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."

DYNAMICS OF LEADERSHIP

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."

PHYSICAL ADDRESS

74 Falcon Crescent, EXT 2 - Lenasia South. 1829 GAUTENG, South Africa

POSTAL ADDRESS

P.O.Box 86, Kiasha Park 1829 GAUTENG, South Africa

Website: www.faithcollege-elearning.online
Email: faithcollege@lantic.net
Tel: +27 11 855 8783 Fax: +27 11 855 6337
WhatsApp +27 82 557 9308

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

PRODUCT OF FAITH BIBLE COLLEGE

Dynamics of Leadership

TABLE OF CONTENTS

INTRODUCTION	**PAGE 3**
3 Tools used by God to create change on earth	3
What is leadership?	6
Why is it necessary to for the Church to have strong leaders?	7
PART ONE: WHO IS THE LEADER OF THE CHURCH?	**PAGE 10**
Jesus is the Ultimate Leader	10
Jesus has delegated authority to the Church	11
PART TWO: DEVELOPING LEADERS	**PAGE 13**
How can we become prepared to lead?	13
Testing takes Time	13
The Pass Marks of a leader:	25
• Be committed in your relationship with God	25
• Be mature in Christ	26
• Be an example	27
• Have Core Values	29
• Be a team player	46
PART THREE: THE FUNCTION OF A LEADER	**PAGE 52**
Provide Direction for the Local Church	52
Discipleship: The Law of Reproduction	64
Discipline	70
PART FOUR: EXAMPLES OF LEADERSHIP	**PAGE 77**
Moses	77
Nehemiah	81

PRODUCT OF FAITH BIBLE COLLEGE

PART FIVE: OVERCOMING LEADERSHIP PROBLEMS **PAGE 87**

Pride and Self confidence 87
Stress and Burnout 90
Temptations 95
Personal Defeat – Failing the Test 100

BIBLIOGRAPHY **PAGE 106**

PRODUCT OF FAITH BIBLE COLLEGE

INTRODUCTION

THREE TOOLS USED BY GOD TO CREATE CHANGE ON EARTH

In history, we notice that God has consistently used three "tools" to bring about His purpose and plan on the earth.

Firstly, He uses His Spirit

Here are just some of the ways in which the Holy Spirit works:

- He worked in creation: Psalms 33:6 "By the word of the LORD were the heavens made, their starry host by the breath of his mouth." Job 33:4 The Spirit of God has made me; the breath of the Almighty gives me life."

- He bears witness to the truth regarding Jesus Christ. John 15:26-27 "When the Counselor comes, whom I will send to you from the Father, the Spirit of truth who goes out from the Father, he will testify about me. And you also must testify, for you have been with me from the beginning."

- He convicts the world of sin and of righteousness and of judgment: Acts 2:36-37 "Therefore let all Israel be assured of this: God has made this Jesus, whom you crucified, both Lord and Christ." When the people heard this, they were cut to the heart and said to Peter and the other apostles, "Brothers, what shall we do?" John 16:7-8 "But I tell you the truth: It is for your good that I am going away. Unless I go away, the Counselor will not come to you; but if I go, I will send him to you. When he comes, he will convict the world of guilt in regard to sin and righteousness and judgment:"

- He makes anew or regenerates the believer. Titus 3:5 "he saved us, not because of righteous things we had done, but because of his mercy. He saved us through the washing of rebirth and renewal by the Holy Spirit,"

- He leads us into a holy life - a life as sons of God, a godlike life. Romans 8:13-14 "For if you live according to the sinful nature, you will die; but if by the Spirit you put to death the misdeeds of the body, you will live, because those who are led by the Spirit of God are sons of God."

PRODUCT OF FAITH BIBLE COLLEGE

Secondly, He uses His Word

Here are some of the ways in which the Word works here on earth:

- The Word worked in creating the world and all that was in it. Genesis 1:3 "Then God said, "Let there be light," and there was light." John 1:1-2 "In the beginning the Word already existed. He was with God, and he was God. He was in the beginning with God."

- The Word creates faith in our hearts. Romans 10:17 "Yet faith comes from listening to this message of good news—the Good News about Christ."

- The Word directs and shows the godly the path that they are to walk on (Ps 119:105).

- The Word warns the godly so that they do not sin (Ps 19:11, Ps 119:11)

Lastly, He uses His people.

We notice that when God wanted to accomplish something on earth, He used men and women to do so. Through the Bible we note that God placed men and women in prominent positions, positions of leadership, to bring forth His will.

- Noah was used to build an ark so that a remnant of people could be saved from the flood.

- Abraham was used to intercede for Sodom and Gomorrah and as a result Lot and his daughter were saved from destruction.

- Jonah was used to go and preach repentance to the city of Nineveh.

- Elisha was used to reveal the power of God over the prophets of Baal.

- Esther was elected as being the Queen and therefore was in a place where should could lead her people through prayer and fasting to a place of safety.

- Daniel and the three Hebrews, Shadrach, Meshack and Abednigo were in prominent positions of governship and leadership when they made an impact of the people around him.

PRODUCT OF FAITH BIBLE COLLEGE

- Joseph underwent many trials and even temptations so that God could use him in a place of leadership to help in a time of famine.

Man is therefore vital in bringing about the purposes of God on earth. How does God use man today? God, has, is and will be raising up men and women to be ambassadors for Him. 2 Cor. 5:20 "We are Christ's ambassadors, and God is using us to speak to you. We urge you, as though Christ himself were here pleading with you, "Be reconciled to God!" God is raising up men and women who will be the salt of the earth and the light of the World, leaders who will be willing to represent Him and who will manifest His glory on earth.

PRODUCT OF FAITH BIBLE COLLEGE

WHAT IS LEADERSHIP?

Because the term "leadership" is a very broad topic, not only in the Christian world but also amongst the secular and business world, there are many diverse definitions used to describe it. For example:

Bennis and Nanus conclude that "Leadership is what gives an organization its vision and its ability to translate that vision into reality" 1

John Haggai defines leadership as "the discipline of deliberately exerting special influence within a group to move it toward goals of beneficial permanence that fulfill the group's real needs." 2

Ken Blanchard, writes, "Leadership is a process of influence. Anytime you seek to influence the thinking, behavior, or development of people in their personal or professional lives, you are taking on the role of a leader." 3

John C Maxwell in the 21 Irrefutable Laws of Leadership, says "leadership is influence - nothing more, nothing less."

Aubrey Malphurs says, **"**The following are my definitions. First, Christian leaders are servants with the credibility and capabilities to influence people in a particular context to pursue their God-given direction. The second builds off the first. Christian leadership is the process whereby servants use their credibility and capability to influence people in a particular context to pursue their God-given direction" 4

The Collins English Dictionary defines leadership as :

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

---

1 Warren Bennis & Burt Nanus, Leaders: The Strategies for Taking Charge (New York: Harper & Row, 1985, pg. 4.
2 John Haggai, Lead On (Waco: Word Books, 1986), pg 4.
3 Ken Blanchard & Phil Hodges, Lead Like Jesus (Nashville: Thomas Nelson, 2005), pg. 5.
4 Being Leaders by Aubrey Malphurs page 10

PRODUCT OF FAITH BIBLE COLLEGE

We note from the above that most of the ideas defining the term leadership include leadership as exerting influence, motivating and inspiring, helping others realize their potential, leading by example, selflessness and making a difference

WHY IS IT NECESSARY FOR THE CHURCH TO HAVE STRONG LEADERS?

The historical books of the Old Testament, provides us with adequate evidence of the importance of good leadership. From the time of the death of Joshua, we notice that there were often times when the nation of Israel, though having a judge or a king to lead them, were unfaithful to God. What was the cause of this? Were these leaders not able to influence the people to loving God?

The influence that a leader can exert on people can either be good or bad. Moses was a man of God who was able to influence the nation of Israel to follow after God However, there were many times in the history of the nation of Israel were the leaders themselves were not committed to God and therefore the influence that they had on the people of God was to cause them to sin and fall into idolatry. Because of the spiritual lack in these leaders and kings the children of Israel were often being led astray. Ezekiel even speaks of leaders who were not only lacking in their godly influence, but also lacking in having the heart of a shepherd. Ezekiel 34:5-6 "So my sheep have been scattered without a shepherd. They are easy prey for any wild animal. They have wandered through the mountains and hills, across the face of the earth, yet no one has gone to search for them."

Let us look at some of the examples of leaders who had a negative effective on the people of God:

- **Ahaz** (2 Kings 16:1-20): The Bible tells us that Ahaz was the king of Judah for 16 years. In verse 2 of 2 Kings 16, we are told that Ahaz "did not do what was right in the sight of the Lord his God." We are further told by scripture that Ahaz was unwilling to put his trust in God (Isaiah 7:12), and, instead put his trust in men (1 Kings 16:7-8; 2 Chronicles 28:20-21). What was the result of this leader's disobedience, and lack of trust in God? The Bible tells us that 120,000 men were killed, and 200,000 women and children were taken captive because of Ahaz's sin (2 Chronicles 28:6, 8). "For the Lord humbled Judah because of Ahaz king of Israel, for he had brought about a lack of restraint in Judah and was very unfaithful to the Lord." *(2 Chronicles 28:19)*

PROPERTY OF FAITH BIBLE COLLEGE

- **Manasseh** (2 Kings 21:1-18): Manasseh was king in Jerusalem for 55 years however he "did evil in the sight of the Lord" (2 Kings 21:2). What was the result of this leader's sin? How did his sin affect his followers? 2 Kings 21:11-12 "King Manasseh of Judah has done many detestable things. He is even more wicked than the Amorites, who lived in this land before Israel. He has led the people of Judah into idolatry. So this is what the Lord, the God of Israel, says: I will bring such disaster on Jerusalem and Judah that the ears of those who hear about it will tingle with horror." 2 Kings 23:26 "Even so, the Lord's anger burned against Judah because of all the great evils of King Manasseh, and he did not hold back his fierce anger from them." 2 Kings 24:3 "These disasters happened to Judah according to the Lord's command. He had decided to remove Judah from his presence because of the many sins of Manasseh." Judgment came to an entire nation because of its leader's sin!

Let us look at some of the examples of leaders who had a positive effective on the people of God:

- **Esther** through her godly leadership brought salvation to the Jewish nation.

- **Joshua** took the nation of Israel from being a wilderness nation to a nation who was settled in the land of Canaan.

- **Deborah**, the prophetess, saved the Israelites from the twelve year bondage of the Canaanites (Judges 4, 5)

What can we learn from these examples given? If the Church is not lead by dynamic strong leaders, men and women who are committed to God, anointed by the Spirit and having godly character, then the whole bride of Christ will suffer. The church will fall prey to false teachers just as Paul warned in his letters.

2 Tim. 3:1-6 "You should also know this, Timothy, that in the last days there will be very difficult times. For people will love only themselves and their money. They will be boastful and proud, scoffing at God, disobedient to their parents, and ungrateful. They will consider nothing sacred. They will be unloving and unforgiving; they will slander others and have no self-control; they will be cruel and have no interest in what is good. They will betray their friends, be reckless, be puffed up with pride, and love pleasure rather than God. They will act as if they are religious, but they will reject the power that could make them godly. You must stay away from people like that. They are the kind who work their way

PROPERTY OF FAITH BIBLE COLLEGE

into people's homes and win the confidence of vulnerable women who are burdened with the guilt of sin and controlled by many desires."

Col. 2:8 "Don't let anyone lead you astray with empty philosophy and high-sounding nonsense that come from human thinking and from the evil powers of this world, and not from Christ."

PRODUCT OF FAITH BIBLE COLLEGE

PART ONE: WHO IS THE LEADER OF THE CHURCH?

JESUS IS THE ULTIMATE LEADER

It is clear from Scripture that the true and ultimate leader of the Church is Jesus Christ.

THE GOOD SHEPHERD:

In John 10:11, Jesus called Himself, the Good Shepherd and spoke of going before His sheep to lead them. The chief care of the shepherd is to see that the sheep find plenty to eat and drink. The flocks are not fed in pens or folds, but, summer and winter, must depend upon foraging for their sustenance (Ps 23:2).

W. M. Thomson, a minister who lived in and traveled extensively through the Holy Land in the early part of the nineteenth century, wrote: "I notice that some of the flock keep near the shepherd, and follow whithersoever he goes, without the least hesitation, while others stray about on either side, or loiter far behind; and he often turns round and scolds them in a sharp, stern cry. "Not unlike the Good Shepherd. Indeed, I never ride over these hills, clothed with flocks, without meditating upon this delightful theme. Our Savior says that the good shepherd, when he putteth forth his own sheep, goeth before them, and they follow (John 10:4). This is true to the letter. They are so tame and so trained that they follow their keeper with the utmost docility… Any one that wanders is sure to get into trouble.

Another writer, from a slightly later time, spoke of the same phenomenon: "On the roads of Palestine, and on the hills, you see the good shepherd. He comes along at the head of his flock, generally carrying over his shoulders a lamb or an injured sheep… A most remarkable thing is the sympathy that exists between him and his flock… He always walks at their head, leading them along the roads and over the hills to new pasture; and, as he goes, he sometimes talks to them in a loud sing-song voice, using a weird language unlike anything I have ever heard in my life…"

1 Peter 2:25 "Once you were wandering like lost sheep. But now you have turned to your Shepherd, the Guardian of your souls."

---

5 Thomson, W.M. The Land and the Book, page 202-205
6 Morton, H. M. In the Steps of the Master, p 154

PROPERTY OF FAITH BIBLE COLLEGE

THE HEAD OF THE CHURCH:

In Colossians 1:18, Paul teaches that Christ is the 'Head' of His Church. "And He is the head of the body, the church: who is the beginning, the firstborn from the dead; that in all things he may have the preeminence."

"Head" refers to that appendage attached to the very top of the human body. It is self-evident that the "head" is that part of the human body which ultimately decides, wills, and controls the rest of the body. The most readily obvious implication of Jesus as "head of the church" is that of authority. As "head of the church," Jesus is ruler, controller, and guide of the church.

JESUS HAS DELEGATED AUTHORITY TO THE CHURCH

Delegated authority was given to the disciples of Christ: Before Jesus ascended into Heaven to be with the Father, He delegated the authority that He had been given by the Father to His disciples. He said,

- "Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost" (Matt. 28:19).

- Mark 16:15-18 "And then he told them, "Go into all the world and preach the Good News to everyone, everywhere. Anyone who believes and is baptized will be saved. But anyone who refuses to believe will be condemned. These signs will accompany those who believe: They will cast out demons in my name, and they will speak new languages. They will be able to handle snakes with safety, and if they drink anything poisonous, it won't hurt them. They will be able to place their hands on the sick and heal them."

- 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."

God has called every believer to lead others. A follower of God should become a leader of people. After man was created, God gave man the role of leadership in the Garden of Eden. This can be seen in that:

- We were created in His image (Gen 1:26). If He is the Ultimate leader of the universe and everything that is in it then we have also been created with this ability to lead.

PRODUCT OF FAITH BIBLE COLLEGE

- We were commanded to have dominion (v27)

- We were called to rule over the earth (v28)

However, although God has called us all to be leaders, there are some in the Body of Christ who have been given the special gifting of leadership within the church. Romans 12:8 "If your gift is to encourage others, do it! If you have money, share it generously. If God has given you leadership ability, take the responsibility seriously. And if you have a gift for showing kindness to others, do it gladly."

Delegated authority was given to the elders of the church: In the local church, God has shown His order and plan to carry out His purposes by revealing the functions of the elders, deacons and five-fold ministry. Elders were commanded to oversee the work of the local congregation (Acts 20:28).

Acts 14:23 "Paul and Barnabas also appointed elders in every church and prayed for them with fasting, turning them over to the care of the Lord, in whom they had come to trust."

Titus 1:5 "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."

ASSIGNMENT

In an essay, discuss the Church organizational structure. Your essay should make reference of the following:

- Who is responsible in leading and making decisions for the Church?
- Where does the 5 fold ministry fall in this structure?
- Are the deacons mentioned in the Bible, basic ushers? If so, should the ushers in the Church have more authority than the homecell leaders?
- Provide examples from the New Testament Church which represents the leadership of the Early church.

Your essay should be scripturally based and not based according to denominational policy and procedure

PRODUCT OF FAITH BIBLE COLLEGE

PART TWO: THE DEVELOPMENT OF A LEADER

HOW CAN WE BECOME PREPARED TO LEAD?

When God has called a person into a place of leadership, that person needs to be developed in order to fulfill the task that they have been called to complete. In order to develop these leaders, God places these men and women through tests which they need to pass in order for them to develop the marks that a leader needs to have for leading God's people to fulfill God's plan in their neighborhood, their community, their city, their nation and the world. Before the disciples became the great Apostles that we read about in the New Testament, especially in the book of Acts, they had to go through certain tests and trials to reveal the character and the ability that was in them to eventually impact the known world at that time with the Gospel of Christ and counteract every false teacher and prophet which rose up to steal away those who had committed their lives and hearts to God.

This however, was not something new to only the New Testament, but can clearly be seen in the Old Testament. Here we see great leaders whom God called and raised being tested and tried. Job 23:10 "But he knows where I am going. And when he has tested me like gold in a fire, he will pronounce me innocent."

TESTING TAKES TIME

No testing takes a day to come to pass. Testing takes time. The prophet Isaiah speaks of a time before he was used as a prophet of God as being "hidden". Isaiah 49:1-3 "Listen to me, all of you in far-off lands! The Lord called me before my birth; from within the womb he called me by name. He made my words of judgment as sharp as a sword. He has hidden me in the shadow of his hand. I am like a sharp arrow in his quiver. He said to me, "You are my servant, Israel, and you will bring me glory."

Paul experienced 14 years of obscurity before he became an apostle. Joseph was 13 years in prison before he went to the throne in Egypt. Moses was forty years hidden in the desert before he led the children of Israel out of Egypt. Joshua was 40 years in the wilderness with Moses before he became a captain of the nation of Israel. Jesus was rejected for 3 and a 1/2 years before His ministry was accepted. David was prepared as a shepherd, rejected and a fugitive and only then was he exalted as the king of Israel. Noah took 120 years

PROPERTY OF FAITH BIBLE COLLEGE

before he saw the rain. Abraham had to wait 25 years before he received his promised son.

If we look more closely at the example of Joseph in the Book of Genesis (37-50) we are able to understand some important principles to the testing that he had to endure before he was promoted to leadership and before his potential was fulfilled.

Joseph took time to grow: Joseph had many dreams of becoming a great leader and being used by God in a mighty way. But frustratingly he was sold to slavery at the age of 17 by his brothers. Only when he was 30 did he see his dreams being fulfilled (Gen 41:46). It took Joseph 13 years to reach the climax of his leadership. However everything that happened in his life within these 13 years (being sold into slavery, being imprisoned without a reasonable cause) helped him to grow in character so that he would be able to face the challenges that he was to endure when he became the governor of Egypt as God had planned.

Joseph grew in the area of character:

- He grew in God's favour: Genesis 39:2 "The Lord was with Joseph and blessed him greatly as he served in the home of his Egyptian master." Genesis 39:21 "But the Lord was with Joseph there, too, and he granted Joseph favor with the chief jailer."

- He grew in wisdom and integrity (Genesis 39). Joseph was alone when he was tempted by Potiphar's wife, nobody was watching to see whether he would give in to her temptation yet he maintained his integrity and realized that he was not accountable to man but to God. He had determined that he would not trade his faithfulness to God and to his master by giving in to Potiphar's wife, no matter how persistent she was.

- He grew in forgiveness: He did not complain or have a grudge with the prisoner who forgot him in prison after he had interpreted his dream nor did he hold unforgiveness against his brothers when they came to Egypt for food (Gen 50:20).

Joseph while waiting to be promoted made the most of every opportunity that came his way: When Joseph's brothers sold him as a slave they thought that they got rid of him but Joseph was not discouraged. He did his best when he was serving at Potiphar's house and God blessed the Egyptian's house hold and

PROPERTY OF FAITH BIBLE COLLEGE

therefore Potiphar promoted Joseph as the chief servant of the house (Genesis 39:3-5). Even when he was put into prison after being falsely accused, he still looked for an opportunity to serve (Gen 39:21). He always did his best which caused the head jailor of the prison house to promote him to be in charge of all the other prisoners. While he was still in prison he took hold of the ultimate opportunity which was later to bring his freedom when he explained the dreams to Pharaoh's chief butler and the cup bearer (Genesis 40), thus gaining the privilege to interpret the dreams for Pharaoh who promoted him as the governor of Egypt (Genesis 41).

"Every leader whom God uses in any capacity must first be prepared to function in that capacity. Proper preparation is the only assurance of a leader functioning effectively for God." 7

WHAT IS THE DEFINITION OF PREPARATION?

To prepare something means that you are making it ready so that it can function in what it has been created to function in. It means to "adapt, fit, train or make suitable". The Potter and the clay are a means by which God reveals how He makes something prepared.

- Romans 9:20-21 "No, don't say that. Who are you, a mere human being, to criticize God? Should the thing that was created say to the one who made it, "Why have you made me like this?" When a potter makes jars out of clay, doesn't he have a right to use the same lump of clay to make one jar for decoration and another to throw garbage into?"

- Isaiah 64:8 "And yet, Lord, you are our Father. We are the clay, and you are the potter. We are all formed by your hand."

- Jeremiah 18:1-4 "The Lord gave another message to Jeremiah. He said, "Go down to the shop where clay pots and jars are made. I will speak to you while you are there." So I did as he told me and found the potter working at his wheel. But the jar he was making did not turn out as he had hoped, so the potter squashed the jar into a lump of clay and started again."

- Ephes. 2:10 "For we are God's masterpiece. He has created us anew in Christ Jesus, so that we can do the good things he planned for us long ago."

7 Frank Damazio, Making of a Leader, page 129

PRODUCT OF FAITH BIBLE COLLEGE

The preparation of the potter's clay:

When the clay is prepared to be used for potter's clay to make a vessel of use it will undergo different means of preparation. When learning about how to prepare clay for making a pot, it was found that the clay has to be prepared by going through the following process (http://www.oldandsold.com/articles25/country-crafts):

- Firstly, the potter would spread the clay out and expose it to the weather. The frost, sun and wind have great value in opening up the clay.

- Secondly, he would allow it to dry; break it up by pounding and put it through a coarse sieve (1/4" mesh).

- Thirdly, he would shake it into hot water, at the same time adding any other necessary ingredients, let it soak overnight or longer and then mix it thoroughly to a thick creamy slip. Do not be afraid to put your hands into this slip and feel it for lumps.

- Fourthly, he would with a fibre sink brush, rub it through a sieve (16 to 40 wires to the inch, as required) made by fastening the bronze wire screen, or silk bolting cloth, to a wooden frame.

- Fifthly, he would dry this slip until it is of a plastic consistency, by hanging it in flour or sugar bags, in a warm place open to air currents; leaving it exposed to the air in wooden boxes or tubs; or pouring it into plaster drying basins.

- Sixthly, he would knead the clay until it is soft, smooth and free from lumps. After this he would "wedge" it: take a fair-sized lump of clay, pass it over a taut wire so that it is cut in half, then dash first one half and then the other forcibly down on the wedging bench. Gather up this mass of clay, knock it into a lump and repeat 'the process again and again until the clay, being cut through with the wire, shows no air holes. Take care to have your clay sufficiently moist.

- Seventhly, he would put the "wedged" lumps of clay in a damp storage cupboard, made of a box, tub, garbage can or crock. Pile the clay on a board supported on a couple of bricks. Fill water to the tops of the bricks. Then wet heavy cloths and lay them over the clay with the ends hanging into the water. The container should be covered and the water replenished

PRODUCT OF FAITH BIBLE COLLEGE

frequently. The clay improves greatly with age; short clays may become quite workable after seasoning two or three months.

Paul when speaking of appointing leaders within the Church encouraged Timothy to test the men whom he wished to promote. 1 Tim. 3:10 "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." Leaders are tested at every stage of growth as this reveals the measure of their progress and serves to be a proving ground for their character.

THE DIFFERENT TESTS OF DEVELOPMENT

Frank Damazio mentions 15 different tests that a leader can go through during the time of preparation in his book, The Making of a Leader.

Time test:

A person experiences this type of test when it appears as if God is not fulfilling the promises that He has given to them. It is a test in which the patience of a leader is characterized. Is the leader patient and willing to wait for God to fulfill His promises for their lives? Or will the leader go ahead of God impatiently fulfilling the promise of God in their own strength.

Abraham experienced this type of tests when he was told that he would be a father of many nations. Instead of waiting patiently for God to bring the promise to pass, he listened to his wife's counsel and slept with his wife's servant, Hagar. In doing so he impregnated her and she bore him a son, Ishmael (Gen 12-18). This child however was not a means by which God was going to make Abraham a great nation. In fact through this son, Ishmael, the nation of Israel experienced a never ending struggle. Only once Abraham had realized the value of waiting upon God, despite the obstacles that he was facing, did he receive the promise of God (Romans 4)

Word test:

A person will experience this type of test when they have received a word from God concerning something that God has called them to yet everything seems contrary to this word. During this time it appears as if the promise of God seems impossible to come to pass under the circumstances that they find themselves in.

PRODUCT OF FAITH BIBLE COLLEGE

Joseph is a classic example of this when we see that as a young boy he was given dreams to show him what God had planned for his life but circumstances came which appeared to nullify these plans – he was sold into slavery, he was accused of adultery, he was thrown into prison, he was forgotten in prison. He had to patiently trust in God through the years that he was in prison relying on the Word that had been given to him rather than on the circumstances. It is during this time that the faith of the person is challenged – are you walking by faith or are you walking by sight. Psalm 105:17-19 "Then he sent someone to Egypt ahead of them— Joseph, who was sold as a slave. There in prison, they bruised his feet with fetters and placed his neck in an iron collar. Until the time came to fulfill his word, the Lord tested Joseph's character."

Character test:

In this test the training leader finds himself surrounded by ungodliness that tries to pull him down. It is during this test that the leader will be tested with the lust of the eyes, the lust of the flesh and the pride of life. It was during this test that Samson, failed yet Joseph, passed. This test has a purpose of revealing to the leader areas of weaknesses that they need to deal with within their lives.

Samuel was a man of God who was able to withstand the evil in his generation and was proven as being a man of great character. Even though he had been raised amongst the wicked sons of Eli, Samuel remained righteous (1 Sam 2—4). 1 Samuel 3:19 "As Samuel grew up, the Lord was with him, and everything Samuel said was wise and helpful."

Motivation test:

This is a test which reveals the inner motivation of the leader. Balaam was tested in this manner – would he sell out or would he be faithful to God. In Numbers 22-24 we notice that Balaam tried to curse Israel for his own profit. Because of this he angered God and was so consumed with his own agenda that he even beat his donkey. Numbers 22:21-25, "So the next morning Balaam saddled his donkey and started off with the Moabite officials. But God was furious that Balaam was going, so he sent the angel of the Lord to stand in the road to block his way. As Balaam and two servants were riding along, Balaam's donkey suddenly saw the angel of the Lord standing in the road with a drawn sword in his hand. The donkey bolted off the road into a field, but Balaam beat it and turned it back onto the road. Then the angel of the Lord stood at a place where the road narrowed between two vineyard walls. When the donkey saw the

PROPERTY OF FAITH BIBLE COLLEGE

angel of the Lord standing there, it tried to squeeze by and crushed Balaam's foot against the wall. So Balaam beat the donkey again."

What is it that is motivating your decisions in ministry? Are they godly motivations? To get people saved, to see the kingdom of God being extended, to make a difference in your community for Christ? Or are they motivations that are for your own gain? To have power, financial prosperity, prestige etc.

The servants test:

In this test the leader is asked to do menial tasks that are seemingly below his station – or his position. Elisha was one of the people in the bible who went through this test and passed it. He was not concerned with a title or with tasks which would bring him great reward and acknowledgement. He was willing to serve Elijah with whatever he had been called to do. In fact when he was called to help Elijah he was working as a servant in his father's field. 1 Kings 19:21 "Elisha then returned to his oxen, killed them, and used the wood from the plow to build a fire to roast their flesh. He passed around the meat to the other plowmen, and they all ate. Then he went with Elijah as his assistant." 2 Kings 3:11 "But King Jehoshaphat of Judah asked, "Is there no prophet of the Lord with us? If there is, we can ask the Lord what to do." One of King Joram's officers replied, "Elisha son of Shaphat is here. He used to be Elijah's personal assistant." Servanthood was therefore not a new position for him.

The wilderness test:

This is when a leader is seemingly directed to a place of spiritual dryness and desolation. It is during this test that the leader learns to lean upon their beloved, Jesus and not to rely on anything that is of the flesh. Song of Solomon 8:5, says, "Who is this coming up from the desert, leaning on her lover?"

Moses learnt much when he was in the wilderness. Even though this was a place of loneliness and where nothing of greatness appeared to be taking place, it was here that Moses learnt how to relate to God like none of the other Israelites who were in Egypt. It was because of this time spent alone with God that when he saw the burning bush, he did not run away in fear, but rather went to it. Exodus 3:2-5 "Suddenly, the angel of the Lord appeared to him as a blazing fire in a bush. Moses was amazed because the bush was engulfed in flames, but it didn't burn up. "Amazing!" Moses said to himself. "Why isn't that bush burning up? I must go over to see this." When the Lord saw that he had caught Moses' attention, God called to him from the bush, "Moses! Moses!"

PRODUCT OF FAITH BIBLE COLLEGE

"Here I am!" Moses replied. "Do not come any closer," God told him. "Take off your sandals, for you are standing on holy ground."

Misunderstanding test:

During this type of test the person will find that people are misinterpreting their actions, words, attitudes and motives and accusing them of being other than honest, real, true etc. Jesus was misunderstood by others and even rejected by them yet He did not hold a grudge against them but continued in doing the work of the Father. Joseph was misunderstood when he was falsely accused yet this did not result in him becoming bitter and resentful but rather made him rise above these circumstances until the plan of God came to pass for his life.

Patience test:

The patience test occurs when God does not move in the time frame that we expect. Just as we mentioned in the beginning of this lesson, the development of a leader takes time. No great man or women of God was promoted immediately after being called without a time frame where they had to patiently wait for God to move, not within their designated plan but within His.

Noah waited patiently 120 years, being mocked by people who he evangelized to because up to that point they had never seen rain, however he persisted and waited for God's promises to come to pass.

The frustration test:

When it feels like a person's ministry goals are not being achieved, the frustration test is probably underway. During the ministry of Paul we notice that his plans were constantly frustrated by people or circumstances yet he remained content and committed to God. (2 Corinthians 11:17-33).

Philip. 4:11 "Not that I was ever in need, for I have learned how to get along happily whether I have much or little."

It is during this test, though it appears that the person is suffering with no cause, that the depth of the person's commitment is seen – Are they ministering to please God or man?

PRODUCT OF FAITH BIBLE COLLEGE

Discouragement test:

After great victories sometimes a person can experience the greatest discouragement. Elijah was discouraged straight after his victory when the 450 prophets of Baal were killed (1 Kings 19) and therefore he ran into the wilderness and hid himself from everything and everyone, afraid of Jezebel. It was here that God spoke to Elijah in a still small voice. 1 Kings 19:13-16 "When Elijah heard it, he wrapped his face in his cloak and went out and stood at the entrance of the cave. And a voice said, "What are you doing here, Elijah?" He replied again, "I have zealously served the Lord God Almighty. But the people of Israel have broken their covenant with you, torn down your altars, and killed every one of your prophets. I alone am left, and now they are trying to kill me, too." Then the Lord told him, "Go back the way you came, and travel to the wilderness of Damascus. When you arrive there, anoint Hazael to be king of Aram. Then anoint Jehu son of Nimshi to be king of Israel, and anoint Elisha son of Shaphat from Abel-meholah to replace you as my prophet."

We learn from David that when he was discouraged because of circumstances that he was faced with, he knew how to encourage himself in the Lord. 1 Samuel 30:6 "David was now in serious trouble because his men were very bitter about losing their wives and children, and they began to talk of stoning him. But David found strength in the Lord his God."

Warfare test:

Spiritual opposition to your progress as a leader can be another test that you will face as you are being developed as a leader in God's church. Timothy understood this test and therefore Paul encouraged him by saying:

- 1 Tim. 1:18 "Timothy, my son, here are my instructions for you, based on the prophetic words spoken about you earlier. May they give you the confidence to fight well in the Lord's battles."

- 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."

- 1 Tim. 6:12 "Fight the good fight for what we believe. Hold tightly to the eternal life that God has given you, which you have confessed so well before many witnesses".

PRODUCT OF FAITH BIBLE COLLEGE

- 2 Tim. 2:3-4 "Endure suffering along with me, as a good soldier of Christ Jesus. And as Christ's soldier, do not let yourself become tied up in the affairs of this life, for then you cannot satisfy the one who has enlisted you in his army."

Jesus repeatedly warned His disciples that they would be persecuted and face severe opposition to their witnessing. Right at the onset of His ministry, He told them: "Blessed are you when men revile you, and persecute you, and say all kinds of evil against you falsely, on account of Me. Rejoice, and be glad, for your reward in heaven is great, for so they persecuted the prophets who were before you" (Matt 5:11-12). Speaking about the things to come, He told the disciples: "But before all these things, they will lay their hands on you and will persecute you, delivering you to the synagogues and prisons, bringing you before kings and governors for My name's sake" (Luke 21:12).

Self will test:

When a leader is asked to do something that is not part of his own plans and dreams – that which will require a great amount of sacrifice and self giving, this person is undergoing the self will tests. Are you willing to give up your dreams and plans so that the kingdom of God can be extended regardless of the sacrifice that you have been called to make? Jesus passed this test when He willingly laid down His life for us.

Matthew 26:36-48 "Then Jesus brought them to an olive grove called Gethsemane, and he said, "Sit here while I go on ahead to pray." He took Peter and Zebedee's two sons, James and John, and he began to be filled with anguish and deep distress. He told them, "My soul is crushed with grief to the point of death. Stay here and watch with me." He went on a little farther and fell face down on the ground, praying, "My Father! If it is possible, let this cup of suffering be taken away from me. Yet I want your will, not mine." Then he returned to the disciples and found them asleep. He said to Peter, "Couldn't you stay awake and watch with me even one hour? Keep alert and pray. Otherwise temptation will overpower you. For though the spirit is willing enough, the body is weak!" Again he left them and prayed, "My Father! If this cup cannot be taken away until I drink it, your will be done." He returned to them again and found them sleeping, for they just couldn't keep their eyes open. So he went back to pray a third time, saying the same things again. Then he came to the disciples and said, "Still sleeping? Still resting? Look, the time has come. I, the Son of Man, am betrayed into the hands of sinners. Up, let's be going. See, my betrayer is here!"And even as he said this, Judas, one of the twelve disciples, arrived with a mob that was armed with swords and clubs. They had been sent out by the

PROPERTY OF NTH BIBLE COLLEGE

leading priests and other leaders of the people. Judas had given them a prearranged signal: "You will know which one to arrest when I go over and give him the kiss of greeting."

Another example of a women who was willing to give up "self" is Queen Esther. She was willing to go before the king even if it meant that she could lose her own life. Esther 4:14-16 "If you keep quiet at a time like this, deliverance for the Jews will arise from some other place, but you and your relatives will die. What's more, who can say but that you have been elevated to the palace for just such a time as this?" Then Esther sent this reply to Mordecai: "Go and gather together all the Jews of Susa and fast for me. Do not eat or drink for three days, night or day. My maids and I will do the same. And then, though it is against the law, I will go in to see the king. If I must die, I am willing to die."

Vision test:

"The spiritual vision test asks two main questions, 'can you see the spiritual needs and answers of the people of God? And 'Can you resist opposition and adversity, and tenaciously hold the vision that God has given you as a leader?"8

Usage test:

During this test it appears as if you have been placed on the shelf and there is no use for your ministry or gifting. John the Baptist experienced this type of test when he was hidden in the wilderness until the time came for him to be used by God in preparing the hearts of the people for the Lord Jesus. Isaiah also spoke of being "hidden" for a period of time. Sometimes we need to die to our ministry and our vision and just trust God to raise us up when the time is right, when we have developed the character that He desires to see in us.

Promotion test:

Psalm 75:2-7 "God says, "At the time I have planned, I will bring justice against the wicked. When the earth quakes and its people live in turmoil, I am the one who keeps its foundations firm. "I warned the proud, 'Stop your boasting!' I told the wicked, 'Don't raise your fists! Don't lift your fists in defiance at the heavens or speak with rebellious arrogance. For no one on earth—from east or west, or even from the wilderness— can raise another person up. It is God alone who judges; he decides who will rise and who will fall."

8 Frank Damazio, Making of a Leader page 184

PROPERTY OF FAITH BIBLE COLLEGE

It is during this test that it appears as if the promotion that you have been waiting for and even at times promised is not coming. When you feel that you have not been recognized for the ministry that you have been successfully operating in and are given the "title" for this ministry, you will probably find that you are going through this test. It is then that you need to remember that it is not man who promotes but it is God who will promote you, in His timing. During this time you need to be faithful in the ministry that you have been given. Just as Joseph was faithful in whatever he found his hands to do, so too, the training leader should have this same attitude. Do not become discouraged, do not speak out against those who are in authority, but patiently wait for God to move on your behalf.

PRODUCT OF FAITH BIBLE COLLEGE

THE PASS MARKS OF A LEADER

BE COMMITED IN YOUR RELATIONSHIP WITH GOD

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."

Judson Cornwall in his book, Profiles of a leader says that a leader should have the face of an eagle, meaning that the leader should first and foremost know how to soar in the spiritual realm. The heart of the leader therefore should soar heavenward. Before a leader will be able to teach others to soar into God's presence, they need to have experienced it in their own personal lives. "If the leader can soar into God's presence, his followers will develop a yearning for flight and soon will join him in his ascent into the presence of God. Like pastor, like people!" 13

Moses was devoted to God in his personal life and through this was able to influence others to have the same type of relationship with God:

Exodus 33:7-11 "It was Moses' custom to set up the tent known as the Tent of Meeting far outside the camp. Everyone who wanted to consult with the Lord would go there. Whenever Moses went out to the Tent of Meeting, all the people would get up and stand in their tent entrances. They would all watch Moses until he disappeared inside. As he went into the tent, the pillar of cloud would come down and hover at the entrance while the Lord spoke with Moses. Then all the people would stand and bow low at their tent entrances. Inside the Tent of Meeting, the Lord would speak to Moses face to face, as a man speaks to his friend. Afterward Moses would return to the camp, but the young man who assisted him, Joshua son of Nun, stayed behind in the Tent of Meeting."

9 Judson Cornwall, Profiles of a leader page 41-42

PRODUCT OF FAITH BIBLE COLLEGE

BE MATURE IN CHRIST

Hebrews 5:12-6:2 "You have been Christians a long time now, and you ought to be teaching others. Instead, you need someone to teach you again the basic things a beginner must learn about the Scriptures. You are like babies who drink only milk and cannot eat solid food. And a person who is living on milk isn't very far along in the Christian life and doesn't know much about doing what is right. Solid food is for those who are mature, who have trained themselves to recognize the difference between right and wrong and then do what is right. So let us stop going over the basics of Christianity again and again. Let us go on instead and become mature in our understanding. Surely we don't need to start all over again with the importance of turning away from evil deeds and placing our faith in God. You don't need further instruction about baptisms, the laying on of hands, the resurrection of the dead, and eternal judgment."

A spiritually immature Christian is not able to lead as they are more concerned for themselves than for service in the Body of Christ. Therefore one of the marks of being ready to lead is being mature in Christ.

How do we know if we are mature in Christ?

Be a doer of the Word of God: Col. 2:6-7 "And now, just as you accepted Christ Jesus as your Lord, you must continue to live in obedience to him. Let your roots grow down into him and draw up nourishment from him, so you will grow in faith, strong and vigorous in the truth you were taught. Let your lives overflow with thanksgiving for all he has done."

This means that the person who is mature in Christ has heard and knows the doctrines of God however, that person is "doing" the Word of God. Their ears do not merely listen to the Word of God but they are active in walking by faith. James 1:22 "And remember, it is a message to obey, not just to listen to. If you don't obey, you are only fooling yourself." James 2:22 "You see, he was trusting God so much that he was willing to do whatever God told him to do. His faith was made complete by what he did—by his actions." James 2:26 "Just as the body is dead without a spirit, so also faith is dead without good deeds."

Be Christ like: Ephes. 4:13 "until we come to such unity in our faith and knowledge of God's Son that we will be mature and full grown in the Lord, measuring up to the full stature of Christ."

PRODUCT OF FAITH BIBLE COLLEGE

BE FULL OF THE SPIRIT

Zech. 4:6 "Then he said to me, "This is what the Lord says to Zerubbabel: It is not by force nor by strength, but by my Spirit, says the Lord Almighty."

One of the distinctive characteristics of leadership is the enablement and the anointing of the Holy Spirit upon the leader. To be filled with the Holy Spirit is absolutely indispensable for it is the ultimate Source of ability and power to accomplish the work of the ministry.

JESUS WAS ANOINTED FOR MINISTRY:

It was only after Jesus had been baptized in the Holy Spirit that He began to minister in signs, wonders and healings as well as the teaching of the Word of God (See Matthew 3-5).

Luke 4:18-19 "The Spirit of the Lord is upon me, for he has appointed me to preach Good News to the poor. He has sent me to proclaim that captives will be released, that the blind will see, that the downtrodden will be freed from their oppressors, and that the time of the Lord's favor has come."

THE EARLY CHURCH LEADERS WERE ANOINTED FOR MINISTRY:

Before the death and resurrection of Jesus, the disciples had been called to function in ministry. They had prayed for a man who was demon possessed, they had been sent out two by two to witness and lay hands on the sick and had even brought back reports of what had happened. However, the explosion of their ministry only happened when they had been baptized and filled with the Holy Spirit. Why? Because with the infilling of the Holy Spirit came the power of God. 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." See also Acts 2.

Paul wrote and said:

1 Cor. 2:4-5 "And my message and my preaching were very plain. I did not use wise and persuasive speeches, but the Holy Spirit was powerful among you. I did this so that you might trust the power of God rather than human wisdom."

PRODUCT OF FAITH BIBLE COLLEGE

Romans 15:19 "I have won them over by the miracles done through me as signs from God—all by the power of God's Spirit. In this way, I have fully presented the Good News of Christ all the way from Jerusalem clear over into Illyricum."

1 Cor. 4:20 "For the Kingdom of God is not just fancy talk; it is living by God's power."

THE HELPERS IN THE CHURCH WERE ANOINTED FOR MINISTRY:

Acts 6:1-4 "But as the believers rapidly multiplied, there were rumblings of discontent. Those who spoke Greek complained against those who spoke Hebrew, saying that their widows were being discriminated against in the daily distribution of food. So the Twelve called a meeting of all the believers. "We apostles should spend our time preaching and teaching the word of God, not administering a food program," they said. "Now look around among yourselves, brothers, and select seven men who are well respected and are full of the Holy Spirit and wisdom. We will put them in charge of this business. Then we can spend our time in prayer and preaching and teaching the word."

PRODUCT OF FAITH BIBLE COLLEGE

BE AN EXAMPLE

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

1 Thes. 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."

Influence is the ability to affect and sway a person to a particular way. From the Bible we see that there are three ways in which the leader can be an influence on others:

Persuasion: "Persuasion is a form of influence. It is the process of guiding people toward the adoption of an idea, attitude, or action by rational and symbolic means. It is a problem-solving strategy and relies on "appeals" rather than force".

- Acts 17:1-4 "Now Paul and Silas traveled through the towns of Amphipolis and Apollonia and came to Thessalonica, where there was a Jewish synagogue. As was Paul's custom, he went to the synagogue service, and for three Sabbaths in a row he interpreted the Scriptures to the people. He was explaining and proving the prophecies about the sufferings of the Messiah and his rising from the dead. He said, "This Jesus I'm telling you about is the Messiah." Some who listened were persuaded and became converts, including a large number of godly Greek men and also many important women of the city."

- Acts 18:4 "Each Sabbath found Paul at the synagogue, trying to convince the Jews and Greeks alike."

Encouragement: A leader encourages another person when they inspire them with confidence, give hope or courage to another person and spur them on to be a success.

2 Samuel 11:25 "Well, tell Joab not to be discouraged," David said. "The sword kills one as well as another! Fight harder next time, and conquer the city!"

---

10 www.en.wikipedia.org/wiki/Persuade

PRODUCT OF FAITH BIBLE COLLEGE

Godly example: Hebrews 13:7 "Remember your leaders who first taught you the word of God. Think of all the good that has come from their lives, and trust the Lord as they do."

Paul emphasized the importance of character when choosing both the elders and the deacons of the church because leaders have influence on others. A mature Christian is someone who is a model, a pacesetter; someone who influences others in positive ways according to biblical standards! Modeling Christian virtues, virtues of true spirituality, is crucial to effective ministry in the world. Being a godly example is not an option, it is commanded in Scripture. In the Bible, the qualities that lead 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.

WHAT WILL BE THE RESULT OF BEING A GODLY EXAMPLE?

Matthew 5:16 - "In the same way, let your light shine before men, that they may see your good deeds and praise your Father in heaven."

1 Peter 2:12 - "Live such good lives among the pagans that, though they accuse you of doing wrong, they may see your good deeds and glorify God on the day he visits us."

PRODUCT OF FAITH BIBLE COLLEGE

HAVE CORE VALUES

What is a core value? Core values are those values we hold which form the foundation on which we perform work and conduct ourselves. Core values are not descriptions of the work we do or the strategies we employ to accomplish our mission but they are that which underlies our work, how we interact with each other, and which strategies we employ to fulfill our mission. The core values are the basic elements of how we go about our work as a leader.

WHAT VALUES ARE VITAL IN CHURCH LEADERSHIP?

1. CREDIBILITY AND TRUSTWORTHINESS

Exodus 18:21 "but find some capable, honest men who fear God and hate bribes. Appoint them as judges over groups of one thousand, one hundred, fifty, and ten."

Dwight Eisenhower once said, "In order to be a leader a man must have followers. And to have followers, a man must have their confidence. Hence, the supreme quality for a leader is unquestionably integrity. Without it, no real success is possible, no matter whether it is on a section gang, a football field, in an army, or in an office. If a man's associates find him guilty of being phony, if they find that he lacks forthright integrity, he will fail. His teachings and actions must square with each other. The first great need, therefore, is integrity and high purpose"11

Credibility is the "reasonable grounds for being believed." One who is credible is trustworthy and therefore we are able to have confidence in a person's character and competence. The terms integrity and honesty help define credibility.

Integrity is "the state of being complete or undivided." For example:

- Righteousness (Psalm 7:8);
- Uprightness (Psalm 25:21);
- Without wavering (Psalm 26:1); and
- Blameless (Psalm 101:2);

11 Dwight D. Eisenhower, Great Quotes From Great Leaders, ed. Peggy Anderson, Lombard: Great Quotations, 1989

PROJECT OF FAITH BIBLE COLLEGE

Men such as Noah (Genesis 6:9); Abraham (Genesis 17:1); Jacob (Genesis 25:27); Job (Job 1:1, 8; 2:3); and David (1 Kings 9:4) had integrity as part of their character. Joshua showed integrity when after he had been deceived by the Gibeonites into making a covenant with them, he kept his word with them (Joshua 10, see also Ps 15:4).

Honesty means "fairness and straightforwardness of conduct." The KJV frequently uses honesty or its cognates whereas modern translations use other words: honorable/honorably (Romans 13:13; Philippians 4:8; Hebrews 13:18; 1 Peter 2:12); noble (Luke 8:15; Romans 12:17); dignity (1 Timothy 2:2); and properly (1 Thessalonians 4:12). Men of "honest report" are men of good standing (Acts 6:3)

2. **FAITHFULNESS**

Daniel 6:4 "Then the other administrators and princes began searching for some fault in the way Daniel was handling his affairs, but they couldn't find anything to criticize. He was faithful and honest and always responsible."

Matthew 25:29 "To those who use well what they are given, even more will be given, and they will have an abundance. But from those who are unfaithful, even what little they have will be taken away."

Faithfulness is one of the attributes of a good steward. It is to be loyal, committed, involved, attached, and a supporter to the course of the gospel. As a good steward we are expected to be steadfast and keep to the Word of God under whatever situation we are.

Faithfulness is a key to our promotion: "A faithful man abound with blessings but he that makes haste to be rich shall not be innocent" (Proverbs 28:20) "Unless you are faithful in small matters, you won't be faithful in large ones. If you cheat even a little, you won't be honest with greater responsibilities." (Luke 16:10)

3. **SERVICE BEFORE SELF**

A PARADOXICAL STYLE OF LEADERSHIP:

Mark 10:42-44 "So 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 be the slave of all."

PRODUCT OF FAITH BIBLE COLLEGE

Luke 22:27 "Normally the master sits at the table and is served by his servants. But not here! For I am your servant."

When Jesus taught concerning leadership, the words that He used clearly revealed a distinction between the self-centered leadership of the secular and religious leaders and the others-centered leadership that was to characterize His disciples. Jesus taught that true spiritual leaders are servants--first of God, then of His people.

JESUS MODELLED THIS LEADERSHIP

Jesus was the supreme example of His own philosophy of ministry. In the incarnation, He voluntarily became a servant in order to serve others. He took the form of a bond-servant, and humbled Himself through obedience--even to the point of dying on the cross. Philip. 2:7-9 "He made himself nothing; he took the humble position of a slave and appeared in human form. And in human form he obediently humbled himself even further by dying a criminal's death on a cross. Because of this, God raised him up to the heights of heaven and gave him a name that is above every other name."

This servant-leadership that He had come to model can clearly be seen in His example of washing the feet of the disciples. John 13:12-17 "After washing their feet, he put on his robe again and sat down and asked, "Do you understand what I was doing? You call me 'Teacher' and 'Lord,' and you are right, because it is true. And since I, the Lord and Teacher, have washed your feet, you ought to wash each other's feet. I have given you an example to follow. Do as I have done to you. How true it is that a servant is not greater than the master. Nor are messengers more important than the one who sends them. You know these things—now do them! That is the path of blessing."

GREEK WORDS USED TO DEFINE LEADERSHIP:

The terms that New Testament writers used to describe their own ministries give us additional insights into the kind of leadership God wants for His church. The most common metaphor for spiritual leaders is "slave" or "servant," which translates three Greek words: *doulos*, *huperetes*, and *diakonos*. W.E. Vine writes: "Speaking broadly, doulos views a servant in relation to his master; huperetes, in relation to his superior; diakonos, in relation to his work

12 *Expository Dictionary of New Testament Words*, p. 72

PRODUCT OF FAITH BIBLE COLLEGE

Doulos is most commonly translated "bond-servant." Kenneth Wuest comments: "Paul calls Timothy and himself servants of Jesus Christ (Phil. 1:1). There is no definite article in the Greek. They were servants by nature. The word is doulos, and refers to one bound to another. Paul was bound to Jesus Christ by the bands of a constraining love. It refers to one born into slavery. Paul was born into slavery to sin by his first birth, and into the position of a loving bond-servant of the Lord Jesus by his new birth. It refers to one who is in a relation to another which only death can break. Paul's relation to Satan was broken by his identification with Christ in His death. He now is in a relation to Jesus Christ, which will last forever, since Christ can never die again, and Paul's life is Christ. It refers to one whose will is swallowed up in the will of another. Paul's will was at one time swallowed up in the will of Satan. Now his will is swallowed up in the sweet will of God. It refers to one who serves another even to the disregard of his own interests. Paul served Satan to the detriment of his own interests. Now he serves the Lord Jesus with a reckless abandon, not regarding his own interests" 13

The Greek word *huperetes* speaks of another characteristic of a servant-leader: his relation to his superior. This term is variously translated "servant," "minister," "attendant," and "helper." It has specific reference to:

John Mark's ministry to Paul and Barnabas: "When [Paul and Barnabas] reached Salamis, they began to proclaim the word of God in the synagogues of the Jews; and they also had John as their helper" (Acts 13:5).

Paul's call by Jesus: "Arise, and stand on your feet; for this purpose I have appeared to you, to appoint you a minister and a witness not only to the things which you have seen, but also to the things in which I will appear to you (Acts 26:16).

The apostolic ministry: "Let a man regard us in this manner, as servants of Christ, and stewards of the mysteries of God (1 Cor. 4:1).

W.E. Vine defines *huperetes* as: "An under rower (hupo, under, eretes, a rower), as distinguished from nautes, a seaman . . . hence [the word] came to denote any subordinate acting under another's direction" 14

13 *Wuest's Word Studies From the Greek New Testament*, Vol. II, pp. 26-27
14 *An Expository Dictionary of New Testament Words*, p. 72

PRODUCT OF FAITH BIBLE COLLEGE

The third Greek term for a slave is *diakonos*, from which we get "deacon." It is used in the New Testament for:

- Servants of others (Matt. 20:26; 23:11; Mark 9:35; 10:43).
- Servants of a master (Matt. 22:13).
- Domestic servants or waiters (John 2:5, 9).
- Servants of Christ (John 12:36; Eph. 6:21; Col. 1:7; 4:7).
- A civil servant (Rom. 13:4).
- Servants of the church (Rom. 16:1; Phil. 1:1).
- The office of deacon in the church (1 Tim. 3:8, 12).

Jesus said, "If anyone serves Me, let him follow Me; and where I am, there shall My servant also be; if anyone serves Me, the Father will honor him (John 12:26).

All Christians serve Christ, but *diakonos*, as applied to spiritual leaders, emphasizes their service to others. Paul, Apollos, Epaphras, and Tychicus are examples: "What then is Apollos? And what is Paul? Servants through whom you believed, even as the Lord gave opportunity to each one (1 Cor. 3:5). "Epaphras, our beloved fellow bond-servant, who is a faithful servant of Christ on our behalf (Col. 1:7).

A *diakonos* serves others by ministering the New Covenant (2 Cor. 3:1-6), the gospel (Eph. 3:1-10; Col. 7:21-23), and God's Word (Col. 1:15; 1 Tim. 4:6).

PRODUCT OF FAITH BIBLE COLLEGE

THE CHARACTERISTICS OF A SERVANT LEADER:

1. HUMILITY:

Matthew 20:25-26 "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,"

From this verse we see that there is a difference in the characteristics of the secular and religious leaders during the times of Jesus and the servant-leadership that Jesus was teaching the disciples:

Characteristics of a Secular Leader	Characteristics of a Godly Leader (Servant-Leader)
"Tyrants" Those who lord it over those who are beneath them	"Servant" Servant leadership is based on humility.

In the many accounts that Jesus had with His disciples concerning being a leader in the kingdom of God, we notice that Jesus always spoke of having a humble heart, being prepared to be last, rather than first. Being willing to take the back seat and maybe go unnoticed by people to rather be noticed by God:

- "The disciples came to Jesus, saying, "Who is the greatest in the kingdom of heaven?" (Matt. 18:1). Christ's responded to this question by saying, "Truly I say to you, unless you are converted and become like children, you shall not enter the kingdom of heaven. Whoever then humbles himself as this child, he is the greatest in the kingdom of heaven (Matt. 18:3-4)."

- "If anyone wants to be first, he shall be last of all, and servant of all (Mark 9:35).

- "An argument arose among [the disciples] as to which of them might be the greatest. . . . There arose also a dispute among them as to which one of them was regarded to be greatest (Luke 9:46; 22:24). "He who is least among you, this is the one who is great" (Luke 9:48).

PRODUCT OF FAITH BIBLE COLLEGE

Why is humility in leadership important?

A humble leader is always willing to admit that the gifting and the anointing that they have been given is not of themselves but is of and from God. In the Bible, the humble person was one who acknowledged their place, like John the Baptist calling himself "unworthy" compared to the Messiah (Mark 1:7).

1 Cor. 1:26-29 "Remember, dear brothers and sisters, that few of you were wise in the world's eyes, or powerful, or wealthy when God called you. Instead, God deliberately chose things the world considers foolish in order to shame those who think they are wise. And he chose those who are powerless to shame those who are powerful. God chose things despised by the world, things counted as nothing at all, and used them to bring to nothing what the world considers important, so that no one can ever boast in the presence of God."

2. **SELFLESSNESS:**

"The kind of service that Jesus calls for is the sacrificial giving of one's life"15

There are two qualities that characterized the Lord Jesus, surrender and self-sacrifice. Jesus lived a life of surrender to the Father and therefore went to the cross even knowing the pain that He was going to endure. What made it possible for Jesus to willing sacrifice His life? A life that was surrendered to God.

Before a person can live a life of sacrifice, he needs to be totally surrendered to God. To surrender means to relinquish possession or control to another, to submit to the power, authority, and control of another. The entire New Testament, as summarized in Philippians 2:6-8, shows us that Christ was willing to surrender His rights and prerogatives as the second person of the Trinity to the will and purpose and plan of the Father. Out of this surrendered lifestyle, came the willingness to sacrifice for God's plan no matter what the plan called for. This is the same attitude that we are to have.

15 Being Leaders by Aubrey Malphurs pg 38)

PRODUCT OF FAITH BIBLE COLLEGE

The next step (the fruit) that follows surrendering to God is sacrifice. The aspect of sacrifice is emphasized in Philippians 2:6-8 by the words, "He humbled himself, by becoming obedient to the point of death—even death on a cross!" Surrendering to the Father's will, He emptied Himself, became man and was found in the form of a servant whereby the Lord Jesus willingly gave Himself sacrificially that God's will might be fulfilled in and through His life and death. While this involves the mystery of His incarnation and stands far beyond our comprehension, several levels of sacrifice are evident in the Savior's surrender that set the perfect example for us.

- His sacrifices actually began when He emptied himself of His privileges and the prerogatives that were His as the second person of the Trinity. In becoming man, He veiled and laid aside the voluntary use and glory of His many attributes as God the Son.

- Then, in this life on earth, He did without wealth, position, status, and even acceptance in that He was rejected by His own (John 1:11). "Unlike the foxes that have their dens and the birds their nests, the Son of Man had no place to lay His head" (Matt. 8:20).

- Ultimately, He made the greatest sacrifice of all in that He who knew no sin became sin for us by dying the ugly and horrible death of the cross—a sentence reserved for the worst of criminals.

Romans 12:1-3 "And so, dear brothers and sisters, I plead with you to give your bodies to God. Let them be a living and holy sacrifice—the kind he will accept. When you think of what he has done for you, is this too much to ask? Don't copy the behavior and customs of this world, but let God transform you into a new person by changing the way you think. Then you will know what God wants you to do, and you will know how good and pleasing and perfect his will really is. As God's messenger, I give each of you this warning: Be honest in your estimate of yourselves, measuring your value by how much faith God has given you."

We are to be a living sacrifice: What is a sacrifice? It is the act of offering something - forfeiture of something valuable for the sake of something else. David said this - "I will not offer a burnt offering that has cost me nothing." (1 Chron. 21:24) God is pleased with a sacrifice that cost us something. Under the old covenant, a person could offer an animal to God as a substitute for himself, symbolizing the person's faith in the merciful, forgiving God. But the people were offering sacrifices as part of their worship ritual and forgetting their significance! The very act of sacrifice showed that they had once agreed to follow God

PRODUCT OF FAITH BIBLE COLLEGE

wholeheartedly. But at this time their hearts were not in it, so their sacrifices were not pleasing to God, and thus were worthless. The word sacrifice implies giving something that cost the giver in terms of self, time, money etc. It requires more than a token effort. God wants us to give voluntarily, but He wants it to mean something.

Psalm 40:6-8 "You take no delight in sacrifices or offerings. Now that you have made me listen, I finally understand— you don't require burnt offerings or sin offerings. Then I said, "Look, I have come. And this has been written about me in your scroll: I take joy in doing your will, my God, for your law is written on my heart."

We are to be holy: We are to be set apart for God, for His use when and how He sees fit.

We are to be acceptable to God: Malachi 1:8 "When you give blind animals as sacrifices, isn't that wrong? And isn't it wrong to offer animals that are crippled and diseased? Try giving gifts like that to your governor, and see how pleased he is!" says the Lord Almighty." Is what we offer God acceptable to Him? When we give of ourselves and in what we do, are we doing it grudgingly, complaining, and giving God leftovers?

Self-sacrifice means putting the Lord first above self and even family (see Matt. 10:37; 19:29). Without this, no one is free to follow Him and properly influence others for Christ. Sacrifice means "taking up one's cross" regardless of the cost (Matt. 10:38; 16:24; Luke 9:23). Taking up one's cross, according to the culture of the day, was an act of submission, a willingness to pay the price and do whatever God asks. Historically and culturally, the analogy of "taking up one's cross" meant to cease rebelling against the King's rule and submit to His rule over one's life.

Jeremiah was an example of a man who was willing to sacrifice in order to be a leader during the times of the apostasy of Israel:

- He gave up being "liked" (1:18-19). Like Jesus, Jeremiah was rejected by the people whom he ministered to.
- He was not allowed to marry (16:1-2).
- He was physically beaten because of his ministry (20:1-3)
- He was imprisoned and was treated worse than murderers and thieves (38:1-6)

PRODUCT OF FAITH BIBLE COLLEGE

When we look at examples in the Bible we note that with every great sacrifice that a leader made, great results were seen:

The Leader	The Sacrifice	The Result
Abraham	Security of homeland, gave up the best land (by sight) to Lot	Became the father of many nations and the father of faith
Jesus Disciples	Gave up their occupation and their means of income	Became leaders of the Early church
Paul	A wealthy Jewish religious leader, well respected	A great apostle who began many churches, evangelized a large portion of the then known world and who wrote 13 books of the New Testament

PRODUCT OF FAITH BIBLE COLLEGE

3. LOVE – BEING OTHER'S FOCUSED:

1 Peter 5:2-3 "Care for the flock of God entrusted to you. Watch over it willingly, not grudgingly—not for what you will get out of it, but because you are eager to serve God. Don't lord it over the people assigned to your care, but lead them by your good example".

Who should be the object of your sacrifice and service? Others. The motivation of every leader should be to serve others in love.

A SERVANT AUDIT

Circle the number that best describes how true each is of you. In addition, you might ask someone who knows you well to complete the audit on you.

1. Enjoy helping other people as much as possible.
1. True 2. More true than false 3. More false than true 4. False

2. Don't mind not receiving credit for some of the good things they do.
1. True 2. More true than false 3. More false than true 4. False

3. Rarely ask what's in it for me when helping other people?
1. True 2. More true than false 3. More false than true 4. False

4. Try to be available when others need their help.
1. True 2. More true than false 3. More false than true 4. False

5. Are sensitive to other's interests as well as their own.
1. True 2. More true than false 3. More false than true 4. False

6. Don't have problems with authority figures.
1. True 2. More true than false 3. More false than true 4. False

7. Find it easy to learn from many different people, not just those they hold in high regard.
1. True 2. More true than false 3. More false than true 4. False

8. Enjoy helping others to succeed at life.
1. True 2. More true than false 3. More false than true 4. False

PRODUCT OF FAITH BIBLE COLLEGE

9. Don't favor people according to their status.
1. True 2. More true than false 3. More false than true 4. False

10. Don't take themselves too seriously.
1. True 2. More true than false 3. More false than true 4. False

11. Don't expect people to use their titles (Mr./Ms. Rev., Dr., etc.).
1. True 2. More true than false 3. More false than true 4. False

12. Subjugate their own needs and wants to the mission of the ministry organization.
1. True 2. More true than false 3. More false than true 4. False

13. Believe it's important that the ministry succeed than that they succeed.
1. True 2. More true than false 3. More false than true 4. False

14. Think that it's very important to listen to people.
1. True 2. More true than false 3. More false than true 4. False

15. Work hard to bring out the best in others.
1. True 2. More true than false 3. More false than true 4. False

16. Prefer to be around people who build others up rather than tearing them down.
1. True 2. More true than false 3. More false than true 4. False

17. Convinced that a team can accomplish far more than an individual.
1. True 2. More true than false 3. More false than true 4. False

18. Are willing to step aside if the organization that they lead grows beyond their competence.
1. True 2. More true than false 3. More false than true 4. False

19. Most interested in helping people become all that God wants them to be.
1. True 2. More true than false 3. More false than true 4. False

20. Believe that they really have other's best interests at heart.
1. True 2. More true than false 3. More false than true 4. False

PRODUCT OF FAITH BIBLE COLLEGE

Total the numbers

IF YOUR SCORE IS

20-35: You are a good example of a servant leader.
36-50: You are a servant leader. However, if you scored closer to 50, then you need to work on your servanthood.
51-65: You need to work on your servanthood.
66-80: Most likely, you are not a servant and people don't view you as such. You need to rethink your motives for leadership.

(http://www.malphursgroup.com/images/PDFs/ServantAudit.pdf)

4. **PURSUE EXCELLENCE**

PURSUING MORAL EXCELLENCE

2 Peter 1:5-8 "So make every effort to apply the benefits of these promises to your life. Then your faith will produce a life of moral excellence. A life of moral excellence leads to knowing God better. Knowing God leads to self-control. Self-control leads to patient endurance, and patient endurance leads to godliness. Godliness leads to love for other Christians, and finally you will grow to have genuine love for everyone. The more you grow like this, the more you will become productive and useful in your knowledge of our Lord Jesus Christ.

What does it mean to pursue excellence? What is "Excellence? In 2 Peter 1:3 we find an exhortation of Peter telling us that God has called us to His glory and His excellence. This kind of excellence is the excellence of God's character or His moral perfection. We are called to be morally perfect. How can we be excellent in God's sight? God desires men to mirror His excellence. Men must be imitators of God (Eph. 5:1). Being like Him is our goal as Christian in our walk with Jesus. So being excellent before Him would mean being perfect like Him.

Process to develop moral excellence:

Firstly, Peter emphasized the "the knowledge of God" and "the exceeding great and precious promises". The Word is both the foundation and instrumentation for the production of the qualities of Christ-like character.

PRODUCT OF FAITH BIBLE COLLEGE

Secondly, Peter then follows this with an *exhortation* that calls upon us to make every effort in the development of these qualities of Christian character listed in verses 5-7. Paul in 2 Corinthians 8:7 emphasizes our responsibility in excelling in character. "But as you excel in everything—in faith, in speech, in knowledge, and in all eagerness and in the love from us that is in you—make sure that you excel in this act of kindness too. (2 Cor. 8:7). 1 Thes. 4:1 "Finally, dear brothers and sisters, we urge you in the name of the Lord Jesus to live in a way that pleases God, as we have taught you. You are doing this already, and we encourage you to do so more and more."

PURSUING EXCELLENCE IN MINISTRY

Colossians 3:23-24, "And whatever you do, do it heartily, as to the Lord and not to men, knowing that from the Lord you will receive the reward of the inheritance; for you serve the Lord Christ."

To pursue excellence in ministry, means that as representatives of Christ we do everything for His glory. Because we are "serving the Lord Christ", we are to pursue moral excellence and perfection in all our work, serving the Lord Christ. "Whatever you do, do all to the glory of God." It is to be done as if Jesus Christ was standing beside you.

How can we pursue excellence in our work for God?

Work heartily, not lazily. Proverbs 6:6-11 "Take a lesson from the ants, you lazybones. Learn from their ways and be wise! Even though they have no prince, governor, or ruler to make them work, they labor hard all summer, gathering food for the winter. But you, lazybones, how long will you sleep? When will you wake up? I want you to learn this lesson: A little extra sleep, a little more slumber, a little folding of the hands to rest— and poverty will pounce on you like a bandit; scarcity will attack you like an armed robber."

Have the right motives:

- Your first motive should be for the extension of the kingdom of God and not the extension of your own kingdom. 1 Thes. 2:2 "You know how badly we had been treated at Philippi just before we came to you and how much we suffered there. Yet our God gave us the courage to declare his Good News to you boldly, even though we were surrounded by many who opposed us." 1 Cor. 9:16 "For preaching the Good News is not something I can boast about. I am compelled by God to do it. How terrible for me if I didn't do it!"

PROPERTY OF FAITH BIBLE COLLEGE

- Your second motive should be to always please God in everything that you do and not man. Acts 5:29 "But Peter and the apostles replied, "We must obey God rather than human authority." Ephes. 6:5-6 "Slaves, obey your earthly masters with deep respect and fear. Serve them sincerely as you would serve Christ. Work hard, but not just to please your masters when they are watching. As slaves of Christ, do the will of God with all your heart."

- Your third motive should be to serve God rather than self (Matt 19:27).

PRODUCT OF FAITH BIBLE COLLEGE

BE A TEAM PLAYER

The role of the church in the world is a team effort that requires the cooperation of all the members of the body of Christ. One of the problems in the church today is its failure to function as a team. No matter how gifted or capable a leader is, he must never have the attitude of not needing others to help him in ministry. In 1 Corinthians 12, Paul specifically showed the value of every member in the effective functioning of the Body of Christ. No man is an island and therefore every leader needs to have a teamwork mentality.

WHAT DOES IT MEAN TO BE A TEAM PLAYER?

A *team* is a group organized to work together for a common goal or project. *Team effort* is the cooperative effort by the members of a group or team to achieve a common goal, and a *team player* is one who does his best to do his part in cooperation with the other members of the team. A team player does not seek to be a one-man show, but works together with his teammates and relies on their skills and abilities as he seeks to use his own abilities and gifts in a cooperative way.

BIBLICAL EXAMPLES OF TEAMWORK:

- An outstanding illustration of the importance of the team principle and of the need for delegation of responsibility and authority is the advice give to Moses by Jethro, his son-in-law (Ex 18:1-27).

- Mark 6:6-13 "And he was amazed at their unbelief. Then Jesus went out from village to village, teaching. And he called his twelve disciples together and sent them out two by two, with authority to cast out evil spirits. He told them to take nothing with them except a walking stick—no food, no traveler's bag, no money. He told them to wear sandals but not to take even an extra coat. "When you enter each village, be a guest in only one home," he said. "And if a village won't welcome you or listen to you, shake off its dust from your feet as you leave. It is a sign that you have abandoned that village to its fate." So the disciples went out, telling all they met to turn from their sins. And they cast out many demons and healed many sick people, anointing them with olive oil."

- Luke 10:1 "The Lord now chose seventy-two other disciples and sent them on ahead in pairs to all the towns and villages he planned to visit."

PRODUCT OF FAITH BIBLE COLLEGE

- Mark 14:12-14 "On the first day of the Festival of Unleavened Bread (the day the Passover lambs were sacrificed), Jesus' disciples asked him, "Where do you want us to go to prepare the Passover supper?" So Jesus sent two of them into Jerusalem to make the arrangements. "As you go into the city," he told them, "a man carrying a pitcher of water will meet you. Follow him. At the house he enters, say to the owner, 'The Teacher asks, Where is the guest room where I can eat the Passover meal with my disciples?' "

- Acts 13:2-3 "One day as these men were worshiping the Lord and fasting, the Holy Spirit said, "Dedicate Barnabas and Saul for the special work I have for them." So after more fasting and prayer, the men laid their hands on them and sent them on their way."

THE CHURCH MEMBERS ARE TO OPERATE AS TEAMS:

Romans 12:4-8 "Just as our bodies have many parts and each part has a special function, so it is with Christ's body. We are all parts of his one body, and each of us has different work to do. And since we are all one body in Christ, we belong to each other, and each of us needs all the others. God has given each of us the ability to do certain things well. So if God has given you the ability to prophesy, speak out when you have faith that God is speaking through you. If your gift is that of serving others, serve them well. If you are a teacher, do a good job of teaching. If your gift is to encourage others, do it! If you have money, share it generously. If God has given you leadership ability, take the responsibility seriously. And if you have a gift for showing kindness to others, do it gladly."

1 Cor. 12:12-27 "The human body has many parts, but the many parts make up only one body. So it is with the body of Christ… Yes, the body has many different parts, not just one part. If the foot says, "I am not a part of the body because I am not a hand," that does not make it any less a part of the body. And if the ear says, "I am not part of the body because I am only an ear and not an eye," would that make it any less a part of the body?… But God made our bodies with many parts, and he has put each part just where he wants it…The eye can never say to the hand, "I don't need you." The head can't say to the feet, "I don't need you." …If one part suffers, all the parts suffer with it, and if one part is honored, all the parts are glad. Now all of you together are Christ's body, and each one of you is a separate and necessary part of it."

PROPERTY OF FAITH BIBLE COLLEGE

Ephes. 1:22-23 "And God has put all things under the authority of Christ, and he gave him this authority for the benefit of the church. And the church is his body; it is filled by Christ, who fills everything everywhere with his presence."

From these scriptures we notice:

- The Leadership of Christ as being the Head of the Body of Christ.
- The unity of the Body of Christ, where all members function together.
- The diversity of the Body, diverse abilities and functions, which when working together brings honour and glory to God
- The mutuality of the body where every member is dependent upon one another to fulfill the purposes and plans of God

HOW CAN THE LEADER BE A TEAMPLAYER?

Delegate! "The degree to which a leader is able to delegate work is a measure of his success." It has been rightly contended that a one-person activity can never grow bigger than the greatest load that one person can carry. Some leaders feel threatened by brilliant subordinates and therefore are reluctant to delegate authority. The man in a place of leadership who fails to delegate is constantly enmeshed in a morass of secondary detail that not only overburdens him but deflects him from his primary responsibilities. He also fails to release the leadership potential of those under him. To insist on doing things oneself because it will be done better is not only a short-sighted policy but may be evidence of an unwarranted conceit. The leader who is meticulous in observing priorities adds immeasurably to his own effectiveness. 16

J. Oswald Sanders in his book, Spiritual Leadership, states that when we fail to delegate:

- It manifests shortsightedness. Without shared responsibility, we fail to discover and develop the potential of others and fail to allow the body of Christ to function according to the gifts of God. When Moses followed Jethro's advice, the unknown talents of many in Israel were discovered.

- It manifests conceit. We think no one can replace us or do it as well as I can.

16 J. Oswald Sanders, *Spiritual Leadership*, Moody Press, Chicago, 1967, 1980, p. 168.

PRODUCT OF FAITH BIBLE COLLEGE

- It hinders our own effectiveness. When the apostles insisted on the selection of qualified men to care for the neglected widows, they were able to concentrate on their primary responsibilities of prayer and the teaching of the Word.

- It causes burnout. We lose the joy of the Lord in the work God has called us to do. Serving the Lord with gladness is not only what God desires, but it makes serving a lot easier (Ps. 100:2; Mark 6:30f; Ex. 18:17-18).

- It hinders the function of the body creating inactive members. If we go ahead and do it, others will not and can't. Ephesians 4 strongly stresses the principle of every member involvement as a part of the team (Eph. 4:12-16).

- It causes failure and the dissatisfaction of others because of the failure to get things done efficiently (compare Exodus 18 and Acts 6).

BENFITS OF DELEGATION

For the Leader	For the members	For the Church
Allows time for planning and organizing	Motivates	Promotes perpetuation
Allows time for non-business pursuits	Builds self esteem	Opens new avenues of creativity
Teaches valuable lessons in how to work with and develop others	Encourages creative problem solving	Promotes an increase in productivity
Builds trust	Stimulates initiative	Improves efficiency and effectiveness
Enables the leader to multiply self	Trains future leaders	Creates enthusiasm
Enables the leader to work smart and not hard	Builds trust and morale	
Allows communication	Increase communication	
	Stimulates creativity	
	Allows significant contributions	

PRODUCT OF FAITH BIBLE COLLEGE

Eccles. 4:9-12 "Two people can accomplish more than twice as much as one; they get a better return for their labor. If one person falls, the other can reach out and help. But people who are alone when they fall are in real trouble. And on a cold night, two under the same blanket can gain warmth from each other. But how can one be warm alone? A person standing alone can be attacked and defeated, but two can stand back-to-back and conquer. Three are even better, for a triple-braided cord is not easily broken."

OBSTACLES TO DELEGATION

Leaders will not delegate because	**Members will not accept delegation because**
"I can do it better and faster myself." They do not know which tasks to delegate. They are afraid people won't like them if they ask for help. They lack confidence in the member's ability. They fear a loss of control. They are unwilling to let members make decisions and be held accountable for those decisions. They enjoy doing the tasks themselves.	It's easier to ask the leader than to make a decision by themselves. They do not feel empowered to use their authority. They lack the resources and necessary information to do the job. They lack self-confidence. They feel the incentives are inadequate to motivate them

PRODUCT OF FAITH BIBLE COLLEGE

ASSIGNMENT

Section one: Draw a diagram of the delegation structure of your ministry. In your diagram list the people who have been given authority to make decisions and on what level this delegation is.

Section two: Discuss how you choose the people who you delegate authority to and how you review their performance.

Section three: Is there anyone in your ministry who you are mentoring to be your successor? What are the advantages and the disadvantages to you personally of raising up a successor?

PRODUCT OF FAITH BIBLE COLLEGE

PART THREE: THE FUNCTION OF LEADERSHIP

Leadership is not a title or due to a certificate that is received, leadership is a function. The leader must realize that he is to be a worker in the ministry. Paul declared that leaders are:

2 Cor. 6:1 "As God's partners, we beg you not to reject this marvelous message of God's great kindness.

1 Cor. 3:9 "We work together as partners who belong to God. You are God's field, God's building—not ours."

There are a number of functions that a leader should be involved in:

PROVIDE DIRECTION FOR THE LOCAL CHURCH

The leader of the Church is responsible in leading and directing the people of God in his congregation. How can he do this? If we look at the example of Moses and the Israelites we notice that:

- God ultimately provided the Israelites with direction: It was not Moses who led the children of Israel out of Egypt and through the wilderness but ultimately they were led and directing by the hand of God. Exodus 13:17-18 "And it came to pass, when Pharaoh had let the people go, that God led them not through the way of the land of the Philistines, although that was near; for God said, Lest peradventure the people repent when they see war, and they return to Egypt: But God led the people about, through the way of the wilderness of the Red sea: and the children of Israel went up harnessed out of the land of Egypt." Numbers 9:18 "At the commandment of the Lord the children of Israel journeyed, and at the commandment of the Lord they pitched: as long as the cloud abode upon the tabernacle they rested in their tents."

- Moses looked closely for God's direction and obeyed it: It was Moses who looked to God for direction and followed after the signs of His Presence and then

- The Israelites followed the leadership of Moses.

In order for the leader to be able to direct the members of his congregation, it is necessary that he complete the following tasks:

PRODUCT OF FAITH BIBLE COLLEGE

- Create a mission statement for the Church
- Cast a vision for the Church
- Set goals and plan according to the Vision given by God
- Make decisions according to the mission and the vision of the Church
- Evaluate the process

CREATE A MISSION STATEMENT

A mission statement is a brief description of a church's fundamental purpose. It answers the questions, "Why do we exist?" and "What does God want us to do?"

A mission statement is usually written after the core values of your church (what you stand for and what you believe) have been established.

For example:

- Salvation (John 3:14-15, Acts 4:12)
- Personal relationship with Jesus on a daily basis (2 Cor 5:15, John 15:1-17)
- Prayer (Luke 11:1-13)
- Worship (John 4)
- Discipleship (Matt 28)
- Service (Mark 10:45, 1 Peter 4:10)
- The Word of God as being the final authority by which we live our lives (2 Tim 3:16, 2 Peter 1:19-21)

EXAMPLES OF MISSION STATEMENTS:

Hillsong Church: "To reach and influence the world by building a large Christ-centred, Bible-based church, changing mindsets and empowering people to lead and impact in every sphere of life"

New Hope Christian Church in Honolulu: "To introduce people to Jesus Christ, to help them grow to be more like him, and then to reproduce the process in others."

Denton Community Church: "As a church, we exist to increasingly manifest the love of God the Father in the integrity of our worship, witness, and works by the power of the Holy Spirit in order to prove to the world that we are authentic servants of the Lord Jesus Christ."

PRODUCT OF FAITH BIBLE COLLEGE

ASSIGNMENT

- Write out the core values of your ministry?
- Develop a mission statement for your ministry that you are involved in (eg. Children's Church, Youth ministry, Homecell etc)

CAST A VISION

Definition of vision: "Vision for ministry is a clear mental image of a preferable future imparted by God to His chosen servants and is based on an accurate understanding of God, self and circumstances." 17

HOW DO WE RECEIVE VISION?

A vision can either be man-made or it can come from God. Vision, as modeled in Scripture has always come as a result of God giving a vision to a person. For example:

- Moses was given the vision to go and deliver the people out of Egypt when God spoke to him in the burning bush.
- Moses was given a vision of the Tabernacle whilst he was in the Presence of God on the Mount.
- Peter was sleeping when he received the vision of the unclean animals telling him he was to go to Cornelius' house.
- Paul received a vision from God when he was on the road to Damascus.

Vision comes when we spend time in prayer asking God to reveal it to us. Jeremiah 33:3 "Ask me and I will tell you some remarkable secrets about what is going to happen here." Psalm 2:8 "Only ask, and I will give you the nations as your inheritance, the ends of the earth as your possession. "

17 George Barna, The Power of Vision, page 28

PRODUCT OF FAITH BIBLE COLLEGE

John Maxwell in The Maxwell Leadership Bible notes that there are marked differences between those visions that are man-made and the type of vision that comes from God. These differences are:

Man – made vision	**God-given vision**
Created based on human gifts and skills Fulfilled by staying ahead of others Sees similar organizations as competitors Aims to grow the organization and generate revenue Stress may emerge both inwardly and outwardly May be dropped for something better	Received as revelation Fulfilled through obedience Sees similar organizations as complementary Aims to serve people and advance God's rule Accompanied by inward peace and outward opposition Compelling and captivating until fulfilled

IS VISION VITAL FOR YOUR MINISTY?

Proverbs 29:18 "Where there is no vision, the people perish: but he that keepeth the law, happy is he." For leaders, a vision is not a dream; it is a reality that has yet to come into existence. It is a force within, compelling a leader to action, giving the leader purpose and commitment in seeing the vision come to pass. However, if a leader does not have a specific vision what compels them forward? What motivates them? Vision therefore is vital as it paints a picture of God's plans and purposes for a church so that others can see the future.

THE CHARACTERISTICS OF A VISION:

John C Maxwell in the Maxwell Leadership Bible defines a vision as being:

- Personal: It is something that has been revealed to you specifically as the leader concerning the ministry. Paul received a vision for his own life, Moses received a vision for his own life and Peter received a vision for his own life. Vision cannot be copied or stolen from another ministry. It needs to be given to you specifically and then owned by you as the leader.

- Practical: It is practical in that it is meant to meet the needs of the people. A vision should always be relevant to the needs of those whom the vision will be serving. For example, Moses received the vision to deliver the people from Egypt. This was a practical vision as the nation of Israel needed deliverance from the oppression of Egypt (See Exodus 1:9-11, 14, 2:23-24)

PRODUCT OF FAITH BIBLE COLLEGE

- Possible: A vision sometimes appears bigger than what the person can do however though seemingly impossible with God it is possible. Just like the great hall of fame – all these men and women received a vision of the future, clung to it in faith and saw God move on their behalf (Hebrews 11). Seemingly impossible, but possible with God. When God gives a vision to a person, it will not fail. It will succeed and come to fruition.

- Parallel: A vision always is parallel to firstly who the person is. This means that it compliments their passion and their personality. Secondly a vision always works alongside other visions. It does not compete with others vision or claim to be better and bigger.

- Portable: A vision is able to move with the person wherever they go. It is not fixed to a certain place.

- Powerful: A God-given vision is powerful because it does not rely on the strengths and gifting of a person but relies on the power of God working in and through the person's life.

- Profitable: A God-given vision gets the results that it has been given for.

- Pleasurable: A God-given vision will bring fulfillment, satisfaction and contentment. It will not cause undue stress and pressure because the leader who has received the vision has understood like Paul that when "I am weak, then He is strong".

- Purposeful: The God-given vision has a purpose to bring glory to God, to extend the kingdom and rule of God here on earth. It fulfills the God given mission that they as leaders have been given in their community, church and city.

- Providential: It provides the leader with a God-sized destiny.

PRODUCT OF FAITH BIBLE COLLEGE

HOW SHOULD WE REACT TO THE VISION GIVEN TO US BY GOD?

Vision is not something that we see, get enthusiastic about and then forget. Vision should cause us to react in a certain way. In both the Old and the New Testament, we can see examples of how we as leaders should react when we have received our vision:

In the Old Testament Habakkuk, the prophet, teaches us that:

Habakkuk 2:2-3 "Then the Lord said to me, "Write my answer in large, clear letters on a tablet, so that a runner can read it and tell everyone else. But these things I plan won't happen right away. Slowly, steadily, surely, the time approaches when the vision will be fulfilled. If it seems slow, wait patiently, for it will surely take place. It will not be delayed."

- A vision should be written down so that it cannot be forgotten, altered or changed.

- A vision should be told to the people so that everyone is clear about the God given direction that you are giving.

- A vision should be acted upon. Plans should be made to see the vision come to pass.

- A vision should never be discarded even if it takes time to come to pass. Why? Because every word that God has spoken concerning you and your ministry will come to pass when you are living a surrendered life to Him. His Words cannot fail.

In the New Testament, the Apostle Paul reveals how he reacted to his vision:

Acts 26:12-29 "One day I was on such a mission to Damascus, armed with the authority and commission of the leading priests. About noon, Your Majesty, a light from heaven brighter than the sun shone down on me and my companions. We all fell down, and I heard a voice saying to me in Aramaic, 'Saul, Saul, why are you persecuting me? It is hard for you to fight against my will.' " 'Who are you, sir?' I asked. "And the Lord replied, 'I am Jesus, the one you are persecuting. Now stand up! For I have appeared to you to appoint you as my servant and my witness. You are to tell the world about this experience and about other times I will appear to you. And I will protect you from both your own people and the Gentiles. Yes, I am going to send you to the Gentiles, to open

PRODUCT OF FAITH BIBLE COLLEGE

their eyes so they may turn from darkness to light, and from the power of Satan to God. Then they will receive forgiveness for their sins and be given a place among God's people, who are set apart by faith in me.' "And so, O King Agrippa, I was not disobedient to that vision from heaven. I preached first to those in Damascus, then in Jerusalem and throughout all Judea, and also to the Gentiles, that all must turn from their sins and turn to God—and prove they have changed by the good things they do. Some Jews arrested me in the Temple for preaching this, and they tried to kill me. But God protected me so that I am still alive today to tell these facts to everyone, from the least to the greatest. I teach nothing except what the prophets and Moses said would happen— that the Messiah would suffer and be the first to rise from the dead as a light to Jews and Gentiles alike." Suddenly, Festus shouted, "Paul, you are insane. Too much study has made you crazy!" But Paul replied, "I am not insane, Most Excellent Festus. I am speaking the sober truth. And King Agrippa knows about these things. I speak frankly, for I am sure these events are all familiar to him, for they were not done in a corner! King Agrippa, do you believe the prophets? I know you do—" Agrippa interrupted him. "Do you think you can make me a Christian so quickly?" Paul replied, "Whether quickly or not, I pray to God that both you and everyone here in this audience might become the same as I am, except for these chains."

- The vision stopped him: No matter what direction you may be taking at the time that you receive the vision, when He gives you a vision, you are stopped in your tracts.

- The vision sent him (v16-18): When our eyes are opened to the vision that God gives us, we see the needs of those whom we are sent for and are compelled to act. Vision therefore drives us to do something so that we will see the vision being fulfilled.

- The vision strengthened him (v20-23): Despite what Paul had to endure throughout his ministry (See 2 Cor 12:23-33), because he had received a vision he was compelled and driven forward even though at times he must have felt like he wanted to give up

- The vision stretched him (v 24-29): No vision is so small that it can be accomplished in our own strength – a vision will always stretch you – it will stretch your faith – it will stretch your expectations of God etc. Isaiah 54:2-3 "Enlarge your house; build an addition; spread out your home! For you will soon be bursting at the seams. Your descendants will take over other nations and live in their cities." When Peter received the vision to go to the Gentiles, his faith and his obedience was stretched (Acts 10:1-35). Up to that point the

PRODUCT OF FAITH BIBLE COLLEGE

Gospel had only been given to the Jews. In fact the Gentiles were considered as being unclean (v28). However, when Peter received the vision and hearing words of encouragement (10:20) he went and fulfilled the vision God had given him. Because of his obedience to do what seemed different to the way things had usually been up to that point, Peter saw God moving mightily in the hearts of the Gentiles. His willingness to be stretched caused there to be a revival amongst the Gentiles.

- The vision satisfied him (v19): Philip. 4:11 "Not that I was ever in need, for I have learned how to get along happily whether I have much or little."

ASSIGNMENT

Have you received a vision from God concerning your ministry? If so, write it down and make it plain. If not, ask God to give you a vision. Spend time in His presence waiting on Him to reveal it to you. Once you have received it, write it down.

Ask the following questions about your vision:

- Does it glorify God?
- Does it promote faith rather than fear?
- Does it motivate people to action?
- Does it require stepping out in faith and taking a risk (stretching)?

PRODUCT OF FAITH BIBLE COLLEGE

DEVELOP A STRATEGY: PLANNING & MAKE DECISIONS

Once you have received your vision and written our your mission statement, you then need to proceed in planning and making decisions that will enable you to move one step closer to seeing the fulfillment of your vision. For example, if your vision is to meet the needs of the poor community in your area and through this share the Gospel of Christ with them, then what will you do to begin the process? Are you working towards meeting their physical needs? How will you meet their physical needs financially? Have you sought the help of business people in the Church? How will you distribute these supplies?

PLANNING:

Planning is a Biblical pattern.

- God planned events that were to happen. Isaiah 37:26 "'But have you not heard? It was I, the Lord, who decided this long ago. Long ago I planned what I am now causing to happen, that you should crush fortified cities into heaps of rubble."

- Noah was given a plan to build the ark and he followed the plan and did exactly as was given to him (Gen 6:14-7:5).

- Moses after receiving the vision to build the tabernacle and the plan of how everything was to be made, went about to get it done according to the pattern that he had been given.

- David made plans to build a Temple even though he did not see it accomplished in his lifetime (1 Chron 29).

Planning is one of the important processes of seeing your vision being fulfilled. As we wait and trust on God to bring His vision to pass for our church or ministry, so we should pray and ask God to help us plan strategically.

John Maxwell in Maxwell's leadership Bible uses the following acronym for planning ahead

- Predetermine your course of action. Know where it is that you are going. This can be seen by looking at the vision.

PRODUCT OF FAITH BIBLE COLLEGE

- Lay out your goals. From the goals that you have set for your ministry, ask God to show you ways in which you can plan to see those goals being fulfilled.

- Adjust your priorities. Look to see which areas you have placed priority in and which area has been neglected. Often times we neglect the area in our ministry that requires more time, more faith etc and we place more emphasis and time in that which comes more easily for us. Look at needs that have been going unmet and prioritize them

- Notify key personnel who will be responsible in helping you fulfill the plans. Just as Habakkuk told us to tell others, so as we have received the vision, we need to tell those who are in leadership positions. Your staff and your leaders should be aware of the direction that you are taking them. You cannot expect the leaders whom you are serving to lead blindly. They need to be fully aware of what direction you are taking.

- Allow time for acceptance. Some of your plans and goals may take time to adjust to. Change is never an easy part of the planning process. Be open for people to question the changes that you make and provide them with clear and decisive reasons as to why you will be making these changes.

- Head into action. Once you have planned and made decisions, go ahead and start doing them.

- Expect problems. Part of the planning process is to evaluate the success that you are having in fulfilling the plans. Be prepared for some of the plans that you make to not be successful and then be flexible enough to make the necessary changes. Do not be discouraged when things do not work out as you expect but use this as an opportunity to seek God for further direction and help. Remember that you are not supposed to fulfill the vision in your own strength but are to rely wholly upon God.

- Always point to your success. When things seem to be falling apart and people may not support you, always encourage yourself in the successes that you have achieved to date. One of the most important things that Paul taught the Philippians was that they were to maintain a positive thought pattern. They were to always think on those things that were good (Philippians 4)

PRODUCT OF FAITH BIBLE COLLEGE

- Daily review your progress: After the 70 disciples had returned from witnessing and praying for those who were sick and demon possessed, Jesus helped them to reflect upon the results that they had seen (Luke 10). When David made plans to move the Ark of the Covenant back to Jerusalem, because it was not moved according to the God-given plan, Uzzah was killed (1 Chron 13). Because the plan did not go according to what David expected, he went before God and reviewed the process that he had taken. Upon evaluation, he realized that he had not followed the plan accordingly and therefore made the necessary adjustments until he saw the ark being returned (1 Chron 15 -16) in the correct manner. He was humble enough to realize his mistake and adjust his plans accordingly.

MAKE THE RIGHT DECISION

"Leadership, like life, is the sum total of the decisions we make. Every decision has consequences..."(The Maxwell Leadership Bible page 144).

Every leader must make decisions on how they will meet the vision. Because every decision that is made has consequences it is up to the leader to ensure that the decisions that they make are godly and upright.

Firstly, prayer about them: Every decision that is made, no matter how small and seemingly insignificant needs to be bathed in prayer. Always rely on God and His leading in every decision that you make. Proverbs 3:5-6 "Trust in the Lord with all your heart; do not depend on your own understanding. Seek his will in all you do, and he will show you which path to take.

Secondly, use wisdom: Ask yourself if the decision involves a moral or non-moral area. It is actually a little easier to discern the will of God in moral areas because most of the time you will find clear direction in God's Word. If God has already revealed His will in Scripture, your only response is to obey. Non-moral areas still require the application of biblical principles, however, sometimes the direction is harder to distinguish. Psalm 119:105 "Your word is a lamp to my feet and a light for my path."

Thirdly, **obtain counsel.** Seeking Godly counsel is a key aspect to making wise decisions where there is no clear biblical mandate. Its importance cannot be underestimated. Solomon recognized its value when he wrote: "For lack of guidance a nation falls, but many advisers make victory sure". (Proverbs 11:14) "The way of a fool seems right to him, but a wise man listens to advice". (Proverbs 12:15) "Plans fail for lack of counsel, but with many advisers they

PRODUCT OF FAITH BIBLE COLLEGE

succeed". (Proverbs 15:22) "Whoever gives heed to instruction prospers, and blessed is he who trusts in the LORD". (Proverbs 16:20) "Listen to advice and accept instruction, and in the end you will be wise." (Proverbs 19:20)

Fourthly, follow the following:

- Make a list. First write down the priorities you believe God would have in your situation. These are not the things that are important to you, but rather the things that are most important to God in this decision. Will the outcome of your decision draw you closer to God? Will it glorify Him in your life? How will it impact those around you?

- Weigh the decision. Make a list of the pros and cons connected with the decision. You may find that something on your list clearly violates the revealed will of God in his Word. If so, you have your answer. This is not his will. If not, then you now have a realistic picture of your options to help you make a responsible decision.

- Choose your spiritual priorities. By this time you should have enough information to establish your spiritual priorities as they relate to the decision. Ask yourself which decision best satisfies those priorities? If more than one option will fulfill your established priorities, then chose the one which is your strongest desire!

- Act on your decision. If you have arrived at your decision with the sincere intention of pleasing the heart of God, incorporating biblical principles and wise counsel, you can proceed with confidence knowing that God will work out his purposes through your decision. Romans 8:28 "And we know that in all things God works for the good of those who love him, who have been called according to his purpose"

PRODUCT OF FAITH BIBLE COLLEGE

DISCIPLESHIP – THE LAW OF REPRODUCTION

THE LAW OF REPRODUCTION SEEN IN SCRIPTURE

Genesis 1:22 "Then God blessed them, saying, "Let the fish multiply and fill the oceans. Let the birds increase and fill the earth."

Genesis 1:28 "God blessed them and told them, "Multiply and fill the earth and subdue it. Be masters over the fish and birds and all the animals."

In nature we notice that everything that God created has a purpose to not only fulfill its function, but before the end of its time, it is to reproduce. Every tree and flower carries seeds that can become new trees and flowers. Animals bare young so that they can continue to populate the earth. Humans have been given this same ability.

However, this ability to reproduce and multiply is not only a natural phenomenon, it is also a spiritual principle that can be seen in many examples in the Bible, both in the Old and the New Testament.

- Moses trained Joshua as the next leader of Israel (Numbers 27)
- Eli trained up Samuel to be raised as a judge over Israel ((Sam 1-6)
- David raised up a mighty army and giant killers (1 Chron 20, 1 Sam 22, 1 Sam 25:13)
- Elijah raised up and mentored Elisha, the prophet with the double portion (1 Kings 19 – 2 Kings 2)
- Jesus mentored and discipled 12 men (Matt 4, 10:33).
- Paul taught Timothy and Titus to be leaders
- Timothy and Titus were told by Paul to raise up elders and deacons to help him in the ministry (1 Tim 5, Titus 1,2)

WHAT IS DISCIPLESHIP?

"Encourage one another, and build up one another, just as you also are doing" (1 Thessalonians 5:11).

Discipleship is the intensely personal activity of two or more persons helping each other experience a growing relationship with God. Discipleship is being before doing, maturity before ministry, character before career.

PRODUCT OF FAITH BIBLE COLLEGE

THE GOAL AND THE PURPOSE OF DEVELOPING NEW LEADERS

The goal of discipleship should be to help others to mature, function, be fruitful and to eventually spiritually produce.

"...So that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ." Ephesians 4:12-13

MAKING THE DECISION OF WHO WE SHOULD DISCIPLE?

Who should you choose as the person/people whom you will be mentoring? How many will you choose? What will be the criteria? We notice as we look at the ministry of Jesus that there were five different groups of people whom Jesus ministered to and discipled, each of which in a different capacity.

Firstly, He ministered to the curious onlookers: Jesus had many people who followed Him as a prophet, a teacher and a miracle worker. These people, because they followed Him, were known as disciples. However, over time, when the teachings of Jesus became "hard" many of these curious onlookers stopped following Him (John 6:64, 66). The impact that He therefore had on their lives was minimal and was only a result of the teachings that He taught whilst in the crowds. These teachings were usually in parables.

Secondly, He ministered to the believing disciples: There were many of those people who were part of the on looking crowd who heard the teachings of Jesus and believed in Him (John 2:23, 4:39-41, 7:31, 8:30). These people were also known as His disciples. Yet once again the impact that He had on their life was minimal due to the amount of time that they had with Him.

Thirdly, He ministered to seventy: Jesus during His ministry chose 70 people and sent them out in twos to do preparatory evangelism in the towns to which He would later be visiting (Luke 10:1). The impact that He had on these people was far more than that on the curious onlookers and even the believing disciples mentioned above as He not only taught them (through parables and teachings in the crowd) but He also discipled them with practical application of what He taught and then evaluated their actions. We notice that in the time that He spent discipling these people He gave them specific authority (10:19), He ensured that they remained humble at heart through correction (see verse 17, 20) and He mentioned that they had received a certain revelation from His instruction.

PROPERTY OF FAITH BIBLE COLLEGE

Fourthly, He ministered to twelve men: Jesus committed Himself to twelve men who were to be part of His future leadership on earth. Mark 3:14 "Then he selected twelve of them to be his regular companions, calling them apostles. He sent them out to preach," Luke 9:1-2 "One day Jesus called together his twelve apostles and gave them power and authority to cast out demons and to heal all diseases. Then he sent them out to tell everyone about the coming of the Kingdom of God and to heal the sick."

These twelve men whom Jesus selected were more impacted by the time that they spent with Jesus than the other three groups of people because they were His regular companions. Because of this time that He had with them in teaching and mentoring them we notice that Jesus used these men to not only heal the sick (as the 70 did), but that these men were also sent out to preach the Gospel. This speaks more of an elder ministry than the other groups (remember that an elder must also be able to teach).

Lastly, He ministered more specifically to the inner three: Jesus drew a further three to Himself – Peter, James and John as these men were to later be His apostles in the early church. These three were with Him when He healed Jarius' daughter (Mark 5:37), they were with Him when He was transfigured (Matt 17:1-2) and later they were with Him in the Garden of Gethsemane (Mark 14:33). Why did Jesus spend more time teaching and training these three men? These three men were going to lead the early church in a manner that the other 8 disciples were not going to. Even though all the disciples (except Judas) were going to be used by God in some form and fashion in extending the kingdom of God, there was a particular calling on these three compared to the others. Jesus discerned this and therefore He spent more discipling these three than all the others in the other four groups.

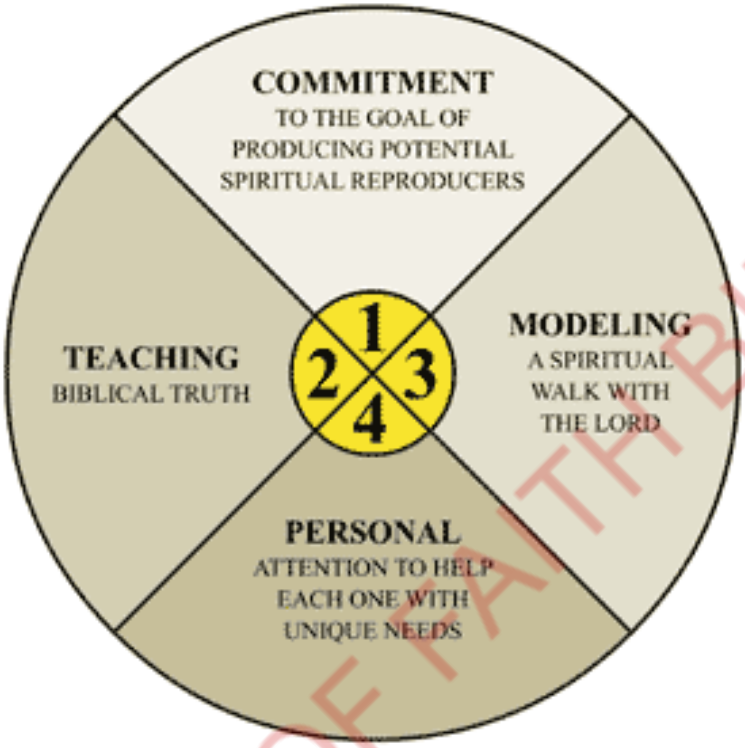
Who should you then choose to disciple?

When choosing the type of discipleship that you will your be doing it is important that you first decide for which different levels of discipleship you will be choosing. For example: Discipleship of the new converts through teaching and bible studies, your homecell leaders, your staff and pastors or your core group leaders. Once you have established which group you will be looking at first, decided on the amount of time that you will be spending with each group of people and how you will be discipling them. Remember that Jesus spent the majority of His time with the 12 and the 3 and not with the crowds. In order to be able to impart what you have learnt to them so that they will be able to

PRODUCT OF FAITH BIBLE COLLEGE

continue the vision means that you need to spend quality time with them. Also remember that when Jesus chose the twelve, it was done after a time of prayer because it was God who directed Him to the right person. Be careful when selecting your leaders that you select according to the call of God upon their lives and not the call of self or the call of man. Allow God to direct you to those whom He is calling.

WHAT DISCIPLESHIP ENTAILS:



Commitment

Paul was committed to the discipleship process as a spiritual parent (1 Thes 2:7). 1 Thes. 2:7-8 "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. We loved you so much that we gave you not only God's Good News but our own lives, too." How much time and sacrifices are you willing to make for those whom you are discipling? Paul was showed his commitment in that he was willing to endure all things for them. 2 Tim. 2:10 "I am

PROPERTY OF FAITH BIBLE COLLEGE

willing to endure anything if it will bring salvation and eternal glory in Christ Jesus to those God has chosen.

Modeling

From the above scripture we notice that Paul did not only impart knowledge to those whom he discipled, but he was also willing to model his life for them to learn from. 1 Cor. 4:15-16 "For even if you had ten thousand others to teach you about Christ, you have only one spiritual father. For I became your father in Christ Jesus when I preached the Good News to you. So I ask you to follow my example and do as I do." Philip. 4:9 "Keep putting into practice all you learned from me and heard from me and saw me doing, and the God of peace will be with you." 2 Thes. 3:4-5 "And we are confident in the Lord that you are practicing the things we commanded you, and that you always will. May the Lord bring you into an ever deeper understanding of the love of God and the endurance that comes from Christ."

Personal

Jesus was personal with His disciples. He shared His life, even one of the most emotional times, the Garden of Gethsemane, was shared with those whom He loved (Matt 26:36-46). Jesus was also personal in the manner in which He approached certain issues, for example when He approached Peter after he had betrayed Him (John 21)

Teaching

Both Jesus and Paul taught those whom they were discipling. 2 Tim. 3:10-11 "But you know what I teach, Timothy, and how I live, and what my purpose in life is. You know my faith and how long I have suffered. You know my love and my patient endurance. You know how much persecution and suffering I have endured. You know all about how I was persecuted in Antioch, Iconium, and Lystra—but the Lord delivered me from all of it."

How did Jesus teach the twelve disciples?

- Practical learning: Jesus discipled the twelve through practical experiences during their travels. He had them baptize the new believers (John 3:22, 4:1-2), they cast out demons even though they were not always successful (Matt 17:14-21). It was during these hands on teaching experiences that the

PRODUCT OF FAITH BIBLE COLLEGE

disciples were taught in the ministry. Through this form of ministry Jesus was teaching the disciples how to be the hands of God on earth – to be servants.

- Private learning: Jesus also disciple the twelve through private discussions. In Luke 11, the disciples asked Jesus to teach them to prayer and Jesus gave them a sample of how to prayer as well as providing them with parables to open their understanding to what true prayer is. In these private discussions he dealt with matters of the heart – selfish ambitions (Mark 9:33-35), their affections (John 21:15-17) and affirmation of their beliefs (Matt 16:13-17). In the private learning , Jesus emphasized that they are to have the same heart of Jesus – they are to serve as He served, in love etc.

- Public learning: Jesus also used His public addresses to teach the twelve. In Luke 12 we see this to be true. Luke 12:41 "Peter asked, "Lord, is this illustration just for us or for everyone. In the public learning Jesus spoke to them on understanding the teaching and the principles of God. As leaders we are to ensure that those developing leaders whom we are discipling have sound knowledge in the Old and the New Testament, in the basic doctrines of the Bible, in their theology etc.

ACCRONYMN FOR PARENT

John Maxwell in The Maxwell Leadership Bible provides the following accroymn for spiritual parenting (discipleship):

- Purpose: Be strategic in the time that you spend with your future leaders.
- Assessment: Provide them with feedback as to how they are doing, where they need to grow etc.
- Relationship: Relate with them. Be open and honest enough to share your first thoughts, actions, failure etc as a leader
- Encouragement: Provide them with encouragement even when they have failed and made mistakes. If you do not encourage them they may not have the perseverance to push through during these hard times
- Navigation: Show them the right way to make decisions. Guide them
- Tools: Provide them with the necessary resources and tools that they will need to be the best they can be.

PRODUCT OF FAITH BIBLE COLLEGE

DISCIPLINE

DEFINITION:

Carl Laney states, "Church discipline may be broadly defined as the confrontive and corrective measures taken by an individual, church leaders, or the congregation regarding a matter of sin in the life of a believer."18

"Church discipline is the correct application of biblical principles and practices that brings order in the lives of the people and the congregation for God's glory". 19

WHY IS DISCIPLINE NECESSARY?

The leadership needs to discipline because the Father discipline: Church discipline is doctrinally based upon divine discipline, and is therefore an act of caring love (see Hebrews 12:5-12). The discipline that God directs toward all Christians should therefore serve as a basis for all forms of church discipline.

Hebrews 12:5-12 "And have you entirely forgotten the encouraging words God spoke to you, his children? He said, "My child, don't ignore it when the Lord dsciplines you, and don't be discouraged when he corrects you. For the Lord disciplines those he loves, and he punishes those he accepts as his children." As you endure this divine discipline, remember that God is treating you as his own children. Whoever heard of a child who was never disciplined? If God doesn't discipline you as he does all of his children, it means that you are illegitimate and are not really his children after all. Since we respect our earthly fathers who disciplined us, should we not all the more cheerfully submit to the discipline of our heavenly Father and live forever? For our earthly fathers disciplined us for a few years, doing the best they knew how. But God's discipline is always right and good for us because it means we will share in his holiness. No discipline is enjoyable while it is happening—it is painful! But afterward there will be a quiet harvest of right living for those who are trained in this way. So take a new grip with your tired hands and stand firm on your shaky legs."

18 Carl Laney, A Guide to Church Discipline, Bethany House Publishers, p. 14)
19 Jay Adams – Corrective Discipline in the Local Church

PRODUCT OF FAITH BIBLE COLLEGE

The leadership needs to discipline because discipline is redemptive rather than retributive in intent (see Matthew 18:11-14; Galatians 6:1). Notice that the preceding context of Jesus' teaching on church discipline (Matthew 18:11-14) is about the shepherd who leaves the 99 to find the 1 lost sheep "and" in vs. 15 makes it clear that the steps of church discipline describe the lengths to which we should be willing to go to win erring brethren. Matthew 18:11-14 ""If a shepherd has one hundred sheep, and one wanders away and is lost, what will he do? Won't he leave the ninety-nine others and go out into the hills to search for the lost one? And if he finds it, he will surely rejoice over it more than over the ninety-nine that didn't wander away! In the same way, it is not my heavenly Father's will that even one of these little ones should perish.

TWO ASPECTS OF DISCIPLINE:

The word "discipline" describes two aspects of church life

First there is formative discipline. 1 Cor. 9:24-27 "Remember that in a race everyone runs, but only one person gets the prize. You also must run in such a way that you will win. All athletes practice strict self-control. They do it to win a prize that will fade away, but we do it for an eternal prize. So I run straight to the goal with purpose in every step. I am not like a boxer who misses his punches. I discipline my body like an athlete, training it to do what it should. Otherwise, I fear that after preaching to others I myself might be disqualified." This is the idea of bringing people to maturity in Christ the way a sports coach disciplines his team through daily practices. This includes encouragement, practice, instruction, and showing them what is right and good. This is what a church does through its ministries.

R.C. Sproul writes, "The church is called not only to a ministry of reconciliation, but a ministry of nurture to those within her gates. Part of that nurture includes church discipline . . ." 20 The idea of church discipline is totally consistent with the basic purposes of the church—evangelism and edification. Evangelism ministers to those without the church who are in bondage to sin to bring them to faith in Christ where the transformation process begins. The edification process is designed to build up believers so they can be conformed to the image and character of Christ. Church discipline as a part of the edification process ministers to those within the body of Christ who are dominated by some area of sin so they can experience liberation from its power through fellowship with Christ.

20 R. C. Sproul, In Search of Dignity, Regal Books, 1983, p. 182.

PROPERTY OF FAITH BIBLE COLLEGE

The second category is corrective discipline. This occurs when someone swerves off the path and the leadership in the church need to take steps to correct this erring brother and bring him back to a place of repentance and restoration.

MOTIVATION IN BRINGING DISCIPLINE:

Firstly, discipline is meant to restore someone caught in sin. Discipline should be a redemptive process not a punitive process

Secondly, discipline is used to protect the rest of the body. 1 Cor. 5:6-7 "How terrible that you should boast about your spirituality, and yet you let this sort of thing go on. Don't you realize that if even one person is allowed to go on sinning, soon all will be affected? Remove this wicked person from among you so that you can stay pure. Christ, our Passover Lamb, has been sacrificed for us."

The third purpose of discipline is to guard the honor of God's name. Another basis for the necessity of church discipline is the testimony of the church in the world. 1 Peter 4:13-19 "Instead, be very glad—because these trials will make you partners with Christ in his suffering, and afterward you will have the wonderful joy of sharing his glory when it is displayed to all the world. Be happy if you are insulted for being a Christian, for then the glorious Spirit of God will come upon you. If you suffer, however, it must not be for murder, stealing, making trouble, or prying into other people's affairs. But it is no shame to suffer for being a Christian. Praise God for the privilege of being called by his wonderful name! For the time has come for judgment, and it must begin first among God's own children. And if even we Christians must be judged, what terrible fate awaits those who have never believed God's Good News? And "If the righteous are barely saved, what chance will the godless and sinners have?"So if you are suffering according to God's will, keep on doing what is right, and trust yourself to the God who made you, for he will never fail you." When the church acts no differently than the world, it loses its credibility and authenticity (1 Pet. 2:11-18; 3:8-16; 4:1-4).

WHEN SHOULD DISCIPLINE BE ADMINISTERED?

Discipline should never be taken lightly by the leaders and elders of a Church and therefore it should not be governed by "petty" opinions and dislikes of a person. For this reason, Scripture, not our opinions or dislikes, must be the guide for what is sin. When does the Bible show us when discipline is necessary?

PRODUCT OF FAITH BIBLE COLLEGE

General Causes: Disorderly conduct, conduct clearly out of line with the prescribed commands of Scripture and which negatively impacts the testimony and unity of the church (2 Thess. 3:6-15).

Specific Causes:

- Difficulties between members: Matthew 18:15-17 ""If another believer sins against you, go privately and point out the fault. If the other person listens and confesses it, you have won that person back. But if you are unsuccessful, take one or two others with you and go back again, so that everything you say may be confirmed by two or three witnesses. If that person still refuses to listen, take your case to the church. If the church decides you are right, but the other person won't accept it, treat that person as a pagan or a corrupt tax collector.

- Divisive or factious people causing divisions in the church: Romans 16:17-18 And now I make one more appeal, my dear brothers and sisters. Watch out for people who cause divisions and upset people's faith by teaching things that are contrary to what you have been taught. Stay away from them. Such people are not serving Christ our Lord; they are serving their own personal interests. By smooth talk and glowing words they deceive innocent people." Titus 3:9-11 "Do not get involved in foolish discussions about spiritual pedigrees or in quarrels and fights about obedience to Jewish laws. These kinds of things are useless and a waste of time. If anyone is causing divisions among you, give a first and second warning. After that, have nothing more to do with that person. For people like that have turned away from the truth. They are sinning, and they condemn themselves.

- Immoral conduct; sins of the type mentioned in 1 Corinthians 5 such as incest, immorality, covetousness, idolatry, abusive speech, drunkenness, swindling, or idle busybodies who refuse to work and run around spreading dissension. 1 Cor. 5:1 "I can hardly believe the report about the sexual immorality going on among you, something so evil that even the pagans don't do it. I am told that you have a man in your church who is living in sin with his father's wife." 1 Cor. 5:11 "What I meant was that you are not to associate with anyone who claims to be a Christian yet indulges in sexual sin, or is greedy, or worships idols, or is abusive, or a drunkard, or a swindler. Don't even eat with such people."

PROPERTY OF FAITH BIBLE COLLEGE

- False teaching; erroneous teaching and views which concern the fundamentals of the faith and not lesser differences of interpretation. 1 Tim. 1:20 "Hymenaeus and Alexander are two examples of this. I turned them over to Satan so they would learn not to blaspheme God." 2 Tim. 2:17-18 "This kind of talk spreads like cancer. Hymenaeus and Philetus are examples of this. They have left the path of truth, preaching the lie that the resurrection of the dead has already occurred; and they have undermined the faith of some." Romans 16:17-18 "And now I make one more appeal, my dear brothers and sisters. Watch out for people who cause divisions and upset people's faith by teaching things that are contrary to what you have been taught. Stay away from them. Such people are not serving Christ our Lord; they are serving their own personal interests. By smooth talk and glowing words they deceive innocent people." Philip. 3:2-3 "Watch out for those dogs, those wicked men and their evil deeds, those mutilators who say you must be circumcised to be saved. For we who worship God in the Spirit are the only ones who are truly circumcised. We put no confidence in human effort. Instead, we boast about what Christ Jesus has done for us.

THE MANNER:

- Discipline must be done by those who are spiritual, truly walking by the Holy Spirit and growing in the Lord (Gal. 6:1).

- Discipline must be done in a spirit of humility, gentleness and patience, looking to ourselves lest we too be tempted (Gal. 6:1-2; 2 Tim. 2:24-25).

- Discipline must be done without bias, doing nothing in a spirit of partiality (1 Tim. 5:21).

- Those who walk disorderly are to be admonished, warned, and appealed to in love (1 Thess. 5:14-15; 1 Tim. 5:1-2; Eph. 4:15; 2 Tim. 4:2).

- Discipline should always include a readiness to forgive. The many or majority who discipline must also be ready and eager to forgive, comfort, and reaffirm their love to the sinning person (2 Cor. 2:6-8).

PRODUCT OF FAITH BIBLE COLLEGE

STEPS TO BE TAKEN:

First Step: First, seek private correction and/or reconciliation with the offender (Matt. 18:15).

Second Step: If the first step fails, take witnesses to strengthen the effect of the discipline, preferably spiritual leaders, so that if it has to be brought before the whole church it can be firmly proven and established (Matt. 18:16-17; 1 Tim. 5:19). These initial contacts, private and with witnesses, provide opportunity for loving admonition, correction, and forgiveness. On the other hand, if these first steps do not produce results, it constitutes a warning that further action will be taken and provides occasion for serious rebuke (2 Tim. 4:2; 1 Thess. 5:12-13; Titus 2:15; 3:10).

Third Step: If the second step fails, seek reconciliation and restoration through the whole body. If further action is necessary, it is to be taken before the whole church (2 Thess. 3:14-15; Matt. 18:17; 1 Tim. 5:20). This action appears to fall into two stages when we combine 2 Thessalonians 3:14 and 1 Corinthians 5:9-13 with Matthew 18:17.

(1) The body is to exercise group disapproval by way of social ostracism (refusal to have intimate fellowship).

(2) If this doesn't work, the local body of believers is to exercise excommunication: removal from church membership, loss of voting privileges, and continuation of the loss of intimate fellowship. This must be approved of and done by the entire congregation (2 Cor. 2:6).

This is, in essence, the Lord carrying out discipline through the action of the entire body under the leadership of the elders or the spiritually mature (1 Cor. 5:4).

PROCEDURES FOR RESTORATION

Forgiveness: In keeping with the goal of restoration, the role of the church must change after there is repentance. This means accepting the person and forgetting the past (2 Cor. 2:7). But how do we know when repentance is genuine? Luke 3:8, when they ". . . bring forth fruits in keeping with repentance." Acts 26:20, ". . . that they should repent and turn to God, performing deeds appropriate to repentance."

PROPERTY OF FAITH BIBLE COLLEGE

Comfort: This means reaching out to them, assuring them of your support, and encouraging, exhorting, and challenging them to move on (2 Cor. 2:7b).

Love: This means including them, drawing them close, doing for them that which will aid their growth and complete recovery (2 Cor. 2:8).

THE RESULTS OF CHURCH DISCIPLINE:

- To bring glory to God and enhance the testimony of the flock.
- To restore, heal, and build up sinning believers (Matt. 18:15; 2 Thess. 3:14-15; Heb. 12:10-13; Gal. 6:1-2; Jam. 5:20).
- To produce a healthy faith, one sound in doctrine (Tit. 1:13; 1 Tim. 1:19-20).
- To win a soul to Christ, if the sinning person is only a professing Christian (2 Tim. 2:24-26).
- To silence false teachers and their influence in the church (Tit. 1:10-11).
- To set an example for the rest of the body and promote godly fear (1 Tim. 5:20).
- To protect the church against the destructive consequences that occur when a church fails to carry out church discipline.

ASSIGNMENT

- Have you benefited from serious/formal church discipline?
- Have you benefited from admonition, correction, or rebuke?
- Have you benefited vicariously from others being disciplined?
- Have you been in home groups or churches that are lax in this area?
- What circumstances do you feel a leader should discipline ?

PRODUCT OF FAITH BIBLE COLLEGE

PART FOUR: LEARNING FROM THE GREAT LEADERS OF THE BIBLE

MOSES

CALLED BY GOD:

What can we learn through the calling of Moses to a place of leadership?

- Moses was called by God into ministry. When he tried to lead the people of Israel by his own efforts, he failed (Ex 2:1115). However when he received the call of God for leadership, he succeeded. Why? Because he was leading the nation of Israel with and in the might and the power of God and not through his own efforts.

- Moses was called after a time of preparation. Leaders are made over time and are developed by the process of training and instruction, all of which he must have received whilst he was a shepherd in the desert near Midian.

- Moses was called in a time and a place where it was not expected. Moses was called by God through the burning bush whilst he was looking after the sheep in the wilderness. He was not waiting for the call to come to him, but was busy working and making use of the opportunities that came his way. It was not a person who called Moses, but it was God!

- Moses was called to God's program and not His own. It is clear in the third chapter of Exodus, that when God called Moses, He was showing him that God was in control: God showed Moses the need (3:7). God determined the plan of action that was going to take place (3:8) and God clearly revealed that Moses was part of the plan (3:10).

- Moses was called with God's provision. Moses was given God's Presence (3:15), God's authority (3:13-15), God's direction (3:19-22) and God's power (4:1-12)

PRODUCT OF FAITH BIBLE COLLEGE

REACTIONS DURING CRISES:

What can we learn from Moses when faced with crises?

A disgruntled people:

When Moses and the people of Israel came to the Red Sea and the people realized that the Egyptians were still pursuing them, they said, Exodus 14:10-12 "As Pharaoh and his army approached, the people of Israel could see them in the distance, marching toward them. The people began to panic, and they cried out to the Lord for help. Then they turned against Moses and complained, "Why did you bring us out here to die in the wilderness? Weren't there enough graves for us in Egypt? Why did you make us leave? Didn't we tell you to leave us alone while we were still in Egypt? Our Egyptian slavery was far better than dying out here in the wilderness!" Moses reaction to their questions was to:

- Encourage them in the knowledge of who he knew God to be. Exodus 14:13-5 "But Moses told the people, "Don't be afraid. Just stand where you are and watch the Lord rescue you. The Egyptians that you see today will never be seen again. The Lord himself will fight for you. You won't have to lift a finger in your defense!"

- Continue with the new direction that God was leading them to (14:15)

- Obey God's every instruction (14:26-27)

When the people were discontent with having bitter water (Ex 15), no water (Ex 5), no food (Ex 16) or not having the food that they liked (Num 11:1-15), Moses reacted by:

- Praying and relying on God to show him where he could get water for his people (Ex 15:25)

- Instructing and encouraging the people to go every day and collect their own food (Ex 16:15-19).

- Praying and asking God to provide the people with water (Ex 17:4-6)

PRODUCT OF FAITH BIBLE COLLEGE

- Realizing that he was not able to feed the people, that their food could only come from the hand of God (Num 11:14). A leader should always learn that he is not able to carry the burden of the people alone – he cannot meet their needs in his own strength but needs to rely wholly and completely on God.

Facing the enemy:

When Moses and the Israelites were pursued by their enemy, the Amalekites, Moses reacted by choosing men of faith who would go and fight whilst he upheld the rod of God (Ex 17:8-11)

A disobedient nation:

When Moses placed Aaron in charge of the people whilst he went into the Presence of God, he expected the people and Aaron to be patiently waiting for the Word of the Lord. However, this was not the case. Aaron, after being asked by the Israelites to make them a god, followed after the requests of man and built them a golden calf (Ex 32:1-6) and they began to sacrifice to it (just as they had seen it take place in Egypt). When God instructed Moses to go to his people, we notice Moses' reaction to this crisis:

- He pleaded on their behalf that they not be destroyed for His Name sake (32:11-13).

- He fasted and prayed for the people (Deut 9:18-19)

- He dealt with the problem. Firstly he dealt with the idol by destroying it (v19-20). Secondly he dealt with his leadership, Aaron (v21). Thirdly, he dealt with the people (v25-29)

- He continued to lead the people as he had been directed by God. The failure of the people and his leadership did not discourage him from pursuing the call of God on his life (32:34)

PRODUCT OF FAITH BIBLE COLLEGE

When the children of Israel, after hearing the good report of the land of Canaan, refused to enter into the promise land how did Moses react?

- He fell down on his face when they desired to choose another leader to take them in a direction that was opposite to what God was calling them to (Num 14:4-5)

- He interceded for them when God wanted to destroy them because of their lack of faith (16:11-19)

- He continued on leading the congregation that he had been called to and did not leave them to go one way whilst he went another. He remained committed to them even in their disobedience.

FACING REBELLION

When faced with rebellion amongst his leaders, how did Moses respond?

When Miriam and Aaron began to speak out against Moses and question his calling, God vindicated Moses and clarified the calling on his life (Num 12:7-8). Why? Numbers 12:3 "Now Moses was more humble than any other person on earth.". Because of them speaking out against the anointed of the Lord, Miriam became leporous. But Moses responded by praying for her healing (v13).

When Korah and the some of the leaders of Israel rose up against Moses and Aaron how did Moses respond?

- He fell on his face before God (16:4)

- He did not try and defend his call, his ability or his ministry but he left it up to God to vindicate him (16:5-7, 17:1-10))

- He interceded for the people (16:22)

- He saw the discipline of God upon those who did not repent. Sometimes it is not always possible to see people being reconciled to God.

- He made atonement for the people who were plagued (16:41-48)

PRODUCT OF FAITH BIBLE COLLEGE

NEHEMIAH

Nehemiah is another great leader who we can learn from as an example of leadership principles.

WHO WAS NEHEMIAH? THE CHARACTER OF THIS LEADER:

A loyal and trustworthy servant: Nehemiah was a cupbearer to the king of Persia during the time of the exile of the nation of Israel into captivity. A cupbearer was "an officer of high rank at ancient courts, whose duty it was to serve the wine at the king's table. On account of the constant fear of plots and intrigues, a person must be regarded as thoroughly trustworthy to hold this position. He must guard against poison in the king's cup, and was sometimes required to swallow some of the wine before serving it. His confidential relations with the king often endeared him to his sovereign and also gave him a position of great influence" 21

A compassionate and concerned citizen: When Hanani came from Jerusalem to Nehemiah, the first concern that he had was of the welfare of the Jews. Neh. 1:2 "Hanani, one of my brothers, came to visit me with some other men who had just arrived from Judah. I asked them about the Jews who had survived the captivity and about how things were going in Jerusalem."

Upon hearing about the condition of the people and of the city itself, Nehemiah wept and mourned for his people and his country. We notice from the outset, even before he became the leader of these returning exiles, that Nehemiah had a heart for his people and for the cause that he was being called to. Later we notice when the King asked what it was that Nehemiah would like, he said, Neh. 2:5 ""If it please Your Majesty and if you are pleased with me, your servant, send me to Judah to rebuild the city where my ancestors are buried." A leader should always be able to identify with the common people.

21International Standard Bible Encyclopedia Vol. 1, p. 837

PRODUCT OF FAITH BIBLE COLLEGE

A man who understood and submitted to authority: Nehemiah understood authority. You cannot lead with authority until you have learnt to follow authority. Neh. 2:4-9 "The king asked, "Well, how can I help you?" With a prayer to the God of heaven, I replied, "If it please Your Majesty and if you are pleased with me, your servant, send me to Judah to rebuild the city where my ancestors are buried." The king, with the queen sitting beside him, asked, "How long will you be gone? When will you return?" So the king agreed, and I set a date for my departure. I also said to the king, "If it please Your Majesty, give me letters to the governors of the province west of the Euphrates River, instructing them to let me travel safely through their territories on my way to Judah. And please send a letter to Asaph, the manager of the king's forest, instructing him to give me timber. I will need it to make beams for the gates of the Temple fortress, for the city walls, and for a house for myself." And the king granted these requests, because the gracious hand of God was on me. When I came to the governors of the province west of the Euphrates River, I delivered the king's letters to them. The king, I should add, had sent along army officers and horsemen to protect me."

WHAT DID HE DO? HIS LEADERSHIP SKILLS:

As a leader, not only did he accomplish to rebuild the walls of Jerusalem, but he also cared about God's people. We notice that he was concerned about their safety in that he directed them in defending themselves from people of other cultures who were opposed to their work. He cared about justice when people of their culture took advantage of them back home by charging exorbitant interest rates, Nehemiah confronted the lenders. He cared about their spiritual renewal and therefore saw that someone led his people in hearing God's word, confession, worship, celebration, and praise. More important than being the cupbearer to the king (who he was) or that he built the wall in 52 days (what he did) is how he did it. He did it all in ways that brought glory to God and a sense of fulfillment to those under his supervision.

Here are some of the leadership skills that we can see portrayed in the life of Nehemiah:

He was a servant leader: Nehemiah understood servanthood from even before he became a leader. Mark 9:35 "He sat down and called the twelve disciples over to him. Then he said, "Anyone who wants to be the first must take last place and be the servant of everyone else." When Nehemiah had a desire to go and help rebuild the walls of Jerusalem he was not sitting by the rivers of Babylon

PRODUCT OF FAITH BIBLE COLLEGE

mourning the situation that had found the people of Judah the past 70 years. No! He was serving as a king's cupbearer.

He was a prayer warrior: Prayer and the Word of God are two of the most important priorities of leaders (Acts 6:4). It is therefore for this reason that we notice that countless times in the book of Nehemiah that Nehemiah finds himself in prayer and in fasting:

- After he first heard the bad news that the walls of Jerusalem lay in ruins and that the Jewish survivors of the exile were in distress, his first reaction was to fast and pray. Neh. 1:4 "When I heard this, I sat down and wept. In fact, for days I mourned, fasted, and prayed to the God of heaven."

- When the king asked him what it was that he requested of the king after hearing about the ruins of the city, before he answered the king he prayed (2:4)

- When he and those who were building the walls with him were faced with opposition, Neh. 4:9 "But we prayed to our God and guarded the city day and night to protect ourselves."

- When there was a conspiracy against Nehemiah, he prayed, Neh. 6:9 "They were just trying to intimidate us, imagining that they could break our resolve and stop the work. So I prayed for strength to continue the work."

He was an overcomer: Jerusalem was in ruins and surrounded by powerful enemies. Any attempt to rebuild the desolate city was met with an immediate mobilizing of forces against the Jews and was prohibited by the mighty Persian Empire, which ruled the region. In the midst of these obstacles, Nehemiah accepted the challenge of rebuilding Jerusalem, which meant fortifying its walls, repopulating the city and setting up for Judah a solid and God-fearing government. During the time that he led, he was able to overcome obstacles in seeing the vision being fulfilled. Nehemiah faced:

- Ridicule (4:1-3)
- Resistence (4:7-8)
- Rumors (4:11-12)
- Conspiracy
- Competition
- Heresy

PROPERTY OF FAITH BIBLE COLLEGE

And in all of these challenges he was able to model the right attitude and response. Through everything that he went through:

- he relied on God (4:4-5),
- reinforced the weak point (4:13),
- encouraged those people who were becoming weak kneed (4:14, 16-23) and
- refused to give in and quit (4:15).

He was strategic in his planning:

Nehemiah was strategic in his planning. We notice that

- He identified the problem before he approached the king (1:2-4). The first thing that a leader needs to do is get the facts together.

- He spent time in prayer (1:4-11). Once he had heard the facts and the situation (the needs of his people), he then went to God to hear from Him what it was that God had called him to do at the time. Nehemiah did not rush right into action as soon as he heard the bad news, but he carefully took one step at a time. Four months after he talked with the delegation from his country (the month of Kisley) he spoke with the king (the month of Nisan). During that time he wept, mourned, fasted and prayed. He did not leave the country where he was living without permission from the king and letters of introduction.

- He leant to plan and think out essential details before moving ahead. Nehemiah 2:5,6 "What do you want to do?" (Nehemiah 2:5) How long will it take? (Nehemiah 2:6) "What resources are needed?" (Nehemiah 2:7,8) A leader provides an organized idea so that each person has a part.

- He assessed the situation before making any decisions (2:11-15) He did not immediately call the people of Jerusalem together to get them working on the wall. Instead, before even telling anyone why he was there, he did a secret survey at night to get a comprehensive view of the project.

- He met with the people and cast the vision. God put a vision into his mind to rebuild the city of his fathers (2:5). He first shared his vision with the king (2:4-5). Once he arrived in Jerusalem he secretly surveyed the damage under cover of darkness (2:11-16). When he introduced his vision and plan, it captured the imaginations of the leaders in Jerusalem and the people Neh. 2::18

PRODUCT OF FAITH BIBLE COLLEGE

"…replied at once, "Good! Let's rebuild the wall!" So they began the good work."

- He organized the people and the resources to get the job done. Nehemiah carefully assembled the resources he would need -- written authorizations (2:7), timber for construction (2:8), capable people to do the work (2:17-18), and money (7:70-72). He created an organizational structure to assign the work (3:1-32). Nehemiah formulated his strategy while still in Persia (1:8-11). He developed a comprehensive plan to rebuild the wall once he arrived in Jerusalem and analyzed the situation (2:11-16).

- He developed contingency plans when obstacles came his way. He did not quit the vision, but rather assigned half of the people to work and the others to stand guard. He further arranged for defenders to come at once to the sounding of the trumpet when those at another part of the wall were threatened (4:16-20).

He was a discipliner: Nehemiah confronted internal dissention.

- While they were constructing the Jerusalem wall, it came to Nehemiah's attention that there were injustices taking place among the Jewish people. It seems that a famine had hit the land and out of desperation some of the people had been forced to mortgage their land, borrow money, or sell their children into slavery in order to pay their taxes and get food. To make matters worse, those Jews they were indebted to were charging an exorbitant interest rate. All of these things were forbidden in Old Testament law. Nehemiah confronts the situation directly: "What you are doing is not right… Let the exacting of usury stop! Give back to them immediately their fields, vineyards, olive groves and houses, and also the usury you are charging them…" (5:.9-11)

- When Eliashib, the priest had done evil in the house of the Lord, Nehemiah, demanded that the rooms be purified, and brought back the utensils for God's Temple, the grain offerings, and the frankincense. (Neh 13:9)

- When the Levites were not given their due, he called the rulers together and questioned them as to their negligence and appointed a treasurer (13:10-13)

- When the people were not fulfilling the commandments of the Law, he confronted them (13:15-19)

PRODUCT OF FAITH BIBLE COLLEGE

- When some of the men took foreign wives for themselves, Nehemiah confronted them and challenged them to remember what had already happened in the Jewish history because of this sin (13:23-27)

He recognized that promotion of worship and teaching God's Word are the ultimate goals. Nehemiah 8:6-8 "And they bowed their heads and worshipped the Lord...and the Levites caused the people to understand the law..."

WHY DID HE LEAD?

Part of the reason that he lead was because of the kind of person he was. He was a concerned, caring, compassionate person who identified deeply with his people who were hundreds of miles away in his homeland. When he heard of their trouble and disgrace, his response was to sit down, weep, and mourn. He carried their problem to God over a period of several months. But more important was that he was called to this task. After months of prayer he was convinced that he had to do more about the need, something that involved his personal involvement. In Nehemiah 2:12, he talked about "what my God had put in my heart to do for Jerusalem."

PRODUCT OF FAITH BIBLE COLLEGE

PART FIVE: PROBLEMS TO OVERCOME

THE PROBLEM OF PRIDE AND SELF-CONFIDENCE

DEFINITION OF PRIDE:

There are two Hebrew words that are used for pride: "geah" or "gaavah" meaning "proud or haughty" (Prov 8:13, Prov 29:23) and "zed" or "Zadon" meaning "pride and presumption" (Prov 11:2, 13:10). In the New Testament, there are four words used for the word "pride": "hyperephania" meaning "to appear above or high" (Mark 7:22, Rom 1:30, James 4:6, 1 Peter 5:5), "kauchema" or "kauchaomai" meaning "to boast" (Romans 11:20, 1 Cor 1:31, Gal 6:14, Eph 2:9), "alazon" meaning "to boast" (Rom 1:30, 2 Tim 3:2, 1 John 2:16) and "doxa" meaning "to glory" (John 5:44).

When we look at the Hebrew and Greek word roots for the word pride, we see that it means being "high, lifted up, rise, lofty and exalted." Therefore pride involves self-exaltation, haughtiness, conceit and presumption. Paul puts it this way, "As God's messenger, I give each of you this warning: Be honest in your estimate of yourselves, measuring your value by how much faith God has given you". (Romans 12:3)

THE FORMS OF PRIDE:

There are various forms of pride that a leader can exhibit:

Self-admiration as in "look at me": At the natural and spiritual gifting that the leader exhibits and operates in. To have an honest estimation and understanding of our God-given gifts and abilities is not pride. Such an assessment is necessary if we are to develop the talents that God has invested in us. However, if we do not constantly keep a check on our attitude and our understanding of where our sufficiency comes from it can cause us to take credit for the gifts that God has given us. Pride causes superiority. Pride causes us to believe we are more important than others and to look down on them. Such haughtiness reveals a belief that somehow we are closer to God or better than other people because of our doctrines, actions and intrinsic worth.

Self-appearance as in "don't I look good?" This form of pride focuses on the natural looks and appearance of the person not only physically but positionally as well.

PRODUCT OF FAITH BIBLE COLLEGE

Self-attention as in "listen to me". This form of pride places a high importance to their own understanding, interpretation and viewpoint on certain matters. They believe that they have received biblical and theological knowledge that few others in their position have.

Self-justification as in "I am right: They believe that their way is always right.

Self-sufficiency as in "I can do it". They believe that it is their abilities, their leadership skills and their programs that make things work. This leader does not realize that they have failed to realize that their sufficiency does not come through them but in and through the power of the Holy Spirit.

Self-seeking as in "give me mine". The belief that they deserve their rights and therefore they fight for it.

Self-exaltation as in "praise me". We see this in the example that the bible gives us of Lucifer. Isaiah 14:12-14 ""How you are fallen from heaven, O shining star, son of the morning! You have been thrown down to the earth, you who destroyed the nations of the world. For you said to yourself, 'I will ascend to heaven and set my throne above God's stars. I will preside on the mountain of the gods far away in the north. I will climb to the highest heavens and be like the Most High.'" Pride causes us to steal from God's glory.

WHAT ARE THE RESULTS OF PRIDE?

- Contention: Proverbs 13:10 "Pride leads to arguments; those who take advice are wise." Proverbs 28:25 "Greed causes fighting; trusting the Lord leads to prosperity."

- Dishonor: Proverbs 11:2 "Pride leads to disgrace, but with humility comes wisdom."

- Not being right with God: Habakkuk 2:4 ""Look at the proud! They trust in themselves, and their lives are crooked; but the righteous will live by their faith."

- They deny God's sufficiency: 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."

PRODUCT OF FAITH BIBLE COLLEGE

- They will be brought low: Proverbs 16:18 "Pride goes before destruction, and haughtiness before a fall." Proverbs 18:12 "Haughtiness goes before destruction; humility precedes honor." Proverbs 29:23 "Pride ends in humiliation, while humility brings honor." Isaiah 2:11 "The day is coming when your pride will be brought low and the Lord alone will be exalted." Jeremiah 13:15-17 "Listen! Do not be proud, for the Lord has spoken. Give glory to the Lord your God before it is too late. Acknowledge him before he brings darkness upon you, causing you to stumble and fall on the dark mountains. For then, when you look for light, you will find only terrible darkness. And if you still refuse to listen, I will weep alone because of your pride. My eyes will overflow with tears because the Lord's flock will be led away into exile."

HOW CAN WE COUNTERACT PRIDE? BECOME HUMBLE!

God hates pride (Prov 8:13) because it is a sin (Prov 21:4) and because it is not of God but of this world (I John 2:15-17). Just as the twelve disciples were susceptible to pride (Luke 22:20-30, 9: 46-48; Mark 9:33-34; John 13:1-17) so is every person who is placed in a position of leadership. Because of these scriptures of warning and admonition it is therefore important that we become aware of any prideful attitudes that we have in our lives and that we overcome them by:

Being Humble: Humility is recognizing and acknowledging our absolute and total dependence on God. Humility is the willingness to be honest with yourself and others, to be known for who you really are. Humility is a realistic and a biblical view of ourselves. Philip. 2:3 "Don't be selfish; don't live to make a good impression on others. Be humble, thinking of others as better than yourself."

Admitting weaknesses: Prov. 28:13 "He who conceals his transgressions will not prosper, But he who confesses and forsakes them will find compassion."

Serving others unselfishly: Phil. 2:3-5 "Do nothing from selfishness or empty conceit, but with humility of mind regard one another as more important than yourselves; do not merely look out for your own personal interests, but also for the interests of others. Have this attitude in yourselves which was also in Christ Jesus." Mark 10:45 "For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many."

PRODUCT OF FAITH BIBLE COLLEGE

THE PROBLEM OF STRESS AND BURNOUT

In today's world it is virtually impossible to avoid stress no matter what vocation you are in. Jesus said in Matthew 13:22, "The one who received the seed that fell among the thorns is the man who hears the word, but the worries of this life and the deceitfulness of wealth choke it, making it unfruitful." It is extraordinary what tremendous power there is in even the littlest things to distract us from God. The devil knows that if he can distract us with all the cares of this world, we will never be a threat to him or fulfill the call that is on each our lives. Yet, God wants to help us to do our best in every situation that we face. That is all He asks--that we trust in Him, put Him first, and do the best we can.

DEFINING STRESS:

In the study of physics, "stress" is the term that is used to refer to pressure that is brought to bear upon an object. There are no Biblical references which use the word "stress" however this does not mean that the Bible does not deal with this issue. The Bible makes reference of external pressure of the situations of life, for example:

- Circumstances - Phil. 1:2; 4:11
- Trials - James 1:2; I Pet. 1:6; 4:12
- Tribulations - Jn. 16:33; Acts 14:22; Rom. 5:3; 8:35
- Troubles - Ps. 86:7; Job. 5:7
- Hardships - Job 10:17; I Thess. 2:9
- Ordeals - 2 Cor. 8:2; I Pet. 4:12
- Difficulties - 2 Cor. 12:10
- Distresses - Rom. 8:35; 2 Cor. 6:4; 12:10
- Persecution - Jn. 15:20; 2 Cor. 12:10; 2 Tim. 3:12
- Affliction - Job 36:15; 2 Cor. 6:4
- Suffering - Phil. 1:29; I Pet. 4:12,13
- Adversity - Job 2:10; Ps. 49:5; Eccl. 7:14
- Pressure - Job. 33:7; 2 Cor. 11:28
- Disaster - Job 30:24; Jer. 17:17
- Discipline - Job 5:17; I Cor. 11:32; Heb. 12:6

HOW DO WE REACT TO PRESSURE?

- We can become perplexed (2 Cor. 4:8)
- We can become troubled (Jn. 12:27; 13:21)
- We can become distressed (Lk 12:50)

PRODUCT OF FAITH BIBLE COLLEGE

- We can either react by fighting (becoming angry, hostile, bitter etc) or by fright (becoming fearful, anxious and worried) or by flight (ignoring, denying, retreating or avoiding the situation)
- We can become despaired (2Cor. 4:8,9),

OVERCOMING STRESS – REST IN JESUS!

"Come to me all you who are weary and burdened, and I will give you rest. Take my yoke upon you and learn from me, for I am gentle and humble in heart and you will find rest for your souls. For my yoke is easy and my burden is light." (Mt. 11:28-30).

Come to Me: "But those who wait on the Lord shall renew their strength; they shall mount up with wings like eagles, they shall run and not be weary, they shall walk and not faint." (Is. 40:31). The first thing we must do to be free from our stress and our worry is to come unto Jesus. Without Him, our life has no real purpose or depth. We simply run from one activity to another, seeking to fill our lives with purpose, peace, and happiness. "All man's efforts are for his mouth, yet his appetite is never satisfied." (Ecc. 6:7). Luke 10:41-42 "But the Lord said to her, "My dear Martha, you are so upset over all these details! There is really only one thing worth being concerned about. Mary has discovered it—and I won't take it away from her." "But seek ye first the kingdom of God and his righteousness; and all these things will be added unto you. Take therefore no thought for the morrow: for the morrow will take thought for the things of itself. Sufficient unto the day is the evil thereof." Matthew 6:33.

Choose faith over fear: "If God is for us, who can be against us?" (Romans 8:31). Ultimately, there are only two motivating factors in life: fear or faith. Until we truly know that God is for us, loves us, cares about us personally and hasn't forgotten us, we will base our life's decisions on fear. All fear and worry stems from a lack of faith in God. Stress is a form of fear which merely indicates an area of our life where our flesh is still on the throne. The life that is totally submitted to God is marked by the trust born out of a thankful heart.

Bless the Lord, O my soul: The best way to counteract stress is to begin to praise God and thank Him for His countless blessings in our lives. Paul and Silas, feet bound in stocks in a dark prison with a jailer standing guard over them (Acts 16:22-40), severely flogged, ridiculed and attacked by a huge crowd of people, instead of fearing for their lives, or becoming angry at God, they began to praise Him, singing out loud, careless of who might hear or judge them. As they began to praise Him, their hearts were soon overflowing with the joy of the Lord.

PROPERTY OF FAITH BIBLE COLLEGE

A violent earthquake shook the prison, the doors flew open, and everybody's chains came loose! Praise always brings freedom, not only for ourselves, but for those around us who are bound up as well. We must get our mind off of ourselves and the problems we face and onto the King of Kings and the Lord of Lords. "Though the fig tree does not bud and there are no grapes on the vines, though the olive crop fails and the fields produce no food, though there are no sheep in the pen and no cattle in the stalls, yet I will rejoice in the Lord, I will be joyful in God my Savior. The Sovereign Lord is my strength; he makes my feet like the feet of a deer and enables me to go on the heights." Habakkuk 3:17-19.

Psalm 103:1-5 "Praise the Lord, I tell myself; with my whole heart, I will praise his holy name. Praise the Lord, I tell myself, and never forget the good things he does for me. He forgives all my sins and heals all my diseases. He ransoms me from death and surrounds me with love and tender mercies. He fills my life with good things. My youth is renewed like the eagle's!"

Jehoshophat provides us with another example of praise amidst stress:

"Alarmed, Jehoshaphat resolved to inquire of the Lord...then Jehoshaphat stood up in the assembly...and said: "O Lord God of our fathers, are you not the God who is in heaven? You rule over all the kingdoms of the nations. Power and might are in your hand, and no one can withstand you. O our God, did you not drive out the inhabitants of this land before your people Israel and give it forever to the descendants of Abraham your friend? ...But now here are men from Ammon, Moab and Mount Seir...coming to drive us out of the possession you gave us as an inheritance. O our God, will you not judge them? For we have no power to face this vast army that is attacking us. We do not know what to do, but our eyes are upon you." [2 Chr. 20:3-12).

What do we notice in this portion of scripture: Firstly we notice that Jehosphaphat was alarmed and afraid by the circumstances that he was in. He had good cause to be, his enemies were cruel and deadly. His army was away so he was almost defenseless. He had every reason to believe in the morning he and his people would be tortured to death. Secondly, although Jehosphaphat was afraid, he put things in perspective. He began his prayer by focusing on the greatness of God and reminding himself of God's promises. By concentrating on God he was able to calm his spirit, in the midst of deadly danger.

PROPERTY OF FAITH BIBLE COLLEGE

PHYSICAL BURN-OUT

Burnout can occur in the physical, emotional, and spiritual areas of life. Sometimes it affects only one or two of these areas, but it often takes its toll in all three, as it did with Elijah. He was physically exhausted from running before King Ahab's chariot some 25 miles from Mount Carmel to the entrance of Jezreel (I Kings 18:46). He was emotionally drained as evidenced by his wish to die: "It is enough; now, O Lord, take away my life" (I Kings 19:4). He was spiritually distraught, which was shown by his words, "I, even I only, am left" (I Kings 19:10).

CAUSES OF BURNOUT:

Physical Burnout

- Lack of proper sleep and rest.
- Little or no exercise.
- Obesity.
- Vitamin and mineral deficiencies.
- Illness.

Emotional Burnout

- Excessive worry.
- Disappointment.
- Self-pity.
- Hurt feelings.

Spiritual Burnout

- Pride. Even success in the ministry can bring a pastor to a state of burnout when he believes that his church's progress is due more to his efforts than it is to God's blessing. In the midst of what God has done, it is easy to say with Nebuchadnezzar, "Is not this great Babylon, that I have built for the house of the kingdom by the might of my power?" (Daniel 4:30).

- Fulfilling the letter and not the spirit.

- Moral Failure.

PRODUCT OF FAITH BIBLE COLLEGE

HOW TO AVOID BURNOUT:

If anyone should have been a candidate for burnout, it was the Apostle Paul. In Acts 20 we read about his preaching all night in Troas and then leaving by ship early the next day. There is no mention of his taking any time to sleep or rest. Although we have no record of it, this was probably not the only time that Paul conducted all-night meetings. It seems that he had boundless energy. His harrowing experiences (many listed in 2 Corinthians 11:23-29) would have been more than sufficient to bring the average man to a nervous breakdown. But Paul also refers to his daily care of all the churches. The care of just one church plunges some men into burnout. How many churches Paul cared for, we do not know. Yet there is no evidence from the Scripture that he ever suffered physical, emotional, or spiritual burnout. How did he avoid it? What was his secret? In the book of Acts and in his epistles, Paul shares with us many striking statements that sustained him in the worst of situations:

- "None of these things move me" (Acts 20:24).
- "Now thanks be unto God, which always causeth us to triumph in Christ" (2 Corinthians 2:14).
- "We look not at the things which are seen, but at the things which are not seen" (2 Corinthians 4:18).
- "The love of Christ constraineth us" [drives us on] (2 Corinthians 5:14).
- "I die daily" (1 Corinthians 15:31).
- "Night and day praying exceedingly" (I Thessalonians 3:10).
- "Be filled with the Spirit" (Ephesians 5:18).
- "When I am weak, then am I strong" (2 Corinthians 12:10).
- "This one thing I do" (Philippians 3:13).
- "To live is Christ, and to die is gain" (Philippians 1:21).
- "I have learned … to be content (Philippians 4:11).
- "I can do all things through Christ" (Philippians 4:13).
- "In every thing give thanks" (I Thessalonians 5:18).

PRODUCT OF FAITH BIBLE COLLEGE

THE PROBLEM OF TEMPATION

SOURCE OF TEMPTATION:

James 1:14 "… Temptation comes from the lure of our own evil desires."

EXAMPLES IN THE BIBLE:

When we are faced with temptation, we can look at temptation in the Bible and learn from the examples of biblical characters. We can learn from those who responded incorrectly and those to found victory.

The incorrect response to temptation: First, we will study those who did not respond well to temptation.

- The most famous of all is Eve when she was lured by Satan to eat the forbidden fruit. Genesis 3:6 says, "When the woman saw that the fruit of the tree was good for food and pleasing to the eye, and also desirable for gaining wisdom, she took some and ate it. She also gave some to her husband, who was with her, and he ate it." Because Eve yielded to temptation and shared the forbidden fruit with her husband, they were thrown out of the Garden of Eden and our struggle with sin began.

- Women were a tempting lure to men such as King David. We read that he saw the bathing beauty, Bathsheba, and committed adultery. Then in an attempt to cover his sin, David connived to have Bathsheba's husband killed (2 Samuel 11). David did not respond well to sexual temptation however, he was eventually convicted of his sin and did repent (see Psalm 51).

- Samson was lured by the deceiving Delilah (Judges 16) and the deception led to his death.

- Money has frequently been a temptation in the Bible. Notice the man, Achan in Joshua 7:21, "When I saw in the plunder a beautiful robe from Babylonia, two hundred shekels of silver and a wedge of gold weighing fifty shekels, I coveted them and took them. They are hidden in the ground inside my tent, with the silver underneath." Later, Achan was stoned for his sin.

PRODUCT OF FAITH BIBLE COLLEGE

The correct response to temptation: Fortunately we have several examples of biblical characters who responded correctly to temptation in the Bible. There are examples of people who were not lured in by the temptation of money.

- Abraham refused to accept a reward for service to King Of Sodom after a battle in Genesis 14:22-24, "But Abram said to the king of Sodom, 'I have raised my hand to the LORD, God Most High, Creator of heaven and earth, and have taken an oath that I will accept nothing belonging to you, not even a thread or the thong of a sandal, so that you will never be able to say, "I made Abram rich." I will accept nothing but what my men have eaten and the share that belongs to the men who went with me - to Aner, Eshcol and Mamre. Let them have their share."
- The prophet Elisha refused payment when he performed a miraculous healing in 2 Kings 5:16: "The prophet answered, 'As surely as the LORD lives, whom I serve, I will not accept a thing.' And even though Naaman urged him, he refused."
- Peter also refused a bribe in Acts 8:20: "Peter answered: 'May your money perish with you, because you thought you could buy the gift of God with money!'"
- The best and most important biblical character to study in response to temptation is Jesus Christ. Three of the four gospels talk about Jesus' experiences with Satan in the desert. Luke 4:5-8 describes it this way: "The devil led him [Jesus] up to a high place and showed him in an instant all the kingdoms of the world. And he said to him, 'I will give you all their authority and splendor, for it has been given to me, and I can give it to anyone I want to. So if you worship me, it will all be yours.' Jesus answered, 'It is written: "Worship the Lord your God and serve him only."'" Jesus became man and lived as a perfect example to us.

DEFINING TEMPATION:

Fighting temptation describes a battle that is as much spiritual as it is emotional or physical. To be tempted is not a sin. Everyone is tempted and at different levels. Even Jesus was tempted! Temptation happens when the opportunity is presented to do what we know is wrong, whether against God, ourselves, or others. Being tempted is not wrong - it's the *decision* to do wrong and the corresponding action that follows.

PRODUCT OF FAITH BIBLE COLLEGE

KEY FACTS ABOUT TEMPTATION:

In Hebrews Chapter 2, verse 18, the inspired writer said, "For in that he himself hath suffered being tempted, he is able to assist them that are tempted". In Chapter 4, verse 15, he said, "For we have not a high priest which cannot be touched with the feeling of our infirmities; but was in all points tempted like as we are, yet without sin".

1 Peter 2:21-24"This suffering is all part of what God has called you to. Christ, who suffered for you, is your example. Follow in his steps. He never sinned, and he never deceived anyone. He did not retaliate when he was insulted. When he suffered, he did not threaten to get even. He left his case in the hands of God, who always judges fairly. He personally carried away our sins in his own body on the cross so we can be dead to sin and live for what is right. You have been healed by his wounds!"

There are five key facts about temptation that we can learn from scripture:

Firstly, that temptation is not sin, but rather it is the giving in to temptation which becomes sin. Although it is not right to needlessly expose ourselves to unnecessary temptation, we should no more feel guilty because we are forced by circumstances to face temptation than Jesus did. The Bible says that he "was in all points tempted like as we are, yet without sin" (Hebrews 4: 15).

Secondly, we learn that temptation is not irresistible. Jesus is our perfect example to prove for all times that regardless of how powerful the temptation may be, it is possible to resist it if we really want to do so strongly enough. The Apostle Paul said, "There hath no temptation taken you but such as is common to man: but God is faithful, who will not suffer you to be tempted above that you are able; but will with the temptation also make a way to escape, that you may be able to bear it" (I Corinthians 10: 13).

Thirdly, we learn from this same passage that temptation is universal. In Paul's own words it is "common to man". The temptations which you may now face are not unique. The same kind of temptation has been faced and successfully overcome by thousands of other people and this passage points out that we are merely fooling ourselves if we believe it cannot be overcome in our own lives as well.

Fourthly, we learn that a knowledge of the word of God and a love for it are the keys to resisting temptation in our lives just as it was in the life of Jesus.

PRODUCT OF FAITH BIBLE COLLEGE

Fifthly, our efforts to resist temptation will always be rewarded if we respond in keeping with the teachings of the scriptures. The Bible says, "Resist the devil, and he will flee from you" (James 4: 7).

OVERCOMING TEMPTATION:

1 Cor. 10:13 "But remember that the temptations that come into your life are no different from what others experience. And God is faithful. He will keep the temptation from becoming so strong that you can't stand up against it. When you are tempted, he will show you a way out so that you will not give in to it."

Song 2:15 ""Quick! Catch all the little foxes before they ruin the vineyard of your love, for the grapevines are all in blossom."

Reckon self to be "dead to sin" and Rededicate your "members" to God (Rom. 6:11-13). Victory over sin comes when we begin to understand our position as children of God. We are dead to sin, it has no power over us unless we let it. And because sin always expresses itself through our body, we must constantly be yielding the "members of our bodies" to God so they will be instruments of righteousness, and not instruments of sin.

Resist and Surrender to God. "Submit yourelves therefore to God; resist the devil and he will flee from you." (James 4:7). There comes a time when you have to become aggressive against the plans of the devil for your life. A time when you are willing to say "ENOUGH!"

Reflect on the cost of the sin. (Prov. 6:28; Prov. 7:6-27) There is always a payday for sin. Satan seldom reveals the ultimate payday for the sin he is tempting us with. One of the saddest scriptures in the Old Testament is the description of Samson-- he gave up his secret to a persistent temptress, his hair was cut, his strength disappeared, and when he awoke to fight of the Philistines, the Bible says "he knew not the Lord had departed from him..." . When we realize the octs of the sin we will be better motivated to avoid it.

Renew your mind with the Word. Temptation plays with our minds. It is where the battle is waged, and often lost. Before we give in to sin, we always debate and/or begin to rationalize it. We will first begin to "ok" sin in our minds before we do it. Therefore, we must keep our minds saturated with the Word, or we will believe the lie of temptation. We lose the battle many times because we believe a lie. The Word keeps our mind on the truth. "Be not conformed to this world, but be transformed by the renewing of your mind." Rom. 12:2

PRODUCT OF FAITH BIBLE COLLEGE

Remove your greatest hindrances. "Bad company corrupts good morals."1 Cor. 15:33. "flee also youthful lusts…" 2 Tim. 2:22 "come out from among them and be ye separate..." 2 Cor. 6:17. Many do not consistently win over temptation because they continually surround themselves with the things that cause their downfall. Many times, the secret in breaking the power of temptation in a certain area is in removing yourself from its presence, or the presence of those who are participating in it.

Recruit trusted friend(s): "and if one can overpower him who is alone, two can resist him. A cord of 3 strands is not easily torn apart." Ecc. 4:12. One of the most common reasons we don't overcome sin is we want to hide it and refuse to let anyone know we're struggling with a certain temptation. Or, we are embarrassed, and resist asking for help. But having a trusted spiritual friend who can pray for you, and hold you accountable, and ask you the hard questions, and not be a yes person to you will be invaluable in overcoming temptation.

PRODUCT OF FAITH BIBLE COLLEGE

THE PROBLEM OF PERSONAL DEFEAT - FAILING THE TEST

Personal defeat and failure is not something that is new to Christian leadership. A careful study of the Bible reveals that most of the great leaders of Scripture experienced failure at one time or another, yet those failures did not keep them from effective service for God.

Psalm 37:23-24 "The steps of the godly are directed by the Lord. He delights in every detail of their lives. Though they stumble, they will not fall, for the Lord holds them by the hand."

The word "fail" means "to fall short of success or achievement in something expected, attempted, desired, or approved." 22 Using this simple definition, we must admit we all fail. John says, "If we say that we have no sin, we are deceiving ourselves and the truth is not in us" (1 Jn. 1:8). Since everyone fails, we shouldn't be afraid to fail. As a matter of fact, we should realize we'll make mistakes and seek to learn from them, rather than cowering from the fear of failure.

"Even when future leaders fail while going through the crucible, they use it as an opportunity to learn, change and grow"23

Failing one of the tests that are used to develop you as a leader does not mean that you will never become a leader. Rather it is a means by which you can assess yourself honestly and learn from the situation and change accordingly. Success is a catalyst but failing is a teacher.

"Thomas Edison invented the microphone, the phonograph, the incandescent light, the storage battery, talking movies, and more than 1000 other things. December 1914 he had worked for 10 years on a storage battery. This had greatly strained his finances. This particular evening spontaneous combustion had broken out in the film room. Within minutes all the packing compounds, celluloid for records and film, and other flammable goods were in flames. Fire companies from eight surrounding towns arrived, but the heat was so intense and the water pressure so low that the attempt to douse the flames was futile. Everything was destroyed. Edison was 67.

22 Dictionary.com
23 Leading with significance, David L McKenna page 29)

PRODUCT OF FAITH BIBLE COLLEGE

With all his assets going up in a whoosh (although the damage exceeded two million dollars, the buildings were only insured for $238,000 because they were made of concrete and thought to be fireproof), would his spirit be broken? The inventor's 24-year old son, Charles, searched frantically for his father. He finally found him, calmly watching the fire, his face glowing in the reflection, his white hair blowing in the wind. "My heart ached for him," said Charles. He was 67—no longer a young man—and everything was going up in flames. When he saw me, he shouted, 'Charles, where's your mother?' When I told him I didn't know, he said, 'Find her. Bring her here. She will never see anything like this as long as she lives.'" The next morning, Edison looked at the ruins and said, "There is great value in disaster. All our mistakes are burned up. Thank God we can start anew." Three weeks after the fire, Edison managed to deliver the first phonograph" 24.

We can be encouraged that most of the great leaders in the Bible at some time in their careers experienced some sort of failure.

- When Abraham should have stayed in the land and trusted the Lord, he fled to Egypt because of the drought.

- Moses, in trying to help his people, ran ahead of the Lord and killed the Egyptian.

- When David should have been out in the field of battle, he stayed home and committed adultery with Bathsheba and then plotted the murder of her husband.

- Peter, in spite of his self-confidence and his great boast, denied the Lord, as did the rest of the disciples who fled before the evening our Lord's arrest was over.

WHAT WERE THE RESULTS OF PETER'S FAILURE?

Peter was destined to the role of a leader within the church, and even among the apostles. Matthew 16:18-19 "Now I say to you that you are Peter, and upon this rock I will build my church, and all the powers of hell will not conquer it. And I will give you the keys of the Kingdom of Heaven. Whatever you lock on earth will be locked in heaven, and whatever you open on earth will be opened in heaven."

24 Charles Swindoll, *Hand Me Another Brick*, Thomas Nelson, 1978, pp. 82-83.

PROPERTY OF FAITH BIBLE COLLEGE

Acts 2:14 "Then Peter stepped forward with the eleven other apostles and shouted to the crowd, "Listen carefully, all of you, fellow Jews and residents of Jerusalem! Make no mistake about this."

However, he did not immediately step up to the front and begin to lead. Rather he had to be developed and had to undergo tests, one of which lead him to deny Jesus. However, this failure, though so grave lead to his repentance and restoration and eventually resulted in him being a source of strength to others.

Luke 22:32 "But I have pleaded in prayer for you, Simon, that your faith should not fail. So when you have repented and turned to me again, strengthen and build up your brothers."

How was he able to strengthen others? He accomplished this by the lessons he learned in his fall.

- Firstly, he learnt not to rely on his own flesh. When Peter failed at his denial of the Lord, he learned the difficult lesson that God's work cannot be accomplished by resolution, determination or self-effort—not even by a positive mental attitude. God's work can only be done in God's way—by distrusting self and depending upon His enablement.

- Secondly, he had to deal with pride in his life.

- Thirdly, he gained a deeper appreciation of the grace of God. When we experience the grace of God at times of failing, there is no other response than love and gratitude. It was from this response that Peter was able to fulfill the request of Jesus. John 21:16 "Jesus repeated the question: "Simon son of John, do you love me?" "Yes, Lord," Peter said, "you know I love you." "Then take care of my sheep," Jesus said."

IT DID NOT STOP WITH THEIR FAILURE!

Though men and women have failed certain tests that they are placed in, often in significant ways, they not only recovered from their failure, but they used it as a tool of growth—they learned from their failure, confessed it to God, and were often able to be used in even mightier ways.

"The manner in which a leader meets his own failure will have a significant effect on his future ministry. One would have been justified in concluding that Peter's failure in the judgment hall had forever slammed the door on leadership

PRODUCT OF FAITH BIBLE COLLEGE

in Christ's kingdom. Instead, the depth of his repentance and the reality of his love for Christ reopened the door of opportunity to a yet wider sphere of service. "Where sin abounded, grace did much more abound."A study of Bible characters reveals that most of those who made history were men who failed at some point, and some of them drastically, but who refused to continue lying in the dust. Their very failure and repentance secured for them a more ample conception of the grace of God. They learned to know Him as the God of the second chance to His children who had failed Him—and third chance, too. The historian Froude wrote, "The worth of a man must be measured by his life, not by his failure under a singular and peculiar trial. Peter the apostle, through forewarned, thrice denied his Master on the first alarm of danger; yet that Master, who knew his nature in its strength and in its infirmity, chose him. 25

Paul wrote of Old Testament personal defeats, "Now these things happened to them as an example, and they were written for our instruction" (1 Corinthians 10:11).

ATTITUDES ABOUT FAILURE

- Understand that a Christian can become successful in spite of failure because of God's incredible grace and forgiveness. We may have to live with the results of some of our failures or sins, yet God is free to continue to love us in Christ and use us for His purposes because of grace (John 21 & Peter). Understanding the amazing grace of God and His incredible forgiveness and acceptance through Christ, a mature Christian is one who has grasped the truth that his or her failure is not the end of an effective life with and for the Lord. While there may be consequences to live with (as with David) and serious issues to work through, the believer rests in the grace of God and uses the failure as a backdoor to success through growth and understanding.

- Seek to use failures as lessons for growth and change. We can always grow through failure.

25 Oswald J. Sanders, *Spiritual Leadership*, Moody Press, Chicago, 1967, 1980, p. 163.

PRODUCT OF FAITH BIBLE COLLEGE

- Acknowledge the failures and refuse to hide behind excuses. Confess any sin to God when sin is involved in the failure. James 4:7-10 "So humble yourselves before God. Resist the Devil, and he will flee from you. Draw close to God, and God will draw close to you. Wash your hands, you sinners; purify your hearts, you hypocrites. Let there be tears for the wrong things you have done. Let there be sorrow and deep grief. Let there be sadness instead of laughter, and gloom instead of joy. When you bow down before the Lord and admit your dependence on him, he will lift you up and give you honor."

- Put it behind you and move ahead. Isaiah 43:18-19 ""But forget all that—it is nothing compared to what I am going to do. For I am about to do a brand-new thing. See, I have already begun! Do you not see it? I will make a pathway through the wilderness for my people to come home. I will create rivers for them in the desert!" Philip. 3:13 " No, dear brothers and sisters, I am still not all I should be, but I am focusing all my energies on this one thing: Forgetting the past and looking forward to what lies ahead," Why are we able to forget the past? Because He has forgotten it when it was washed in the Blood of Jesus. Psalm 103:12 "He has removed our rebellious acts as far away from us as the east is from the west." Isaiah 43:25 "I—yes, I alone—am the one who blots out your sins for my own sake and will never think of them again." Being assured of God's forgiveness, we are to put our failures behind us, count on and rest in His forgiveness, and refuse to use them as an excuse for morbid introspection, pessimism, self pity, depression, and fear of moving on for the Lord.

There are many causes for failure. Some are the product of specific acts of sin, but some are not. Some are simply the product of ignorance or of circumstances beyond our control. While David did recover from his sin and was still used of God afterward, there were lifelong consequences in his life and in the lives of others. Whether caused by sin or by the many things that can happen beyond our control, all failure teaches us the important truth of just how desperately we need God and His mercy and grace in our lives. Sometimes our failures are mirrors of reproof, but always they can become tools for growth and deeper levels of trust and commitment to God if we will respond to them as

PRODUCT OF FAITH BIBLE COLLEGE

ASSIGNMENT

How would you describe your preparation so far to your leadership position or your place of ministry? If you were to write a book about what you have gone through to get to where you are what would the title of each of the chapters be? For example:

"The most unlikely candidate"
"The pain of being made straight"

Have you passed every test that you have been placed in? How did you react when you had failed? Briefly discuss your reaction and what you learnt from the situation.

PRODUCT OF FAITH BIBLE COLLEGE

BIBLIOGRAPHY

Cornwall, Judson. Profiles of a Leader: The Characteristics of Spiritual Leadership.
Damazio, Frank. The Making of a Leader
Malphurs, Aubrey. Being Leaders: The Nature of Authentic Christian Leadership
Maxwell, John C. The Maxwell Leadership Bible
Maxwell, John C. 21 Irrefutable Laws of Leadership
Mckenna, David L. Leading with significance: A Journey of Leadership Development with Nehemiah
Sanders, Oswald J. Spiritual Leadership

PRODUCT OF FAITH BIBLE COLLEGE