

THE ISSUE: Developing leaders is a crucial task for the 21st century church or organization. Leadership is more than a particular set of competencies or skills. It also involves issues of character, authenticity, integrity, passion, heart and soul. This first *Access* focuses on resources related to personal leadership development.



For Your Improvement, A Development and Coaching Guide by Michael Lombardo and Robert Eichinger; Lominger Limited, 1996; \$60.00; to order, call (612) 542-1466. While it has a high price tag, this book is worth it. Best described by the title, it is a personal leadership development handbook.

The Making of A Leader, Recognizing the Lessons and Stages of Leadership Development by J. Robert Clinton; NavPress, 1988; \$11.00; to order, call (800) 366-7788. This is a classic for its model of the stages of personal leadership development and philosophy of ministry. Another important work by Clinton on this subject is ***Strategic Concepts That Clarify A Focused Life***. Barnabas Publishers; \$13.00; to order, call (818) 584-5393.

Personal Excellence is a monthly compilation of articles devoted to the personal side of leadership. To view a sample issue, visit their website at www.galaxymall.com/executive/excellence.html. *NetFax/Access* subscribers can receive a special rate of \$49 (\$20 off the regular price) by calling (800) 304-9782, ext. 216.

Leadership is a quarterly publication targeted at church leaders, and each issue has a particular theme related to effective leadership. To order, call (800) 777-3136; \$22 a year. You can also visit their website at www.LeadershipJournal.net.



Each of these websites is "user-friendly" and has very good online resources on the issue of personal leadership development and links to other sites of interest.

www.srg.co.uk/ Self Renewal Group

www.clemmer-group.com/ The Clemmer Group

www.oise.on.ca/~bwillard/leadaid.htm Bob Willard's Leader Aid



"Four Skills Seminary Never Taught Me" is a series of eight tapes and a workbook by John Maxwell. Call InJoy at (800) 333-6506; \$119.95. The four skills addressed include attitude, leadership, equipping and relationships. You may also want to visit their website at www.injoy.com.



Leadership Catalyst is an organization devoted to the intentional process of developing character in leaders. Through a variety of great products, they help leaders learn how to *be*, rather than *do*. We recommend all their materials, but especially the tape series, "Leading from Within" and newsletter, *The Catalyst*. Call (888) 249-0700 for more information or visit their website at www.leadershipcatalyst.org.

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THE ISSUE:

21st century leaders and organizations are culturally connected. This is not to say they have “sold out” to the culture, but rather they are aware of key issues, changing values, lifestages, lifestyles, work and shifts in the culture that impact the context of mission and ministry. Like the ancient tribe of Issachar, they “understand the times and know what to do.” *Access* #2 identifies some key information resources that will help you stay connected with U.S. culture.



The Future Ain't What It Used To Be, The 40 Cultural Trends Transforming Your Job, Your Life, Your World, by Mary Meehan, Larry Samuel, Vickie Abrahamson; Riverhead Books (800-526-0275, \$27.50). Written with an attitude and using a framework of ten “passion points”, the authors identify 40 cultural trends that are signs of our times. The resource section is excellent. Check out the authors' newsletter, *iconoculture* (612-377-0087, \$19.98/six issues) and website, www.iconoculture.com.

These five magazines are on our “must read” list and all have accompanying websites with both current and archived issues and search capabilities.

American Demographics (800-529-7502, \$69.00/12 issues) is the best single source we know for demographic information and changes. www.marketingtools.com

The Atlantic Monthly (800-234-2411, \$17.94/12 issues) provides a thoughtful review of culture and societal issues from a more academic perspective. www.theatlantic.com

Fast Company (800-688-1545, \$19.75/10 issues) chronicles the people, companies and practices of the new business revolution. www.fastcompany.com

Homiletics (800-992-2144, \$39.95/6 issues) has less to do with the art of preaching and more to do with interpreting and communicating postmodern culture. www.homileticsonline.com

Sports Illustrated (800-528-5000, \$81.95/55 issues) is the magazine of record in a culture increasingly influenced by the people and business of sports. www.cnsi.com



www.amazon.com, www.bookwire.com, and www.borders.com are all mega book sites that provide information on the population's current reading habits and topics.

www.census.gov provides the latest information in terms of population changes. Read the press releases for key changes without all the detailed stats or look for information on your particular area.

www.ecola.com is a great link to newspapers and magazines in the U.S. and around the world. Use their search feature to read online by category or subject.

www.pathfinder.com is the Time-Warner holding site where you can get leading stories from *Time*, *Fortune*, *People*, *Money* and *Entertainment Weekly*.



Reading time is in short supply, but one way to expand your reading is to have others read for you. Recruit a team of people who like to read, assign them a topic(s), and provide instructions on how you want the information fed back to you. Read widely and in a variety of disciplines. Another idea is to form a study group that meets on a regular basis to discuss current issues of culture.

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THE ISSUE: Since this is the time of the year when many congregations are developing their 1999 budget and making adjustments to their existing budget, *Access #3* identifies resources on money, mammon, church finances, stewardship, budgets, capital campaigns, tithing and staff salaries.



Effective Church Finances by Kennon Callahan. Jossey-Bass, 1992, \$17.00. To order, call 800.956.7739. A helpful book for pastors and laypersons, it centers around four core topics: developing your budget, raising your giving, setting giving goals, and growing your giving.

God and Mammon in America by Robert Wuthnow. Free Press, 1994, \$22.95. To order, call 800.323.7445. This is a thought-provoking book on the relationship between religious faith and economic behavior at the individual, not institutional, level.

Plain Talk About Churches and Money by Dean Hoge, Patrick McNamara and Charles Zech. The Alban Institute, 1997, \$15.75. To order, call 800.486.1318. The first in a new series of books on Money, Faith and Lifestyle, this is a very useful book. While based on research primarily among mainline congregations, its conclusions and observations are valuable for both clergy and lay persons across a wide spectrum of faith traditions.

The Seven Faces of Philanthropy by Russ Prince and Karen File. Jossey-Bass, 1994, \$30.95. To order, call 800.956.7739. While not oriented to churches specifically, this book is useful in understanding philanthropic motivations. Using a seven-cell typology, the authors present donor profiles which can be helpful in developing appropriate strategies for individual giving.



Christian Stewardship Association, 3195 S. Superior Street, Suite 303, Milwaukee, WI, 53207, 414.483.1945 (phone), 414.483.4844 (fax), www.stewardship.org. Through education, research, resources and networking, CSA seeks to equip Christian leaders concerning biblical stewardship. Their website has excellent stewardship resources. Be sure to check out their national conference in Orlando September 19-22. One of the most often-asked questions we hear at Leadership Network is "Where can I find information related to church staff salaries and benefits?" Our answer is three places.

One is the **National Association of Church Business Administrators**, 817.284.1734, www.nacbn.org, which produces a comprehensive survey by church size and region of the country. Check their website for more details. A second source is **Christianity Today, Inc.**, 630.260.6200, www.christianityonline.com, which also conducts an annual survey of salary and benefits. Finally, **Leadership Network** does an informal survey through participants in our forums for large churches (1,000 or more in attendance). For more information, contact our Customer Service group at 800.765.5323.

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THE ISSUE: An important characteristic of 21st century churches is authentic community. These days of higher tech call for higher touch as the combination of increasing technology and individualism result in a culture that is disconnected. Small groups provide an opportunity for people to develop relationships. In a congregation, they provide a context for spiritual growth, leadership development, evangelism, assimilation, ministry and service. They are one of the important building blocks of authentic community.



The Coming Church Revolution: Empowering Leaders for the Future by Carl George. Fleming H. Revell, 1994, \$12.99. To order, call 616-676-9185. This book explains the Meta church model of small groups.

The People Together Small Group Ministry Series by David Stark and Pat Keifert. To order, call the Church Innovations Institute at 612-646-7633. The People Together series focuses on being, caring, working and learning together and includes leader and training guides as well.

Sharing the Journey: Support Groups and America's New Quest for Community by Robert Wuthnow. Simon & Schuster, 1994, \$24.95. To order, call 800-223-2348. In a landmark study of 1,000 small groups across the country, Wuthnow examines the growth of the support movement and observes how it is changing our relationship to self, community and the sacred. The spiritual dimension of small groups is discussed in terms of personal faith, the power of stories, and the social significance of groups.

The Synergy Church, A Strategy for Integrating Small Groups and Sunday School by Michael Mack. Baker Books, 1996, \$13.99. To order, call the Small Groups Network at 765-378-4746. This is a useful book that explores the use of small groups in churches who have traditional Sunday School or Bible study programs.



www.smallgroups.com is the site of the Small Groups Network. It is comprehensive in its information on resources, church models and links to other small group sites. It also has a monthly interactive newsletter, Small Group Dynamics, that can be accessed through the site.

www.pilgrimage.org is the site of The Pilgrimage Training Group, which provides resources and consulting services to churches and organizations involved in small group ministries. Check out the book, ***Experiencing Community***, by Thom Corrigan, leader of PTG.



One of the more comprehensive resources for small group ministries is ***Small Group Profile***, available from CRC Home Missions, 800-266-2175. It includes a resource list of books and tapes, and profiles of 15 national small group ministry models in local congregations. Especially useful is a Small Group Readiness Assessment Tool to help church leaders assess the openness of their church members and church structure to small groups.

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THE ISSUE: One of the major discontinuities in culture today is the shift from representation to participation. The most public and visible reflection of this shift and its influence on churches is often the worship service. For churches trying to transition from the past to the future, it means moving from passive observers of worship to active participants in worship, from proclamation to more experience-based worship. It also means the introduction of new tools in worship, many centered around the creative use of arts and the media. Not only piano and organ but increasingly drums, guitars, synthesizers, video clips, drama, dance and extensive multimedia play an important role in creating the overall worship experience.

This issue of Access provides some of the best resources and tools for churches seeking to move to more experience-based worship.



creative assistant is a Windows-based software program that allows you to search by topic (more than 1,000 are included) and locate appropriate songs, videos (250+), drama scripts (700+), readings and choral selections. For more info and how to purchase, visit their website at www.seekersolutions.com or call 888.867.7369. The price is \$154 (includes shipping and handling).

Friends of the Groom is a marvelous team of creative artists who do original drama and workshops. They also sell scripts and tapes. For more info, call 513.831.2859 or visit their website at ww4.choice.net/~dcooksey/. It has good links to other drama resources, especially **Dramashare** and **Christians in Theater Arts**.



Service Builder is an online Willow Creek resource that allows you to search by topic for appropriate scripts, music and other worship tools. Visit the site at www.willowcreek.org/servicebuilder/sb1home.html. A similar piece in book form is **The Source**, published by Zondervan (\$49.99), and available by calling 800.727.3480.

www.christianity.net is a website maintained by Christianity Today, Inc. with links to hundreds of worship resources including music, drama and video.



“The Media Revolution” is an annual conference held by Ginghamburg UMC. The 1999 conference will be October 26. The church also has produced a number of videos and other materials on creative arts and worship. For more information, call 937.667.1069 or visit their website at www.ginghamburg.org. The new book, **Out on the Edge** (\$16.75; Cokesbury, 800.672.1789, includes a CD-ROM), is another very good resource.

“The Arts Conference” is a new Willow Creek conference. The next one is scheduled for June 9-11, 1999. For more information, call 847.765.0070, e-mail conference@willowcreek.org, or visit their website at www.willowcreek.org.

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THE ISSUE: In the Information Age, it is easy to become overwhelmed by the barrage of ideas, information and just plain junk that arrives via mail, fax, the Internet and other forms of media. We are drowning in information but starved for wisdom. Now, more than ever, it is important for leaders to learn from wisdom figures, and two names at the top of our list are Peter Drucker and Lyle Schaller. Both are prolific writers (almost 100 books and thousands of articles and essays). Identifying their essential works is not easy, but in terms of application to church leaders, this is our take. **As a 21st century leader, who are the wisdom figures from whom you are learning?**



The Essential Schaller...all of his books are published by Abingdon and can be ordered by calling Cokesbury at 800.672.1789. *The Interventionist* (1997) captures the key questions that Lyle uses conceptually when approaching a church consultation. Church leaders can use these to examine their own church in terms of future ministry plans. *The Senior Minister* (1988) looks at the role of the new senior minister, and it's not what you learned in seminary. *The Seven Day A Week Church* (1992) is one of the first books to explore the ministries and complexities of the large church. *44 Ways to Expand the Financial Base of Your Congregation* (1989) is one of the "44 Ways" books, and provides practical advice on a topic of increasing importance to churches.

The Essential Drucker...*The Executive in Action* (1996) is three volumes in one and includes *Managing for Results, Innovation and Entrepreneurship*, and *The Effective Executive*. If you buy only one Drucker book, this is the one to have. *Managing the Non Profit Organization: Principles and Practices* (1992) is aimed at the non profit third sector, including churches. Good for foundational principles. Check with your local bookstore to purchase any of these books.



The Church Consultant, The Collected Works of Lyle Schaller in CD-ROM, \$124.95, to order call 800.672.1789. The collected wisdom of Schaller's 46 books, 300 editions of *The Parish Paper*, 7 video clips and 500 Friar Tuck cartoons are on this searchable CD and it is by topic.

"Management's New Paradigms" is a significant essay by Peter Drucker in the October 5, 1998 issue of *Forbes*. Read it online at www.forbes.com/forbes/98/1005/6207152a.htm



www.wired.com/wired_online/4.08/drucker/index.html is an interview with Drucker that first appeared in the August, 1996, issue of *Wired*.

www.northgeorgia-umc.com/bishop/schaller.htm is a good summary of key questions for growing churches from *44 Questions for Congregational Self-Appraisal*.

Be sure and visit the online communities of Leadership Network at www.leadnet.org and the NEW information site at www.leadnetinfo.org.

Lyle Schaller will be speaking at the LN "Gathering of Champions" January 10-12, 1999 in Dallas. Call 800.LEADNET for more information.

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THE ISSUE: Teams and the church. It's not about changing the name of existing church committees and calling them teams or adding a new program called team-based ministry. Nor is it about jumping on the latest management bandwagon called teams. It is one of the hallmarks of the emerging 21st century church and it is about a fundamental shift in church leadership that is based on releasing the people of God to do the work of God through the organizing principle of teams.



"Mega-shifting to a Team Ministry Approach" Ministry Advantage, Vol. 8. No 1 published by Fuller Seminary Office of Continuing Education, 800-999-9578, \$5 for back issues. The entire issue is devoted to team ministry and is an excellent resource piece for any church seeking to move to team ministry.

Team Ministry: A Workbook for Getting Things Done by Steve Schey and Walt Kallestead. Abingdon Press, 1996, 800-251-3320. This is a useful workbook for congregations wanting to implement team ministry.

Organizing Genius: The Secrets of Creative Collaboration by Warren Bennis and Patricia Bierdman. Addison-Wesley, New York, 1997, 800-227-1936. It focuses on the culture, characteristics and qualities of great groups.

The Wisdom of Teams by Jon Katzenbach and Douglas Smith. Harper-Business, 1994, 800-242-7737. A classic in the current learning about teams, it explores the differences between effective and ineffective teams, and how to build teams at all levels of an organization.



"Building a Leadership Team" with Don Cousins and Rick Warren. Volume 38, # 2662 in The Pastor's Update Audio Series, Fuller Seminary Continuing Education. Call 800-999-9578 to order, \$10. The tape is a useful dialogue that draws on the experience of two leaders in church-based ministry teams.

"Workteams and The Wizard of Oz" is a short video produced by Blanchard Training & Development that uses clips from "The Wizard of Oz" to illustrate foundational principles of teams. It is an excellent teaching tool to use with staff or congregational leaders. Call 800-728-6052 to rent it (\$200). The rental includes a leader's guide, and participant workbooks may be purchased for \$5.95 each.

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THE ISSUE: There is a greater awareness and understanding today of the seasons of one's life and the turning points or passages that help us transition from one stage of life to another. For religious leaders, the issue also includes stages of ministry and vocational calling. At least two demographic shifts are driving the issue. One is the approaching retirement of a generation of leaders and ministers. A second driver is the arrival at mid-life, in unprecedented numbers, of a generation of leaders who are re-evaluating what to do with the "second half" of their lives and examining multiple options for continued ministry and service. The following resources will help in identifying the passages and providing direction for the future.



Living the Life You Were Meant to Live by Tom Paterson; Thomas Nelson, 800-251-4000, \$19.99. Aimed at helping people focus their lives and balance family, faith, vocation, community and personal life, this 1998 book is based on Paterson's Lifeplanning™ process and is an excellent resource for people wanting to evaluate their life and ministry.

Half-Time, Moving From Success to Significance by Bob Buford; Zondervan, 800-727-3480, \$10.99. Providing a useful metaphor and framework for examining one's life, it poses the basic question, "what do I do with the second half of my life?" The book has struck a responsive chord since its publication and the sequel, ***Game Plan, Winning Strategies for the Second Half of Your Life***, (\$16.99) is also helpful.

Strategic Concepts That Clarify a Focused Life by J. Robert Clinton; Barnabus Publishers, 626-584-5393, \$13.00. This book examines six stages of ministry and identifies skills and expectations at each stage. Also useful is his book, ***The Making of a Leader, Recognizing the Stages of Leadership Development***, published by NavPress, 800-366-7788, \$11.00.

What Color Is Your Parachute?: A Practical Manual for Job-Hunters and Career Changers by Richard Bolles; Ten Speed Press, 1-800-841-2665, \$24.95. The 1999 edition of this classic work on finding vocational fulfillment has just been released and the book is also available now on CD-ROM. Visit the website at www.parachute.net for more information.



"Work and Life: The End of the Zero-Sum Game" is an article in the November/December, 1998 issue of the *Harvard Business Review* that looks at three principles in helping an organization balance the demands on employees between work and personal life. Call 617-496-1449 for reprints or check the HBS website at www.hbsp.harvard.edu.

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At the prompts enter your fax number and request document #5002.*



THE ISSUE:

The word first appeared in the 1440's in Europe but it became one of the most important words for the 1990's and the upcoming 21st century. And it is an important word for the Church. The word is innovation and its origins are in renewal..."a new way of doing things." All things are made new and new things get noticed. Peter Drucker has observed that innovation is "looking at both need and opportunity." The following resources will aid in understanding and fostering innovation within your congregation or organization.



The Diffusion of Innovations by C. Everett Rogers; The Free Press, \$32.95. This is the classic work on the science of innovation and how innovation is diffused within a group or organization.

Innovation and Entrepreneurship: Practice and Principles by Peter Drucker; Harperbusiness, \$14.50. Another classic, it speaks to role of the leader in innovation, especially the entrepreneurial leader.

Changing by Design: A Practical Approach to Leading Innovation in Nonprofit Organizations by Douglas Eadie; Jossey-Bass, \$27.95. Aimed at nonprofits, this book is focused on a process for creating a culture that fosters innovation.

Innovate or Evaporate: Test and Improve Your Organization's IQ: Its Innovation Quotient by James Higgins and Keri Caffrey; New Management Publishing Co, \$19.95. A useful book for self-analysis in terms of innovation, it includes assessment tools and a helpful checklist of qualities of innovation.



www.thinksmart.com is the website of the Innovation Network and contains useful articles and links to other sites on innovation.

www.fastcompany.com chronicles innovation in the revolution underway in business. Their website is a definite bookmark.

www.ginghamsburg.org is the website of Ginghamburg UMC, a congregation recognized for its innovation in worship, evangelism and technology. You can also follow or participate in online forums on a variety of issues including the church and cyberspace.

www.christianity.net is an excellent site through which to locate churches and other information related to ministry and mission.

www.leadnet.org is the main website of Leadership Network and contains information and links to the Large Church, Young Leader, Church Champion, Information Center and Leadership Training Network sites.

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THE ISSUE: According to research done among pastors by CTi, one of the top four issues most often asked about is information concerning the design, construction and renovation of church buildings. The following are the some of the best resources we have identified on the subject.



The Church Building and Remodeling Handbook (\$29.95) by Paul Spite. To order, call or fax (219) 269-5233, e-mail to AFD@kconline.com or visit www.kconline.com/afd

When Not To Build: An Architect's Unconventional Wisdom for the Growing Church (\$9.99) by Ray Bowman and Eddy Hall. Published by Baker Books, (616) 676-9185.

Building for Effective Mission: A Complete Guide for Congregations on Bricks and Mortar Issues (\$17.00) by Kennon Callahan. Published by Jossey-Bass, (800) 956-7739.

Faith & Form is published three times a year by the AIA Interfaith Forum on Religion, Arts & Architecture. Containing articles on the design and construction of sacred space, it also has directories of artisans and architects specializing in religious design. Visit the website (see below) or call (919) 489-3359 to subscribe.

Your Church is a monthly publication that features useful information related to construction, facilities and supplies. Read it online at www1.christianity.net/yc/ or call (630) 260-6200 to subscribe. It's free. The current issue has a special report on "Expansion Plans of Growing Churches."



"Growing in Space and Grace" conference in Raleigh, April 16-17, 1999. Targeted to architects and church leaders. For more information, contact the AIA at (202) 626-7305 or register online at their website (see below).

"Design for Technology & Communication in the Present/Future Church" conference in Dallas, October 6-8, 1999. Targeted to architects and church leaders. For more information or to register, call the BGCT Church Facilities Department at (214) 828-5125 or e-mail churchbuilding@bgct.org



www.e-architect.com is the site of the Interfaith Forum on Religion, Arts & Architecture of the American Institute of Architects.

www.bgct.org/churchbuilding/publications.htm#fact lists 20 helpful fact sheets on guidelines for church facility planning and construction, in addition to useful video and audio tapes on church building.

www.ralacey.com is the site of R.A. Lacey Architecture and contains useful downloads related to building committee guidelines, FAQ's.



INJOY Management Services (IMS) provides construction management services for church building projects. Fees vary depending on size of the project. For more information, call Injoy at (800) 333-6506, ext. 262 or direct at (770) 239-5262.

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If you encounter a problem with the transmission of Access, please call 800-495-5203.



THE ISSUE:

Discovering and understanding one's personality and temperament, spiritual gifting, and passion are foundational to leadership, team building and the ongoing process of making disciples. Effective churches in the twenty-first century use a variety of resources to help people assess their gifts and passion as an important step in mobilizing them for mission and ministry.



Section Three of *The Starter Kit for Mobilizing Ministry* is one of the most comprehensive listings of resources for church leaders anywhere and includes a section specifically related to assessment and discovery tools in the areas of spiritual gifts, personality, talents, leadership, team building, communication, vocation and learning. The *Starter Kit* is available through Leadership Training Network at 800-765-5323.

One of the most popular and widely used resources is the *Network* series of materials written by Bruce Bugbee, Don Cousins and Bill Hybels. Published by Zondervan (800-727-3480), the series includes a Leader's Guide, Participant Guide and videos. Information on the entire services of Network Ministries can be obtained by calling 800-588-8833.

LifeKeys, Discovering Who You Are, Why You're Here, and What You Do Best by Dave Stark, Sandra Hirsch, and Jane Kise. Published by Bethany House, \$14.99, 800-328-6109. Stark has also recently written *Finding Your Fit*, a new gift discovery guide for teens.

What You Do Best in the Body of Christ by Bruce Bugbee. Published by Zondervan, \$10.99, 800-727-3480.



There are a number of assessment tools to discover one's spiritual gifts. Among the most frequently used are the *Houts Inventory of Spiritual Gifts* and the *Trenton Spiritual Gifts Analysis*, both of which are available through the International Center for Leadership Development and Evangelism at 800-804-0777; C. Peter Wagner's *Finding Your Spiritual Gifts*, available through Gospel Light at 800-4-GOSPEL; and Larry Gilbert's *Spiritual Gifts Inventory* available through the Church Growth Institute, 800-553-GROW.

Three of the more widely used assessment tools that are useful in discovering one's personality, temperament and behavior include the following:

Meyer-Briggs Type Inventory (MBTI). There are thousands of certified MBTI consultants; call APT (816-444-3500) for a list of consultants in your area. Popular books related to MBTI include *Type Talk* by Otto Kroeger and Janet Thieusen, *Personality Type and Religious Leadership* by Otto Kroeger and Roy Oswald, and *Your Personality and the Spiritual Life* by Reginald Johnson.

DISC. Available through a national network of consultants, call Carlson Learning Co. (800-777-9897) to find a local consultant. Church leadership versions are available through Team Resources (800-214-3917) and In His Grace (713-688-1201).

The Birkman Method. Available through a national network. Call 713-215-2760 for more information or to find a local consultant. Birkman has recently released a spiritual component to the basic assessment process.

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ACCESS



MAKING RESOURCES ACCESSIBLE TO 21ST CENTURY CHURCH LEADERS

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THE ISSUE: Over the past 40 years, new ministries in congregations and new ministry staff positions have been initiated in response to opportunities and changes in the culture. Because of the increasing attention and a more wholistic approach being given to family ministries, many congregations are creating a Minister of Family Ministries staff position. New resources for family ministries are being released and a network of family ministers has been organized.



Families at the Crossroads; Beyond Traditional and Modern Options by Rodney Clapp, Intervarsity Press (800-843-9487), \$13.99.

Family Ministry by Charles Sell, Zondervan (800-727-3480), \$25.99.

Youth Worker's Handbook to Family Ministry: Strategies & Practical Ideas for Reaching Your Student's Families by Chap Clark, Zondervan (800-727-3480), \$15.99.

Family Ministry, A Comprehensive Guide by Diana S. Garland, Intervarsity Press, to be released in November, 1999.

Family Ministry, Empowering Through Faith journal, published quarterly. To subscribe, call Louisville Seminary's Center for Congregations and Family Ministries (800-264-1839), \$35.00 annually.



Leadership Network Forum on Family Ministry, (November 9-11, 1999). Limited to family ministers of congregations with a minimum of 1,000 in attendance. For more information or to register, contact Nancy Kiser (800-765-5323).

National Association of Family Ministers Conference, March 8-10, 2000. To be held at Calvary Church, Westlake, CA. For more information, contact Tim Smith (818-575-2222).



www.augsburg.edu/yfi is the Youth and Family Institute of Augsburg College. Check out their FAITHLIFE in the Home Resource Guide with materials from 26 different publishers for all age groups. Also consider their "The Child in Our Hands" conference, nine sites in 1999.

www.familiesandworkinstitute.org is the Families and Work Institute, a source of good information related to key issues facing families from a non-religious perspective.



The Search Institute in Minneapolis (612-376-8955) is a very good source of both research and resources on youth and family issues from a faith perspective.

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THE ISSUE: One of the most frequent questions asked by church leaders of Leadership Network is for information related to strategic planning and this issue of *Access* identifies both print and web resources. Approaches to strategic planning in churches are changing and two overall observations are in order. One is a shift associated with the language and time frame of planning and a second relates to the planning process. The term "long range planning" is being replaced with the idea of more "strategic direction" and the time frame is now 3-5 years rather than 5-10 years. The process used in strategic direction planning is shifting from being driven by numerical surveys of entire congregations and hard data to the use of key framing questions and focus groups of significant leaders and constituencies.



Creating the Future, A Guide to Mission Planning by Russell Bredholt, Jr. helps leaders identify the distinctiveness of their congregation and envision their future. For more information, contact Bredholt & Co. at (407) 365-4321 or rbredholt@aol.com

Strategies for Change by Lyle Schaller (Abingdon, 1993) is a useful book in helping a congregation assess and implement planned change. Other useful Schaller learnings on strategic planning are found in *The Church Consultant...Lyle E. Schaller..The Collected Works on CD Rom.*, published by Abingdon,(ISBN: 0-687-066891).

Advanced Strategic Planning: A New Model for Church and Ministry Leaders by Aubrey Malphurs (Baker Book House, 1999) helps church leaders focus on core issues of ministry and cultural shifts.

The Drucker Foundation Self-Assessment Tool, built around Peter Drucker's five foundational questions, provides a process for non-profits to clarify mission, establish goals and a focused plan. To order, call Jossey-Bass at (415-433-1740) or for more information go to www.druckerfoundation.org/leaderbooks/sat/index.html

Strategy Safari: A Guided Tour Through the Wilds of Strategic Management by Henry Mintzberg, Bruce Ahlstrand, and Joseph Lampel (Simon & Schuster, 1998). This is a useful book on understanding ten core perspectives on strategic planning processes. A summary of the book and implications for church leaders is in the February, 1999 issue of *Church Champion's BookNotes*, published by Leadership Network. For a free copy, call LN Customer Service at (800) 765-5323.



www.allianceonline.org/strategic_planning.html has 15 key frequently asked questions about strategic planning provided by The Alliance for Non-Profit Management.

www.gbn.org/usingScen.html has excellent information on scenario planning, a useful tool in considering alternative futures. Also see the book, *The Art of the Long View*, by Peter Schwartz (Doubleday, 1991) for additional insights on scenario planning.

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THE ISSUE: At the conclusion of the twentieth century, it is apparent that the transformation of society will not be accomplished by the institutions of business and government. The emergence of the crucial role played by the “third sector” or nonprofits in addressing social and community needs is one of the most important shifts in recent decades. Increasingly, the most effective approaches to leadership, organizational models that work and the successful enlistment of volunteer time and money to accomplish one’s mission are found in the third sector. Faith based organizations are the single largest component of the third sector and the link between faith, service, and giving has been clearly documented. This issue of *Access* highlights resources on nonprofits. These websites contain extensive information about the specific mission, services and publications of each resource.



The Chronicle of Philanthropy at www.philanthropy.com is the single best source of information on the nonprofit world. This flagship publication covers critical issues and identifies trends and leaders among nonprofits. It is perhaps best known for its research and reporting on the award of grants to nonprofits by foundations.

The Peter F. Drucker Foundation for Nonprofit Management at www.pfdf.org is an outstanding resource about the management and leadership of nonprofits. Of special interest on their website is the “Discovery Site” which is a searchable database of nonprofit innovations by categories, including a section on religious and spiritual organizations. Their leadership publications are also very good.

The Nonprofit Times at www.nptimes.com reports on issues and trends related to nonprofits. Currently on their website is an excellent special report on intergenerational volunteerism that would be useful to congregations.

The Robert K. Greenleaf Center for Servant Leadership at www.greenleaf.org. Organized as an outgrowth of Greenleaf’s book, *Servant Leadership*, the Center provides leadership training opportunities, conferences and publications.



FaithWorks at www.faithworks.net seeks to build networks and partnerships between marketplace leaders and social sector initiatives. For more information, call 800-611-6501.

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THE ISSUE: At the top of the list of important issues for almost any organization, including churches, is leadership. How does one identify, recruit and develop leaders? What are the essential skill sets for leaders? How can I become a more effective leader? The following resources will help to answer these and other critical questions related to leadership.

	<p><i>Revolution in Leadership: Training Apostles for Tomorrow's Church</i> by Reggie McNeal. Published by Abingdon, 1998.</p> <p><i>The Making of A Leader, Recognizing the Lessons and Stages of Leadership Development</i> by J. Robert Clinton. Published by NavPress, 1988.</p> <p><i>The 21 Irrefutable Laws of Leadership</i> by John Maxwell. Published by Thomas Nelson, 1998.</p> <p><i>The Leadership Engine: How Winning Companies Build Leaders at Every Level</i> by Noel M. Tichy. Published by HarperBusiness, 1997.</p> <p><i>Leadership, A Practical Journal for Church Leaders.</i> Published quarterly, to subscribe call 800-777-3136. www.leadershipjournal.net.</p> <p><i>The <u>Life@Work</u> Journal.</i> Published bimonthly, to subscribe call 877-543-9675. www.lifeatwork.com.</p> <p><i>Leader to Leader.</i> Published quarterly by The Drucker Foundation for NonProfit Management and Jossey-Bass. To subscribe call 888-378-2537.</p> <p><i>Harvard Business Review.</i> Published bimonthly, to subscribe call 800-274-3214.</p> <p><i>Sloan Management Review,</i> Published quarterly by Sloan School of Management at MIT. To subscribe call 800-876-5764.</p> <p><i>Leadership In Action.</i> Published bimonthly by the Center for Creative Leadership and Jossey Bass. To subscribe call 888-378-2537.</p>
	<p>www.leadershipcatalyst.org is the site of the Leadership Catalyst organization. Their new book, <i>The Ascent of a Leader</i>, will be released in October.</p> <p>www.lead-edge.com is the site of Leadership Edge. See their online newsletter, "Positive Impact."</p>

Coming in the September Access... "Church and Technology Resources"

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THE ISSUE: Gone are the days when a church needed only a microphone and simple sound system to amplify the pastor's sermon. Churches today employ sophisticated sound, acoustical, lighting, video and software systems to communicate through music, video, and drama in addition to the spoken word. Here are some of the best technology resources for congregations.



www.tfwm.com is the umbrella website of Technologies for Worship Ministries and includes information on the following:

The annual INSPIRATION Technology Conference is the largest annual technology conference devoted to churches and ministries for audio, acoustics, broadcast, computers, drama, lighting, multimedia, music, and video. The 2000 conference will be held Aug. 29-Sept. 1 in Atlanta, Georgia. Call 905-830-4300 for more information.

Technologies for Worship Magazine, one of the top two magazines exclusively devoted to audio, video, music, computers, broadcast, and lighting drama in churches. Great articles and vendor connections. To subscribe, call 905-830-4300; six issues for \$29.95.

The Christian Association for Technical Support (C.A.T.S) is a trade association of industry companies and professionals. Their online directory is an outstanding resource for broadcast, audio, video, lighting and other technical companies and sites devoted to helping churches and ministries.

You can also sign up for their free e-mail newsletter at the site.

www.churchproduction.com is the site of *Church Production Magazine*, a new resource for information on audio, video, lighting and broadcast in churches. Call 877-241-7461 to subscribe; six issues for \$24.95.

www.idbsound.com is the site of the Church Sound Network that has good articles and links related to acoustics and sound systems in churches.

www.christianity.net/yc/ is the site for the magazine, *Your Church*, that features information on a wide range of technical services and products for churches.

There are a number of churches that have high tech ministries. One of the best is Ginghamburg UMC in Tipp City, OH. Visit their site for more info on their Media Conferences, newsletter and links at www.ginghamburg.org.

One of the newest and most comprehensive worship and praise software programs is Presentation Manager 3.0. Visit www.creativelifestyles.com or call 877-819-9900 for more information and a free demo disk.

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THE ISSUE: Parallel with the emergence of interest in spiritual matters is an increasing interest in the study of and the practice of prayer---corporate prayer, personal prayer, different approaches to prayer, prayer for cities and nations, for unreached people groups and new prayer movements. The following are some classic and new resources on prayer.



A recent offering that is rich in new insights on personal prayer is *The Soul At Rest, A Journey Into Contemplative Prayer* by Tricia Rhodes.

Two classics on intercessory prayer are *Rees Howell: Intercessor* by Norman Grubb, an inspirational biography of one of the masters of intercessory prayer, and *Ministry of Intercessory Prayer* by Andrew Murray.

That None Should Perish by Ed Silvano is related to prayer and evangelism. There is also an accompanying video by the same name.



PRAY is an entire magazine devoted to prayer...articles about prayer, prayer movements, prayer resources. Read a sample issue at www.gospelcome.net/navs/np/pray or call 800-366-7788 to subscribe. (Six issues for \$16.97)

"My House Shall Be Called a House Of Prayer," by Jim Cymbala of the Brooklyn Tabernacle. To order this videotape, call 719-783-0942. (\$15.00)

John Maxwell's book, *Partners In Prayer*, is part of a package of prayer resources that also includes four cassette tapes on praying for leaders and the church, study guides and sermons. To order, call Injoy at 800-333-6506 or visit their website at www.injoy.com.



Go to www.christianity.net/spiritual/, click on "Netsearch" and then "Prayer" for an extensive list of prayer resources and groups online.

www.hopeministries.org is the website of House Of Prayer Everywhere and has extensive resources on prayer and this cell based model of prayer ministry.

www.wpccs.org is the website of the World Prayer Center, located in Colorado Springs, Colorado. They serve as a clearinghouse for prayer needs, movements and resources.

www.harvestevan.org is the website of Harvest Evangelism. Their resource page has good links to books, audio tapes, videos and conferences related to prayer.

www.lightousemovement.com is the website for a nation-wide coalition of churches, ministries and religious agencies dedicated to prayer and the Great Commission in the US.

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ACCESS



MAKING RESOURCES ACCESSIBLE TO 21ST CENTURY CHURCH LEADERS

Number 20 * December 6, 1999

THE ISSUE: For this final issue of *Access*, we thought it might be helpful to recap of topics and resources that *Access* has addressed over the past 18 months. Previous issues are archived on our website at www.leadnetinfo.org. We hope that *Access* has been useful to you in your ministry and leadership of an effective church.

Issue No	Topic
1	Personal Leadership Development
2	Staying Connected to the Culture
3	Church Budget Resources
4	Building Authentic Community
5	Experience-Based Worship
6	The Best of Peter Drucker and Lyle Schaller
7	Teams and Church
8	Stages of Ministry-Vocational Calling
9	Resources for Understanding and Fostering Innovation
10	Church Design and Construction
11	Church Planting
12	Assessing Spiritual Gifts
13	Change and Transition
14	Family Ministry
15	Strategic Planning
16	Non Profit Resources
17	Leadership
18	Technology Resources for Congregations
19	Prayer

Almost one in every three people in America is in the “zone of transition” and we wanted to leave you with two excellent resources for pastors, leaders and others who find themselves approaching mid-life and wondering about the second half and its implications.

Half-Time, Moving From Success to Significance by Bob Buford (published by Zondervan) has become one of the definitive books on mid-life and the second half.

Your Ministry's Next Chapter, written by senior pastor Gary Fenton (published by Bethany House, 1999), is specifically for ministers approaching half time and can be useful for pastors and others in ministry dealing with mid-life issues.

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