

SeLD - 818 - The Essential Parameters of Your Organization's Growth (Leader Role):

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1. QUALITATIVE AND QUANTITATIVE GROWTH - IMPORTANCE

Qualitative growth is essential to the organizations, entities, and institutions of the Seventh-day Adventist Church. The Lord desires everything to be done in order (properly) and decently (see 1 Corinthians 14:40).

Our organizations and institutions must take extreme care and efforts to develop and grow harmoniously, but with excellence and prioritizing service, to follow the example of our Lord Jesus, who came to serve. (see Matthew 20:28).

If **growth** increases, the material base of society widens, so it is **quantitative** material, but if the **qualitative** component of the human, the social, the cultural, and the spiritual is added in function of the entire population, then we are faced with an integral development that favors the common good.

2. QUANTITATIVE AND QUALITATIVE GROWTH - ACHIEVING STRATEGIC OBJECTIVES:

Of course, every organization in the Seventh-day Adventist Church has a strategic plan, and in order to achieve those short- and long-term goals and for proper evaluation purposes, we need to be able to measure the effects of growth. And of course quantitative data such as growth assessment are always easier to obtain, and leaders, because they study statistics about Quantitative growth:

- a. Growth of Churches and Congregations - As in the time of the apostles they were "planting" new Churches in the known world of that time. (It was of great expansion). Paul lists many, both Churches and Houses of prayer and worship.
- b. Growth in Church membership (today, almost 22 million). Also in the time of Christ and the apostles, there was great growth (see Acts 2:41 -3,000 baptisms in one day; Acts 4:4 -5,000; and it continued to grow: Acts 5:14).
- c. Growth in students (in our network of educational institutions) that leads to a growth of the staff serving in them.

- d. Growth in listeners of radio programs or viewers of our television programs, or followers of our messages on the Internet.
- e. Growth of patients in our Medical and Health Institutions.
- f. Growth of sales and production in books and publications, our Publishing Houses.
- g. Sales and production growth in our Food Factories.

But as mentioned above, if qualitative growth is added to Quantitative growth, then the growth is INTEGRAL, and more significant in the fulfillment of the MISSION (see Matthew 28:18-20; Revelation 14:6-12):

- a. How many churches are involved in the mission? And serving in their communities the basic needs of the population?
- b. How many of our church members are witnessing to Christ (giving Bible studies, serving as role models and mentors to others, bringing others to the Lord and being disciples who are dedicated to discipleship)?
- c. What is the academic level of our students, and how many already have a job? And are they serving the communities where they live?
- d. How many of our radio listeners, television viewers, or Internet program followers have attended our churches and/or taken our correspondence/internet studies online.
- e. How many of our patients have adopted a lifestyle that gives them better health and longevity, and how many have embraced FAITH, which also generates integral health?
- f. What is the quality of our publications that achieves transformations in the lives of our readers?
- g. Are we achieving better food quality and motivation for health in our food products? The quality control programs of the countries, are our foods placed in the top 10 or top 5 of the country?

With regard to growth rates, or community service, such as when Christ fed the 5,000 men (basically Jews), we are then told that when 4,000 other men (not counting women and children) came together, as many were Gentiles, the disciples doubted that the Lord would pleasantly surprise them with another miracle of multiplication (growth), as prejudices played against them. But the Spirit of Prophecy says:

*"Again the disciples revealed their unbelief. At Bethsaida they had seen how, with Christ's blessing, their little store availed for the feeding of the multitude; yet they did not now bring forward their all, trusting His power to multiply it for the hungry crowds. Moreover, those whom He fed at Bethsaida were Jews; these were Gentiles and heathen. Jewish prejudice was still strong in the hearts of the disciples, and they answered Jesus, "Whence can a man satisfy these men with bread here in the wilderness?" But obedient to His word they brought Him what they had,—**seven loaves and two fishes**. The multitude were fed, seven large baskets of fragments remaining. Four thousand men, besides women and children, were thus refreshed,*

and Jesus sent them away with glad and grateful hearts. Ellen G White, The Desire of Ages, p. 404.3

God wants us to trust him, so that growth may have the objective of "nourishing the communities" and so that they may be invited to prepare themselves for the Eternal Kingdom!

3. PRESIDENT AND HIS RESPONSIBILITY:

- a. Collaborates with the establishment of the Vision, objectives and goals.
 - i. Is the first administrator to collaborate in developing the Vision, which will contain short, medium- and long-term objectives and goals.
 - ii. Report to the Board
 - iii. Presides over the Board and the Administrative Commission.
 - iv. Must adhere to and honor denominational regulations and decisions of higher bodies.
 - v. Works in harmony with the Church as a worldwide family.
- b. Guiding and administering, through his team, to reach the proposed goals.
 - i. Collaborates with the commissions in charge of preparing strategic planning (growth and fulfillment of the Mission).
 - ii. Ensures that everyone understands, adheres to and supports this strategy.
 - iii. Motivates those responsible to carry out the actions tending to reach those objectives and goals.
 - iv. Works as a team, and establishes appropriate evaluation commissions, so that the main body (the Board) can evaluate and collaborate in making the major decisions of the organization.
- c. Will be a spiritual leader who gives importance to prayer: The Spirit of Prophecy says, speaking of the example of Jesus:

"He explained that the secret of their success would be in asking for strength and grace in His name. He would be present before the Father to make request for them. The prayer of the humble suppliant He presents as His own desire in that soul's behalf. Every sincere prayer is heard in heaven. It may not be fluently expressed; but if the heart is in it, it will ascend to the sanctuary where Jesus ministers, and He will present it to the Father without one awkward, stammering word, beautiful and fragrant with the incense of His own perfection." Ellen G White, The Desire of Ages, p. 667.3

4. PARAMETERS TO REACH GOALS AND OBJECTIVES:

- a. Setting the goals:
 - i. Development of goals according to basic operating principles:
 - 1. Loyalty of members

2. Determining the status conferred by the group, to the individuals who lead.
3. The authority, which ascends from the grassroots to the groups, which obtain the delegated authority.
4. The authority is shared and distributed according to each level of the organization of the Church and each area, recognizing and accepting the limitations of power that it has.
5. The Church possesses a representative democracy through its leaders, but all are still invited to participate in the mission.
6. Preserve the identity that defines us as Church.
7. To work as a team, as the example left to us by Jesus Christ.
8. Remember what a leadership position or office means: A spiritual leader, with an established and prescribed function, to represent the Lord and the Church with dignity, and to lead in pursuit of the proposed objectives.
9. Leadership is required to be spiritual but also professional (with experience in the area of service).
10. That the objectives and targets are reached in an ethical manner:
 - a. May it be pleasing to God (see John 8:28-29).
 - b. That it always manifest ethical values, whose foundation is based on the relationship and communion with the Lord and not on mere rules (see 2 Corinthians 5:15).
 - c. Developing a progressive principle of "pleasing the Lord," as a true disciple of Christ.

b. Motivating and working as a team to reach goals:

i. Teamwork development:

1. Determining the role of each team member.
2. Preserves and respects the functions of each one.
3. Open to consultations to motivate the team to achieve the objectives and achieve the desired growth.
4. Has frequent and fluid communication with everyone.
5. Appropriately handles conflict and crisis internally (protects your team) but in an ethically acceptable manner.
6. Makes time to socialize with team members implies motivation and sharing an affirmation of the sense of appreciation and usefulness, which results in strengthening the team to enable them to reach the target and new levels of development and growth.

c. Developing strategies to reach goals:

1. To determine the actions tending to reach the desired targets but considering them as "a dignified life with God" to reach those objectives. (see 1 Thessalonians 2:12)
2. To apply the necessary effort in those strategies to achieve the objectives, with "effort that implies progress, in the way of living

- (of doing things) but that pleases God” (see 1 Thessalonians 4:1-2).
3. Applying ethical professionalism in reaching goals (see 2 Timothy 2:15).
 4. Developing Integrity in each team member (see 2 Corinthians 6:3).
To develop and ensure ethical integrity behavior, we should apply principles of:
 - a. Transparency
 - b. Justice
 - c. Subjecting emotions to objectivity and reason.
 - d. Valuing each person in the team
 - e. Honoring our commitments.
 5. Making an effort to perform tasks with Quality and class:
“The development of all our powers is the first duty we owe to God and to our fellow men. No one who is not growing daily in capability and usefulness is fulfilling the purpose of life. “
(Ellen G White, Christ's Object Lessons, p. 329).

5. WELCOME TO TECHNOLOGY, to reach goals

a. The importance of Technology as a means of reaching goals:

We all know that technology is a fundamental resource for any organization today and especially those that are in development and sustained growth. Technology helps us as a tool to promote the optimization and improvement of processes (depending on the Institution of the Church: could be production, organization, stocks, dispatch, sales and collections, training, etc.). In this way, competitive advantages are established (for institutions), more clients are obtained (members, students, patients, readers, consumers, etc.) and of course it tends to favor the organization with higher levels of productivity, expansion and development.

b. The importance of Technology as a means to make appropriate decisions that promote the growth and fulfillment of the Mission:

In this globalized world and where information technologies are at our disposal, we must make use of those that facilitate decision-making, so that the action of this entity (institution) is successful and profitable. For them, leaders must ensure that these resources are optimized. And to be efficient, it is essential to take into account that extremely important factor that is the use of information technology, for proper decision making (processes that tend to success in

development, and in achieving the objectives set). When we have such tools, we must PRAY to the Lord, to grant wisdom and discernment, so that with these tools, decisions are made according to His Will, for the growth of His Church, and the services we provide through our entities, institutions and agencies.

6. LEADERSHIP STYLE and REFLECTION: to reach the goals.

(Reflecting on what God wants to make of us as leaders):

A. IN THE PAST - GOD ASKED: "What do you want me to do for you?"

(Mark 10:51):

- What kind of SDA leader does Jesus want to have today? (The fundamental doctrines were discovered by fervently studying the Bible and seeking in it, the way to cover the globe with the Message! Thank God for the pioneers!)
- **How we should share the VISION,**
- **With our colleagues in the Administration,**
- **Pastors and Church members?**
- **To positively impact their lives, encouraging them to integrate into the Mission of the Church? (TMI)**
- **v. 36 - the disciples wanted position of authority and honor**
- **v. 52 - The blind man only wanted to see Jesus, and he saw him!**

B. GOD BEGINS THE TASKS:

Exo. 33:18: Show me your glory

Exo. 33:21-23: I will put you in a cleft in the rock...you will see my back(He goes before us!)

Exo. 34:29-35: Radiant face

Deut. 3:23-24: Lord, you have begun to show... Greatness and your mighty hand.

C. THE LORD WISHES TO HEAR OUR CALL (Importance of PRAYER):

Jeremiah 33:3: "Call to me and I will answer you and tell you great and unsearchable things you do not know"

* The MISSION in the world (as well as in the 10/40 window) = ES= "Reach the World" - do we know how to do it? Or we need HIM to show us, because we don't really know! (Experience: "AWR Evangelism" by cell phones: 500,000)

D. PRESENT AND FUTURE - GOD EXPECTS US TO BE PERSONALLY INVOLVED - THAT WE ALL BE INVOLVED UNDER THE POWER OF THE HOLY SPIRIT.

“The work of God in this earth can **never be finished** until the men and women comprising our church membership rally to the work and unite their efforts with those of ministers and church officers.” (Ellen G White, Testimonies for the Church, vol. 9 116.4)

E. PAUL-uses the figure of a race (Philippians 4:13-14):

Illustration Mr. Fauja Singh - London Marathon-Oct 22,2012-

- *Started training at 80 - wife passed away
- *Personal Trainer
- *Daily training
- *He ran his first Marathon at age 89.
- *He ran 8 Marathons
- *READY for London- 42 kms. At 101 years of age.

F. GOD'S PROMISES - HOLD ON TO GOD'S PROMISES - BE A SPIRITUAL LEADER

Christ connects fallen man in his weakness and helplessness with the Source of infinite power. (E.G. White, Steps to Christ, p. 20.1)

- * Zachariah 4:6 ...by his Holy Spirit!

G. High Goals - importance

Illustration

Kyle Maynard (24-Marzo-1986)

Climb the high mountains of the world:

- *Africa -Kilimanjaro 2012
 - Tanzania: 5,895 m (19,300 ft)
- * GOAL reached in January 2012
- * Training - teamwork;
 - Resistance - Perseverance!
- * Next GOAL-climb the highest:
 - America: Andes
 - Aconcagua -Argentina
 - Aconcagua -Argentina

Qualitative and quantitative GROWTH - achieving the proposed goals!

H. Mission Conditions for Success:

Dear leader - let us live and encourage:

- a "Stay awake" -Matthew 24:4 (Personal Communion)
- b. "Be prepared" - Matthew 24:44
- (Matthew 25:7-10 --The 10 Virgins-Lessons)(Presence of His Spirit)
- c. "Let us continue to serve the Lord."
- (Mat.24:46-for love) (Involved in completing the Mission).

Let us be united under the direction of the Holy Spirit, to collaborate and make the Kingdom of Heaven grow, here on earth, until He comes to claim us as His own!

"The revelation of his own glory in human form will bring heaven so close to men that the beauty that adorns the inner temple will be seen in every soul in whom the Savior looks. Men will be captivated by the glory of a Christ who dwells in the heart. And in streams of praise and thanksgiving from many souls thus won to God, the glory will flow back to the great Giver."
(Ellen G. White, Maranatha: P. 33)

""With heads raised, with the joyful rays of the Sun of Righteousness shining upon them, rejoicing because their redemption draws near, they go out to meet the Bridegroom, saying: "Surely this is our God; we trusted in him, and he saved us." (Isaiah 25:9)" Ellen G. White, Maranatha: p. 34)

Amen!