

# Jesus On Leadership

## Becoming A Servant Leader

*Whoever wants to become great among you **must be your servant**, and whoever wants to be first must be **slave of all**. For even the Son of Man did not come to be served, **but to serve**. Mark 10:43-45 (NIV)*

### Christ-Like Leadership

Leadership in the **Kingdom of God** is different from leadership in the **world**:

- Life under the lordship of Jesus Christ has different values than life under the lordship of the world or self or Satan
- Kingdom leaders are people who lead like Jesus
- Service, not power is the goal of a leader who has Christ as his master.
- True servant leadership begins by submitting to Jesus as master, and then following His teachings and lifestyle.
- People prefer to follow those who guide and love them, not those who order them.

⇒ *When a church chooses to follow a **biblical model of servant leadership** for all its leaders, God will work in **amazing ways** through those leaders. G. Gene Wilkes*

⇒ *True greatness, **true leadership**, is achieved not by reducing men to one's service, but in **giving oneself in selfless service** to them. J. Oswald Sanders*

## Jesus' Teachings On Leadership

### Down From the Head Table (Luke 14:1,7-11, NKJ)

*Now it happened, as He went into the house of one of the rulers of the Pharisees to eat bread on the Sabbath, that they watched Him closely.....*

*So He told a parable to those who were invited, when He noted how they chose the best places, saying to them: "When you are invited by anyone to a wedding feast, **do not sit down in the best place**, lest one more honorable than you be invited by him; and he who invited you and him come and say to you, 'Give place to this man,' and then you begin with shame to take the lowest place.*

*But when you are invited, **go and sit down in the lowest place**, so that when he who invited you comes he may say to you, 'Friend, go up higher.' Then you will have glory in the presence of those who sit at the table with you. For whoever exalts himself will be humbled, **and he who humbles himself will be exalted.**"*

- The true place of Christ-like leadership is out in the world, not at the church
- In too many churches today, the head table has replaced the basin and the towel as the symbols of leadership.

## Principles of Servant Leadership

1. Servant leaders humble themselves and wait for God to exalt them.

⇒ *Humility comes before honor.* Proverbs 15:33 (NIV)

⇒ *All of you be **submissive** to one another, and be clothed with humility, for "God **resists the proud**, But gives **grace to the humble.**"* 1Peter 5:5 (NKJ)

## **An Attitude Like Jesus**

*Your attitude should be the same as that of Christ Jesus:*

*Who, being in very nature God,  
did not consider equality with God  
something to be grasped,  
**but made Himself nothing,**  
**taking the very nature of a servant,**  
being made in human likeness.*

*And being found in appearance as a man,  
**He humbled himself and became obedient to death --**  
even death on a cross!*

*Therefore, **God exalted Him** to the highest place  
and gave him the name that is above every name,  
that at the name of Jesus **every knee should bow,**  
in heaven and on earth and under the earth,  
**and every tongue confess that Jesus Christ is Lord,**  
to the glory of God the Father.*

Philippians 2:5-11 (NIV)

- Jesus humbled Himself and served humanity in submission to God.
- We should humble ourselves and serve others in obedience to Jesus

⇒ “**Minister**” is the same word for “**servant**” as used by Jesus in Mark 10:44  
“*Whoever wants to become great among you must be your **servant**.*”

- No one can be a servant without a master
- No one can serve two masters

⇒ *Either he will **hate the one and love the other**, or he will be devoted to the one and despise the other. **You cannot serve both God and money.***  
Matthew 6:24 (NIV)

## Principles of Servant Leadership

2. Servant leaders follow Jesus rather than seek a position of authority

## Attaining Greatness

Read Mark 10:35-45 and then answer the following questions:

1. In your own words, what did James and John ask Jesus? to sit next to Jesus on His throne; to be exalted above the other disciples
2. Why did James and John ask this question? pride; covetousness
3. What was Jesus' reply? Would they also be able to drink the cup (i.e. suffer) as Jesus did?
4. How did James and John respond to Jesus' challenge? They said they were able, but they didn't have a clue what they were talking about
5. What reason did Jesus use to refuse their request? He said that it wasn't up to Him, but that it was already known in Heaven who would sit where
6. Why did the other ten disciples become indignant with James and John? Because they were trying to be more important than the others
7. What does it take to become a great leader? To be a great servant

## Principles of Servant Leadership

3. Servant leaders give up personal rights to find greatness in service to others.

## Suffering For Jesus

- Any follower of Christ who seeks to lead like Jesus must be willing to be treated like Jesus
- Suffering like Jesus comes before reigning with Jesus.

⇒ *All who desire to **live godly** in Christ Jesus will suffer **persecution**.* 2Timothy 3:12 (NKJ)

## The Ministry of The Towel

Read John 13:1-3 and answer the following question:

What three things did Jesus know about Himself that gave Him confidence to wash his disciples' feet?

- a) God had put "all things" under His power
- b) He had come from God
- c) He was returning to God

## Principles of Servant Leadership

4. Servant leaders can risk serving others because they trust that God is in control of their lives.

⇒ *And we know that **all things** work together for **good** to those who love God, to those who are the called according to His purpose.* Romans 8:28 (NKJ)

Read John 13:4-11 and answer the following questions:

1. Why did Peter resist having his feet washed by Jesus? He felt unworthy  
\_\_\_\_\_
2. How did Jesus respond? He told Peter that he would have “no part” in Jesus’ ministry if he didn’t allow Jesus to wash his feet  
\_\_\_\_\_
3. Why did Jesus want to wash his disciples’ feet?
  - a) As an example of servant leadership  
\_\_\_\_\_
  - b) To show that no one is too important to be a servant to all  
\_\_\_\_\_

## **Principles of Servant Leadership**

**5. Servant leaders take up the towel \_\_\_\_\_ of servanthood in order to meet the needs \_\_\_\_\_ of others.**

- Meeting needs does not necessarily mean giving in \_\_\_\_\_ to people’s wishes.
- Leaders must sometimes reveal \_\_\_\_\_ a need before meeting it.
- Your greatest test of servant leadership is to wash the feet of those you know will betray \_\_\_\_\_ you.

Read John 13:12-17 and answer the following questions:

1. After acknowledging Himself as Teacher and Lord, what did Jesus tell the disciples to do? Do as He had done  
\_\_\_\_\_
2. What principle did Jesus state about servant-master relationships? \_\_\_\_\_  
The servant is not greater than the master  
\_\_\_\_\_
3. What promise did Jesus make at the end of His lesson? \_\_\_\_\_  
We will be blessed if we follow His example  
\_\_\_\_\_

## Sharing Responsibility and Authority

After Christ ascended to heaven, He poured out His Spirit on His people at Pentecost. Read Acts 2:42-47 and then answer the following questions:

1. After being baptized by the Holy Spirit, what did the three thousand new believers devote themselves to? The apostles' teaching, fellowship, prayer, praising God, giving to the needy
2. What did the apostles do? Wonders and miraculous signs
3. What kept the new believers together? They were in "one accord" – i.e. they did not allow petty differences to create divisions

As the church grew, its needs grew. People were grumbling, which sometimes means that there is a need to address. Read Acts 6:1-6 to see how the apostles met the need and then answer the following question:

1. What three things did the twelve apostles do to meet the widows' needs?
  - a) Summoned the multitude of disciples
  - b) Sought out 7 men of good repute, full of the Holy Spirit
  - c) Prayed and continued to minister the Word
2. What did the apostles see as their primary role? Preaching & teaching the Word

## Principles of Servant Leadership

6. Servant leaders share their responsibility and authority with others to meet the needs of the flock.

⇒ *Go therefore and **make disciples** of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit. Matthew 28:19*

## The Lesson of Moses

After the Exodus, Moses was responsible for leading the people of Israel to the Promised Land. One of Moses' responsibilities was to make decisions regarding disputes between the people. Since there were millions of people, Moses sat from morning to evening settling arguments.

Read Exodus 18:17-27 to see how Moses' father-in-law Jethro solved this problem and then answer the following questions:

1. What was Jethro's observation about how Moses was leading the people? \_\_\_\_\_  
    He and they were wearing themselves out
  
2. What three suggestions did Jethro make to enable Moses to carry out his responsibility as a leader and meet the people's needs?
  - a) Be the people's representative before God
  - b) Teach them the decrees and the laws
  - c) Select capable men to serve as judges
  
3. What did Jethro say the results of his recommendation would be? \_\_\_\_\_  
    The people would be satisfied quicker and Moses' load would be lighter

## Principles of Servant Leadership

7. Servant leaders multiply the impact of their leadership by empowering others to lead.
  - **Owning responsibility** for a task does not mean that you alone can or should do the job.
    - ⇒ **Jesus multiplied His leadership** by empowering His disciples with the Holy Spirit (Acts 1:8)

## Review:

# Principles of Servant Leadership

1. Servant leaders humble themselves and wait for God to exalt them.
2. Servant leaders follow Jesus rather than seek a position.
3. Servant leaders give up personal rights to find greatness in service to others.
4. Servant leaders can risk serving others because they trust that God is in control of their lives.
5. Servant leaders take up the towel of servanthood in order to meet the needs of others.
6. Servant leaders share their responsibility and authority with others to meet the needs of the flock.
7. Servant leaders multiply the impact of their leadership by empowering others to lead.

## Servant Leaders Are Leaders Who S.E.R.V.E.

### World View of Leadership

1. The world says you should use all that you are for your own gain
2. The world says you should use your skills and gifts to pursue success
3. The world says that success leads to happiness
4. The world says that happiness is the self's highest goal.

### God's View of Leadership

1. God says that He has prepared you for His purposes
2. God says you should use your skills and gifts to serve others
3. God says that serving Him and others leads to peace, love and joy
4. God says that peace, love & joy are the soul's highest goal.

### Prepared for Service

*Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms. 1Peter 4:10 (NIV)*

- As a servant leader, we are steward's of God's grace in this world.

*Surely you have heard about the administration of God's grace that was given to me for you. Ephesians 3:2 (NIV)*

- As a servant leader, the apostle Paul's mission as given by God was to preach the gospel to the Gentiles.

## Paul's Outlook on Leadership

*Whatever was to my profit, I now consider loss for the sake of Christ.*  
Philippians 3:7 (NIV)

### Paul's Resume

Read **Philippians 3:4-6, Acts 22:3 and Galatians 1:13-14:**

In the space below, list Paul's **personal attributes and experiences** prior to his miraculous conversion:

- \_\_\_\_\_ A circumcised Jew, tribe of Benjamin
- \_\_\_\_\_ A "Hebrew of Hebrews" in regards to the law & tradition
- \_\_\_\_\_ A Pharisee, a zealous persecutor of Christians
- \_\_\_\_\_ Thoroughly trained in the law, fanatical zeal

Now read **2Corinthians 11:24-27**

In the space below, list the **ways in which Paul suffered** as a direct result of his obedience to Christ in preaching the gospel to the Gentiles:

- \_\_\_\_\_ In prison frequently; 5 times received 40 stripes (i.e. was whipped, scourged);
- \_\_\_\_\_ 3 times beaten with rods; stoned once; 3 times shipwrecked; spent a night and
- \_\_\_\_\_ a day "in the deep"; weariness, toil, often sleepless, hunger, thirst, cold;
- \_\_\_\_\_ nakedness, etc.

Finally, go back and read **Philippians 3:7-8:**

Despite suffering many hardships, Paul nonetheless considered that:

1. Everything that came by his \_\_\_\_\_ own achievements \_\_\_\_\_ was in the **loss** column.
2. Everything that came from \_\_\_\_\_ knowing Christ \_\_\_\_\_ was in the **profit** column.

## Prepared To S.E.R.V.E.

In the spaces below, write in what you think were Paul's particular gifts, experiences, relational style, vocational skills and what got him enthused:

### **S**piritual Gifts

Prophet

Apostle

Teacher, Preacher (Evangelist)

### **E**xperiences

Jew/Pharisee

Expert in the law

Miraculous conversion

### **R**elational Style

Dominant leader

Encourager

Mentor

### **V**ocational Skills

Tent-maker

Teacher of the law

Evangelist for Christ

### **E**nthusiasm

Devoted to God's law

A passion to preach the gospel

A deep burden to save the Gentiles

# Developing the Leader Within You

## The Key to Success

*Can the blind lead the blind? Will they not both fall into the ditch? Luke 6:39 (NKJ)*

- The key to success in any endeavor is the ability to lead others successfully.
- Everything rises and falls on leadership
- The effectiveness of your work will never rise above your ability to lead
- Your leadership skills determine the level of your success

## Leadership Can Be Taught

- Leadership is **not** an exclusive club for those who were born with it
- The **traits** that are the raw materials of leadership can be acquired
- Leadership is developed, not discovered  
⇒ 10% of leadership skills are gifted, while 90% are developed
- Leadership is learned from a leader; therefore, a model of effective leadership is essential
- A model plus training equals growing leadership

## Leadership versus Management

There is a great deal of **confusion** over the difference between “**leadership**” and “**management**.”

- **Management** is the process of assuring that the objectives of the organization are implemented
- **Leadership** is the process of motivating people to reach higher levels of performance or to turn a new vision into a reality.  
  
⇒ People don't want to be managed, they want to be led  
  
⇒ If you want to manage somebody, manage yourself

## 5 Differences Between Leadership and Management

1. **Leaders** are long-term thinkers;  
**Managers** are day-to-day oriented.
2. **Leaders** are constantly reaching beyond their specific objectives;  
**Managers** focus only on the details of their assigned goals.
3. **Leaders** emphasize vision and values  
**Managers** emphasize efficiency and performance
4. **Leaders** have strong interpersonal skills.  
**Managers** rely on intimidation.
5. **Leaders** don't accept the status quo  
**Managers** don't accept excuses

**Leader:** inspires others to do better work

**Manager:** assures that the work gets done

**Teacher:** shows others how to do the work

**Laborer:** knows how to do the work

## **Definition of Leadership**

There are numerous definitions of leadership -- ask ten different people to define it and you'll get ten different answers. But what it all boils down to is:

**Leadership is** \_\_\_\_\_ **influence** \_\_\_\_\_

- Most people define leadership as the ability to achieve a \_\_\_\_\_ **position** \_\_\_\_\_
  - True leaders know that leadership is the ability to obtain \_\_\_\_\_ **followers** \_\_\_\_\_
- ⇒ Both **Jesus** and **Hitler** were **outstanding leaders** although they employed different \_\_\_\_\_ **techniques** \_\_\_\_\_ based on different \_\_\_\_\_ **values** \_\_\_\_\_

## **Everyone Influences Someone**

- Sociologists estimate that even the most introverted individuals will influence \_\_\_\_\_ **ten thousand** \_\_\_\_\_ people during their lifetimes
- Each one of us is constantly influencing \_\_\_\_\_ **others** \_\_\_\_\_ even as we are being influenced \_\_\_\_\_ **by them** \_\_\_\_\_
- In any given situation within any given group, there is a \_\_\_\_\_ **prominent** \_\_\_\_\_ influencer
- The issue is not whether you influence someone but rather \_\_\_\_\_ **what kind** \_\_\_\_\_ of an influencer will you be?

## Five Levels of Leadership

- 1. Position:** The position itself confers the rights of authority
  - People follow because they have to
  - Eventually leads to high turnover, low morale
- 2. Permission:** Strong relationships build a foundation of trust
  - People follow because they want to
  - People will follow you **beyond** your specified authority level
- 3. Production:** Results build a strong sense of success
  - People follow because of what you've accomplished
  - People like you and value what you're doing
- 4. Personnel Development:** Raises the level of the group by empowering the people in the group
  - People follow because of what you've done for them
  - This level fosters long-term growth
- 5. Personhood:** Tremendous respect yields loyal followers
  - People follow because of who you are and what you represent
  - Few make it to this level -- those that do are "bigger than life"

## Axioms About the 5 Levels of Leadership

- Each level is built upon the previous level.  
⇒ If you skip a level without establishing the previous one, you will eventually tumble back to where you started.
- You never leave the lower levels  
⇒ As foundations, they must be retained and maintained or else they will crumble beneath you.
- The higher you go, the easier it is to lead  
⇒ Each level provides another reason why people will want to follow your lead.
- The higher you go, the higher the level of growth  
⇒ In order to reach the next higher level, greater commitment is required of both you and your followers.
- The higher you go, the greater the growth  
⇒ Effective change becomes easier because people will allow and even assist in making the needed modifications
- You will be on a different level with respect to each follower.  
⇒ Therefore, you will not be able to have each person respond in the same way to your leadership.
- It is essential that you take others within the group of followers with you to higher levels of leadership.  
⇒ Then the collective influence of the entire group will be raised.

## Level 1: Position

### The Door to Leadership

- The position itself confers authority, but real leadership is much more than merely having authority.
- Positional leaders often lead by intimidation and depend upon a rigid pecking order.
- People will **not follow** a positional leader beyond their defined authority level, only doing what they have to.
- The difference between a positional Boss and a true Leader is:

<u>Boss</u>	<u>Leader</u>
Depends on <u>authority</u>	Depends on <u>good will</u>
Inspires <u>fear</u>	Inspires <u>enthusiasm</u>
Says <u>I</u>	Says <u>We</u>
Fixes <u>Blame</u>	Fixes <u>Problems</u>
- Positional authority approaches don't work well with volunteers because they **don't have to** continue working in the group or organization.

#### What to do to be successful at this level:

1. Know your job description thoroughly.
2. Be aware of the history of the organization.
3. Accept responsibility.
4. Do more than expected.
5. Strive for consistency and excellence.
6. Offer creative ideas for improvement.
7. Encourage and help the workers instead of blaming them

## Level 2: Permission

### The Foundation

- This is the most often skipped level.
- True leadership begins with the heart not the head
- People don't care how much you know until they know how much you care
- You can love people without leading them, but you cannot truly lead people without loving them.
- Permissional leadership is getting people to do work for you when they are not obligated to do so.
- The agenda of the Permissional Leader is not the pecking order but people development.
- Leaders who are unable to build solid, lasting relationships soon discover that they are unable to sustain effective leadership
- Relationships are the glue that holds the team together.

#### **What to do to be successful at this level:**

1. Possess and express a genuine love for people.
2. Care for people more than procedures.
3. Help those who work with you to grow and be successful.
4. Try to view things through other people's eyes.
5. Seek God's wisdom & guidance in dealing with difficult people.

## Level 3: Production

### The Growth Stage

- Instead of getting together just to get together, people come together to \_\_\_\_\_ accomplish \_\_\_\_\_ a \_\_\_\_\_ purpose \_\_\_\_\_.
- Everyone on the team is \_\_\_\_\_ result-oriented \_\_\_\_\_.
- Information is freely \_\_\_\_\_ shared \_\_\_\_\_.
- \_\_\_\_\_ Morale \_\_\_\_\_ is high and \_\_\_\_\_ turnover \_\_\_\_\_ is low.
- \_\_\_\_\_ Goals \_\_\_\_\_ are being realized and \_\_\_\_\_ needs \_\_\_\_\_ are being met.
- \_\_\_\_\_ Problems \_\_\_\_\_ are solved with minimum effort.
- Leadership is \_\_\_\_\_ fun! \_\_\_\_\_.

#### **What to do to be successful at this level:**

1. Develop and follow a statement of \_\_\_\_\_ prupose \_\_\_\_\_ and \_\_\_\_\_ vision \_\_\_\_\_
2. \_\_\_\_\_ Communicate \_\_\_\_\_ the purpose and vision of the organization.
3. Establish \_\_\_\_\_ accountability \_\_\_\_\_ for results, beginning with \_\_\_\_\_ yourself \_\_\_\_\_
4. Make the \_\_\_\_\_ difficult \_\_\_\_\_ decisions that will make a \_\_\_\_\_ difference \_\_\_\_\_
5. Become an agent of \_\_\_\_\_ change \_\_\_\_\_.
6. Focus on the \_\_\_\_\_ growth \_\_\_\_\_ of the organization and the \_\_\_\_\_ growth \_\_\_\_\_ of the people.
7. Keep everyone, including the \_\_\_\_\_ Holy Spirit \_\_\_\_\_, involved at all times in all major decisions.

## Level 4: People Development

### Superior Performance

- Leaders can only be judged by the performance of their people.
- Great leaders produce great people who produce great results.
- Leaders are great not because of their power, but because of their ability to motivate and disciple others.
- At this level, the leader's primary responsibility is to develop the abilities of others.
- Loyalty to the leader reaches its highest peak when people have personally grown through the mentorship of the leader.

#### **What to do to be successful at this level:**

1. Realize that people are your most valuable asset.
2. Make your first priority developing others.
3. Be a role-model for others to emulate.
4. Expose key leaders to growth opportunities
5. Attract other winners and producers to help accomplish your long-term vision.

## Level 5: Personhood

### Respect and Adulation

- Only a lifetime of proven leadership enables someone to attain this level.
- The Level 5 leader transcends the organization.
- Followers are not only loyal, they are sacrificial.
- Jesus Christ and the Apostle Paul exhibited these qualities in Biblical times.

⇒ Who do you think has achieved this level in the world today?

e.g. Billy Graham, Mother Theresa

\_\_\_\_\_

\_\_\_\_\_

#### **What to do to be successful at this level:**

1. Spend many years of leadership at Levels 1-4.
2. Follow the seven principles of servant leadership.
3. Mentor and mold others into leaders.
4. Humble yourself and wait for God to exalt you.

# The Foundation for Successful Leadership

You cannot be **truly** successful without:

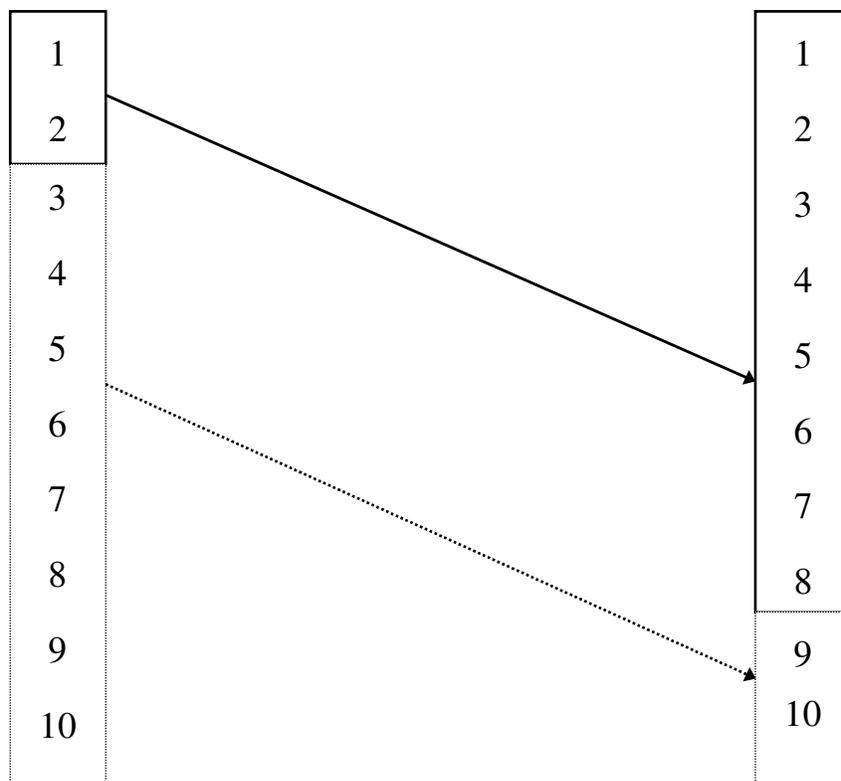
- God' Word as the foundation
  - ⇒ *This **Book of the Law** shall not depart from your mouth, but you shall **meditate on it day and night**, that you may observe **to do** according to all that is written in it. For then you will make your way **prosperous**, and then you will have **good success**.* Joshua 1:8
  
- God as the focus
  - ⇒ *If this **plan** or this **work** is of **men**, it will come to **nothing**; but if it is of **God**, you cannot overthrow it.* Acts 5:38-39 (NKJ)
  - ⇒ *And Moses said, “Why are you **disobeying the Lord’s command**? This will **not succeed!** Do not go up, because the Lord is not with you. You will be **defeated by your enemies**.”* Numbers 14:41-42 (NIV)
  - ⇒ *“**Woe to the rebellious children**,” says the Lord, “Who take counsel but not of Me, and who **devise plans**, but not of My Spirit.”* Isaiah 30:1 (NKJ)
  
- Christ in your heart
  - ⇒ ***Be obedient** in sincerity of **heart**, as to **Christ**; not with eyeservice, as men-pleasers, but as **bondservants of Christ**, doing the **will of God** from the **heart**, with goodwill **doing service, as to the Lord**, and not to men.* Ephesians 6:5-8 (NKJ)
  - ⇒ *Many are the plans in a **man’s heart**, but it is the **Lord’s purpose** that **prevails**.* Proverbs 19:21 (NIV)
  
- The Holy Spirit an integral part of everything you do.
  - ⇒ *Then the churches throughout all Judea, Galilee, and Samaria had **peace** and were **edified**. And walking in the **fear of the Lord** and in the **comfort of the Holy Spirit**, they were **multiplied**.* Acts 9:31

## The Key to Leadership

- The **primary key** to successful leadership is setting priorities
- The **Pareto Principle** tells us that 20% of your priorities will yield 80% of your productivity

### Priorities

### Productivity



- If you spend your time on the top 20% of your priorities you will attain 80% of your productivity --- a 400% return on your time (solid line above).
- If you spend your time on the bottom 80% of your priorities you will attain 20% of your productivity --- only a 25% return on your time (dotted line above).

## Examples of the Pareto Principle

**Time:**        20 % of our time produces 80 % of the results.

**Work:**        20 % of the people do 80 % of the work.

**Managing:**   20 % of the people take up 80 % of your time.

**Leadership:** 20 % of the people will make 80 % of the decisions.

**Success:**     20 % of the people are responsible for 80 % of the success.

## Application of the Pareto Principle

### 1. Determine which 20% of the work will yield 80% of the return.

⇒ Spend 80 % of your time on the 20 % top priorities.

⇒ Assign others to work on the 80 % lowest priorities.

### 2. Determine which 20% of the people will produce 80% of the work.

⇒ Spend 80 % of your management time with the top 20 % producers

⇒ Assign the top workers to do on-the-job training for the other 80 %

## Organize or Agonize

- It's not how hard you work, it's how smart you work
- Every person is either an initiator or a reactor when it comes to **planning**.
- Decide what todo and do it; then decide what not to do and don't do it..
- Priorities never stay put, they continually change and demand re-evaluation

## Setting Priorities

Place each **potential project** in one of the following categories:

High **Importance** High **Urgency**: Tackle these projects **first** and devote the majority of your time to these.

High **Importance** Low **Urgency**: Set feasible **deadlines** for completion and work into your **daily routine**.

Low **Importance** High **Urgency**: Find **quick, efficient ways** to get this work done and **delegate it** to a “can do” assistant.

Low **Importance** Low **Urgency**: This is usually “busy” or repetitive work. Either don’t do it at all or schedule a small amount of time each week to do it; or assign it to someone else.

## Use the Three R’s to Set Priorities

**Evaluation of priorities** is often not black or white, but many **shades of gray**. In order to help you set priorities, consider the following questions:

### 1. Requirements\_\_\_\_\_

- What is required\_\_\_\_\_ of you in your position?
- What needs to be done that only you\_\_\_\_\_ can do?
- What tasks can be delegated\_\_\_\_\_ to others?

**2. Returns**

- Which tasks yield the highest returns?
- Determine whether your people are being misused  
**Abuse:** Too few are doing too much  
**Disuse:** Too many are doing too little  
**Misuse:** Too many are doing the wrong things

**3. Rewards**

- Are you doing what you do best?
- Are you doing what you love to do?
- When you are doing something you love to do and do well, it's not work, it's fun!

### **Priority Principles**

- Too many priorities cause paralysis
- The art of being wise is the art of knowing what to eliminate
- 95% of achievement is knowing what you want.
- When little priorities demand too much of us, big problems arise.
- Efficiency is the foundation for survival.
- Effectiveness is the foundation for success.

## The Most Important Ingredient of Leadership

- Integrity is the most important ingredient of leadership
  - ⇒ ...in all things showing yourself to be a pattern of **good works**; in doctrine showing **integrity**, reverence, incorruptibility. Titus 2:7 (NKJ)
  
- Integrity is defined as “the state of being unified/complete”
  - ⇒ I [Paul] beseech you to **walk worthy of the calling** with which you were called, with all lowliness and gentleness, with longsuffering, bearing with one another in love, **endeavoring to keep the unity of the Spirit** in the bond of peace. Ephesians 4:1-3 (NKJ)
  
- When you have integrity your words and your deeds match up.
  - ⇒ You are who you are no matter where you are, what you are doing, or who you are with.
  
- The lack of integrity leads to a lack of credibility, which further leads to a lack of trust and respect
  - ⇒ “**Integrity is a vanishing commodity today; personal standards are crumbling in a world that has taken to hot pursuit of personal pleasure and shortcuts to success.**” John Maxwell
  
- A person with integrity does **not** have divided loyalties.
  - ⇒ If a kingdom is **divided against itself**, that kingdom **cannot stand**. And if a house is divided against itself, that house cannot stand. Mark 3:24-25 (NKJ)
  - ⇒ **Seek first the kingdom of God and His righteousness**, and all these things shall be added unto you.” Matthew 6:33 (NKJ)

## Who You Are

- **Integrity** is not so much what we do as much as who we are

⇒ It is **who you are** that determines what you do.

- **Image** is what people think we are; **In-**  
**tegrity** is what we really are.

- If what you say and do are the **same**, the results are consistent

⇒ What people hear they understand; **What**  
people see they believe.

**You say:**

“Be on time!”

“Be positive!”

**You do:**

Arrive late  
Arrive on time

Exhibit a negative attitude  
Exhibit a positive attitude

**They will:**

Arrive late  
Arrive on time

Exhibit a negative attitude  
Exhibit a positive attitude

- **Integrity** has high influence value

⇒ The more credible you are, the more confidence people  
will place in you

- Leaders must live by higher standards than followers.

⇒ Too many people are ready to assert the rights of leader-  
ship, but not to assume the responsibilities of leadership.

⇒ In **servant leadership**, rights decrease and responsibilities in-  
crease as you climb the ladder in an organization.

## Integrity versus Image

Use the questions below to determine whether you are an **image-builder** or an **integrity-builder**:

**Consistency:** Are you the same person no matter you who are with? \_\_\_Y \_\_\_N

**Choices:** Do you make decisions that are best for others when another decision would benefit you? \_\_\_Y \_\_\_N

**Credit:** Are you quick to recognize others for their efforts and contributions to your success? \_\_\_Y \_\_\_N

• **Integrity** means living it yourself before leading others.

• A **charismatic** person will draw people to a cause, but only integrity will **keep them**.

⇒ The only way to keep the **goodwill and high esteem** of the people you work with is to deserve it.

• **Leaders** who are sincere don't have to **advertise** the fact.

⇒ It's visible in **everything** they do

• **Integrity** is a product of your value system

⇒ “**Integrity** is the **glue** that holds our way of life together. We must constantly strive to keep our integrity intact.” Rev. Billy Graham

⇒ “When **wealth** is lost, nothing is lost; when **health** is lost, something is lost; when **character** is lost, **all is lost**.” Rev. Billy Graham

## The Indispensable Quality of Leadership

The indispensable quality that all **effective** leaders have is a vision of what must be accomplished.

⇒ *Where there is **no vision**, the people perish.* Proverbs 29:18 (KJV)

- **With vision**, the team is energized and focused invigorated with a contagious excitement.
- **Without vision**, interest fades, production falls, and personal agendas begin to surface.

All **great leaders** possess two **qualities**:

- Then **know** where they are going.
- They are able to persuade others to **follow**.

### Four Vision Levels

1. Drifters never see it.
  2. Followers see it but **never pursue it** on their own.
  3. Achievers see it and **pursue it**.
  4. Leaders see it, **pursue it**, and **impart** it to others.
- People do not follow a vision -- they follow a leader who has a vision and the ability to communicate it effectively.

⇒ *Thanks be to God who always **leads us in triumph in Christ**, and **through us** diffuses the fragrance of His knowledge in every place.* 2Corinthians 2:14 (NKJ)

## What You See Is What You Get

- We see what we are prepared to see, not what is  
⇒ Your perception is the reality
- What you see represents the limits of what you **can be**.

**Successful leaders** see on three levels:

1. **Recognition:** seeing what **is now** through the eyes of reality
2. **Probability:** seeing what **will be** through the eyes of discernment
3. **Possibility:** seeing what **can be** through the eyes of vision
  - A follower lives only on Level 1
  - A forecaster lives only on Level 2
  - A futurist lives only on Level 3⇒ A leader lives on Level 3, leads on Level 2, and listens on Level 1

## Church Leaders Must Also See on a Higher Plane

1. Pray to God for direction and guidance in formulating your vision
2. Look through the eyes of Christ
3. Listen to the Holy Spirit
4. Read God's Word for confirmation

## Hindrances to Vision-Casting

1. Limited leaders -- lack vision and/or the ability pass it on
2. Concrete Thinkers -- ask Why? instead of Why Not?
3. Dogmatic Talkers -- know everything; closed-minded
4. Continual Losers -- are afraid to risk failure
5. Satisfied sitters -- seek to preserve the status quo
6. Tradition lovers -- “that’s the way we always do it here”
7. Census takers -- seek to fade into the crowd
8. Problem perceivers -- see a problem in every solution
9. Self-seekers -- selfishly live only for themselves
10. Failure Forecasters -- sow the seeds of pessimism

## Setting the Proper Environment

1. Let people see your heart before they see your hope
  - Cultivate trust; build strong relationships
2. Paint the picture for them -- don’t leave it to chance
  - A leader’s vision allows people to see the heights of their possibilities
3. Put the things people love into the picture
  - As a church leader, cast every vision around God’s Love and God’s Will

## Where to Look for Vision

### 1. Look \_\_\_\_\_ you -- what do you feel?

- Visions come from an inner \_\_\_\_\_ that must ignite an inner \_\_\_\_\_
- There is a **vast difference** between a leader **with a vision** and **without a vision**:

#### With a vision

\_\_\_\_\_ little, does \_\_\_\_\_  
Strength from inner \_\_\_\_\_  
\_\_\_\_\_ when problems arise

#### Without a vision

\_\_\_\_\_ much, does \_\_\_\_\_  
Strength from outward \_\_\_\_\_  
\_\_\_\_\_ when the road gets difficult

### 2. Look \_\_\_\_\_ you -- what have you learned?

- A person without experience sees a vision \_\_\_\_\_
- The \_\_\_\_\_ of a vision is established by the leader
- The \_\_\_\_\_ of a vision is determine by the time and effectiveness of its communication.
- The \_\_\_\_\_ of a vision is determined by the energy and direction it fosters.

### 3. Look \_\_\_\_\_ you -- what resources are available?

- The experienced leader is always looking to \_\_\_\_\_ others to make the dream come true.
- The experienced leader is always \_\_\_\_\_ the vision, knowing that excitement is contagious
- The experienced leader doesn't hesitate to \_\_\_\_\_ the commitment levels of those around them to know where everyone stands.

**4. Look around you -- what's happening to others?**

- A good idea becomes great idea when people are ready
- The leader who is impatient with people will be ineffective
- If we run too far ahead, we lose our power to influence

**5. Look ahead of you -- what's the big picture?**

- Leaders look beyond the horizon
- Leaders are not preoccupied with the “nuts & bolts”
- Leaders are concerned with the organization's overall purpose (i.e. why it exists and what it should accomplish)

**6. Look above you -- what does God expect of you?**

- God's gift to us is our potential -- our gift to God is what we do with it.
- Great leaders sense a higher calling, one that lifts them above themselves
- Great visions are bigger than the person who dreams them
- Great visions come from:

Knowing God and His Will for you

Following the guidance of the Holy Spirit

Sowing seeds that benefit others

## Relating to Others

There are **four basic relational styles** (see pages 38-42 of 302: Personal Ministry)

<b>Profile</b>	<b>Type 1</b>	<b>Type 2</b>	<b>Type 3</b>	<b>Type 4</b>
<b>Personality Puzzle</b>	<b>Choleric</b>	<b>Sanguine</b>	<b>Melancholy</b>	<b>Phlegmatic</b>
<b>LEAD Inventory</b>	<b>Leader</b>	<b>Expressor</b>	<b>Analyst</b>	<b>Dependable</b>
<b>DISC</b>	<b>Dominant</b>	<b>Influencing</b>	<b>Cautious</b>	<b>Steady</b>

The following sections assume that you have already determined your personality type. If not, use the two-page handout entitled **Relational Survey (DISC)**.

### Relational Styles

- Every person has a   natural   **relational style**..
- Each person has **characteristics of all four relational styles**, but typically just one of them is   dominant  .
- **Each style** has its   strengths   and   weaknesses
- To know your **relational style** is to know how   God   **molded you to serve**.
- **God** can use   any   relational style to serve **His purposes**.
- **Servant leaders** must know how they   relate   to others -- as well as how   others   relate to them.
- Your **natural style** does not   automatically   determine your behavior in every relationship and situation
- Your **natural style** is not an excuse for   sinful   behavior!

## Definition of DISC Styles

**Dominant:** Works toward **achieving goals and results**; the “**boss**”;  
Functions best in an **active, challenging** environment.

**Influencing:** Works toward **relating to people** through verbal **persuasion**;  
Functions best in **friendly, positive** environments.

**Steady:** Works toward **supporting & cooperating** with others;  
Functions best in **supportive, harmonious** environments.

**Conscientious:** Works toward **doing things right**; focuses on **details**;  
Functions best in a **structured, orderly** environment

	<b>Strengths</b>	<b>Weaknesses</b>
<b>Dominant</b>	Direct, active, decisive	Too controlling, hates details and hates routine
<b>Influencing</b>	Gregarious, enthusiastic, extremely flexible	Loses sight of goals, poor follow-through; overlooks details
<b>Steady</b>	Cooperative, deliberate, supportive	Fails to confront, dislikes change, too compromising
<b>Conscientious</b>	Detailed, conscientious, cautious	Inflexible, rigid, indecisive

- **Each strength** out of control becomes a           weakness
- **A weakness** is not an excuse for           failure           -- **instead**, we must learn to           overcome           our weaknesses.
- The **diversity** of relational styles may produce           conflict          , but they provide an important           balance           that enables us to **accomplish what God needs** us to do as a           team          .

## Dominant Choleric Leader

Likes & Dislikes	Interaction
<p><b>Likes:</b> Goals, action, results, being in charge, the Big Picture, work is their entertainment</p> <p><b>Dislikes:</b> Dormancy, laziness, carefree attitudes, lack of effort and lack of progress</p>	<p><b>Dominant Leader:</b> problems if the two leaders are headed in different directions; if not, they validate and support one another; will eventually bump heads and need to know how to work that out.</p> <p><b>Influencing Expressor:</b> likes their enthusiasm, but not their disorganization; leader needs to keep their feet on the floor; leader sees expressor as being too emotional, but can use their optimism and gregariousness to sell ideas and projects; leader must avoid being impatient.</p> <p><b>Steady Dependable:</b> needs the dependable to do the work; lack of decisiveness can be a problem; must sell the dependable on changes in direction, but once sold they become strong supporters; if not, dependables will revert to passiveness and indifference.</p> <p><b>Conscientious Analyst:</b> does the job right, but misses deadlines; helps leaders get organized, but can drive the leader crazy with too many details; leader must move the analysts along but avoid being too critical or they will drive an analyst into a defensive shell.</p>

**Dominant leaders** must, in general:

- Resist the urge to criticize
- Not jump in new directions too quickly too often
- Recognize that there is more to life than work
- Be more patient with their followers

## Influencing Sanguine Expressor

Likes & Dislikes	Interaction
<p><b>Likes:</b> To be inspired and fired up; interacting with others; to entertain and be entertained; group activities</p> <p><b>Dislikes:</b> Rules &amp; regulations; paperwork; criticism; methodical jobs; is never satisfied</p>	<p><b>Dominant Leader:</b> Expressors like to work with people who take charge; they like being the team motivator, but they sometimes see leaders as too pushy; leaders need to give expressors deadlines and check often; expressors need to be more straight-forward with leaders.</p> <p><b>Influencing Expressor:</b> There’s a real camaraderie among expressors; they fire each other up; however, together they can become too loud and overbearing; they seldom, though, form close relationships.</p> <p><b>Steady Dependable:</b> Expressors see dependables as boring; they try to get them fired up and then get annoyed if they won’t cooperate; as a team, the dependable helps the expressor give focused attention to tasks; expressors help dependables make decisions.</p> <p><b>Conscientious Analyst:</b> Analysts help expressors to be more precise; however they constantly question everything the expressor says; the expressor likes to “shoot from the hip” which drives the analyst nuts.</p>

**Influencing expressors** must, in general:

- Know when to talk and when to keep quiet
- Focus more on the details
- Not flit from one topic or one job to another before the first is finished.
- Recognize that they need followers who can do the work

## Steady Phlegmatic Dependables

Likes & Dislikes	Interaction
<p><b>Likes:</b> Acceptance, appreciation, tradition, security, controlled environment, task-oriented.</p> <p><b>Dislikes:</b> Conflict, rapid change, criticism, multiple tasks, risks, making decisions, the spotlight</p>	<p><b>Dominant Leader:</b> Dependables like to follow a dominant leader because they know where they’re going; however, dependables don’t like it when the leader suddenly changes direction; leaders often take advantage of dependables and pile the work on.</p> <p><b>Influencing Expressor:</b> Dependables find expressors to be inspiring; however, they’re cautious about being led astray; they would rather work than talk, even when discussion is necessary; dependables see expressors as superficial; both are “huggers” but expressors are social-oriented, and dependables are people oriented.</p> <p><b>Steady Dependable:</b> Dependables make good work partners, each encouraging the other; as a team, though, neither will take the lead or make decisions until absolutely forced too; they prefer to leave the decision-making to the leader and the selling to the expressor.</p> <p><b>Conscientious Analyst:</b> Dependables see analysts as too closed-minded and detail oriented; dependables focus on getting the job done on time while analysts want to get the job done right regardless of the deadline; analysts, however, provide the dependable with the order and controlled environment they desire.</p>

**Steady dependables** must, in general:

- Be willing to take more risks and make key decisions
- Focus on the big picture instead of the individual tasks
- Communicate more with other team members
- Provide more direction to their followers

## Conscientious Melancholy Analyst

Likes & Dislikes	Interaction
<p><b>Likes:</b> Accuracy, organization, research, detailed plans, high standards, rules, authority</p> <p><b>Dislikes:</b> Confusion, disorder, lack of details, quick decisions, rapid change, risks, foolishness</p>	<p><b>Dominant Leader:</b> Analysts don't like how leaders change direction and bend the rules; analysts will sacrifice deadlines for accuracy which frustrates leaders; however, analysts help leaders get organized and "toe the line" which often keeps them out of "hot water"</p> <p><b>Influencing Expressor:</b> Analysts see expressors as "wishy-washy" and imprecise; expressors, however, help analysts to "loosen up" and have fun; analysts help expressors to focus on the details, while expressors keep analysts motivated when they get down.</p> <p><b>Steady Dependable:</b> Analysts and dependables work well together; the dependable helps the analyst to be more friendly and encouraging; however, the analyst sees the dependable as gullible.</p> <p><b>Conscientious Analyst:</b> Analysts work well together and are very supportive of each other -- as long as they can segment the work into separate components; otherwise, they will each try to rearrange what the other has done.</p>

**Conscientious analysts** must, in general:

- Be more flexible and open-minded
- Recognize the importance of deadlines
- Not lose sight of the forest for the trees
- Be less critical and more encouraging with their followers

# Biblical Models of Leadership Styles

## Dominant Leader Relational Style

### Apostle Paul:

Read Galatians 2:11-21

- Who was Paul addressing in this passage? Peter
- What was the overall tone of his message? stern, forceful, authoritative
- Was there any room for compromise in his comments? Absolutely not

Read Acts 15:36-41

- Who did Barnabas want to take with them on Paul's proposed second missionary journey? John Mark
- Why did Paul refuse to take John Mark with him? John Mark had abandoned them on their first missionary trip
- What did Paul decide to do? Took Silas instead and split up with Barnabas

What **characteristics of a Dominant Leader** did Paul exhibit in these two examples?

### Strengths

Committed, zealous

Determined

Decisive

### Weaknesses

Controlling

Ignored people's feelings

Impatient

## Influencing Expressor Leadership Style

### Barnabas:

Read Acts 4:36-37

- Why was Joseph called Barnabas? He was the “son of encouragement”
- What other characteristic is revealed about Barnabas in this passage? a generous heart

Read Acts 9:26-28

- What did the believers in Jerusalem think of Paul (whom they knew as Saul)? they were afraid of him and didn’t trust him
- What did Barnabas do to influence the believers to accept Paul? he spoke up in favor and support of Paul

Re-read Acts 15:36-41 from Barnabas’ perspective.

- Why did Paul and Barnabas make such a good team? Paul was strong, but no people-oriented; Barnabas was full of good-will
- Why did they break up their ministry team? Probably because Paul left with Silas in a huff of impatience

What **characteristics** of an **Influencing Expressor** did Barnabas exhibit in these three examples?

### Strengths

Enthusiastic, generous

An encourager, healer

Outgoing, a “eople person”

### Weaknesses

Backs down in confrontations

Too eager to please others

Prefers to interact, not act

## Steady Dependable Leadership Style

### Abraham:

Read Genesis 12:10-20

- What did Abraham suggest that Sarah do? Pretend to be his sister to potentially save his life
- What characteristic of Abraham's relational style did this episode reveal? conflict avoidance

Read Genesis 16:1-2

- What was Abraham's response when Sarah suggested he father a child by Hagar, the Egyptian maidservant? went along with it
- What was Abraham's response when Sarah complained about Hagar's attitude? went along with it

Read Genesis 22:1-19

- What was Abraham's response when God told him to sacrifice his son Isaac? went along with it
- What was Abraham's response when God told him **not** to sacrifice Isaac? went along with it

What characteristics of a **Steady Dependable** did Abraham exhibit in these examples?

### Strengths

Obedient

Supportive

Cooperative

### Weaknesses

Avoids conflict

Over-compromising

Too easily swayed

## Conscientious Analyst Leadership Style

### Moses:

Read Exodus 2:11-20

- What characteristic of Moses is revealed by these two separate incidents (killing the Egyptian and rescuing the priest's daughters)? \_\_\_\_\_  
\_\_\_\_\_ strong desire to do what's right \_\_\_\_\_

Read Exodus 32:19-29

- What characteristic of Moses is revealed when he came down off the mountain and saw the people worshipping the golden calf? righteous indignation and zeal  
to uphold God's laws \_\_\_\_\_

Read Exodus 35:1 to Exodus 40:38 and all of Leviticus

- What characteristic of Moses is revealed by the enormous amount of information conveyed to him by God and then conveyed to the people by Moses? \_\_\_\_\_  
detail/information oriented \_\_\_\_\_

What characteristics of a **Conscientious Analyst** did Abraham exhibit in the examples above?

### Strengths

Doing things right \_\_\_\_\_

Detail oriented \_\_\_\_\_

Conscientious \_\_\_\_\_

### Weaknesses

Resistant to change (burning bush) \_\_\_\_\_

Closed-minded \_\_\_\_\_

Rigid, myopic \_\_\_\_\_

⇒ **God chose** each of these four Biblical "heroes" because their **personalities** were \_\_\_\_\_  
appropriate \_\_\_\_\_ to the **job** that God had for them to do.

## Jesus: The Perfect Leader

Which relational style does each of the Scriptural passages below reveal?

### Scriptural Reference

### Relational Style

#### **John 4:6-26**

Steady Dependable witness

- Jesus displayed **sensitivity and persuasiveness** in his conversation with the woman at the well.

#### **Mark 11:15-17**

Dominant Leader

- Jesus **confronted** the religious leaders in the temple when he **forcefully** dealt with the money-changers.

#### **Matthew 22:23-46**

Conscientious Analyst

- In debating with the Pharisees and Sadducees, Jesus **clearly stated** God's intentions through Scriptural references and **strictly adhered** to God's standards of holiness.

#### **John 8:2-12**

Influencing Expressor

- Jesus **defused** the angry mob who wanted to stone the adulteress by **relating** directly to their own imperfections.

⇒ Jesus displayed all the strengths of each relational style with none of the weaknesses

⇒ Jesus never broke God's law as he modeled each of these relational styles.

## Go Thou and Do Likewise

- With Jesus as our **model** and the Holy Spirit as our **helper**, we too can learn to **overcome our weaknesses** and even change our underlying personality.

## How To E.Q.U.I.P. Others

*And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the **equipping of the saints for the work of ministry**, for the edifying of the body of Christ. Ephesians 4:11-12 (NKJ)*

⇒ **Jesus** spent three years \_\_\_\_\_ His disciples for the ministry.

⇒ A primary task for **all church leaders today** is to \_\_\_\_\_ others so that they can continue to carry out the Great Commission.

### Five Steps for Equipping Others for Service

**E**ncourage \_\_\_\_\_ others to serve.

**Q**ualify \_\_\_\_\_ them for service.

**U**nderstand \_\_\_\_\_ their needs.

**I**nstruct \_\_\_\_\_ them to do the work.

**P**ray \_\_\_\_\_ for them.

## Step 1: Encourage Them to Serve

Equipping others for service follows the **sixth principle** of servant leadership:

- Servant leaders share their **responsibility** and **authority** with others to meet a greater need.
  - ⇒ Servant leaders know it is their responsibility to **equip** others for service
  - ⇒ Servant leaders **do not think** that they are the only leaders capable of serving the church.
  - ⇒ Servant leaders know that people who are **not involved in ministry** are missing out on God's plan for their lives.
  - ⇒ Therefore, it is the servant leader's **job** to discover and identify people who are **ready for service**.

The church (or any other organization) functions best when two things occur:

1. Members know how **God** has molded them.
2. Members are equipped for the ministries they have been shaped to perform.

### Jesus Encouraged His Disciples

Read **John 14:1-4**. What did Jesus say to encourage His followers? Trust Him; He is going ahead to prepare a place of them in heaven; He will come back for them

Read **John 14:5-7**. How did Jesus' response to Thomas' question provide encouragement? If we know Jesus, we know God; Jesus is the way

Read **John 14:12-14**. What did Jesus promise His followers? If we have faith, we will do even greater things that Jesus; He will do whatever we ask in His name (i.e. according to His nature and character) so that the Son may bring glory to the Father

## Barnabas - The “Son of Encouragement”

Read Acts 11:19-24:

- What did Barnabas do when he saw the **evidence of the grace of God** upon the church in Antioch? He was glad and encouraged them to remain true to the Lord

Read Acts 11:25-26:

- Why did Barnabas then go to get Paul to come to Antioch? Paul was the leader and teacher, not Barnabas; so they functioned well as a team
- What did Paul and Barnabas do for the next year? Taught great numbers of people and led many to the Lord

## Paul the Encourager

Read 1Thessalonians 4:18 & 5:11:

- What did Paul encourage the Thessalonians to do? To encourage one another, not condemn

## The Holy Spirit - Our Helper and Encourager

To *encourage* literally means to call to one's side, just as Jesus did with His disciples.

Who can church leaders turn to for encouragement?

⇒ *Do not worry about how or what you should answer, or what you should say, for the **Holy Spirit** will teach you in that very hour what you ought to say.* Luke 12:12 (NKJ)

⇒ *But the **Helper, the Holy Spirit**, whom the Father will send in My name, He will teach you all things, and bring to your remembrance all things that I said to you.* John 14:26 (NKJ)

## Step 2: Qualify Them for Service

- Encouragement without training is like enthusiasm without direction
- Servant leaders disciple those they have encouraged to join them in ministry.

*Qualify* has two meanings in this context:

1. The person must meet certain standards related to being a **follower of Christ**.
  - These primarily include the person's spiritual condition and their **willingness** to be a servant to others.
2. The person must possess a certain level of giftedness for the ministry **that you have encouraged them to enter**.
  - This relates directly to the person's **spiritual** SHAPE that is covered in the Personal Ministries course.

**Jesus qualified** His followers by holding up **high standards of discipleship**.

- Read **Luke 14:26-33** -- What was Jesus' primary qualification for being one of His disciples? Willingness to give up their families, jobs and give away everything they owned – i.e. to love Jesus more than anything or anyone in the world
  - ⇒ Jesus risked **losing many followers** by holding up such high standards in order to retain those that He could count on to carry out His mission.
  - ⇒ As a leader who follows Jesus' example, you too should make the standards of service clear to those you **encourage to serve**.

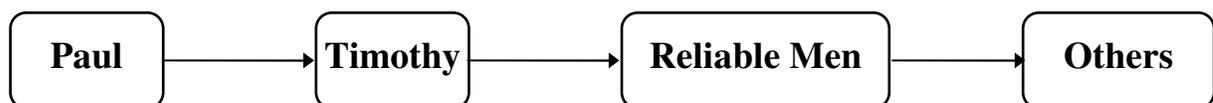
**Important Note:** No one is perfect

- Seek a **loving balance** between high standards and the reality of human imperfection

**Paul mentored** Timothy until he was **qualified** to be a leader **on his own**.

- Read **Acts 16:1-5** -- How did Paul prepare Timothy for service? Paul trained Timothy as they traveled together; he was a role model and mentor to Timothy
- Read **1Timothy 1:3** -- When Timothy was ready, what did Paul encourage Timothy to do? Stay in Ephesus and stop people from following and spreading false doctrine
- Read **2Timothy 2:2** -- After Timothy was more experienced, what did Paul then encourage him to do? To entrust what Timothy had learned to other faithful, qualified people to teach others; i.e. to delegate and multiply

The pattern of sharing the responsibilities of leadership in the above scriptures can be represented as follows:



⇒ A servant leader qualifies others by knowing their skills and experiences related to the ministry they are asked to perform.

⇒ One way to determine a person's qualifications for a particular job is to compare their SHAPE profile with the job description

⇒ Another way is to spend time with them and begin to understand their needs and commitment to serve the Lord.

“Too many churches suffer because those recruited to serve are not **biblically qualified** to serve.” C. Gene Wilkes, *Jesus On Leadership*

## Step 3: Understand Their Needs

⇒ The third step to **E.Q.U.I.P** others is to understand their needs and then respond to them.

Read **Matthew 17:14-21** and **Mark 9:28-29** to see how Jesus equipped His disciples by understanding their needs:

- What two reasons did Jesus give to explain why the disciples were unable to heal the boy? They lacked faith and prayer
- What did Jesus do to respond to the disciples' need? He explained what they had done wrong with constructive criticism

⇒ By observing the fruits of the disciples' ministry, Jesus understood their need for greater faith and prayer.

⇒ One good way to understand the needs of those you equip for service is to observe them in their ministry.

⇒ To equip others means to spend time with them.

Read **Luke 11-1-4** to see a second way in which Jesus understood and responded to His disciples' needs:

- What need did the disciple express? How to pray
- How did Jesus respond to this need? Gave them a model prayer

⇒ Jesus understood His disciples' needs because he listened to them.

⇒ Thus, another good way to understand the needs of those you equip is to spend time with them and listen to what they have to say.

## Step 4: Instruct Them

*I will **instruct** you and **teach** you in the way you should go.* Psalm 32:8

- Leaders often make the mistake of neglecting to instruct those they recruit.
- Problems **always** surface when workers go untrained.
- Training keeps everyone on the same page and track.
- Workers need to know what is expected of them and how to do the tasks assigned to them.

### Jesus' Example:

Jesus constantly taught his disciples:

- Jesus trained them about the nature of the **Kingdom of God** (Matthew 13)
- He explained His **mission** (Mark 10:32-33)
- He performed a **miracle** in order to **teach** a lesson (Mark 4:35-41)

Read **Mark 4:33-34** and fill in the blanks below:

- Jesus spoke to the crowds in parables, but to the disciples He explained everything.

Read **Luke 17:7-10**

- What was this lesson about? To be a disciple of Jesus, you must have the attitude of a servant

Read **Mark 10:42-45**:

- Jesus often made the same point in several different ways, which is an excellent way to reinforce the lesson without resorting to repetition

## **Paul Instructed Timothy**

The apostle Paul always instructed those he recruited to ministry. The clearest example of this is found in his letters to Timothy.

Read **1Timothy 4:11-16** and list Paul's instructions to Timothy below:

- v.11 Teach the things that Paul had taught him
- v.12 Set an example for others to follow
- v.13 Devote himself to public reading of scripture, preaching and teaching
- v.14 Don't neglect his spiritual gifts
- v.15 Be diligent
- v.16 Watch his life and doctrine closely to save others

- Paul equipped Timothy by teaching him how to minister to those in his care.
- Paul's instructions were clear and specific
- Paul's instructions came out of Paul's experience and wisdom

## Step 5: Pray For Them

*Therefore we also **pray always for you** that our God would count you worthy of this calling, and fulfill all the good pleasure of His goodness and **the work of faith with power**, that the name of our Lord Jesus Christ may be glorified in you, and you in Him, according to the grace of our God and the Lord Jesus Christ. 2Thessalonians 1:11-12 (NKJ)*

- Up to this point, each of the **4 Steps** can be done using human means.
- However, one thing would be lacking -- the power of God in their efforts.
- Even Jesus' disciples could not cast out a demon due to a lack of faith and prayer

### Jesus' Example:

In Jesus' final hours with His disciples, He prayed for them. Read **John 17:6-19**:

- **v.6-10**: Jesus summarized his equipping of the Disciples and expressly prayed for them in this prayer, not for the world
- **v. 11-12**: Jesus prayed for his disciples' protection and they would remain one with God.
- **v13**: Jesus prayed that the disciples would have the full measure of His joy
- **v14-16**: Jesus prayed that the disciples not be taken from the world, but rather be protected from the evil one (i.e. Satan)
- **v17-20**: Jesus prayed that the disciples be sanctified by the truth that He brought to them.

## Paul's Example:

Paul also **prayed regularly** for those he set aside for ministry (see **Philippians 1:3-6** and **Ephesians 3:14-19** for examples).

Read **Ephesians 6:18-20**:

- Paul taught that prayer is our most powerful weapon in the ongoing spiritual conflict.
- Who did Paul ask them to pray for? the saints
- Who else did Paul ask them to pray for? himself

## Leadership Prayers

- Servant leaders should never stand to lead until they kneel to pray.
- Servant leaders know that their power comes from God and not from themselves.
- The effectiveness of equipping others is not in technique, but in prayer
- Prayer gives discernment, protection and power to those who lead.
- Prayer is God's answer to our weaknesses
- And always remember that we are most effective when others support us in their prayers

## How to Serve in T.E.A.M. Ministry

*Calling the Twelve to Him, He sent them out two by two and gave them authority over evil spirits. Mark 6:7, NIV*

- Servant leaders team **with others** to serve.
- Servant leaders know that **leadership** is a team sport
- Jesus' earthly ministry revolved around building a team of close followers.

### T.E.A.M. Ministry

**T** ogetherness

**E** mpowerment

**A** ccountability

**M** entoring

- Leaders are not lone rangers, they involve others to reach a shared goal.
- Servant leaders are player coaches.

## Jesus on Team Ministry:

Jesus **modeled** team ministry -- He seldom ministered by Himself.

- Jesus was **Master** and needed no one else, yet no matter what He was doing, He usually had at least three disciples with Him wherever He went.
- Jesus did not need a **ministry team**, but He built one so that ministry would continue when He returned to the Father.
- Jesus also sent **his disciples** out two by two -- i.e. a **team**!

## The Disciples Also Teamed Together

Paul almost always had another team member with him on his missionary journeys.  
Read **Acts 13:1-5**

- After prayer and fasting, who told the Antioch church to send out Paul and Barnabas as a team? the Holy Spirit
- Who also helped them? John Mark

## Togetherhness

- A **team** is a group of people bound **together** by a commitment to reach a shared goal.
- **Team ministry** enables servant leaders to multiply their effectiveness and accomplishments.
- **Team ministry starts** when those on the team sense they are **together** for a reason greater than themselves.
- **Team ministry flourishes** where there is a sense of belonging to the team.

## Unity is the Key to Success

Read **Matthew 12:30**. What were the **two requirements** Jesus specified for being on His team?

1. "With me" (i.e. share His purposes)
2. "Gather with me" (i.e. follow Him)
  - This **sense of unity and purpose** is the glue that holds the team together until it has attained its goal.

Read **Matthew 16:21-23**. Why did Jesus rebuke Peter? for not supporting His purposes and mission

- Division within a team can **destroy** it.

Read Mark 6:7-13:

- **Another sign** of how Jesus fostered **togetherness** is that He shared His authority and responsibility
- Why do you suppose Jesus instructed His disciples to take nothing with them? to instill trust and confidence in Him
- What were the results of the disciples' first missionary journey without Jesus? drove out demons, healed many – very successful

As a servant leader, always remember the words of **Ecclesiastes 4:9-12**:

***Two are better than one, Because they have a good reward for their labor. For if they fall, one will lift up his companion. But woe to him who is alone when he falls, For he has no one to help him up. Again, if two lie down together, they will keep warm; But how can one be warm alone? Though one may be overpowered by another, two can withstand him. And a threefold cord is not quickly broken.***

## Empowerment

- To empower someone means to give others power and authority
  - ⇒ Servant leaders empower members on their team to reach a shared goal.
  - ⇒ If team members are not empowered, the leader does all the work
  - ⇒ Often a church or other organization consists of a few harried leaders and a great many lackadaisical followers.
- It is the leader's responsibility to encourage/delegate and motivate followers to participate.
  - ⇒ The purpose of a team is to make the strengths of each person effective and their weaknesses irrelevant.
  - ⇒ Participation means that every team member is involved and feel that they are contributing to the team's goal.
  - ⇒ It takes time and effort to empower someone

### Read 1Corinthians 12:14-26

- What two **harmful thoughts** can potentially destroy the church?
  1. Team members don't belong and have nothing to contribute
  2. Members feel totally self-sufficient and feel that they don't need anyone else

## Jesus Empowered His Disciples

### Read Matthew 28:18-20

- What two points did Jesus stress to His disciples?
  1. All authority had been given to Jesus
  2. He was going to share that authority with them

### Read Acts 1:8

- What did Jesus say the disciples would receive? Power
- How would they receive it? When the Holy Spirit descended upon them

## Paul Empowered His Team

### Read Acts 18:1-4

- What did Paul do to empower Aquila & Priscilla? He stayed with them and worked with them

### Read Acts 18:18

- Who traveled with Paul on his next mission? Aquilla and Priscilla

### Read Acts 18:19-21

- What did Paul do with Priscilla & Aquila? Left them in Ephesus to help lead the church there

### Read Acts 18:24-26

- How did Priscilla's and Aquila's response to Apollos demonstrate their maturity as servant leaders? They felt empowered and responsible to address this young teacher's ministry (i.e. they didn't feel treated, inadequate or uninvolved)

To follow **Paul's example**, you must:

1. Teach and model the gospel as you work with others.
2. Encourage others to join ministry teams.
3. Empower them to take on servant leadership roles themselves.

## Accountability

- Accountability means that you are held reponsible for your words and deeds.
- Accountability is the glue/bond that keeps team members working together toward the same goal.
- With accountability, team members can count on others to do what they say they will do.
- Jesus taught that everyone must account for their words and deeds to God.  
⇒ *“But I tell you that men will have to **give account** on the day of judgment for every careless word they have spoken.”* Matthew 12:36  
⇒ *“Each of us will give **an account of himself** to God.”* Romans 14:12
- Servant leaders are accountable for their team and their team's goals.

### Read Hebrews 13:17

What two reasons are given for team members to obey their leaders?

1. The leaders are responsible for the team's performance
2. The leader's work will be a joy, which is advantageous for the entire team

**Read Mark 8:31-33**

- Why did Jesus rebuke Peter so harshly? Because Peter offered Jesus the same easy path to victory that Satan offered Him in the wilderness

**Team Accountability**

- The team is accountable to the leader and each other
  - ⇒ Team ministry means making yourself accountable to the other members of the team.
  - ⇒ The Bible says relatively little about leadership and a great deal about ”followership”
  - ⇒ Servant leaders know how to follow
  - ⇒ Servant leader organizations are more fluid than worldly organizations, with leaders becoming followers and followers becoming leaders from time to time depending on their gifts and skills.

## Mentoring

- A mentor is a guide
- Mentors model what they want their followers to do/be.

**Jesus on Mentoring**

- When Jesus called His disciples to follow Him, He meant for them to follow His example as well as literally following Him from place to place

Record below ways in which **Jesus mentored** His disciples:

**Matthew 5:1-2** He taught them

**Mark 6:32-44** He demonstrated God's power

**Luke 6:12** He modeled the prayerful life

**John 13:3-5** He used footwashing to model & demonstrate servanthood

## **Paul on Mentoring**

Paul mentored disciples in every church he started. **Read 1Corinthians 4:17**

- How did Paul describe Timothy? He would remind them (i.e. model) Paul's selfless life in Christ

### **Read 1Timothy 4:12**

- What did Paul tell Timothy to do? Set an example
- Timothy was to model for the church what a life in Christ was like in love, faith, purity and daily life

## **Everyone Needs a Mentor**

We all need:

1. A Paul -- a guide who's been there before
2. A Barnabas -- a partner who encourages you and holds you accountable
3. A Timothy -- a protégé who's growth you are guiding

⇒ Unless there are future leaders, there is no future