



Kerngesonde Leierskap

2025

Dr. JG (Hannes) Janse van Rensburg

Carey Neuhoff

Healthy Leaders create healthy churches

The spiritual, emotional, relational, and physical health of a congregation's leaders is a subject church leaders does not talk about nearly enough

The gravitational pull of leadership is away from wholeness





Google: Leadership

Omtrent 4 500 000 000 resultate (0,72 sekondes)

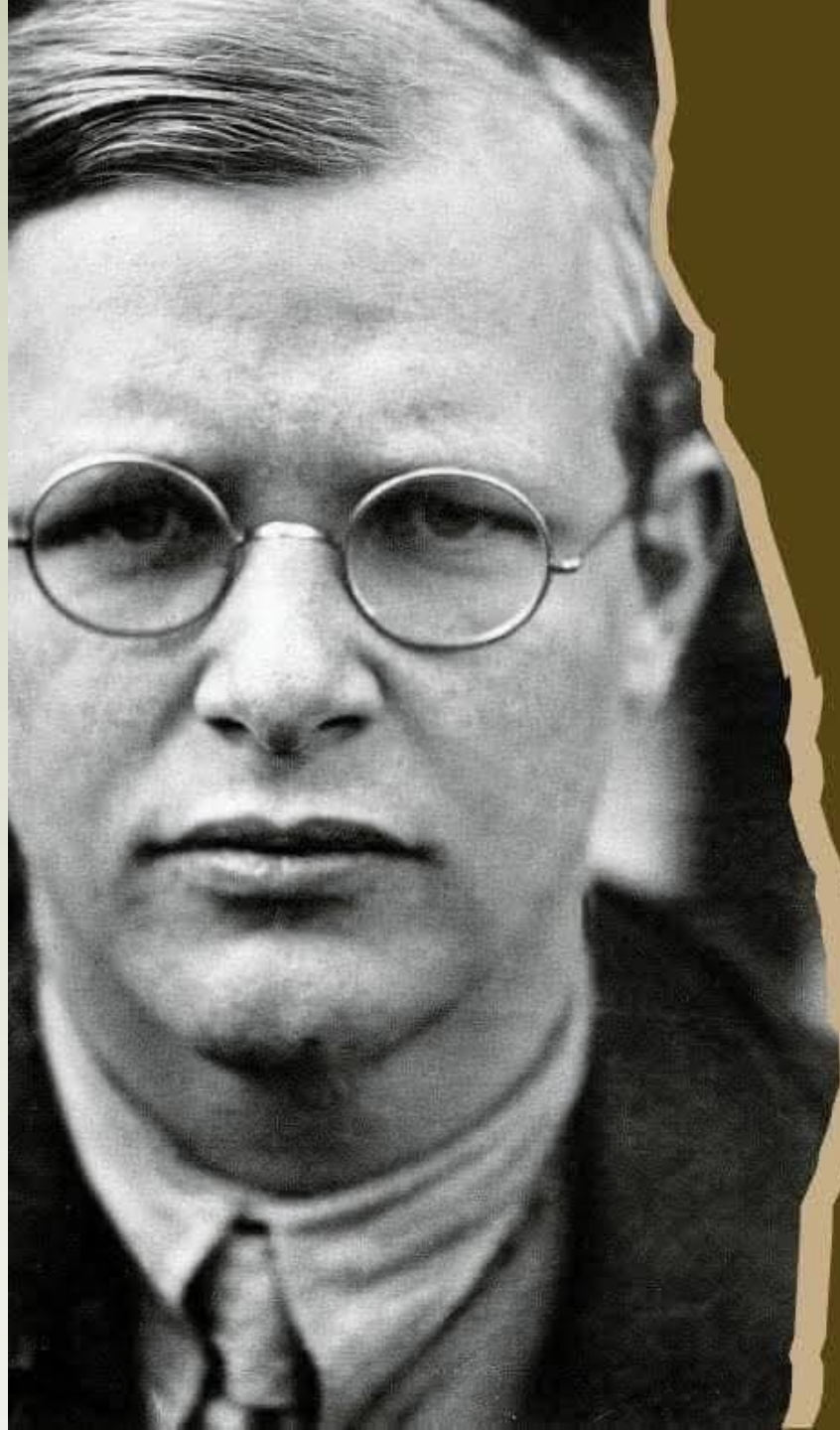
VIER MILJARD 500 MILJOEN IN 0,72 SEKONDES



Ervaring en ondervinding

Wat is die een ding van leierskap wat jy vandag met die groep kan deel?





The Church is the
Church only when
it exists for others...
not dominating,
but helping and
serving.



— DIETRICH BONHOEFFER,
LETTERS AND PAPERS FROM
PRISON



deaconesscommunity.org

**Leadership is not
an expertise.**

**Leadership is a
constant education.**



Leierskap vir die pad vorentoe

- Inkarnerende leierskap
- Missionale leierskap
- Relasionele leierskap
- Leierskap met intergriteit



Goeie leiers skep lerende gemeenskappe

Rudolf Botha in 'n Ekerk leierskap nuusbrieff

- Kerngesonde leiers neem die verantwoordelikheid om ander leiers te ontwikkel.
- Kerngesonde leiers beskik oor 'n Teachable Point of View.
- Kerngesonde leiers skeduleer opleiding- en ontwikkelingsessies.
- Kerngesonde leiers deel hulle lewensstories.

TOD BOLSINGER

AUTHOR OF *CANOEING THE MOUNTAINS*

TEMPERED RESILIENCE

HOW LEADERS ARE
FORMED IN THE
CRUCIBLE OF
CHANGE

Tempered Resilience, 2020

What type of leadership is needed in a moment that demands adaptive change? When reflection and relationships are combined into a life of deliberate practice, leaders become both stronger and more flexible. As a result, these resilient leaders can offer greater wisdom and skill to the church they serve.

TOD BOLSINGER

AUTHOR OF *CANOEING THE MOUNTAINS*

TEMPERED RESILIENCE

HOW LEADERS ARE
FORMED IN THE
CRUCIBLE OF
CHANGE

- ❑ Leaders are formed in leading.
- ❑ Strength is forged in self-reflection.
- ❑ Vulnerable leadership requires relational security.
- ❑ Stress makes a leader.
- ❑ Resilience takes practice.
- ❑ Resilience comes through a rhythm of leading and not leading.

SABOTAGE

- People do not resist change, per se. People resist loss – Ronald Heifetz and Marty Lindsy.
- Sabotage is normal. Sabotage happens every time a leader takes the initiative to start a change process. It's so intrinsically linked to leading change. Sabotage is a systemic part of leadership ~ Edwin Friedman.
- Acts of sabotage are not the bad things that evil people do. Acts of sabotage are the human things that anxious people do.
- Churches are notorious for saying they need change and then resisting the very leader they called to bring it.
- People resist change and become angry and hostile when faced with the need for it.

- Courage requires a Christian identity of knowing you are loved and affirmed by God, and that your identity is not in your achievements or titles. Then you can take risks and risk failure ~ Cynthia Erikson.
- The call to lead people through change requires Christian identity that is grounded in Christ.
- Remember you were loved into ministry.
- To be a leader is to be personally engaged in the mission of Jesus Christ.
- We are grounded in the love of the One who is the Ground of Being ~ Paul Tillich
- The basis of two qualities that must be developed within leaders to enable them to bring change: vocation and differentiation.

#1

6 Unique Characteristics of the Best Christian Leaders I've Known ~ Chuck Lawless

They see the big picture, but they're also at least aware of the details. Yes, they focus on the vision—but they also recognize that the people they lead live at the detail level. As opportunity allows, they learn names, listen to stories, and give time for their followers. Indeed, I call these folks “leader-shepherds” because they’ve learned how to do both: lead without neglecting shepherding.

#2

6 Unique Characteristics of the Best Christian Leaders I've Known ~ Chuck Lawless

They see their role as not only casting vision, but also raising up and equipping the next generation of leaders. It's amazing to see leaders who have significant platforms that could easily allow them to build their own kingdoms, but who instead choose to challenge others to do greater things than they've ever done. The best Christian leaders I know think as much about what will remain after they're gone as they do about what they might accomplish today.

#3

6 Unique Characteristics of the Best Christian Leaders I've Known ~ Chuck Lawless

They work hard on communication. Listen to these leaders, and you'd likely assume that communication comes naturally to them. "They surely have always been good speakers," you might think. And, to be fair, many are gifted in this work, but even they strive to improve in communication because they know the importance of leadership clarity and conviction. Communication status quo is never sufficient for them, even if the status quo for them is stronger than most leaders.

#4

6 Unique Characteristics of the Best Christian Leaders I've Known ~ Chuck Lawless

They balance family and calling well. It's easy for any of us to get out of balance here. Sometimes we sacrifice family on the altar of calling—a grievous mistake—but I've also seen leaders use “family” as an excuse to be lazy in calling (in fact, some of these families would be surprised to hear the leader speak of his priority of family because it's not apparent to them). The best Christian leaders I know, though, are role models in their calling and heroes in their family at the same time. That's part of what makes them so unique.

#5

6 Unique Characteristics of the Best Christian Leaders I've Known ~ Chuck Lawless

They are committed to an area of leadership that most followers will not readily see: **their personal time with the Lord.** I've known some leaders who are good at leading, but they're operating out of their own power more than out of God's power. The best leaders I know, however, recognize the significance of their being with God before they lead. Drill down into their lives (as I often have because I want to learn from them), and you'll find consistency, quality, and deep relationship in their spiritual disciplines.

#6

6 Unique Characteristics of the Best Christian Leaders I've Known ~ Chuck Lawless

They genuinely love what they do. It might be hard to believe (and I've even second-guessed myself as I write these words), but I don't ever recall hearing one of these leaders complain about the work to which God had called them. I'm sure they've had rough days through the years, but I've never seen them wear their burdens so externally that you wonder if they even like their work. Here is one place where they deeply challenge me when I get frustrated in ministry.

Knowing Our Why As Transitional Leaders

From Jonathan New – Executive Director

WHY? = Vocation

Here are some key reasons why our transitional leadership why is critical:

- It helps us bring our best selves to the work*
- It's demanding work*
- We can go astray*
- being clear about what this high calling demands*

#1

Five New Challenges for the “Post-Post” Pandemic Church *by Thom S. Rainer*

We assume we’ve reached a new normal. The pace of change accelerated by the pandemic was so significant that we’ve hardly had time to catch our collective breath. But more cultural and technological change is on the way. We simply cannot assume that our approaches to ministry today are adequate for the tsunami of cultural change yet to come. The biblical mandates for our churches are unchangeable, but the methods we use must be prescient and wise.

#2

Five New Challenges for the “Post-Post” Pandemic Church *by Thom S. Rainer*

We continue to overly focus on the church as an organization at the expense of our mission. In many churches, we’ve had to make major financial, facility, and calendar adjustments in the post-pandemic era. In those churches, though, the focus on organizational issues has consumed our time. We often forget we have a mission to accomplish and a community to reach.

#3

Five New Challenges for the “Post-Post” Pandemic Church *by Thom S. Rainer*

We see modest evangelistic fruit as significant. One of the key indicators of our lack of missional focus is a small evangelistic harvest. Though we celebrate every person who becomes a follower of Christ, we can't be content with anemic results. A church of 100 in attendance, for example, cannot be content with just five or six conversions a year. A church of 200 can't be content with just ten to fifteen conversions a year. We have lowered the bar. We do not believe God can still reach many more through our churches.

#4

Five New Challenges for the “Post-Post” Pandemic Church *by Thom S. Rainer*

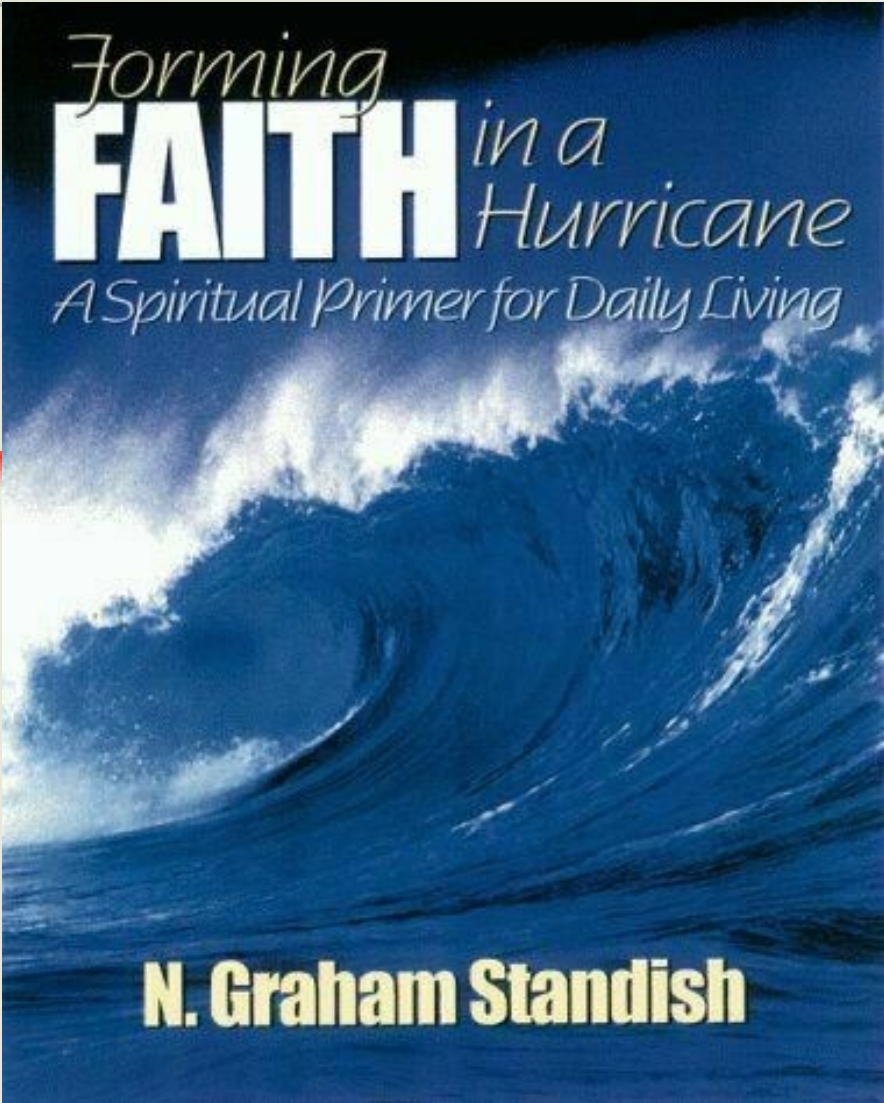
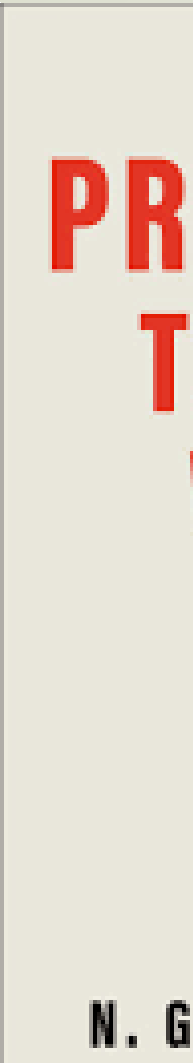
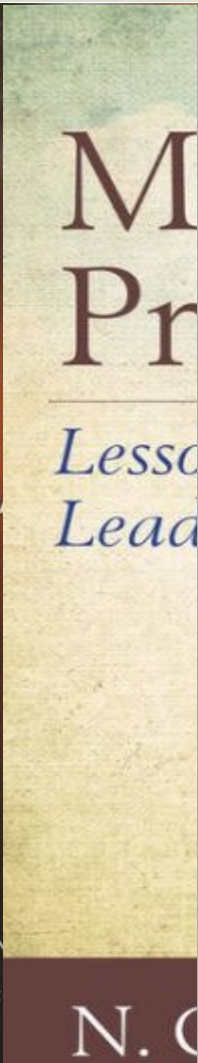
We don't grasp the depth of the mental and emotional challenges of pastors. We have addressed this issue many times, and it is not going away. I grieve but, sadly, I am not surprised when I hear of another suicide by a pastor. In my forty years of ministry, I have never seen this depth of pain in so many pastors.

#5

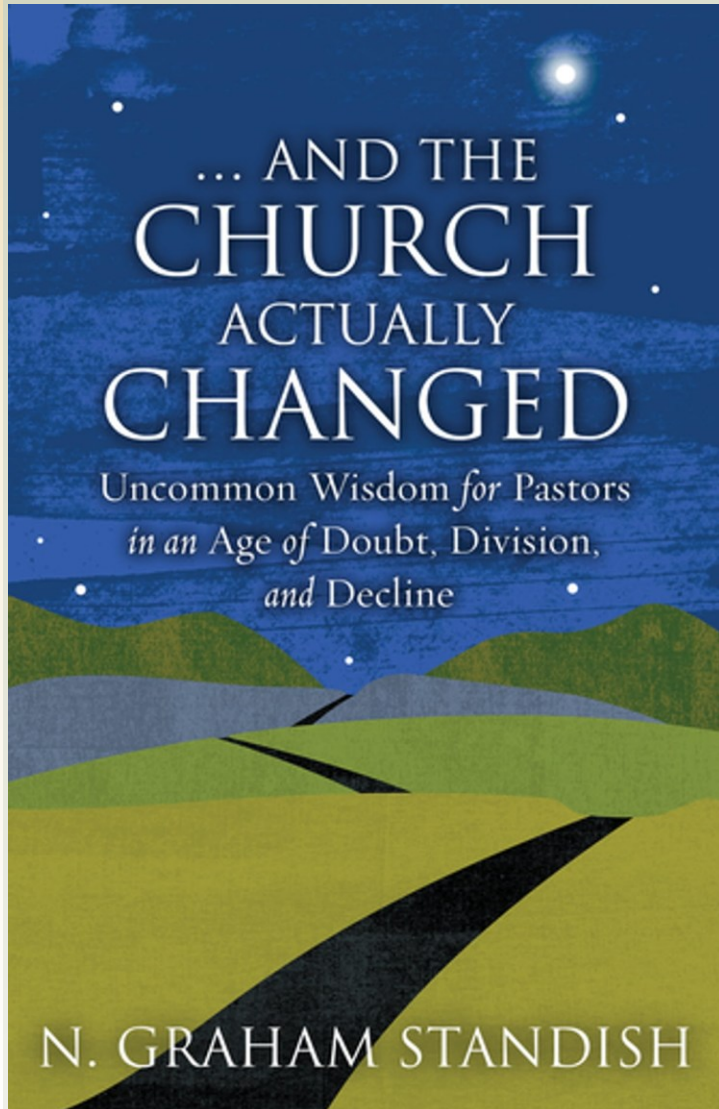
Five New Challenges for the “Post-Post” Pandemic Church *by Thom S. Rainer*

We understand culture even less. I get it. The pace of change can best be described as a blur. Just a few years ago I would have never predicted our culture would be as unbiblical and, in many cases, anti-Christian as it is today. But this new culture is our mission field, and we must be ready to reach and minister to those in this culture. They still need Jesus. We still need to be bearers of the good news.

N. Graham Standish

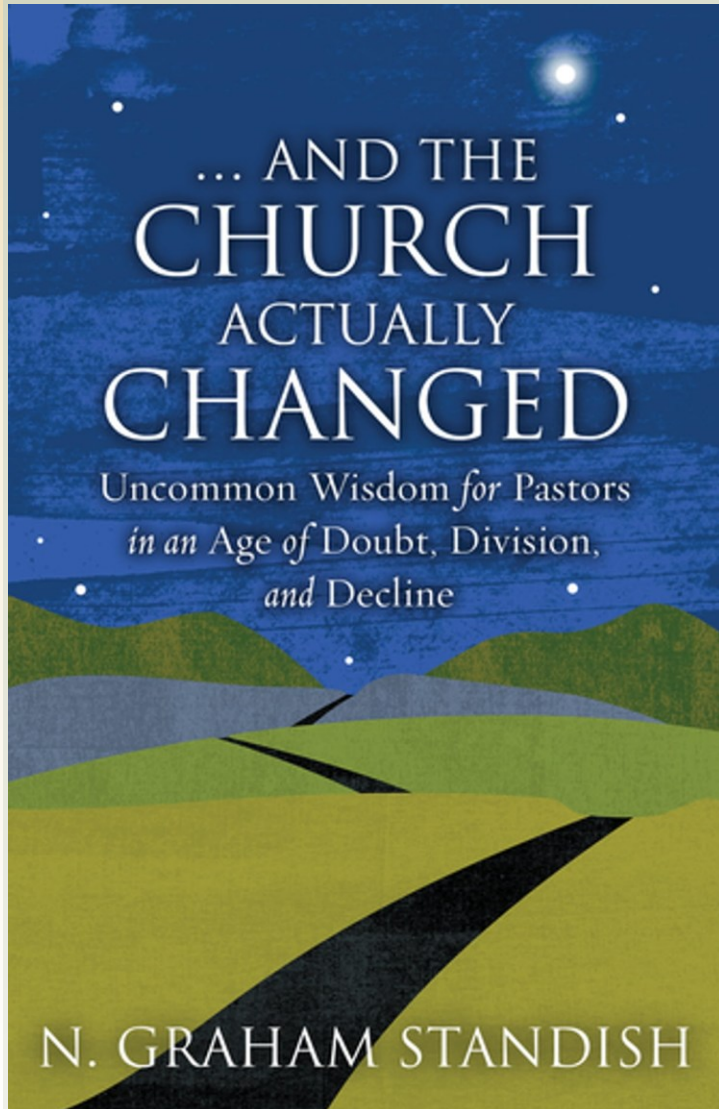


Standish, N.G (Graham). 2020. ... and the church actually changed. Uncommon wisdom for pastors in an age of doubt, division and decline. Minneapolis: Fortress Press



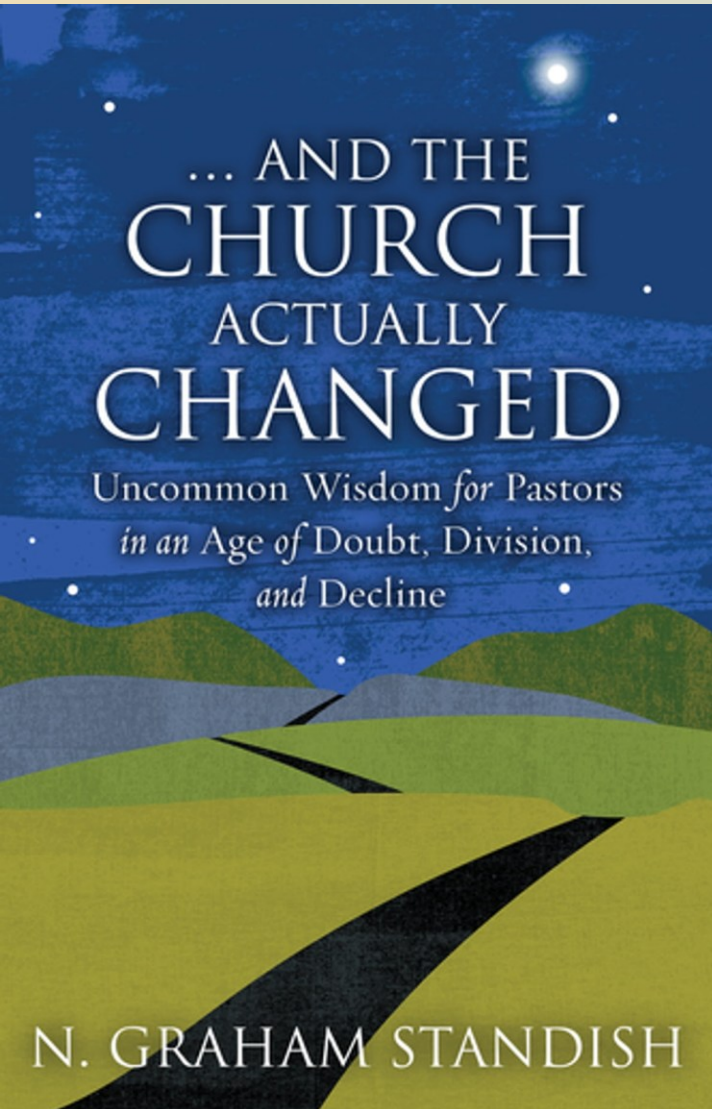
“I did have one specific talent, though. I am acutely aware of what I don’t know, and I’m tenaciously willing to get training for it, even – or especially – if it comes from sources other pastors shun. I know what I don’t know, and I’m willing to learn from those who do know. And I don’t care from whom I learn it as long as they are people who’ve proven they know. I’m also willing to eschew traditional training if it’s clear this training historically hasn’t worked.” p2

Standish, N.G (Graham). 2020. ... and the church actually changed. Uncommon wisdom for pastors in an age of doubt, division and decline. Minneapolis: Fortress Press



*“If we’re going to revitalize our churches,
we need to step out of our silos and
integrate a variety of perspectives into our
leadership” p6*

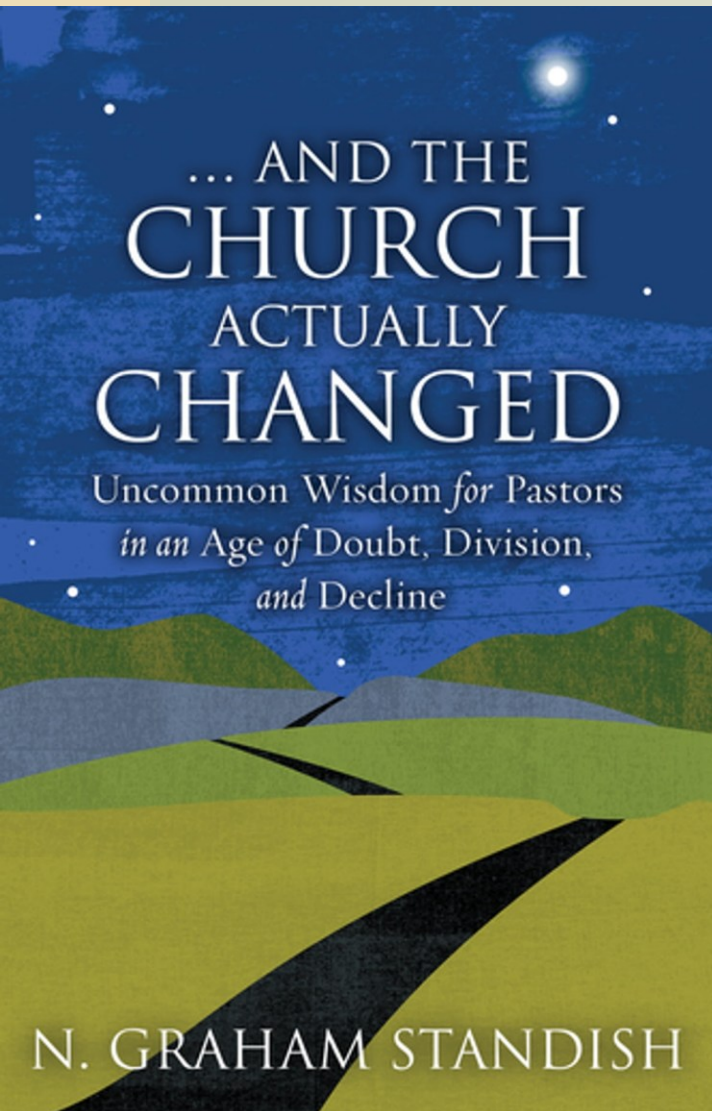
Standish, N.G (Graham). 2020. ... and the church actually changed. Uncommon wisdom for pastors in an age of doubt, division and decline. Minneapolis: Fortress Press



FACETS OF LEADING CHANGE [p75-80]

1. *Accentuate the positive.*
2. *Slow the pace.*
3. *Make the steps simpler.*
4. *Respect the resistance.*
5. *Resist the urge to confront.*
6. *Resist being the lone expert.*
7. *Build on what they can do, not on what they can't.*
8. *Reframe resistance in positive terms.*
9. *Recognize our own resistance.*

Standish, N.G (Graham). 2020. ... and the church actually changed. Uncommon wisdom for pastors in an age of doubt, division and decline. Minneapolis: Fortress Press



HOW DO YOU HELP A CHURCH WRITE A NEW CHAPTER? [100-101]

- 1. Start with where the church is.*
- 2. Take time to understand the church's characters, context, and condition.*
- 3. Slowly introduce a new narrative that's congruent with their history.*
- 4. Progressively but evenly gain momentum and begin introducing transformative surprises.*
- 5. You and they will eventually reach a point where everyone is no longer in familiar territory, but everyone will want to see how it all unfolds.*

Robin Sharma



DRIE KENMERKE VAN 'N HEDENDAAGSE LEIER:

- 1. Veerkragtigheid.*
- 2. Spanbou.*
- 3. Bou die skip soos hy vaar.*

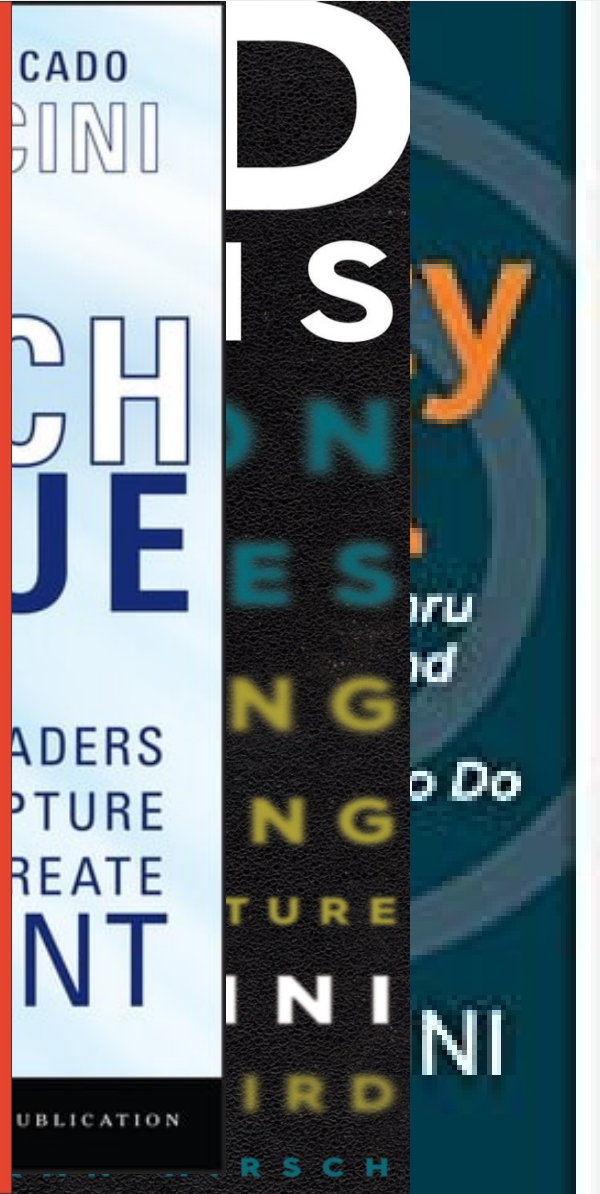
Will Mancini



THE FUTURE OF THE CHURCH

SEVEN LAWS OF REAL CHURCH GROWTH

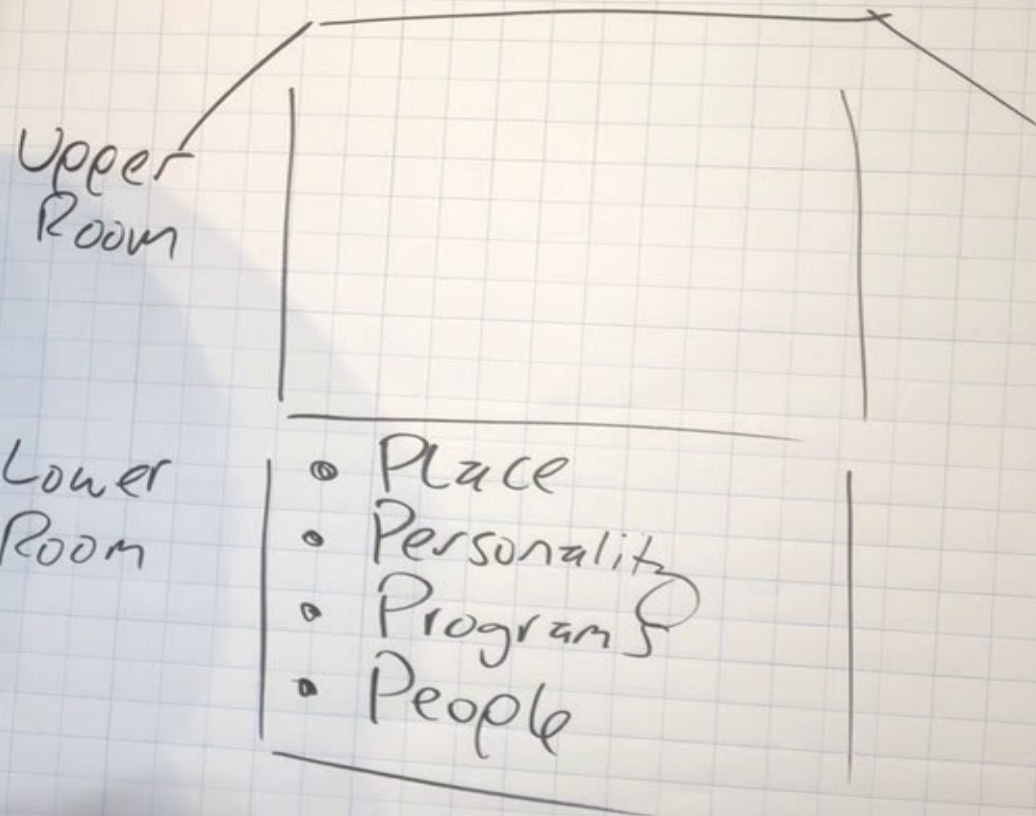
WILL MANCINI AND CORY HARTMAN
FOREWORD BY ED STETZER



Will Mancini



ONE PRIMARY PROBLEM



OK

THE
FUTURE
OF
THE
CHURCH



SEVEN



LAWS



OF



REAL



CHURCH



GROWTH



THE
FUTURE
OF
THE
CHURCH

WILL MANCINI AND CORY HARTMAN
FOREWORD BY ED STETZER

1. *Real church growth starts with a culture of mission, not worship.*
2. *Real church growth is powered by the gospel, not relevance.*
3. *Real church growth is validated by unity, not numbers.*
4. *Real church growth is local, not imported.*
5. *Real church growth is about growing people, not managing programs.*
6. *Real church growth is led by calling, not celebrity.*
7. *Real church growth is energized by shared imagination, not shared preference.*

Become a church leader
who makes a difference



CHURCH ANSWERS

GOT CHURCH QUESTIONS? GET CHURCH ANSWERS.



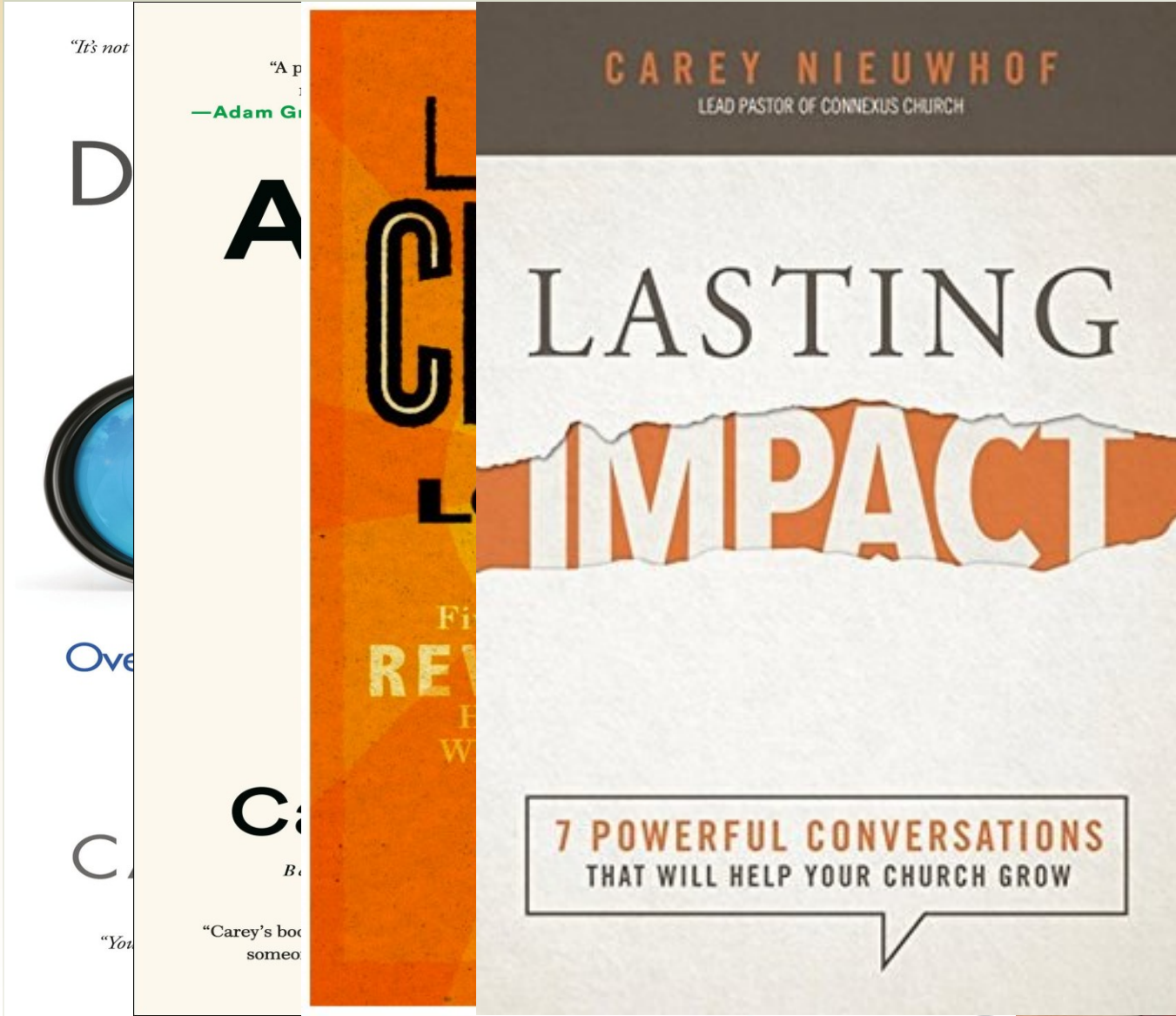
Ten (Very Different) Church Trends for 2022

1. Worship attendance will average 80% of pre-COVID numbers.
2. Neighborhood churches will become a movement.
3. There will be more community focus than any period in 30 years.
4. We see hesitancy to invite people into homes.
5. There will be more emphasis on evangelism than any period in 30 years.
6. More churches will merge or be adopted than any period in 30 years.
7. Denominational structures will begin to look more like networks.
8. Departures of pastors will increase by 20%.
9. Ministry training will begin to evolve into different models.
10. Church giving will decline 5%.

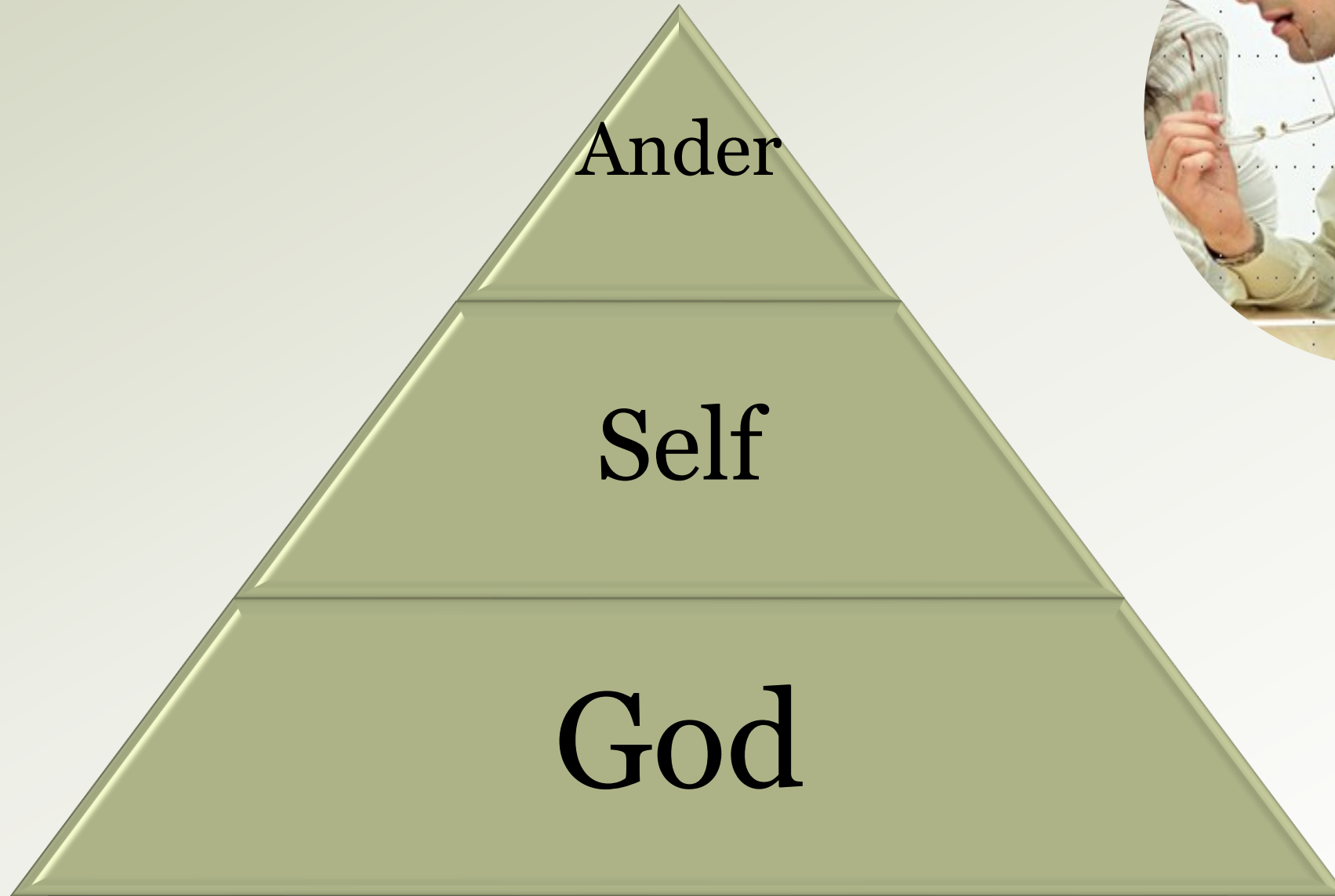
8 Things I Love about Serving as an Interim Pastor -Chuck Lawless

1. I'm grateful for the opportunity to offer consistency to a congregation looking for guidance.
2. As a pastor at heart, I look forward to proclaiming the Word to the same people for several months (or longer).
3. The role allows me to "call out the called" to go to the nations.
4. In general, my prayer life is more focused when I'm responsible for the spiritual care of a congregation.
5. I grow daily in appreciation for pastors who faithfully serve God through His church
6. I remember what I need to remember: the "Dr" title I carry doesn't matter much.
7. It allows my wife to be briefly in the role of the "pastor's wife."
8. I pray I'm a better professor because of my interim pastorates.

Carey Neuhoff



Verhoudings:



Verhoudings:

Liefde

Vergifnis

Genade

Tyd

Gebed

Rus

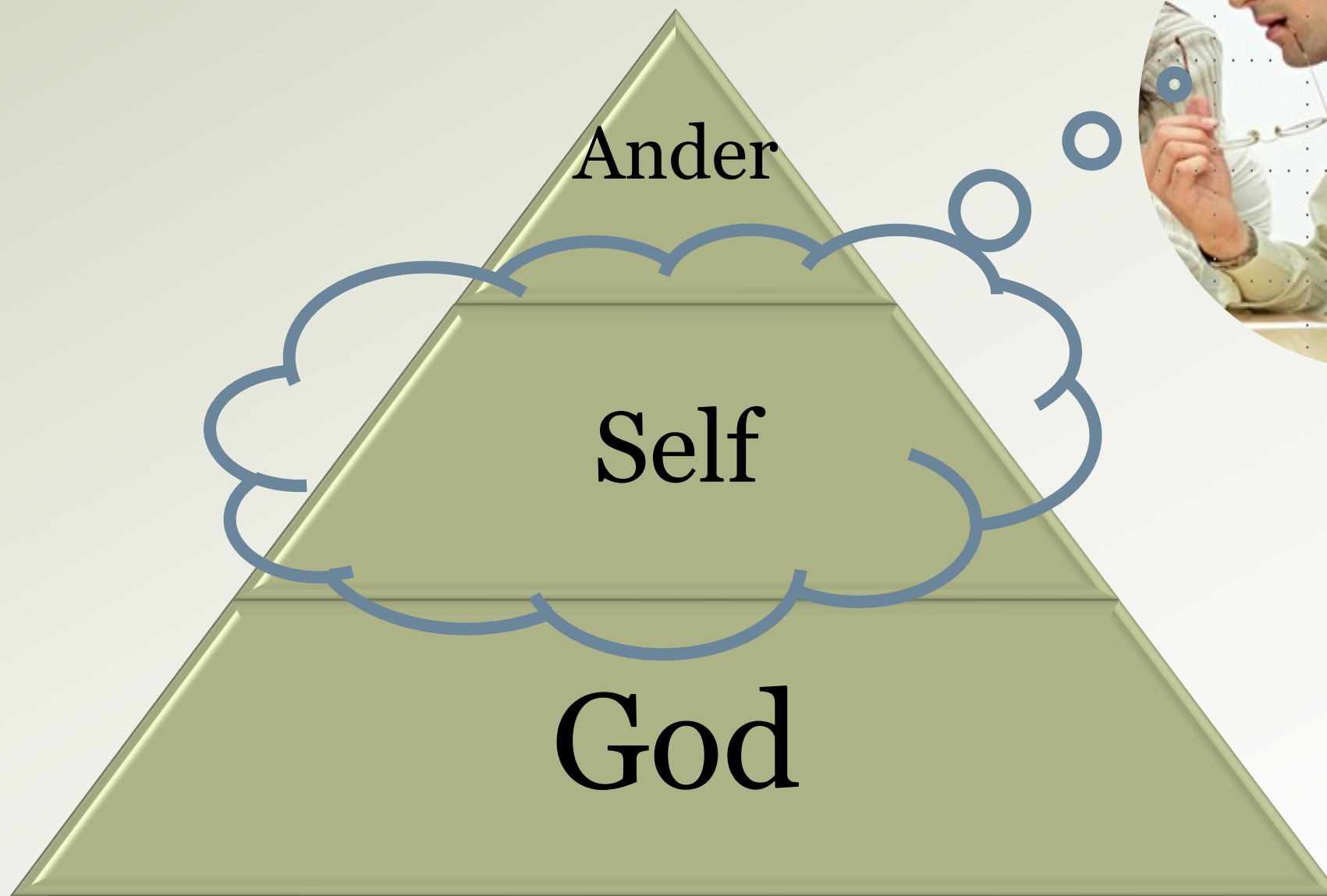
Wysheid

Kennis

God



Verhoudings:



Verhoudings:



7 Powerful conversations

Why is our church not growing faster?

How do we respond as people attend church less often?

Are our leaders healthy really?

What keeps high capacity leaders from engaging our mission?

Why are young adults walking away from our church?

What cultural trends are we missing?

What are we actually willing to change?

How to tell if a leader is burning out

Motivation is fading

Main emotion is numbness

People drain you

Little things make you angry

Becoming cynical

Productivity is dropping

Overeating

Working more

Gossip

Spending



Sleep and time off no longer refuel you

You don't laugh anymore

Under-the-radar substance abuse

SELF-CARE

Daily time with God

Exercise

Healthy diet

Proper sleep

Intentional white space in your calendar

Healthy friendships

Margin

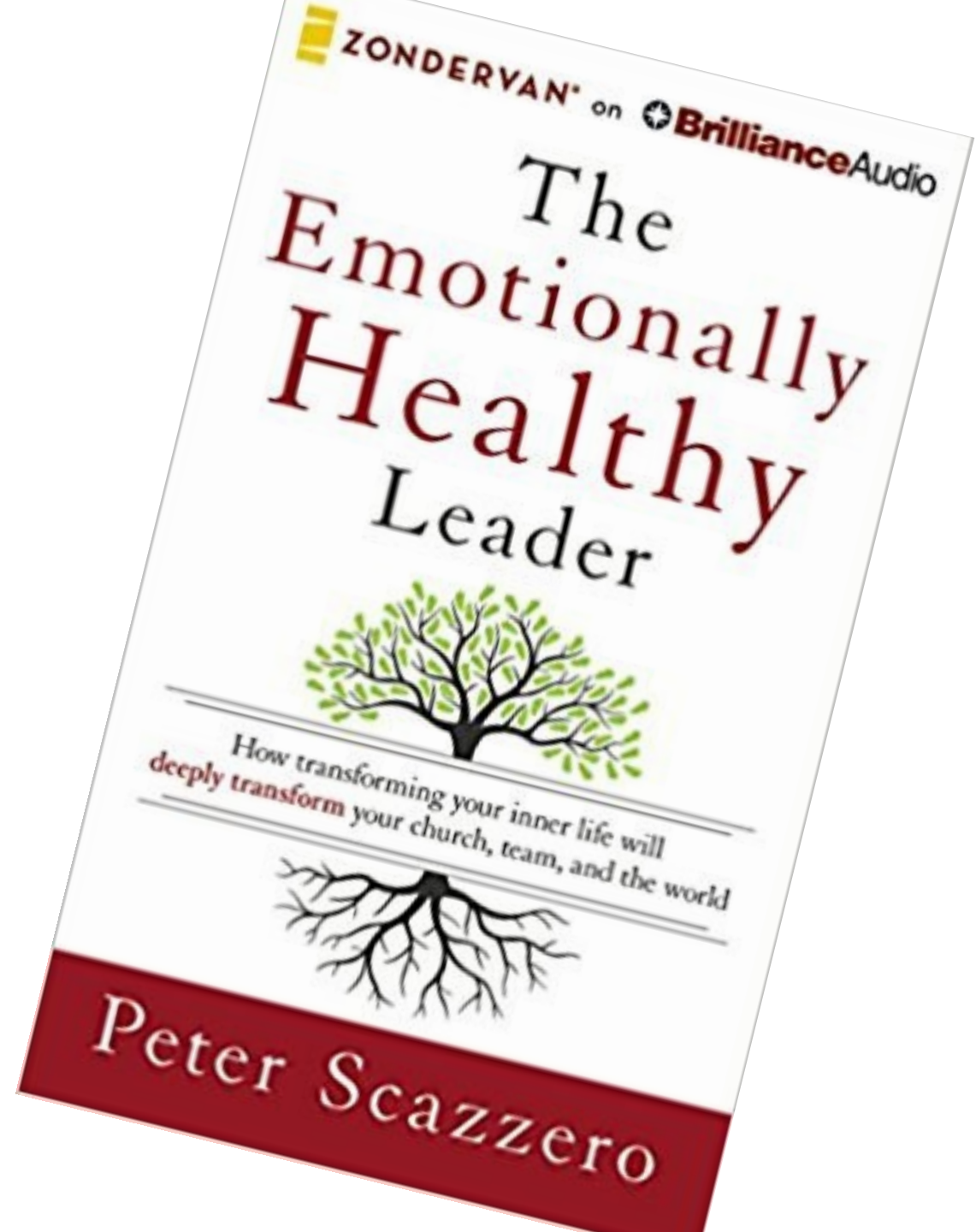
Hobbies

Family time



Coaching and counseling

Peter
Scazzero



How Healthy is Your Leadership?



- 5 = Always true of me
- 4 = Frequently true of me
- 3 = Occasionally true of me
- 2 = Rarely true of me
- 1 = Never true of me



How Healthy is Your Leadership?



_____ 1. I take sufficient time to experience and process difficult emotions such as anger, fear, and sadness.

_____ 2. I am able to identify how issues from my family of origin impact my relationships and leadership—both negatively and positively.

_____ 3. (If married): The way I spend my time and energy reflects the value that my marriage—not ministry—is my first priority as a leader. (If single): The way I spend my time and energy reflects the value that living out a healthy singleness—not ministry—is my first priority as a leader.

_____ 4. (If married): I experience a direct connection between my oneness with Jesus and oneness with my spouse. (If single): I experience a direct connection between my oneness with Jesus and closeness with my friends and family.

How Healthy is Your Leadership?



_____ 5. No matter how busy I am, I consistently practice the spiritual disciplines of solitude and silence.

_____ 6. I regularly read Scripture and pray in order to enjoy communion with God and not just in service of ministry tasks.

_____ 7. I practice Sabbath—a weekly twenty-four-hour period in which I stop my work, rest, and delight in God's many gifts.

_____ 8. I view Sabbath as a spiritual discipline that is essential for both my personal life and my leadership.

How Healthy is Your Leadership?



_____ 9. I take time to practice prayerful discernment when making ministry plans and decisions.

_____ 10. I measure the success of planning and decision-making primarily in terms of discerning and doing God's will (rather than exclusively by measures such as attendance growth, excellence in programming, or expanded impact in the world).

_____ 11. With those who report to me, I consistently devote a portion of my supervision time to help them in their inner life with God and to accomplish their ministry goals.

_____ 12. I do not avoid difficult conversations with team members about their performance or behavior.

How Healthy is Your Leadership?



_____ 13. I feel comfortable talking about the use of power in connection with my role and that of others.

_____ 14. I have articulated and established healthy boundaries in relationships that have overlapping roles (for example, with friends and family who are also employees or key volunteers, etc.).

_____ 15. Instead of avoiding endings and losses, I embrace them and see them as a fundamental part of the way God works.

_____ 16. I am able to prayerfully and thoughtfully let go of initiatives, volunteers, or programs when they aren't working well, doing so with compassion and right motives.



The Emotionally Healthy Leaders.

How transforming your inner life will **deeply transform ...**

... your church,

... team,

... and the world

Four Characteristics of the Emotionally Unhealthy Leader

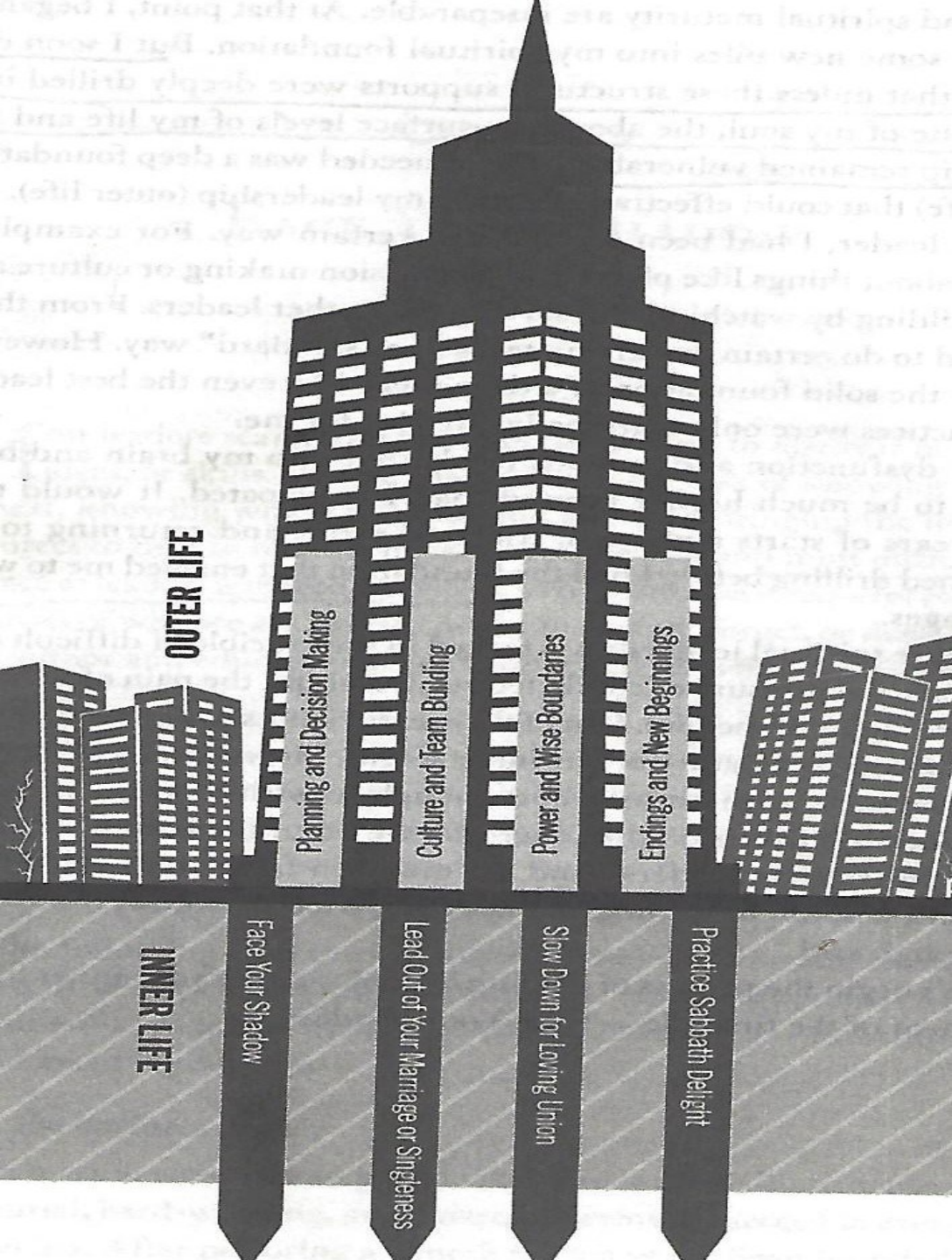


- They have a Low Self-Awareness. In fact, they are often blind to the emotional impact they have on others, especially in their leadership role.
- They Prioritize Ministry over Marriage or Singleness. In fact, they invest the best of their time and energy in becoming better equipped as a leader, and invest very little in Cultivating a great marriage or single life that reveals Jesus love to the world.
- They do More Activity for God than their Relationship with God can sustain. In fact, they are chronically overextended.
- They lack a Work / Sabbath Rhythm. A weekly 24 hour period in which they cease all work to rest, delight in Gods gifts, enjoy life with Him

Unhealthy Commandments:



- It's not a success if it's not bigger and better. In the context of the church, we typically measure things like attendance, membership, people serving, number of small groups, and financial giving. Numerical growth is what the world equates with power and significance.
- What you do is more important than who you are. Doing vs Being. What I do matter. Who I am in Jesus matters much more.
- Superficial spirituality is okay. The problem is, as long as leaders are doing their job, everyone is pleased.
- Don't rock the boat as long as the work gets done. We must ask the painful, difficult questions we prefer to ignore, or the church will pay a much larger price later.

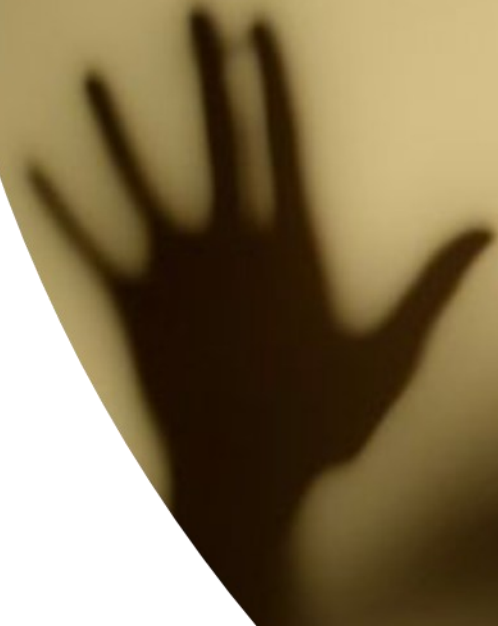


Leading a church that transform the world requires more than the latest leadership strategies and techniques. Lasting change in churches requires commitment to lead from a deep and transformed inner life. Peter Scazero discovered that to lead from a deep and transformed inner life, you must:

- # Face your shadow
- # Lead out of your marriage / singleness
- # Slow down for loving Union
- # Practice Sabbath delight.

Everyone has a shadow: So what is it?

Your shadow is the accumulation of untamed emotions, less-than-pure motives and thoughts that, while largely unconscious, strongly influence and shape your behaviors. It is the damaged but mostly hidden version of who you are. Something lying concealed just beneath the surface of my more respectable self.



Four pathways for facing your shadow

-
- Tame your feelings by naming your feelings.
 - Use a genogram to explore the impact of your past.
 - Identify the negative scrips handed down to you.
 - Seek feedback from trustworthy sources.
 - Staying with Jesus as you face your shadow

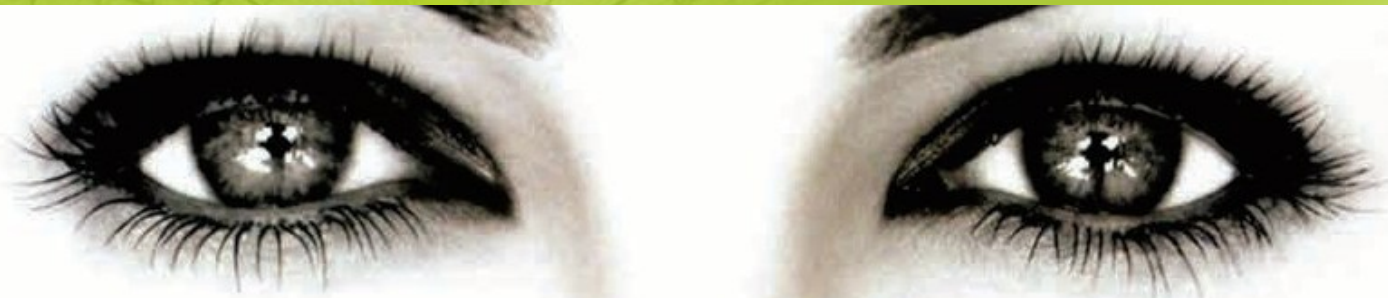


Lead out of your marriage or singleness



“Every Christian has the same primary calling of vocation: We are called to Jesus, by Jesus, and for Jesus. Our first call is to love Him with our whole being ...” (Scazzero, 2015: 86). We work out tis marriage / singleness to Jesus through our secondary callings, or vocations.





KEEP OUR FOCUS ON GOD

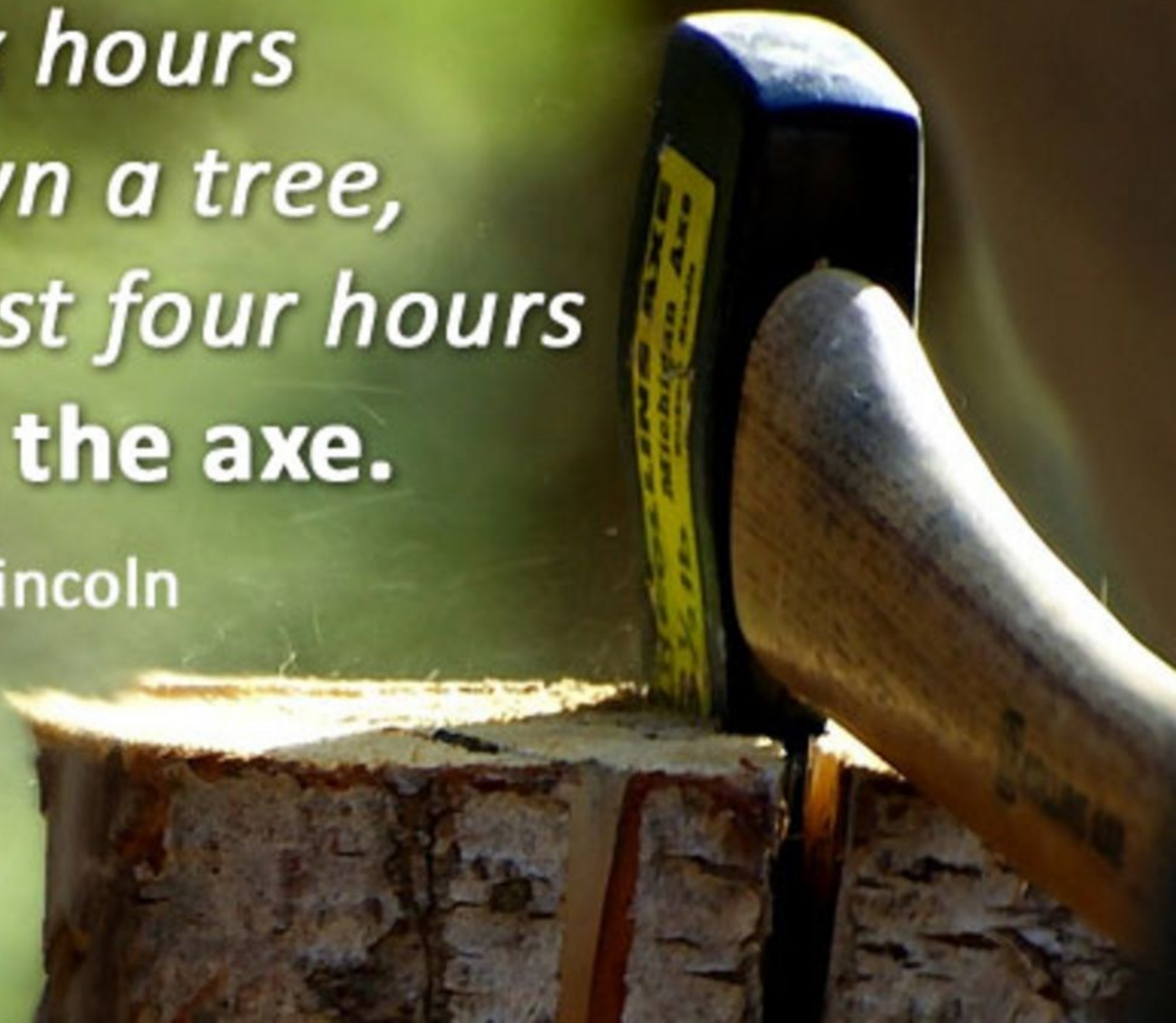
Slow down for loving union

“Every Christian has the same primary calling of vocation: We are called to Jesus, by Jesus, and for Jesus. Our first call is to love Him with our whole being ...” (Scazzero, 2015: 86). We work out tis marriage / singleness to Jesus through our secondary callings, or vocations.



*If I had six hours
to chop down a tree,
I'd spend the first four hours
sharpening the axe.*

~ Abraham Lincoln





Practice Sabbath Delight

Biblical Sabbath is a twenty-four-hour block of time in which we stop work, enjoy rest, practice delight, and contemplate God.





A tree with a shallow root system may still look beautiful on the outside, but it is incapable of supplying the water and nutrients for long-term upwards growth an entire tree:

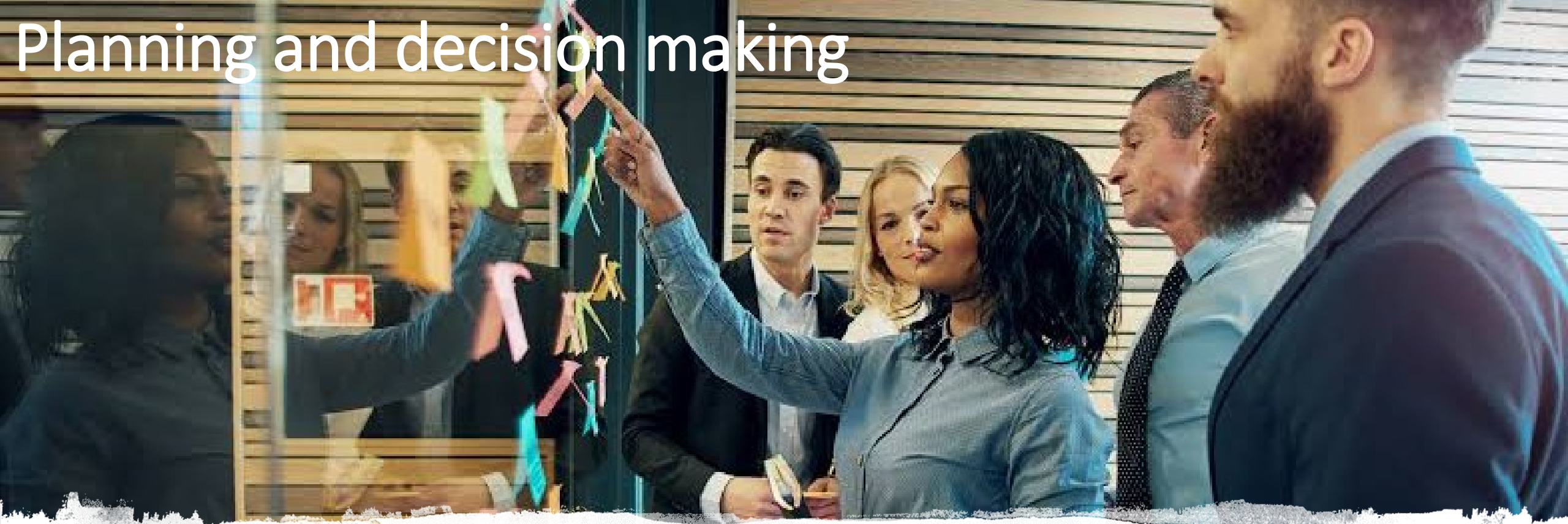
Planning and decision making

Culture and team building


Power and wise boundaries

Endings and new beginnings.

Planning and decision making



- We define success as radically doing God's will.
 - We create a space for heart preparation.
 - We pray for prudence.
 - We look for God in our limits.



Culture and team building

- Work and personal formation are inseparable.
- Elephants in the room are acknowledged and confronted.
- Time and energy are invested.
- The quality of people's marriages and singleness is foundational.

Power and wise boundaries



When you want to
avoid conflict ...



Anyone who's
willing to argue
has power
over you.

- Stephanie Sterner

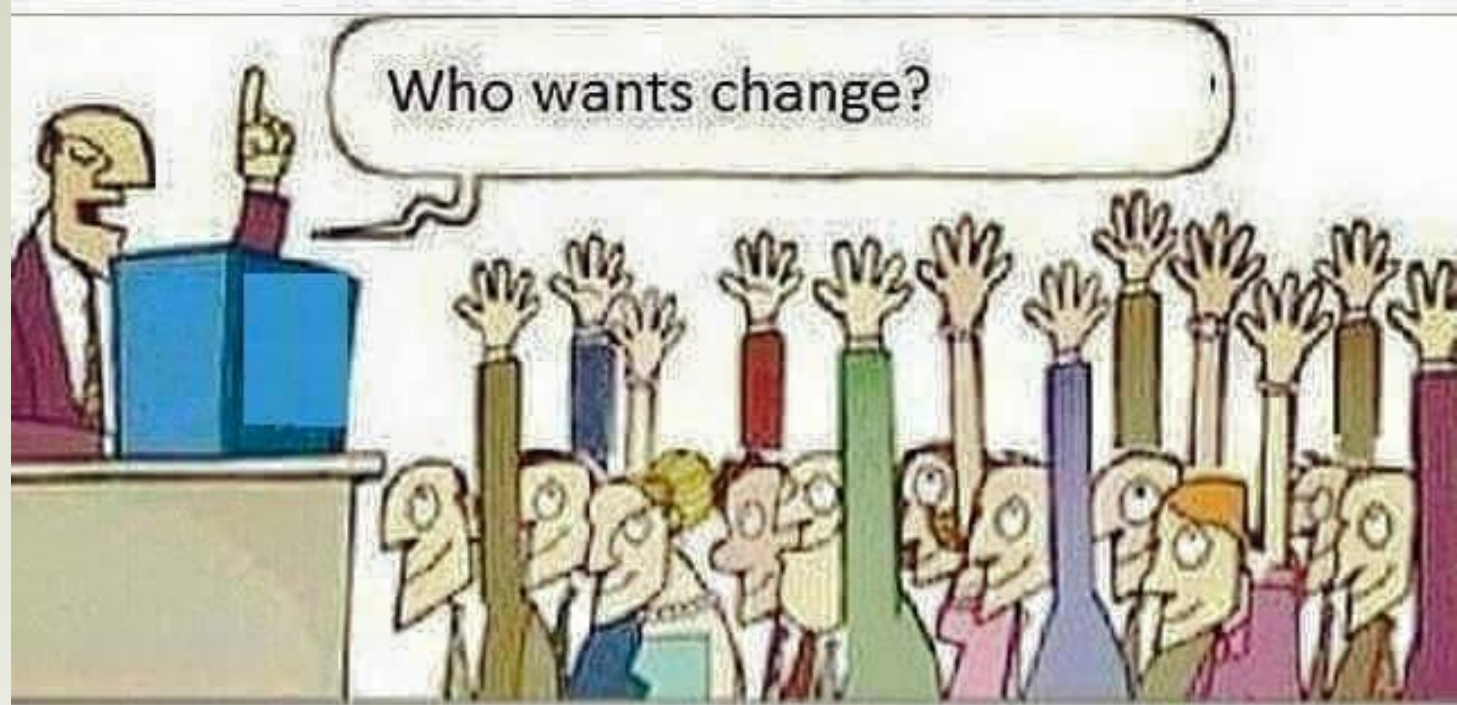
- Power is the capacity to influence.
- Identify your power: positional power, personal power, “God factor” power, projected power, relational power, cultural power.
- Steward power till it comes under others.
- Acknowledge dual relationships.



Endings and new beginnings

- We accept that endings are a death
- We recognize that endings and waiting in the confusing In-between often take much longer than we think
- We view endings and waiting as inextricably linked to our personal maturing in Christ
- We affirm that endings and waiting are the gateway to new beginnings





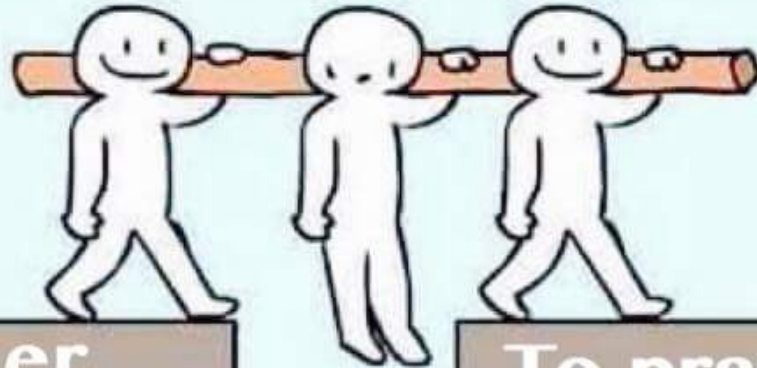
LEADERSHIP IS NOT ABOUT
BEING THE BEST.

LEADERSHIP IS ABOUT
MAKING EVERYONE ELSE
BETTER.



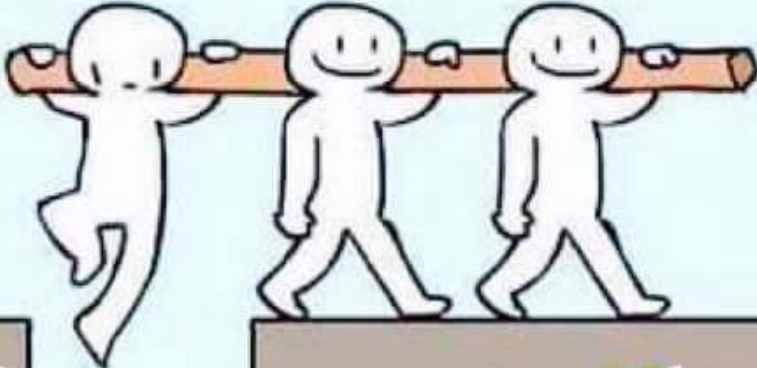
Why we need

Each



Other

To pray



For one

Another

Dr. JG (Hannes) Janse van Rensburg

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<https://nhzuurfontein.org/wp-content/uploads/2023/10/Kerngesonde-Missionale-Leierskap-2023.pdf>

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