

# **Strategies of Leadership:**

## **A Theology of Knowing: The Place of Research in Today's Church**

Russell D. Bredholt, Jr.

Knowledge of the truth helps to remove obstacles and to deliver from compulsion, but knowledge is the very essence of positive freedom, the power of choosing carefully and being able to act wisely.

--Henry G. Sprinkle, Jr.

### ***I. The Importance of Knowing Your People***

- A. Ginosko: to know by learning about
- B. Oida: the knowledge and understanding that comes from experience

### ***II. The Biblical Basis for Knowing***

- A. To Know God
- B. To Know Yourself
- C. To Know Your People

### ***III. Why Do Research***

#### **David Barrett**

- To help the followers of Christ to see to what extent they have been faithful to the Great Commission
- To perceive the magnitude of the unfinished task
- To discern at what points to commit resources in order to implement the Commission

#### **George Gallup, Jr.**

- Determine current levels of belief, spiritual commitment and stewardship of your people
- To discover how people put their faith into practice in their daily lives
- Identify the spiritual and physical needs of your people
- To find out what is bringing people into your church - what is keeping them away

#### **John Scott**

- To discover who are your people
- What kind of work do they do?
- What are their interests outside of church?
- What is their family like?

**Other**

- What are the people's expectations of the church, pastor, staff?
- Determine where to start new churches
- What are their interests outside of church?
- Measuring the effectiveness of current ministries and services

<b><i>Information is Only as Good as Your Ability to Make Use of it Society</i></b>	
<b><i>Old Paradigm</i></b>	<b><i>New Paradigm</i></b>
Authority	Influence
Institution	Individual
Male dominated world	Female and multi-cultural society
Physical worker	Knowledge worker
Authority	Influence
Graduate	Life-long learner
Preserving existing organization	Creating new organizations
Centralization	Decentralization
Segmentalist organization	Integrative organization
Leadership at the top	Leadership at all levels
<b><i>The Church</i></b>	
<b><i>Old Paradigm</i></b>	<b><i>New Paradigm</i></b>
Unified giving	Directed giving
Christian education and Sunday School	Small group studies
Mass Evangelism	Personal evangelism
Membership	Attendance
Traditional worship	Varying styles of worship
Long-term commitment	Short-term commitment
Influence from inside	Influence from outside
Loyalty to denomination	Loyalty to those who meet their needs

***Key Factors Impacting The Church In The 90's***

1. Change in the family Structure

2. Time
3. Priority and values of a New Generation
4. Consumerism (choice)
5. Decoupling of faith and church

## **CHURCH OF THE NAZARENE A Denomination in Transition**

### ***Issues Facing the Church***

1. Identity (Who are we? What do we believe? What do other people know and understand about us? What is our identity or position in relation to other churches/denominations?)
2. Decline in denominational loyalty
3. Language (as a barrier to participation and commitment)
4. Aging of traditional members
5. New generation of pastors (with not ties to the history and tradition of the Church)
6. Shift from unified to directed giving
7. New members with non-Wesleyan backgrounds (former Baptists, Presbyterians, Roman Catholics, etc.)
8. Level of involvement of the attender/non-member
9. Personal problems of church members (adult children, health, etc.)
10. Change in the leadership guard (new generation of leaders)