

# venture 1:9

## “Leadership 101”

Summary of interview with Dr. Jonathan Roe conducted by GCU Student

- **In a typical week, what does your daily schedule look like?**

In a typical week, my schedule can vary quite a bit depending on what's on the agenda. One of the main reasons we exist is to work alongside other ministries and ministry leaders, so being available is always a priority. Each week involves a mix of administrative tasks, curriculum writing, coaching sessions, training preparation, and fundraising. We do a significant amount of coaching, which means I'm often connecting with ministry leaders through email, phone calls, or personal meetings to address their needs.

- **What leadership challenges exist in personal time management? How do you go about addressing this?**

Time management is crucial, especially when you're your own manager. I find that time blocking works well for me, especially when it comes to tasks like curriculum development. Understanding when I work best and what tasks are in my wheelhouse helps me prioritize my schedule. Delegating has been a shift for me, but I'm learning to recognize when I should pass off certain responsibilities versus when I can and should handle tasks myself – things that fit my gifts and skills as a leader.

- **Speaking of delegating, what challenges are associated with delegating to other leaders within your ministry? How do you go about addressing this?**

Delegating can be challenging, especially when you're used to doing things a certain way. Trusting others to handle responsibilities and accepting that they may do things differently requires patience and flexibility. I've had to learn to set clear expectations upfront but be open to different approaches on how to accomplish tasks and projects. Communication is key, and I've found that providing ongoing support and feedback helps build confidence and competence among team members.

- **Do you believe there's a difference between developing general leadership skills and those specifically for ministry? If so, what are the differences?**

Absolutely, there are differences. While many leadership principles apply across different sectors, leading in ministry often involves unique challenges and considerations. General leadership principles are important as a foundation, but we also need to address the specific

needs and dynamics of ministry settings. Some differences:

Purpose and Mission: General leadership often focuses on [only] building a brand; ministry leadership focuses on building and growing people.

Values and Beliefs: General leadership might say, make it happen no matter what it takes; ministry leadership should adhere to specific Christ-centered values and beliefs, which should guide action and behavior.

Focus on People: General leadership may prioritize efficiency, productivity, and serving the bottom-line; ministry leadership should place a strong emphasis on caring, nurturing, and serving people.

Approach to Conflict Resolution: Speaking of focusing on people, general leadership conflict resolution might involve negotiation or compromise for the sake of organizational peace; ministry leadership should involve a more holistic approach to conflict resolution, including forgiveness, reconciliation, and the restoration of relationships.

Leadership Style: General leadership could involve transactional or bossy leadership styles; ministry leadership should be servant leadership, following the example set by Jesus.

Decision-Making Process: General leadership decision-making might be hierarchical, operating from a top-down mentality and model; ministry leadership should involve prayer, discernment, and seeking God's direction and wisdom.

- **Which biblical principles or skills do you prioritize in your leadership approach and why?**

For me, shepherding is a key principle. I see myself in a shepherding role, much like a pastor caring for a flock. Jesus' everyday example of being available to people at a deep level resonates with me. Loving people, journeying with them, and putting them in positions to grow are all essential aspects of my leadership approach.

- **How do you deal with conflict?**

Conflict is inevitable, but how we handle it makes a big difference. A few quick things...

(1) Seek to understand the other person's perspective; you may not agree with it, but their perspective is important for fully understanding the tension point.

(2) Communicate directly with the individual, not to convince them of your position, but to engage in honest listening and active dialogue.

(3) Realize that conflict sometimes comes from somewhere else, so seek to understand the person's current life circumstances. Oftentimes, conflict is the result of other life stresses.

(4) Don't take conflict as a personal attack (unless it is!). When you take conflict personally you get defensive, which creates barriers to productive communication.

(5) Be humble and give up your right to always be right; find value in the conflict and seek to grow as a result. I could go on.

- **How would you encourage a young leader to navigate change?**

Navigating change can be daunting, especially for young leaders. I would advise them to categorize the changes they want to implement and determine the appropriate timing for each. Involving others in the process and maintaining a steady rhythm can help ease resistance and ensure smoother transitions. It's also important to be patient, flexible, and willing to listen to different viewpoints along the way. Another determining factor... don't ask, "What if I make this change?" Instead, ask, "What if I don't make this change?" That is a completely different question that can help you decide when change should or should not happen.

- **Do you value partnership in ministry?**

Yes, without a doubt! Including others in our ministry services can be beneficial for several reasons. It fosters a sense of community and ownership among stakeholders, encourages collaboration and innovation, and allows for a diversity of perspectives and talents to contribute to our mission. Ultimately, involving others helps us better serve the needs of our community and fulfill our organization's purpose.

- **What are some leadership principles you wish you could tell your former self?**

One key principle I would share with my former self is the importance of patience and humility in leadership. I've learned that leadership is not about having all the answers or being in control, but about empowering others and being willing to learn and grow along the way. Embracing vulnerability and acknowledging mistakes are essential aspects of effective leadership. Additionally, I would emphasize the value of building strong relationships and investing in the personal and professional development of team members. Collaboration, communication, and compassion are key ingredients for successful leadership, and I would encourage my former self to prioritize these principles.