

ESSENTIAL  
**BIBLICAL**  
*Leadership*

WALKING LIKE *Jesus*  
Ministries

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## ESSENTIAL BIBLICAL LEADERSHIP

### I. The Leader's \_\_\_\_\_ about Leadership

#### A. What is "leadership?"

1. Your ideas:
  
2. J. Oswald Sanders: "*Leadership is the ability of one person to influence others.*"
  
3. Garry Wills: "*Leadership is mobilizing others toward a goal shared by the leader and followers.*"
  
4. Le Peau: "*Leadership is any influence any person has on an individual or group to meet its needs or goals for the glory of God.*"
  
5. Kenneth Gangel: "*Leadership [is] the exercise of one's spiritual gifts under the call of God to serve a certain group of people in achieving the goals God has given them toward the end of glorifying Christ.*"
  
6. Knute Larson: "*A leader is a person who 1) knows where he is going and 2) can get others to go with him.*"
  
7. Dick Mayhue: [*Leadership is*] "*knowing God's will, walking in it, and effectively soliciting others to follow.*"
  
8. John Piper: "*Knowing where God wants people to be and taking the initiative to use God's methods to get them there in reliance on God's power.*"
  
9. Blackaby and Blackaby: "*Spiritual leadership is moving people on to God's agenda . . . to move people from where they are to where God wants them to be*" (20).
  
10. Dave Kraft: "*A Christian leader is a humble, God-dependent, team-playing servant of God who is called by God to shepherd, develop, equip and empower a specific group of believers to accomplish an agreed-upon vision from God.*"

B. Who is a leader?

1. Some have \_\_\_\_\_ with accompanying relationships and responsibilities (pastor, elder, deacon, small group leader, chaplain, business executive, foreman, government official, husband, father, mother, teacher, mentor, etc.)
2. Some (also) have \_\_\_\_\_ for leading

Romans 12:6-8: "*Having gifts that differ according to the grace given to us, let us use them...the one who leads, with zeal*"

3. Nearly everyone leads occasionally

C. Why be a leader?

1. The world's motivation for leadership: "*Leadership gives power over other, and with that power comes a sense of importance and satisfaction.*"

An example of a person mentioned in the Bible who was like this is "*Diotrephes, who likes to put himself first*" (3 John 9).

2. Jesus Christ's motivation for leadership: Read Matthew 20:25-28 (also see Luke 22:24-26).

*"But Jesus called them to him and said, 'You know that the rulers of the Gentiles lord it over them, and their great ones exercise authority over them. It shall not be so among you. But whoever would be great among you must be your servant, and whoever would be first among you must be your slave, even as the Son of Man came not to be served but to serve, and to give his life as a ransom for many.'*"

3. King Rehoboam never learned this important lesson. See 1 Kings 12:3-19 especially verses 8-11.

4. J. Oswald Sanders: "*Jesus taught that any ambition that centers around and terminates on oneself is wrong . . . on the other hand, an ambition which has as its center the glory of God and the welfare of His church is not only legitimate, but positively praiseworthy*" (11, emphasis added).

5. John MacArthur: "*The world wants leaders who achieve at other's expense, but Jesus wants leaders who stoop to wash their follower's dirty feet. He wants leaders characterized by love, humility, and a willingness to put others' needs first*" (emphasis added).

D. How do I become a servant-leader?

1. I must \_\_\_\_\_ to \_\_\_\_\_. Servant leadership can come only from a crucified leader.

a. No promoting self

Matt. 10:39: *“Whoever finds his life will lose it, and whoever loses his life for my sake will find it.”* Heart searching question: *What is your “life”? What are you living for? Have you let go of it?*

Phil. 2:1-11: *“Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves.” “Your attitude should be the same as that of Christ Jesus . . . who made himself nothing, taking the very nature of a servant”* (verses 3, 5 and 7, NIV).

You can’t be a leader and have a big ego! *EGO=Edging God Out!*

I like what Ken Blanchard wrote: *“They [servant leaders] don’t think less of themselves, they just think about themselves less”* (*Leadership by the Book*, 70).

b. No defending self

1 Cor. 2:3: *“I was with you in weakness and in fear and much trembling.”*

1 Peter 2:22-23: *“He committed no sin, neither was deceit found in his mouth. When he was reviled, he did not revile in return; when he suffered, he did not threaten, but continued entrusting himself to him who judges justly.”*

Note: a good test of how I am doing in my understanding of what it means to *“die to myself”* is to ask *“How defensive do I become when I am criticized? Do I lean in – or push back?”*

*“Leaders with servant hearts want to be held accountable for their behavior and results . . . They receive criticism and advice as a gift even when it isn’t offered for positive reasons”* (Blanchard, 67).

Think about it: *There is no need for servant-leaders to be image conscious. I’ve been accepted by God because of Jesus Christ. There is “safety” in the application of the gospel. I don’t have to strive for the approval of people.*

2. I must \_\_\_\_\_ myself to \_\_\_\_\_

a. See him as my “Boss.”

Ultimately, he’s the only One the servant-leader aims to please.

Paul introduced himself as “*a servant of Christ Jesus*” (Romans 1:1).

James (the half-brother of Jesus!) called himself “*a servant of God and of the Lord Jesus Christ*” (James 1:1).

Peter, one of Jesus’ closest friends described himself as “*a servant and apostle of Jesus Christ*” (2 Pet. 1:1).

Do I understand in an everyday, practical way the biblical truth that I am not my own? I have been bought with a price (1 Cor. 6:19-20).

b. Follow him–his leadership and example

1 John 2:5b-6 “By this we may know that we are in him: whoever says he abides in him ought to walk in the same way in which he walked.” Study Christ! Follow the Leader! (See *Walking Like Jesus* by McCall)

Phil. 2:5 “*Your attitude should be the same as that of Christ Jesus*” (NIV).

John 13:14-16 “*If I then, your Lord and Teacher, have washed your feet, you also ought to wash one another's feet. For I have given you an example, that you also should do just as I have done to you. Truly, truly, I say to you, a servant is not greater than his master.*”

*Working at leadership is not the first step in becoming a leader. Following Jesus is*” (Steve Hayner). Study Christ as a life-long quest!

c. Obey his commands

John 13:17 “*If you know these things, blessed are you if you do them.*”

1 John 2:3 “*By this we know that we have come to know him, if we keep his commandments.*”

d. Live and lead for his smile

1 Thess. 2:4 & 6: *“We are not trying to please men but God. . . We were not looking for praise from men, not from you or anyone else”* (NIV).

*“Leaders are concerned with pleasing God, not people”* (Blackaby and Blackaby, 193).

Galatians 1:10: *“For am I now seeking the approval of man, or of God? Or am I trying to please man? If I were still trying to please man, I would not be a servant of Christ.”*

*“True spiritual leaders fear God far more than they fear people”* (Blackaby and Blackaby, 249).

It is only in total slavery to Christ that we have total freedom to be servant-leaders. No longer are we enslaved by the fear of man.

Live and lead for an Audience of One! (See Nehemiah’s testimony in 5:15, *“Even their servants lorded it over the people. But I did not do so, because of the fear of God.”*)

e. I must promote Jesus Christ, not myself

1 Cor. 2:2: *“For I decided to know nothing among you except Jesus Christ and him crucified.”*

Think about it: Do I tell a lot of stories about myself—especially stories in which I am the hero?

3. I must commit myself to \_\_\_\_\_.

a. By our example

1 Cor. 11:1: *“Follow my example, as I follow the example of Christ”* (NIV).

1 Pet. 5:2-3: *“Shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you; not for shameful gain, but eagerly; not domineering over those in your charge, but being examples to the flock.”*

- b. By compassionate, involved ministry in the lives of others

1 Thess. 2:8: “*We loved you so much that we were delighted to share with you not only the gospel of God, but our lives as well, because you had become so dear to us*” (NIV).

I must have a genuine willingness to give myself in helping others—even if there is no personal gain. The issue is not, “*What do I have to gain in this?*” but “*How can I help?*” The first attitude leads to *manipulation of others*. The latter attitude leads to *genuine ministry to others*.

A regular question coming from the heart of the servant leader: “*What can I do for you?*”

Ken Blanchard: “*Leaders who are servants first will assume leadership only if they see it as the best way they can serve. They’re ‘called’ to lead, rather than driven, because they naturally want to be helpful*” (42).

J. Oswald Sanders: “*Not the number of one’s servants, but the number whom one serves, is the criterion of greatness and the real preparation for leadership*” (13).

E. Conclusion:

1. If you are a leader—then, lead!

Remember Rom. 12:8: “*Having gifts that differ according to the grace given to us, let us use them: ...the one who leads, with zeal.*”

George Barna: “*If God has called you to lead, let nothing stand in the way of the privilege you have to serve Him and to serve His people through applying the gift, the resources and the opportunity He has provided for you. You are among a special group of people who have been identified by Him for a challenging but rewarding task*” (*Leaders on Leadership*, 20).

2. But—be a \_\_\_\_\_-leader! Have the conviction that you are called to serve others by your ministry of leadership.

Be motivated with a loving concern for Christ and his people—not out of a desire for self-gratification or self-promotion (no Diotrephes!)

Samuel Brengle (*The Soul Winner's Secret*) exhorts:

*“It [servant leadership] is not won by promotion, but by many prayers and tears. It is attained by confessions of sin, and much heart searching and humbling before God; by self-surrender, a courageous sacrifice of every idol, a bold, deathless, uncompromising and uncomplaining embracing of the cross, and an eternal unfaltering looking unto Jesus crucified. It is not gained by seeking great things for ourselves, but rather, like Paul, by counting those things that are gain to us as a loss for Christ. That is a great price, but it must be unflinchingly paid by him who would be not merely a nominal but a real spiritual leader of men, a leader whose power is recognized and felt in heaven, on earth, and in hell” (pp. 22-23).*

3. Poem by Robert A. Raines in *Creative Brooding*

*I am like James and John  
Lord, I size up other people  
    In terms of what they can do for me;  
How they can further my program  
    Feed my ego,  
    Satisfy my needs,  
    Give me strategic advantage.  
I exploit people,  
    Ostensibly for Your sake,  
    But really for my own sake.  
Lord, I turn to you  
    To get the inside track  
    And obtain special favors,  
        Your direction for my schemes  
        Your power for my projects  
        Your sanction for my ambitions  
        Your blank check for whatever I want.  
I am like James and John.  
    Change me, Lord.  
    Make me a man who asks of you and of others,  
        What can I do for you?”*

4. John 13 ends with this:

*“If you know these things, blessed are you if you do them.”*

Amen! Let us be servant leaders even as our Lord was the epitome of servant leaders.



## II. The Leader's Character for Leadership

### A. What is the Bible's emphasis on the qualifications for leadership?

#### 1. Consider what is necessary for being an elder (pastor):

1 Timothy 3:2: "*An overseer must be above reproach.*"

Titus 1:6: "*An elder must be blameless*" (NIV)

1 Peter 5:3: "*being examples to the flock*"

#### 2. Consider what was to be looked for in a deacon:

1 Timothy 3:8: "*Deacons likewise must be dignified.*"

Acts 6:3: "*Brothers, pick out from among you seven men of good repute, full of the Spirit and of wisdom.*"

#### 3. E. M. Bounds said it concisely: "*Men are God's method. The Church is looking for better methods. God is looking for better men*" (11).

#### 4. Fred Smith observes, "*Effective leadership starts with character. When leaders fail, more often it is a result of a character flaw than lack of competence*" (47).

#### 5. Here's the point: Leaders not only *tell* people how to live for Christ, they *show* them. The character of your life is what gives our ministry lasting impact.

### B. What should motivate the leader to pursue Christlike character? (Why put the time and effort into character development?)

#### 1. A concern for \_\_\_\_\_ priorities

After the resurrection, Jesus restored Peter to a place of usefulness. Three times Jesus asked Peter, "*Do you love me?*" When Peter answered, "*Yes,*" Jesus then said, "*Feed my lambs*" "*Tend my sheep*" "*Feed My sheep.*" Jesus was clearly teaching Peter that a love for the Savior motivates the leader to take care of the sheep for whom the Savior died (John 21:15-17).

The leaders from the church in Ephesus were exhorted to "*Pay careful attention to yourselves and to all the flock.*" And what motivation is included in Acts 20:28? "*Care for the church of God, which he obtained with his own blood.*" (Also 1 Pet. 5:2, "*Shepherd the flock of God that is among you.*")

If I share the priorities of God—specifically a love for his blood-bought people—then I will take great care in watching my own life. I will be motivated to provide a godly example for those sheep who are precious to him. If you love Christ, you will also love his bride.

2. A concern for the souls of those I am leading

Luke 6:40: *“A disciple is not above his teacher, but everyone when he is fully trained will be like his teacher.”*

Think about it: *Do I want those I am leading to become like me? They will. I must watch the character of my life carefully for their sake.*

1 Cor. 11:1: *“Follow my example, as I follow the example of Christ” (NIV).*

1 Timothy 4:16: *“Keep a close watch on yourself and on the teaching. Persist in this, for by so doing you will save both yourself and your hearers.”*

Hebrews 13:7: *“Remember your leaders, those who spoke to you the word of God. Consider the outcome of their way of life, and imitate their faith.”*

Leaders must model the Christlike character traits that should be seen in the lives of the followers. Be the kind of person your followers should be. For whatever you are as a leader, your followers will become.

*“It is rare for organizations to rise above their leaders . . . therefore, the best thing leaders can do for their organization is to grow personally” (Blackaby and Blackaby, 31).*

In 1656 Richard Baxter wrote to other pastors, *“For your people’s sake, therefore, look to your hearts . . . lest your example contradict your doctrine, and lest you lay stumbling blocks . . . as may be the occasion of their ruin” (Reformed Pastor, 63).*

*“Let not those who hope in you be put to shame through me,  
O Lord GOD of hosts;  
let not those who seek you be brought to dishonor through me,  
O God of Israel.” (Psalm 69:6).*

Heart-searching question: *“Does the character of my life add to or detract from the words I say?”*

3. A concern for \_\_\_\_\_

1 Timothy 4:16: “*Keep a close watch on yourself and on the teaching. Persist in this, for by so doing you will save both yourself and your hearers.*”

James 3:1: “*Not many of you should become teachers, my brothers, for you know that we who teach will be judged with greater strictness.*”

The 19th century Scottish pastor, Robert Murray M’Cheyne said, “*Your own soul is your first and greatest care.*”

Baxter exhorted, “*Take heed to yourselves lest you perish while you call upon others to take heed of perishing; and lest you famish yourselves while you prepare food for them*” (53).

C. Which character traits must the leader focus on?

1. A \_\_\_\_\_ life: committed to living a life *useful to the Master*

2 Timothy 2:21: The leader is to cleanse his life from that which is dishonorable to the Lord so that “*he will be a vessel for honorable use, set apart as holy, useful to the master of the house, ready for every good work.*”

1 Timothy 3:2 uses the word “*above reproach,*” which means literally, “*not to be laid hold of.*” The picture is of a Christian leader whose life is consistently living for Christ; so much so that when enemies bring an accusation against the leader, there are no dominate, glaring character flaws “*to lay hold of.*” (Examples might be things like, “He’s an angry man” or “He’s got wandering eyes.”)

Titus 1:6 uses the related word “*blameless.*” Literally, the Greek word means “*not to call in [for the purpose of accusing].*” The godly leader should live a consistently holy life so that accusations against his character prove to be essentially groundless.

E. M. Bounds said it this way: “*Oh, how much depends on the holiness of our life, the consistency of our character, the heavenliness of our walk and conversation*” (*Power Through Prayer*, 30).

Charles Spurgeon told those aspiring to leadership ministries, “*It is not great talents God blesses so much as likeness to Jesus. A holy minister is an awful weapon in the hand of God*” (*Lectures to My Students*, 8).

2. A - \_\_\_\_\_ life: motivating myself to follow Christ

1 Timothy 3:2: One of the qualifications of an elder is that he must be “*self-controlled*.” The word has the idea of “*not swayed by sudden impulses*.”

2 Timothy 1:7: “*For God gave us a spirit not of fear but of power and love and self-control*.”

A leader must take initiative for his own walk with Christ before he can assume that he will impact others to follow Christ. Leaders must not wait to be prodded by others toward spiritual growth.

Is there self-discipline in the area of growing in grace? Are you self-disciplined in your learning from the Bible? In prayer?

Is there self-discipline in the area of health? Do you discipline your eating and drinking? Your exercise? Getting rest?

1 Timothy 3:2: Another necessary qualification of the overseer is that he be “*sober-minded*.” This means that the spiritual leader must be “*opposed to all kinds of excesses*.”

Is there self-discipline in the area of using time? Do you discipline yourself in “*making the best use of the time*” (Eph. 5:16)? Is your time spent on that which will matter for eternity? Have you heard this memorable saying by pioneer African missionary C. T. Studd? “*Only one life, ‘twill soon be past. Only what’s done for Christ will last*.”

1 Timothy 3:2 requires the leader to be “*respectable*.” The Greek word (κόσμιον) actually means “*orderly*.”

Is there self-discipline in areas of habit? Do you control your tongue? The type of and time spent on entertainment? How you spend your money?

3. A \_\_\_\_\_ life: living in a deliberate, purposeful, goal-oriented way.

1 Corinthians 2:2: *“For I decided to know nothing among you except Jesus Christ and him crucified.”* Do you see how focused—how “single-minded” the Apostle Paul was in his leadership ministry?

Philippians 3:8: *“I count everything as loss because of the surpassing worth of knowing Christ Jesus my Lord. For his sake I have suffered the loss of all things and count them as rubbish, in order that I may gain Christ.”*

Philippians 3:12-14: *“ . . . I press on to make it my own, because Christ Jesus has made me his own. Brothers, I do not consider that I have made it my own. But one thing I do: forgetting what lies behind and straining forward to what lies ahead, I press on toward the goal for the prize of the upward call of God in Christ Jesus.”*

Acts 20:24: *“However, I consider my life worth nothing to me, if only I may finish the race and complete the task the Lord Jesus has given to me”* (NIV).

On what (on Whom) is your life focused? If you are leading others, it is crucially important that you are leading a focused life—that your eyes are fixed on Christ and the calling He has given you.

This kind of focused life has direction and passion. Bonar wrote, *“We need men that will spend and be spent—that will labor and pray—that will watch and weep for souls”* (*Words to Winners of Souls*, 81). He also exclaimed, *“How much more would a few good and fervent men effect in the ministry than a multitude of lukewarm ones!”* (9).

4. A \_\_\_\_\_ /faith-full life: the ability to set goals and move ahead full of hope and confidence in Christ and his sovereign plan (Note: we’re not talking about “self-confidence,” but “Christ-confidence!” Full of faith in Christ.)

Listen to the confidence Paul the missionary had in His Lord: *“Now to him who is able to do far more abundantly than all that we ask or think, according to the power at work within us, to him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen.”* (Ephesians 3:20-21).

His confidence in the Lord was not only pertaining to a current situation, but was long-range. He was confident that God was able to do more in the coming generations and eternity than could be imagined. His confidence in Christ was “large and long.” This character trait marked the life of this missionary exemplar.

*“People are looking for someone to lead them into God’s purposes God’s way. They need leaders who truly believe God will do what he says. People will follow spiritual leaders who understand God’s agenda and who know how to move them on to it” (Blackaby and Blackaby, xi).*

The leader who is full of faith in Christ will not be content with the status quo. He will focus on the future with a strong hope and faith in the Lord, communicating that faith to others, and motivating them to also have an active confidence in Christ.

And how does a “full of faith” leader inspire those he is leading to come with him on their God-given mission? Not just through his words, but through his life. People are motivated to join their leader in the quest when they see him embodying in his own life a sense of passion for and commitment to God’s calling.

Caleb was a “visionary” leader in this sense of being “full of faith in God.” What did he say to the Israelites? *“But Caleb quieted the people before Moses and said, ‘Let us go up at once and occupy it, for we are well able to overcome it.’” (Numbers 13:30). “If the LORD delights in us, he will bring us into this land and give it to us, a land that flows with milk and honey.” (Numbers 14:8).* God was pleased with Caleb’s faith.

Nehemiah also was a “visionary” leader. He was candid with the people he was leading about challenges ahead when he said, *“You see the trouble we are in, how Jerusalem lies in ruins with its gates burned.”* But, he had confidence in God and told the people so. He reported, *“I told them of the hand of my God that had been upon me for good.”* As a visionary leader he called people to action, *“Come, let us build the wall of Jerusalem”* (Nehemiah 2:17-18).

Think about these observations:

*“A pessimistic leader is a contradiction in terms” (Blackaby and Blackaby, 168).*

*“It is imperative that leaders not allow themselves to be consumed by a cynical spirit” (Blackaby and Blackaby, 241).*

*“Negative leaders spawn negative organizations” (Blackaby and Blackaby, 241).*

*“No pessimist ever made a great leader” (J. Oswald Sanders).*

Someone once quipped, *“I never saw a statue dedicated to the memory of a pessimist!”*

5. A \_\_\_\_\_ life: the ability to firmly step out in faith—even in the face of difficulties

Listen to what the LORD said to Joshua as he began leading the people of Israel: *“Be strong and courageous, because you will lead these people . . . Be strong and very courageous”* (Joshua 1:6-7, NIV).

Notice the courage of King Hezekiah when his followers were faced with danger: *“Be strong and courageous. Do not be afraid or dismayed before the king of Assyria and all the horde that is with him, for there are more with us than with him. With him is an arm of flesh, but with us is the LORD our God, to help us and to fight our battles.” And the people took confidence from the words of Hezekiah king of Judah* (2 Chronicles 32:7-8).

This kind of courage comes not from some “inner resource” or self-confidence. It comes from a clear vision of the mighty God we serve and a commitment to please him above all.

*“When faced with a difficult decision, [leaders] ask first, not ‘How will people react?’ but ‘What does God want us to do?’”* (Larry Osborne, *The Unity Factor*, 37).

2 Timothy 1:7: *“for God gave us a spirit not of fear but of power and love and self-control.”*

Sanders wrote, *“Once a spiritual leader is sure of the will of God, he will go into immediate action, regardless of the consequences”* (53). He also observes, *“In most decisions the difficult part is not in knowing what we ought to do; it is in being willing to pay the price involved”* (54).

Spiritual leaders are not “poll-takers,” catering to the whims of popular opinion. They are people willing to face difficulty with the courage-yielding conviction that Christ must be pleased no matter what the cost.

6. A \_\_\_\_\_ life: the ability to “keep on keeping on” in spite of difficulties

There *are* disappointments and obstacles in leadership, but the spiritual leader will endure.

Paul is a good example of perseverance. Having experienced countless obstacles in his leadership ministry, he wrote, *“Therefore, having this ministry by the mercy of God, we do not lose heart.”* (2 Corinthians 4:1).

A. T. Robertson offers, *“The ground of Paul’s cheer is not in the marks of appreciation which he received from men. It springs from the fresh gaze into the face of Jesus. Look at Jesus and you will go on with your task”* (*The Glory of the Ministry*, 128).

Think about it: How dependent am I on the praise of other people in order to “*keep on keeping on*” when I encounter difficulties?

Hebrews 12:1-3: *“Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles, and let us run with perseverance the race marked out for us. Let us fix our eyes on Jesus, the Author and Perfecter of our faith, who for the joy set before Him endured the cross, scorning its shame, and sat down at the right hand of God. Consider Him who endured such opposition from sinful men, so that you will not grow weary and lose heart”* (NIV).

Perseverance requires that the leader keeps his eyes on That One and also on That Day. As A. T. Robertson wisely pointed out, *“Most of the minister’s rewards lie in the future”* (169). The leader cannot get discouraged and give up if he does not see a lot of reward here and now. Now is not yet the time of reckoning and reward.

Galatians 6:9: *“And let us not grow weary of doing good, for in due season we will reap, if we do not give up.”*

*“So we do not lose heart. Though our outer self is wasting away, our inner self is being renewed day by day. For this light momentary affliction is preparing for us an eternal weight of glory beyond all comparison, as we look not to the things that are seen but to the things that are unseen. For the things that are seen are transient, but the things that are unseen are eternal”* (2 Corinthians 4:16-18).

That focus on eternity is crucial if the leader is going to persevere through the difficulties that will come.

7. A life of \_\_\_\_\_ and \_\_\_\_\_: doing what’s best for someone—no matter what the cost

2 Timothy 1:7: *“for God gave us a spirit not of fear but of ... love.”*

The leader needs to remember that 1 Corinthians 13 comes between 1 Corinthians 12 and 14! The point is, chapters 12 and 14 are about *spiritual gifts* (including those gifts useful to the leader). Chapter 13 is about *love*. How does Paul move from speaking about “giftedness” to speaking about “love?” *“I will show you a still more excellent way”* (1 Cor. 12:31).



Gifts, even leadership gifts, without love make a person “*a noisy gong or a clanging cymbal*” (1 Cor.13:1).

Is your character marked by sacrificial lifestyle, “*laying down our lives for our brothers*” (1 John 3:16)?

8. A life of \_\_\_\_\_ and \_\_\_\_\_: feeling what others feel

Paul wrote to his protégé, Timothy, “*As I remember your tears, I long to see you, that I may be filled with joy*” (2 Timothy 1:4). What a model of tenderness is seen in the life of this leader!

What were some of his last words to the Ephesian leaders, whom he also trained for ministry? “*Remembering that for three years I did not cease night or day to admonish every one with tears*” (Acts 20:31).

The spiritual leader must never be like the Pharisees who “*Tie up heavy burdens, hard to bear, and lay them on people's shoulders, but they themselves are not willing to move them with their finger*” (Matthew 23:4).

Instead, the Christlike leader will have a tenderness and sensitivity toward those he is leading.

Romans 12:15: “*Rejoice with those who rejoice; weep with those who weep.*”

Are you “in tune” with the feelings of those you are leading?

9. A life of \_\_\_\_\_ and \_\_\_\_\_: remembering others' weaknesses—and our own!

2 Timothy 2:24-25: “*And the Lord's servant must not be quarrelsome but kind to everyone, able to teach, patiently enduring evil, correcting his opponents with gentleness. God may perhaps grant them repentance leading to a knowledge of the truth.*”

1 Timothy 3:2-3: “*The overseer must be . . . not violent but gentle, not quarrelsome . . .*” The Greek word for “gentle” has the idea of being “yielding” as opposed to “domineering” or “pushy,” that is, “willing to yield his own rights.”

Titus 1:7 says, that the elder cannot be “arrogant” [NIV has “*overbearing*”] that is, “*not self-assertive.*”

1 Thessalonians 2:6-7: “*We could have made demands as apostles of Christ. But we were gentle among you, like a nursing mother taking care of her own children.*”

1 Thessalonians 5:14: “*And we urge you, brothers...be patient with everyone*” (NIV).

Do I model the kind of patience and gentleness I want to see in the lives of those I am leading? This patience comes from trusting in a loving, sovereign God as well as remembering the gospel-patience God shows us in Christ (See 1 Timothy 1:16)

10. A life of material and financial : being happy with what I have

1 Timothy 3:3: “*The overseer must be...not a lover of money.*”

Titus 1:7: “*An overseer must be...not greedy for gain.*”

1 Peter 5:2: “*not greedy for money, but eager to serve*” (NIV).

1 Timothy 6:6-11: *But godliness with contentment is great gain, for we brought nothing into the world, and we cannot take anything out of the world. But if we have food and clothing, with these we will be content. But those who desire to be rich fall into temptation, into a snare, into many senseless and harmful desires that plunge people into ruin and destruction. For the love of money is a root of all kinds of evils. It is through this craving that some have wandered away from the faith and pierced themselves with many pangs. But as for you, O man of God, flee these things. Pursue righteousness, godliness, faith, love, steadfastness, gentleness.”*

Think about it: When leaders fall, they almost always fall in one or more of these areas: money, sex or power.

“*The hunger for wealth and possessions can destroy spiritual leaders*” (Blackaby and Blackaby, 242).

11. A life: the willingness to do significantly more than the average person

“*A leadership position does not provide immunity from sacrifice; rather, it often provides occasions for an even greater effort*” (Blackaby and Blackaby, 154).

2 Timothy 2:3-6: “*Endure hardship with us like a good soldier of Christ Jesus . . . The hardworking farmer should be the first to receive a share of the crops*” (NIV).

2 Timothy 4:5: *“But you, keep your head in all situations, endure hardship, do the work of an evangelist, discharge all the duties of your ministry”* (NIV).

Fred Smith wrote, *“No sluggard need aspire to leadership”* (61).

Sanders rightly observed, *“The young man of leadership caliber will work while others waste time, study while others sleep, pray while others play”* (45).

It’s good for a leader to be visionary, but that insight and foresight must be followed by old-fashioned hard work. Vance Havner said it this way: *“The vision must be followed by the venture. It is not enough to stare up the steps—we must step up the stairs.”*

*“The bottom line is this: leadership is hard work. There are no shortcuts. Some people look for easy paths to leadership positions. They want positions of influence, but they don’t want to put in their time in the trenches”* (Blackaby and Blackaby, 158).

12. A \_\_\_\_\_ life: being more impressed with Christ than I am with myself

Notice how as Paul *matured* he became less and less impressed with himself over the course of his lifetime:

- a. 1 Corinthians 15:9: *“For I am the least of the apostles”*
- b. Ephesians 3:8: *“Though I am the least of all the saints”*
- c. 1 Timothy 1:15: *“...sinners, of whom I am the worst”* (NIV).

Think about it: *Leadership is not an opportunity to satisfy my ego, but to sacrifice it.*

- D. How can character be developed in the life of the leader?

1. In the \_\_\_\_\_

2 Timothy 3:16-17: *“All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work.”*

Psalms 19:7: *“the testimony of the LORD is sure, making wise the simple.”*

Psalms 119:9: *“How can a young man keep his way pure? By guarding it according to your word.”*

Psalm 119:104: *“Through your precepts I get understanding.”*

Psalm 119:130: *“The unfolding of your words gives light; it imparts understanding to the simple.”*

It is crucially important for spiritual leaders to be people who know God and his precious Word. Edmund Clowney wrote in *Called to the Ministry*, *“His power in the service of God must be drawn from his walk with God”* (63).

Read broadly. Be familiar with various parts of the Bible.

Read deeply. Be able to draw from the well of God’s precious Book.

Read regularly. Make Bible reading and study a habit of life.

Read personally. Read for your own soul’s sake, and not just so you can have something to tell your followers.

2. On your \_\_\_\_\_:

Think about these gems from E. M. Bounds regarding the act (exercise) of praying:

*“Prayer—secret, fervent, believing prayer—lies at the root of all godliness”* (24).

*“Prayer makes the man”* (15).

*“To be little with God is to be little for God”* (81).

*“Prayer is humbling work. It abases intellect and pride, crucifies vainglory, and signs our spiritual bankruptcy, and all these are hard for flesh and blood to bear”* (30).

The content of our prayers (what we actually ask for) also shapes our character:

Solomon prayed, *“Give me wisdom and knowledge, that I may lead this people”* (2 Chronicles 1:10, NIV).

James 1:5: *“If any of you lacks wisdom, let him ask God, who gives generously to all without reproach, and it will be given him.”*

Do I sense my dependence on God? Then I will pray. I will pray often. I will pray much.

*“Among all the formative influences which go to make a man honored of God in the ministry, I know of none more mighty than his own familiarity with the mercy-seat... All seminary courses are coarse compared with the refinement obtained with communion with God” (C. H. Spurgeon, 43).*

3. Character is also developed by being \_\_\_\_\_ by our leaders:

Think of example after example of the character-shaping influence of life-upon-life as seen in the Bible:

A son influenced by his father (Proverbs 1:1-7)

Joshua shaped by Moses

Elisha mentored by Elijah

The twelve disciples by Jesus

Saul of Tarsus was mentored by Barnabas

Co-workers trained by the missionary Paul

Hebrews 6:12: *“that you may not be sluggish, but imitators of those who through faith and patience inherit the promises.”*

Hebrews 13:7: *“Remember your leaders, those who spoke to you the word of God. Consider the outcome of their way of life, and imitate their faith.”*

Study the lives of godly people in the Bible, by reading biographies and by watching exemplary leaders.

Spend time with people of godly character. Offer to help someone you want to learn from. Watch him/her. Ask questions. *“Whoever walks with the wise becomes wise, but the companion of fools will suffer harm (Proverbs 13:20).*

4. Character is learned through \_\_\_\_\_ and \_\_\_\_\_

Romans 5:3-4: *“We rejoice in our sufferings, knowing that suffering produces endurance, and endurance produces character, and character produces hope.”*

James 1:2-4: *“Count it all joy, my brothers, when you meet trials of various kinds, for you know that the testing of your faith produces steadfastness. And let steadfastness have its full effect, that you may be perfect and complete, lacking in nothing.”*

Do not run away from problems, fellow leader. Don't "anesthetize" your soul from pain. Instead, look for the lessons in the suffering, including the pain of receiving criticism. Embrace the suffering God sends your way. Pray for God's shaping of your life through the trial.

Keep an eternal perspective. *"For this light momentary affliction is preparing for us an eternal weight of glory beyond all comparison"* (2 Cor. 4:17).

Growing in character is a life-long process. Leaders are perpetual learners. Keep growing. Never retire from learning and character development. What is your plan for personal growth?

### III. The Leader's Competence for Leadership

A. \_\_\_\_\_ Christ: model the character of Jesus Christ for your followers. To do this, you must:

1. Follow Jesus Christ ...

1 John 2:5b-6: *"By this we may know that we are in him: whoever says he abides in him ought to walk in the same way in which he walked."*

1 Corinthians 11:1: *"Follow my example, as I follow the example of Christ"* (NIV).

*"It is not opinions that man needs: it is TRUTH. It is not theology: it is GOD. It is not religion: it is CHRIST"* (Bonar, 19). *"Study likeness to Him in all things"* (Bonar, 24).

2. ...in a way that can be followed

a. This requires *accessibility*. You cannot be aloof from those you are leading. Keep the concept ever before you that you are "*among*" those you are leading. Don't run ahead of them. 1 Thessalonians 2:7 *"But we were gentle among you, like a nursing mother taking care of her own children."*

b. This requires *transparency*. You cannot lead by example if you are presenting a personal facade. 1 Thessalonians 2:8 *"We loved you so much that we were delighted to share with you not only the gospel of God, but our lives as well, because you had become so dear to us"* (NIV).

3. Helps for improvement (it can be difficult to be transparent):
  - a. Remember your security in Christ—the “safety of the gospel.” There is no need to attempt to put up a facade—to present a certain image to your followers. You will provide a *more* powerful, Christ-centered example to be followed if you abandon the foolish attempts to be a man-pleaser. You don’t need *man’s* approval. You already have Christ’s approval! Authenticity is grace-based. Bonar said this: “*Our power in drawing men to Christ springs chiefly from the fullness of our personal joy in Him, and the nearness of our personal communion with Him*” (28).
  - b. Spend time with the people you are leading. Hermits do not make good leaders! Think of all the time Jesus spent with His followers, not only in formal teaching times, but while eating, traveling, etc. Look for ways to spend time with the people you are leading—both formal times and informal times. Let them into your life. Take people with you. Pursue hospitality with those you are mentoring.

B. \_\_\_\_\_ : praying for the people you are leading

1. Think of some examples of leaders who prayed for their followers:

Samuel: “*Moreover, as for me, far be it from me that I should sin against the LORD by ceasing to pray for you, and I will instruct you in the good and the right way.*”

Jesus: “*I am praying for them. I am not praying for the world, but for those you have given me*” (John 17:9).

Paul: “*We always thank God, the Father of our Lord Jesus Christ, when we pray for you*” (Colossians 1:3).

Epaphras: “*Epaphras...[is] always struggling on your behalf in his prayers, that you may stand mature and fully assured in all the will of God.*” (Colossians 4:12).

2. *Why* would these leaders pray for their followers?

True belief in God’s sovereignty draws me into God’s throne room. If the people I am leading are going to change and grow, it must be the King who is at work in their lives. Spurgeon wrote, “*The fact is, the secret of all ministerial success lies in prevalence at the mercy seat*” (*Lectures to My Students*, 49).

“*Spiritual leaders work within a paradox, for God calls them to do something that, in fact, only God can do*” (Blackaby and Blackaby, 21).

*“To move men, the leader must be able to prevail upon God. It is not the prayer that moves men, but the God to whom we pray” (Sanders, 84).*

A good question that every busy leader must ask is, *“Why so many meetings with our fellow-men, yet so few meetings with God?” (Bonar, 73).*

Think about it: *“The single most important thing leaders should do is pray” (Blackaby and Blackaby, 148).*

3. Helps for improvement:
  - a. Schedule time for prayer: the amount of time you allocate for prayer indicates your true evaluation of its importance. The mastery of prayer takes time.
  - b. Keep an ongoing list of prayer requests and answers to prayer.
  - c. Seize opportunities to pray. If someone asks you to pray for him – pray for him right then and there. Awake at night? Pray! Driving? Pray! Working out? Pray!

C. \_\_\_\_\_: transferring the direction and vision to your followers

1. Listen:
  - a. Pay attention to those you are leading. What are they communicating about their grasp of what you are trying to communicate? Learn to notice the words people use, their tone of voice, and their body language. A good leader will not be oblivious to the communication coming *from* the followers.
  - b. Learn to interact with those you are leading. Develop the skill of asking good questions (*“What’s on your heart?” “Can you help me understand why you feel that way?”*) Develop the life-long habit of asking *“open”* rather than *“closed”* questions. Try to avoid questions that can be answered *“yes” or “no.”* Help people open up.
2. Speak:
  - a. Work at good eye contact.
  - b. Speak audibly. There’s not much value in your communication if people cannot hear you!
  - c. Work hard at being clear and concise in what you say. If people look confused, back up and say it another way.



- d. Involve people in the discussion. Don't dominate the conversation. People learn more if they can be involved.

3. Helps for improvement:

- a. Don't give up just because you are not a gifted speaker. Remember what Paul said? *"When I came to you, brothers, I did not come with eloquence or superior wisdom as I proclaimed to you the testimony about God . . . My message and my preaching were not with wise and persuasive words, but with a demonstration of the Spirit's power"* (1 Corinthians 2:1, 4). Even if you're not "eloquent," you can have a powerful impact on people if you rely on the power of the Holy Spirit to use you for the glory of Christ.
- b. Work at your communication skills in everyday situations. As you are in the home, at work, in social contexts—learn to involve others in the conversation. Do not talk just about yourself!
- c. Get the input of a few trusted "listeners" when you are teaching/preaching.

*"Leaders ought to be students of language and communication"* (Blackaby and Blackaby, 159). Work at grammar. Learn words and how to use them.

D. \_\_\_\_\_: invest in the development of the character, gifts and abilities of those you are leading

- 1. Observe people. Pay attention to those you are leading. Note peoples' strengths—even if those abilities are still in the rough.

John Maxwell wrote, *"There is something much more important and scarce than ability. It is the ability to recognize ability"* (*Developing the Leaders Around You*, 37).

Fred Smith writes similarly, *"The secret of any organization's success is choosing the right people to play key roles"* (93).

Think about it: A good leader is a good recruiter.

- 2. Train people in the use of their gifts. Christ gave key leaders to the church *"to prepare God's people for works of service, so that the body of Christ may be built up"* (Ephesians 4:12, NIV).

Have people read books and blogposts, listen to podcasts and other recordings in the area of development on which you are focusing.

Have them spend time with others who are competent in that particular field of ministry. Give them other models to follow.

3. Use people in real-life ministry. Paul was always training future leaders this way. It can be a challenge for those you are training, but as John Maxwell points out, *“People and rubber bands have one thing in common: they must be stretched to be effective.”* Start small if you need to, but don’t let your followers sit on the bench too long!
4. Encourage people who have carried out a particular ministry under your tutelage. Listen to what Paul wrote to his protégé, Timothy: *“I thank God whom I serve, as did my ancestors, with a clear conscience, as I remember you constantly in my prayers night and day.”* (2 Timothy 1:3). We don’t need to be guilty of flattery. But neither should we be stingy with words of praise and encouragement. People usually try harder in their development if we encourage them along the way.

*“When you keep raising the standard and keep helping volunteers reach it, you create synergy that fuels future endeavors”* (Leith Anderson, 142).

*“Spiritual leaders do not use their people to accomplish their goals; their people are the goal”* (Blackaby and Blackaby, 122).

5. Helps for improvement: (what are *your* ideas?)

E. \_\_\_\_\_ : not waiting for someone else to start the action

1. Determine goals and objectives from a) The Word of God, and b) the needs of the people you are leading. In other words, evaluate where the people currently are in light of the standard of God’s Word in that particular area.

*“The greatest obstacle to effective spiritual leadership is people pursuing their own agenda, rather than seeking God’s will”* (Blackaby and Blackaby, 23).

*“Spiritual leaders who develop their own visions, no matter how extensive rather than understanding God’s will, are settling for their best thinking instead of God’s plans”* (Blackaby and Blackaby, 67).

*“The key to spiritual leadership then is for spiritual leaders to understand God’s will for them and for their organizations. Leaders then move people away from their own agendas and on to God’s”* (Blackaby and Blackaby, 23).

2. Make critical decisions. Note: a key reason for failure in leadership is an unwillingness to run the risk of decision making. Some so-called leaders would rather let someone *else* decide. They would rather let someone else initiate while they “play it safe.” This is a reflection of our forefather, Adam, who sinfully abdicated the responsibility to lead his wife, Eve.

*“Decision making is a fundamental responsibility of a leader”* (Blackaby and Blackaby, 178). Making critical decisions requires: a) *conviction* of what God wants, b) *concern* for where “our” people are, and c) *courage* to set a course.

3. Plan necessary steps in accomplishing the goal. As you do your planning keep in mind such questions as *Who? What? When? Where? How?* A good question to ask is, “What has to happen for this to happen?”
4. Set a time table. Schedule the various steps necessary to accomplish the goal.
5. Relay this information carefully to those involved in the process or directly affected by the process. *Make sure you communicate the plans!*
6. Do it! As Vance Havner once said, “*Don’t just stare up the steps. Step up the stairs!*”
7. Evaluate how things went. It is wise to actually schedule an evaluation time as part of the planning process—as part of the time table.
8. Make sure you keep note of whom to thank, whom to encourage, and whom to correct.
9. Helps for improvement:

F. \_\_\_\_\_: the ability to get others to move in the right direction

1. Be a leader with sensitivity to those you are leading.

Be a “shepherd” not a “cowboy.” Cowboys *drive* the cattle. Shepherds *lead* the sheep. Jesus said, “*The Shepherd goes before His sheep*” (John 10:4, NIV).

Ability to motivate others is directly related to sincerity in showing concern for your followers.

Think about it: Do your followers know beyond a doubt that you really *love* them. Are you loyal to those you lead, even when they’ve blown it? Do you sacrifice your own comfort, preferences, and reputation for the sake of those you are leading?

2. Be a leader with faith and hope.

Be sure of God's loving, gracious plan. Be *so* sure that you are *zealous* in your confidence in him. *"The conscience and the will must be confronted with Christ"* (A. T. Robertson, 134).

Sanders asserts, *"Faith begets faith. Pessimism begets unbelief. It is a primary responsibility of the spiritual leader to feed faith to his colleagues"* (155).

*"People want to be part of something significant...people want to be a part of something God is doing"* (Blackaby and Blackaby, 74).

Nehemiah is a good example of a leader who motivated others by communicating faith and hope to his followers. *"And I told them of the hand of my God that had been upon me for good, and also of the words that the king had spoken to me. And they said, 'Let us rise up and build.' So they strengthened their hands for the good work."* (Nehemiah 2:18). He also communicated, *"The God of heaven will make us prosper"* (2:20) and *"Remember the Lord, who is great and awesome"* (4:14). (Also note Nehemiah's communication of his hope in God in 4:20 and 8:10.)

Think about it: Do my words and demeanor en-courage or dis-courage my followers? Is my leadership refreshing or depressing?

3. Be a leader with confidence in the gifts God has given you.

*"Do not neglect the gift you have"* (1 Timothy 4:14).

*"I remind you to fan into flame the gift of God, which is in you through the laying on of my hands"* (2 Timothy 1:6).

*"If a man's gift is...leadership, let him govern diligently"* (Romans 12:8, NIV).

This is no reason for pride. What do you have that you have not received? But neither should the leader exude some sense of "false humility," and thereby let his gifts lie dormant. *"God arranged the members in the body, each one of them, as he chose"* (1 Corinthians 12:18) for the building up of His body, the church. People tend to be hesitant in following a leader who lacks confidence in his own gifts.

4. Be a leader who expresses confidence in God’s work in the lives of the people you are leading.

Notice Paul’s confidence in God’s grace in the life of Philemon: “*Confident of your obedience, I write to you, knowing that you will do even more than I say*” (verse 21). Wouldn’t that be a motivating comment to hear from a leader?

5. Helps for improvement:

Tell stories of God’s work in the lives of His people in the past and in the present.

G. \_\_\_\_\_: getting work done through others

1. Why delegate?

- a. It helps the leader free up time to pray, think, evaluate, and plan. There comes a point in leadership ministry in which the only way you are going to be able to accomplish *more* is if you accomplish it through other people.

Do you remember what Moses’s father-in-law said to him? “*What you are doing is not good. You and the people with you will certainly wear yourselves out, for the thing is too heavy for you. You are not able to do it alone... look for able men from all the people, men who fear God, who are trustworthy and hate a bribe, and place such men over the people as chiefs of thousands, of hundreds, of fifties, and of tens... If you do this, God will direct you, you will be able to endure, and all this people also will go to their place in peace.*” (Exodus 18:17-24).

“*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*” (Sanders, 128).

“*The quantity of work leaders can accomplish is in direct proportion to their ability to delegate work to others*” (Blackaby and Blackaby, 209).

- b. It strengthens and encourages those being trained. Think of Paul’s encouragement to Timothy and Titus in delegating to them the work in Ephesus and Crete, respectively.

“*[The leader who fails to delegate] fails to release the leadership potential of those under him*” (Sanders, 28).

- c. The quality of the work may be improved. Those to whom the work is delegated may have more time, energy or ability than the leader in carrying out the task. Lord willing, those to whom the work is delegated will “own” the task, putting more effort into it.

2. Why not delegate?

Fear? “*What if they don’t do it ‘right’?*” “*What if I lose control?*”

Pride? “*What if they don’t do it as well as I would?*”

“*Leaders who can’t or won’t delegate create a bottleneck to productivity*” (Maxwell, 169).

3. How do you delegate?

- a. Notice tasks that need to be done—keep lists, be organized.
- b. Notice interests people have for certain ministries/tasks
- c. Notice gifts and abilities God has given certain people
- d. Approach these people in an *encouraging* way. Don’t ever communicate “*Oh, please, please do this. You’re our last chance!*” Instead, approach people in a positive fashion. If the person is still untested, start small by giving small tasks and gradually raise the bar of responsibility as the person proves himself.
- e. Give *authority* to go with the *responsibility* (trust people)!
- f. Follow up with those to whom you delegate responsibilities. Ask good evaluative questions: “*What was the most encouraging thing you accomplished?*” “*What would you do differently the next time?*” “*How can I help you grow in this ministry/task?*”

D. L. Moody said, “*I would rather set ten men to work than do the work of ten men.*”

4. Helps for improvement:

“*Leaders need to ask themselves continuously ‘Is this something someone else could do?’*” (Blackaby and Blackaby, 209).

When you see a task to be done, do not ask only the “what” question (that is, “What needs to be done?”) but the “who” question (that is, “Who might be the best person to do this?”).

H. \_\_\_\_\_: reward a job well done

1. Why should the leader show appreciation?

People who are happy about doing the right thing will, as a rule, have the most *effective* and *enduring* performance of their responsibilities.

Hebrews 6:10-11 *“For God is not unjust so as to overlook your work and the love that you have shown for his name in serving the saints, as you still do. And we desire each one of you to show the same earnestness to have the full assurance of hope until the end.”*

2. How does the leader show appreciation?

a. Thank them directly (without flattery). Speak well to them.

*“One of the greatest rewards a leader can give people, even more than remuneration, is recognition”* (Blackaby and Blackaby, 138).

Notice Paul’s example as a leader in Philemon 4-7: *“I thank my God always when I remember you in my prayers, because I hear of your love and of the faith that you have toward the Lord Jesus and for all the saints... I have derived much joy and comfort from your love, my brother, because the hearts of the saints have been refreshed through you.”*

b. Honor them indirectly. Speak well of them to others.

Romans 16:1-2: *“I commend to you our sister Phoebe, a servant of the church at Cenchreae, that you may welcome her in the Lord in a way worthy of the saints, and help her in whatever she may need from you, for she has been a patron of many and of myself as well.”*

3. Helps for improvement:

a. Always be on the lookout for ways to show appreciation.

b. Regularly write notes of thanks and encouragement.

c. Respond immediately to praiseworthy accomplishments. *“Catch people doing something right.”*

d. Your ideas:

I. \_\_\_\_\_: multiplying yourself by developing new servant-leaders. Have a vision that goes beyond your own lifetime! Make this one of your highest priorities! *“Failing to develop leaders in an organization is tantamount to gross failure by the leader, whether by design or by neglect”* (Blackaby and Blackaby, 134).

1. Who should be chosen?

a. Look for conviction—that “*desire*” or “*aspiration*” for a servant leadership ministry

1 Timothy 3:1: *“The saying is trustworthy: If anyone aspires to the office of overseer, he desires a noble task.”*

b. Look for character

Remember the emphasis on *character* in 1 Timothy 3 and Titus 1?

c. Look for competence

2 Timothy 2:2: *“What you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also.”*

Does this person have the ability to pass the baton to the generation of leaders coming after *him*?

2. How do I reproduce new leaders?

a. Step # 1: “*I’ll do it—you watch*”

John Maxwell wrote, *“Leaders must model the leadership they desire. People emulate what they see modeled”* (20).

*“Great leadership always cultivates the next generation of people and ideas, and mentoring is one of the best ways to foster that cultivation process”* (*Life @ Work*, Sept. 98, 19).

Do you remember how Jesus and Paul almost always had future leaders with them, watching, listening, and learning? *Try to have someone with you who is intentionally observing so as to learn.*

b. Step #2: “*You do it—I’ll watch*”

Share your ministry with future leaders. Have them learn under your loving supervision.



*“It’s quicker and easier to do the work yourself—in the short run. The longer, harder road of equipping others pays in the long run” (John Maxwell, 87).*

Give encouraging feedback to your trainee both formatively and correctively. Coach them.

Increase the responsibilities as the future leader proves himself. Don’t be afraid to “stretch” him!

Put the baton in your trainees’ hand and encouragingly shout, “Go!”

c. Step #3: *“You do it—have someone else watch”*

Now the baton has not only passed safely from your hand to your trainee, but you have passed it with the full expectation that he will pass it on to yet another generation of leaders.

Note: *The real test of leadership is what happens when the baton is passed. True success requires successors.*

*“One test of great leaders is how well their organizations do after they leave” (Blackaby and Blackaby, 135).*

CONCLUSION:

A. Commit yourself to be a life-long learner in the realm of servant leadership:

1. Pray, *“God, I don’t want to stagnate as a leader. I want to continue to grow in my understanding of leadership and in using the gifts you have entrusted to me as I continue to serve your people. Lord, please help me to have the humility and the discipline to continue to grow in my leadership skills and ministry. I lean on you, your Word and your Spirit. Thank you!”*

2. Read good books and articles on leadership as a habit of life.

*“Good leaders never stop learning. They seek the company of wise people. They read books and articles that stretch their thinking. They read the biographies of great leaders and thinkers. They don’t simply read the popular, predigested books that flood the market. They find authors who challenge their presuppositions and who bring fresh insight into their field” (Blackaby and Blackaby, 244).*

(See the bibliography at the end of this syllabus).

3. Find a mentor. *“Whoever walks with the wise becomes wise”* Proverbs 13:20).
4. Start being a better leader where you are now in your home, church, work and community.

B. And remember the ultimate goal—*That One! That Day! Those words!*

*“No other reward could possibly equal the joy that comes from knowing almighty God is pleased with you and what you have done with your life”* (Blackaby and Blackaby, 266).

*“The minister will one day meet Christ, who will inspect his work. Praise is sweet, but the praise from Christ will be sweetest of all, if He says: ‘Well done, good and faithful servant; enter thou into the joy of thy Lord’”* (A. T. Robertson, 183).

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## ANSWER KEY

- Page 1:  
The Leader's **Convictions** about Leadership
- Page 2:  
Some have **positions of leadership** with accompanying . . .  
Some (also) have **gifts** for leading
- Page 3:  
I must **die** to **self**
- Page 4:  
I must **enslave** myself to **Christ**
- Page 5:  
I must commit myself to **servicing others**
- Page 6:  
But—be a **servant** leader!
- Page 8:  
A concern for **God's** priorities
- Page 10:  
A concern for **my own soul**  
A **holy** life
- Page 11:  
A **self-disciplined** life
- Page 12:  
A **focused** life  
A **“visionary”/faith-full** life
- Page 14:  
A **courageous** life  
A **persevering** life
- Page 15:  
A life of **love** and **compassion**
- Page 16:  
A life of **tenderness** and **sensitivity**  
A life of **patience** and **gentleness**

Page 17:

A life of material and financial **contentment**  
A **hardworking** life

Page 18:

A **humble** life  
In the **Word of God**

Page 19:

On your **knees**

Page 20:

Character is also developed by being **mentored**  
Character is learned through **difficulties** and **disappointments**

Page 21:

**Imitate** Christ

Page 22:

**Supplicate**: praying for the people you are leading

Page 23:

**Communicate**: transferring the direction and vision to your followers

Page 24:

**Cultivate**: invest in the development of the character, gifts and abilities

Page 25:

**Initiate**: not waiting for someone else to start the action

Page 26:

**Motivate**: the ability to get others to move in the right direction

Page 28:

**Delegate**: getting work done through others

Page 30:

**Appreciate**: reward a job well done

Page 31:

**Replicate**: multiply yourself by developing new servant-leaders

\*Revised 09.2021