



North Michigan District of The Wesleyan Church

- NMD Vision:** *Transforming people through Christ.
Empowering an expanding number of churches to be missionally healthy, to passionately transform diverse cultures for Christ.*
- NMD Mission:** *Exists to equip, enrich, administrate and communicate to pastors and laity in redemptive ways to accomplish the Great Commission*

DS Tom Newsletter and Dan Reiland Article on Leadership

August 9, 2016

In Matthew 5 this message of Jesus is recorded as he taught his disciples:

Blessed are the poor in spirit, for theirs is the kingdom of God.

Blessed are those who mourn, for they will be comforted.

Blessed are the meek, for they will inherit the earth.

Blessed are those who hunger and thirst for righteousness, for they will be filled.

Blessed are the merciful, for they will be shown mercy.

Blessed are the pure in heart, for they will see God.

Blessed are the peacemakers, for they will be called the sons of God.

Blessed are those who are persecuted because of righteousness, for there is the kingdom of heaven.

Blessed are you when people insult you, persecute you and falsely say all kinds of evil against you because of me. Rejoice and be glad, because great is your reward in heaven, for in the same way they persecuted the prophets who were before you.

Last week while traveling back from Zambia, God impressed upon me the thoughts of sharing the Beatitudes in this newsletter. I began then to think about the important message that Jesus taught to His disciples and how it relates to us today. We need to evidence God's work in our lives no matter what is being faced. At the time that Jesus taught His disciples they had no thought of what was before them. They had no idea of a crucifixion of their leader, they had no insight about the Holy Spirit in filling them, and they had no reason to believe that persecution was just a matter of a few years away. So, today as we make application of God's work in our lives, we have no knowledge of what is to come in our future. What we have is the same promises given to the disciples that we are blessed as women and men, girls and boys who seek God in our lives.

We are a blessed people.

A trip to a developing country always brings about a stark awareness of how our lives are enriched by the regular amenities of life. Such things like electricity that is available at all times, without intermittent black outs, travel that is not interrupted by police check points or the availability of bathrooms. These kinds of things are not fully comprehended in our lavish lifestyle as compared to many places in the world. Often the blessings are missed because we don't stop to consider the joys of life as we know them. We are a blessed people. We are blessed first because God knows us and we know God.

CELEBRATION OF MINISTRY BANQUET and ORDINATION WORSHIP

All credentialed ministers of North Michigan District are expected to be at the Celebration of Ministry Banquet and Ordination Service to be held at Brockway Wesleyan Church, 10951 3 Mile Rd, Morley, MI on September 10. Credentialed ministers and spouses will join together for the Celebration of Ministry Banquet at 11:00 am. The Ordination Service is at 1:30 pm. [Register for the Banquet by calling the district office \(231-924-3284 ext. 30\) before September 1.](#)

BUDGET ASSESSMENTS:

Denomination and District Assessments are 11% of the accessible income. Please remit your assessments to District Treasurer Vera Pascoe, 365 Sierra Dr., Traverse City, MI 49685 in a timely manner. Thirty two churches are up to date with their budget assessment giving. Thank you is given to treasurers and pastors who are keeping up to date on submitting assessments.

DATES TO REMEMBER: 2016-2017 Dates

August 19, 20 & 21 - Couples Retreat at Whispering Pines. Register by contacting Phil & Christi Evans, 2632 W. 104th St., Grant, MI 49327. (Christi is office administrator at Grant Wesleyan Church phone: 231-834-7222) (Info at: www.northmichigandistrictofthewesleyanchurch.org)

September 6 - Leader Connect – (ZOOM) 9:00 am or 7:00 pm (An additional afternoon time may be added) Other Leader Connect times are October 4; November 1; December 6

September 10, 2016 – Celebration of Ministry and Ordination – Grant Wesleyan

September 23 & 24, 2016 – Man Camp at Whispering Pines (See district website for information)

October 21 & 22, 2016 – DBA Meeting at Little Eden Camp

November 7 & 8, 2016 – Lead On & Lead Up Investment – Locations to be Determined

January 27,28 & 29, 2017 – District Ministerial Retreat at The Shack near White Cloud

June 24, 2017 – District Conference

TAKE TIME TO PRAY AND PRAISE FOR....

- Pray for Mark Haines family as they grieve the recent death of his father, Dr. Lee M. Haines. Dr. Haines, former General Supt., served many years in denominational leadership.
- Crystal Lake Community, Pinconning, Sheridan Bible and Sterling are seeking a pastor.
- Jason & Megan Dillingham and Rachel & Fred Brockway are in ministry transition.
- Couples Retreat in August
- Men's Retreat in September
- Students Deepen Weekend for Junior High and Senior High in October
- Pastors in new ministry positions are Chad & Tracy Brown at Solon Center Wesleyan; Joe & Tracie Collins at Shoreline (Alpena); Chris & Doree Emery at Traverse City Bayview; Stephen & Michelle Mowat at Cornerstone Church (Mt. Pleasant); Bryan & Kara Savage at Greenville Community Church. Bob & Susie Gray (Hart Wesleyan) are also serving Stone Pillar.
- New denominational leadership: Dr. Wayne K. Schmidt, General Superintendent; Rev. Janelle Vernon, General Secretary and General Director of Communications; Rev. Anita Eastlack, General Director of Church Multiplication and Discipleship and re-elected leaders Dr. Dennis Jackson, General Director of Global Partners; Rev. Russ Gunsalus, General Director of Education and Clergy Development; General Treasurer Kevin Batman.
- Pray for End of Summer events and Back to School events.
- Praise God for summer outreach ministries!
- Pray for God's direction in providing wisdom and the right church planters for reaching the unchurched and dechurched of North Michigan District .
- Praise God for faithful leaders serving as local church laity and pastors.
- **PRAY FOR A SPIRITUAL AWAKENING IN THE COMMUNITIES OF NORTH MICHIGAN DISTRICT**
- Pray for pastors and local church leadership to have their primary focus on worship of God, reaching people who need to know Jesus as Lord and Savior and discipling followers of Christ.

Seeking First the Kingdom of Christ! Transforming lives through Christ,

D.S. Pastor Tom

Leading Up When it's Difficult

You might serve in a difficult situation. Perhaps your boss is demanding or unwilling to change. Maybe the culture is less than healthy. Or it seems like everyone is on their own, doing their own thing.

Trying to make a difference in these circumstances is difficult, and can at times seem impossible.

Take hope, it is possible, and learning to **lead up** will make a significant difference.

The art of leading up won't solve everything, but will help you make huge improvements and enjoy your job!

Leadership is influence. It's not about title and position. It's not based on your place on the org chart. These things define your organizational context, but very quickly fade compared to real influence. My long time friend and mentor, John Maxwell would call leadership based on title and position Level One leadership. (See The Five Levels of Leadership, by John Maxwell.) The greater your real influence, in time, the farther you will rise in organizational structure.

Leading up is influencing those above you in such a way that serves them well and helps advance the mission. This post is not intended to address the rare and extreme cases, such as being personally mistreated, a toxic culture, or where sin is involved.

My intent is to address the more common situations where you might feel stuck, unheard, gifts not utilized, share a very different perspective, or strongly disagree. Even though this can be frustrating, it is not uncommon and can definitely be improved if not fully remedied.

Internal Action Steps:

1) Remember it's not your job to "fix" your boss.

Let's start with the fact that the person above you is there for a reason. More than one person thinks that's a good idea. It's your responsibility to honor that relationship. Serve well. Don't do end runs. Don't have hallway conversations to gain allies who will join your perspective. Your circumstances may be difficult, but your approach makes all the difference.

2) Emphasize what is good and focus on gratitude.

It's never all bad, and what you look for you will find. Look for the good and live there.

Admittedly, I've been blessed to work with and for amazing leaders in fantastic environments. That said, the work isn't always easy. There are tough seasons for all of us, right? What I always know to be true is that when I'm grateful for what I have, my experience is always better. When I intentionally express gratitude, my perspective is better as well. I'm confident this will work for you as well.

Work can be tough, but expressing gratitude for it will make the experience better.

3) What do you need to work on?

The best way to improve a difficult situation is to start with yourself. You may be doing a great job and display a fantastic attitude. If so, great! But all of us have room for improvement in either competence or attitude. Be honest with yourself and invest time in serious prayer. What leadership skill needs to be improved? Is there something about your spirit that needs a tune up?

External Action Steps:

1) Find a way to add value.

Focus your ministry efforts on what is positive and solution oriented. Be a productive team player and make the difference you *can* make. Invest your energy there! Others will notice your effort and contribution and that will effect change all of its own.

2) Keep a private journal for change.

Write down the things you think need to be changed. Keep the list a minimum of 30 days before you say anything. 90 days is much better. It's amazing what happens in 90 days that makes something that was frustrating no longer really matter. As time progresses, if the issue remains or possibly gets worse, keep it on the list.

Then prioritize that list focusing in on your top three concerns. (Three is the max, one or two is better.) The reason for a short list is that you want to discover the potential for change and the overall receptivity to your voice, more than focusing on any one issue. You can "win" an issue without changing the overall circumstance. It's the big picture that matters.

3) Have the tough conversation.

The previous steps help you build toward the sometimes difficult but necessary conversation. These conversations go dramatically better when you first do all that I've written about in the previous internal and external steps.

At all costs you want to avoid a heated and reactionary approach. It's not just what you say, it's how you say it, and how you've prepared. Speak from your heart and speak truth. Never point out a problem without at least one solution that you are willing to help make happen. It is often a good idea to seek wise counsel from a trusted mentor, outside your church, who is ahead of you in life's journey. Pray much, give honor, and seek not to win, but to serve well and advance your church's mission.