness.
- **E** = stand Embody the Values
  - Live consistently with the values you profess. Always walk your talk, especially being the example of the vision.

## BREAK #2



Take a  
Break

**5-10 MIN**

# EFFECTIVE LEADERSHIP

## Communications:

- Effective Communications is essential for the success of any team or organization, chaos is sure to ensue without it.
- Effective communications provides:
  - Continuity
  - Conveys intent
  - Clarity
  - Eliminates confusion
- Communications is not effective until **all** members of the team are on the same sheet of music.

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# EFFECTIVE LEADERSHIP

## Policies and Procedures:

- Policies themselves are a means of communicating and setting expectations.
- Policies ensures that everyone associated with a particular task are following the same standard thereby greatly improving the teams ability to achieve optimum results.
- Policies have to be continuously reviewed to ensure that are still effective and updated or abandoned if necessary
- When your policies are “spot on” your outcome becomes predictable and repeatable.

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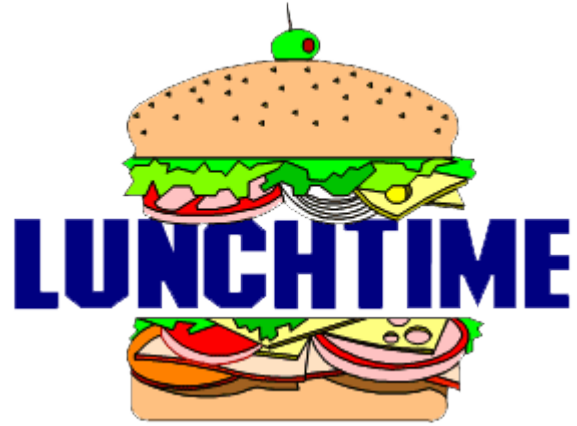
# EFFECTIVE LEADERSHIP

Team Exercise:

## **Helium Stick**

- 7 Volunteers
- Line up in two rows which face each other. (Strategize)
- Each person is only allowed to hold the stick with the side of their Index finger without holding or making contact with other fingers.
  - **NO PINCHING OR GRABBING THE POLE!!!** It must rest on top of the index fingers as a team!!!
- Everyone finger must touch the stick at all times.
- The goal is to lower the Helium Stick to the ground with out dropping it.

# LUNCH TIME



**30 MIN**

# SPIRITUAL LEADERSHIP

## Spiritual Leadership:

- God's Direction (Leading for God)
- Getting People on God's Agenda
- How to Deal with Frustration



# Spiritual leadership

Spiritual leadership recognizes that the leader is on assignment from God and for God.

The spiritual leader recognizes that they are being used by God to move people from their agenda to god's agenda

Spiritual leadership is not restricted to or confined exclusively to the realm of the church but must exact its influence to every area of life

Spiritual leadership is based on character and the working of the Holy Spirit. Without the spirits guiding, empowering presence, leaders may hold executive positions, but they are not spiritual leaders

## The challenge of change

“if you do the same things the Same way you get the same results”

leaders are aware of the above statement but sometimes do little to move away from what is familiar and comfortable. Why?

Change is challenging

change does not always mean a complete abandonment of current processes or procedures. Change can be made in degrees or phases thereby minimizing the impact to the entity making the changes.

change must be made only when it maximizes results

# LEADERSHIP UPDATES

- New Financial Church Management Update
  - <https://churchtraonline.com/features>
- Youth Structure Overview

**GREAT COMMISSION DELIVERANCE  
MINISTRIES  
*CHILDREN, YOUTH AND YOUNG ADULTS  
MINISTRIES  
(GCDM CYYA)***

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Strategic Ministerial Alignment

**Leadership** – the process of influencing others to accomplish the mission by purpose, direction and motivation.

Am I  
a good  
FOLLOWE  
R?

## As a follower:

Do I “Trust the Process” or those who have been placed in position?

Do I have a valid “Need to Know”?

*Do the right people have the needed information?*

*Do I need to just show up and let God show out?*

Am I willing to make myself available?

*Am I only motivated when it has something to do with my ministry?*

The GCDM CYYA is in desperate need of transformation to not only help develop its own ministry members, but to help them effectively draw others to Christ.

Building a stronger connection with Him should be focused in the following areas:

- **PRAYER AND FASTING**
- **STUDY OF THE BIBLE**
- **RELATING TO CHRIST AT THEIR LEVEL**
- **LIVING A CHRISTIAN LIFE IN TODAY'S WORLD**
- **ENJOYING LIFE THE WAY GOD MEANT**



Great Commission Deliverance Ministries  
Children, Youth and Young Adult Ministries  
GCDM CYYA

Pastor  
Apostle Franklin Gordon

GCDM CYYA Director

Nursery  
Up to Pre-K

Early  
Elementary  
K-5<sup>th</sup>

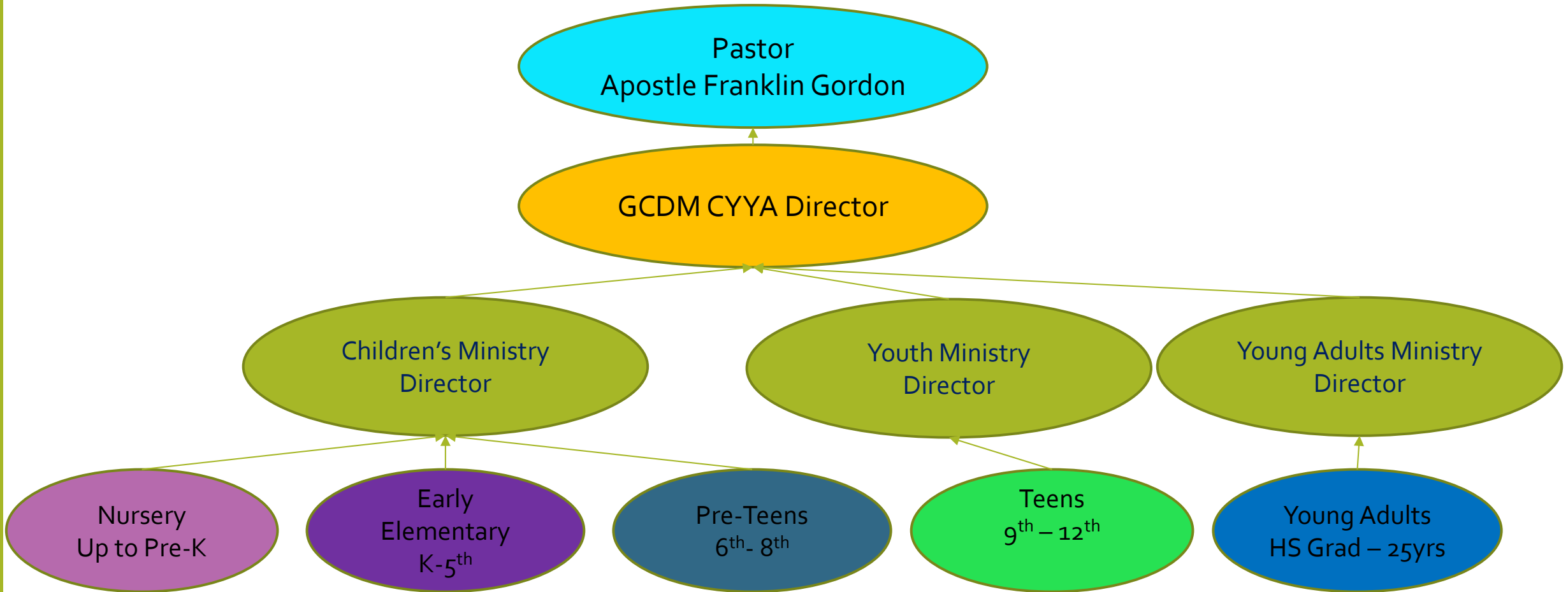
Pre-Teens  
6<sup>th</sup>- 8<sup>th</sup>

Teens  
9<sup>th</sup> - 12<sup>th</sup>

Young Adults  
HS Grad - 25yrs

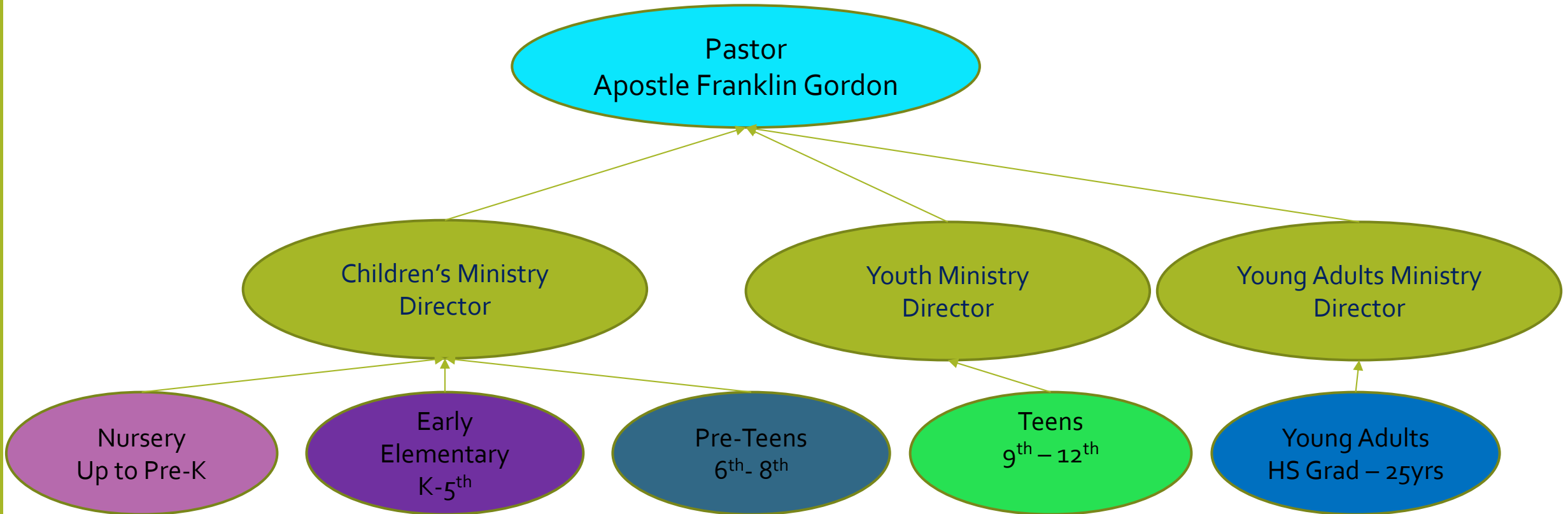
Current Alignment

Great Commission Deliverance Ministries  
Children, Youth and Young Adult Ministries  
GCDM CYYA



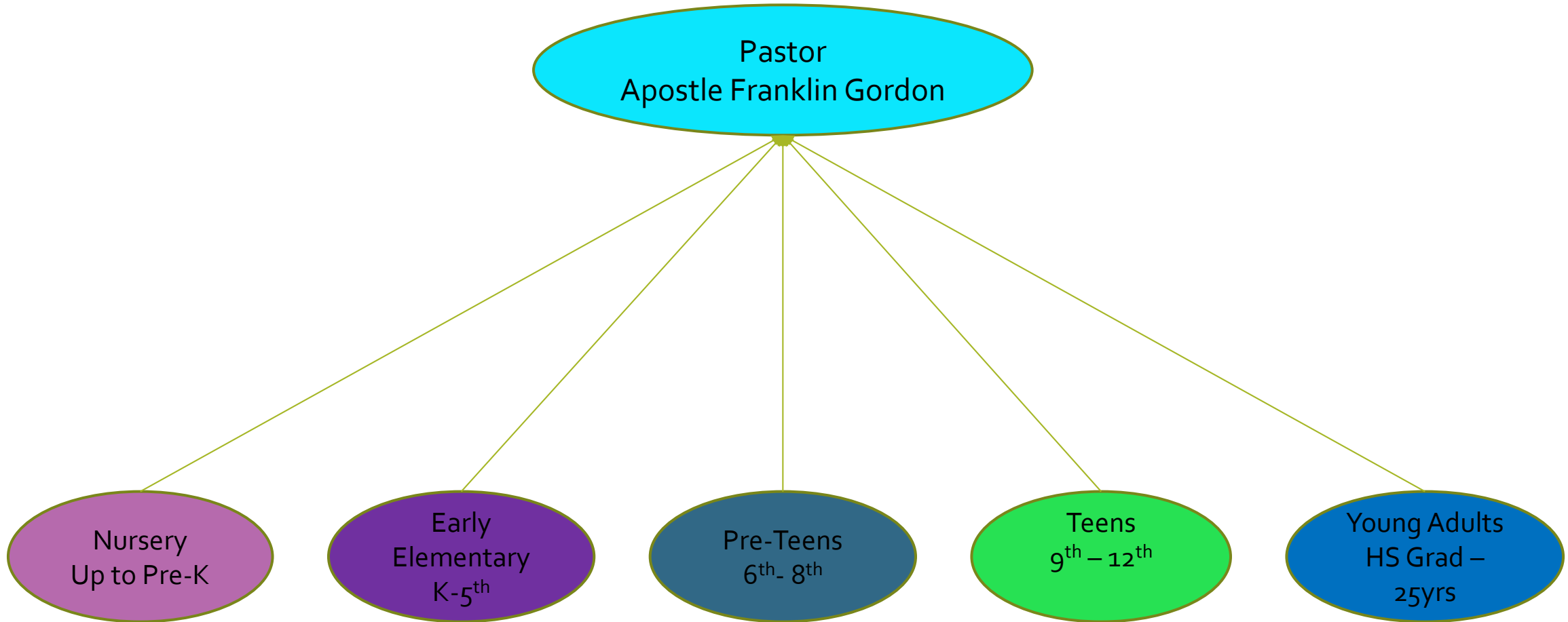
Alignment Option #1

Great Commission Deliverance Ministries  
Children, Youth and Young Adult Ministries  
GCDM CYYA



Alignment Option #2

Great Commission Deliverance Ministries  
Children, Youth and Young Adult Ministries  
GCDM CYYA



Alignment Option #3

Nursery  
Up to Pre-K

Nursery Helper

Nursery Helper

Nursery Helper

***Nursery Time*** – Each Sunday during Worship Service  
and Wednesday Night Bible Study

***Activities*** – Designed for early childhood, spiritual development

Nursery  
Up to Pre-K  
DIT Rebecca Hunlen

Nursery  
Nursery Time  
DIT Rebecca Hunlen

Nursery  
Nursery Time  
Sis Jess Atkinson

Nursery  
Nursery Time  
Vacant

Nursery  
Helper  
Vacant

Nursery  
Helper  
Vacant

Early Elementary  
K-5<sup>th</sup>

***Sunday School*** – Each Sunday morning(0900AM-1000AM)

***Children's Church*** – Each 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> Sunday morning(dismissed during offering)

***Bible Study*** – Each Wednesday night(645PM-745PM)

***Bible Basics I*** – Building wisdom of assigned scriptures, facts and principles about Christian life.

***Activities*** – Designed for early childhood spiritual development and community involvement

Early Elementary  
K-5<sup>th</sup>  
Sis Tiffany Garner

Early Elementary  
Sunday School Teacher  
Sis Tiffany Garner

Early Elementary  
Sunday School Teacher  
Vacant

Early Elementary  
Sunday School Teacher  
Vacant

Early Elementary  
Bible Study Teacher  
Sis Tiffany Garner

Early Elementary  
Bible Study Teacher  
Vacant

Early Elementary  
Children's Church  
Sis Tiffany Garner


Early Elementary  
Children's Church  
Vacant

Early Elementary  
Helper  
Sis Keyona McCullough

Early Elementary  
Helper  
Vacant

Early Elementary  
Helper  
Vacant





Pre-Teens  
6<sup>th</sup> – 8<sup>th</sup>

***Sunday School*** – Each Sunday morning(0900AM-1000AM)

***Teen Time*** – Each 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> Sunday morning(dismissed during offering)

***Bible Study*** – Each Wednesday night(645PM-745PM)

***Bible Basics II*** – Building wisdom of assigned scriptures, facts and principles about Christian life.

***Activities*** – Designed for early teenage spiritual development; Community Connection

Pre-Teens  
6<sup>th</sup> – 8<sup>th</sup>  
Bro Christopher Atkinson

Pre-Teens  
Sunday School Teacher  
Vacant

Pre-Teens  
Sunday School Teacher  
Vacant

Pre-Teens  
Sunday School Teacher  
Vacant

Pre-Teens  
Bible Study Teacher  
Vacant

Pre-Teens  
Bible Study Teacher  
Vacant


Pre-Teens  
Teen Time  
Vacant

Pre-Teens  
Teen Time  
Vacant

Pre-Teens  
Helper  
Vacant

Pre-Teens  
Helper  
Vacant

Pre-Teens  
Helper  
Vacant



Teens  
9<sup>th</sup> – 12<sup>th</sup>

***Sunday School*** – Each Sunday morning(0900AM-1000AM)

***Teen Time*** – Each 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> Sunday morning(dismissed during offering)

***Bible Study*** – Each Wednesday night(645PM-745PM)

***Bible Basics III*** – Building wisdom of assigned scriptures, facts and principles about Christian life.

***Activities*** – Designed for teenage spiritual development; Community Connection

Teens  
9<sup>th</sup> – 12<sup>th</sup>  
Sis Chaurice Capps

Teens  
Sunday School Teacher  
Deacon Greta Jones

Teens  
Sunday School Teacher  
Vacant

Teens  
Sunday School Teacher  
Vacant

Teens  
Bible Study Teacher  
Vacant

Teens  
Bible Study Teacher  
Vacant

Teens  
Teen Time  
Vacant

Teens  
Teen Time  
Vacant

Teens  
Helper  
Vacant

Teens  
Helper  
Vacant

Teens  
Helper  
Vacant

Young Adults  
HS Grad – 25 yrs

***Sunday School*** – Each Sunday morning(0900AM-1000AM)

***Let's Really Talk*** – Each 4<sup>th</sup> Sunday morning(dismissed during offering)

***Bible Study*** – Each Wednesday night(645PM-745PM)

***Bible Basics IV*** – Building wisdom of assigned scriptures, facts and principles about Christian life.

***Activities*** – Designed for young adult spiritual development; Community Connection

Young Adults  
HS Grad – 25 yrs  
Vacant

Young Adults  
Sunday School Teacher  
Vacant

Young Adults  
Sunday School Teacher  
Vacant

Young Adults  
Sunday School Teacher  
Vacant

Young Adults  
Bible Study Teacher  
Vacant

Young Adults  
Bible Study Teacher  
Vacant

Young Adults  
Let's Really Talk  
Vacant

Young Adults  
Let's Really Talk  
Vacant

# CYYA Choir

Sis Taylor Watts

# CYYA Outreach and Evangelism Team

Developing an effective CYYA ministry takes an enormous amount of time, patience and dedication.

There are many opportunities available to help in the rebuilding of the GCDM CYYA.

It has been an honor to have served within this ministry, but I know there is so much more that could've been done. I look forward to the new transformation of the GCDM CYYA and those who will take it to greater heights for God's Kingdom.



# WRAP-UP

- Quick Summary Review (Highlights)
- Feedback?
  - Each give 1 thing from this Leadership Empowerment...
    - that you learned?
    - agree to work on?
    - want to help lead further in?

# NEXT STEPS

- Survey Leaders about this meeting (Due by 7/8/2017)
- Next Meeting Planning:
  - 360 Degree Assessment Continuation
  - Review/Walk through Process & Procedures
- More Training Opportunities Feedback

# GREAT COMMISSION DELIVERANCE MINISTRIES LEADERSHIP EMPOWERMENT

## CLOSING PRAYER

Thank you Jesus!  
All the Glory belong to you!

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