**Pastor Arthur Keeley**

**Developing Leader Using Words of Wisdom**

Leadership in any ministry can be complex, from finding folks to helping people understand what is expected or required for the development. Today, many singles ministries are relationally led, meaning one or two women are prominent leaders, and everyone else shows up to help. While it’s nice that everyone is willing to pitch in, this type of structure limits growth individually and as a ministry. Without a clear vision of the ministry, job descriptions, leadership training, etc., the ministry can quickly become socially focused. As time goes on, those same two ladies can get burned out and quit resulting in having to start all over at some point.

Recently I was speaking to a former singles pastor Arthur Keeley. Pastor Arthur led singles a McGregor Baptist Church in Ft. Myers, FL, for over 15 years. Before being a pastor, he managed several Walmarts. Arthur knows first-hand how to build a successful team of leaders. He is now at a Centreville Baptist Church in Centreville, VA, as the Community Life Pastor. As we were catching up, I asked him what some things he has learned about building a team of leaders that I could pass on.

**Expectation Versus Appreciation:**

As leaders, directions, and pastors, we often expect a lot of others, especially when we want them to lead our ministries and join our teams. And while we should be able to expect them to be a Christian, have morality, show up on time, be committed, follow through, etc. Pastor Arthur says, “we can easily become so focused on getting the job done, the ministry built, the numbers up that we forget to say thanks.” We forget to appreciate the people we need to help build the ministry. So, when was the last time you thanked your team? Did you send a card or personal text? Took them to lunch or give them a gift card? Do your teammates know how much you appreciate them? Do they know how important they are?

**Suggestion Versus Directing:**

If you have ever served in ministry, you know people suggest how things should be better. However, a lot of times, it comes across as a command or complaint. When we recommend they solve the issue or do some research, folks start to backpedal. Pastor Arthur said he deals with these types of people all the time. So, when people say, “Pastor, you know if you did this, it would work better,” or “Pastor, why don't we have this or that?” he responds and says, “Is that a suggestion, or are you giving me direction?” Arthur said he is all for tips and values ideas, working smarter and not harder; however, by asking them to clarify their comments, they have to think about what they are saying and create a solution. It puts the responsibility back on them. If it is a suggestion, Arthur says he affirms their input, says thanks, and will give it prayer and some thought. He might also suggest they help develop the solution. If it’s not a suggestion but a direction, he hopes the person will either rephrase or say never mind.

**Engagers versus Advisers:**

When it comes time to start the work in the ministry, you will find folks who are great at giving advice and directing people but not doing any of the work. A great leader provides direction but also engages. They are not afraid of getting dirty or coming alongside. Successful singles ministry requires outstanding leadership and great relationships by folks engaging in building the ministry.

So how about your ministry doing? Do you appreciate everyone, even if they aren’t doing a great job? Do you know how to handle those who are great at telling you what to do but are rarely willing to do the work? Do you have more leaders than workers? Or more workers and no leaders? Pastor Arthur said identifying those in your ministry will help in building it. Taking someone to coffee also helps, and that coffee might lead to a better understanding of how to build the ministry and the importance of them helping towards success.

[**Ephesians 1:16**](https://www.biblegateway.com/passage/?search=Ephesians+1%3A16&version=ESV) I do not cease to give thanks for you, remembering you in my prayers,…