

Evangelistically Speaking

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March 2007

Update your prayer list:

- Please keep the brethren in Cluj and Moreni in your prayers on a regular basis.
- Pray for laborers who are willing to work the harvest in the U.S. and Romania.
- Pray that churches with resources will feel the call to send workers into the field.

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From Ted's Pen

It seems so long since we made our last report and so much has happened since then that I hardly know where to begin. I do not like to include a report for two months in one issue, but sometimes we just do not have the time and opportunity to publish one each month.

So, our last issue, published in late December, was for the months of January and February. We are happy to be back on schedule now and hopefully can continue without interruption for some time.

It was an awesome feeling to get off the plane in Cluj, Romania on January 10. This was the first trip to Cluj for Barbara and me and the second for Marty. We had a good flight without any

complications and that is saying a lot for today's air travel. We took a completely new route and had a better schedule than ever, but it was still a very long and tiring trip.

We went from Atlanta to Milan, Italy and then into Cluj where we were only about 20 minutes from our room. We went right to bed for some much-needed sleep and rest. Normally, we have had to drive from two to four hours to our final destination after the flight. So, the shorter time to arrive in our place of stay was very nice.

Cluj is a city of 330,000 and the area surrounding it in the district brings the population to 770,000. It is almost overwhelming to move through an area like that



and know that hundreds of thousands of those people have never heard one gospel lesson and most never will. Many of them are not interested in hearing the gospel, but we must work diligently to find those who are interested and that is what we intend to do.

There are some very positive and good things about the work

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Marty's Thoughts

The Christians in Cluj will be challenged to accept new responsibilities. Ted and I are being challenged to provide support in ways that are new to us. And—please note this particular fact—we need workers as never before.

So, we humbly ask a few things of you. First and foremost, pray that God will guide us and the church in Cluj as we enter this effort.

Second, we ask—now more than ever—that you consider being a part of this work. Take a leap of faith and become a teacher. Serve as a sponsor by sending someone into the field. Provide help to others by supporting benevolent efforts.

In the coming weeks, I hope to do a better job of telling you exactly how you can become involved.

Two orientation sessions will be held in the coming months. The dates for these are **April 28** and **May 5**. Both will be held at the facilities of the Levy church in North Little Rock, Arkansas.

As long as we are talking about dates, let me mention that dates have been set for two trips to Cluj later this year. The first trip will be July 19-31 and the second will be November 1-12.

I want to close by thanking two very special people. January gave me the opportunity to spend two weeks traveling and working with my parents. We had not spent that much time together, alone, as a threesome since my baby sister came along in 1966. It was a fantastic time for which I am grateful.

From Ted's Pen (Continued)

in Cluj. Some good work has been done in the past by those who have lived there and worked hard to establish and build the church.

There is a nice meeting place with enough room that we had a place remodeled into living quarters for us. We can live and teach in the same area and it is not required that we get out and travel a lot in bad weather. There is a lot of great teaching material that has been translated into the Romanian language and that is a wonderful tool. There are some young adults who are very capable in speaking English and can translate for us in our study of the Bible with others and in our Bible study and worship services.

There are two of the young men who are capable of presenting lessons in the Bible study and worship period every Sunday and every Thursday night. There is some organization by the Romanian brethren in place that takes care of a lot of the "nuts and bolts" and we do not have to concern ourselves with those.

There are also some challenges which we must meet as we begin this new effort. Although there have been other workers before us and a lot of good has been done, we will be introducing some new strategies and methods to try to present the gospel to the city of Cluj. This means that some changes will be made and more assistance will be needed. Some of the challenges are:

We will need more commitment from the local Christians. We cannot do the work that needs to be done without their assistance

and participation. We are challenging them to step up and accept a greater responsibility than they have done in the past when full-time American workers were there.

We do not have an abundance of financial resources to help in some areas where they have been assisted in the past. This may cause some disappointment for them, but we will have to just do the best that we can.

We have other workers from the U.S. who are ready to help with the work if the Romanians will commit themselves to help us.

The work is going to be slow and sometimes discouraging. It is this way in all of Romania now, but we will continue to present the gospel to as many as we can and let God take care of the harvest. We are going to need funds for advertising, correspondence course work, Bibles, benevolence, and maintenance of the meeting place. This such as utilities, insurance, and taxes must be paid regularly. One congregation and one couple are helping with this at the present time.

Brethren, we need your prayers and support as you have so faithfully given through the years. Our family is committed to giving the people in the city of Cluj the opportunity to hear the message of salvation through Jesus Christ and we are going to do everything that we can to take that message to them.

Please continue to pray for us and when you have support available we would appreciate your help. May God bless you is our prayer.

Barbara's Health Update

Many of you already know that as soon as we got home from Romania we learned that Barbara had to have surgery. The doctor thought for sure that she had throat cancer again and we feared the same.

She had surgery on February 5 it WAS NOT CANCER! God be praised! She is on voice rest and

will need to have some speech therapy, but she will be fine. Since the surgery she has had some complications that they are working on and we hope that they will be resolved very soon. She continues to go with me everywhere that I go and I am grateful that she can. We appreciate your prayers and ask that you continue them.

8th Annual Evangelistically Speaking Lectureships

Mars Hill Church of Christ
Vilonia, Arkansas

FRIDAY—APRIL 20, 2007

SINGING—7:00 P.M.

"Challenging the Saved to Teach the Unsaved"

CARROLL SITES—7:30 P.M.

SATURDAY—APRIL 21, 2007

SINGING—9:30 A.M.

"Equipping the Saved to Teach the Unsaved"

DAN LIGHTFOOT—10:00 A.M.

"Leaders Leading the Saved to Teach the Unsaved"

SID WOMACK—11:00 A.M.

"Leading the Unsaved to Want to be Saved"

BOB TURNER—11:50 A.M.

SINGING—7:00 P.M.

"Teaching the Saved to Stay Saved"

BILL GREEN—7:30 P.M.

SUNDAY—APRIL 22, 2007

"Giving God the Glory When the Unsaved are Saved"

ROBERT SWAIN—9:45 A.M.

"Preaching to Save the Unsaved"

DAVID RILEY—10:30 A.M.

"Rejoicing When the Unsaved are Saved"

TED KNIGHT—6:00 P.M.

Lunch provided on Saturday at 12:30 p.m.

For directions and details visit:

<http://www.evangelisticallyspeaking.net>

Ted's Schedule

March 4

Hattieville, Arkansas (AM)

Morrilton, Arkansas (PM)

March 6

Area-Wide Fellowship

Plumerville, Arkansas

Begins 25th Year

March 11

Formosa, Arkansas

March 18-21

Gospel Meeting

Caney, Arkansas

March 25

Higden, Arkansas

April 20-22

Evangelistically Speaking

Lectureships

Mars Hill—Vilonia, Arkansas

Marty's Schedule

April 28 and May 5

Operation Outreach Orientation

Levy—North Little Rock, Arkansas

July 19-31

City-Wide Campaign, Cluj Romania

Cluj, Romania

November 1-12

Teaching Teams

Cluj and Moreni, Romania

A Litmus Test for Leadership

By Dr. Mike Armour

Forty years ago, when I first started studying leadership, there were few books on the topic. But there were scores of books on management.

In recent years, that pattern has reversed itself. Now there are books everywhere on leadership, seemingly fewer on management.

The "in thing," it seems, is now to be a leader. In the rush to make everyone a leader, many companies simply re-designated their management titles. People who had long been "managers" were instantly renamed "leaders." Yet all too often, precious little was done to convert yesterday's managers into today's leaders.

Consequently, I deal regularly with people who call themselves leaders, but who are in fact simply rechristened managers. There is no significant difference in the way they function as "leaders" from the way they functioned as managers.

Now, my purpose here is not to denigrate management. All great leadership has an element of good management at its core. But leadership is a decidedly different enterprise from management.

Moreover, I deal with many people who call themselves leaders, but who cannot tell me what distinguishes leadership from management. So here are a few thoughts on the subject.

A Three-Point Checklist

Leadership, unlike management, is inevitably centered on people. While we speak of both managing people and leading people, we also talk about managing budgets. Or managing inventories. But we would never speak of "leading a budget" or "leading an inventory." The words themselves sound strange to our ears. Managing a budget or managing an inventory requires no inherent people-focus. Leadership, on the other hand, is decidedly people-centric.

As an executive coach, I deal daily with men and women who call themselves leaders. Early on I need to determine whether they

are genuine leaders or whether they simply wear the title.

This is how I settle the issue. I ask them three questions, either directly or indirectly.

The first is, who are your people?

Second, where are you taking them?

And third, how are you equipping them for the journey?

From my perspective, these three questions sum up the essence of what constitutes leadership. Leadership is about taking people someplace significantly new and providing whatever it takes for them to get there successfully.

Leaders in Name Only

This very basic lesson is easily lost, even in mega-billion dollar corporations. A few years ago I consulted with a prominent national corporation that fit this mold. The company referred to its assistant vice-presidents as leaders. But many of the AVPs were in fact a one-person shop. They often had no one below them on the organization chart. Some did not even have an administrative assistant.

Call them what you will, these AVPs were not leaders. Leadership is always people-centric. A "leader" without people is not a leader.

Now, let's consider what would happen if we should give these AVPs a few dozen people to supervise. Would the AVPs now be leaders? Not unless the AVPs are taking their people someplace substantively new. If an AVP's role is primarily to assure that things run smoothly and efficiently, the AVP is doing nothing more than managing.

Leadership is never about tweaking the status quo. It's always about taking people to an entirely new place. Leadership inevitably entails a stretch.

Here again it's easy to confuse management and leadership. Managers like to talk about stretch

Elders: Lead or Manage?

By Marty Knight

The article published on this page, printed with the permission of the author, contrasts leadership with management. I found it thought-provoking, especially as it relates to the role of elder.

I've had the opportunity to serve three different congregations as deacon and missionary. During that time I have worked with 33 different elders. It has been my distinct honor to serve under their leadership. These men came from all walks of life and professional backgrounds. Each possessed a unique and special set of gifts given by God. They were brought together by the office they held. But, each faced the same challenge upon assuming the office of bishop: there is no "how-to" book that tells a man how to be an elder.

goals. But stretch goals do not necessarily constitute leadership.

Stretch goals may be nothing more than squeezing added productivity from the status quo. Achieving these goals may not take people somewhere substantively new. Stretch goals are valuable management tools, to be sure. But to the degree that they merely tweak the status quo, they flow from management, not leadership.

Equipping Our People

So let's return to our AVPs. Now that they have people, let's imagine that the AVPs are taking their people somewhere new. Have the AVPs now transformed themselves into leaders?

Not unless they are proactively equipping their people to succeed over the long haul. This may be the place where leadership breaks down most frequently. The leadership task is not complete until leaders provide their people with the training, resources, freedom, authority, organizational structures, and support they need for enduring success.

This aspect of leadership goes unemphasized not only in prac-

As Brother Armour points out, all great leaders have aptitude as managers. Many elders first serve as deacons and, as such, manage their respective duties—as a deacon should. The temptation is to bring that experience forward as an elder. A lot of elders are also inclined to filter their actions through their management experience in business and life.

I firmly believe that leadership, as Brother Armour so aptly defines it, is a learned habit. It may come more natural to some than others, but it is definitely a trait that is developed over time.

I pray that men who accept this mantle of responsibility as elders will reflect upon their role as leaders instead of managers—even if that means setting aside one talent for another.

But even in books on leadership. Perhaps it's because providing resources and support begins to look more like management than leadership. And to a certain extent, this perception is correct. That's why there is a component of good management in all great leadership.

But giving people what they need to succeed transcends management alone. It includes keeping them motivated and inspired. It includes giving them a sense of empowerment and significance. It includes developing bonds within the team that unleash genuine synergy. It includes keeping people focused on the end goal.

Providing these kinds of resources is more akin to leadership than to management. Equipping people for success thus entails an artful marriage of management and leadership. In our next issue we will explore ways to keep the management and leadership tasks in balance.

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Dr. Mike Armour

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Jerry and Eloise Oldridge

In Honor of
J.J. AND ANNA MAE PACE
For Long Service as Elder and Wife
Jerry and Eloise Oldridge

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