



# FAITH BIBLE COLLEGE

*2 Timothy 2:15*

*"Study to show thyself approved unto God,  
a workman that needs not to be ashamed,  
rightly dividing the word of truth."*

## PRACTICAL LEADERSHIP & DEVELOPMENT



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a workman that needs not to be ashamed,  
rightly dividing the word of truth."*

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### ***Dear Student***

*Welcome to Faith Bible College*

*Our Vision is to Empower, Edify & Equip the Body of Christ in  
The Word of Truth, So that we can be Leaders of Today  
& Teachers for Tomorrow.*

*"Leaders are those whose aroma lingers long after they have completed  
the task and others who sniff it, wants to be like them"*

*"Leadership is not a title but a Function  
& that Function pulls you to its Position  
& the Position determines your Title"*

*Blessings & Graceful Studying  
Professor Ronnie Moodley*

**ASSIGNMENTS TOWARDS - FINAL EXAMINATION**

Please complete all assignments in the Manuals

Must be done in typing – According to Questions in Manuals.

MARKS will be awarded for

- (1) Presentation;
- (2) Research;
- (3) Neatness;
- (4) Contents.

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## **LESSON ONE**

### **INTRODUCTION**

Leadership is one of the key essentials in helping us become all that God wants us to become. In fact, the Bible tells us in Proverbs 11:14, "Without wise leadership, a nation falls". This is true of every single area of life. Without wise leadership a family is in trouble. Without wise leadership a business is in trouble. Without wise leadership a community is in trouble. Without wise leadership a church is in trouble. Without wise leadership the world is in trouble. Everything rises or falls on leadership.

There are three major leadership problems in our culture and in our world today. Firstly, there is the fact that we no longer are able to differentiate between those who are celebrities and those who are leaders. Celebrities are those people who are famous but leaders are those people who influence our way of life. Secondly, there is a shortage of godly leadership, leaders who have the right character. Thirdly (and this is especially true in the Church) there is not a clear understanding of what leadership really means.

The objective of this course is to help those who aspire to lead others to understand what Biblical leadership really means and then to provide the tools and principles that need to be learnt for their development as leaders. In each of the lessons there is a personal evaluation that should be done with honesty and an openness to change so that any areas that need to be dealt with can be done through the course of these lessons thereby allowing effective growth and development as a leader.

| <b>DEVELOPING LEADERSHIP</b> |                                      |                                |                                         |                                             |
|------------------------------|--------------------------------------|--------------------------------|-----------------------------------------|---------------------------------------------|
| <b>Led by the Spirit</b>     | <b>Develop character of a leader</b> | <b>Know your design</b>        | <b>Have a vision</b>                    | <b>Build relationships</b>                  |
| Follow God                   | Put off<br><br>Put on                | Talents<br><br>Spiritual gifts | Know God's plan<br><br>Develop a vision | With your leader<br><br>With those you lead |

## **WHAT IS LEADERSHIP?**

There is much talk in today's world about leadership. There is leadership in the business world – management teams that are able to take the business in a particular direction and cause other people and industries to follow in that direction. There is leadership within a family, the father being the head and the one who directs the family and the wife and the children being the followers. There is also leadership within the Church. The leadership within the Church is commonly believed to be that of the five fold ministry – the apostle, prophet, teacher, pastor and evangelist (Ephesians 4). Additional leadership within the church also encompasses those who help the five fold ministry - the deacons and the elders. However, leadership is not only those people who stand up in front of the church and speak from the pulpit. It is not only those who are in a form of management in the office. It is not only for those who are making the decisions. Leadership is for everyone. Everyone has been called to be a leader in their immediate environment. Everyone has been called to be an influence on other people in society.

When we look at the commandment of Jesus before He ascended into heaven, He speaking to His disciples and followers said,

"Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. Teach these new disciples to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age." (Matthew 28:19-20)

The ministry that Jesus was calling every believer into was a ministry of leadership. But what does leadership entail? How can we define leadership if everyone is supposed to be involved in it? Can everyone be the pastor of the Church? Can everyone who is a Christian be placed in a management position at work? No! Leadership is more than a position and a title. Leadership is a work and a function.

## **LEADERSHIP DEFINED**

The Collins English Dictionary defines leadership as

- The position or function of a leader.
- The period during which a person occupies the position of leadership
- The ability to lead, the leadership qualities.

John C Maxwell sums up his definition of leadership as "leadership is influence - nothing more, nothing less."

When we look at this definition we see that leadership moves beyond the position defining the leader, to looking at the ability of the leader to influence others - both those who would consider themselves followers, and those outside that circle. Indirectly, it also builds in leadership character, since without maintaining integrity and trustworthiness, the capability to influence will disappear.

There are three key original words that define a leader in the Bible:

**“Nacham”:**

| Meaning           | Application to the leadership context                                                                                                                                        |
|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                   | Showing the way by example, directing or advising.                                                                                                                           |
| <b>Bring</b>      | To cause people to come to a certain place in God. The leader must be familiar with this place to bring about such leadership.                                               |
| <b>Bestow</b>     | To give a person to the things of the Lord like one would give in marriage. To show the way by going in advance. To guide a person in the ways of God as by taking the hand. |
| <b>Govern</b>     | To control the actions or behaviour of a believer in accordance with the Word of God. To keep under control or restrain behaviour to within the limits of the Word.          |
| <b>Put</b>        | To cause to be in a specified position according to the Word (position for blessing etc). To adapt a person for living in the Spirit                                         |
| <b>Straighten</b> | To bring a person to a place of enforcing rights of blessing. To restore a person. To reform a person or improve the lot of a person.                                        |

**“Nahag”**

| Meaning                          | Application to the leadership context                                                                                                        |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Lead on</b>                   | To cause a person to follow some course of action. To carry a person from a place outside of God to a place in keeping with the Word of God. |
| <b>Cause to drive</b>            | To cause a person to push or propel himself in the things of God and to press on forcibly and urge forward.                                  |
| <b>Guide</b>                     | As above                                                                                                                                     |
| <b>Brought</b>                   | As above                                                                                                                                     |
| <b>Acquainting</b>               | To make a person familiar with the Word and the ways of God. To inform a person about the Word. To cause a person to know God personally.    |
| <b>To behave itself of heart</b> | To help a person conduct themselves in keeping with the Word of God. To help conduct themselves properly                                     |

**“Nagiyd”**

| Meaning                                       | Application to the leadership context                                                                                                                                                                                                            |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Ruler</b>                                  | To govern according to the principles of God's Word (1 Samuel 25:30, 2 Samuel 6:21)                                                                                                                                                              |
| <b>Prince/ overseer</b>                       | To keep watch over and direct the work of believers in the fashion of a supervisor (1 Kings 14:7, Job 31:27, Psalm 76:12). One who commands people in keeping with the Word, who leads or guides others (Isaiah 9:16, Isaiah 10:1, 2 Samuel 5:2) |
| <b>Governor</b>                               | To follow and administer the Word of God in relation to believers (1 Chronicles 29:22)                                                                                                                                                           |
| <b>Noble</b>                                  | To lead as a result of the demonstration of the greatness of the fruit of the Spirit in the life of an individual (Job 29:20)                                                                                                                    |
| <b>Tell, declare, show, utter and expound</b> | To bring people into alignment with the Word by announcing (preaching or teaching) the principles of the Word.                                                                                                                                   |
| <b>To illuminate</b>                          | To make the principles of the Word understandable and clear. To brilliantly attract people to a lifestyle of obedience to the Word.                                                                                                              |
| <b>To bring light to People</b>               | As above                                                                                                                                                                                                                                         |

Leadership is therefore the capacity to:

- Influence;
- Inspire;
- Rally;
- Direct;
- Encourage;
- Motivate;
- Induce;
- Move;
- Mobilize and activate others.

### **THE CHARACTERISTICS OF LEADERSHIP**

- **LEADERSHIP MEANS PEOPLE ARE FOLLOWING**

Matthew 28:19-20 "Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. Teach these new disciples to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age."

You cannot be a leader if you have no followers. Therefore if we are to be a leader – someone who directs and leads others into the knowledge of God and helps them to develop a personal relationship with Him, then we need to make disciples – those who will follow us as we follow the example of Christ. Timothy followed the example of Paul.

Making disciples is much like assuming the responsibilities of being a parent:

- Until they learn to feed themselves, you make sure they are fed.
- You teach them how to feed themselves as soon as possible.
- If they get into trouble, you help them -- even if it is inconvenient, because they are your top priority.
- You train them to do what they need to do.
- You teach them what you know.
- You help protect them from danger.

As a leader our goal is to eventually reproduce ourselves -- another believer who can also stand on their own and reproduce. For example: Christ reproduced Himself in His 12 disciples who in turn reproduced themselves in the Early Church believers.

- **LEADERSHIP MEANS YOU ARE BEING AN INFLUENCE**

2 Corinthians 5:9-11 "Wherefore we labour, that, whether present or absent, we may be accepted of him. For we must all appear before the judgment seat of Christ; that every one may receive the things done in his body, according to that he hath done, whether it be good or bad. Knowing therefore the terror of the Lord, we persuade men; but we are made manifest unto God; and I trust also are made manifest in your consciences."

Leaders are those who have the ability to influence other people. Every Christian has some degree of influence because Jesus said (Matthew 5:13-16),

- We are the salt of the World
- We are a light

Both of these things, salt and light, have the ability to change their environment for the better. The salt is able to preserve and bring healing and the light is able to expel darkness. Therefore as we influence people in our society we are able to lead people from a place of poverty in their knowledge of God to one of abundance. Every time we interact with anybody, we should be influencing them for Christ. The Bible says if you are a believer, God expects you to lead others for good and for God. If you are a follower of Jesus, He wants you to be a leader of others.

We can either use the influence that we have been given for good or evil. Our influence can either be positive or it can be negative. When we look at the example of the 12 spies that went to go and spy out the land of Canaan, we see that there were 10 spies that used their influence in a negative manner. Their influence caused the people to be afraid, to rather not pursue the very things and provisions of God. However there were two spies, Joshua and Caleb who used their influence positively. Their influence would have resulted in the people of Israel pursuing and laying claim of the very promises of God which had been given hundreds of years earlier to Abraham (See Numbers 13:1-33, 14:1-38). The first ten spies used their influence to manipulate the people of Israel to create fear – they were afraid and therefore they influenced with fear. The other two spies, Joshua and Caleb, used their influence to try and motivate the people to do what was right – what was an action of faith that would lead them into the perfect will of God.

It is impressive to note the great influence that Joshua had with those of his generation. Joshua 24:29-31 "And it came to pass after these things, that Joshua the son of Nun, the servant of the Lord, died, being an hundred and ten years old. And they buried him in the border of his inheritance in Timnath-serah, which is in mount Ephraim, on the north side of the hill of Gaash. And Israel served the

Lord all the days of Joshua, and all the days of the elders that overlived Joshua, and which had known all the works of the Lord, that he had done for Israel." Joshua's influence caused the people of Israel to follow God's commandments.

Influence involves moving people to change their thinking and ultimately their behaviour. It involves:

- Persuasion: The primary way to influence is by persuasion. Paul influenced and thus persuaded unbelieving Jews to accept Christ by reasoning with them from the Scriptures that Jesus was their Messiah (Acts 17:1-4, 18:4, 2 Corinthians 5:11)
- Encouragement: David sought to encourage Joab by sending him directions on how to win the battle even though it was for a bad cause (2 Samuel 11:25)
- A godly example: The writer of the book of Hebrews tells us to consider the outcome of their leader's lifestyle and to imitate their faith (Hebrews 13:5).

### **How can we become a person of influence – a leader?**

As we look at the life of Joshua we are able to learn important keys to how he became a man of such great influence.

- Be a prayer warrior

Joshua was a man of prayer. Exodus 33:11 "And the Lord spake unto Moses face to face, as a man speaketh unto his friend. And he turned again into the camp: but his servant Joshua, the son of Nun, a young man, departed not out of the tabernacle."

- Be obedient to God

Joshua had a heart of obedience. He was willing to go up into the land of Canaan regardless of the "fears" and the "giants" that the other ten spies had spoken of. Why? Because he knew that it would be in obedience to God. He therefore was motivated to do something out of his desire to obey God more than man.

- Be faith-filled:

Joshua's life is a life in testimony to the faith that he had. He was bold and courageous because He was full of faith.

- Be a God-pleaser not a crowd pleaser:

Joshua stood before the people and declared that no matter what they all chose to do, he was going to choose to be a God pleaser and therefore be committed to God. Joshua 24:15 "And if it seem evil unto you to serve the Lord, choose you this day whom ye will serve; whether the gods which your fathers served that were on the other side of the flood, or the gods of the Amorites, in whose land ye dwell: but as for me and my house, we will serve the Lord."

Leadership is the act of influencing/serving others out of Christ's interests in their lives so they accomplish God's purposes for and through them.

| Influence comes from serving by                                                             | Influence does not come by                                                                        |
|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| Modelling<br>Instructing<br>Exhorting<br>Evaluating<br>Confronting<br>Training<br>Releasing | Overpowering<br>Belittling<br>Manipulating<br>Threatening<br>Avoiding<br>Competing<br>Controlling |

- **LEADERSHIP IS BEING AN EXAMPLE**

1 Corinthians 11:1 "And you should follow my example, just as I follow Christ's."

Every Christian has been called to be a Christian leader. That is to be the salt and light people (Matthew 5:13-16) to those around them that may not have a knowledge of the Saviour. Because of the power of our example and the way one's life either negatively or positively influences others, the Scripture repeatedly addresses this vital responsibility. Leaders and Christians as a whole are to be models for others to imitate. In truth, every believer's life is to become a source of motivation and direction for others. We are to be a picture of reality, a proof that Jesus Christ saves and changes lives so we can become a powerful magnet that draws others to Christ.

**We are firstly to become followers of His example:**

"Be imitators of me, just as I also am of Christ" (1 Corinthians. 11:1)

When we look at this scripture we see that the issue and the key to leadership and spiritual maturity is not how great we are, but how much we are following Jesus Christ who is our supreme example. How much are we allowing Jesus

Christ to be the Lord of our lives? Are we in hot pursuit of knowing and experiencing the life of Christ as was the apostle Paul?

**“BE”:** The verb “be” is a present imperative of *ginomai*, “to become.” Again, it emphasizes this is not an option. It is a command. The present tense and the meaning of this verb reminds us this is a process, a target, a goal to set our sights on and pursue daily. None of us ever arrive—but it should be a daily goal. A key question is, “Are we aiming at the target?”

**“IMITATORS”:** “Imitate” is *mimetes* and refers to one who mimics another. It is an active noun which brings out the concept of an active responsibility, but we should not let the word “mimic” fool us. This is not a superficial mimicry or a mere imitation. According to New Testament truth, this involves the process of reproduction. The Lord Jesus seeks to reproduce Himself in us as we appropriate His life by faith through the knowledge of the Word and the ministry of the Holy Spirit. Christ-likeness is the direct and exclusive consequence of God’s activity in us. It is not the consequence of our capacity to imitate God, but the result of God’s capacity to reproduce Himself in us through the Holy Spirit as we learn His Word and learn to walk by faith.

**Secondly, we are to lead others by the example that we receive from our leaders:**

1 Thessalonians 1:6 “So you received the message with joy from the Holy Spirit in spite of the severe suffering it brought you. In this way, you imitated both us and the Lord.”

Hebrews 13:7 “Remember your leaders, who spoke God’s message to you; reflect on the outcome of their lives and imitate their faith.”

Philippians 3:17 “Be imitators of me, brothers and sisters, and watch carefully those who are living this way, just as you have us as an example.”

1 Timothy 4:11-16 “Command and teach these things. Let no one look down on you because you are young, but set an example for the believers in your speech, conduct, love, faithfulness, and purity. Until I come, give attention to the public reading of scripture, to exhortation, to teaching. Do not neglect the spiritual gift you have, given to you and confirmed by prophetic words when the elders laid hands on you. Take pains with these things; be absorbed in them, so that everyone will see your progress. Be conscientious about how you live and what you teach. Persevere in this, because by doing so you will save both yourself and those who listen to you.”

In 1 Timothy 4:13-16 Paul gives six commands that are needed to be effective models of the Saviour. Verses 13-14 deal primarily with public ministry and the stewardship of his spiritual gifts. Obedience to these commands would allow Timothy to become an example to follow in public ministry when the church is assembled. Verses 15-16 deal more with his private life and stresses the idea of dedication, diligence, endurance, and discipline, a fitting challenge against laziness and just going with the flow.

We have no choice in being an example of some kind and having an impact on those around us, but we do have a choice in the *kind* of witness and impact we provide. Someone is going to follow us and be influenced by us. The question is: Do we know where we are going? Are we providing the kind of example that will enhance their lives, or are we like the blind leading the blind?

We need Christian maturity that provides people with a real example of authentic Christ-like living. Effective ministry to others is often equated with such things as dynamic personalities, with talent, giftedness, training, enthusiasm, and with charisma. But these things alone are inadequate. Much more is needed. In the Bible, the qualities that led to effective ministry are found in the elements of spiritual character, in the character of Christ reproduced in us by the ministry of the Spirit (see Ephesians 4:12; Galatians 5:22).

- **LEADERSHIP IS BEING A SERVANT**

Matthew 20:25-28 "But Jesus called them together and said, "You know that in this world kings are tyrants, and officials lord it over the people beneath them. But among you it should be quite different. Whoever wants to be a leader among you must be your servant, and whoever wants to be first must become your slave. For even I, the Son of Man, came here not to be served but to serve others, and to give my life as a ransom for many."

The Gentile leadership and the leadership of the Pharisees of that time were to lead through the tyrannical use of power. True leadership however does not lead in this manner. Christian leadership leads humbly, serving those whom they are leading. In this portion of Scripture we see that servant leadership is defined as:

| Servant Leadership Defined                |                                              |                       |
|-------------------------------------------|----------------------------------------------|-----------------------|
| Characteristics                           | Biblical Directive                           | Contrasts             |
| <b>Manner of leadership</b><br>Humble     | <b>How?</b><br>“not lording it over”         | “humility, no ego     |
| <b>Essence of Leadership</b><br>Service   | <b>What?</b><br>“a servant and slave”        | Giving, not receiving |
| <b>Recipients of Leadership</b><br>Others | <b>Who?</b><br>“for many”                    | Others, not self      |
| <b>Motives of Leadership</b><br>Love      | <b>Why?</b><br>“The full extent of His love” | A towel, not a throne |

• **LEADERSHIP IS GUIDING OR DIRECTING**

In 1 Timothy 5:17 Paul admonishes Timothy as the leader to “direct the affairs of the Church.”

Moses was responsible as a leader to guide the people of Israel out of the land of Egypt (Exodus 3:10). Joshua was called to guide the people into the promise land (Joshua 1). John the Baptist was called to guide and direct the people to repentance (Matthew 3). Jesus directed people to the only way of salvation (John 3). Providing direction and guidance is therefore another function of leadership.

**SUMMARY**

Leadership is characterised as:

- Having followers
- Being an influence
- Being an example
- Being a servant
- Guiding and directing others

As we look at this broad term, we see that not only are those who are part of the five fold ministry leaders, but every Christian, as every Christian has been called to make followers (disciples). Every person has the potential to become a leader of new converts. To train and disciple them so that they in turn will be able to lead and direct others in their knowledge of God.

## **ASSIGNMENT QUESTIONS - PERSONAL APPLICATION**

Provided below are questions that will challenge you to see whether you are fulfilling your calling as being a leader for Christ. Answer each question with honesty and note those areas where you need to improve your leadership potential/ role.

### **DO YOU LEADER OTHERS?**

One of the most important characteristics of a leader is that they have followers. Moses had the nation of Israel following him. Joshua had the second generation of Israelites following him. Nehemiah had the remnant of Israel following him. Jesus had the crowds and the 12 disciples following Him. Peter and Paul had the early church following them and Paul had Timothy and Titus following his example.

- If you were to honestly look at your life, do you feel that you fulfil this first characteristic of leadership? Are you able to name those who are following your example? For example: your children, your life group, your church, your co-workers, your employees etc.
- If you have not been able to name any person who is a follower of yours how do you feel you will be able to make a change in this area so that in a few months time when you look back you will be able to list people who you are leading?

### **DO YOU LEAD WITH INFLUENCE, BY BEING A POSITIVE EXAMPLE?**

- In what areas of your life are you being an influence?
- Is this influence for the negative or the positive? Are you influencing people to walk in obedience to God or in fear of circumstances?
- How did Jesus go about influencing people?
- In what ways will you be able to increase your influence over your family, your friends and those who are in/ under your ministry?
- In which of the following areas – being a prayer warrior, being obedient to God, being faith-filled and being a God pleaser – have you been an influence to others? Provide an example.

### **DO YOU LEAD WITH A SERVANTS HEART?**

- What is your heart motivation for leadership? Is it to be seen, to be noticed, or do you have a genuine desire to help people reach their potential and know God more?
- Have you been "lording" your authority over those whom you are leading by being a demanding leader, a leader who does not show appreciation for the things that others do for him, by being sarcastic or belittling?
- As a leader do you enjoy helping others fulfil their calling and purpose or do you find often times that it becomes draining and a "bind"?
- Are you always available to help others? Do you avail yourself at every opportunity to be ready to help those people whom you are leading?
- Do you need to always receive credit for the things that you do for others?
- If you had a title would you insist that others use that title when addressing you?
- Jesus led by being a Servant. He washed the disciples feet, He provided food for those who were hungry, He had an all night prayer meeting and prayed for His disciples and those who loved Him. Name three things that you have done for those whom you are leading that you would classify as being a servant.
- How can you improve your service to those who you are leading? What things can you change in your present behaviour that will make you more like Christ in your leadership style?

### **DO YOU LEAD BY GUIDING?**

- Are you directing others in their life decisions and in their ministry?
- In what ways are you directing and guiding them to make the right decisions based upon the will of God for their lives?
- Write out three scriptures from the book of Proverbs that speaks of the importance of godly counsel.
- Is there any way that you are able to become a more positive influence by providing wise counsel for those people who you are leading?

## **LESSON TWO**

### **BEING LED BY GOD**

At the very core of leadership within the context of the Church is the fact that every leader's life has had a personal encounter with God. They therefore:

- Christians
- Followers of Christ
- Led by the Holy Spirit

#### **A CHRISTIAN LEADER IS A CHRISTIAN:**

Therefore to be a Christian leader, every leader must be a Christian. This is the starting place.

A leader therefore needs to be a Christian who:

- Recognizes that they are sinners (Romans 3:23)
- That their sins have separated them from God (Romans 6:23)
- That their good works and lifestyle will not save them (Ephesians 2:8-9)
- Has placed their trust in Christ, the One who has paid the debt for their sins (2 Corinthians 5:21)

#### **A CHRISTIAN LEADER IS A FOLLOWER OF CHRIST:**

We can be saved, believing that God has cleansed us from our sin, but many people do not move from this position. They do not grow further in their faith with God. However if we desire to be people of influence, it is not enough to just be a Christian, but we need to be a Christ follower. Effective influence takes place when we have placed ourselves under the Lordship of Christ – where we follow His ways, His will and His Word.

Romans 6:13 "Do not let any part of your body become a tool of wickedness, to be used for sinning. Instead, give yourselves completely to God since you have been given new life. And use your whole body as a tool to do what is right for the glory of God."

## **A CHRISTIAN LEADER SERVES THROUGH THE POWER OF THE HOLY SPIRIT**

Romans 8:5 "Those who are dominated by the sinful nature think about sinful things, but those who are controlled by the Holy Spirit think about things that please the Spirit."

The leaders of the world and the business system lead according to their own abilities, ideas and wisdom, but the Christian leader is led by the Spirit of God.

Jesus was "led up of the Spirit" into the wilderness to be tempted of the devil (Matthew 4:1). Paul and his companions were being led on their journey by the Holy Spirit when they went through the region of Phrygia and Galatia, "having been forbidden of the Holy Spirit to speak the word in Asia," and when "they assayed to go into Bithynia: but the Spirit of Jesus suffered them not" (Acts 16:6-7). The Holy Spirit led Peter to the house of Cornelius, and Philip was led by the Holy Spirit to the eunuch. The Holy Spirit led three thousand souls to be saved on Pentecost. How? The Holy Spirit came to the apostles with miraculous demonstrations, giving proof that these men were truly messengers of God. Peter spoke "as the Holy Spirit gave utterance." Many were convicted by the truth spoken and asked, "What shall we do?" The Holy Spirit, speaking through Peter, said, "Repent and be baptized every one of you in the name of Jesus Christ for the remission of sins" (Acts 2:38). Thus about three thousand were led by the Holy Spirit to salvation, when they heard, believed and did just what the Holy Spirit said for them to do.

## **WHAT DOES IT MEAN TO BE LED BY THE HOLY SPIRIT?**

Romans 8:14 "For all who are led by the Spirit of God are children of God."

When we become a Christian our spirits are made new in God (John 3:5-6) and He comes and indwells us when we are baptized by Him (Luke 11:13). Through His indwelling presence in our hearts we no longer walk according to the way of the flesh but we walk in the Spirit (Galatians 5) thereby living a life that is radically different to the one we used to live in the flesh. Through His Presence and work in our lives we are:

- Taught spiritual things (John 14:26, 1 Corinthians 2:13-14)
- Convicted of sin (John 16:5-8)
- Given authority (John 20:21-23), as representatives of Jesus (Isaiah 61:1), to preach good news and set captives free
- Given power (Acts 1:8, Acts 4:31, 2 Timothy 1:7)

- Given direction (Luke 4:1-2, 12:12). Direction does not mean understanding everything. We may not understand why and how, but we have direction of our next step.

### **HOW CAN WE BE LED BY THE SPIRIT OF GOD?**

Before we look at how we can be led by the Holy Spirit, let us first look at how the Holy Spirit does not lead us. The Holy Spirit does not lead us through our emotions. If Paul and his companions had been led by their feelings they would have gone to Asia (Acts 16:6-7). Remember that the heart can be a deceptive guide (Proverbs 28:26, Jeremiah 17:9). What may seem right to our thinking and emotions may not necessarily be the right action that we are to take. Proverbs 14:12 "There is a path before each person that seems right, but it ends in death." Paul used to be led by his emotions until he surrendered to God and was led by Him. Acts 26:9 "'I used to believe that I ought to do everything I could to oppose the followers of Jesus of Nazareth.'"

The Holy Spirit leads us externally through the Word of God that we read or hear through sermons and other preachers, or through His indwelling presence. Let us look at each of the different ways that He leads us.

- **THE SPIRIT LEADS EXTERNALLY THROUGH ...**

#### **THE WORD OF GOD**

The Word of God is the instrument that is used by the Spirit to instruct and convict. John 16:7-11 "But it is actually best for you that I go away, because if I don't, the Counselor won't come. If I do go away, he will come because I will send him to you. And when he comes, he will convince the world of its sin, and of God's righteousness, and of the coming judgment. The world's sin is unbelief in me. Righteousness is available because I go to the Father, and you will see me no more. Judgment will come because the prince of this world has already been judged." The Word of God is an instrument that leads and guides us: John 16:12-13 "'Oh, there is so much more I want to tell you, but you can't bear it now. When the Spirit of truth comes, he will guide you into all truth. He will not be presenting his own ideas; he will be telling you what he has heard. He will tell you about the future.'" The Word of God is a sword (Ephesians 6:17) that we can use to fight our enemies – our circumstances, our belief system, etc. Through the revelation of the Holy Spirit, as we read the Word of God, He highlights certain scriptures to our hearts which challenges us and changes us.

- **THE SPIRIT LEADS INTERNALLY THROUGH HIS INDWELLING...**

### **THE INNER WITNESS – THE INNER KNOWING**

“The Spirit Himself bears witness with our spirit that we are children of God.” (Romans 8:16)

“I tell you the truth in Christ, I am not lying, my conscience also bearing me witness in the Holy Spirit ...” (Romans 9:1)

The key word in these two verses is the word “witness.” The Holy Spirit is bearing witness to something in our human spirits. Jack Hayford defines a witness or witnessing as the following: “Giving evidence, attesting, confirming, confessing, bearing record, speaking well of, giving a good report, testifying, affirming what one has seen or heard, presenting the gospel with evidence”

### **LEADINGS**

In addition to communicating a direct message to you, the Holy Spirit can also give you “leadings” on what to do and what not to do. “For as many as are led by the Spirit of God, these are sons of God.” (Romans 8:14) “Then Jesus was led up by the Spirit into the wilderness to be tempted by the devil.” (Matthew 4:1). These leadings from the Holy Spirit can be anything from a very gentle nudging to something that could be much stronger. When you get a real strong leading to do something specific, it will feel like God has His big hand on the small of your back pushing you forward. You will feel the wind at your back to move in that certain direction. You will feel or sense a very strong unction, a very strong prompting to move in that direction.

### **CHECK IN YOUR SPIRIT**

In addition to the Holy Spirit leading you to go in a certain direction, He can also do just the exact opposite. He can tell you not to move in a certain direction, especially if there is going to be any kind of danger right around the corner. When He does not want you to move in a certain, dangerous direction, many of the times what you will pick up from Him is a “check in your spirit.” A check in your spirit is like a stop sign being put up by the Holy Spirit. It is His way of telling you to stop right where you are at and not to proceed any further.

“... they were forbidden by the Holy Spirit to preach the word in Asia ... They tried to go into Bithynia, but the Spirit did not permit them.” (Acts 16:6-7)

## QUICKENINGS

A quickening from the Holy Spirit is when He will “jump” something at you. For instance, if you are reading the Bible, you may find a verse or two that will jump off the pages at you. Whenever the Holy Spirit quickens something like this to you, this means you are to grab a hold of it and examine it to see exactly what the message is that He is trying to convey to you. If you are dealing with a specific problem, He may quicken a verse to you that will help solve your problem.

## VISIONS, DREAMS AND PROPHECIES

“And it shall come to pass afterward that I will pour out My Spirit on all flesh; Your sons and your daughters shall prophesy, your old men shall dream dreams, your young men shall see visions; and also on My menservants and on My maidservants I will pour out My Spirit in those days.” (Joel 2:28-29)

### PERSONAL APPLICATION:

To be led by the Spirit of God in our every day lives we need to:

- Set our minds on what the Spirit desires (Romans 8:5-9)
- Die to your sinful nature (Galatians 5:24-26, Philippians 3:18-19, James 4:1-5).
- Pray in the Spirit (1 Corinthians 14:2, 14-15)
- Live a holy life (Ephesians 4:30, 1 Corinthians 6:18-20).
- Do not quench the Spirit's fire (1 Thessalonians 5:19)

## **THE RESULTS OF BEING LED BY THE SPIRIT – KNOWING HIS WILL**

When we are being led by God, we will know His will for our lives. What does He want you to do and focus on in your life?

### **▪ OFFER YOUR BODY AS A LIVING AND HOLY SACRIFICE:**

God's will for your life is that you are holy, committed and consecrated completely for and to Him. Before we can ever begin to operate in the will that God has planned for us concerning our vocation and our ministry, we first need to fulfill this part of the will of God. As we offer our bodies to Him we are yielding and surrendering our lives to His will. We are realizing that we are not here to live out our own selfish desires and plans, but rather to live for Him. To accomplish His will on earth.

John the Baptist understood this kind of surrender when he said, "He must increase, but I must decrease." (John 3:30) Paul understood this sacrifice when he said, "For to me, to live is Christ, and to die is gain." (Philippians 1:21). Jesus taught on this type of surrender in Matthew 16:24 "Then Jesus said to His disciples, "If anyone desires to come after Me, let him deny himself, and take up his cross, and follow Me. Until such a time as you have completely given your life to God and are willing to live for Him totally, you will not be able to find His will for your life, as you will still be hankering after your own desires. Only when you have learnt the act of surrender will you be able to live for the will of God on a daily basis. Your attitude will be "whatever you desire Lord, I will do it" rather than "Lord, I will do anything except..." David was only able to fulfil his calling once he had learnt to surrender his life to God. He needed to repent and give himself completely to God. Only then was he able to fulfil God's plan of teaching the transgressor and the sinner. Psalm 51:10-13 "Create in me a clean heart, O God, and renew a steadfast spirit within me. Do not cast me from your presence, and do not take your Holy Spirit from me. Restore to me the joy of your salvation, and uphold me by Your generous Spirit. Then I will teach transgressors Your ways, and sinners shall be converted to you."

### **▪ BE TRANSFORMED BY THE WORD OF GOD:**

The conformity that the world brings is opposed to the revelation that we receive in the Word of God. It comes through the senses and through our feelings. People are conformed to gain wealth and prestige, because it makes them feel good and therefore they follow the ways of the world in order to accomplish it. However, God tells us not to do things according to the worldly system, but rather to seek the ways of God through reading, studying and application of the Word.

In the table below we see how opposed the worldly ways of the world are to God's way:

| Worldly ways of gain                          | God's way to prosperity                                                            |
|-----------------------------------------------|------------------------------------------------------------------------------------|
| Dishonest gain (Proverbs 16:8, Ezekiel 22:13) | Only trust in God as the source of your provision (1 Timothy 6:17)                 |
| Injustice (Leviticus 19:35)                   | Fulfill His commandments & you will prosper (Deuteronomy 29:9, 1 Chronicles 22:13) |
| Greed (Proverbs 15:27)                        | Seek God (2 Chronicles 26:5, Matthew 6:33)                                         |
| Lying (Proverbs 21:6)                         | Delight in the Word of God (Psalm 1:1-3)                                           |
| Oppression (Proverbs 22:16)                   | Be diligent in your work (Proverbs 10:4, 13:4)                                     |
| Unrighteousness (Jeremiah 22:13)              | Be generous (Psalm 112:5, Philemon 6)                                              |

In order to do things according to the will of God, we need to change our thought pattern. We need to remember that "My thoughts are not your thoughts, nor are your ways My ways." (Isaiah 55:8). In order to understand His thoughts we need to renew our minds and learn from the Holy Spirit. 1 Corinthians 2:9-12 "But as it is written, 'Eye has not seen, nor ear heard, nor have entered into the heart of man the things which God has prepared for those who love Him.' But God has revealed them to us through His Spirit. For the Spirit searches all things, yes, even the deep things of God. For what man knows the things of a man except the spirit of the man which is in him? Even so no one knows the things of God except the Spirit of God. Now we have received, not the spirit of the world, but the Spirit who is from God, that we might know the things that have been freely given to us by God."

### • CONFORM TO HIS IMAGE

1 Peter 1:16 "For He Himself has said, 'You must be holy because I am holy.'"

It is the will of God that we be sanctified, set apart and made holy for Him. God is a holy God, and therefore only those who are holy and righteous are able to approach Him with boldness. 2 Corinthians 7:1 "Because we have these promises, dear friends, let us cleanse ourselves from everything that can defile our body or spirit. And let us work toward complete purity because we fear God."

- **WALK IN LOVE**

When Moses was on the mountain receiving instruction from God concerning the laws and the regulations for the people, God wrote the Ten Commandments on stone tablets. These Ten Commandments related firstly to their relationship with God, and then to their relationship with one another. These commandments taught the Israelites to honour their parents, to respect life, to understand the sanctity of the marriage covenant, to respect other people's property and possessions and to be careful not to bear false witness against one another. When Jesus came to earth and was confronted by a lawyer concerning the commandments, Jesus did not reiterate all Ten Commandments, but rather he summed them up into two:

Matthew 22:37-40 "Jesus replied, 'You must love the Lord your God with all your heart, all your soul, and all your mind. This is the first and greatest commandment. A second is equally important: Love your neighbor as yourself. All the other commandments and all the demands of the prophets are based on these two commandments.'"

Jesus was teaching those who were listening, that the Ten Commandments hung on two things – love for God and love for man.

"For you have been called to live in freedom—not freedom to satisfy your sinful nature, but freedom to serve one another in love." (Gal 5:13).

When we walk in love to others we will:

Walk in submission: Ephes. 5:21 "And further, you will submit to one another out of reverence for Christ."

Walk in unity: When we are walking in love and are submitting to the godly leadership that God has placed over us, we will be fulfilling the will of Jesus to be unified as one. John 17:21-23 "My prayer for all of them is that they will be one, just as you and I are one, Father—that just as you are in me and I am in you, so they will be in us, and the world will believe you sent me. I have given them the glory you gave me, so that they may be one, as we are— I in them and you in me, all being perfected into one. Then the world will know that you sent me and will understand that you love them as much as you love me."

- **WALK IN SERVICE**

It is God's will that we bear fruit for Him. This production of fruit however is a result of the living union that each of us have with Christ. It all depends upon the dependency that we have upon Christ. John 15:2-8 "He cuts off every branch

that doesn't produce fruit, and he prunes the branches that do bear fruit so they will produce even more. You have already been pruned for greater fruitfulness by the message I have given you. Remain in me, and I will remain in you. For a branch cannot produce fruit if it is severed from the vine, and you cannot be fruitful apart from me. Yes, I am the vine; you are the branches. Those who remain in me, and I in them, will produce much fruit. For apart from me you can do nothing. Anyone who parts from me is thrown away like a useless branch and withers. Such branches are gathered into a pile to be burned. But if you stay joined to me and my words remain in you, you may ask any request you like, and it will be granted! My true disciples produce much fruit. This brings great glory to my Father."

John 15:16 "You didn't choose me. I chose you. I appointed you to go and produce fruit that will last, so that the Father will give you whatever you ask for, using my name."

### **THERE ARE THREE AREAS THAT WE HAVE BEEN CALLED TO BEAR FRUIT:**

- We are to bear fruit in our character: John 15:8 "My true disciples produce much fruit. This brings great glory to my Father" Our lives should bear the fruit of the nature and character of Christ. When we bear fruit in our character we are expressing outwardly the union of our lives with Christ. Galatians 5:22 "But when the Holy Spirit controls our lives, He will produce this kind of fruit in us: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control."
- We are to bear fruit in our conduct: Luke 8:15 "But the good soil represents honest, good-hearted people who hear God's message, cling to it, and steadily produce a huge harvest."
- We are to bear fruit in our service: Our works and our deeds are to be a visible expression of the power of God that is working inwardly and invisibly. When Jesus was speaking to His disciples He gave them a Great Commission to finish the work that He had started (Matthew 28:19-20). This work is the work of the ministry and is not exclusively for five-fold ministry (Ephesians 4:11-12). Paul wrote, "We work together as partners who belong to God. You are God's field, God's building—not ours." (1 Corinthians 3:9)

## **SUMMARY**

Before we can be effective Christian leaders we need to ensure that we are followers of Christ first and that we are being led by the Holy Spirit.

The Holy Spirit leads us:

- By the Word
- By an inner witness
- By a check in our spirits
- By quickening of revelations
- By visions, dreams and prophecies

When we allow the Spirit of God to lead us and not our emotions and our own will, we will walk in the Will of God. We will

- Offer our bodies as a living sacrifice to Him
- Be transformed by His Word
- Conform to His image
- Walk in love
- Walk in service

## **ASSIGNMENT QUESTIONS – PERSONAL APPLICATION**

Provided below are questions that will challenge you to see whether you are fulfilling your calling as being a leader for Christ. Answer each question with honesty and note those areas where you need to improve your leadership potential/ role.

### **BEING LED BY THE HOLY SPIRIT**

- In the Old and the New Testament there is evidence that God led His people so that they could accomplish what He desired them to do. In the Old Testament find three examples of this type of leading and describe what the purpose of this leading was for.
- How important is the leading of God in your life? Think of an example where the Spirit of God has specifically led and you listened. Answer the following questions: What would have been the outcome had you not obeyed? What was the outcome because you listened to His prompting? How did you receive this leading – was it through the Word, a quickening of a particular scripture or something someone said etc?
- As a leader how important do you feel that being led by the Spirit of God will impact your ministry and influence the decisions that you make?

### **KNOWING GOD'S WILL FOR YOUR LIFE**

- Do you know the will of God for your life and ministry for the next five to ten years? How did you receive this knowledge? If you do not know His will, how do you feel that you could receive this knowledge?
- The Bible is specific about His will for everyone as seen in the lesson above. We know that it is His will that we evangelize our community, conform to His image in our personal life and therefore be a living example of His love, walk in love and service and maintain a constant attitude of thankfulness. Choose a character from the Bible and discuss how this leader effectively displayed each of these characteristics. Provide scripture to justify your answer.
- As a person of influence (a leader) how can you become more influential in the area of telling others about Christ? What practical things can you do today that will cause you to walk in God's will in this area?

- What does it mean when the Bible says that we need to conform to His image? In what areas do you feel you should work on in order to reflect more of Christ especially within a leadership position?
- Is it necessary as an effective leader to walk in love towards those whom you are leading? Think of three things that you could do today to practically demonstrate your love to those whom you are influencing for Christ.
- Leadership is not passive but it is active. As a leader is it alright just to make the decisions and then watch other people do all the work or should the leader be active in service? Use biblical examples to justify your answer.
- Think of two areas of service that you are active in right now? Do these areas take up time which could be better spent doing something more for God? Are these areas of ministry what God has specifically called you to (led by the Spirit) or are you doing them as a result of someone else's directing? What areas of ministry do you really feel that God has called you to? Are you operating in that specific area in some form or function?

## **LESSON THREE**

### **THE CHARACTER OF A LEADER**

The character of the leader is vitally important to the amount of influence that a leader will have. Those leaders who exhibit positive characteristics such as love, gentleness and kindness are more likely to be accepted as leaders by their friends and community than those who exhibit pride and dishonesty. Therefore in order to improve our effectiveness as leaders and people of influence, those who are leading and directing the lives of others, it is important that we look at our character – the type of character that we should foster in our lives and the type of character that we should avoid.

#### **WHAT IS IN YOUR HEART?**

Luke 6:45 “A good person produces good deeds from a good heart, and an evil person produces evil deeds from an evil heart. Whatever is in your heart determines what you say.”

Matthew 12:34 “You brood of snakes! How could evil men like you speak what is good and right? For whatever is in your heart determines what you say.”

One of the great lessons Jesus taught His followers is that a man's or woman's character is always a matter of what is in his or her heart. If a person commits adultery it is because that is what he has living in his heart, and a person's heart is always his responsibility. This is why God tells us that we are to guard our hearts, to protect them with the greatest of care. Proverbs 4:23 “Above all else, guard your heart, for it is the wellspring of life.” In this passage the leader is exhorted to guard his heart as a soldier guards the city gate. The leader must watch over his affections so as to prevent an invasion of foreign values and beliefs. In so doing, the leader guards what will eventually come out (his ministry).

The great news is that because character is a choice, you can choose to change it! It is therefore important that we take an opportunity as leaders to look at our heart and find out the type of things that we are allowing to grow there.

## **WHAT IS CHARACTER?**

“Character is what you are in the dark.” D.L. Moody

The Greek word, “charakter” is translated as image. It is a word that is derived from the Greek word “charasso” which means “a notch, an indentation, a sharpening, scratching or writing on a stone.” This word came to mean an embosser and a stamp for making coins. In Hebrews 1:3 the author said that Christ is the very character of God, the very stamp of God’s nature and the one in whom God stamped or imprinted His being. Thus the English word for character means a distinctive mark impressed or otherwise formed by an outside (or internal) force upon an individual.

Christian character is the moral, virtuous, spiritual foundation that holds the frame of our action. Character is the springboard from which all we do and say in life comes. Character is not just having integrity or honesty or doing the right thing, it is not one aspect or even a few it is a living, growing relationship in Christ which produces the fruits of the Spirit. Character is aligning our lives so our behaviour is Christ-like. It is the fruit that the vine of our abiding in Christ will produce.

## **THE IMPORTANCE OF CHARACTER**

God absolutely cares about character, so much so that it could be said that the Bible is a character textbook. It is filled with instructions on what it means to live righteously, that is, in a “godly” and upright manner. The Bible is also filled with stories of men and women who have done it right, and many who have not. These examples have been given for our learning so that we can benefit from the examples of others.

The psalmist eloquently described the temporary success of the wicked (Psalm 37:35; 73:3). Jesus also recognized the short-term advantages of the unprincipled (Luke 16:8). But although unprincipled people in power may gain quick success, they and their followers always reap the consequences of their immorality and opportunism. The Old Testament writers vividly described the results of evil leadership (Psalm 7:11-16; 9:15; 37:7-15; Proverbs 28:10; 29:6; Ecclesiastes 10:5-9), as did Jesus (Matthew 6:23; 15:14; 23:15; Luke 6:39-40; 11:34). In the long term, however, a person of integrity has the advantage.

Good character may limit a person's options at times, but wisdom flows from good character (Job 28:28; Psalm 1:1-4; 111:10; Proverbs 3:3-4).

## **HOW IS CHARACTER DEVELOPED?**

Character is fueled by the Spirit empowering us so we can model the character of Christ! Character only comes from our submission to God, which produces love, kindness, gentleness etc. We become a Christian by the work of the Spirit. But, our maturity in Christ and how we practice our faith is determined by the choices we make from the conviction and confidence of our beliefs as we yield to the Holy Spirit. We choose to take the faith He gives and make it more real and effective. We choose to make the right choices through His empowerment. We have to make the determination and be willing to align our lives to His Word and precepts so our behaviour represents who we are in Christ.

### **BY THE SPIRIT OF GOD INDWELLING THE BELIEVER:**

God's Holy Spirit indwelling a man's heart is the first building block of good character in an individual. The world would have you believe that by using any standards he feels right for him, an individual can be a person worthy in character. That simply is not true. God Himself is the only one who can make it possible to think, act, feel, and process information differently than what is natural for man. Natural man has only his *flesh* as a resource to process and react. The flesh is full of sin and can never really be trusted. God sets the standard for what are right and wrong patterns of behaviour. The carnal man cannot live a Godly life. "But the natural man does not receive the things of the Spirit of God, for they are foolishness to him; nor can he know them, because they are spiritually discerned." (1Corinthians 2:14) But when a person *believes* in God and *receives* His Son, he becomes able by God's indwelling Spirit to live a life that will glorify God and have an impact on others.

### **BY SURRENDERING CONTROL TO GOD:**

Releasing control is the second element of character. Little by little, a new Christian learns how to *yield his life and will* to the Lord, allowing God to control him, his thoughts, his actions, his reactions. The Lord teaches us to give up trying to control what we can't control, so we can attain the unattainable - that is called being "filled with the Spirit." "And do not be drunk with wine [controlled by wine] in which is dissipation; but be filled with the Spirit [controlled by the Holy Spirit]." (Ephesians 5:18) Constant filling or control of the Spirit of God is commanded (not suggested) for all Christians but most people never release control of themselves to God to do His will. They choose rather to fail in their own power than have victory in Christ.

## **THROUGH A CHANGE IN ATTITUDE:**

The total attitude of a person who has godly character is different than the rest of the world or even his own attitude that he had prior to salvation. His mind becomes totally focused on Christ Jesus and God's will. This new attitude permeates his mind and therefore his whole thought pattern is changed. Because of this dramatic inner change, he is referred to as a "new creature in Christ." His thoughts are no longer from below but from above. "Therefore, if anyone is in Christ, he is a new creation; old things have passed away; behold, all things have become new." (2 Corinthians 5:17)

## **THE OUTWARD WORKINGS OF CHARACTER**

The relationship between conduct and character is an intimate one. In the form of repeated actions over time, conduct produces character. That is the teaching of 2 Peter 2:14 and Romans 6:19. But it is also true that character determines actions. What we do, we become. What we are, we do. Conduct is always feeding character, but character is also always feeding conduct. Paul's experience while shipwrecked on the Island of Malta furnishes a good example of this relationship. The islanders built the refugees a fire because of the rain and cold. Luke relates in Acts 28 that Paul gathered a pile of brushwood, and, as he put it on the fire, a snake came out of the brushwood and fastened itself on Paul's hand. Under the adverse circumstances of shipwreck, why would Paul have gone about gathering fuel for a fire built and tended by someone else? Why didn't he just stand by the fire and warm himself? He didn't because it was his character to serve (see Acts 20:33-35 and 1 Thessalonians 2:7-9). He had learned well the lesson Jesus taught us when he washed his disciples' feet. Because it was Paul's character to serve, he gathered the brushwood instinctively. He probably did not even think about it. He just did what his servant character dictated at the moment. Since conduct determines character, and character determines conduct, it is vitally important that we practice godliness every day. That is why Peter says, "Make every effort to add to your faith . . . godliness" (2 Peter 1:5-6).

Our character will affect our:

## **LIFE:**

The Christian's manner of life is noticeably different to a person of the world. The Bible calls this a person's *walk*. Changes on the inside of the heart causes him or her to behave in a manner that people seem as unusual. "A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are my disciples, if you have love for one another." (John 13:34-35) A person of worthy character

puts an action to the love that was given him at salvation. He sees the needs of people around him and gives of himself to help those less fortunate than himself.

### **SPEECH:**

The manner of speech also betrays the character of an individual. The person of character will speak words that others will refer to as "talking about God" even when he doesn't mention God at all. The content of his speech is altered by knowledge of the Word of God. He is mindful that God listens and holds man accountable for every idle word, so the person of character makes every word count. He speaks with an "attitude of God" in his words, caring how they will affect his testimony to others. He tries to encourage at all times, pointing his brothers and others to Christ as the answer for all life's dilemmas.

### **GOALS AND ACCOMPLISHMENTS:**

The release of control to God, by the Christian leads him on paths that most people would never choose for themselves. Does the person of character want silver or gold? Yes, but he wants it in heaven. Does she want honour? Yes, but she wants it from her Lord when He sees her face to face. The person of character therefore has learnt to live and act for eternal purposes and not only for present pleasures.

### **A LEADERS CALL TO LIVING A GODLY LIFE**

"Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience" Colossians 3:12

Godliness consists of two distinct but complementary traits, and the person who wants to train himself to be godly must pursue both with equal vigour. The first trait is God-centeredness, which we call devotion to God; the second is God-likeness, which we call Christian character. Godly character flows out of devotion to God and practically confirms the reality of that devotion.

We may express a reverence for God; we may lift our hearts in worship to Him; but we demonstrate the genuineness of our devotion to God by our earnest desire and sincere effort to be like Him. Paul not only wanted to know Christ, he wanted to be like him; and he pressed forward with utmost intensity toward that goal. Philippians 3:7-11 "I once thought all these things were so very important, but now I consider them worthless because of what Christ has done. Yes, everything else is worthless when compared with the priceless gain of knowing Christ Jesus my Lord. I have discarded everything else, counting it all as garbage, so that I may have Christ and become one with him. I no longer count on my own goodness or my ability to obey God's law, but I trust Christ to save

me. For God's way of making us right with himself depends on faith. As a result, I can really know Christ and experience the mighty power that raised him from the dead. I can learn what it means to suffer with him, sharing in his death, so that, somehow, I can experience the resurrection from the dead!"

For the leader to pursue a life of holiness, he/she will need to fulfil the following requirements:

### **FIRSTLY, HAVE THE RIGHT MOTIVE**

The first principle of godly character is devotion to God. This can be the only acceptable motive for actions that are pleasing to God. This devotion may express itself in one of several different ways. We may have a sincere desire to please God or to glory him; we may do or not do a particular action because we love God, or because we sense that he is worthy of our obedience. However our motivation expresses itself, if it is God-centred, it arises out of our devotion to God and is acceptable to Him.

Unfortunately, too often our motives are self-centred rather than God-centred. We want to maintain our reputation before others, or we want to feel good about ourselves. Or we may even seek to live a decent and moral life or to do good deeds because such an ethic has been instilled in us from childhood. But that motivation is never related to God and thus is not acceptable to Him. When Joseph was enticed by Potiphar's wife, he did not refuse her on the basis, "If I did that and my master found out, he would have my head." No; he said, "How then could I do such a wicked thing and sin against God?" (Genesis 39:9). His motivation for morality was centred in God, and because of that it was acceptable to God.

When God commanded Abraham to offer up Isaac as a sacrifice, he tested his motive. As he stopped Abraham's knife from the fatal plunge, God said, "Now I know that you fear God, because you have not withheld from me your son, your only son" (Genesis 22:12). It was Abraham's fear of God that motivated him to go forward with that supreme act of obedience. We usually associate Abraham's obedience with his faith. It was by faith that Abraham was enabled to offer Isaac as a sacrifice, but it was the fear of God that motivated him. And it was this motivation that the Lord saw and accepted and commended.

As we look into the New Testament we see this motivation emphasized again and again. Jesus taught that all the Law and the Prophets hang on the two commandments of love for God and love for our neighbour (Matthew 22:37-40). He was not teaching merely that these two commandments of love sum up all the other more specific commandments, but rather that all the other commandments depend upon the motivation of love for their fulfilment. The

fear of consequences may keep us from committing the outward acts of murder or adultery, but only love will keep us from committing murder or adultery in our hearts.

## **SECONDLY, UNDERSTAND WHERE YOUR SECRET SOURCE OF POWER COMES FROM**

The second principle of godly character is that we understand that the power or enablement for a godly life comes from the risen Christ and not from our own strength. Paul said in relation to his ministry, "our competence comes from God" (2 Corinthians 3:5), and, "I labor, struggling with all his energy, which so powerfully works in me" (Colossians 1:29). He said of his ability to be content in any situation, "I can do everything through him who gives me strength" (Philippians 4:13).

As the source of power for godliness is Christ, so the means of experiencing that power is through our relationship with Him. This truth is Jesus' essential teaching in His illustration in John 15 of the vine and the branches. It is only by abiding in Him that we can bring forth the fruit of godly character. Paul expresses this relationship as "living in Christ." He says in Colossians 2:6-7, "So then, just as you received Christ Jesus as Lord, continue to live in him, rooted and built up in him, strengthened in the faith."

## **THIRDLY, HABITALLY PUT OFF AND PUT ON YOUR CHARACTER**

The third principle of godly character is the development of godly character which entails both pulling off and putting on character traits. Paul says, "You were taught, with regard to your former way of life, to put off your old self, which is being corrupted by its deceitful desires; to be made new in the attitude of your minds; and to put on the new self, created to be like God in true righteousness and holiness" (Ephesians 4:22-24).

In the succeeding verses (4:28-5:4) Paul makes some very specific applications of this principle:

- We are to put off falsehood and put on truthfulness.
- We are to put off stealing and put on generosity.
- Unwholesome talk must be put off and replaced with speech which is helpful for building others up.
- Bitterness, rage, anger, and slander are to be replaced with kindness, compassion, and forgiveness.
- Obscene or suggestive speech is to be replaced with thanksgiving.

Even the Fruits of the Spirit found in Galatians 5 are set in contrast to a lengthy catalogue of vices of the sinful nature which must be put off by the godly person. Paul instructs us to "hate what is evil; cling to what is good" (Romans 12:9). Therefore we need to put to death, by the aid of the Holy Spirit, the misdeeds of the body. But we must also, again with His enablement, clothe our selves with compassion, kindness, humility, gentleness, and patience.

#### **FOURTHLY, PURSUE BALANCED GROWTH**

The fourth principle of godly character is to pursue growth in all of the graces that are considered the fruit of the Spirit. This would include traits such as compassion, forbearance, and humility that are not included in the nine-trait list of Galatians 5 but are obviously a result of His ministry in our lives. Godly character is balanced. It displays with equal emphasis the entire spectrum of graces that are set forth in the Scriptures as characteristic of the godly person. We tend to emphasize in our lives those traits that seem most natural to our particular temperaments. But the fruit of the Spirit is not a matter of temperament; it is the result of the individual Christian seeking to grow, under the direction and aid of the Spirit, in every area of Christian character.

#### **FIFTHLY, GROW PROGRESSIVELY IN CHARACTER (DON'T GIVE UP)**

The fifth principle of godly character is that growth in all areas is progressive and never finished. Even the apostle Paul recognized this truth in his own life. In the context of his great longing to know Christ and to be like him, he said "Not that I have already obtained all this, or have already been made perfect, but I press on" (Philippians 3:12). In prison, near the end of his apostolic career, he was still pressing on, exerting every effort to continue growing in his knowledge and likeness of Christ. Even in those areas in which we have grown, there is always need for further growth. Paul wrote in his first letter to the Thessalonians that they had been taught by God to love one another and, in fact, they did love all the brothers throughout Macedonia. That is quite a commendation! But Paul was not satisfied. He went on to say, "Yet we urge you, brothers, to do so more and more" (4:9-10).

Growth in Christian character is never finished until we go to be with Christ and are transformed completely into His likeness. Growth in godly character is not only progressive--and always unfinished, it is absolutely necessary for spiritual survival. If we are not growing in godly character, we are regressing; in the spiritual life we never stand still.

## **SIXTHLY, WE ARE TO TRAIN OURSELVES FOR GODLINESS**

The word train in Paul's admonition to Timothy, "Train yourself to be godly," occurs only four times in the New Testament: 1 Timothy 4:7, Hebrews 5:14 and 12:11 and 2 Peter 2:14. In three of those instances, the result of such training is positive and God-honouring. But consider the fourth passage, 2 Peter 2:14. The context is Peter's sharp denunciation of and warning against false teachers. He refers to them as "experts in greed." The word expert is the same word translated in the other three passages as "train." In fact, the New American Standard Bible renders it, "having a heart trained in greed." The implication of Peter's use of the word train is very sobering. It is possible to train ourselves in the wrong direction! That is what these false teachers had done. They had practiced greed so well that they had become experts in it. So there is a sense in which we are growing in our character every day. The question is, in which direction are we growing? Are we growing toward godly character or ungodly character? Are we growing in love or selfishness; in harshness or patience; in greed or generosity; in honesty or dishonesty; in purity or impurity? Every day we are training ourselves in one direction or the other by the thoughts we think, the words we say, the actions we take, the deeds we do.

Romans 6:19 "I speak this way, using the illustration of slaves and masters, because it is easy to understand. Before, you let yourselves be slaves of impurity and lawlessness. Now you must choose to be slaves of righteousness so that you will become holy."

### **Principles for training:**

1 Tim. 4:7 "Do not waste time arguing over godless ideas and old wives' tales. Spend your time and energy in training yourself for spiritual fitness."

There are several principles in Paul's exhortation to Timothy to train himself to be godly that are applicable to us today.

- Take personal responsibility: Paul said, "Train yourself." Timothy was personally responsible for his progress in godliness. He was not to trust the Lord for that progress and then relax, though he certainly understood that any progress he made was only through divine enablement.
- Understand that everyone needs to grow: Even though Timothy was an experienced, well-qualified Christian minister, he still needed to grow in the essential areas of godliness—the fear of God, the comprehension of the love of God, and the desire for the presence and fellowship of God.

- Be committed to the cost: No sports person can make it to the level of the Olympics without a commitment to pay the price of rigorous, daily training. And similarly, no one ever becomes godly without a commitment to pay the price of the daily spiritual training which God has designed for our growth in godliness. The concept of commitment occurs repeatedly throughout the Bible. It is found in David's cry to God, "earnestly I seek you" (Psalm 63:1). It is found in God's promise to the captives in Babylon, "You will seek me and find me when you seek me with all your heart" (Jeremiah 29:13). It occurs in Paul's pressing on to take hold of that for which Christ Jesus took hold of him (Philippians 3:12). It lies behind such exhortations as, "Make every effort . . . to be holy" (Hebrews 12:14), and "make every effort to add to your faith . . . godliness" (2 Peter 1:5-7). None of this seeking, pressing on, or making every effort will occur without commitment on our part. There is a price to godliness and it never comes cheaply or easily. The verb train, which Paul deliberately chose, implies persevering, painstaking, diligent effort.
- Learn from a skilled teacher: No athlete, regardless of how much natural ability he has, can make it to the Olympics without a skilful coach who holds him to the highest standard of excellence and sees and corrects every minor fault. In the same way we cannot train ourselves to be godly without the teaching and training ministry of the Holy Spirit. He holds us to the highest standard of spiritual excellence as He teaches, rebukes, corrects, and trains us through the Word of God. Therefore we must consistently expose ourselves to the teaching of the Word of God if we are to grow in godliness. In Titus 1:1 Paul refers to "the knowledge of the truth that leads to godliness." We cannot grow in godliness without the knowledge of this truth. This truth is to be found only in the Bible, but it is not just academic knowledge of Bible facts. It is spiritual knowledge taught by the Holy Spirit as He applies the truth of God to our hearts.
- Practice, and more practice: It is practice that puts feet to the commitment and applies the teaching of the coach. It is practice, where the skill is developed, that makes the athlete competitive in his sport. And it is the practice of godliness that enables us to become godly Christians.

## **SUMMARY**

That which is in the heart of man (his nature and character) will be reflected in his actions and speech. Therefore as leaders, if we endeavour to be positive influences on our families, employees, neighbours etc, we need to ensure that our character is godly.

We can grow in godliness when we:

- Have the right motive and that is to glorify God
- Understand that our source of power to change comes from the Holy Spirit
- Habitually put off those character traits that are negative and put on those which lead to being filled with the fruits of the Spirit
- Pursue a balance life by being challenged to change those areas in our lives that are the hardest to change and not only those that come easily to us
- Don't stop growing and becoming more and more like Him
- Train ourselves like an athlete does – taking personally responsibility, being committed to the cause and being open to our coach, the Holy Spirit to work in our lives.

### **ASSIGNMENT QUESTIONS: PERSONAL APPLICATION**

Provided below are questions that will challenge you to see whether you are fulfilling your calling as being a leader for Christ. Answer each question with honesty and note those areas where you need to improve your leadership potential/ role.

#### **THE HEART OF MAN**

- Sin is an issue of the heart. Do you agree with this statement? Using the following scriptures justify your answer: Matthew 5:27-28, Psalm 66:18.
- What is the result of sin in our lives?
- What type of heart did Jesus exhort us to have when He spoke on the Beatitudes? Discuss what it means to have this type of heart?
- What did David pray when he sinned with Bathsheba? Why should this same prayer be one that we pray in our lives as leaders?
- If you were to take an inventory of your heart today, are there any issues in your heart that cause your heart not to be the type of heart that Jesus taught us to have? What are these issues? How can you deal with these issues so that your heart becomes clean?

#### **THE CHARACTER OF MAN**

- Character determines who you are and ultimately what you do. If you were to look at the life of Joseph and the life of Nebuchadnezzar how would you prove that this statement is true?
- List three scriptures that speak of the type of character that we should have as leaders?
- How do leaders cultivate character?
- Examine the different areas of your life (family, church, community, workplace, etc.). Make a list of the people in those areas whom you do not treat well. Next to those names, describe what it is about each one which makes you behave in this manner. Describe the ways in which your behaviour toward them does, or does not, reflect the character of God. When your character does not reflect the character of God, who suffers and how do they suffer? What will you do today to obtain God's wisdom and

understanding in these areas so that you change your old habits towards these people?

- In Exodus 34:5-7 Moses lists six distinct character traits of God. Next to each one, rate yourself from 1 to 10 (with 10 being perfect).

|                          |
|--------------------------|
| Compassion: _____        |
| Grace: _____             |
| Slowness to Anger: _____ |
| Love: _____              |
| Faithfulness: _____      |
| Forgiveness: _____       |

- Name at least seven virtues that Peter teaches us to add to our faith. What impact does the possession of these virtues have on our character? If we do not have these virtues, what is the consequence to our character? Which of these virtues are alive in you now and encourages you in your character development? Which of these virtues do you struggle with and need the transforming power of Christ?

### **TRAINING FOR GODLINESS**

Briefly discuss the efforts that you will take in training yourself in godliness.

## **LESSON FOUR**

### **CHARACTERISTICS TO AVOID – PUT OFF**

Colossians 3:5-9 "So put to death the sinful, earthly things lurking within you. Have nothing to do with sexual sin, impurity, lust, and shameful desires. Don't be greedy for the good things of this life, for that is idolatry. God's terrible anger will come upon those who do such things. You used to do them when your life was still part of this world. But now is the time to get rid of anger, rage, malicious behaviour, slander, and dirty language. Don't lie to each other, for you have stripped off your old evil nature and all its wicked deeds."

Ephesians 4:25-30 "So put away all falsehood and "tell your neighbour the truth" because we belong to each other. And "don't sin by letting anger gain control over you." Don't let the sun go down while you are still angry, for anger gives a mighty foothold to the Devil. If you are a thief, stop stealing. Begin using your hands for honest work, and then give generously to others in need. Don't use foul or abusive language. Let everything you say be good and helpful, so that your words will be an encouragement to those who hear them. And do not bring sorrow to God's Holy Spirit by the way you live. Remember, he is the one who has identified you as his own, guaranteeing that you will be saved on the day of redemption."

The Bible commands us as believers to put off - like a garment - those things in our lives that are ungodly and those things that cause us to act in a manner that is not righteous and to put on - like a garment - those things that will lead to righteousness. As a leader and as a person of influence more than ever we need to make the decision to change our nature and our character so that we become more like Christ and therefore our lives will reflect Him and His love. When we maintain our old sinful nature and allow our relationships, actions and functions to flow out of this type of character we will be no different from the leadership of the world. However when we make a choice – today – to put off these old attitudes and actions – our leadership style will be different. Our influence on other people's lives will cause many to be changed.

Henry Blackaby said: "Effective leadership does not happen by chance. It happens on purpose."

The choice to be a person of character is completely up to us. Though we have been commanded to "put off" those qualities in us that are not of God, we choose and decide to do it. As a leader we need to choose to put off those qualities that make us ineffective as Christian leaders and walk in obedience to God's commands.

One of the greatest strengths effective leaders have is an ability to properly manage and control their emotions. The Bible is full of leaders reaping the consequences, both positive and negative, of responding out of emotion. Moses found out the hard way that responding out of your anger can have serious ramifications. He struck a rock out of anger to produce water for his nagging followers which resulted in this response from the Lord: "Because you did not trust in me enough to honour me as holy in the sight of the Israelites, you will not bring this community into the land I give them" (Numbers 20:12). In vivid contrast, we see David dancing and rejoicing before the ark of Lord resulting in worship that was so radical his wife called it "vulgar" (2 Samuel 6). David's emotion—unrestrained in this case—brought pleasure to the Lord. There is a strong link between our attitudes and our emotions. It's clear that our attitude determines the emotional trajectory in which we lead i.e., the way we approach the ministry God has called us to and the influence we have on others.

### **PUT AWAY QUARRELING**

2 Timothy 2:24 "And the Lord's servant must not be quarrelsome but kind to everyone, able to teach, patiently enduring evil,"

1 Timothy 3:3 "Not given to wine, no striker, not greedy of filthy lucre; but patient, not a brawler, not covetous;"

### **DEFINITION:**

The word quarrel means:

- To dispute violently or with loud and angry words; to wrangle; to scold.
- To fight; to scuffle; to contend; to squabble;
- To fall into variance.
- To find fault; to cavil.
- To disagree; to be at variance; not to be in accordance in form or essence.

Most people justify their desire to argue with others by saying that they are just differing on opinion or that they are only "debating" what they believe. However when our "debates" lead to negative actions then we need to stop and consider our actions. How can we know the difference? The difference between a debate and a quarrel is found in the following table:

| Debate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Quarrel                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| <p>A <i>debate</i> can be defined as "a discussion in which reasons are advanced for and against some proposition or proposal,"</p> <p>"Now a Jew named Apollos, a native of Alexandria, came to Ephesus. He was an eloquent man, well versed in the Scriptures ... for he powerfully confuted the Jews in public, showing by the Scriptures that the Christ was Jesus." (Acts 18:24,28)</p> <p>"Always be prepared to make a defense to any one who calls you to account for the hope that is in you, yet do it with gentleness and reverence; and keep your conscience clear, so that, when you are abused, those who revile your good behavior in Christ may be put to shame. For it is better to suffer for doing right, if that should be God's will, than for doing wrong." (1 Peter 3:15-17)</p> | <p>a <i>quarrel</i> could be defined as "a rude altercation."</p> <p>"Remind them of this, and charge them before The Lord to avoid disputing about words, which does no good, but only ruins the hearers. Do your best to present yourself to God as one approved, a workman who has no need to be ashamed, rightly handling the word of Truth. Avoid such Godless chatter, for it will lead people into more and more ungodliness, and their talk will eat its way like gangrene." (2 Timothy 2:14-17)</p> <p>"If any one teaches otherwise and does not agree with the sound words of our Lord Jesus Christ and the teaching which accords with Godliness, he is puffed up with conceit, he knows nothing; he has a morbid craving for controversy and for disputes about words, which produce envy, dissension, slander, base suspicions, and wrangling among men" (1 Timothy 6:3-5)</p> |

## QUARRELS AND CONTENTIONS ARE THE WORK OF THE FLESH

Romans 1:28-29, "And even as they did not like to retain God in their knowledge, God gave them over to a reprobate mind, to do those things which are not convenient; Being filled with all unrighteousness, fornication, wickedness, covetousness, maliciousness; full of envy, murder, debate, deceit, malignity; whisperers . . . ."

Galatians 5:19-21, "Now the works of the flesh are manifest, which are these; Adultery, fornication, uncleanness, lasciviousness, Idolatry, witchcraft, hatred, variance, emulations, wrath, strife, seditions, heresies, envyings, murders, drunkenness, revellings, and such like: of the which I tell you before, as I have

also told you in time past, that they which do such things shall not inherit the kingdom of God."

Romans 2:8, "But unto them that are contentious<sup>6</sup>, and do not obey the truth, but obey unrighteousness, indignation and wrath . . ."

James 3:14-16, "But if ye have bitter envying and strife in your hearts, glory not, and lie not against the truth. This wisdom descendeth not from above, but is earthly, sensual, devilish. For where envying and strife is, there is confusion and every evil work."

### **WHAT CAUSES QUARRELS?**

James 4:1-2 "What is causing the quarrels and fights among you? Isn't it the whole army of evil desires at war within you? You want what you don't have, so you scheme and kill to get it. You are jealous for what others have, and you can't possess it, so you fight and quarrel to take it away from them. And yet the reason you don't have what you want is that you don't ask God for it."

Quarrels come from:

- **Selfishness:**

The first reason that we quarrel with others is because we are selfish. By nature we are selfish beings and therefore we covet and allow our own passions and desires to cause us to want everything to go our way. We say "When I get what I want, then all is well. But when I don't get my way, when I don't get what I want, you better watch out."

James 3:14-16 "But if you are bitterly jealous and there is selfish ambition in your hearts, don't brag about being wise. That is the worst kind of lie. For jealousy and selfishness are not God's kind of wisdom. Such things are earthly, unspiritual, and motivated by the Devil. For wherever there is jealousy and selfish ambition, there you will find disorder and every kind of evil."

- **Worldliness**

In James 4:2 we find the word "covet." The word "covet" means "to want what others have." When we are covetous about what others have – their income, their position, their promotions etc – we become covetous and therefore begin to quarrel. "Passions", "desires" and "coveteousness" are all words that describe the good things of the world. Colossians 3:1-5 "Since, then, you have been raised with Christ, set your hearts on things above, where Christ is seated at the right hand of God. Set your minds on things above, not on earthly things."

For you died, and your life is now hidden with Christ in God. When Christ, who is your life, appears, then you also will appear with him in glory. Put to death, therefore, whatever belongs to your earthly nature: sexual immorality, impurity, lust, evil desires and greed, which is idolatry."

- **Pride**

Contentions and quarrels are a mark of foolish pride. Proverbs 13:10, "Only by pride cometh contention but with the well advised is wisdom." Proverbs 28:25, "He that is of a proud heart stirreth up strife."

- **Slander and Gossip**

Slander and gossip cause strife. Proverbs 22:10, "Cast out the scorner, and contention<sup>2</sup> shall go out; yea, strife and reproach shall cease." Proverbs 16:28, "A forward man soweth strife<sup>2</sup>; and a whisperer separateth chief friends." Proverbs 26:20 "Fire goes out for lack of fuel, and quarrels disappear when gossip stops.

### **WHAT ARE THE RESULTS OF QUARRELS AND CONTENTIONS?**

Acts 15:36-41 "And some days after Paul said unto Barnabas, Let us go again and visit our brethren in every city where we have preached the word of the Lord, and see how they do. And Barnabas determined to take with them John, whose surname was Mark. But Paul thought not good to take him with them, who departed from them from Pamphylia, and went not with them to the work. And the contention was so sharp between them, that they departed asunder one from the other: and so Barnabas took Mark, and sailed unto Cyprus; And Paul chose Silas, and departed, being recommended by the brethren unto the grace of God. And he went through Syria and Cilicia, confirming the churches."

Disunity and ineffectiveness as a ministry is a result of quarrels and contentions especially if it is found amongst the leadership.

### **WHAT DOES THE BIBLE TELL US TO DO?**

- **Follow the example of Jesus**

Isaiah 42:2 "He shall not cry, nor lift up, nor cause his voice to be heard in the street."

1 Peter 2:23 "Who, when he was reviled, reviled not again; when he suffered, he threatened not; but committed *himself* to him that judgeth righteously:"

- **Be focused on God and not on your own desires and on what the world offers**

1 John 2:15-16 "Stop loving this evil world and all that it offers you, for when you love the world, you show that you do not have the love of the Father in you. For the world offers only the lust for physical pleasure, the lust for everything we see, and pride in our possessions. These are not from the Father. They are from this evil world."

- **Be humble**

Philippians 2:3, "Let nothing be done through strife<sup>6</sup> or vainglory; but in lowliness of mind let each esteem other better than themselves."

- **Avoid quarrels:**

Titus 3:9-11 "But avoid foolish controversies, genealogies, dissensions, and quarrels about the law, for they are unprofitable and worthless. As for a person who stirs up division, after warning him once and then twice, have nothing more to do with him, knowing that such a person is warped and sinful; he is self-condemned."

How can we avoid arguments and quarrels? Proverbs 17:14 "Beginning a quarrel is like opening a floodgate, so drop the matter before a dispute breaks out."

- **Think before you speak:**

Think before you start to argue. Proverbs 15:28 "A good man thinks before he speaks; the evil man pours out his evil words without a thought."

- **Use a quiet response**

Use a quiet response to prevent arguments. *It's in the Bible*, Proverbs 15:1, TLB. "A soft answer turns away wrath, but harsh words cause quarrels."

By contrast, the godly leader is un-contentious, willing to listen, not argumentative, not given to a fighting spirit. He is a peace-maker, but not a peace-breaker.

## **PUT AWAY WRONG ACTIONS OF ANGER**

Titus 1:7 "An elder must live a blameless life because he is God's minister. He must not be arrogant or quick-tempered; he must not be a heavy drinker, violent, or greedy for money."

James 1:20 "For the wrath of man worketh not the righteousness of God."

### **DEFINITION:**

The word "quick tempered" can be described as being hot headed or "quickly moved to wrath." It describes a person who blows his top whenever he gets angry. Proverbs 29:22 warns us about this tendency: "An angry man stirs up dissension, and a hot-tempered one commits many sins."

Webster's defines anger as "a violent passion of the mind excited by a real or supposed injury; usually accompanied with a propensity to take vengeance, or to obtain satisfaction from the offending party. This passion however varies in degrees of violence, and in ingenuous minds, may be attended only with a desire to reprove or chide the offender."

### **WHAT ARE THE RESULTS OF A QUICK TEMPER?**

Proverbs 29:22 "An angry man stirreth up strife, and a furious man aboundeth in transgression."

- **First, anger makes you careless!**

"The fool rageth, and is confident" (Proverbs 14:16). The word confident in Hebrews is also translated careless! An angry person is a careless person. An angry person is a reckless person as they don't stop to think how their angry outbursts affect those around them. They "blow up" all over everyone, leaving them upset and perhaps fearful. Then they go along their merry way not paying any attention to the havoc they caused. They have forgotten it and they mistakenly think that everyone else has also.

- **Second, anger goads you to make wrong choices.**

Proverbs 14:17 "Those who are short-tempered do foolish things, and schemers are hated." King Nebuchadnezzar in Daniel 3:19-22 is an example of this. He lost some of his top military men because he was so angry with three Hebrew teenagers who would not bow down and worship his idol.

- **Third, anger has negative social consequences.**

Proverbs 22:24-25 says, "Make no friendship with an angry man; and with a furious man thou shalt not go: Lest thou learn his ways, and get a snare to thy soul." Ecclesiastes 7:9 "Don't be quick-tempered, for anger is the friend of fools."

- **Forth, anger has negative health consequences too.**

1 Kings 21:4-6 shows how Ahab's anger affected him physically. He was depressed; he lost his appetite and his motivation. Anger can lead to ulcers, colitis, high blood pressure, strokes, heart trouble, headaches, hardening of the arteries, kidney disease, arthritis and more according to medical studies. Proverbs 14:30 "A sound heart is the life of the flesh: but envy the rottenness of the bones." The word *envy* comes from the Hebrew word which means passionate anger against someone or something.

### **WHAT DOES THE BIBLE TELL US WE SHOULD DO?**

- **Confess anger as sin:**

What does it mean to confess sin? Confession is ceasing to deceive ourselves (1 John 1:8) about what is happening in our hearts, ceasing to continue the defence mechanisms of denial, avoidance, distortion, cover-up, calling sin "sin." It means that we recognize, admit, acknowledge, concede and declare our guilt of sin and make a mental commitment to change behavioural action.

We must always maintain a heart that is willing to confess secret sins of the heart to God. David understood the importance of this principle. Psalm 32:5 - "I acknowledge my sin to Thee...I will confess my transgressions to the Lord." Psalm 38:18 - "I confess my iniquity"

- **Make a commitment to "put off" anger**

"But now ye also put off all these; anger, wrath, malice, blasphemy, filthy communication out of your mouth." Colossians 3:8

- **Make a conscience decision to no longer allow anger to rule your life:**

Refrain from anger and turn from wrath; do not fret-it leads only to evil (Psalm 37:8). "In your anger do not sin": Do not let the sun go down while you are still angry, and do not give the devil a foothold (Ephesians 4:26-7).

Proverbs 19:11 A man's discretion makes him slow to anger, and it is his glory to overlook a transgression." What makes you slow to anger? Your discretion.

Discretion is the freedom, the authority, and the power to make your own choices and make decisions. We have the freedom in Christ to walk in righteousness - no longer enslaved by sin. We have the authority to deny sin and walk in victory. We have the power of the Holy Spirit to conquer our flesh. In other words, our temper is at our discretion – we have the freedom, authority, and power to make our own choice - the choice to become angry or not.

- **Ask God to set a watch over your mouth so that you think before you speak:**

"Set a watch, O LORD, before my mouth; keep the door of my lips" (Psalms 141:3) "The heart of the righteous studieth to answer: but the mouth of the wicked poureth out evil things" (Proverbs 15:28). Reckless words pierce like a sword, but the tongue of the wise brings healing (Proverbs 12:18).

- **Forgive those you are angry with**

"Forgiving one another, if any man have a quarrel against any; even as Christ forgave you, so also do ye" (Colossians 3:13).

"You have heard that it was said to the people long ago, "Do not murder, and anyone who murders will be subject to judgment." But I tell you that anyone who is angry with his brother will be subject to judgment ... first go and be reconciled to your brother; then come and offer your gift (Matthew 5:21-24).

- **Choose to overlook insults instead of reacting to them:**

"A fool shows his annoyance at once, but a prudent man overlooks an insult" (Proverbs 12:16).

- **Choose to be gentle in the way you speak to others:**

"A gentle answer turns away wrath, but a harsh word stirs up anger" (Proverbs 15:1). "A hot-tempered man stirs up dissension, but a patient man calms a quarrel" (Proverbs 15:18). "A man of knowledge uses words with restraint, and a man of understanding is even-tempered" (Proverbs 17:27). "Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen. And do not grieve the Holy Spirit of God, with whom you were sealed for the day of redemption. Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you" (Ephesians 4:29-32).

- **Choose to love others as Paul admonishes us to:**

"Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It is not rude, it is not self-seeking, it is not easily angered, it keeps no record of wrongs" (1 Corinthians 13:4-5).

- **Choose to be self controlled instead of ruled by your emotions**

Proverbs. 16:32 "He who is slow to anger is better than the mighty, and he who rules his spirit, than he who captures a city." Being slow to anger is being able to rule your spirit - to have self-control. And self-control comes from being filled with the Spirit, and walking in the Spirit. Galatians 5:22-23 "...the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control..." When you follow the Spirit instead of the flesh, self-control will be a byproduct in your life.

### **WHAT ARE THE BENEFITS OF BEING SLOW TO ANGER?**

The Bible also speaks of the benefits of not being quick-tempered.

- Those who are slow to anger have understanding: Proverbs 14:29 He who is slow to anger has great understanding..." When we are slow to anger we are able to listen to the whole story before we make rash decisions on how we react to what we are hearing. People who are slow to anger are able to make decisions that are according to the Word of God and not their emotions.
- Those who are slow to anger do not stir up trouble. Proverbs 15:18 "A hot-tempered man stirs up strife, but the slow to anger calms a dispute." Being slow-tempered gives you the power to pacify a situation, instead of intensifying it.

## **PUT AWAY PLEASING MAN**

Colossians 3:23-25 "Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ. For the wrongdoer will be paid back for the wrong he has done, and there is no partiality.

Galatians 1:10 "Obviously, I'm not trying to be a people pleaser! No, I am trying to please God. If I were still trying to please people, I would not be Christ's servant."

1 Thessalonians 2:4 "For we speak as messengers who have been approved by God to be entrusted with the Good News. Our purpose is to please God, not people. He is the one who examines the motives of our hearts."

### **DEFINITION:**

What does it mean to please others? It means to seek the approval of others and therefore acting in a manner that will result in approval. For example: If we seek to find the approval of God we will be obedient to Him. However, if we seek to receive the approval of man, we will act in a manner that will gain this approval. This might mean that we might not be truthful in presenting the Word of God to others in fear of offending them.

### **WHAT IS THE MOTIVE OF THE LEADER WHO PLEASES OTHERS?**

Matthew 6:1 "Take care! Don't do your good deeds publicly, to be admired, because then you will lose the reward from your Father in heaven."

The leader who chooses to please others instead of God is the leader that is in need of and is craving the praise of men. Finding human approval therefore becomes a personal priority of this person. An example of this type of leadership is found in the example of the hypocrites in Matthew 6. Matthew 6:5 "And now about prayer. When you pray, don't be like the hypocrites who love to pray publicly on street corners and in the synagogues where everyone can see them. I assure you, that is all the reward they will ever get." Matthew 6:16 "'And when you fast, don't make it obvious, as the hypocrites do, who try to look pale and disheveled so people will admire them for their fasting. I assure you, that is the only reward they will ever get.'" Jesus gave another example of this type of leadership when speaking of the Pharisees: John 12:43 "For they loved human praise more than the praise of God."

Pontius Pilate was also a man pleaser. Mark 15:15; "So Pilate, wanting to gratify the crowd, released Barabbas to them; and he delivered Jesus, after he had scourged Him, to be crucified." Pilate could've released Jesus and not allowed Him to be executed. But instead Pilate bowed down to public pressure.

### **WHAT ARE THE CONSEQUENCES OF BEING A MAN PLEASER?**

- Leaders who are men pleasers adapt their message to their audiences. Men-pleasers deliver to their audiences that which will elicit their approval. 2 Timothy 4:1-5 "And so I solemnly urge you before God and before Christ Jesus—who will someday judge the living and the dead when he appears to set up his Kingdom: Preach the word of God. Be persistent, whether the time is favourable or not. Patiently correct, rebuke, and encourage your people with good teaching. For a time is coming when people will no longer listen to right teaching. They will follow their own desires and will look for teachers who will tell them whatever they want to hear. They will reject the truth and follow strange myths. But you should keep a clear mind in every situation. Don't be afraid of suffering for the Lord. Work at bringing others to Christ. Complete the ministry God has given you."
- Leaders who are men pleasers will not administer godly discipline. They carefully avoid negative pronouncements. Though God requires preachers to "convince, rebuke, exhort, with all longsuffering and teaching," this duty is neglected by men-pleasers in situations where such wouldn't be welcomed. It is one thing to "speak the truth in love," (Ephesians 4:15), but to speak without truth is not loving, even if praised and applauded by men.
- Leaders who please men will use association to generate favour. When preaching and practice is aimed to please a group, gain the favour of well-known brothers or gain access to a circle or cliché, the point has been missed altogether. Do we not know that "friendship with the world is enmity with God?" (James. 4:4). And what a contrast, that some preachers seek reputation when Jesus "made Himself of no reputation" (Philippians 2:7)! The inordinate desire to advance above others was part of the way of life Paul renounced in his obedience to the gospel (see Galatians 1:13-16.)

"The fear of man brings a snare, But whoever trusts in the LORD shall be safe."  
(Proverbs 29:25)

### **WHAT SHOULD WE DO IF WE HAVE CHOSEN TO PLEASE MAN?**

Every leader needs to ask the question stated in Galatians 1:10. "Do I seek to please men?" Paul responded: "For if I still pleased men, I would not be a servant of Christ."

- **Choose to stop pleasing men**

There are many examples in the Bible where we see that we do not have to be a man pleaser. Jesus was not a man pleaser. He spoke the truth no matter how many enemies He was going to make by speaking the truth (Matthew 23:13-26). Peter also was a leader who chose to speak the truth and only please God (Acts 5:3-9). Stephen did not chose to please men (Acts 7:51-53).

- **Choose to please God only!**

We are to only please God. We should not look to find the approval of men because we have received a greater honour than this – we have been accepted and approved by God. Ephesians 1:6 "So we praise God for the wonderful kindness he has poured out on us because we belong to his dearly loved Son." He loves and approves of us and therefore we do not have to build our esteem on anything other than on His love.

### **HOW CAN WE PLEASE GOD?**

- We must maintain a humble heart. Psalm 51:16-17 "You would not be pleased with sacrifices, or I would bring them. If I brought you a burnt offering, you would not accept it. The sacrifice you want is a broken spirit. A broken and repentant heart, O God, you will not despise."
- We must be obedient to Him only: 1 Samuel 15:22 "But Samuel replied, "What is more pleasing to the Lord: your burnt offerings and sacrifices or your obedience to his voice? Obedience is far better than sacrifice. Listening to him is much better than offering the fat of rams."
- We must be full of faith: Hebrews 11:6 "So, you see, it is impossible to please God without faith. Anyone who wants to come to him must believe that there is a God and that he rewards those who sincerely seek him."
- We must live a life of surrender to God: Luke 22:42 "Father, if you are willing, please take this cup of suffering away from me. Yet I want your will, not mine."

## **PUT AWAY GREED**

Ezekiel 34:1-8 "The word of the Lord came to me: "Son of man, prophesy against the shepherds of Israel; prophesy, and say to them, even to the shepherds, Thus says the Lord God: Ah, shepherds of Israel who have been feeding yourselves! Should not shepherds feed the sheep? You eat the fat, you clothe yourselves with the wool, you slaughter the fat ones, but you do not feed the sheep. The weak you have not strengthened, the sick you have not healed, the injured you have not bound up, the strayed you have not brought back, the lost you have not sought, and with force and harshness you have ruled them. So they were scattered, because there was no shepherd, and they became food for all the wild beasts. ..."

1 Timothy 3:3 "He must not be a heavy drinker or be violent. He must be gentle, peace loving, and not one who loves money.

Titus 1:7 "An elder must live a blameless life because he is God's minister. He must not be arrogant or quick-tempered; he must not be a heavy drinker, violent, or greedy for money.

### **DEFINITION:**

The Bible provides us with a rich definition of greed. From a Christian perspective, the core definition of greed is that it is the obsession with accumulating material goods. A greedy person values material goods more than they value God. The Bible also tells us that greed is something that can never be satisfied. Ecclesiastes 5:10 "He who loves money will not be satisfied with money, nor he who loves wealth with his income; this also is vanity."

Greed is sin and is contrary to the character of God. In the Bible it is listed with the gravest sins. Mark 7:22 "adultery, greed, wickedness, deceit, eagerness for lustful pleasure, envy, slander, pride, and foolishness." Romans 1:29 "Their lives became full of every kind of wickedness, sin, greed, hate, envy, murder, fighting, deception, malicious behaviour, and gossip." Ephesians 5:3 "Let there be no sexual immorality, impurity, or greed among you. Such sins have no place among God's people."

Greed is idolatry. Ephesians 5:5 "You can be sure that no immoral, impure, or greedy person will inherit the Kingdom of Christ and of God. For a greedy person is really an idolater who worships the things of this world." Colossians 3:5 "So put to death the sinful, earthly things lurking within you. Have nothing to do with sexual sin, impurity, lust, and shameful desires. Don't be greedy for the good things of this life, for that is idolatry."

## WHAT ARE THE CONSEQUENCES TO GREED?

- **Lust and envy:**

James 4:2 "You want what you don't have, so you scheme and kill to get it. You are jealous for what others have, and you can't possess it, so you fight and quarrel to take it away from them. And yet the reason you don't have what you want is that you don't ask God for it."

- **Covetousness:**

Exodus 20:17 "Do not covet your neighbour's house. Do not covet your neighbour's wife, male or female servant, ox or donkey, or anything else your neighbour owns."

Romans 7:7 "Well then, am I suggesting that the law of God is evil? Of course not! The law is not sinful, but it was the law that showed me my sin. I would never have known that coveting is wrong if the law had not said, "Do not covet."

Romans 7:8 "But sin took advantage of this law and aroused all kinds of forbidden desires within me! If there were no law, sin would not have that power."

- **Materialism:**

Greed causes a person:

- To live for possessions (Luke 12:15)
- To have the mentality of "get rich quick" (1 Timothy 6:9)
- To love money (1 Timothy 6:10)

- **Becoming distracted by worldly things instead of being focused on God.**

Luke 16:13 "No one can serve two masters. For you will hate one and love the other, or be devoted to one and despise the other. You cannot serve both God and money."

- **Use ministry as a means to become rich:**

1 Thessalonians 2:5 says, "Never once did we try to win you with flattery, as you very well know. And God is our witness that we were not just pretending to be your friends so you would give us money!"

2 Corinthians 2:17 "You see, we are not like those hucksters—and there are many of them—who preach just to make money. We preach God's message with sincerity and with Christ's authority. And we know that the God who sent us is watching us."

1 Timothy 6:5-9 "These people always cause trouble. Their minds are corrupt, and they don't tell the truth. To them religion is just a way to get rich. Yet true religion with contentment is great wealth. After all, we didn't bring anything with us when we came into the world, and we certainly cannot carry anything with us when we die. So if we have enough food and clothing, let us be content. But people who long to be rich fall into temptation and are trapped by many foolish and harmful desires that plunge them into ruin and destruction."

- **Corrupts our better judgement:**

James 5:1-6 "Look here, you rich people, weep and groan with anguish because of all the terrible troubles ahead of you. Your wealth is rotting away, and your fine clothes are moth-eaten rags. Your gold and silver have become worthless. The very wealth you were counting on will eat away your flesh in hell. This treasure you have accumulated will stand as evidence against you on the day of judgment. For listen! Hear the cries of the field workers whom you have cheated of their pay. The wages you held back cry out against you. The cries of the reapers have reached the ears of the Lord Almighty. You have spent your years on earth in luxury, satisfying your every whim. Now your hearts are nice and fat, ready for the slaughter. You have condemned and killed good people who had no power to defend themselves against you."

## **WHAT SHOULD WE DO?**

- **Do not put your trust in riches of this world, trust in God:**

James 5:2 "Your wealth is rotting away, and your fine clothes are moth-eaten rags." Wealth and material things are not eternal and therefore should not have more priority than our faith and trust in God.

Psalms 34:8-10 "Taste and see that the Lord is good. Oh, the joys of those who trust in him! Let the Lord's people show him reverence, for those who honour him will have all they need. Even strong young lions sometimes go hungry, but those who trust in the Lord will never lack any good thing."

- **Repent of greed**

1 John 1:9 "If we confess our sins, he is faithful and just to forgive us our sins, and to cleanse us from all unrighteousness."

- **Learn to be content with what you have**

God's character developed within us leads us to live a life of contentment. God lacks nothing, wants nothing and therefore we will never want for our needs to be met. Our responsibility is to always, "be content with your wages" (Luke 3:14). Philippians 4:11 says Paul was "content in whatever circumstances I am". Paul told Timothy that "godliness is means of gain, accompanied by contentment" (1 Tim. 6:6). Hebrews tells us that we need to be "content with what you have" (Hebrews 13:5).

- **Learn to be generous**

1 Timothy 6:18 "They are to do good, to be rich in good works, to be generous and ready to share,

Luke 3:10-14 "And the crowds asked him, "What then shall we do?" And he answered them, "Whoever has two tunics is to share with him who has none, and whoever has food is to do likewise." Tax collectors also came to be baptized and said to him, "Teacher, what shall we do?" And he said to them, "Collect no more than you are authorized to do." Soldiers also asked him, "And we, what shall we do?" And he said to them, "Do not extort money from anyone by threats or by false accusation, and be content with your wages."

- **Do not become obsessed with accumulating material things**

The core definition of greed is the obsession with accumulating material goods. The Bible tells us that God does not reward us by the amount of material goods we accumulate during our lifetime. God judges us by our relationship to Jesus Christ, our love of God, and our love of our fellowman. Luke 12:15 "Then he said, "Beware! Don't be greedy for what you don't have. Real life is not measured by how much we own."

## **PUT AWAY PRIDE**

1 Timothy 3:6 "An elder must not be a new Christian, because he might be proud of being chosen so soon, and the Devil will use that pride to make him fall."

### **DEFINITION:**

There are two Hebrew words that are used for our English word pride: "geah" which means to be proud or haughty" (Proverbs 8:13, 29:23) and "zed" which means "pride and presumption" (Proverbs 11:2, 13:10). The Greek words for pride are "hyperephania" which means to "appear above" (Mark 7:22, Romans 1:30), "kauchema" which means to "boast" (Romans 11:20), "alazon" which means "to boast" and "doxa" which means to be arrogant, boastful and a reviler (2 Timothy 3:2).

Pride therefore can be defined as being "high, lifted up, lofty, exalted". It therefore involves self-exaltation, haughtiness, conceit and presumption. Pride is self-orientation, contrary to character of God.

Pride is a grave sin and is listed among the 7 things that God detests in Proverbs 6:16-19. Proverbs 21:4 says "A high look, and a proud heart, and the plowing of the wicked, is sin." Pride usually is a result of self-righteousness (Luke 18:11-12), religious privileges (Zephaniah 3:11), unsanctified knowledge (1 Corinthians 8:1), inexperience (1 Timothy 3:6) and possession of power (Leviticus 26:19) and wealth (2 Kings 20:13).

### **WHAT CAUSES PRIDE?**

These things invite, bring, or produce pride.

- Knowledge: 1 Corinthians 8:1 "Now concerning things offered to idols: We know that we all have knowledge. Knowledge puffs up, but love edifies."
- Natural attributes for example beauty, intelligence, talent: Ezekiel 28:17 "Your heart was lifted up because of your beauty; you corrupted your wisdom for the sake of your splendour; I cast you to the ground, I laid you before kings, that they might gaze at you."
- Prosperity or successful accomplishment: 1 Timothy 6:17 "Command those who are rich in this present age not to be haughty, nor to trust in uncertain riches but in the living God, who gives us richly all things to enjoy."

- Spiritual power and the supernatural miracles of God working in your life: When God's power flows through you ministering to others, or God gives mighty answers to your prayers -- remember God is the Great One -- not you.
- Inexperience: 1 Timothy 3:6 "not a novice, lest being puffed up with pride he fall into the same condemnation as the devil." Pride is associated with being a novice.

### HOW CAN PRIDE BE EXPRESSED IN OUR LIVES?

| Self                                                                                                                                                                                                                                                                                                                                                                                                                  | Natural                                                                                                                                                                                                                                                                                                                                                                 | Spirit                                                                                                                                                                                                                                                                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Self-admiration - "Look at me!"</li> <li>• Self-aggrandizement - "Don't I look good/great?"</li> <li>• Self-attention - "Listen to me!"</li> <li>• Self-justification - "I am right!"</li> <li>• Self-sufficiency - "I can do it!"</li> <li>• Self-aspiration - "Let me win!"</li> <li>• Self-seeking - "Give me mine!"</li> <li>• Self-exaltation - "Praise me!"</li> </ul> | <ul style="list-style-type: none"> <li>• My abilities, talents, assets</li> <li>• My looks, my importance</li> <li>• My understanding and viewpoint</li> <li>• My way is the right way</li> <li>• My abilities, my leadership</li> <li>• A competitive spirit; one-up-manship</li> <li>• My rights; what I deserve</li> <li>• My credit, glory, commendation</li> </ul> | <ul style="list-style-type: none"> <li>• My spiritual gifts, my ministry</li> <li>• My position in the church</li> <li>• My Biblical and theological knowledge</li> <li>• My doctrine and polity is right</li> <li>• My programs will make it happen</li> <li>• My statistics will prove us successful</li> </ul> |

When our hearts are filled with pride we:

- **Neglect the Bible and times of prayer**

You may think you do not read the Bible more because you are so busy that you do not have enough time but the root problem is pride: you think you can make it without God's Word. Those who neglect prayer have the same root problem -- they think they can make it without God. Pride and prayer are inverse. A proud person does not pray much, and a praying person is not bothered much with pride. Psalm 10:3-4 "For they brag about their evil desires; they praise the greedy and curse the Lord. These wicked people are too proud to seek God. They seem to think that God is dead."

- **Unable to admit that we are wrong**

A proud person blames someone else -- the fault is never theirs! And, they refuse to admit anything they are doing could be a failure.

- **Not submit to authority**

1 Peter 5:5 "Likewise you younger people, submit yourselves to your elders. Yes, all of you be submissive to one another, and be clothed with humility, for "God resists the proud, but gives grace to the humble." A proud person thinks they should do things their way, instead of going by what anyone else has to say.

- **Know-it-all attitude**

1 Corinthians 8:2 "And if anyone thinks that he knows anything, he knows nothing yet as he ought to know."

- **Criticize others**

Anyone who criticizes another person considers they are superior to that person. They also think they are qualified to judge another human being (which they are not).

- **Thinking you are better than others**

You are not better than anyone -- just different in some ways. 1 Corinthians 4:7 "For who makes you differ from another? And what do you have that you did not receive? Now if you did indeed receive it, why do you glory as if you had not received it?"

- **Being overly busy**

Being overly busy can be a manifestation of being proud. Some people think they have to do everything themselves because no one else could do it as well. This is an attitude of pride. Continual busyness, even in the ministry, is usually a sign of pride.

- **Contentions**

Proverbs 13:10 "Pride leads to arguments; those who take advice are wise."

## WHAT SHOULD WE DO WITH OUR PRIDE?

- **Understand the sinfulness of pride**

Many tend to treat the sin of pride like a neighbourhood dog. We know it can bite us, but for some reason we don't think it *will* bite us. The truth is, it will devour us. Until we understand the danger of this sin, and begin taking it seriously, we will never overcome it.

- **Repent:**

1 John 1:9 "If we confess our sins, he is faithful and just to forgive us our sins, and to cleanse us from all unrighteousness."

- **Learn to be humble:**

1 Peter 5:6 "So humble yourselves under the mighty power of God, and in his good time he will honour you."

Humility recognizes and accepts our rightful place of subordination to and dependency upon God. Humility boasts in the Lord and not in self and its achievements. Jeremiah 9:23-24 "let him who boasts boast that he knows Me" 1 Corinthians 1:31 "let him who boasts, boast in the Lord" 2 Corinthians 10:17 "he who boasts, let him boast in the Lord"

When we walk in humility we will be able to:

- Defuse arguments: "A gentle answer turns away wrath, but a harsh word stirs up anger" (Proverbs 15:1).
- Handle unfair treatment peacefully: "Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you (Ephesians 4:31-32).
- Not put on a "false front": The better you know God, the less you have to prove.
- Eat "humble pie" without being crushed: When you are humble, you can respond to and learn from criticism without defensiveness—whether it is deserved or not deserved. Likewise, you can be aware of your failures without being emotionally devastated.

- **Forgive:** Therefore, if you are offering your gift at the altar and there remember that your brother has something against you, leave your gift there in front of the altar. First go and be reconciled to your brother; then come and offer your gift (Matthew 5:23-24).
- **Have the right attitude:** You can talk courteously and lovingly, regardless of the situation—even if you need to be firm or take strong actions. “Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen” (Ephesians 4:29).
- **Look at the examples of humble people.**

Jacob said, “I am not worthy of the least of all the deeds of steadfast love and all the faithfulness that you have shown to your servant.” (Genesis 32:10). David understood who he really was, and who God is (Read Psalm 51). Paul understood his need for that “thorn in the flesh” that God sent to keep him humble. And he could admit, “Christ Jesus came into the world to save sinners, of whom I am the foremost” (1 Timothy 1:15). Jesus is our greatest example. “Do nothing from rivalry or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interests of others. Have this mind among yourselves, which is yours in Christ Jesus, who, though he was in the form of God, did not count equality with God a thing to be grasped, but made himself nothing, taking the form of a servant, being born in the likeness of men. And being found in human form, he humbled himself by becoming obedient to the point of death, even death on a cross.” (Philippians 2:3-8)

## **PUT AWAY THE WRONG USE OF AUTHORITY**

1 Peter 5:3 "Don't lord it over the people assigned to your care, but lead them by your good example."

Luke 22:25-28 "and he said to them, "The kings of the Gentiles exercise lordship over them, and those in authority over them are called benefactors. But not so with you. Rather, let the greatest among you become as the youngest, and the leader as one who serves. For who is the greater, one who reclines at table or one who serves? Is it not the one who reclines at table? But I am among you as the one who serves. "You are those who have stayed with me in my trials,"

Mark 10:42-45 "And Jesus called them to him and said to them, "You know that those who are considered rulers of the Gentiles lord it over them, and their great ones exercise authority over them. But it shall not be so among you. But whoever would be great among you must be your servant, and whoever would be first among you must be slave of all. For even the Son of Man came not to be served but to serve, and to give his life as a ransom for many."

Mark 9:33-37 "And they came to Capernaum. And when he was in the house he asked them, "What were you discussing on the way?" But they kept silent, for on the way they had argued with one another about who was the greatest. And he sat down and called the twelve. And he said to them, "If anyone would be first, he must be last of all and servant of all." And he took a child and put him in the midst of them, and taking him in his arms, he said to them, "Whoever receives one such child in my name receives me, and whoever receives me, receives not me but him who sent me."

## **WHAT SHOULD A LEADER DO?**

- **Be gentle towards those who he leads**

2 Timothy 2:24 "The Lord's servants must not quarrel but must be kind to everyone. They must be able to teach effectively and be patient with difficult people." 1 Thessalonians 2:7 "As apostles of Christ we certainly had a right to make some demands of you, but we were as gentle among you as a mother feeding and caring for her own children."

- **Serve those who he leads**

Matthew 20:26-28 "But among you it should be quite different. Whoever wants to be a leader among you must be your servant, and whoever wants to be first must become your slave. For even I, the Son of Man, came here not to be served but to serve others, and to give my life as a ransom for many."

## **SUMMARY**

As a leader we need to constantly look into our heart to see whether we have any attitudes that we need to put off. Some of the attitudes that we are told to “put off” are:

- Quarrelling
- Anger
- Pleasing man
- Greed and materialism
- Pride
- Wrong use of authority

When we recognize attitudes in our hearts that are not godly we need to make a conscious decision to change.

## **ASSIGNMENT QUESTIONS - PERSONAL EVALUATION**

Provided below are questions that will challenge you to see whether you are fulfilling your calling as being a leader for Christ. Answer each question with honesty and note those areas where you need to improve your leadership potential/ role.

### **WHAT ARE WE TO PUT OFF?**

Read the following verses carefully before answering the questions below:

1 Timothy 3:1-13 "It is a true saying that if someone wants to be an elder, he desires an honourable responsibility. For an elder must be a man whose life cannot be spoken against. He must be faithful to his wife. He must exhibit self-control, live wisely, and have a good reputation. He must enjoy having guests in his home and must be able to teach. He must not be a heavy drinker or be violent. He must be gentle, peace loving, and not one who loves money. He must manage his own family well, with children who respect and obey him. For if a man cannot manage his own household, how can he take care of God's church? An elder must not be a new Christian, because he might be proud of being chosen so soon, and the Devil will use that pride to make him fall. Also, people outside the church must speak well of him so that he will not fall into the Devil's trap and be disgraced. In the same way, deacons must be people who are respected and have integrity. They must not be heavy drinkers and must not be greedy for money. They must be committed to the revealed truths of the Christian faith and must live with a clear conscience. Before they are appointed as deacons, they should be given other responsibilities in the church as a test of their character and ability. If they do well, then they may serve as deacons. In the same way, their wives must be respected and must not speak evil of others. They must exercise self-control and be faithful in everything they do. A deacon must be faithful to his wife, and he must manage his children and household well. Those who do well as deacons will be rewarded with respect from others and will have increased confidence in their faith in Christ Jesus."

Titus 1:5-9 "I left you on the island of Crete so you could complete our work there and appoint elders in each town as I instructed you. An elder must be well thought of for his good life. He must be faithful to his wife, and his children must be believers who are not wild or rebellious. An elder must live a blameless life because he is God's minister. He must not be arrogant or quick-tempered; he must not be a heavy drinker, violent, or greedy for money. He must enjoy having guests in his home and must love all that is good. He must live wisely and be fair. He must live a devout and disciplined life. He must have a strong and steadfast belief in the trustworthy message he was taught; then he will be able to encourage others with right teaching and show those who oppose it where they are wrong."

- List all the things that a leader (a person of influence) is told to "put off"
- Be honest and list those things that you are struggling to "put off" in your life?
- What measures will you take in the future to ensure that you make a decision and commitment to put these off?

- If you or another leader who you work with has a problem with alcohol, what would you counsel them?

### **DEALING WITH QUARRELS AND ANGER**

- When you become angry do you feel out of control?
- Do you often have trouble concentrating on work because of angry feelings?
- Has your anger ever resulted in the loss of a relationship or a job?
- How can our motivation of the heart affect our attitude? If we are motivated by love for others will we still act in anger towards others? Discuss.
- What motivations do you need to change to ensure that you no longer allow anger to rule in your relationships as a leader?
- How angry am I? Please answer "yes" if the statement generally describes your attitude or behaviour. Answer "no" if the statement generally does not describe your attitude or behaviour.

- Do I tend to make thoughtless and unfeeling remarks to others?
- Do I tend to look down on or judge others on the basis of their ethnic, religious or racial backgrounds?
- Do I harbor deep convictions about people who have a different religious, or political point-of-view than myself?
- Do I get "up-tight" and unreasonable when someone is late for an appointment?
- Do I get accused of being "bossy" or "unreasonable" with others?
- Do I give others "suggestions" that are seen as more critical than helpful?
- Do I have a "quick" temper, and "fly off the handle" easily?
- Do I find myself challenging and arguing with people?
- Do I "tell people off," and "go off on people" when I'm threatened by them?
- Do I have a "deep respect" for all human beings?
- Do I get sarcastic when I am annoyed by or with others?
- Do others see me as lenient and easy-going?
- Do I tend to dominate people around me?
- Do I insist on "having the last word" with people?
- Do I overlook the mistakes of others easily?
- Do I forgive others when they treat me with discourtesy?

- Do I tend to be overly critical of some of my family members?
- Do I sometimes make such blunt, critical remarks that I hurt the feelings of others?
- Do I get accused of being “superior” and “overbearing” toward others?
- Do I complain quickly when others inconvenience me or impose themselves upon me?
- Do I insist that other people are “in it for all they can get?”
- Do I feel my temper rising easily when someone treats me aggressively in traffic?
- Do I raise my voice volume with others who do not understand what I am trying to say to them?
- 

- Do you need to follow the steps in the lesson in order to overcome your anger?

### **DEALING WITH BEING A MAN PLEASER**

- If you were to honestly review your past leadership style, who do you feel that you have been motivated to please – God or man?
- How would you change this situation so that you strive to please God more and more in your manner of speech and actions?

### **DEALING WITH MONEY AND MATERIALISM**

- How have you treated both the poor and the rich in your ministry?
- Have you at any time been more influenced by those who are rich than those who are poor?
- What can you learn from the ministry of Jesus concerning how we should deal with all people equally?
- What motivates you in ministry – is it the financial stability that you receive? Would you be willing to be a minister if your congregation was unable to pay you?

## **DEALING WITH PRIDE**

- What causes pride in your life? Could it be satisfaction or dissatisfaction with

- who I am
- what I am
- what I have
- who I know
- how much money I have
- how pretty or handsome I am
- the skills I have
- what I have done
- where I go on vacation
- the jewelry I wear
- the car I drive
- the house I own
- my children
- my grandchildren
- my parents
- my family name
- the titles I hold
- the achievements in my life
- the amount of money I give the church
- my perfect attendance at Sunday School
- how many Bible verses I've memorized
- how many times and how often I give to the poor
- the missionary activities I have undertaken
- the position I hold in my company
- the fine clothes I wear
- my strength
- my physical attractiveness
- my beauty as woman
- my medals
- my stature in the community
- my health
- my position in the church body

- What can we do about pride in our lives if it is caused by our satisfaction or dissatisfaction with the things of this life?
- To counter pride in our lives - whatever the cause may be - we can do what God's word commands us to do in Philippians Chapter 2. What are we told to do?

Verse 2: then make my joy complete by being \_\_\_\_\_, having the same love, being \_\_\_\_\_.

Verse 3: Do nothing \_\_\_\_\_ or \_\_\_\_\_. But in \_\_\_\_\_ consider others better than yourselves.

Verse 4: Each of you should look not only to your own interests, but also \_\_\_\_\_.  
\_\_\_\_\_ Verse 5 tells us that our attitude should be the same as that of Christ Jesus

Verse 6: Who, being in very nature God, did not consider \_\_\_\_\_ God something to be \_\_\_\_\_,

Verse 7: but made himself \_\_\_\_\_, taking the very nature of a \_\_\_\_\_, being made in human likeness.

Verse 8: And being found in appearance as a man, he \_\_\_\_\_ and became \_\_\_\_\_ to death- even death on a cross!

What should be our attitude from the lesson of verses 6, verse 7, and verse 8?

Verse 6: \_\_\_\_\_

Verse 7: \_\_\_\_\_

Verse 8: \_\_\_\_\_

## **LESSON FIVE**

### **CHARACTERISTICS TO FOSTER**

Ephesians 4:32-5:2 "Instead, be kind to each other, tenderhearted, forgiving one another, just as God through Christ has forgiven you. Follow God's example in everything you do, because you are his dear children. Live a life filled with love for others, following the example of Christ, who loved you and gave himself as a sacrifice to take away your sins. And God was pleased, because that sacrifice was like sweet perfume to him."

Ephesians 5:8-9 "For though your hearts were once full of darkness, now you are full of light from the Lord, and your behaviour should show it! For this light within you produces only what is good and right and true."

Colossians 3:10 "In its place you have clothed yourselves with a brand-new nature that is continually being renewed as you learn more and more about Christ, who created this new nature within you."

Colossians 3:12-15 "Since God chose you to be the holy people whom he loves, you must clothe yourselves with tenderhearted mercy, kindness, humility, gentleness, and patience. You must make allowance for each other's faults and forgive the person who offends you. Remember, the Lord forgave you, so you must forgive others. And the most important piece of clothing you must wear is love. Love is what binds us all together in perfect harmony. And let the peace that comes from Christ rule in your hearts. For as members of one body you are all called to live in peace. And always be thankful."

Andre Maurios said, "If you create an act, you create a habit. If you create a habit, you create a character. If you create a character, you create a destiny"

D. L. Moody said, "If I take care if my character, my reputation will take care of itself"

What begins in the heart must be carefully cultivated so that it comes forth in actions. Now that our hearts have been made right before God, now that the Holy Spirit is dwelling within us, working within and convicting us, we need to begin to cultivate the character and the fruits of the Spirit. Not only should we begin to develop this fruit within our hearts, but we need to begin to display this fruit. It needs to become evident in our everyday life, especially in our activity as a leader.

As a Christian, and as a leader, we need to ensure that our character is in line with the qualifications of the character of leaders that Paul spoke of:

1 Timothy 3:2 "For an elder must be a man whose life cannot be spoken against. He must be faithful to his wife. He must exhibit self-control, live wisely, and have a good reputation. He must enjoy having guests in his home and must be able to teach."

Titus 1:7-9 "An elder must live a blameless life because he is God's minister. He must not be arrogant or quick-tempered; he must not be a heavy drinker, violent, or greedy for money. He must enjoy having guests in his home and must love all that is good. He must live wisely and be fair. He must live a devout and disciplined life. He must have a strong and steadfast belief in the trustworthy message he was taught; then he will be able to encourage others with right teaching and show those who oppose it where they are wrong."

### **PUT ON A GOOD REPUTATION**

Proverbs 22:1 "Choose a good reputation over great riches, for being held in high esteem is better than having silver or gold."

### **BE ABOVE REPROACH:**

Paul told Timothy that he needed to ensure that his elders and deacons were to men and women who were "above reproach". This phrase serves as a general summary of all the character qualities a leader should have. The Greek word describes a garment without any "folds." When applied to personal character, it means that leader must be free from any secret or hidden pockets of sins. It means that a godly leader is one whose life is such that there is nothing a detractor can "grab hold of." The Living Bible uses the phrase "a good man whose life cannot be spoken against." Knox says "one with whom no fault can be found." It means that no charge could be brought against such a person that would withstand impartial examination.

Leaders are often attacked, their motives questioned, their actions criticized. While such things do happen, a leader who is truly above reproach will weather the storm because there is nothing about him which a person could say, "Aha! I gotcha." This means no questionable conduct, no secret sins, no deliberately unresolved conflicts. The man who is above reproach cannot be arrested and held as if he were a criminal; there is nothing for which to accuse him. Being above reproach does not mean that a leader has not committed sins in his life. What it does mean is that his life has not been marred by some obvious sinful defect in character which would preclude him setting the highest standard for godly conduct. He must be a model for the congregation to follow.

In 1 Timothy 3:2-7 Paul lists four areas in which a man aspiring to church leadership may be evaluated as to whether he is above reproach. These have to do with his moral character, home life, spiritual maturity, and public reputation.

### **BE BLAMELESS:**

When writing to Titus, Paul said that the leader was to live a "blameless life". This word comes from the legal realm and carries a slightly different connotation. It means "without indictment" or "un-accusable." The difference is this: "above reproach" means "one who could not be accused," while "blameless" means "one who is not accused." Taken together they establish a very high standard of personal conduct. The Greek word translated "must" (de) emphasizes an absolute necessity: blamelessness is absolutely necessary for an overseer. It is a basic, overall requirement. In fact, the other qualifications listed by Paul in verses 2-7 define and illustrate what he means by blameless.

### **Why should a leader be blameless?**

A leader must be blameless because as a leader we are modelling the character of Christ to others. A church leader's life must not be marred by sin or vice be it an attitude, habit, or incident. That's not to say he must be perfect, but there must not be any obvious defect in his character. He must be a model of godliness so he can legitimately call his followers to follow his example (Philippians 3:17).

A leader must be blameless because as a leader we need to guard the reputation of Christ: There are always malicious people looking for ways to discredit the reputation of Christ and His church. A sinful leader plays right into their hands, giving them an unparalleled opportunity to justify their lack of belief. The standard for church leadership is blamelessness, not sinless perfection. There must be no ongoing sin in a leader's life because that would discredit his example and create an opportunity for malicious people to undermine Christianity.

## **PUT ON TEMPERANCE (SELF CONTROL)**

Titus 2:11-12 "For the grace of God has been revealed, bringing salvation to all people. And we are instructed to turn from godless living and sinful pleasures. We should live in this evil world with self-control, right conduct, and devotion to God,"

### **DEFINITION:**

In Galatians 5:23, "self-control" (temperance, KJV) is the translation of the Greek word enkrateia, which means "possessing power, strong, having mastery or possession of, continent, self-controlled" (Kenneth S. Wuest, Word Studies in the Greek New Testament). Vincent's Word Studies of the New Testament adds that it means "holding in hand the passions and desires". The word thus refers to the mastery of one's desires and impulses.

"God does not give us a spirit of fear, but a spirit of power, love and self-control" (2 Timothy 1:7)

### **HOW IS THE LACK OF SELF-CONTROL SPOKEN OF IN THE BIBLE?**

Proverbs 25:28 "Like a city whose walls are broken down is a man who lacks self-control."

2 Timothy 3:1-5 "But mark this: There will be terrible times in the last days. People will be lovers of themselves, lovers of money, boastful, proud, abusive, disobedient to their parents, ungrateful, unholy, without love, unforgiving, slanderous, without self-control, brutal, not lovers of the good, treacherous, rash, conceited, lovers of pleasure rather than lovers of God— having a form of godliness but denying its power. Have nothing to do with them."

### **WHY SHOULD WE DEVELOP SELF-CONTROL IN OUR LIVES?**

- **To control anger:** Proverbs 16:32 "Better a patient man than a warrior, a man who controls his temper than one who takes a city." Proverbs 29:11 "A fool gives full vent to his anger, but a wise man keeps himself under control."
- **To control sexual sins:** 1 Corinthians 7:3-5 "The husband should fulfill his marital duty to his wife, and likewise the wife to her husband. The wife's body does not belong to her alone but also to her husband. In the same way, the husband's body does not belong to him alone but also to his wife. Do not deprive each other except by mutual consent and for a time, so that you may devote yourselves to prayer. Then come together again so that Satan will not tempt you because of your lack of self-control." 1 Thessalonians 4:3-4

"It is God's will that you should be sanctified: that you should avoid sexual immorality; that each of you should learn to control his own body in a way that is holy and honourable,"

- **To prepare and be ready for Christ's return:** 1 Thessalonians 5:6-8 "So then, let us not be like others, who are asleep, but let us be alert and self-controlled. For those who sleep, sleep at night, and those who get drunk, get drunk at night. But since we belong to the day, let us be self-controlled, putting on faith and love as a breastplate, and the hope of salvation as a helmet."
- **To enable us to pray properly:** 1 Peter 4:7 "The end of all things is near. Therefore be clear minded and self-controlled so that you can pray."
- To help resist Satan: 1 Peter 5:8-9 "Be self-controlled and alert. Your enemy the devil prowls around like a roaring lion looking for someone to devour. Resist him, standing firm in the faith, because you know that your brothers throughout the world are undergoing the same kind of sufferings."
- **To control your tongue, both what you do and do not say:** Psalm 39:1-2 "I said, 'I will watch my ways and keep my tongue from sin; I will put a muzzle on my mouth as long as the wicked are in my presence.' But when I was silent and still, not even saying anything good, my anguish increased."

## HOW CAN WE RECEIVE SELF-CONTROL?

Self control comes through the indwelling and the outworking of the Holy Spirit in our lives (Galatians 5:5, 16, 22-23). It comes as we learn to daily walk in the Spirit and not in the flesh. Though the fruit of self control is listed last as part of the fruit of the Spirit in Galatians 5:22-23, it is really the capstone, since it takes self-control to exercise the other eight virtues. Godly self-control is not human willpower, but power from God that enables us to govern our lives.

- **We need to ask God to give us self control**

Matthew 21:22 "And all things, whatsoever ye shall ask in prayer, believing, ye shall receive."

- **We need to learn to flee temptations**

The Bible tells us to "flee": "Flee" from a "stranger", "flee sexual immorality" (Genesis 39:12), "flee from idolatry," flee "all kinds of evil," "flee also youthful lusts" (John 10:5; 1 Corinthians 6:18; 10:14; 1 Timothy 6:10-11; 2 Timothy 2:22).

- **We need to change our thought patterns**

"The weapons we fight with are not the weapons of the world. On the contrary, they have divine power to demolish strongholds. We demolish arguments and every pretension that sets itself up against the knowledge of God, and we take captive every thought to make it obedient to Christ" (2 Corinthians 10:4-5)

- **We need to gladly submit to His rule and discipline over our lives.**

Jesus said, "If anyone desires to come after Me, let him deny himself, and take up his cross daily, and follow Me" (Luke 9:23).

- **We need to get to know God more**

2 Peter 1:6 "And to knowledge temperance; and to temperance patience; and to patience godliness;"

A leader must be in control of his desires in all respects at all times. Successful people have one obvious trait in common: personal discipline. They are willing to do things that average people are unwilling to do. We are able to express our self-discipline in six ways:

- **Successful people master their moods.**

Successful people live by their commitments, not their emotions. They do the right thing, even when they don't feel like it. "A person without self-control is as defenseless as a city with broken-down walls" (Proverbs 25:28 NLT).

- **Successful people watch their words.**

They put their minds in gear before opening their mouths: "Those who control their tongue will have a long life . . ." (Proverbs 13:3).

- **Successful people restrain their reactions.**

"People with good sense restrain their anger; they earn esteem by overlooking wrongs" (Proverbs 19:11).

- **Successful people stick to their schedule.**

If you don't determine how you will spend your time, you can be sure that others will decide for you! "So be careful how you live, not as fools but as those who are wise. Make the most of every opportunity for doing good in these evil days" (Ephesians 5:15-16).

- **Successful people manage their money.**

They learn to live on less than what they make, and they invest the difference. The value of a budget is that it tells your money where you want it to go rather than wondering where it went: "The wise have wealth and luxury, but fools spend whatever they get" (Proverbs 21:20).

- **Successful people maintain their health.**

By being in control of their health they can accomplish more and enjoy their achievements: "Control your body and live in holiness . . ." (1 Thessalonians 4:4). This means that we need to ensure that we are living a holy, healthy life – that we are eating right and exercising to maintain our health. Healthy people have more energy to work and therefore are able to accomplish more than an unhealthy person,

- **We need to walk in the Spirit**

"So I say, live by the Spirit, and you will not gratify the desires of the sinful nature" (Galatians 5:16). When we allow the Holy Spirit to lead us and direct us through the Word of God we will learn to say no to sin and yes to His will for our lives.

## **PUT ON PRUDENCE (SOBER)**

1 Timothy 3:2 "A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behaviour, given to hospitality, apt to teach;"

### **DEFINITION:**

Prudence means "cautious, practical wisdom; good judgment; discretion; exercising caution in preparing for the future in a judicious manner."

- **A PRUDENT PERSON IS WISE:**

Proverbs 4:7 "Getting wisdom is the most important thing you can do! And whatever else you do, get good judgment."

Proverbs 8:11 "For wisdom is far more valuable than rubies. Nothing you desire can be compared with it."

Proverbs 8:1-9 "Listen as wisdom calls out! Hear as understanding raises her voice! She stands on the hilltop and at the crossroads. At the entrance to the city, at the city gates, she cries aloud, 'I call to you, to all of you! I am raising my voice to all people. How naive you are! Let me give you common sense. O foolish ones, let me give you understanding. Listen to me! For I have excellent things to tell you. Everything I say is right, for I speak the truth and hate every kind of deception. My advice is wholesome and good. There is nothing crooked or twisted in it. My words are plain to anyone with understanding, clear to those who want to learn.'"

In the Biblical sense, wisdom is the "ability to judge correctly and to follow the best course of action, based on knowledge and understanding from the Word of God". Wisdom is the ability to handle life and its problems from the Bible's point of view. It means making decisions based on sound judgement, good sense and prudence.

### **WHAT IS WISDOM?**

In the book of Proverbs 30:24-28, Solomon gives us four examples of things that God created that are exceedingly wise:

- The ant is wise because they prepare and plan ahead of time so that they have provision when the seasons change. The leader who is wise is the leader who has planned ahead through intercessory prayer. A leader who is wise will not be caught unawares by things that will happen to them in life

but would have already prayed about their future plans and purposes and thus entrusted them into His hands

- The rock badgers are wise because they make their homes in the rocks where they are sheltered from their enemies. The leader who is wise will not be found in places where they will be caught by the enemies – where they will be entrapped by the snares of this world. They will avoid all appearance of evil and will flee when temptation comes.
- The locusts are wise because they go forth by bands, in the strength of numbers. The wise leader always ensures that they have wise counsel before they make decisions. They ensure that when they are about to make decisions that will affect their family, life and ministry that they have asked those who are leadership (those who are wise) for counsel.
- The spider is wise because it makes its home in the King's palace. The wise leader has its habitation in the presence of the King. Psalm 91:1-2 "Those who live in the shelter of the Most High will find rest in the shadow of the Almighty. This I declare of the Lord: He alone is my refuge, my place of safety; he is my God, and I am trusting him." Psalm 15:1-5 "Who may worship in your sanctuary, Lord? Who may enter your presence on your holy hill? Those who lead blameless lives and do what is right, speaking the truth from sincere hearts. Those who refuse to slander others or harm their neighbours or speak evil of their friends. Those who despise persistent sinners, and honour the faithful followers of the Lord and keep their promises even when it hurts. Those who do not charge interest on the money they lend, and who refuse to accept bribes to testify against the innocent. Such people will stand firm forever."

### **HOW CAN WE GET WISDOM?**

- Have a personal relationship with Christ who has all the treasures of wisdom and knowledge (Colossians 2:3)
- Fear God by respecting God. Proverbs 9:10 "Fear of the Lord is the beginning of wisdom. Knowledge of the Holy One results in understanding."
- Read the Word of God because it has the ability to make us wise (2 Timothy 3:15)
- Ask for it and it will be given to you (James 1:5, Proverbs 2:6).
- Be righteous. Proverbs 2:7 "He grants a treasure of good sense to the godly. He is their shield, protecting those who walk with integrity."

- Seek understanding (Proverbs 14:33)

### **WHAT ARE THE RESULTS OF WISDOM IN OUR LIVES?**

- We are always willing to learn from God and His ways (Proverbs 1:5, 10:14). His counsel is the first things that we seek.
- We listen to those who are wise and avoid fools (Proverbs 22:17, 13:1, 13:20)
- We will be humble (Proverbs 11:2)
- We will know what to say and when to say it (Proverbs 17:27-28, Ecclesiastes 1-:19)
- We will be a soul winner (Proverbs 11:30)
- We will be able to teach (Proverbs 15:7)
- We will be peacemakers (Proverbs 29:8, 16:1)
- We will see the consequences of events (Proverbs 22:3)
- We will be able to do all that God has purpose us to be (Proverbs 24:5)
- We will inherit glory (Proverbs 3:35, 24:14)
- We will be prosperous (Proverbs 14:24)

- **A PRUDENT PERSON IS DISCREET**

### **DEFINITION**

Discretion is the ability to learn how to respond to difficult situations with the wisdom and character of Christ. It is knowing what is appropriate and what is inappropriate. It is the ability to see the consequences of words and actions further down the road.

Discretion (Psalm 112:5; Proverbs 2:11; 22:3; Romans 12: 2, 9; 14:19, 22) keeps our minds and focus on sound judgment, giving serious attention and thought to what is going on around us. In that way, we can better choose our words, attitudes, and actions carefully to model goodness and righteousness for any given situation, thus avoiding words and actions that could result in adverse consequences. With this character, we will be able to recognize and avoid the wrong attitudes that create objectionable words, actions, etc., that are condescending to others and can bring terrible relationship consequences

Proverbs 2:11-12 "Discretion shall preserve thee, understanding shall keep thee: To deliver thee from the way of the evil man, from the man that speaketh froward things;"

Carelessness, recklessness, impulsiveness, irresponsibility and a lack of concern are the opposite attitudes to discretion.

### **HOW CAN WE HAVE DISCRETION?**

Proverbs 2:1-6 "My child, listen to me and treasure my instructions. Tune your ears to wisdom, and concentrate on understanding. Cry out for insight and understanding. Search for them as you would for lost money or hidden treasure. Then you will understand what it means to fear the Lord, and you will gain knowledge of God. For the Lord grants wisdom! From his mouth come knowledge and understanding."

### **THE "I WILLS" OF DISCRETION**

- I will choose my words carefully
- I will practice good manners
- I will not listen to criticism
- I will not make fun of others
- I will turn down any invitation to do wrong

### **WHAT ARE SOME BENEFITS OF EXERCISING DISCRETION?**

- We will hold our tongues: Proverbs 19:11 "People with good sense restrain their anger; they earn esteem by overlooking wrongs."
- We will stay calm: Proverbs 12:16 "A fool is quick-tempered, but a wise person stays calm when insulted."
- We will see danger and learn to avoid it ahead of time: Proverbs 22:3 "A prudent person foresees the danger ahead and takes precautions; the simpleton goes blindly on and suffers the consequences." Proverbs 27:12 "A prudent person foresees the danger ahead and takes precautions. The simpleton goes blindly on and suffers the consequences."

### **PUT ON GOOD BEHAVIOUR – BE ORDERLY**

Paul told Timothy that he was to choose leaders who would be of good behaviour, those who would be modest, orderly and disciplined. Those who were living a life that was respectable. The Greek word for “respectable” should be understood in its broadest sense as denoting a character quality and speaks of someone who has a well ordered life. The Greek word “kosmeo” is used in scripture of a well ordered house (Matthew 12:44), a decorated tombstone (Matthew 23:29) and well-trimmed lambs (Matthew 25:7).

Paul was saying that a leader was to have a respectable lifestyle that adorns the teachings of the Bible in his speech, his dress, his appearance at home, his office or the way he does business. True greatness is not determined by the amount of money we possess, the kind of car we drive, the status we have achieved in life, or the feats that we are capable of. True greatness is determined by how we live our lives.

1 Tim. 3:4 “He must manage his own family well, with children who respect and obey him.”

The godly leader demonstrates his leadership ability first in his own home; Paul recognized that it is in the home where our Christianity is first demonstrated. The measure of spiritual leadership is the family. Spiritual leaders have the direction of their own house, not by sternness, severity, or tyranny, but with love. No family can be prosperous that is not managed, and the husband is by nature and by appointment of God responsible for the support, protection, management of his own house, and ultimately the outcome of his children. In conjunction with his wife, he is responsible for training and guidance of his children in such ways as will lead them to faith in God and proper conduct. Individuals who have proven their leadership in the home will likely prove their leadership in the church. The call is for those who are strong at home and therefore will be strong in the church.

## **PUT ON HOSPITALITY**

Titus 1:8 "He must enjoy having guests in his home and must love all that is good. He must live wisely and be fair. He must live a devout and disciplined life."

Paul instructs both Timothy and Titus to ensure that the elders and deacons that he chooses for ministry are those who are hospitable. The word literally means a "lover of strangers." We might tend to overlook this quality, but in the early church hospitality was non-negotiable. In those days there were no hotels where travelling Christians could safely spend the night. Therefore, if when people travelled to different towns to preach the Gospel it was assumed that one of the homes of the elders would be open for him to stay at. In addition, since the early church had no buildings, the believers met in homes. Every church was a house church and hospitality was essential.

Acts 2:46-47 "They worshiped together at the Temple each day, met in homes for the Lord's Supper, and shared their meals with great joy and generosity — all the while praising God and enjoying the goodwill of all the people. And each day the Lord added to their group those who were being saved."

### **DEFINITION:**

Hospitality is the friendly reception and treatment of guests, or strangers, in a warm and generous way. To be hospitable touches your attitude toward others. A godly leader must be open, approachable, vulnerable, transparent, one who genuinely cares for others.

### **HOSPITALITY WAS COMMANDED BY GOD:**

Often times we think hospitality is optional, but it is not. It is a command by God, and equally important as other things such as assembling with the saints. "Be hospitable to one another without complaint" (1 Peter 4:9). This command by Peter shows us that many of us will be faced with challenges in order to obey this command, because God already knows some of us will complain about it. People complain about things they don't want to do. And, there are many things people find to complain about when practicing hospitality.

- It can be inconvenient,
- We have to do extra work like clean the house, cook for guests, and give up our beds.
- Hospitality often takes away from other things we could be doing,

God realizes sacrifices must be made to practice hospitality, and that some brethren will complain about it. So, we should look at hospitality as an acid test that reflects whether we're truly God's children.

### **Hospitality is enjoyable if we love God**

Because we love God, we want to do everything He commands. Therefore hospitality isn't a burden, and we enjoy it. "For this is the love of God, that we keep His commandments; and His commandments are not burdensome" (1 John 5:3).

### **Hospitality is also enjoyable if we love people.**

- "We know love by this, that He laid down His life for us; and we ought to lay down our lives for the brethren. But whoever has the world's goods, and sees his brother in need and closes his heart against him, how does the love of God abide in him? Little children, let us not love with word or with tongue, but in deed and truth" (1 John. 3:16-18).
- "Whoever believes that Jesus is the Christ is born of God, and whoever loves the Father loves the child born of Him. By this we know that we love the children of God, when we love God and observe His commandments" (1 John 5:1-2).

When we are hospitable to others, we show that we love God, because we are observing His commandments. And because God's commandments are not burdensome, we enjoy the time we spend with others as we extend hospitality to them. Like Jesus says, "It is more blessed to give, than to receive."

### **Who are we to be hospitable to?**

Sometimes we're good at practicing hospitality with family and friends, but not with strangers. But God commands us to extend hospitality to both, brethren and strangers.

- "Be hospitable to one another without complaint" (1 Peter 4:9).
- "Do not neglect to show hospitality to strangers, for by this some have entertained angels without knowing it" (Hebrews 13:2).

Practicing hospitality with strangers may be a bigger test than just practicing hospitality with people we know, because it's harder to open up with people we don't know.

## HOW CAN WE PRACTICE HOSPITALITY?

We're not only to be hospitable, but we're to "practice" hospitality. Romans 12:13 "When God's children are in need, be the one to help them out. And get into the habit of inviting guests home for dinner or, if they need lodging, for the night."

The word "practice" in Romans 12:13 means to "seek after eagerly, earnestly endeavour to acquire". God wants us to eagerly endeavour to be hospitable, like Abraham who pleaded with three angels (thinking they were men) to stay with him long enough to rest, while he washed their feet and fed them, and like Lydia who pleaded with Paul to lodge with her.

How can we express our hospitality to others?

Matthew 25:35-36 "For I was hungry, and you fed me. I was thirsty, and you gave me a drink. I was a stranger, and you invited me into your home. I was naked, and you gave me clothing. I was sick, and you cared for me. I was in prison, and you visited me."

In these two verses Jesus spoke of six ways in which hospitality is shown to others:

- Feed the hungry.
- Give drink to the thirsty.
- Shelter the stranger.
- Clothe the naked.
- Visit the sick.
- Come to those in prison.

Showing hospitality to one another means that we lovingly reach out to others, both those we know and those who we do not know, in order to be of help to them in a time of need.

### **PUT ON "LOVING GOOD"**

Titus 1:8 "He must enjoy having guests in his home and must love all that is good. He must live wisely and be fair. He must live a devout and disciplined life."

A leader must be a lover of all things that are good. Philippians 4:8 "And now, dear brothers and sisters, let me say one more thing as I close this letter. Fix your thoughts on what is true and honourable and right. Think about things that are pure and lovely and admirable. Think about things that are excellent and worthy of praise."

Proverbs 8:13 "All who fear the Lord will hate evil. That is why I hate pride, arrogance, corruption, and perverted speech."

Romans 12:9 "Don't just pretend that you love others. Really love them. Hate what is wrong. Stand on the side of the good."

Amos 5:15 "Hate evil and love what is good; remodel your courts into true halls of justice. Perhaps even yet the Lord God Almighty will have mercy on his people who remain."

### **PUT ON UPRIGHTNESS**

The word "just" in Titus 1:8 means to be righteous, equitable and upright. This entails not only right standing with God but also doing what is right and just in one's dealings with other people. The just man is:

- Equitable in character
- Fair in decisions (Titus 1:8)
- Right in judgment
- Upright and fair-minded

The word means "fair, honest, just." This word touches on a man's business dealing, his financial affairs, how he handles his employees, what kind of deals he makes, whether he pays his bills on time, whether he keeps his promises, how he speaks about others, and whether you would trust this man with your wife and children overnight. It is a combination of "goodness" and "honesty."

**SUMMARY****QUALIFICATIONS OF A LEADER ACCORDING TO 1 TIMOTHY 3 AND TITUS 1**

When we read both 1 Timothy 3 and Titus 1 we are given very clear instructions on the type of people who should be in a place of leadership within the Church. These qualifications deal with the character, the conduct and the competence of the leader:

| <b>Character</b>                                                                                                                                                                                                | <b>Conduct</b>                                                                                                                                                                  | <b>Competence</b>                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| Above Reproach<br>Husband of one wife<br>Self-controlled<br>Sober minded<br>Respectable<br>Hospitable<br>Not a lover of money<br>Not self-willed<br>Not quick tempered<br>Loving what is good<br>Just<br>Devout | Not addicted to wine<br>Not violent<br>Gentle<br>Un-contentious<br>Good home manager<br>Keeps children under control<br>with all dignity<br>A good reputation with<br>outsiders | Able to teach<br>Not a new convert |

**PUT OFF ---- PUT ON CHART**

Ephes. 4:22-24 "throw off your old evil nature and your former way of life, which is rotten through and through, full of lust and deception. Instead, there must be a spiritual renewal of your thoughts and attitudes. You must display a new nature because you are a new person, created in God's likeness—righteous, holy, and true."

We have been told to take off those qualities that are ungodly and that do not accurately display the love and the character of God and we should put on those character traits that are fruits of the indwelling work of the Holy Spirit within us.

| Put OFF your old self                    | Put ON the new self                         |
|------------------------------------------|---------------------------------------------|
| Adultery (Matthew 5:27)                  | Marital fidelity (Proverbs 5:14)            |
| Alcohol (Proverbs 23:30)                 | Abstinence (Proverbs 20:1)                  |
| Anger (Proverbs 29:22)                   | Self Control (Galatians 5:22-23)            |
| Bitterness (Hebrews 12:15)               | Compassion and forgiveness (Ephesians 4:32) |
| Boasting and conceit (1 Corinthians 4:7) | Esteeming others (Philippians 2:3)          |
| Careless words (Matthew 12:36)           | Guard your tongue (Proverbs 21:23)          |
| Cheating (Amos 5:5)                      | Honesty (2 Corinthians 8:21)                |
| Covetousness (Luke 12:15)                | Contentment (Hebrews 13:5)                  |
| Critical spirit (Galatians 5:15)         | Kindness (Colossians 3:12)                  |
| Evil speaking (James 4:11)               | Good report (Ephesians 4:29)                |
| Evil thoughts (Matthew 15:19)            | Pure thoughts (Philippians 4:8)             |
| Hatred (Matthew 5:21)                    | Love (1 Corinthians 13:3)                   |
| Hypocrisy (Psalm 55:21)                  | Sincerity (1 Thessalonians 2:3)             |
| Impatience (James 1:2)                   | Patience (Hebrews 10:36)                    |
| Inhospitality (1 Peter 4:9)              | Hospitality (Romans 12:13)                  |
| Laziness (Proverbs 20:4)                 | Diligence (Proverbs 6:9)                    |
| Losing your temper (Proverbs 25:28)      | Self control (Proverbs 16:32)               |
| Love of money (1 Timothy 6:9)            | Love for God (Matthew 6:33)                 |
| Lust (1 Peter 2:11)                      | Pure desires (Titus 2:12)                   |
| Lying (Ephesians 4:25)                   | Speaking the truth (Zechariah 8:16)         |
| Moral impurity (1 Thessalonians 4:7)     | Moral purity (1 Thessalonians 4:3)          |
| Preferential treatment (James 2:1)       | Loving neighbour as self (Luke 6:31)        |
| Pride (Proverbs 16:5)                    | Humility (James 4:6)                        |
| Profanity (Proverbs 4:24)                | Pure Speech (Proverbs 15:4)                 |
| Selfishness (Philippians 2:21)           | Self-denial (John 12:24)                    |
| Stinginess (1 John 3:17)                 | Generosity (Proverbs 11:24)                 |
| Strife / contentions (Proverbs 13:10)    | Peace (James 3:17)                          |
| Unfaithfulness (Proverbs 25:19)          | Faithfulness (Luke 16:10)                   |
| Un-forgiveness (Matthew 11:26)           | Forgiveness (Colossians 3:13)               |

## **ASSIGNMENT QUESTIONS – PERSONAL APPLICATION**

Provided below are questions that will challenge you to see whether you are fulfilling your calling as being a leader for Christ. Answer each question with honesty and note those areas where you need to improve your leadership potential/ role.

### **ANALYZE YOUR TEMPTATION / SIN PATTERNS**

If you can identify patterns when you sin, you will be able to make a better plan. Even if a temptation seems to come out of nowhere, if you pray and think about it, you usually can identify patterns in your behavior. This can help you understand why you sin and how to be an overcomer.

- With who are you are tempted to sin? Are you more likely to sin when alone or when with certain people? Do you give in to peer pressure?
- Where are you tempted? Where are you usually tempted to commit this sin? At home, on the job or somewhere else? Stay away from dangerous situations if you can. If you must walk on a dangerous path, be alert.
- When are you tempted to sin? Is there a certain time of the day or week when you are more likely to sin?
- Why are you tempted? What are your excuses for sinning? Do you justify your sin? Does it seem it "just happens?" Do you realize you are rebelling against God when you sin?
- What are the first steps you might take on the path to sin? What is your thought process before you sin? What are your first steps?

### **PUT ON / PUT OFF**

Go through the list that is found on the chart "put off" and "put on". Ask the Holy Spirit to show you any areas that you need to work on in your life. Answer the following questions:

- In which areas in my life do I need to "put off"?
- How can I go about putting these things off?
- What other quality would I need to "put on" in order to counteract my previous behaviour?

- Write out three scriptures for each area that you need to put off and put on. Begin to memorize these scriptures.

### **LEADERSHIP QUALIFICATIONS**

Complete the following personal evaluation of those qualifications that are listed in 1 Timothy 3 and Titus 1. Evaluate how strong these qualities are demonstrated in your life by giving them a number from 1 (dissatisfied) – 10 (satisfied)

| Question                                                                                                                           | 1-10 |
|------------------------------------------------------------------------------------------------------------------------------------|------|
| Are you filled with the Spirit and living a Spirit filled life?                                                                    |      |
| How do you evaluate your reputation as a Christian?                                                                                |      |
| How do you evaluate your overall relationship with your spouse? If you are not married, how well are you handling sexual pressure? |      |
| Is your Christian life one of self control and discipline?                                                                         |      |
| Are you respectable? Is your life well adjusted, orderly and balanced according to the Word of God?                                |      |
| Are you hospitable? Do you use your home as a means of ministry to others?                                                         |      |
| Are you able to teach? Do you have a readiness to communicate the Word of God which arises from consistent study of the Bible?     |      |
| Are you addicted to anything that is controlling your life or may be a stumbling block to other weaker Christians who know you?    |      |
| Are you self-willed? Do you always have to have your won way?                                                                      |      |
| Do you lose your temper easily? Do you harbour feelings of resentment over a period of time?                                       |      |
| Are you a violent person, one who strikes out at others because of angry feelings?                                                 |      |
| Are you contentious? Do you purposefully take the opposite opinion or view of others to stir up arguments?                         |      |
| Are you a mild mannered and gentle person reflecting meekness and kindness?                                                        |      |
| Are you free from the love of money? Are you a good steward of the money that has been entrusted to you?                           |      |
| Do you have your household in order?                                                                                               |      |
| Do you have a good reputations with non- Christians? Do they respect you even though they disagree with your beliefs?              |      |
| Do you pursue after that which is good and right? Do you desire to associate with truth, honour and integrity?                     |      |
| Are you upright and just?                                                                                                          |      |
| Are you pursuing personal and practical holiness?                                                                                  |      |
| Do you hold firmly to sound doctrine?                                                                                              |      |
| Are you in the process of continual growth in your Christian life?                                                                 |      |

- Do you have a standard and life vision that guides your actions? If not, why not? If so, does everything that you do help or hinder the communication of those values?
- Who can you start meeting with now for the purpose of accountability?
- What work do you need to do now in order to present the image that you want to present to the world?
- Are you living a life that is above reproach?
- "Are you practicing hospitality?"
- "Do the fruits of your life show that you're eagerly endeavoring to be hospitable?"
- "Are you eagerly endeavoring to be hospitable to strangers, as well as brethren you know?" How is this shown in your life practically?
- Is there any area of your life which you can say you are not "blameless" or "above reproach"? How can you change these areas so that you can fulfil these qualifications?
- Are you wise in the decisions that you make?
- When looking at the four groups of animals that Solomon used to describe someone who is wise, have you fulfilled each of these aspects in your life?
- When you are confronted by sin and wrong doing in the church, how discreet are you in sharing your thoughts and feelings?
- Discuss how your family life can be characterized? How is your relationship with your wife/husband and your children? How can you improve these relationships so that you will be known as a leader who rules their home well?

## **LESSON SIX**

### **WHO HAS GOD MADE YOU TO BE? KNOW WHO YOU ARE**

An important principle of leadership that God wants to build into our lives is the principle of identification. In order to function and operate effectively within our church and our community we need to know who we are. If we do not know who we have been called to be how will we ever operate in our ministry and our gifting?

Jesus had no doubt about His identity. In the gospels eighteen times Jesus defines Himself when He says "I am..." and then precedes to tell us who He is. He didn't let other people define Him. He defined Himself. He said, I am the Light, I am the Truth, I am the Way etc. He knew exactly who He was.

If we are going to be an effective leader we have to start with this foundational issue of knowing who you are. If we don't know what God has made us to be then we are going to fall into some very common traps.

- We will allow other people to manipulate us with their expectations. In other words, we will allow other people to mould us into the image they want us to be instead of what God meant for us to be. If we don't decide who we are, other people will. God has a plan for our lives but so does everybody else.
- We will live a phony life. When we don't know who we are we act one way at home and another way at church. We don't really know who we are. As a result we usually end up living a lie.
- We create high stress level because of expectations on us. Stress happens when we don't know what we were made to be. When we are trying to please everyone else, our energy is drained from going so many directions at once.
- We will always compare our efforts with others. God says over and over again in scripture there's nobody else like us in the world. God didn't make us to be anybody else. When we get to heaven God isn't going to say, "Why weren't you more like so and so?" No. He's going to say, "Why weren't you more like you? I made you to be you and you weren't meant to be anybody else." Whenever we start comparing ourselves to anybody else two things happen. One is we'll always find somebody who is doing a better job than we do and therefore will become discouraged. Two, we'll always find somebody that we're doing a better job than and can get full of pride and

ego. Pride and discouragement keep us from being what God meant for us to be.

- We will end up copying others: God does not want clones. We all start off as originals but a lot of us end up as carbon copies of other people. If we are going to be leaders which influence others, and this is what God wants us to be, we must first become comfortable with who we are. We must not try and be anybody else.

It is the responsibility of every believer to find, develop, and exercise the gifts and talents which have been given to them.

### **WHY IS IT IMPORTANT TO KNOW YOUR SPIRITUAL GIFTING?**

- **Spiritual gifts are prominent in Scripture.**

One of the ways we can measure the importance of a principle or a doctrine is to determine the amount of space devoted to it in the Bible. Subjects or doctrines which are merely implied are surely of less significance than those clearly stated. Matters mentioned infrequently should not be regarded as crucial as those frequently dealt with. Using this standard of measurement, the subject of spiritual gifts is a vital one, for we find gifts addressed specifically in four major portions of Scripture: 1 Corinthians chapters 12-14; Romans chapter 12; Ephesians chapter 4; and 1 Peter chapter 4. In addition to these central passages, spiritual gifts are mentioned elsewhere in the Bible.

- **Spiritual gifts have an elementary nature**

When the book of First Corinthians was written, it was addressed to those who were obviously not very mature in the faith. There were many forms of carnality cited by Paul in this epistle. The things of which Paul wrote in this book were not matters of the 'deeper life,' but rather the elemental truths of the Christian life. Due to the emphasis on spiritual gifts in 1 Corinthians, we conclude that the doctrine of spiritual gifts is important and that it is foundational and fundamental to the Christian life.

- **Spiritual gifts are a matter of individual stewardship.**

When Peter spoke of spiritual gifts in his first epistle, he considered them a matter of personal stewardship. "As each one has received a special gift, employ it in serving one another, as good stewards of the manifold grace of God (1 Peter 4:10). Peter meant that just as we must give account of our use of the material things God has placed under our control, and just as we must give account of

the use of our time, so we must also be accountable for the use of our spiritual gifts.

- **Knowing your spiritual gift(s) will enable you to find your place of ministry in the local church.**

Since every Christian has a particular function in the body of Christ, and since our spiritual gifts equip us to carry out this function, knowing our gifts help us to plug in to the ministry of a local church. The thrust of the first half of Ephesians chapter four is that the effective functioning of the body of Christ is dependent upon the contribution of each individual part of the body. Spiritual gifts enable us to carry out our task within the body of Christ in a way which no one else can. Using the analogy of the physical body in 1 Corinthians chapter twelve, Paul reinforced this same concept. Every part of the body is essential to the well-being of the body. When one member fails to do his part, the body suffers.

- **Knowing your spiritual gift(s) will enable you to determine your priorities.**

One of the most common problems we all face is having more things to do than we have time to do them. Paul indicates in Romans 12:3-6 that we should make the use of our spiritual gifts a priority in our lives. In simple terms, when we have too many things to do we must choose to function in the area of our spiritual gifts. You must know your spiritual gifts to set these priorities.

### **WHAT ARE THE SPIRITUAL GIFTS**

The ministry of Spiritual Gifts originates in the New Testament, commissioned by our Lord Jesus Christ. After He established His church on the earth and ascended to Heaven, Jesus sent the Holy Spirit to equip His church with power and spiritual gifts (Greek -- charismata) so that His disciples could continue to carry out His ministry objectives. While there are certain gifts of a spectacular nature that are often given greater attention, the New Testament mentions at least 21 that are provided to the church.

A spiritual gift is the God-given capacity of every Christian to carry out his function in the body of Christ. A spiritual gift literally refers to a specific favour or special gift given to a Believer (Romans 5:15; 6:23) to empower them with a special talent and/or an ability to better serve the church and glorify Christ. (Romans 12:6-8; 1 Corinthians 7:7; 12:4-7; 13: 8-13; 28-30; Ephesians 4:7-12; 1 Peter 4:10). These Gifts are to edify the church, serve the community, and build personal character and maturity. These Gifts are also a responsibility, as they direct us to sacrificially serve others as Christ has served us.

These gifts are generally assigned to one of three categories, as listed below:

- **Ministry (office) gifts:** Apostle, Prophet, Evangelist, Pastor and Teacher.
- **Motivational (practical) gifts:** Service, Exhortation, Giving, Leadership, Mercy, Helps and Administration.
- **Charismatic (spiritual) gifts:** Wisdom, Knowledge, Discernment, Prophecy, Tongues, Interpretation, Faith, Healing and Miracles.

| Spiritual Gifts                                                                 |                                                                                                                                                                          |                                                         |
|---------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
| Romans 12                                                                       | 1 Corinthians 12                                                                                                                                                         | Ephesians 4                                             |
| Exhortation<br>Giving<br>Leadership<br>Mercy<br>Prophecy<br>Service<br>Teaching | Administration<br>Apostle<br>Discernment<br>Faith<br>Healing<br>Helps<br>Knowledge<br>Miracles<br>Prophecy<br>Teaching<br>Tongues<br>Interpretation of Tongues<br>Wisdom | Apostle<br>Evangelist<br>Pastor<br>Prophecy<br>Teaching |

#### DEFINITION:

- **ADMINISTRATION (1 Corinthians 12:28):**

This means to steer the body toward the accomplishment of God-given goals and directives by planning, organizing, and supervising others (Greek Word: kubernesis – to steer, guide, helmsmen).

- **APOSTLE (Ephesians 4:11; 1 Corinthians 12:28)**

This means to be sent forth to new frontiers with the gospel, providing leadership over church bodies and maintaining authority over spiritual matters pertaining to the church (Greek Word: apostolos – 'apo'=from 'stello'=send; one sent forth)

- **DISCERNMENT (1 Corinthians 12:10)**

This means to clearly distinguish truth from error by judging whether the behaviour or teaching is from God, Satan, human error, or human power

- **EVANGELISM (Ephesians 4:11)**

This means to be a messenger of the good news of the Gospel (Greek Word: euaggelistes – preacher of gospel; eu=well, angelos=message – messenger of good)

- **EXHORTATION (Romans 12:8):**

This means to come along side of someone with words of encouragement, comfort, consolation, and counsel to help them be all God wants them to be (Greek Word: paraklesis – calling to one's side)

- **FAITH (1 Corinthians 12:8-10)**

This means to be firmly persuaded of God's power and promises to accomplish His will and purpose and to display such a confidence in Him and His Word that circumstances and obstacles do not shake that conviction

- **GIVING (Romans 12:8)**

This means to share what material resources you have with liberality and cheerfulness without thought of return

- **HEALING (1 Corinthians 12:9,28,30)**

This means to be used as a means through which God makes people whole either physically, emotionally, mentally, or spiritually

- **HELPS (1 Corinthians 12:28)**

This means to render support or assistance to others in the body so as to free them up for ministry

- **HOSPITALITY (1 Peter 4:9,10)**

This means to warmly welcome people, even strangers, into one's home or church as a means of serving those in need of food or lodging (Greek Word: philoxenos – love of strangers; 'philos'=love; 'xenos'=stranger)

- **KNOWLEDGE (1 Corinthians 12:8)**

This means to seek to learn as much about the Bible as possible through the gathering of much information and the analyzing of that data

- **LEADERSHIP (Romans 12:8)**

This means to stand before the people in such a way as to attend to the direction of the body with such care and diligence so as to motivate others to get involved in the accomplishment of these goals

- **MERCY (Romans 12:8)**

This means to be sensitive toward those who are suffering, whether physically, mentally, or emotionally, so as to feel genuine sympathy with their misery, speaking words of compassion but more so caring for them with deeds of love to help alleviate their distress

- **MIRACLES (1 Corinthians 12:10,28)**

This means to be enabled by God to perform mighty deeds which witnesses acknowledge to be of supernatural origin and means

- **MISSIONARY (Ephesians 3:6-8)**

This means to be able to minister in another culture

- **PASTOR (Ephesians 4:11)**

This means to be responsible for spiritually caring for, protecting, guiding, and feeding a group of believers entrusted to one's care

- **PROPHECY (Romans 12:6; 1 Corinthians 12:10; Ephesians 4:11)**

This means to speak forth the message of God to His people (Greek Word: prophetes – the forth-telling of the will of God; 'pro'=forth; 'phemi'=to speak)

- **SERVICE (Romans 12:7)**

This means to identify undone tasks in God's work, however menial, and use available resources to get the job done (Greek Word: diakonia – deacon, attendant 'diako'=to run errands)

- **TEACHING (Romans 12:7; 1 Corinthians 12:28; Ephesians 4:11)**

This means to instruct others in the Bible in a logical, systematic way so as to communicate pertinent information for true understanding and growth

- **TONGUES (1 Corinthians 12:10; 14:27-28)**

This means to speak in a language not previously learned so unbelievers can hear God's message in their own language or the body be edified

- **INTERPRETATION OF TONGUES (1 Corinthians 12:10; 14:27,28)**

This means to translate the message of someone who has spoken in tongues

- **WISDOM (1 Corinthians 12:8)**

This means to apply knowledge to life in such a way as to make spiritual truths quite relevant and practical in proper decision-making and daily life situations

### **HOW CAN I DISCOVER MY SPIRITUAL GIFT(S)?**

- **Examine your NATURAL ABILITIES**

Look for those ministries in which others affirm your abilities. Have you ever taught someone how to do something that you could do with your eyes closed? It may have seemed simple to you, but complex to them. What is that natural talent or ability you have that others do not?

- **Examine Your DESIRES**

Examine your desires. Simply ask yourself, "What do I want?" If God gifts you a certain way, it is reasonable to assume that He will with that gift also give you the desire to exercise it. Psalm 37:4 says "Delight thyself also in the Lord; and he shall give thee the desires of thine heart." When you decide to serve God, He will actually give you the desire to do what you were created to do. You will know it is a God given desire because it will line up with His Word.

- **Examine your PASSION**

Passion is the zeal, enthusiasm, excitement and intensity you feel about things that are important to you. Passion is what will stir you to action. What bothers you the most? God may be calling on you to find a solution to a problem or to be a solution to a problem. Decide what's really important in life.

Paul wrote, "All things are lawful for me, but not all things are helpful..." (1 Corinthians 10:23). Some things are not wrong, but they're just not necessary. They waste time. We might not have time to pursue every dream, so we must choose to spend time on what's important. Successful people learn to eliminate nonessentials, those things that won't matter 10 years from now. Invest your life in those things that will outlast you, on those things that will stir your passion.

- **Examine the EVIDENCE**

What is evident in your life on a day to day basis? What are you successful in without even trying? If you have been successful in encouraging, comforting, or even patiently rebuking people in the Lord, your gift may be exhortation. Look for those areas in ministry in which you feel the most fulfilled and are the most effective.

Where do you get results? This is probably where you are gifted. In Luke 13:6 -9, Jesus gave us a time guideline for how long it should take to "try something out," such as a job, career, business or ministry. He gave an example of a man who had a fig tree in his vineyard and had been checking for three years to see if it was producing fruit. Luke 13:6-9 "Then Jesus used this illustration: "A man planted a fig tree in his garden and came again and again to see if there was any fruit on it, but he was always disappointed. Finally, he said to his gardener, 'I've waited three years, and there hasn't been a single fig! Cut it down. It's taking up space we can use for something else.' "The gardener answered, 'Give it one more chance. Leave it another year, and I'll give it special attention and plenty of fertilizer. If we get figs next year, fine. If not, you can cut it down.' "

- **Examine the OPPORTUNITIES**

Examine the opportunities God has given you. What career or ministry do you feel the peace of God about pursuing? Philippians 4:6-7 says to pray with thanksgiving and let your request be known to God, and He will bring you peace about the things that concern you. Let the peace of God in your spirit man guide you and confirm His will for your life.

- **Envelope the process in PRAYER**

The Lord will lead you to an identification of your gift(s) if you allow Him to guide and direct you in all your endeavours. "Trust in the Lord with all your heart and lean not on your own understanding; in all your ways acknowledge him, and he will make your paths straight." (Proverbs 3:5-6) "If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him. (James 1:5)

What is the witness of the Holy Spirit in your spirit? God will confirm the plan He has for your life. He will sometimes speak through dreams and visions; the Word of God, through wise counsellors etc. He will make sure He gets the message to you in one way or another. Are you listening? To hear and recognize His voice clearly, you must position yourself by spending time seeking Him, diligently praying and studying His Word.

- **Complete an ASSESSMENT**

Assessment tools can be helpful in the process of discovering your spiritual gifts. The key is to let God have the final word. Gift inventories can be fallible. First, they are man-made not divinely inspired. Second, the test is taken by human beings who may be influenced in their responses by a variety of factors which could hinder accuracy. Therefore, use any spiritual gift analysis as a tool rather than an end. Test the results through prayer and further experience in ministry areas utilizing the gifts you are said to possess. Seek God's confirmation.

## **SUMMARY**

God has given every person in the Body of Christ a special gifting and talent that they need to operate in.

There are many different gifts listed in the Bible, some of these places the person in a prominent position where they preach, teach and use the pulpit to influence people. However there are other ministries that influence by service, by acts of mercy and encouragement.

None of these gifts are superior to another. Each individual needs to lead and influence with the gifting that they have been given without comparing themselves to others. Without trying to be someone else because of recognition. Our ministry is not to bring glory to ourselves, our gifting are given so that we can minister to God and others and bring Him glory.

When we understand this heart motivation and when we become comfortable in our gifts and talents then the eye will operate as an eye and not as a foot and the hand will operate as the hand and not the mouth. This will lead the Body of Christ to becoming effective within their community, their city and the nation.

### **ASSIGNMENT QUESTIONS – PERSONAL EVALUATION**

Provided below are questions that will challenge you to see whether you are fulfilling your calling as being a leader for Christ. Answer each question with honesty and note those areas where you need to improve your leadership potential/ role.

- If you were to choose any special talent or ability in order to serve God, what would it be?
- What do you believe your gifting is?
- What do you already do well? What we do well already is probably an indication of some sort of gift from God.
- What Gifts do others in the Body of Christ, the Church, see in you?

### **SPIRITUAL GIFTS EVALUATION**

There are a total of 99 questions below, with 9 questions for each Spiritual Gift. Answer each question with a "yes" or "no" answer. Then on the Gifts Profile Sheet at the bottom of this file, place a check next to the corresponding question number for all the "yes" answers. If you have 6-7 or more spaces of a specific gift checked, then chances are that you have that particular spiritual gift. The greater number of spaces that are checked in any of the gift lists, the greater the chance you possess that particular gift.

#### **YES NO**

\_\_\_ 1. Would you describe yourself as an effective public speaker?

\_\_\_ 2. Do you find it relatively easy and enjoyable to spend time in intense study & research of the Bible?

\_\_\_ 3. Do you enjoy sharing the personal and emotional problems of people?

\_\_\_ 4. Do you find yourself more concerned with how to apply God's Word than in simply trying to understand it?

\_\_\_ 5. Have you sensed that God has given you special ability to learn & acquire knowledge concerning His Word?

\_\_\_ 6. Do you enjoy motivating others to various tasks and ministries?

\_\_\_ 7. Would other people describe you as a person who makes decisions easily?

\_\_\_ 8. When you hear of someone who needs help, do you immediately offer your

services if it is possible?

\_\_\_ 9. Would you rather give money to help than perform some manual task?

\_\_\_ 10. Do you enjoy visiting people who are sick or disabled?

\_\_\_ 11. Do you find that you have the ability to believe things that other believers cannot seem to accept or see?

\_\_\_ 12. Have other believers told you that you seem to always know whether something is right or wrong?

\_\_\_ 13. When situations are not right, do you feel a burden to speak up about them in order to correct?

\_\_\_ 14. Do you love to prove and answer issues and questions?

\_\_\_ 15. Have you found that people often seek you out to have your advice about their personal problems?

\_\_\_ 16. Do you find that you often know immediately what to do in a situation where others are not clear about?

\_\_\_ 17. Do you find that people will often come to you with difficult problems and questions from the Bible?

\_\_\_ 18. Do you find yourself setting goals and objectives for yourself and for your ministry?

\_\_\_ 19. Do you usually have a great deal of joy in doing things that need to be done, no matter how small?

\_\_\_ 20. When you hear of someone in need, do you immediately think of sending them some money?

\_\_\_ 21. When you hear of someone in the hospital, does it challenge you to bring them encouragement?

\_\_\_ 22. When people say that something cannot be done or is impossible, do you still believe it and trust God?

\_\_\_ 23. Do you seem to have an understanding of people and their motivations that proves to be correct?

\_\_\_ 24. Do you have a tendency to speak up when issues are being dealt with in a group?

\_\_\_ \_\_\_ 25. When you hear a question or problem, are you anxious to both find and give an answer?

\_\_\_ \_\_\_ 26. Would you rather talk with someone about their problems rather than send them to someone else?

\_\_\_ \_\_\_ 27. Do people often seek your advice in difficult situations as to what you would do to handle it?

\_\_\_ \_\_\_ 28. In your study of God's Word have you observed that new insights and understanding comes easy to you?

\_\_\_ \_\_\_ 29. When someone is not doing a job well, do you feel concerned to help the person become more effective?

\_\_\_ \_\_\_ 30. Do you see yourself more in a supportive ministry to others than in being in a leadership position?

\_\_\_ \_\_\_ 31. Do you find yourself looking for opportunities to give your money without hearing any appeals?

\_\_\_ \_\_\_ 32. Do you find it easy to express joy in the presence of those who are suffering physically?

\_\_\_ \_\_\_ 33. Do you love to entertain people in your home regardless of how well you know them?

\_\_\_ \_\_\_ 34. Do you find that you usually feel opposed to anyone who expresses that something cannot be done?

\_\_\_ \_\_\_ 35. Do you sense often that what is being said is produced by the devil rather than by God, and are right?

\_\_\_ \_\_\_ 36. Have you sensed that people feel conviction about wrong practices or doctrinal error when you share what the Bible says?

\_\_\_ \_\_\_ 37. Have people often said that to you that you have an ability to explain difficult problems to them?

\_\_\_ \_\_\_ 38. Do you really get much joy out of encouraging people who are going through personal problems and trials?

\_\_\_ \_\_\_ 39. Do you find that people usually ask what you think about a situation, thinking you always know what to do?

\_\_\_ \_\_\_ 40. Have you noticed that you have the ability to understand difficult teachings

of God's Word without a great amount of research and study?

\_\_\_ 41. Would you rather show someone else how to do a task than do it yourself?

\_\_\_ 42. Do you find yourself responding immediately to financial needs by giving your money?

\_\_\_ 43. Is it easy for you to talk with those who are suffering physically and to experience response on their part?

\_\_\_ 44. Have you discovered that you do not have to wait for clear direction before you make a decision?

\_\_\_ 45. Do you find that you often evaluate people and the things they say as to whether it is right or wrong?

\_\_\_ 46. When you speak God's Word do you usually think of how this is going to challenge & motivate people?

\_\_\_ 47. Have people expressed to you how much they appreciate the way you explain things from the Bible?

\_\_\_ 48. Do you find it easy to deal with people who are depressed or discouraged and have joy doing it?

\_\_\_ 49. Have other believers referred to decisions you have made or advice you have given as being best or right?

\_\_\_ 50. Do you seem to understand things about God's Word that others believers with the same background don't?

\_\_\_ 51. Do you have a special concern to train and disciple other believers to become leaders?

\_\_\_ 52. Do you believe that you would help almost anyone who had a need, if possible to do so?

\_\_\_ 53. Do you sense a great deal of joy in giving, regardless of the response of the person you are giving to?

\_\_\_ 54. Do you often think of ways to minister and help those who are suffering physically?

\_\_\_ 55. Do you feel that you are able to trust God in difficult circumstances without hesitation or indecision?

\_\_\_ 56. Do you feel a great responsibility toward God whenever you sense that

something is not right that other believers do not seem to understand?

\_\_\_ \_\_\_ 57. Have other believers shared with you that you have the ability to communicate God's Word with great effectiveness?

\_\_\_ \_\_\_ 58. Do people come to you often, seeking your answers to specific questions or problems from the Bible?

\_\_\_ \_\_\_ 59. Do you sense a great deal of love and compassion for people having personal & emotional problems?

\_\_\_ \_\_\_ 60. When you give your advice to someone, do you seem to emphasize more in the area of "how" it should be done rather than the "why" it should be done?

\_\_\_ \_\_\_ 61. Have other believers frequently pointed out to you that you have an ability to know and understand the things of God's Word?

\_\_\_ \_\_\_ 62. When you give your money to someone or something, do you usually desire to avoid letting others know?

\_\_\_ \_\_\_ 63. Would you enjoy a regular ministry to those who are suffering physically?

\_\_\_ \_\_\_ 64. Do you look at having people into your home as an exciting ministry more so than as a responsibility?

\_\_\_ \_\_\_ 65. Have other believers often shared with you that you seem to have the ability to trust God in difficult times?

\_\_\_ \_\_\_ 66. Have people often asked your opinion of someone or of something that has been said as to whether you thought it was right or wrong?

\_\_\_ \_\_\_ 67. Do you believe that you are gifted in communicating to others?

\_\_\_ \_\_\_ 68. Would you rather explain the meaning rather than simply share a verse by quoting it to someone?

\_\_\_ \_\_\_ 69. Do you usually desire to hear others share their personal problems rather than being able to share yours with someone else?

\_\_\_ \_\_\_ 70. Do other believers seem to follow your advice in difficult situations?

\_\_\_ \_\_\_ 71. Have you found in studying God's Word that you seem to know what a passage is saying before other believers discover it, even though you are studying it at the same time?

\_\_\_ \_\_\_ 72. Do you usually take the leadership in a group where none exists?

\_\_\_ 73. Would you rather do a particular job than spend time talking with other people about their needs?

\_\_\_ 74. When you give someone money, do you find that you do not expect any appreciation in return?

\_\_\_ 75. Do you feel a great deal of compassion upon those who are suffering physically and want to help?

\_\_\_ 76. Do you feel a burden to encourage people to trust God when you see them defeated and discouraged?

\_\_\_ 77. Have you felt a special responsibility to protect the truth of God's Word by exposing that which is wrong and sinful?

\_\_\_ 78. Would you rather speak God's Word to others without much explanation than taking the time to explain every detail?

\_\_\_ 79. Do you usually organize your thoughts in a systematic way?

\_\_\_ 80. When you hear of some believer who has sinned or fallen away, are you anxious to go to them immediately and try to help them?

\_\_\_ 81. Have the decisions and advice you have given in difficult situations proven to be the right thing to do?

\_\_\_ 82. Do you have a great desire to share with other believers what the meaning of a difficult verse is?

\_\_\_ 83. Do you sense a great deal of joy in a leadership position, rather than frustration and difficulty?

\_\_\_ 84. Do you find that you enjoy doing things that need to be done without being asked to do them?

\_\_\_ 85. Do you find yourself looking for opportunities to help other people?

\_\_\_ 86. Do you see the matter of giving as a tremendous spiritual ministry and one God has given to you?

\_\_\_ 87. Do you find that when visiting those who are suffering physically that it brings you joy rather than depressing you?

\_\_\_ 88. Have you seen God do mighty things in your life that other believers said could not be done, but which you believed He would do?

\_\_\_ 89. Do you feel that you are helping other believers when you discern that

something is wrong, and have they readily accepted your evaluation?

\_\_\_ \_\_\_ 90. When an opportunity is given to you to speak to other believers do you find that you would rather share verses than to share your personal experiences?

\_\_\_ \_\_\_ 91. Have other believers told you often that you should have a regular teaching ministry and you feel the same?

\_\_\_ \_\_\_ 92. Do you enjoy a person to person ministry more than ministering to a group?

\_\_\_ \_\_\_ 93. Have you sensed a special ability in your life to know what to do when dealing with difficult problems and situations?

\_\_\_ \_\_\_ 94. When you see other believers confused and lacking in understanding about some difficult teaching of the Bible, have you sensed a responsibility to speak to them about what it means?

\_\_\_ \_\_\_ 95. Do you enjoy being the final voice or the one with the overall responsibility for the direction and success of a group or organization?

\_\_\_ \_\_\_ 96. Are you really excited when someone asks you to help financially in some worthwhile project, seeing this as a great honor and privilege?

\_\_\_ \_\_\_ 97. Are you willing and eager to spend time, money, and resources in order to help those who are suffering?

\_\_\_ \_\_\_ 98. Have you discovered an effective prayer ministry in your life with many wonderful answers to prayer that from a human point of view seem impossible or unlikely?

\_\_\_ \_\_\_ 99. Have you often made an evaluation of someone or something that was said that others did not see, but yet proved to be correct?

# **SPIRITUAL GIFTS PROFILE SHEET**

Transfer your scores for each question into the following table and then compute the sum of each row. This provides your score for each spiritual gift:

|                                                                                  | Total |
|----------------------------------------------------------------------------------|-------|
| Prophecy                                                                         |       |
| # 1 ___ # 13 ___ # 24 ___ # 36 ___ # 46 ___ # 57 ___ # 67 ___ # 78 ___ # 90 ___  |       |
| Teaching                                                                         |       |
| # 2 ___ # 14 ___ # 25 ___ # 37 ___ # 47 ___ # 58 ___ # 68 ___ # 79 ___ # 91 ___  |       |
| Exhortation                                                                      |       |
| # 3 ___ # 15 ___ # 26 ___ # 38 ___ # 48 ___ # 59 ___ # 69 ___ # 80 ___ # 92 ___  |       |
| Wisdom                                                                           |       |
| # 4 ___ # 16 ___ # 27 ___ # 39 ___ # 49 ___ # 60 ___ # 70 ___ # 81 ___ # 93 ___  |       |
| Knowledge                                                                        |       |
| # 5 ___ # 17 ___ # 28 ___ # 40 ___ # 50 ___ # 61 ___ # 71 ___ # 82 ___ # 94 ___  |       |
| Leadership                                                                       |       |
| # 6 ___ # 7 ___ # 18 ___ # 29 ___ # 41 ___ # 51 ___ # 72 ___ # 83 ___ # 95 ___   |       |
| Helps                                                                            |       |
| # 8 ___ # 19 ___ # 30 ___ # 33 ___ # 52 ___ # 64 ___ # 73 ___ # 84 ___ # 85 ___  |       |
| Giving                                                                           |       |
| # 9 ___ # 20 ___ # 31 ___ # 42 ___ # 53 ___ # 62 ___ # 74 ___ # 86 ___ # 96 ___  |       |
| Mercy                                                                            |       |
| # 10 ___ # 21 ___ # 32 ___ # 43 ___ # 54 ___ # 63 ___ # 75 ___ # 87 ___ # 97 ___ |       |
| Faith                                                                            |       |
| # 11 ___ # 22 ___ # 34 ___ # 44 ___ # 55 ___ # 65 ___ # 76 ___ # 88 ___ # 98 ___ |       |
| Discernment                                                                      |       |
| # 12 ___ # 23 ___ # 35 ___ # 45 ___ # 56 ___ # 66 ___ # 77 ___ # 89 ___ # 99 ___ |       |

After completing the test answer the following questions:

- Did the test confirm what you already knew about your gifting?
- Have you been operating in this gifting over the past year?
- If not, what has hindered you in moving in your spiritual gift?
- How will your operating in this gifting affect how you are able to influence people in the future? How would Spiritual Gifts help you serve your community? Do you see needs in your community that people in your church, including yourself, could meet?
- How can you begin to operate in this gifting?

## **LESSON SEVEN**

### **BECOME A VISIONARY – KNOW GOD’S PLANS FOR YOUR LIFE**

Once we know who God has called us to be and designed us to function as, it is important that we then find out what our purpose is. Vision is the discovery of what God plans for your life. It is foresight with insight.

#### **THE IMPORTANCE OF A VISION**

It is important that each of us have a vision for what God wants us to do. The church should have a corporate vision, but each of us must see ourselves as individuals with personal visions that come together to make up a greater vision.

Proverbs 29:18 “Where there is no vision, the people perish: but he that keepeth the law, happy is he.” (KJV)

Proverbs 29:18 “When people do not accept divine guidance, they run wild. But whoever obeys the law is happy.” (NLT)

If there is a lack of vision we cast off restraint. We find a good example of this in the book of Judges. Judges is the story of the children of Israel in a cycle of disobedience and repentance after crossing into the Promised Land. Joshua had died and the people fell under the influence of various nations, and God, in His grace, raised up men and women called judges. Through their disobedience towards God, the Israelites broke their covenant with God. Each time they disobeyed and repented, God would raise up a judge to deliver them, but this was a stopgap measure at best. The last verse of the last chapter of Judges gives us a stunning picture concerning the necessity of vision and how people perish when there is none: “In those days Israel had no king; everyone did as he saw fit (what was right in their own eyes)” (Judges 21:25)

When we don't seek the vision of the King, we cast off restraint. We do what is right in our own eyes and estimation and ultimately, we will perish having accomplished little or nothing for the Kingdom of God.

#### **WHY IS HAVING A VISION POWERFUL?**

- A vision inspires action. A powerful vision pulls in ideas, people and other resources. It creates the energy and will to make change happen. It inspires individuals to commit, to persist and to give their best.

- A vision is a practical guide for creating plans, setting goals and objectives, making decisions, and coordinating and evaluating your impact and effectiveness.
- A vision helps keep you focused on what you believe to be the calling of God upon your life. It means that you maintain your focus and run the race that God gives you even if others push you into another direction.
- A vision encourages unity: In a ministry a shared vision changes people's relationship to one another. When a leader casts a vision in a church, it is no longer "their church," it becomes "our church." The ministry's vision encourages and allows people to come together and work together. It creates a common identity in two ways. First, it signals to all where the ministry is going. It says that if you want to go where we are going, then climb on board—let us go together. Second, it fosters the retention of congregants and staff. A common vision says that we are working together toward the same goals. We need each other if anything significant is going to happen for Christ. This, in effect, mirrors such passages as 1 Corinthians 12:20–22 and Ephesians 4:15–16.
- A vision creates energy: Not much happens without an inspiring, compelling vision. Not much was happening in Nehemiah's day. The people had no vision. Jerusalem lay in ruins, and no one was motivated to do anything about it (Nehemiah 1: 3). Then along came Nehemiah with a vision from God to rebuild the gates and walls of the city. Visions are exciting and they energize people. They strike a spark—the excitement that lifts a ministry organization out of the mundane. They supply the fuel that lights the fire under a congregation. A vision from God has the potential to turn a maintenance mentality into a ministry mentality. And when your vision resonates with your values and mission, it generates the energy that fuels the accomplishment of the ministry task.
- A vision provides purpose: The right vision creates meaning in people's lives. It gives them a sense of divine purpose in life. They are a part of something great that God is accomplishing at this time and place in history. With a shared vision, people see themselves not just as another congregant or a "pew warmer," but as a vital part of a church that is having a powerful impact on a lost and dying world. They are not simply in a church; they are on a mission. They are part of a revolution that has the potential to change this world, to have a wonderful impact for Christ.
- A vision enhances leadership: Developing a vision and then living it vigorously are essential elements of leadership. A leader can be summarized as a godly servant who knows where he or she is going and has followers. That describes

not only the Saviour, but His disciples and those who ministered in the early church as recorded in Acts. Godly servants are people who display Christ-like character throughout the ministry organization. They exhibit the fruit of the Spirit, given in Galatians 5:22–23. They know where they are going and where they are leading their ministry. They have a dynamic mission and, most important, a clear, energizing vision that paints a picture of the future.

- A vision promotes excellence: God desires that His people minister and serve with excellence on His behalf. This calls for ministry excellence. Whatever we do for Christ must be done well, not sloppily or haphazardly. In the Old Testament God required that people give their best when they brought animals for sacrifice (Leviticus 22:20–22). This was excellence in worship. In the New Testament Paul explains that God expects us to put forth our best efforts in our work. He says to perform as if we are working for Him (Ephesians 6:5–8; Colossians 3:23–24). This is excellence in the marketplace.
- A vision sustains ministry: Ministry can be very difficult, even painful. Discouragement and disappointment often lurk in the ministry hallways. Persecution and opposition is one of the normal events that happen to us when we are willing and obedient to be a servant of God (See Acts 8:1). In the Book of Hebrews 11 we see a list of martyrs who were willing to die for their vision and dreams. What has sustained Christians from the beginning of the church in the Book of Acts up to today? One answer is a biblical, compelling vision. It encourages people to look beyond the mundane and the pain of ministry. It keeps a picture in front of them that distracts from what is and announces what could be. All the trouble and grief that we experience in this world while serving the Saviour is trivial compared to the importance of what we are attempting for Him.

### **WHERE SHOULD OUR VISION COME FROM?**

God is a dream giver. He has dreams for each of us that He intends to bring to pass if we are willing to listen and obey. Because of His greatness He is able to fulfil those dreams if we follow His lead and direction. When we look at the Bible we see many examples of how He gave men and women visions of what God was going to do in their lives:

- **Abraham was given the vision of being the father of many**

Genesis 12:1-3 "Then the Lord told Abram, "Leave your country, your relatives, and your father's house, and go to the land that I will show you. I will cause you to become the father of a great nation. I will bless you and make you famous, and I will make you a blessing to others. I will bless those who bless you and curse those who curse you. All the families of the earth will be blessed through you."

Genesis 15:5 "Then the Lord brought Abram outside beneath the night sky and told him, "Look up into the heavens and count the stars if you can. Your descendants will be like that—too many to count!"

- **Joseph received a vision of becoming a great leader**

Genesis 37:5-9 "One night Joseph had a dream and promptly reported the details to his brothers, causing them to hate him even more. "Listen to this dream," he announced. "We were out in the field tying up bundles of grain. My bundle stood up, and then your bundles all gathered around and bowed low before it!" "So you are going to be our king, are you?" his brothers taunted. And they hated him all the more for his dream and what he had said. Then Joseph had another dream and told his brothers about it. "Listen to this dream," he said. "The sun, moon, and eleven stars bowed low before me!"

- **Moses was given the vision to lead the people out of Egypt**

Exodus 3:7-10 "Then the Lord told him, "You can be sure I have seen the misery of my people in Egypt. I have heard their cries for deliverance from their harsh slave drivers. Yes, I am aware of their suffering. So I have come to rescue them from the Egyptians and lead them out of Egypt into their own good and spacious land. It is a land flowing with milk and honey—the land where the Canaanites, Hittites, Amorites, Perizzites, Hivites, and Jebusites live. The cries of the people of Israel have reached me, and I have seen how the Egyptians have oppressed them with heavy tasks. Now go, for I am sending you to Pharaoh. You will lead my people, the Israelites, out of Egypt."

- **Joshua was given the vision to take the people into the promised land**

Joshua followed the lead of God when he pursued the vision of the Promised Land. Abraham many years before Joshua received a vision and a dream of a land (Genesis 15:7-21). Over and over again God reinforced this vision by repeating this vision, first to Abraham (Genesis 22:15-18, Hebrews 6:18-20), then to Moses (Exodus 3:16-17) and finally to Joshua. Deuteronomy 31:7-8 "Then Moses called for Joshua, and as all Israel watched he said to him, "Be strong and courageous! For you will lead these people into the land that the Lord swore to give their ancestors. You are the one who will deliver it to them as their inheritance. Do not be afraid or discouraged, for the Lord is the one who goes before you. He will be with you; he will neither fail you nor forsake you."

Joshua 1:1-6 "After the death of Moses the Lord's servant, the Lord spoke to Joshua son of Nun, Moses' assistant. He said, "Now that my servant Moses is dead, you must lead my people across the Jordan River into the land I am

giving them. I promise you what I promised Moses: 'Everywhere you go, you will be on land I have given you— from the Negev Desert in the south to the Lebanon mountains in the north, from the Euphrates River on the east to the Mediterranean Sea on the west, and all the land of the Hittites.' No one will be able to stand their ground against you as long as you live. For I will be with you as I was with Moses. I will not fail you or abandon you."Be strong and courageous, for you will lead my people to possess all the land I swore to give their ancestors."

- **David was given the vision of being the next king of Israel**

1 Samuel 16:10-12 "In the same way all seven of Jesse's sons were presented to Samuel. But Samuel said to Jesse, "The Lord has not chosen any of these." Then Samuel asked, "Are these all the sons you have?" "There is still the youngest," Jesse replied. "But he's out in the fields watching the sheep." "Send for him at once," Samuel said. "We will not sit down to eat until he arrives." So Jesse sent for him. He was ruddy and handsome, with pleasant eyes. And the Lord said, "This is the one; anoint him."

- **David was given the vision to return the Ark of the Covenant to Jerusalem**

1 Chronicles 13:1-3 "David consulted with all his officials, including the generals and captains of his army. Then he addressed the entire assembly of Israel as follows: "If you approve and if it is the will of the Lord our God, let us send messages to all the Israelites throughout the land, including the priests and Levites in their towns and pasturelands. Let us invite them to come and join us. It is time to bring back the Ark of our God, for we neglected it during the reign of Saul."

- **Solomon was given the vision of building the Temple of Solomon**

1 Kings 5:2-5 "Then Solomon sent this message back to Hiram: "You know that my father, David, was not able to build a Temple to honor the name of the Lord his God because of the many wars he waged with surrounding nations. He could not build until the Lord gave him victory over all his enemies. But now the Lord my God has given me peace on every side, and I have no enemies and all is well. So I am planning to build a Temple to honor the name of the Lord my God, just as he instructed my father that I should do. For the Lord told him, 'Your son, whom I will place on your throne, will build the Temple to honor my name.'

- **Isaiah was given a vision of being God's mouthpiece**

Isaiah 6:8 "Then I heard the Lord asking, "Whom should I send as a messenger to my people? Who will go for us?" And I said, "Lord, I'll go! Send me."

- **The Early Church was given a vision of being His witnesses**

Acts 1:8 "But when the Holy Spirit has come upon you, you will receive power and will tell people about me everywhere—in Jerusalem, throughout Judea, in Samaria, and to the ends of the earth."

- **Peter received a vision of being a minister to the household of Cornelius**

See Acts 10:9-16. Acts 10:17-21 "Peter was very perplexed. What could the vision mean? Just then the men sent by Cornelius found the house and stood outside at the gate. They asked if this was the place where Simon Peter was staying. Meanwhile, as Peter was puzzling over the vision, the Holy Spirit said to him, "Three men have come looking for you. Go down and go with them without hesitation. All is well, for I have sent them." So Peter went down and said, "I'm the man you are looking for. Why have you come?"

- **Paul received the vision to be God's bond servant**

Romans 1:1 "This letter is from Paul, Jesus Christ's slave, chosen by God to be an apostle and sent out to preach his Good News."

### **HOW WILL WE KNOW WHEN OUR VISION IS FROM GOD?**

"How do I know which vision or dreams in my heart are from God?" Here is the answer. You will know it's God's dream if:

- **It is bigger than you.**

God is the author of bigness, not smallness. The first test you can apply to your vision is: "Is it too big for me to fulfil without God's help?" If you can do it without His help, you are not dreaming big enough. If it's much bigger than you, you are on the right track. The Bible promises that all things are possible with God. Is your dream impossible enough? Does it go beyond you enough to qualify for God's help? Your dream should be so big that it takes your breath away, makes you temporarily weak in the knees, and makes you cry out to God for help and guidance.

- **You can't let it go.**

Next, are you able to let this vision go, or does it keep bugging you? A God-given dream is a bothersome thing: it won't leave you alone! It keeps bobbing to the surface of your heart, clamouring for your mind's attention. If that's how your dream behaves, then it is probably from God.

- **You would be willing to give everything for it.**

You also know it's a God-given dream if you are willing to devote every ounce of energy and every minute of your day to it. A dream inspires devotion like the devotion a parent has for a child: you would give your very life just to see it grow and find fulfillment. Paul was willing to die for the vision that he had been given. Paul said, "...I know I sound like a madman, but I have served him far more! I have worked harder, been put in jail more often, been whipped times without number, and faced death again and again. Five different times the Jews gave me thirty-nine lashes. Three times I was beaten with rods. Once I was stoned. Three times I was shipwrecked. Once I spent a whole night and a day adrift at sea. I have traveled many weary miles. I have faced danger from flooded rivers and from robbers. I have faced danger from my own people, the Jews, as well as from the Gentiles. I have faced danger in the cities, in the deserts, and on the stormy seas. And I have faced danger from men who claim to be Christians but are not. I have lived with weariness and pain and sleepless nights. Often I have been hungry and thirsty and have gone without food. Often I have shivered with cold, without enough clothing to keep me warm. (2 Corinthians 11:22-27).

- **It will last forever.**

Will your dream last forever? Many people pursue dreams built on things that will fade away. They dream of fame, but fame never lasts. Others build dreams on wealth, health or power, but none of these last more than a few decades at most. You must build your dreams on something that will last.

Only two things in the entire world will last forever: truth and people. "Heaven and earth will pass away, but God's Word will never pass away". You have to build your dream on that never-changing foundation. The second thing that lasts forever is people. God made human beings to last forever. Jesus came to seek and save that which was lost, to die for people. That's how we should spend our lives, too.

1 Corinthians 3:11-14 "For no one can lay any other foundation than the one we already have—Jesus Christ. Now anyone who builds on that foundation may use gold, silver, jewels, wood, hay, or straw. But there is going to come a time of testing at the judgment day to see what kind of work each builder has done. Everyone's work will be put through the fire to see whether or not it keeps its value. If the work survives the fire, that builder will receive a reward."

- **It meets a need nobody else has met.**

Your dream must be built on human need. Will it help people? Improve lives? Alleviate human suffering? Does it fill a need nobody else is filling? If so, you can be sure that dream is from God. The secret to happiness in life is pouring into other people, giving without expecting anything in return.

- **It brings glory to God.**

Finally, your dream should bring glory to God.

Jesus brought glory to God: John 17:1 "These words spake Jesus, and lifted up his eyes to heaven, and said, Father, the hour is come; glorify thy Son, that thy Son also may glorify thee:"

We are told to bring Him glory: Proverbs 3:6 "In all thy ways acknowledge Him, and He shall direct thy paths." 1 Corinthians 10:31 "Whether therefore ye eat, or drink, or whatsoever ye do, do all to the glory of God."

### **THE THREE KEY ELEMENTS OF VISION**

- **Vision is the ability to see: Awareness**

Vision is a visual picture, a mental picture of the result you want to achieve---a picture so clear and strong it will help make that result real. A vision is not a vague wish or dream or hope. It's a picture of the real results of real efforts. Vision is a word picture of the future from God's perspective. Bill Hybels says it is "a picture of the future that produces passion in you." It is something that will motivate you enough by eliciting emotions. Unlike purpose which is the general intent of a person, vision is a specific result. It therefore is not a reinstatement of purpose. It is dynamic and unfolds over time as God reveals it to you.

Joshua and Caleb were able to have this type of visionary sight. Numbers 14:6-9 "Two of the men who had explored the land, Joshua son of Nun and Caleb son of Jephunneh, tore their clothing. They said to the community of Israel, 'The land we explored is a wonderful land! And if the Lord is pleased with us, he will bring us safely into that land and give it to us. It is a rich land flowing with milk and honey, and he will give it to us! Do not rebel against the Lord, and don't be afraid of the people of the land. They are only helpless prey to us! They have no protection, but the Lord is with us! Don't be afraid of them!' Having a vision is more than just looking on the bright side. It is looking on God's side. Finding the vision God has for us takes time and prayer."

Hebrews 11:24-27 "It was by faith that Moses, when he grew up, refused to be treated as the son of Pharaoh's daughter. He chose to share the oppression of God's people instead of enjoying the fleeting pleasures of sin. He thought it was better to suffer for the sake of the Messiah than to own the treasures of Egypt, for he was looking ahead to the great reward that God would give him. It was by faith that Moses left the land of Egypt. He was not afraid of the king. Moses kept right on going because he kept his eyes on the one who is invisible."

- **Vision is the faith to believe: Attitude**

Steve Goodier says " Both the hummingbird and the vulture fly over our nation's deserts. All vultures see is rotting meat, because that is what they look for. They thrive on that diet. But hummingbirds ignore the smelly flesh of dead animals. Instead, they look for the colourful blossoms of desert plants. The vultures live on what was. They live on the past. They fill themselves with what is dead and gone. But hummingbirds live on what is. They seek new life. They fill themselves with freshness and life. Each bird finds what it is looking for. We all do."

Satan's greatest attack on the vision that God gives each of us is our attitude. An attitude that says "No body else cares so why should I." An attitude that says "No body appreciates anything I do so let's see what they do when I don't." Faith is the food that visions live on. Without faith, our vision will wither on the vine.

Romans 4:18-21 "When God promised Abraham that he would become the father of many nations, Abraham believed him. God had also said, "Your descendants will be as numerous as the stars," even though such a promise seemed utterly impossible! And Abraham's faith did not weaken, even though he knew that he was too old to be a father at the age of one hundred and that Sarah, his wife, had never been able to have children. Abraham never wavered in believing God's promise. In fact, his faith grew stronger, and in this he brought glory to God. He was absolutely convinced that God was able to do anything he promised."

God help us to have enough faith in God to believe.

- **Vision is the courage to do: Action**

Faith includes action. The courage of vision is to say "Lord, if it's really you, tell me to come to you by walking on water" (Matthew 14:28). The courage of vision is to say "As for me and my house, we will serve the Lord" (Joshua 24:15). The courage of vision is to say "If God be for us, who can be against us." (Romans 8:31). The courage of vision is to say "The trials of this life are not worthy to be compared with the glory of the next life" (Romans 8:18).

## **DEVELOPING YOUR VISION**

### **STEP ONE: PRAY FOR A VISION**

Nehemiah prayed for the vision to go and rebuild the walls of Jerusalem (Nehemiah 1:1-11) Peter was praying when he received his vision to go and speak to the Gentiles. Acts 10:9-10 "The next day as Cornelius's messengers were nearing the city, Peter went up to the flat roof to pray. It was about noon, and he was hungry. But while lunch was being prepared, he fell into a trance." Acts 10:19-20 "Meanwhile, as Peter was puzzling over the vision, the Holy Spirit said to him, "Three men have come looking for you. Go down and go with them without hesitation. All is well, for I have sent them."

The first and most important part of developing your vision is getting alone with God and praying. One reason people never discover their dream and purpose in life is that they never stop long enough to listen. If we desire to hear from God concerning the vision and purpose of our life, then we need to pray and ask God to reveal the vision that He has for our lives. Psalm 46:10 says, "Be still, and know that I am God."

### **STEP TWO: THINK BIG**

Ephesians 1:15-19 "Ever since I first heard of your strong faith in the Lord Jesus and your love for Christians everywhere, I have never stopped thanking God for you. I pray for you constantly, asking God, the glorious Father of our Lord Jesus Christ, to give you spiritual wisdom and understanding, so that you might grow in your knowledge of God. I pray that your hearts will be flooded with light so that you can understand the wonderful future he has promised to those he called. I want you to realize what a rich and glorious inheritance he has given to his people. I pray that you will begin to understand the incredible greatness of his power for us who believe him. This is the same mighty power"

When Paul prayed this prayer for the church at Ephesus, his prayer was that the people would have the spiritual eyes to be able to perceive the great plans that God had for them. Jeremiah also spoke of these plans when he prophesied and said, "For I know the plans I have for you," says the Lord. "They are plans for good and not for disaster, to give you a future and a hope" (Jeremiah 29:11). Jesus spoke of the greatness of the vision for ministry. Matthew 9:36-38 "He felt great pity for the crowds that came, because their problems were so great and they didn't know where to go for help. They were like sheep without a shepherd. He said to his disciples, "The harvest is so great, but the workers are so few. So pray to the Lord who is in charge of the harvest; ask him to send out more workers for his fields."

### **STEP THREE: REVIEW YOUR GIFTS AND TALENTS**

In Romans 12:6 we are told that we have each been given gifts and talents to operate effectively within the Body of Christ. God gave you the gifts you have; you didn't choose them. True fulfilment comes when we use those gifts for Him in service of our dream. Your gifts are the key to discovering God's will in your life.

Until you know who you are, why God created you, why you are here, life will simply be a confusing experiment. If you can sincerely answer the following questions with clarity and confidence in regards to your personal identity, it will help you a great deal.

- Who am I?
- How have I been created like my Source? (Genesis 1:26-28)
- Why am I here?

### **STEP FOUR: REVIEW YOUR EXPERIENCE**

We must pay attention not only to our desires and talents, but also to our past history. Moses used his experience that he had received as a shepherd to fulfil the vision of leading the people out of Egypt. Joseph used his experience of being a dream interpreter which he had learnt whilst in jail to put him in a position where his dream was realised. Paul used his knowledge of the Jewish law to minister to those who were Jews.

Romans 8:28 "And we know that God causes everything to work together for the good of those who love God and are called according to his purpose for them."

God will use our past experiences to fulfil the vision that He has given to us. God wants to integrate your hurts and difficulties into your life message. He never wastes circumstances, even bad ones. Before you became a believer, God was working to redeem the problems you faced. Not all things are good, but all things will work for the good of those who love Him and are called according to His purpose. 2 Corinthians 1:4 says God helps us in our troubles so we can help others who have troubles, using the same help we ourselves have received from God. When you grasp that, it will change the way you view your life circumstances, and it will help you discover your dream.

### **STEP FIVE: JOURNAL YOUR DREAM**

Once you are able to define your dream, write it down. Habakkuk 2:2 says, "Then the Lord answered me and said: 'Write the vision and make it plain on tablets, that he may run who reads it.'"

A vision that is not written down will soon be forgotten. God wrote down His vision for creation in the Bible. If you want to move ahead in your dream, you must write it down--inscribe it indelibly. It is not enough to have an idea of what you want to do; you must have a plan for implementing it. Dreams do not come true by fantasizing--you have to write them down and let them become a guiding force in your life. Vision when written down plainly gets you focused on God's program rather than on your own.

When you are writing down your vision ask yourself the following questions:

- Is my vision clear? Will other people be able to understand what I believe my purpose to be?
- Is the dream and vision challenging? Is it big enough to know that without God it is impossible to achieve?
- Is the vision visual? Have I got a clear picture of what God is going to do in and through my life?
- Is the dream future orientated?

### **STEP SIX: DEVELOP A SOLID PLAN FOR YOUR GOAL**

Proverbs 16:1 "We can gather our thoughts, but the Lord gives the right answer."

Proverbs 16:9 "We can make our plans, but the Lord determines our steps."

If you don't have clear and fruitful plans and goals for your vision how can the Lord guide and direct or establish your plans? He committed to direct our steps once we make adequate plans to move toward what our heart desire. This is why we are told to write down our goals, plans and vision.

Jesus said that no wise person will desire advancement in life without working out the details or planning for it. Luke 14:28-30 "But don't begin until you count the cost. For who would begin construction of a building without first getting estimates and then checking to see if there is enough money to pay the bills? Otherwise, you might complete only the foundation before running out of funds. And then how everyone would laugh at you! They would say, 'There's the person who started that building and ran out of money before it was finished!'"

The truth is when you lack a plan, opportunities will pass you by. Look at a ship, it has a compass so that the navigator can know what direction he is going to, it has a rudder so the pilot can steer it. However, a ship is given a specific course-a plan-by the captain, so that it can arrive at its destination. All three are vital to arriving at the destination, the compass, the rudder and the plan. Just because it has a rudder doesn't mean that it can get to its destination without a plan and without a captain. Likewise, life has given many people clear sailing

(opportunities), yet, because they have no destination, they never make it out to port.

When a contractor is building a structure, he uses the blueprint. That is his plan for his vision or goal, which is the finished building (our vision or goals and dreams are the finished building). The contractor needs to constantly go back to it from time to time to see if the building is going on according to plan. So if a man has no plan for his life, he has nothing to refer to along the way, he does not know if he is on or off the track.

## **SUMMARY**

If we are going to become effective leaders of influence then we need to be visionaries. We need to have a vision of God's plan for our lives so that we do not miss out on the opportunities of ministry that He has already prepared for us.

If we have been walking without a vision and direction from God then we need to stop and spend some time asking God where He wants us to move, where He wants us to minister and where He wants us to influence others. We need to begin to see His plans for our lives, have faith enough to believe that God can do it through us and then take steps towards seeing God's plans in our lives.

Being a leader means that we walk with purpose. We do not walk aimlessly fulfilling what others would have us do, but we walk in His vision, in His plans and in His way. We need to find out not only our gifting but also where we should be using those gifting on a day to day basis.

## **ASSIGNMENT QUESTIONS – PERSONAL ASSESSMENT**

Complete each of the following steps as you develop the vision that God has given you.

### **STEP ONE: PRAY FOR A VISION**

Spend time each day asking God to show you your vision.

### **STEP TWO: THINK BIG**

Ask the following questions about the vision that you have been given:

- Is it too small?
- It is too general?
- Am I seeing this vision through the eyes of faith?
- Am I bound by restrictive thoughts and beliefs concerning the fulfillment of this vision? What are these things that are causing me to stop pursuing my vision?
- Am I expecting to see the vision being fulfilled? Do I speak faith filled messages when people ask me about God's plans for my life?

### **STEP THREE: REVIEW YOUR GIFTS AND TALENTS**

Using what you did in the previously personal evaluation, ask yourself the following questions:

- What is my deepest desire?
- What stirs my passion?
- What naturally flows out of me?
- Where do I get real results?
- What is the witness of the Holy Spirit in your spirit?
- What do mature Christians see in you?
- What career or ministry do you feel the peace of God about pursuing?
- What thoughts, visions or dreams are impossible to put out of your mind?
- What goal or ambition can you dedicate yourself to 100 percent, for the rest of your life?

#### **STEP FOUR: REVIEW YOUR EXPERIENCE**

Briefly list your past experiences.

#### **STEP FIVE: JOURNAL YOUR DREAM**

When you are writing down your vision ask yourself the following questions:

- Is my vision clear? Will other people be able to understand what I believe my purpose to be?
- Is the dream and vision challenging? Is it big enough to know that without God it is impossible to achieve?
- Is the vision visual? Have I got a clear picture of what God is going to do in and through my life?
- Is the dream future orientated?

#### **STEP SIX: DEVELOP A SOLID PLAN FOR YOUR GOAL**

Begin to develop a plan where you will begin to see your vision fulfilled. For example if you feel that God is calling you to lead praise and worship then maybe the following plans could be used as a means for God to promote you:

- Join the Choir
- Learn an instrument
- Do voice training
- Join a homecell and be involved in praise and worship on a smaller scale.
- Be involved in drama and outreach in the Church
- Spend time in worship (like David) in your personal life
- Learn about worship through the Scriptures

Write down some steps that you can start to take now that will take you in the direction of fulfilling God's purpose for your life.

## **LESSON EIGHT**

### **BUILDING RELATIONSHIPS (PART ONE)**

Building relationships is often highlighted as an important part of your success as a leader. As a leader you have many varied relationships to consider including

- Relationships with your leader
- Relationship with those whom you are leading

### **RELATIONSHIPS WITH YOUR LEADER**

Your relationship with your leader is important to your growth as a leader. Therefore you need to:

- Be submissive to those whom you are serving under
- Be accountable to your leader in the manner in which you behave

### **BE SUBMISSIVE TO YOUR LEADER**

God is the source of all authorities in the universe. All governing authorities are delegated by Him and therefore represent His authority. Because God is the source of all authorities in the universe, whenever people encounter authority they meet with God. Therefore we are not to only be subject to God's authority but also to His delegated authority.

We are to submit to the following leadership roles:

Romans 13:1 "Let every soul be subject unto the higher powers. For there is no power but of God: the powers that be are ordained of God."

1 Peter 2:13-14 "Submit yourselves to every ordinance of man for the Lord's sake: whether it be to the king, as supreme; Or unto governors, as unto them that are sent by him for the punishment of evildoers, and for the praise of them that do well. "

- To the government: According to Romans 13:1-7, all who are in authority are God's servants. Our subjection to this authority is four-fold: Taxes to whom taxes are due, Revenue to whom revenue is due, Respect to whom respect is due, Honour to whom honour is due.

- To our husbands: The authorities in the family are instituted by God. Once all the members in the family recognize the authority, many difficulties in the home will disappear. God has ordained the husband to be the delegated authority of Christ, with the wife as representative of the Church (Titus 2:4-5, 1 Peter 3:1). There must be a spirit of submission whereby a woman will voluntarily acknowledge her husband's leadership responsibility unto God. It is an act of faith.
- To our parents: God has ordained parents to be the authority over their children (Ephesians 6:2-3, Colossians 3:20).
- To the authority of the Church: The authorities in the Church are instituted by God (Ephesians 4:11). God ordains in the Church, authorities such as "elders" who rule well and "those who labour in preaching and teaching." Hebrews 13:17 "Obey your spiritual leaders and do what they say. Their work is to watch over your souls, and they know they are accountable to God. Give them reason to do this joyfully and not with sorrow. That would certainly not be for your benefit."
- To one another: Ephesians 5:21 "And further, you will submit to one another out of reverence for Christ."

If we honour the authority of the Lord in our lives, others will respect the Lord's authority in us.

### **WHAT DOES IT MEAN TO SUBMIT TO MY LEADERS?**

To "submit" or "be in submission to" is:

- To "obey": This means to follow the commands or guidance of authority or to comply with.
- "Subdue": This means to bring under control, to vanquish or bring into subjection.
- "Subordinate": This is to make oneself of lower class or rank inferior to, submissive to authority, or dependent.

To "submit" or "be in submission to" is to obey (follow the commands or guidance of authority), to be under obedience, to be put under, to subdue unto (make oneself under control of) to be or make subject to (obedient to), to be put in subjection (obedience), to subordinate (make oneself inferior to or of lower class to), to commit to the discretion or decision of another, and to yield or surrender to.

## **REBELLION - THE OPPOSITE OF SUBMISSION**

If we are not submitting to authority, then we are walking in rebellion. Rebellion is any attempt to usurp authority. Miriam and Aaron were entitled to their opinions about Moses' wife. But they crossed the line when they spoke against Moses and challenged his call to be God's representative (Numbers 12:1, 2).

### **What are the dangers of rebellion?**

- **Rebellion is an open door to demonic bondage**

1 Samuel 15:23, "For rebellion is as the sin of witchcraft..." Rebellion is an open door to the demonic in a person's life. The Bible strictly warns us against rebellion, and its consequences are not to be taken lightly. God's Word tells us that rebellion is in the same category of sin as witchcraft itself. The word witchcraft above is translated back to the Greek word "qesem", which not only includes literal witchcraft itself, but also divination. Both of these practices are highly demonic.

Proverbs 17:11, "An evil man seeketh only rebellion: therefore a cruel messenger shall be sent against him."

- **Rebellion cuts a person off from God**

God's Word is clear that rebellion is a great way to find ourselves in dry land spiritually: Psalms 68:6, "...the rebellious dwell in a dry land." The Bible is clear that a man who is rebellious, is a man whose heart is not right with God: Psalms 78:8, "And might not be as their fathers, a stubborn and rebellious generation; a generation that set not their heart aright, and whose spirit was not steadfast with God."

### **How is rebellion manifest (See 2 Peter 2:10-12, Eph 5:6, Matthew 12:34)?**

- **Man's rebellion is manifested in words:**

A man who is rebellious in heart will soon utter rebellious words, for out of the abundance of the heart, the mouth will speak. The tongue is very difficult to tame (James 3). Rebellion is thus quickly expressed through a man's tongue. Words are the outlet of the heart.

Eve carelessly added to the Words of God (Genesis 3:1-3). All who easily change God's Word, either by adding to it or by deleting from it, give evidence that they do not know authority.

Ham broadcasted his father's failure (Genesis 9:20-22). Criticizing people and taking great delight in disclosing other's faults is a manifestation of rebellion.

Miriam and Aaron reviled Moses (Numbers 12:1-2). There were probably many other words Miriam could have uttered, just like an iceberg only has one tenth of its mass appearing on the surface.

Korah and his company attacked Moses (Numbers 16:1-3). They were like an uncontrollable flood, throwing off restraint. Not only did they speak against Moses, but they openly censored him severely. In this we see that there are two different degrees of rebellion: Some can be disgraced but fully restored. Some must be swallowed by Sheol because they have no constraint. We learn from this instance that all those who obey God's direct authority but reject delegated authority are under the principle of rebellion.

Rebellion is linked with fleshly indulgence and those who cannot control their words cannot control themselves. Each time one speaks out against another, it means loss of power. God strongly rebukes the rebellious (2 Peter 2:12).

Slander comes from reason, for example: Ham slandered because Noah was naked and Miriam slandered because Moses had married a Cushite. If a man does not know authority, he will speak slanderous words.

- **Man's rebellion is manifested in reason:**

Words that we speak against our leaders come from our own reasoning and logical thinking. We think that someone else can do it better, we think that our ideas are better, we know of a better way to implement something and therefore we speak out against those whom God has placed in authority.

A revelation of God's glory will deliver us from reason (Isaiah 6:1-5). Once we see God as being far above us and that He alone is God on high, we prostrate ourselves in dust and ashes and all our reasoning disappears. The glimpse of a fraction of God's glory will send us to our knees and make us throw away all reasoning (Psalm 33:6).

- **Man's rebellion is manifested through thoughts (2 Corinthians 10:4-6)**

Rebellious words come from rebellious reasoning, which begins with a thought. Satan imprisons men by strongholds of reasoning, but only the authority of God can take every thought captive to obey Christ. There may be strongholds of moral wickedness in the heart where the mind finds refuge. This is the place where victory needs to take place. The phrase "high thing" in 2 Corinthians 10:5 means "tall building" in the original Greek, signifying that from God's viewpoint,

human reasoning is like a skyscraper, blocking out the knowledge of God. Reasons and thoughts are closely joined. Reason tends to capture thought, rendering man incapable of obeying Christ. If we desire to obey God, we must know how the authority of God destroys the strongholds of reason. The testimony of the kingdom is brought in through obedience.

## **THE BENEFITS OF SUBMISSION**

- **We please God when we submit to authority**

The first benefit is that *it pleases God*. God's word commands it. Children are to obey their parents because it is right (Ephesians 6:1) and because it is well-pleasing to the Lord (Colossians 3:20). Wives are to be subject because it is fitting (Colossians 3:18). Servants are to work heartily, as for the Lord, knowing that from the Lord they will receive reward (Colossians 3:23-24). Every person is to be in subjection to the government (Romans 13).

- **We are protected when we submit to authority**

There is the obvious benefit of protection from harm. There are many rewards for good behaviour. Citizens who submit to the laws for driving their vehicles avoid the sorrows and expense of damaging property and taking lives. There is the benefit of protection from temptation. For children there is the promise of long and well lived life for honouring their parents. Parents establish rules for their children in order to help them avoid temptation. Children do well to submit to the rules of the home and they avoid many complications in life. The teenager who accepts the parental rules for curfew and dating will enjoy the benefit of protection from pressures to conform to ungodly standards.

- **We are given direction**

God-given authority is one of the best sources of direction for a person. Those who are self-willed become confused about God's purposes for their lives. Rebellion against God becomes manifested in the relationship with God-given authority. The loss of direction for the future leads one to reject wisdom and soon we may begin destructive behaviour. This is why Fathers are exhorted not to exasperate or provoke their children so that they lose heart. Those who lose heart under abusive authority and become rebellious will inflict harm upon themselves and others.

- **We become most like Jesus**

Jesus exemplifies the principle and benefit of submission. He demonstrated how to submit to authority. The Bible states that He humbled Himself and became obedient to His Father's will even unto the death of the cross (Philippians 2:8). He paid taxes to the abusive Roman government. He submitted to the corrupt religious authorities. He suffered grave injustice but He kept entrusting Himself to Him who judges righteously (1 Peter 2:23). He could have called twelve legions of angels (Matthew 26:53) but He yielded to His Father's will.

## **BE ACCOUNTABLE TO YOUR LEADER**

Does the Bible speak of Christian accountability?

First of all, the Bible says that God holds us accountable. Romans 14:12 says, "So then each of us shall give account of himself to God." This is personal accountability.

Secondly, we see in the Bible that we are to be accountable to one another. In 1 Corinthians chapter 12, we read that Christians are all part of the same body - the body of Christ - and each member needs or belongs to the other. This Scripture suggests the importance of strong accountability between believers. It is important for every Believer to have at least one other person in which to confide, pray with, listen to, and encourage.

The pages of the Bible are filled with stories of people leaning on others for growth and personal and spiritual development. Deep connections help great leaders overcome their struggles and see what they cannot see on their own. Most prominently in the Old Testament are Moses and Aaron (Exodus), and David and Jonathan (1 Samuel 18-20). In the New Testament are Paul and Barnabas, and then Paul with Titus, Silas, and Timothy (Acts 11-14; 2 Cor. 2:12). And, of course, our Lord Jesus, while He walked this earth, had His twelve with an extra connection to the inner three, Peter, James, and John.

## **WHAT DOES IT MEAN TO BE ACCOUNTABLE TO ANOTHER?**

Accountability means developing relationships with other Christians that help to promote spiritual reality, honesty, obedience to God, and genuine evaluations of one's walk and relationship with God and with others.

Accountability is a check and balance system to protect us from harm from ourselves and others. We do this by being open to what we are thinking and doing so we can receive encouragement and reproof, when needed. Christian accountability is accounting for what we are up to. It is the realization that we are liable, responsible, and answerable for our actions in life to God (Matthew 12:36; Romans 2:16; 14:2; 1 Corinthians 3:10-15; 4:5; 2 Corinthians 5:10), as well as to key Christians in our life (John 13:34 Galatians 6:1-2; Philippians 2:4; Hebrews 10:23-24; James 5:16).

Ecclesiasts 4:9-10 "Two people can accomplish more than twice as much as one; they get a better return for their labour. If one person falls, the other can reach out and help. But people who are alone when they fall are in real trouble."

## WHY SHOULD WE BECOME ACCOUNTABLE TO ANOTHER?

- To help those who are in sin: Galatians 6:1-2 "Brothers, if someone is caught in a sin, you who are spiritual should restore him gently. But watch yourself, or you also may be tempted. Carry each other's burdens, and in this way you will fulfil the law of Christ." Our ability to deceive ourselves is virtually boundless; that is why accountability is so necessary. Without submitting to the counsel of others, we can rationalize almost anything, especially if what we're doing involves a series of small compromises. Thus, accountability is needed not so much to protect us from others, but to protect us from ourselves.
- To bring correction: Jehoshaphat's dealings with the priests concerning temple repairs was a useful lesson in accountability: Jehoshaphat delegated specific responsibilities to the priests with clear instructions concerning the collection and use of money (2 Kings 12:4-5). He personally confronted the priests, including their leader, Jehoiada, for their non-performance (12:7). He suggested a course of remedial action (12:7-8) and then saw to it that an alternative solution to the problem would be carried out (12:9-12). Accountability involves far more than simply telling someone what to do and then coming back later to see if instructions have been carried out. It means that a leader commits to overseeing the workers' performance and making sure that the project is completed.
- To encourage spiritual growth and maturity. Hebrews 10:24 says, "And let us consider how we may spur one another on toward love and good deeds." 1 Thessalonians 5:11 says to, "...encourage one another and build each other up..." Accountability helps to promote biblical controls or checks and balances. It provides the necessary *discipline and support* needed to see people reach godly goals. While we are all ultimately accountable to God, as stressed in Romans 14:7-12, God has established other levels of accountability to aid us in the matter of control, support, and growth. God has given the Word and the Holy Spirit as His agents of control to help provide direction and controls on our lives, but accountability to other believers becomes another key instrument to aid in bringing about self-discipline and inner controls. We see this encouragement to grow spiritually in the letters that Paul wrote to Timothy and Titus.
- To provide wise counsel: Proverbs 11:14 "Without wise leadership, a nation falls; with many counsellors, there is safety." Proverbs 15:22 "Plans go wrong for lack of advice; many counsellors bring success." Proverbs 24:6 "So don't go to war without wise guidance; victory depends on having many counsellors."

## KEYS TO DEVELOPING AN ACCOUNTABLE RELATIONSHIP

Effective accountability has the emphasis on building quality and deep relationships that will help us. "As iron sharpens iron, so one man sharpens another." (Proverbs 27:17)

### TRUST

An accountability partner relationship can only work if you trust each other completely. If you choose someone that you are not comfortable telling information about your life to, you will never get the full benefits of what having an accountability partner is all about. To hold ourselves accountable to others is to trust their judgment and to believe that they are committed to the same truths and values that we are. It also helps if we can sense that they have our best interests at heart. That's why Paul pleaded with the Corinthians to forsake their divisions and "be perfectly joined together in the same mind and in the same judgment" (1 Corinthians 1:10). Without that unity, they would never submit to each other.

### Who should you trust?

The person whom you choose to trust to become accountable to should display the following characteristics:

- **Integrity.** Exhibiting basic honesty and moral character are keys to demonstrating that you are trustworthy. A person of character can be trusted to do what is right even when there is "no controlling legal authority" because they are guided by internal standards.
- **Reliability.** Trustworthy people are consistent, dependable and stable. Their actions are congruent with the values and principles they espouse. They keep their promises.
- **Fairness.** Being fair means making unbiased decisions and not taking advantage of people just because they are in a weaker bargaining position.
- **Caring.**
- **Openness.** Trustworthy leaders keep confidences, but they do not keep harmful secrets or have hidden agendas. Open information sharing is a reciprocal process. We tend to withhold information from people who seem to resist opening up to us.

- **Competence.** Trustworthy leaders perform their roles competently. Subordinates do not put their faith in incompetent leaders, even if those leaders are fair and caring.
- **Loyalty.** Trustworthy leaders also show through their actions that they are willing to protect and defend their subordinates when they make mistakes or during times of crisis.

### **Growing in Your Trusting Others**

- Be aware that the degree to which you are a trusting person is greatly influenced by: 1) your early life experiences involving trust; 2) your emotional responses and decisions about those experiences; 3) the beneficial or harmful outcomes of extending your trust to others; and, 4) what you were repeatedly told about by others.
- Recognize that your earlier level and experience of trust is not necessarily suitable or valid for your adult relationships and productive work.
- Pay close attention to your current behaviour and leadership style, how these affect others: your actions, words, tones, gestures, posture, and your use of power.
- Become more aware of your feelings during interaction with others; how you act on your feelings; and what lessons for change do you learn about your degree of trusting.
- Seek to identify any continuing behaviour that may prevent you from trusting others. Does it spring out of earlier patterns? Have you talked this over with another nonjudgmental person with a view to breaking down old barriers?
- Make a day-by-day practice of trusting; often patterns of behaviour create feelings and responses of mutual trust, and break down any of life's earlier, negative influences.

## HONESTY

In an accountable relationship both parties need to be honest:

- My leader needs to be honest with me:

Ephesians 4:15 "Instead, we will hold to the truth in love, becoming more and more in every way like Christ, who is the head of his body, the church."

Speaking the truth in love is not holding back parts of the truth. Paul said, "For I have not shunned to declare unto you all the counsel of God" (Acts 20: 27). Paul appreciated the truth to the point of allowing it to make those whom he loved his enemies (Galatians 4: 16). Speaking the truth in love is not watering down the truth. Some seek to dilute and weaken the truth (1 Peter 2: 1, 2). "Preach the word: be instant in season, out of season; reprove, rebuke, exhort with all longsuffering and doctrine" (2 Timothy 4: 2).

- I have to be honest in what is really happening in my heart.

Hebrews 13:18 "Pray for us, for our conscience is clear and we want to live honourably in everything we do."

Ephesians 4:25 "So put away all falsehood and "tell your neighbour the truth" because we belong to each other."

## CONFIDENTIALITY

Along with trust, confidentiality is vital to any accountability partner relationship. Both partners must agree to keep all information discussed during accountability partner meetings completely to themselves, without exception.

Proverbs 11:13 "Whoever goes about slandering reveals secrets, but he who is trustworthy in spirit keeps a thing covered.

Proverbs 17:9 "Whoever covers an offense seeks love, but he who repeats a matter separates close friends.

Proverbs 25:9 "Argue your case with your neighbour himself, and do not reveal another's secret",

James 5:16 "Therefore, confess your sins to one another and pray for one another, that you may be healed. The prayer of a righteous person has great power as it is working.

## WHAT ARE THE BENEFITS OF AN ACCOUNTABLE RELATIONSHIP?

- **Motivation:** It is an added incentive to glorify God with our whole beings in very specific areas, including our minds, bodies, families, and time-which all belong to God (cf. 1 Corinthians 6:18-20).
- **Safety:** It is a safety net. If one of us starts slipping or falls hard, two other concerned Christians are right there to catch him or pick him up with biblically informed advice and love.
- **Consistency:** It facilitates (but does not automatically result in) consistent spiritual growth.
- **Specificity:** It requires specific answers to specific questions. If someone asks "How are you doing?" it is very easy to cover up areas of our lives by blowing smoke about something else that may not be as significant.
- **Thoroughness:** It holistically challenges us in multiple areas, rather than focusing on just a few.
- **Community:** It establishes intimate, healthy relationships with fellow believers, rejecting a lone-ranger mentality.

| Benefits of an accountable relationship                    |                                        |                                                |
|------------------------------------------------------------|----------------------------------------|------------------------------------------------|
| Spiritual                                                  | Emotional                              | Physical                                       |
| Counsel (Proverbs 27:9, 27:17, 13:20)                      | Love (Proverbs 17:17, Roman 12:10)     | Help in work and trouble (Ecclesiastes 4:9-10) |
| Speaking the truth in love (Ephesians 4:15, Proverbs 27:6) | Acceptance (Romans 15:7)               |                                                |
| Encouragement (Hebrews 3:13, 10:24-25)                     | Support (Romans 12:15, Proverbs 25:20) |                                                |
|                                                            | Freedom and Expression (Proverbs 17:9) |                                                |

## **SUMMARY**

The first relationship that we need to focus on is the relationship that we have towards our leader.

Are we submitting to our leader? Leadership has been placed there by God and therefore we need to submit to this leadership in the same manner in which we submit to God. We need to ensure that our thoughts, reasoning and our speech concerning our leadership are godly and right.

Are we accountable to our leader? Do we place ourselves in a position where we are vulnerable to our leaders by sharing with them what is really going on in our heart so that they can support, correct and help us grow in Christ? This type of relationship is built on:

- Trust
- Honesty
- Confidentiality

## **ASSIGNMENT QUESTIONS - PERSONAL EVALUATION**

Provided below are questions that will challenge you to see whether you are fulfilling your calling as being a leader for Christ. Answer each question with honesty and note those areas where you need to improve your leadership potential/ role.

### **SUBMISSION AND AUTHORITY**

- Are you submitting to your leader at present? How easy is this submission?
- Are there any areas in your thoughts, reasoning or speech where you need to make adjustments so that you do not walk in rebellion?
- In the past have you had problems with authority?
- Are you submitting to the following relationships? How can you better improve your submission to these people / organizations? My spouse, My employer, The government
- Many people assume that submission means obedience. However, careful examination of the Greek word for *submission* used in these verses shows that it does not mean obedience, but rather, a voluntary act of allegiance, support, and response to another. Ephesians 5:22-32 says our relationship to God is similar. In what ways is it similar to this definition?
- Why does submission not also mean obedience or always agreeing with someone? Provide examples from scripture to justify your answer

### **ACCOUNTABILITY**

- Are you being mentored by anybody in leadership?
- What benefits have you gained through this relationship
- How has this person been mentoring you?
- What do you appreciate about your mentor and what they have helped you with in the past?
- Are you able to trust your mentor with the matters of your heart?
- Does your mentor understand the importance of confidentiality? Do they gossip about others when you are around?

- How have you been able to develop trust in your relationship with your mentor?
- What areas in your life do you think that you need to have someone to talk to and help you with so that you are protected from sin and temptation? Who do you feel would be the best mentor in this area? Why?
- What characteristics does your mentor show that helps you trust them? What characteristics do they show that causes you to not expose yourself completely?

## **LESSON NINE**

### **BUILDING RELATIONSHIPS (PART TWO)**

The second area in which we should build relationships is with those whom we are leading. We cannot lead without influence and we cannot have influence unless we have built a relationship with those whom we are leading.

#### **YOUR RELATIONSHIP WITH THOSE YOU LEAD: BEING A MENTOR**

##### **WHAT IS A MENTOR?**

Mentoring is a relational experience in which one person, the mentor, empowers another person by a transfer of resources. Empowerment can include such things as new habits, knowledge, skills, desires, values and growth and development of potential.

The word "mentor" is defined as "a wise and trusted counsellor or teacher." Although "mentoring" doesn't appear in the Bible, Scripture does give us numerous examples of mentoring. Moses was mentored by his father-in-law Jethro, first as son-in-law and then as a leader (Exodus 18). The mentoring relationship between Eli and Samuel prepared Samuel for the tasks and responsibilities that were his after Eli's death (1 Samuel 1–4). Jesus mentored His disciples (Luke 9), and both Barnabas and Paul excelled in mentoring (Acts 9–15).

##### **THE FUNCTION OF A MENTOR:**

- **Disciple:**

A disciple is a learner, a pupil. As Strong's concordance states, the word "mathetes" means "one who follows one's teaching." The word used for the discipler in the Scripture is "didaskalos" meaning a teacher. According to Matthew 28:20, the discipler is to be "teaching them to obey everything Jesus commanded." Simply put, a discipler is to teach the sheep to follow Jesus, not himself/herself.

The authority of a teacher is only found in the Word of God, not in oneself (2 Timothy 3:16-17). The role of a discipler is therefore to teach people to become obedient to the Word. A leader needs to help people learn the basics of walking with Christ. Discipleship is an important aspect to the mentoring relationship. Discipleship focuses on the ongoing growth of the disciple as a Christian, and is concerned with the commands of Christ. The intent is for the

disciple to become like Jesus Christ. Therefore as a mentor you will encourage those whom you are leading to mature in their Christian walk.

- **Be an example:**

The mentor should be a living example of how to do ministry. The Apostle Paul spelled out mentoring as his leadership model very simply. "Follow my example as I follow the example of Christ" (1 Corinthians 11:1). Not only were Jesus and the apostles mentors, but the elders in the local church also were to do the work by mentoring. Peter commands, "Be examples to the flock" (1 Peter 5:3), and Paul explains to the elders at Ephesus, "You know how I lived the whole time I was with you" (Acts 20:17). In other words, Paul is telling the elders, "I showed you, now you show them."

- **Counsel**

As a leader you are to help people by giving wise advice to help them through situations. This counsel should not come through our own feelings but it should be based upon the Word of God. 2 Timothy 3:16 "All Scripture is inspired by God and is useful to teach us what is true and to make us realize what is wrong in our lives. It straightens us out and teaches us to do what is right."

- **Teach**

The mentor helps people learn through teaching. In Titus 2:3-4, Paul told the older women of the Church to be mentors to the younger women. Titus 2:3-5 "Older women likewise are to be reverent in behavior, not slanderers or slaves to much wine. They are to teach what is good, and so train the young women to love their husbands and children, to be self-controlled, pure, working at home, kind, and submissive to their own husbands, that the word of God may not be reviled."

Psalms 145:4 "One generation shall commend your works to another, and shall declare your mighty acts."

- **Coach**

The mentor help people learn to do things through coaching. Jesus mentored His disciples in this manner. Mentoring is more about showing than telling. Coaching occurs first through words, then by actions, then by working together and then by evaluation. "Whatever you have learned or received or heard from me, or seen in me—put it into practice" (Philippians 4:9). In essence, Paul was saying, "Let me mentor you. Let me be your role model." He reminds the new Christians at Thessalonica to "follow our example" (2 Thessalonians 3:7).

Mentors convey wisdom and skill. Through modelling and coaching, and eventually by turning over responsibility to their followers, kingdom-style mentors seek to make their disciples more capable than the mentors have been.

| Steps | Jesus as a Mentor                                                                                                                                                                        | Comments                                                                    |
|-------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| One   | Jesus showed them what to do by demonstrating the ministry of the Kingdom. Whilst His disciples were with Him He healed the sick, delivered those who were oppressed, taught the crowds. | As a leader don't only tell the way but show it                             |
| Two   | Jesus told them what to do by giving them instruction (Matthew 10)                                                                                                                       | Leaders are to give clear instruction.                                      |
| Three | Jesus let them try it. He sent them out to do the work of the ministry (Matthew 10:16, Mark 3:14-15, 6:7)                                                                                | Allow them to practice the principles that they have learnt                 |
| Four  | Jesus evaluated what they did (Luke 9:10)                                                                                                                                                | Evaluate what they achieved and provide important feedback for their growth |

### WHAT ARE THE MENTORING BE-ATTITUDES

- Be respectful: Strong relationships are based on mutual respect
- Be committed: As a leader you need to be committed in setting aside time to meet with those whom you are mentoring so that you can assist them in their growth.
- Be ethical: Mentoring requires confidentiality
- Be visionary: Possess the ability to readily see the potential in others and help them to reach their potential.
- Be tolerant: People will make mistakes.
- Be a listener: Be quick to hear what the other person has to say.
- Be available: A mentor has to make the time to meet the person
- Be persistent: Don't give up when they make mistakes or fail

- Be transparent: Demonstrate that you have not arrived yet but are still growing
- Be real: Honest and integrity are essential

#### **WHAT ARE SOME BARRIERS TO BEING AN EFFECTIVE MENTOR?**

- Having enough time to set aside and disciple and mentor another person
- Fear that the person will become dependent upon you
- Fear of losing your position to someone whom you are training
- Feelings of inferiority
- Not being willing to impart information and knowledge because you are jealous

#### **WHAT ARE SOME OF THE BENEFITS OF BEING A MENTOR**

- Encourages others to develop themselves and reach their visions and dreams
- Empowers others to be able to be effective in their calling
- Equips others with the skill and the knowledge that they need to walk in their ministry
- Establishes them in sound doctrine and enables them to be rooted and grounded in the Word of God
- Engages them in doing the work of the ministry and not merely seeing how to do it.
- Evaluates their work and then provides honest feedback as to how they can become more effect
- Enthuses and stirs people with the passion to fulfil their calling
- Enables them to reach their God-given potential
- Educates them through continual learning and coaching

## SUMMARY

Building relationships with those whom you are leading is also another important aspect of leadership. The way in which we are able to perpetuate our influence is by multiplying and producing our ministry and our leadership styles in others so that they can take it to the next level. Many people are scared of this type of relationship as they feel that they will be rejected or "out of a job" but this is the will of God. God always prepared a new leader, someone who will be able to take over, through this means of mentoring. For example Elijah and Elisha, Moses and Joshua, Timothy and Paul.

The harvest is plentiful and cannot be reaped by only a few. Therefore God needs us as leaders to take part in mentoring others who will aid us in bringing in the harvest for His glory. This is the dispensation of the saint's ministry where everyone, knowing and operating in the spiritual gifts will be part of being an influence for God.

Mentoring is not a means of working us out of a "job" but it is a means by which we teach and train others so that they can take part in finishing the work that Jesus gave us all to do.

Matthew 28:19-20 "Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. Teach these new disciples to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age."

Acts 1:8 "But when the Holy Spirit has come upon you, you will receive power and will tell people about me everywhere—in Jerusalem, throughout Judea, in Samaria, and to the ends of the earth."

### **ASSIGNMENT QUESTIONS – PERSONAL EVALUATION**

Provided below are questions that will challenge you to see whether you are fulfilling your calling as being a leader for Christ. Answer each question with honesty and note those areas where you need to improve your leadership potential/ role.

- What has your attitude been towards mentoring in the past?
- Are you currently scared of mentoring someone who you feel might have more potential in the ministry than you have? If so, how can you overcome these feelings? If you are confident that you have been called to minister do you really believe that you will be “replaced”
- Study the attitude of mentoring that Moses, Elijah and Paul had towards those they were mentoring. Were they fearful, apprehensive, jealous etc? Discuss what you have learnt from their attitudes and actions towards those whom they mentored.
- Are you currently helping to mentor others?
- How did you go about choosing this person?
- How formal is this relationship? Have you made a commitment to spend time with this individual on a regular basis?
- If you have been involved in some efforts of mentoring have you seen any benefits in this task?
- What areas of growth are we hoping the disciple grow in under our teaching and training?
- Make a list of some people whom you would like to start a mentoring relationship with. How would you go about approaching these people so that it does not create “pride” in their hearts thinking that they will be “taking over” from you?
- What areas of their lives do you think you would begin to work on through teaching and training in the Word of God?