

Successful Christian Leadership

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The nature of Christian leadership

Lesson 1

A. Introduction

Read John 10:3-6

1. Jesus is a Shepherd. He leads His sheep, calling them by name. He goes ahead of them, knowing precisely where He is leading them. He sees the destination because He is a man of vision.
2. Everything that we need to know about leadership can be seen in the life and teaching of Jesus. He is the perfect example ... a Visionary, a Goal Setter, Team Builder, etc.
3. Church leaders must be Scriptural and not “absorb” worldly methods or attitudes.
4. We must seek to be complete in our leadership of the Church.

Should the pastor be a “shepherd” or a “leader”?

The wise answer is: BOTH. He should care for the sheep in his care – feed, counsel, pray for, baptise, visit, help them to identify their gifting, etc. – **and** he should lead them. In fact, it is not enough to say he *should*. He *must*.

B. Ten things leadership is not

1. Leadership is not Management.

“Management is essentially the stewardship of resources, and its concern is with making the organisation work effectively and efficiently”.

It involves itself with logistics, information, people and systems. This must be done well ... but that is not leadership!! Management has its eye on the bottom line; leadership has its eye on the horizon. The Church today is being over-managed and under-led.

2. Leadership is not Administration.

Administration (seeing that everything functions as it should) should be conscientiously done ... and the necessary paper work should be adequately done, but that is not leadership.

3. Leadership is not Ministry.

Ministry is the effective exercising of the gifts God has given a person – which may make that person the best preacher or the best Bible teacher or the best counsellor or the best evangelist – but not necessarily the best leader.

Managers manage, administrators administer, ministers’ minister – and leaders lead!

4. Leadership is not position or titles.

Leadership is much more than “an office”, whether appointed or elected. Position may enhance good leadership, but it is not leadership. Titles, a big desk in a big office, do not make a man a leader.

Godly leadership is never domineering or controlling (dictatorship). Man was created with a nature which, if corrupted, seeks domination over everything within reach. Matthew 20:25-28; Matthew 23:5-12; Luke 11:43.

5. Leadership is not degrees.

MA, Ph.D. etc., behind a man’s name only proves that he is well educated. (May we all strive for that.) However, that does not make him a leader. Most of us never had a single lecture on Leadership at College because there were no leaders there to deliver them!!

6. Leadership is not personality.

Too often churches are ruled by “personalities” who are not qualified leaders. They are most often extremely self-centred and soulish; they may fill leadership positions, but their motives and methods are impure. Mark 12:38-39.

7. Leadership is not who you know or what you know.

It is who he is!! “*Asking who should be the leader is like asking who sings the tenor part in a quartet*”, said Henry Ford.

To be a leader does not mean that he is superior or more gifted or more intelligent or more valuable than anyone else. Romans 12:8. Merely that he is differently gifted and that he has a different role.

8. Leadership is not genetic.

Leaders are made – they are not born with the knowledge or skills of leadership. These must be learned – by observation, by hit-and-miss experiences, by systematic training, by cultivating the ability to analyse, to discern and to apply knowledge effectively.

9. Leadership is not doing things TO people or FOR people.

Doing things TO people ... often leads to exploitation. Exodus 18:14.

Doing things FOR people ... usually leads to paternalism (the average pastor).

Leaders get things done THROUGH people. Exodus 18:21-22. Luke 9:1-6 and 10:1-20. The Christian pastor may at times have to do things TO and FOR people, but his main focus will be on getting the job done THROUGH people. He must try to get the right combination.

10. Leadership is not a science, but an art.

Maths, science and engineering are exact sciences. Leadership is an art, and just as each artist expresses himself differently – you won't confuse a Rembrandt with a Constable – so each leader expresses himself in his own unique way.

C. Ten things leadership is

1. Leadership is vision.

- Vision is a picture of the future that produces passion in him.
- A leader “sees” a picture; he “feels” the picture and he “takes responsibility” for pursuing it.
- People want to be led by a person with vision. (Jesus often talked about the Kingdom of God – that was His vision and passion.) The shepherd guides his flock, “seeing” where he must take them. If sheep stay in the same place too long, they soil the ground and develop foot-rot. That soon leads to “mouth-rot”. A group that has no plans to go anywhere does not need a leader – only sentries and undertakers!!

2. Leadership is empowering and releasing people.

- It is mobilising others toward a goal shared by the leader and his followers. It is assisting people to recognise their gifting (Romans 12:6-8) and to operate in that gifting – it is putting square pegs in square holes. Getting people into the right jobs reduces wastage of effort and time.
- Don't be afraid of over-organisation – the opposite is disorganisation.
- People don't only join a church to hear the preaching, but to be given ministry opportunities.
- Bill Hybels of The Willow Creek Community Church says, “The Church is the most leadership-intensive organisation in the world, more demanding than the market place, military or political leadership. The Church is utterly voluntary and altruistic ... and as a result, will never rise above the level, commitment or quality of its leaders”.

3. Leadership is connecting people.

- It facilitates getting people to work together as a team.
- Jesus had a team of 12 disciples. Luke 6:12-16.
- Paul had an apostolic team (Barnabas, Timothy, Titus). Acts 13:1-3.

4. Leadership is motivating and maturing people.

- Skilful leaders get people to buy into their vision. But actually, people buy into the leader before they buy into his vision. They must like him as a person!! Vision keeps followers moving and learning together.
- *Come, follow Me*, said Jesus. Matthew 4:19, 9:9. *Imitate me*, said Paul. 1 Corinthians 4:16.
- Wise leaders motivate by delegating. Much potential remains untapped and much growth is stifled if the church remains a one-man show.
- Wise leaders do not impose their own physical, mental or spiritual limitations onto their followers. (They are not evaluated by what they accomplish, but by what they accomplish through others.)
- Their focus will continually be on maturing the believers in their care ... and this means that they must hear from God for themselves. Jeremiah 31:31-34; Isaiah 54:13. *My sheep know my voice*, John 10:4.

5. Leadership is influence.

A leader's effectiveness only goes as far as his influence.

There are four types of people:

Wanderers: They wander in and they wander out, and when it's all over they wonder what happened;

Followers: They follow a leader. Thank God for faithful followers. We should teach about "followship" as well as "fellowship";

Achievers: They set goals, go for it, and achieve;

Leaders: Like achievers, they set goals, but they are able to persuade others to go with them.

6. Leadership is servanthood.

It does not lord it over the followers, but serves them with sacrificial love, just as "*Christ came to serve and to give His life a ransom for many*". Matthew 20:24-28. Jesus washed feet ... John 13:2-5.

7. Leadership is a learning process.

Only 2% of those in leadership positions are "born leaders", naturally gifted for the job, as indicated in Romans 12:8. The rest have to learn to be leaders the way they have to learn maths or medicine or engineering. But these skills can be learned and leadership attitudes can be acquired. Success depends on their continued growth. Simon the Reed became Peter the Rock.

8. Leadership is decision making.

Leaders must cultivate the skill of combining known facts with the unknown future. Prayer, fasting, listening, expecting, seeking advice ... all are imperative.

9. Leadership is the art of getting things done through people.

- It is an art, requiring imagination and dynamic action.
- It combines ideas (creative thinking), people (our most important resource), things, finances, time and faith (*the substance of things hoped for* – Hebrews 11:1). Getting these elements to mix correctly – and to stay mixed – is the key to success.

10. Leadership is enthusiasm.

- 2 Timothy 1:5-7 ... *fan into flame the gift of God.*
- Enthusiasm comes from two Greek words: en = in and Theos = God.
- To be “in God” is to be enthusiastic.
- There will be no success without it.

Jesus – our supreme example

Lesson 2

In the life and ministry of Jesus we find all the major characteristics of a true leader.

A. Jesus was a Visionary

He always had a clear view of His destination – He began with the end in mind! This enabled Him, in all circumstances, to be proactive rather than reactive.

- He could “see” *the fields ripe for harvest*. John 4:35.
- He could “see” *the Good News of the Kingdom being preached in the whole world as a testimony to all nations*. Matthew 24:14.
- He could “see” an end time when all His followers would be *gathered in, receiving their inheritance prepared for them in the Kingdom*. Matthew 24:34.

In His prayer life He waited on the Father for direction and forward vision. John 8:28.

A visionary deliberately keeps his attention focused on what lies ahead; his inner eye is on the future; he lives with a sense of anticipation in his spirit.

B. Jesus was a Goal Setter

He translated vision into clear-cut, decisive goals. They included:

- Announcing that the Kingdom of God was at hand, and that a new dispensation of grace was about to begin.
- Gathering a group of faithful disciples around Himself, training them and welding them into a Team.
- Winning the world by having the Gospel preached to every nation.

A skilled leader translates his vision into goals (if he doesn't he is not a leader but a dreamer); he constantly clarifies those goals and keeps them ever before him. He strives to have “long range” goals.

“We all need long range goals to keep us from being frustrated by short range failures”, said Charles Allen.

These goals need to be SMART – specific, measurable, attainable, realistic and trackable.

C. Jesus was one who Endured

He endured to the end, till all was accomplished, till He could proclaim, “*It is finished.*” John 19:30.

He was always *about His Father's business*.

He resolutely set out for Jerusalem when the time drew near for Him to die. Luke 9:51.

The heart's desire of any true leader is to pursue his goal and to finish well. 2 Timothy 4:8.

The four steps to accomplishment are:

- a) Plan purposefully
- b) Prepare prayerfully
- c) Proceed positively
- d) Pursue persistently.

(Dogged determination is required – Hebrews 12:1.)

D. Jesus was a Man of Prayer

He persisted in prayer – sometimes throughout the whole night – until real communication was established. Then, decisions were made ... John 8:28.

Leaders need to “pray the price”.

The Scriptures give wonderful advice about prayer which all leaders need to heed:

- Pray according to the will of God. 1 John 5:14-15.
- Pray in the name of Jesus. John 14:13-14.
- Pray conscious of the ministry of the Holy Spirit. Romans 8:26.
- Pray believing. James 1:6-7.
- Pray without being selfish. James 4:3.
- Pray with a forgiving spirit. Mark 11:25.
- Pray asking the Lord to forgive your sins. Psalm 66:18.
- Pray without becoming impatient. Hebrews 11:6.

E. Jesus was Anointed

At the start of His ministry the Holy Spirit came upon Him in the form of a Dove. Thereafter the Gospels constantly talk of Him living an anointed life.

Luke 4:1 ... *Jesus, full of the Holy Spirit, returned from Jordan*

Luke 4:14 ... *Jesus returned to Galilee in the power of the Spirit.*

Luke 4:17 ... He read from Isaiah, *The Spirit of the Lord is upon me ...*

Acts 1:2 ... *Before He was taken up to heaven, Jesus gave instructions by the power of the Holy Spirit.*

Every church leader will want to follow in His footsteps ... Acts 1:4, 8.

F. Jesus exercised Humility and Grace

Matthew 20:20-28 states it perfectly. This is Christian Leadership in correct perspective. Jesus washed feet – and told His disciples to do the same. John 13:1-17.

He lived sacrificially towards His followers – always going the extra mile, praying for them, blessing them, forgiving and nurturing them.

Authority is like soap. The more you use it, the less you have!!

Let us beware of titles, of demanding recognition, of institutionalising the church.

Thoughts that help us keep perspective:

- A boss drives men – a leader inspires them.
- A boss depends on authority – a leader depends on goodwill.
- A boss demands respect – a leader commands respect.
- A boss evokes fear – a leader radiates love.
- A boss shows who is wrong – a leader shows what is wrong.
- A boss says “I” – a leader says “we”.

G. Jesus was a Team Builder

He built a team around Himself which He was able to send *into all the world to preach the good news to all creation*. Mark 16:15. He could tell them: *“As the Father has sent me, I am sending you”*. John 20:21.

We see many valuable keys to Team Building in the way Jesus did it:

- He was a loving leader, an apostolic father, and a friend.
- He served them with a humble heart.
- He taught them to rise above self-interest.
- He was vulnerable and transparent.
- He had no secrets.
- He set definite goals and communicated them clearly.
- He was a self-initiator, and had faith “to dream dreams and see visions”.
- He worked hard, with focused energy and perseverance.
- He acknowledged and confronted conflict openly.

- He recognised and rewarded team efforts.

Every Christian leader will want to follow His example ... and as they do so, they will remember that all those in the Teams they lead ...

- will wish to experience a sense of belonging and acceptance,
- will wish to experience a sense of understanding and being cared for,
- will wish to experience a sense of achievement and responsibility,
- will wish to experience a sense of participation and direction,
- will wish to experience a sense of fulfilment and freedom.

The distinguishing marks of leadership

Lesson 3

A. A Leader has VISION and GOALS

1. He is a person of vision.

He is going somewhere. (Never follow a person who has no clear-cut goals.) Therefore, his interest lies not in what is past, but what is in the future. He always looks for possibilities and opportunities!

The shepherd *goes ahead of his flock and his sheep follow him.* John 10:4.
A leader sets goals for his personal life as well as his public life. 1 Timothy 3:5.

2. He is imaginative about the future.

He is always developing as a creative thinker, leaving old stereotypes and formulae behind, searching for new and better ways. Isaiah 43:18.

3. He is insightful – with an inner eye.

This is the hallmark of all true leadership – like Abraham, Moses, Nehemiah, Paul and Jesus Himself. He is orientated to the future.

4. He has a sense of anticipation, an intuitive awareness.

This opens him to revelation, words of knowledge, prophecy, dreams and visions – a seer.

He perceives things, not only on a factual or sensory level, but also on a spiritual and intuitive level. He has “spiritual hunches”, sensing things at “gut level”, discerning what the future holds. He “just knows”.

5. He is well informed.

He can make an intelligent analysis of the situation in which he finds himself (his church, his country). If he does not learn from the mistakes of history, he is doomed to repeat them.

He collects data. He sees developing patterns. He “chews the cud”.

6. He understands the character of God.

He knows from Scripture and past experiences how God behaves.

7. He hears from God.

His inner ear is always inclined to God. Through much fellowship, he quickly

recognises His voice.

8. He keeps focussed on the future.

He does not allow himself to be side tracked.

This is his inner filter – and therefore he continually asks himself:

- How can I use this in the future?
- What opportunities lie here?
- Is God revealing a plan in this?

9. He trusts God for divine wisdom.

James 1:5 – Ask for it.

This must never replace “rational Christian thinking” or “sanctified common sense” or “data collecting”.

We are supposed to do our homework, and then bring it to God for correction.

10. He proceeds.

When he sees “IT” – he goes for it, he leads.

“IT” may come like a flash of lightning or gradually after much thought, prayer, discussion, tentative decisions, etc. – but when “IT” comes, he sets clear goals and acts.

B. A Leader is a Goal Setter

1. He translates “vision” into goals and objectives.

Some people have “operational talents” – they are “hands-on people” with interpersonal skills, analytical problem solving skills, perseverance, wise judgement and moral integrity – while other leaders have “conceptual skills”, the ability to see the big picture, to get an overview, to determine long range goals, to evaluate and recognise where goals need to be revised or adjusted.

2. He sets right goals for himself.

Not just compelling and exciting goals. He makes sure his ladder is against the correct wall – where he wants to end up!

3. He sets right goals for his people.

Unless these goals strike a chord in the heart of his people, they will not follow him – and a leader without followers ceases to be a leader.

Many a leader has been driven to despair and bitterness because people will not follow; they will not buy into his vision ... wrong goals.

4. He stays in touch.

He doesn't get too far out in front.

He is approachable and he listens. He keeps both formal and informal, two-way communication with his followers. He keeps his ear to the ground! He is genuinely interested in his sheep and what they feel about things ... *he calls them by name*. John 10:3.

In an atmosphere of trust people are free to say honest things to the leader – what they really think – and know that their opinions will be treated with respect, and if they disagree with the leader it will not be held against them.

5. He skilfully shares his vision / goals with his followers.

He must communicate his dreams and hopes – but he mustn't over-communicate.

A premature disclosure may be too scary!!

6. He sets LONG RANGE GOALS – 5 to 10 years.

MEDIUM TERM – 2 to 5 years

SHORT TERM – weekly, monthly, quarterly.

Long range goals must be established first. They give overall direction. They can be open-ended – clear but not closed – added to, developing ...

LONG RANGE GOALS:

Not too high – or they will be considered unrealistic.

Not too low – or they will not arouse sufficient interest.

Not too distant – or there will be no immediate participation.

We all need long range goals to keep us from being frustrated by short range failures.
(Charles Allen)

Remember: goals must always be SMART:

Specific, Measurable, Attainable, Realistic, Trackable.

7. He clarifies his goals.

Goals must not only be “right” – they must also be clear. Unless the leader is crystal clear about his goals, he will never be able to make them clear to his people. If goals are unclear he creates the impression that he is bumbling along.

So, he evaluates continually. (When the whole TEAM is involved in such evaluation the results can be extremely beneficial.)

8. He keeps his goals before him.

In the front of his diary, on his study wall, in picture or diagram form on his desk, etc. He does not lose sight of them.

9. He develops a mission statement.

This expresses the essence of what he hopes to achieve – the long term objective. e.g. YWAM's statement is "To know God and make God known".

10. He motivates his followers.

He works at being "an effective persuader and relationship builder".

He learns the art of how to impart vision.

He gives specific direction with which people can identify. This gives them the confidence that he is not always changing his mind and direction.

He captures people's imagination – and is able to do so because he is himself excited by his vision. He knows that it is his own responsibility to stoke the fire!!

He challenges people to participate; he calls for commitment.

He remains excited and determined about the vision God has given him. He will need determination because envisioning people is an ongoing process – re-iterating the goals, re-enforcing, clarifying and re-defining them.

C. A Leader develops a good Sense of Timing

Not only must a leader "see" the future, and translate his vision into goals, he must know WHEN to implement his plan.

A visionary may only dream about the future but never actualise those dreams. A leader operates on the boundary line between the future and the present – he has to make critical decisions that will draw the future into the present. Correct timing is essential. He must avoid doing the right thing at the wrong time – or the wrong thing at the right time!

How does he know when it is the right time?

- By gathering all the information he can.
- By analysing the data.
- By making forecasts.
- By thinking of alternative scenarios.
- By, of course, soaking it all in prayer – and discussion with his team.
- By responding to the inner, intuitive guidance of the Holy Spirit.

- By, then, reaching sufficient clarity, enabling him to make decisions with a reasonable degree of confidence.

There will always be “risks”. He will often have to “jump the information gap” – obeying his hunches, taking a leap in faith ... sometimes in opposition to:

the financier who says – “too fast”,
or the cautious who says – “too risky”.

Sometimes a leader feels that he is “flying by the seat of his pants” – but he implements right decisions at the right time although he won’t always be able to explain the steps by which he arrived at them. Even when he does this naturally, he rarely becomes good at it until he learns to do it deliberately and seeks to improve his performance every time.

He learns to lead, not by accident, but by purpose. Deliberately!!

Teacher’s Notes

How can you develop yourself as a person of vision?

You may have intuitively or instinctively been doing some or all of the above.

Now develop expertise by:

- Identifying your abilities.
- Analysing whether you are neglecting them, misusing them or making only partial use of them.
- Train yourself to deliberately and intentionally make the most effective use of them.
- Practice them persistently until they become a habit.

This is leading on purpose, not by accident.

Vision and Goals – keys to powerful ministry

Lesson 4

Where there is no vision the people perish Proverbs 29:18.

Does God have a plan for your life?

Is it optional? Ephesians 2:10.

The key to ministry:

- ⇒ true ministry begins now; we *walk in His chosen “right path”*; which is *pleasing to God and more satisfying*.

The key to a successful life:

- ⇒ we focus on the destination of His choice; no more confusion and less tiredness.

The result of perseverance:

- ⇒ it brings us to victory. Think of Joseph. See also Paul in 2 Corinthians 11:24-27.

Once we catch the vision God has for us:

- Our hearts and minds and actions are in alignment ... highly productive; few diversions.
- We have assurance of His concern for us ... He has a special plan for me. Humbling!!
- We get excited about opportunities which open to us ... thrilling.
- We are challenged by the depth of relationship now possible between Master and servant.
- We start thinking strategically about the future ... very directional.

A. The twelve benefits of vision

1. Vision produces spiritual and emotional empowering.
2. Vision results in increased commitment from your congregation.
3. Vision unifies God’s people.
4. It starts us dreaming big.
5. It provides direction and purpose.

6. It stimulates increased interest and commitment.
7. It makes change more easily acceptable.
8. It helps us reject lesser opportunities.
9. It gives us encouragement and confidence.
10. It increases efficiency and productivity.
11. It replaces fear with energy and hope.
12. It helps us overcome **vision killers**.

B. What are vision killers?

Tradition: “We never did it that way before” ... seven deadly words!!

Fear of failure: anxiety about reputation.

Stereotypes: be yourself ... not a copy-cat imitation.

Complacency: too easily satisfied ... “Oh that will do”.

Fatigue: too much time and energy spent on secondary issues.

Short-term thinking: only focusing on the here-and-now.

“To be an effective leader you must be able to grasp God’s vision, communicate it persuasively, and establish it as the heartbeat of your congregation.” (George Barna)

If you can’t do this you’re not a leader but a caretaker! Don’t blur the distinction between leadership and management / administration / ministry.

C. What exactly is “vision”?

Vision is...

- a clear mental image of the future.
- imparted by God to His chosen servants.
- based on an accurate understanding of God, self and circumstances.
- given by God ... as we humble ourselves before Him
when we’re willing to wait
when we have receptive hearts
when we are open to surprises.

- Obedience, humility and leadership capabilities are prerequisites.

How churches respond:

The visionary church	The visionless church
Has a visionary pastor.	Has a visionless pastor.
Is excited by the presence of visionary individuals.	Is threatened by the presence of visionary individuals.
Listens for points of mutual interest.	Demands compliance.
Gives broad permission within the boundaries of the vision.	Enforces restrictive parameters.
Embraces the vision, then seeks the resources.	Identifies the resources, then determines its options.
Encourages people to pursue God's vision for their lives.	Encourages people to focus on God's vision for the church.
Rewards visionaries with more, resources, responsibilities and opportunities.	Seeks to control those who have vision.

(George Barna)

- True leaders grasp the vision ... they get it clear!!
- They make sure it is centred in God ... this is their primary, not secondary, focus.
- They understand that each church is unique ... like a fingerprint, it differs from all others.
- Each church has its own reason for existing. The primary task of the leader is to discover that reason ... and then to communicate it in a clear, precise way that everyone may see it. "Clarity is power".
- This results in much greater productivity. It causes people to focus their energy on what God has called them to do. Their efforts are targeted!!

Balance and Co-operation:

Visionary leadership and efficient management can combine to produce a church full of life, order, creativity, responsible systems and tactics. The two need each other. Leaders provide ideas; managers design structures to implement those ideas. Leadership without capable management results in theoretical, idea-heavy, pastor-driven churches.

Management without visionary leadership makes the church predictable, passionless and mechanical.

D. Vision is not ...

- **the church looking at itself** – what it has done in the past, is doing now, or plans to

continue doing in the future.

- **survivalist in nature** – it does not focus on maintenance.
- **repetitive in behaviour** – it is not committed to maintaining the status quo. That's a job for undertakers. We are pioneers, not settlers.
- **settling for the common denominator of people's opinion.** The church is not a democracy. The pastor may often be tempted to take this easy way out of conflict, but later there will be even greater difficulties.

Vision is given to the leader, not to a committee. "A camel is a horse put together by a committee".

God always singles out the leader ... Moses (not Aaron), David (not Jonathan), Paul (not Barnabas).

The leader should make the final decision. There should be no voting. The leader is not there to please the majority, but to obey God ... he does not seek consent, but consensus. He asks people for their perspective, not their permission!

Vision = Direction, fulfilment, achievement. This is a spiritual law.

No vision = A different set of spiritual laws come into operation:

The seven deadly sins of a visionless church.

1. **The law of degeneration.** If you're not going forward, you're going backward. If you spend too much time in the same place ... you languish.
2. **The law of superficiality.** Nobody takes you seriously if you're vague about the future. Before long the trouble-makers outnumber the trouble-solvers.
3. **The law of in-fighting.** Instead of using their energy to fight the enemy, people fight each other.
4. **The law of shallowness.** Those who share no common vision share no covenant relationship. This leads to lack of intimacy and transparency ... and people are unwilling to risk.
5. **The law of control.** If a leader is not providing vision, people become restless and, therefore, need to be controlled.
6. **The law of poor communication.** If a leader is not communicating vision, what is he communicating? In what is he inviting his people to participate?
7. **The law of principles.** Rather than being based on values, the group becomes dominated by principles – relying on structures and programmes. This will inevitably lead to dull repetition.

Characteristics of a spiritual leader

Lesson 5

Leadership is the greatest blessing – and its absence the greatest weakness – in the church today. Strong leaders, fully committed to the Lord and blessed and guided by the Holy Spirit, are urgently needed to implement God’s strategy ... to lead in prayer and fasting, in evangelism and discipling ... to understand the strategies of the evil one and to lead God’s people in warfare.

Spiritual renewal has come a long way but, in practice, leadership still has a long way to go. It can either keep the church in Egypt or take it to the Promised Land!

Ezekiel 22:30 ... Who will stand in the gap?

Leadership produces maturity. Maturity produces effectiveness. Effectiveness produces success.

A. Without leadership ...

1. People don’t know what to do.

Judges 2:6-11. Moses trained Joshua, but Joshua, although he had 70 elders, didn’t select anyone to train. Soon chaos resulted ... and they turned to worship Baal.

Throughout the book of Judges we read that every time God raised up a leader, the pendulum swung back and revival broke out. Example: Judges 3:5 - 5:5.

2. Satan has easy access into the church, the family, the country.

Good leadership stands in the gap.

The best way to stop Satanism is to raise up leaders who can move in God’s power.

3. The enemy’s “raiders” have easy access into our lives and we cannot adequately protect ourselves.

Judges 2:13-14.

4. Another generation with no proper discipling.

B. Motivation

- All leadership must be motivated by VISION AND NOT AMBITION.

Vision is from God. Co-workers will augment the vision when it comes from God and will not be threatened by it.

Vision enables them to see the real need – and not all the problems – and to respond. Ambition is from self; it is egotistical, and causes competitiveness with associates.

- A leader must have a burden for God’s work and God’s will. He doesn’t want the

RECOGNITION or the HONOUR, but truly carries a prayer burden.

- He is motivated by COMMITMENT and is ready to meet the need – not just identify it but meet it.

C. Characteristics

1. A willingness to flow in the gifts of God.

- There is a big difference between GIFTS and TALENTS. Talents reveal who the man is; gifts reveal who God is. Talents can be developed, but gifts are gifts.
- They must, of course, offer all that they are to Him – talents, abilities, strengths – for His service and glory.
- What they are is His gift to them. What they make of themselves is their gift to Him.
- A teachable spirit is far more important than talents.

2. A willingness to proclaim victory.

- Joshua 3:9-10 ... Joshua, a preacher of victory!
- Choose “positive” co-workers. Negative leaders hold the church in bondage. Saul thought Goliath was too big to kill, but David thought he was too big to miss!!
- Avoid negative people – they easily become discouraged or collapse.
- They must, of course, care for negative-minded people – God loves them too; but don’t choose to work with them!
- Luke 9:62. Persist till victory comes. Go for it! Be positive about the sovereignty of God.

3. A willingness to stick to the task.

- God does not hire by the hour, but contracts for life.
- James 5:11. Endure. Stability is more important than ability.
- James 1:2-5. Have a positive attitude towards trials – there will be plenty of them in the ministry!!

Shepherdology

“It is by no means easy for a young man to become a shepherd, and he ought not to be discouraged if he cannot become one in a day or a year. An orator he can become without difficulty. A reformer he can become at once. In criticism of politics and society he can do a flourishing business the first Sunday. But a shepherd he can become only slowly, and by patiently travelling the way of the cross”. [Charles Jeffersen]

4. A willingness to be teachable.

- Joshua was taught by Moses, Elisha by Elijah, etc.
- Peter had a teachable spirit – that is why Jesus chose him.
- Philippians 4:9; 2 Timothy 2:2. Learn and implement.

5. A willingness to be a servant.

- Mark 10:43-45 ... like the Master.
- John 13:14 ... washing feet.
- Philippians 2:6-7 ... taking the nature of a servant.

It's a choice!

6. A willingness to submit to the vision of the leader.

- Vision unites or divides.
- Leaders must develop, not dampen, the vision of their assistants – they must encourage and accommodate many sub-visions. Never tell people to “die to their own vision”, but develop, link in, build on. Vision must be organised and planned.
- There is a big difference between PURPOSE and GOALS. Purposes have no time frame. Goals are always measurable.
- But all co-workers must accept and submit to the leader's vision. More than one vision leads to division.

7. A willingness to deal with sin.

- Extinguish it, never excuse it. Numbers 25:6-13.
- Leadership must act with the grace of God but must deal firmly with sin.

8. A willingness to build character.

- He must be willing to be corrected, advised, disciplined, fathered.
- Philippians 4:9 – willing to be taught.
- Philippians 4:11 – willing to make adjustments.
- Mark 9:28 – willing to acknowledge failings.
- Psalm 109:26 – willing to call for help.
- Psalm 31:4 – willing to be guided.
- Mark 9:19 – willing to be disciplined.

- Psalm 54:6 – willing to sacrifice.
- 2 Timothy 2:2 – willing to accept responsibility.
- Matthew 25:14-30 – willing to report back.
- Psalm 62:8 – willing to trust in God and not self.

9. A willingness to reproduce himself.

- A leader must always reproduce. Never be scared of this.
- 1 Chronicles 20:4-8 ... David killed Goliath – then later trained his men to be giant-killers.

10. A willingness to operate in wisdom – not in knowledge.

- Don't appoint people to leadership because of their intellectual powers or financial resources – they will usually end up competing with you.
- Proverbs 2:6-9. Godly wisdom is practised knowledge.
- God teaches you how to pray for the sick when you begin to pray for them.

11. A willingness to move prophetically.

- Jesus prophesied about Peter, the Rock.
- Acts 13:1-3. Prophets in the church at Antioch spoke about Barnabas and Paul.
- The first-ever leaders in the church were appointed as a result of prophecy. (Always look at the way God first instituted something.)
- See Numbers 11:16-30. When the “same spirit” came upon the 70 there were then 71 – Moses and 70 more men to think and behave like Moses. Numbers 11:26 – “they prophesied”.
- All leaders need to be prophetic – “to see” the future and be moved by it. They never say “that’s not how we used to do things”. They are never led by the past experience, but by future goals.
- Amos 3:7 – God first reveals His plans to the prophets.
- Isaiah 42:9.
- Jeremiah 29:11.
- Romans 8:34.
- Hebrews 11.
- God Himself is the great PROPHET. He always says what He will do – then does it.
- Leaders must “hear” from Him first – then do the work ... or they are wasting

their time.

Teacher's Notes

A. The difference between natural and prophetic leadership:

Prophetic leadership	Natural leadership
1. The gifts reveal who God is Gifts = God-made church.	Talents reveal who man is. Talents = man-made church.
2. Moved by voice of God.	Moved by voice of man.
3. Anointed by God.	Appointed by man.
4. Submits to counsel of God.	Often rebels against God and prophets.
5. Guides church into victory.	Keeps church in wilderness.
6. Has a spirit of heavenliness.	Worldly systems – worldliness.
7. Takes people into spiritual conquests, not just spiritual warfare.	Carnal warfare – Numbers 12, Miriam.
8. Victory orientated.	Fault orientated.

B. Vision

1. Hebrews 11:1-2. *To have faith is to be sure of things we hope for, to be certain of the things we cannot see. It was by their faith that people of ancient times won God's approval.* Dreams and visions are the language of the Holy Spirit. Without them it is impossible to please God. Press into God and get His will for your life, and begin to see yourself as He sees you.
2. Genesis 13:14. Abraham, the father of our faith, looked North, South, East, West. This happened before the battle and before the victory.
3. See yourself, first, as a good leader, a good provider, a skilful planner, etc. Speak that over yourself.
4. Genesis 13:17. *Go* – where your vision is. **Walk it, talk it, live it.**
5. Vision will ENROL many; it will INVOLVE many; it creates ENTHUSIASM and generates ABILITY. Nehemiah 4:6.

C. Attitude

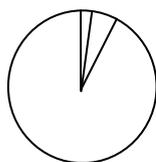
A positive mental attitude is your most valuable asset.

God changed Abraham's attitude – *Don't look at what Lot has taken away, but look at what I am giving you!*

Change your attitude - how you see things, your vision. Be single-minded about it. Matthew 6:22. You can't look at victory and defeat, prosperity and poverty.

If you want to change your faith, you must change your attitude.

Recent research by a group of sociologists showed that there are 3 "ingredients" to how people achieve success and attain their goals



2% knowledge 6% ability 92% attitude!!

Your attitude is fundamental to all that you do:

- ... when in the pulpit
- ... when talking to people
- ... when confronting any situation

How to develop your leadership life skills

Lesson 6

Remember:

- Leadership skills can be learned.
- Leadership attitudes can be acquired.
- Only 2% are “born” leaders – the rest of us have to learn the hard way, like learning carpentry, hang gliding or journalism!

A. Do all you can to develop a positive mental attitude about yourself

1. Stop negative thinking and self-criticism. Be humble, but don't put yourself down.
2. Evaluate yourself in the light of Scripture. Believe the Word.
 - You are the salt of the earth.
 - You are the light of the world,
 - You are a witness, a royal priest, an ambassador, a friend of Jesus.
 - Stop thinking about yourself as “a sinner saved by grace” and start thinking of yourself as “a saint who sometimes sins”.
 - Believe in yourself because of Jesus.
 - Philippians 4:13 is the key!

It's a choice!

B. Seek after the plan that God has for your life – Ephesians 2:10

1. In the Bible ...
 - Ephesians 2:8-9 is the most important statement in the Bible.
 - Ephesians 2:10 is even more important!
 - You are unique – as is your fingerprint, your face, your voice.
 - God also has a unique plan for your life.
2. The poorest man is not the one without a cent, but the one without a dream.
3. Be captured by your dream – and make a plan!! Set goals.

It's a choice!

C. Develop a vital friendship with Jesus

1. First comes obedience and commitment – He is LORD – John 15:10 – then comes FRIENDSHIP (verse 15).
2. He seeks to befriend His followers. John 15:15. Should we not befriend Him?
3. Friends keep no secrets from one another. *Everything I learned from my Father I have made known to you.* What a privilege! What amazing possibilities.
4. Forget religion, with any concentration on rituals, positions, titles, systems or techniques. Go for friendship.

It's a choice!

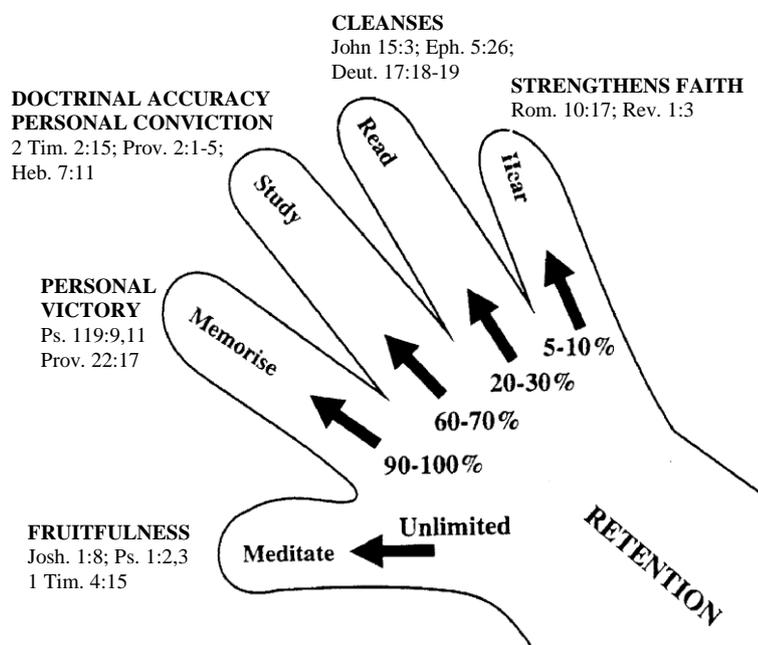
D. Get hold of the Word of God

The heart is profoundly deceitful. Jeremiah 17:9.

It needs reprogramming. The old must be replaced with the new, the world's text book with God's text book.

Hear it ... read it ... study it ... memorise it ... meditate on it.

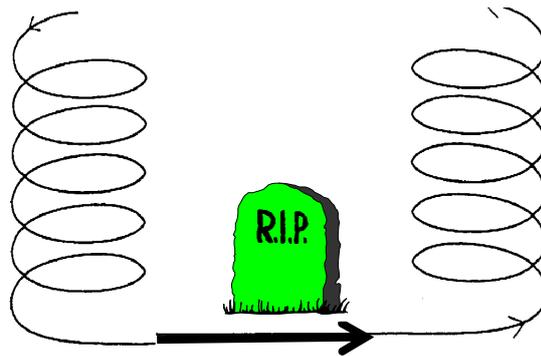
How to get hold of the Word of God:



E. Get rid of grudges

Resentment ... reaps a terrible harvest. Sinful reactions are as much a sin as sinful actions.

Sinful reactions
cause a spiralling
downward of our
spirituality to
spiritual depression
... bondage ... death



but
repentance,
asking for
forgiveness
brings release.

Be free! Forgive ... or we lessen our capacity to lead effectively.

When you say “I can’t forgive” you really mean “I won’t forgive”.

After the matter is forgiven:

... if I raise it again to myself – that’s self pity.

... if I raise it again to God – that’s judging.

... if I raise it again with you – that’s condemning.

... if I raise it again with others – that’s gossiping.

Practise Matthew 5:23.

Take 100% responsibility (not 50/50) for reconciliation.

It’s a choice!

F. Stay free of self-pity

1. “Poor me” ... what a terrible cul-de-sac.

If you allow this self-indulgence you’re out of the race.

2. Control your emotions or they will control you.

3. Troubles and pruning come to all of us. James 1:2-3, Romans 5:3, John 15:2.

4. When asked about happiness, Abe Lincoln responded: “Most people are about as happy as they choose to be”.

5. Choose a rejoicing life-style. 1 Thessalonians 5:16.

It’s a choice!

G. Strive for a submissive spirit

1. Not just with the head (Ephesians 5:21, 22-24, 1 Peter 3:16) – but also with the heart

(Hebrews 13:17).

The longest journey in the church is the 40cms from the head to the heart.

2. What we sow we will reap!! Galatians 6:7.

It's a choice!

H. Develop a meaningful daily routine

Planning is essential. Use your diary like a weapon and a compass.

Set aside time for:

- intimacy with Father.
- intimacy with spouse.
- companionship with child.
- friends.
- exercise and recreation.

If you are a leader you will need to set aside significant periods of time to “get into the future” – to catch and clarify your vision.

Prioritise: Choose!

I. Develop friendships

“Deep dreams are fragile without loving friends”.

Build a TEAM (= Together Everyone Achieves More).

Give it the necessary time.

Honest “feed-back” becomes part of it ... what growth opportunities!

It's a choice!

J. Do something nice for ordinary people

Treat all people respectfully as you use your God-given talents in your ministry.

Remember the little people. Interact lovingly and joyfully.

Be humble and friendly. Be a father, not a king!

It's a choice!

Understanding the difference between worldly authority and Kingdom authority

Lesson 7

Matthew 20:20-28 – What was it that this mother wanted for her sons?

The disciples recognised that Jesus had authority, but they were not yet able to distinguish between EXTERNAL AUTHORITY – status, recognition and titles – and INTERNAL AUTHORITY – which comes from servanthood and sacrifice.

A. Comparison: External and Internal Authority

1. External Authority – in the world:

- at school, who is the biggest? ... usually a bully;
- at college, who is the prettiest? ... manipulates men;
- in business, who is the cleverest? ... belittles others;
- in an institution, who has senior position? ... controls and dominates;
- in the army, who is top gun? ... emphasises command, not character;
- in church, who is senior pastor or “closest to God”? ... can manipulate the sheep and make them feel guilty; can withhold blessings or opportunities.

2. Internal Authority – in the church:

- at supper, washing feet. John 13:12-17.
- in servanthood. Matthew 20:28, Galatians 5:22.
- in sacrifice. John 15:13; 10:18.
- in kindness. 1 Corinthians 13:4.

Compare Saul and David:

- a) **Saul:** If ever a man should have succeeded, it should have been him.
- he was tall and handsome,
 - he was chosen by God,
 - he was anointed by a prophet whose every prophecy was correct,

- he was blessed in the Holy Spirit ...

But

- he paid more attention to External than to Internal Authority,
- he focussed on reputation rather than on character,
- he insisted on “being in charge”.

b) **David:**

- had inner character ... and was comfortable with his individuality,
- had inner confidence ... and didn’t need flattery,
- had inner conviction ... he heard from God,
- had inner assurance ... and no exaggerated self-importance.

B. How you can increase your internal authority

1. Don’t concentrate on externals.

- Don’t strive after recognition.
- Resist the attempts of those who try to put you on a pedestal.
- Be “under authority”.

2. Know yourself and your place in Christ.

- Galatians 2:20 ... *I have been CRUCIFIED with Christ.*
- Romans 5:1 ... *We have been JUSTIFIED.*
- 1 Corinthians 1:2 ... *SANCTIFIED in Christ Jesus.*
- Romans 8:30 ... *He also GLORIFIED those He justified.*

NB. All of these are in the “past tense”.... it is done!!

- 2 Corinthians 5:17 ... new creatures.

3. Know your calling and believe in the importance of your mission.

Know what you are supposed to **be** and **do**.

John 13:3: *Jesus knew ... He had come from God ... began to wash their feet.*

4. Develop Godly self confidence.

- Never be anxious about your reputation ... surrender it to Jesus.
- Philippians 2:1-11 ... concentrate on character, not reputation.
- Eliminate fear of failure: Good people don't mind if you fail, only if you fail for not trying. "Attempt something so great for God that it's doomed to failure unless God is in it" (John Haggai).
- Learn to accept the things you cannot change.
- Pray for serenity.

5. Strive for integrity.

- do what you say you're going to do ... keep your promises;
- be transparent ... tell about your failures as well as your triumphs;
- defend that which is right, even in the face of opposition. 1 Timothy 1:5;
- use your tongue wisely ... avoid a critical spirit. James 3:3; Ephesians 4:25;
- keep your activities above reproach before God and man. Titus 1:7;
- keep right relationships with others. Matthew 5:23-24;
- be careful about money – avoid greed. Know when enough is enough;
- be genuine in your concern for your sheep, speaking and acting so as not to cause offence. Ephesians 4:29.

6. Do all you can to make others successful.

- Don't promote yourself – let God do that!
- Be glad if others succeed more than you.
- Produce a successor ... for success without a successor is failure.
- In the world, people aspiring to leadership positions often push others down. We must move in the opposite spirit.
- If you serve the needs of the people, they will serve your needs in return. Excellent advice Rehoboam didn't take. 1 Kings 12:6-7.

7. **Focus on being a father, not a king.**

- a) The majority of people can be a **father**. Only one can be the **king**.
- b) A **father's** priorities are for the benefit of his children. A **king's** priorities are for the benefit of himself.
- c) A **father's** tasks will help his son to come to maturity. A **king's** tasks have the purpose of increasing his subject's obedience and furthering his own agenda.
- d) A **father** understands that his strength and authority will dissipate. A **king** remains king as long as he can muster the strength to maintain his authority.
- e) A **father** wants all eyes on God. A **king** wants all eyes on himself.
- f) A **father** wants his sons to exceed him. A **king** wants no one to exceed him.
- g) A **father** gives credit. A **king** takes credit.
- h) A **father** is willing to lay down his life. A **king** wants people to lay down their lives for him.
- i) A **father** gives without expectation. A **king** taxes the people for his own benefit.
- j) A **father** wants his children to make decisions. A **king** wants his subjects to remain slaves.
- k) A **father** teaches his children to give. A **king** expects sacrificial gifts from his children.
- l) A **father** releases power to enlarge his son's sphere of influence. A **king** consolidates power to control his kingdom.
- m) A **father** desires to be outgrown. A **king** is constantly afraid of being outgrown.
- n) A **father** rules to train. A **king** rules to reign.
- o) A **father's** ministry is enlarged and improved when maturity comes to his children. A **king** is threatened by others coming to full stature of maturity.
- p) A **father's** influence does not end, even when his authority does. A **king's** influence ends if the people escape the rule of his authority.
- q) A **father** is thrilled when his children leave. A **king** is threatened if people leave.
- r) A **father's** authority comes from relationships. A **king's** authority comes from position.

- s) A **father** can be fruitful and multiply. A **king** cannot reproduce; he can only be succeeded.
- t) A **father** raises up sons to stand in their own domain and authority. A **king** can only share his dominion.
- u) A **father** wants sons. A **king** wants subjects.
- v) A **father** wants to share the inheritance with all his children. A **king** will not give to anyone except his oldest son.
- w) A **father** chastises. A **king** punishes.
- x) A **father** demonstrates the father-lifestyle to his sons. A **king** cannot demonstrate this example to his subjects.
- y) A **father** shares responsibility because he wants to increase the number of workers and the number of fathers. A spiritual **father** shares responsibility in the ministry because he wants the ministry to increase. A **king** delegates tasks only because he wants to expand his rule and increase the size of his kingdom.
- z) A **father's** authority with his son is designed to decrease. A **king** will never let his decrease.

Ways leaders express themselves

Lesson 8

In lesson 1 we pointed out that **leadership is not a science but an art**.

Maths and Chemistry are exact sciences. $2 + 2$ always = 4. $H_2 + O$ always = water. This never varies. But leadership is an art, and each leader expresses himself in his own unique way, just as each artist – painter, musician, dress designer – does. Think of the difference between Rembrandt and Von Gogh, or Beethoven and Mozart. Each paints or composes in his own unique way – each does a work of exceptional beauty, but quite distinct and individual.

Every leader will express himself differently. There are as many “styles” or “expressions” of leadership as there are leaders.

The way you as a leader exercise your ministry – your style of leadership – will largely be determined by:

- A. **Your motivational gifting** – Romans 12:6-8.
- B. **Your office gifting** – Ephesians 4:11-13.
- C. **Your experience and learning**.

A. Your motivational gifting

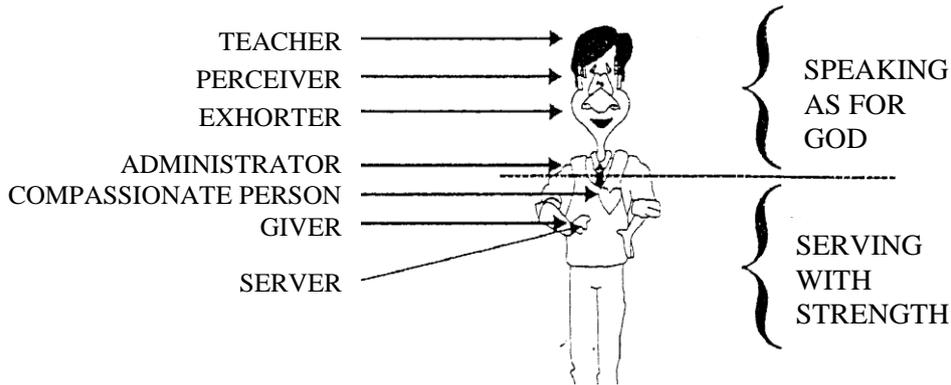
These **motivational gifts** – enablings, determining principles, inward drives – are God’s wonderful blessings bestowed on each of us. They are ours from birth. When brought under the Lordship of Jesus and given to the Holy Spirit for His use, they are huge assets.

What we are is God’s gift to us, what we do with these abilities is our gift to God.

The easiest way to recognise our gifting is simply to look at what we most enjoy doing in the Lord’s service, and the ways in which you respond to life-situations.

GIFT	DEFINITION	NEEDS MET	WHAT IT DOES
PROPHET	Declares the will of God	Spiritual	Keeps us centred on spiritual principles
SERVER	Renders practical service	Practical	Keeps the work of ministry moving
TEACHER	Researches and teaches the Bible	Mental	Keeps us studying and learning
EXHORTER	Encourages personal progress	Psychological	Keeps us applying spiritual truths
GIVER	Shares material assistance	Material	Keeps specific needs provided for
LEADER	Provides vision and gives direction	Functional	Keeps us organised and increases our vision
COMPASSIONATE PERSON	Provides personal & emotional support	Emotional	Keeps us in right attitudes & relationships

PERSPECTIVE



Rate yourself from “0” to “100” on this Gift Profile:

MOTIVATIONAL GIFT PROFILE											
GIFT	0	10	20	30	40	50	60	70	80	90	100
Prophet											
Server											
Teacher											
Exhorter											
Giver											
Leader											
Compassionate Person											

What are your gifts?

1 Gift:

2 Gift:

3 Gift:

B. Your office gifting

Your **Office Gifting** – apostle, prophet, evangelist, pastor or teacher – will greatly determine your leadership style.

- An apostle’s main drive is to be “a father”, to give birth to new churches, to “oversee” the work of God, coordinating ministries and activities.

- A prophet (the perceiver) sees the future and points the way.
- An evangelist cares deeply for the lost, and calls them to repentance.
- A pastor looks after the sheep, feeds, nurtures and develops them.
- A teacher loves to teach the Word, to indoctrinate, educate and edify.

C. Your experience and learning

Your **experience and learning** will also have a huge influence on the way you exercise your leadership responsibility.

What you have seen working well in the past, the insights the Lord has given you, the way you perceive yourself and your calling, what you have learned from your own mistakes or from constructive feedback – will create your own “style”.

D. With that background let us now look at ten different leadership styles

1. The visionary leader.

- He is futuristically orientated.
- He has definite ideas of a preferred destination, and a strong desire to communicate that vision.
- He causes a breakthrough, gets the church out of a rut and stirs people to action.
- Vision is the life breath of any organization. It causes people to want to be involved, to give, to sacrifice, to make continued effort.
- The great value of a visionary leader is that he is proactive, not merely reactive.
- In history: David Livingstone, Mother Teresa, William Wilberforce, Adolph Hitler, Karl Marx.

2. The directional leader.

- He has an uncanny sense of what to do at the crossroads!
- He is a clear thinker, an insightful planner ... and can be a most valuable support to the visionary leader.
- He is a secret genius.
- In history: Winston Churchill, Nelson Mandela, Gerald Coates.

3. **The strategic leader.**

- He knows how people and things function.
- He has an excellent sense of timing, of direction, of planning.
- He doesn't cling to the past ... but plans for the future.

4. **The managerial leader.**

- The visionary leader does right things; the managerial leader does things right.
- He charts progress in an orderly fashion, sets up workable systems, evaluates performance, oversees direction, makes wise use of resources, manpower and finances.
- He can be “the hands and feet” of the visionary leader, e.g. Joseph, who managed the affairs of Egypt.

5. **The motivational leader.**

- He knows how to read people and to inspire them and lift morale.
- He is skilful at discerning people's needs and expectations ... and encouraging them to bigger challenges.
- He causes people to work hard and truly enjoy it.
- Jesus was amazing in this area: Matthew 19:29, “*Inherit a hundred times as much*”; John 1:42, “*You will be called Peter the Rock*”.

6. **The shepherding leader.**

- The visionary leader captures the minds and imagination of people for a great cause. The shepherding leader captures their hearts – by nurturing and loving them.
- He is pastoral.
- He may often appear to be running on “low octane”, but he can develop a loving fellowship and can achieve great success.

7. **The team building leader.**

- He knows he will need the right people around him doing the right jobs in order to get the right results.
- He is skilled at putting the pieces of the puzzle together.

- He shares responsibility.
- He gathers around himself people with similar hopes and dreams.
- He builds high trust levels – a great motivating influence.

8. The entrepreneurial leader.

- Like Paul, he is a great church planter.
- He gives birth to new ventures and launches new ideas.
- He is a good “starter”, but not necessarily a good continuer or a successful finisher.
- He must resist the temptation to start too many new ventures.
- Once he starts and establishes a work he should hand it over to a managerial or a shepherding leader.

9. The re-engineering leader.

- He loves to take an organizational mess and orchestrate a turn-around.
- He helps ministries that have lost their way and gives them meaningful new directions.
- He unsnarls difficult organizational problems.

10. The bridge building leader.

- He builds trust among workers and gets them working “in synch”.
- He is an excellent co-ordinator.
- “What’s your dream? How can we work this together?” he asks.

IDENTIFY YOUR PERSONAL STYLE:

It is important that you discern your personal leadership style.

- How does your style manifest itself?
- What is your gift-mix?
- You may be one or three or seven or all of the above.
- In what aspects are you strong? In what aspects are you weak?

- Each leader expresses himself differently so must understand and accept himself – and grow. You may be different, but you are not second or third rate. Be yourself.
- What style of leadership do you need to add to your team to complement you and to create a healthy leadership-mix?

Be who God made you to be, and lead the way God made you to lead.

Recognize your own style, hone it and develop it. There is no need to be a copy-cat! Modelling yourself on someone else's style will only inhibit your growth.

RESULTS:

Leaders who understand their gifting and grasp the vision God is wanting to impart, and who concentrate their energy on that task ...

... have high levels of satisfaction.

... have low levels of stress (they don't get too upset with obstacles; their eye is on the goal).

... wind up leading larger growing churches.

... give their people an exciting sense of direction (this secures deeper commitment).

... attract to themselves a good supportive team of godly, perceptive people.

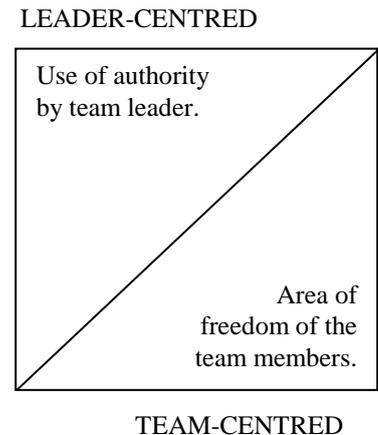
E. Gather a supportive team

- To support – welcome change, never demand status quo.
- To encourage growth – and sharpen focus.
- To embrace vision – and then seek resources. Not vice versa.
- To add whatever they can to the vision.
- To act as a sounding board – asking awkward questions, sooner rather than later.
- To remain focussed – single minded, not deterred by obstacles.
- To give prayer support and encouragement.
- To help seed the vision in the people.
- To rejoice – their visionary attitude makes them kindred spirits in ministry.
- To be progressive – they don't want things to be predictive, but productive.

F. Leader-centred or Team-centred?

Decide whether your style will be leader-centred or team-centred.

1. Leader decides and announces decision.
2. Leader “sells” decision to group.
3. Leader announces decision and permits questions.
4. Leader presents tentative decision, consults group and then decides.
5. Leader presents problem, asks for ideas and then decides.
6. Leader gives group as much freedom as he has to define problem and decide.



The features of the leader-centred style are:

- a) Almost all thinking and decision making is with the leader.
- b) Unrealistic demands are often made on the team members.
- c) Excessive disapproval is given to those who fall short of the leader’s expectations.
- d) Team members are not free to question the leader.
- e) The leader will frequently criticize opinions and decisions that differ from his.
- f) The leader often uses people to get the job done and forgets about their personal needs.
- g) The leader is feared and isolated from his team.

The features of the team-centred style are:

- a) Members of the team feel equal with the leader in terms of input and ideas.
- b) Ideas from team members are frequently accepted, even when they differ from those of the leader.
- c) The leader’s interest is in stimulating creativity and innovation within the team.
- d) There is frequent praise and recognition of the contributions of team members.
- e) The leader often appears indecisive and is not really trusted.
- f) The team is not overly concerned about getting the job done.
- g) The team will often adopt its own leader in certain situations.

Balanced leadership:

Somewhere between these two extremes lies a range of leadership styles in which a balance is maintained. The style is not fixed but responds to the needs of the leader, the team and the task. The features of such a balanced leadership style are:

- a) Full discussion of problems and involvement of the team.
- b) There is a high level of commitment to decisions because everybody has been involved in reaching decisions.
- c) The creative atmosphere encourages everybody to think, be creative, participate and innovate.
- d) People feel wanted and have a strong sense of belonging.
- e) Team satisfaction is high.
- f) Work gets done well and effectively.

***God has given each of us the ability to do certain things well.
So if God has given you leadership ability
and put you in charge of the work of others,
take the responsibility seriously.
Romans 12:6-8 (Living Bible)***

***Show me your ways, O Lord,
teach me your paths:
guide me in your truth
and teach me,
for you are God my Saviour,
and my hope is in you
all day long.
Psalm 25:4-5***