



EFFECTIVE LEADERSHIP
A Guide for Church and
Nonprofit Organizations
by Norm Fintel

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**“GREAT ORGANIZATIONS
HAVE GREAT LEADERS
AND GREAT BOARDS.
GREAT INSTITUTIONS
DON’T JUST HAPPEN.
THEY HAVE A POWERFUL
SENSE OF MISSION
SPURRED ON BY THE
VISION OF ITS LEADERS
AND THE BROAD
SUPPORT OF ITS
CONSTITUENCY.”
-NORM FINTEL**

THE BOOK: In *Effective Leadership: A Guide for Church and Nonprofit Organizations*, Norm Fintel outlines a way of thinking about planning and management that will help both individuals and organizations to be more effective in achieving their goals. The focus is on smaller and nonprofit organizations that do not have the luxury of large and specialized staff.

Fintel outlines the principles of good management, leadership, and administration as he helps the reader focus on the ultimate goal of creating a culture of planning.

THE REVIEWS: “Developing a culture of planning in our congregations and organizations is never easily done. With Dr. Fintel’s five steps and three crucial questions, most of us can be well on our way.” -*Theodore F. Schneider, Bishop of the Metropolitan Washington DC Synod, Evangelical Lutheran Church in America*

“Dr. Fintel offers practical advice on goal setting, mentorship, and personal organization—illustrated with anecdotes. I highly recommend this book for college and university courses on management and for individuals interested in learning more about their leadership responsibilities.” -*Carol M. Swain, Professor Political Science and Law, Vanderbilt University*

“This is a good little book on a subject of growing importance in churches and nonprofit organizations....Leading, governing, planning and developing statements of vision and mission are [now] part of the common vocabulary of pastors, church leaders, and board members, [as well as] CEOs of nonprofit organizations of many kinds.” -*Harris Lee, Consultant to Nonprofits*

“Readers will find this book to be very helpful for their personal lives, their individual callings in life, and in their leadership roles.” -*James Mauney, Bishop of the Virginia Synod, Evangelical Lutheran Church in America*

THE AUTHOR: Norm Fintel (Draper, VA), was the President of Roanoke College from 1975-1989. Prior to that he served as Director of Public Relations/Admissions at Wartburg College, was the Assistant Director of the Board of College Education and later the Executive Director for the Division of College and University Work for the American Lutheran Church. Fintel also developed and directed a foundation-funded management audit team dedicated to helping colleges and other nonprofit organizations to strengthen management, and developed seminars and workshops for the leadership of the Northern Diocese for the Evangelical Lutheran Church of Tanzania. He is active in the community and serves on several boards.



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