

Feeding and Leading

Kenneth O. Gangel

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★★★★☆ (3.8/5 Stars)

Review by David Winkler.

Kenneth Gangel's book, *Feeding and Leading*, is a far-reaching, all-inclusive manual on administration and leadership in Christian organizations and churches. Not only is this book practical in its instruction, but it is also useful in the case studies and hypothetical examples it offers. Unlike other secular management and leadership books, this work takes an in-depth look at biblical leadership and administration. Capturing the essence of leadership in the New Testament church, Gangel reiterates: "The genius of the New Testament is lay leadership, not brilliant clergy" (12). Therefore, this book focuses on the training and edification of lay people for the work of the church.

Gangel's core audience is, of course, the local church pastor and ministry staff. However, some of his examples and practical solutions are made in reference to Christian universities, schools, and other parachurch ministries. Gangel's experience as a professor, registrar, and academic dean qualify him for this breadth of application. Gangel's approach to organizing his book may seem jumbled or chaotic at first, but he is systematic in his approach. The book builds on itself, yet each chapter can also be read and reflected upon entirely on its own.

Throughout the book the reader is led back to reflect, respond, and react to Gangel's thesis: the church (broadly speaking) is both *an organism* and *an organization*. It is an organism "because it is the body of Christ, a spiritual and eternal entity not hinged to earthbound restrictions and guidelines" (10). Likewise, the church is an organization because, by our English definition of the word, it is a "group of people bound together for distinctive purposes..." (10). Understanding Gangel's committed approach to administration and leadership through a balanced view of the organism and organization of the church is key to understanding and applying the wisdom he so generously offers.

However, a weakness of many management and leadership books is the unfortunate risk of repetitiveness. *Feeding and Leading* is no exception to this unfortunate end. At times the book is drowning in repetitious material that derives from the preceding chapters. While repeating information for positive growth and emphasis can play an important role in the learning process, undue repetition can bog down and bore the reader.

An important aspect of leadership and administration Gangel returns to often is that of relating to people. He develops a criteria for relating to people from Philippians 2. These criteria include unity of the body of Christ, like-mindedness, humility, consideration, and attitude (202-203). Establishing a clear set of values and goals, and learning to relate to people are essential to successful leadership. Before recruiting volunteers and managing can ever begin, understanding the core administrative process is crucial to leading well.

With a final goal of reproducing leaders that reproduce, Gangel brings his philosophy of leadership to a close. Reproducing leaders means planning ahead, Gangel offers, “Sooner or later you will leave your present position either through resignation, death, advancement, or some other natural or supernatural means. The key to reproducing leadership is to clearly plan for it” (313).

Recommended for seminary students, parachurch, church, and lay leaders alike, *Feeding and Leading* is a practical manual that can add true value to any kind of administration. When read as a complete work the book is an overarching view of administration and leadership. When read as individual chapters the book is nearly a step-by-step guide toward administrative success. Gangel captures the heart of passionate servant leadership in his *Feeding and Leading*.

Lead Feeding (2 to 3 weeks pre-calving). To allow rumen bacteria to adjust to changes in the ration, the cow should be started on some grain, and the level increased slowly before calving time. In group fed herds, this can be done with a "close up ration" group. This is lead feeding. By calving day, 5 to 7 kg (11 to 15 pounds) for Holstein cows (Figure 1) and 4 to 5 kg (9 to 11 pounds) per day for Jersey cows is appropriate. Figure 1. Protein and Grain Addition to Close-up and Early Lactation Cows. Strategies commonly used in feeding therapy by speech pathologists and occupational therapists to support feeding development and self-feeding. See more ideas about Feeding therapy, Picky eating, Tongue tie. Information on common feeding challenges in infants and toddlers including poor latch, tongue tie, slow weight gain, reflux, picky eating, gagging, mouth stuffing, bottle refusal, feeding aversions and more. Aquatic feeding mechanisms face a special difficulty as compared to feeding on land, because the density of water is about the same as that of the prey, so the prey tends to be pushed away when the mouth is closed. This problem was first identified by Robert McNeill Alexander. As a result, underwater predators, especially bony fish, have evolved a number of specialized feeding mechanisms, such as filter feeding, ram feeding, suction feeding, protrusion, and pivot feeding. Feed frequently and fresh. Frequent feeding leads to a stable pH level in the rumen and good rumen health. A cow gets more than half of its energy requirements from fatty acids left over from fermented carbohydrates. If the pH level in the rumen is low, these micro-organisms become ineffective.