

# **Organizational Leadership**

**by**

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# **Organizational Leadership**

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# **Organizational Leadership**

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# I. Personal Preparation for Organization Leadership

## A. Am I growing in spiritual maturity?

### 1. Understanding the spiritual newborn

#### The physical newborn

**Luke 2:12, 16**

And this *shall be* a sign unto you; Ye shall find the babe wrapped in swaddling clothes, lying in a manger... And they came with haste, and found Mary, and Joseph, and the babe lying in a manger.

**Luke 18:15**

And they brought unto him also infants, that he would touch them: but when *his* disciples saw *it*, they rebuked them.

**Acts 7:19**

The same dealt subtilly with our kindred, and evil entreated our fathers, so that they cast out their young children, to the end they might not live.

#### The spiritual newborn

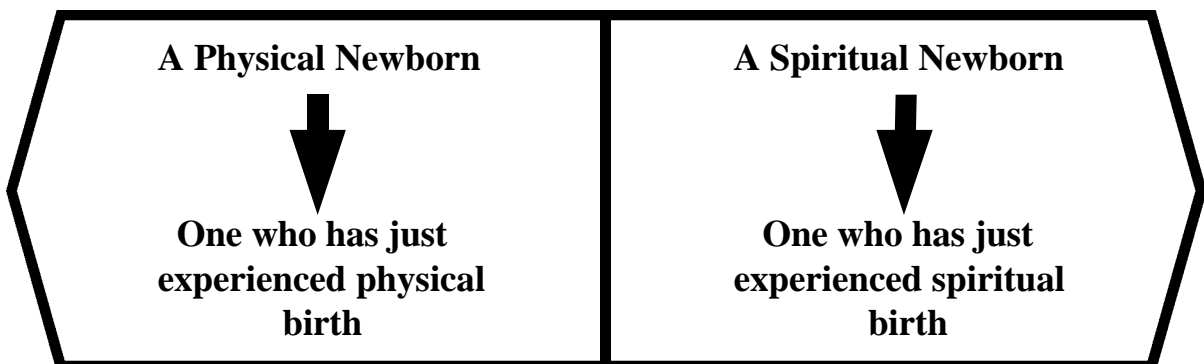
**II Timothy 3:15**

And that from a child thou hast known the holy scriptures, which are able to make thee wise unto salvation through faith which is in Christ Jesus.

**I Peter 2:2**

As newborn babes, desire the sincere milk of the word, that ye may grow thereby:

**John 3:3-7**



**Focus of the spiritual infant:  
FOOD**

## 2. Understanding the spiritual toddler

### The physical toddler

#### Matthew 21:15-16

And when the chief priests and scribes saw the wonderful things that he did, and the children crying in the temple, and saying, Hosanna to the Son of David; they were sore displeased, And said unto him, Hearst thou what these say? And Jesus saith unto them, Yea; have ye never read, Out of the mouth of babes and sucklings thou hast perfected praise?

### The spiritual toddler

#### I Corinthians 3:1-3

And I, brethren, could not speak unto you as unto spiritual, but as unto carnal, *even* as unto babes in Christ. I have fed you with milk, and not with meat: for hitherto ye were not able *to bear it*, neither yet now are ye able. For ye are yet carnal: for whereas *there is* among you envying, and strife, and divisions, are ye not carnal, and walk as men?

#### I Corinthians 13:11

When I was a child, I spake as a child, I understood as a child, I thought as a child: but when I became a man, I put away childish things.

#### Ephesians 4:14

That we *henceforth* be no more children, tossed to and fro, and carried about with every wind of doctrine, by the sleight of men, *and* cunning craftiness, whereby they lie in wait to deceive;

#### Hebrews 5:11-14

Of whom we have many things to say, and hard to be uttered, seeing ye are dull of hearing. For when for the time ye ought to be teachers, ye have need that one teach you again which *be* the first principles of the oracles of God; and are become such as have need of milk, and not of strong meat. For every one that useth milk *is* unskilful in the word of righteousness: for he is a babe. But strong meat belongeth to them that are of full age, *even* those who by reason of use have their senses exercised to discern both good and evil.

### The Greek word “nepios” means:

**A babe or young child (toddler) that cannot yet speak clearly.  
It also refers to one who is childish, untaught or unskilled  
and can refer to one who stopped growing or went backward.**

**Focus of the spiritual toddler:  
MY NEEDS, MY PROBLEMS**

### 3. Understanding the spiritual child

#### The physical child

**Luke 1:80**

And the child grew, and became strong in spirit, and was in the deserts till the day of his shewing unto Israel.

**Luke 2:40**

And the child grew, and became strong in spirit, filled with wisdom: and the grace of God was upon him.

#### The spiritual child

**John 21:5**

Then Jesus saith unto them, Children, have ye any food? They answered him, No.

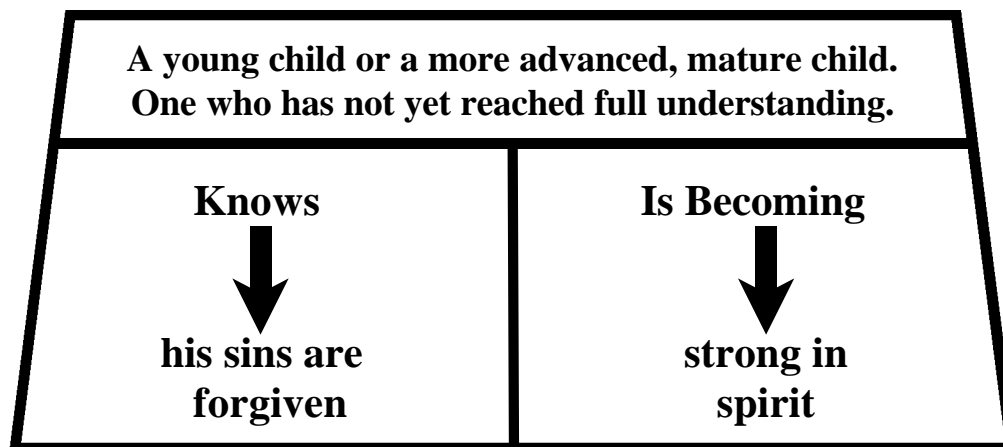
**I John 2:12-14**

I write unto you, little children, because your sins are forgiven you for his name's sake. I write unto you, fathers, because ye have known him *that is* from the beginning. I write unto you, young men, because ye have overcome the wicked one. I write unto you, little children, because ye have known the Father. I have written unto you, fathers, because ye have known him *that is* from the beginning. I have written unto you, young men, because ye are strong, and the word of God abideth in you, and ye have overcome the wicked one.

**I John 2:18**

Little children, it is the last time: and as ye have heard that antichrist shall come, even now are there many antichrists; whereby we know that it is the last time.

The Greek word “paidion” means:



Focus of the spiritual child:  
**GROWTH**

## 4. Understanding the spiritual young man

### The physical young man

#### Matthew 19:20-22

The young man saith unto him, All these things have I kept from my youth up: what lack I yet? Jesus said unto him, If thou wilt be perfect, go *and* sell that thou hast, and give to the poor, and thou shalt have treasure in heaven: and come *and* follow me. But when the young man heard that saying, he went away sorrowful: for he had great possessions.

#### Mark 14:51

And there followed him a certain young man, having a linen cloth cast about *his* naked *body*; and the young men laid hold on him:

#### Acts 5:10

Then fell she down straightway at his feet, and yielded up the ghost: and the young men came in, and found her dead, and, carrying *her* forth, buried *her* by her husband.

### The spiritual young man

#### I John 2:12-14

I write unto you, little children, because your sins are forgiven you for his name's sake. I write unto you, fathers, because ye have known him *that is* from the beginning. I write unto you, young men, because ye have overcome the wicked one. I write unto you, little children, because ye have known the Father. I have written unto you, fathers, because ye have known him *that is* from the beginning. I have written unto you, young men, because ye are strong, and the word of God abideth in you, and ye have overcome the wicked one.

#### A spiritual young man:

**has become strong in spirit**

**has the Word of God in his heart**

**has overcome Satan and is experiencing  
a life of joy and victory instead of defeat**

#### Focus of the spiritual young man:

**SERVICE**

## 5. Understanding the spiritual parent

### The physical parent

#### II Timothy 1:5

When I call to remembrance the unfeigned faith that is in thee, which dwelt first in thy grandmother Lois, and thy mother Eunice; and I am persuaded that in thee also.

### The spiritual parent

#### I Corinthians 4:14-17

I write not these things to shame you, but as my beloved sons I warn *you*. For though ye have ten thousand instructors in Christ, yet *have ye* not many fathers: for in Christ Jesus I have begotten you through the gospel. Wherefore I beseech you, be ye followers of me. For this cause have I sent unto you Timothy, who is my beloved son, and faithful in the Lord, who shall bring you into remembrance of my ways which be in Christ, as I teach every where in every church.

#### I Thessalonians 2:7-12

But we were gentle among you, even as a nursing mother cherisheth her children: So being affectionately desirous of you, we were willing to have imparted unto you, not the gospel of God only, but also our own souls, because ye were dear unto us. For ye remember, brethren, our labour and travail: for labouring night and day, because we would not be chargeable unto any of you, we preached unto you the gospel of God. Ye *are* witnesses, and God *also*, how holily and justly and unblameably we behaved ourselves among you that believe: As ye know how we exhorted and comforted and charged every one of you, as a father doth his children, That ye would walk worthy of God, who hath called you unto his kingdom and glory.

#### I John 2:12-14

I write unto you, little children, because your sins are forgiven you for his name's sake. I write unto you, fathers, because ye have known him *that is* from the beginning. I write unto you, young men, because ye have overcome the wicked one. I write unto you, little children, because ye have known the Father. I have written unto you, fathers, because ye have known him *that is* from the beginning. I have written unto you, young men, because ye are strong, and the word of God abideth in you, and ye have overcome the wicked one.

### Spiritual parents:

**Lead by Love and Example**

**Focus of the spiritual parent:  
CARE OF SPIRITUAL CHILDREN**

## 6. Understanding the spiritual parent with Timothy

### The spiritual parent with Timothy

#### Acts 15:40

And Paul chose Silas, and departed, being recommended by the brethren unto the grace of God.

#### Acts 16:1-3a

Then came he to Derbe and Lystra: and, behold, a certain disciple was there, named Timothy, the son of a certain woman, which was a Jewess, and believed; but his father *was* a Greek: Which was well reported of by the brethren that were at Lystra and Iconium. Him would Paul have to go forth with him;

#### Acts 17:14-15

And then immediately the brethren sent away Paul to go as it were to the sea: but Silas and Timothy abode there still. And they that conducted Paul brought him unto Athens: and receiving a commandment unto Silas and Timothy to come to him with all speed, they departed.

#### Acts 18:18, 26

And Paul *after this* tarried *there* yet a good while, and then took his leave of the brethren, and sailed thence into Syria, and with him Priscilla and Aquila; having shorn *his* head in Cenchrea: for he had a vow...And he began to speak boldly in the synagogue: whom when Aquila and Priscilla had heard, they took him unto *them*, and expounded unto him the way of God more perfectly.

#### Acts 20:4

And there accompanied him into Asia Sopater of Berea; and of the Thessalonians, Aristarchus and Secundus; and Gaius of Derbe, and Timothy; and of Asia, Tychicus and Trophimus.

### A spiritual Timothy:

is a Christian who is already exercising some spiritual leadership

was recommended by others

was chosen by Paul

traveled with Paul

**Focus of a spiritual parent with Timothy:**  
**GODLY LEADERSHIP DEVELOPMENT**

## **7. Understanding the spiritual parent with Timothys who are leading faithful men**

### **II Timothy 2:2**

And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also.

### **I Corinthians 4:17**

For this cause have I sent unto you Timothy, who is my beloved son, and faithful in the Lord, who shall bring you into remembrance of my ways which be in Christ, as I teach every where in every church.

### **I Thessalonians 3:1-2**

Wherefore when we could no longer forbear, we thought it good to be left at Athens alone; And sent Timothy, our brother, and minister of God, and our fellowlabourer in the gospel of Christ, to establish you, and to comfort you concerning your faith:

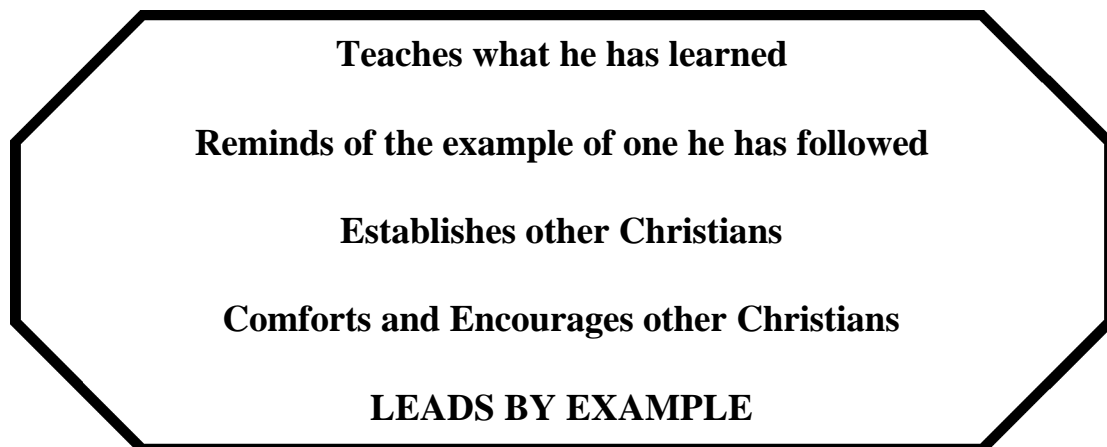
### **Philippians 2:19-20**

But I trust in the Lord Jesus to send Timothy shortly unto you, that I also may be of good comfort, when I know your state. For I have no man likeminded, who will naturally care for your state.

### **I Timothy 4:11-16**

These things command and teach. Let no man despise thy youth; but be thou an example of the believers, in word, in conversation, in charity, in spirit, in faith, in purity. Till I come, give attendance to reading, to exhortation, to doctrine. Neglect not the gift that is in thee, which was given thee by prophecy, with the laying on of the hands of the presbytery. Meditate upon these things; give thyself wholly to them; that thy profiting may appear to all. Take heed unto thyself, and unto the doctrine; continue in them: for in doing this thou shalt both save thyself, and them that hear thee.

### **A spiritual Timothy with faithful men:**



**Focus of a spiritual parent with Timothys who are leading faithful men**  
**GODLY LEADERSHIP REPRODUCTION**

## 8. Understanding the spiritual parent with Timothys who are leading faithful men that are able to teach others also

### II Timothy 2:2

And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also.

### Acts 11:20-24

And some of them were men of Cyprus and Cyrene, which, when they were come to Antioch, spake unto the Grecians, preaching the Lord Jesus. And the hand of the Lord was with them: and a great number believed, and turned unto the Lord. Then tidings of these things came unto the ears of the church which was in Jerusalem: and they sent forth Barnabas, that he should go as far as Antioch. Who, when he came, and had seen the grace of God, was glad, and exhorted them all, that with purpose of heart they would cleave unto the Lord. For he was a good man, and full of the Holy Spirit and of faith: and much people was added unto the Lord.

### Acts 13:1-2

Now there were in the church that was at Antioch certain prophets and teachers; as Barnabas, and Simeon that was called Niger, and Lucius of Cyrene, and Manaen, which had been brought up with Herod the tetrarch, and Saul. As they ministered to the Lord, and fasted, the Holy Spirit said, Separate me Barnabas and Saul for the work whereunto I have called them.

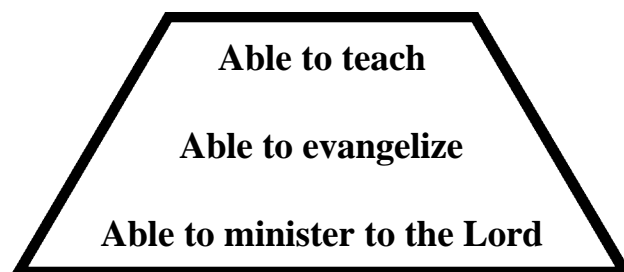
### Colossians 2:1

For I would that ye knew what great conflict I have for you, and *for* them at Laodicea, and *for* as many as have not seen my face in the flesh;

### Colossians 4:12-13

Epaphras, who is *one* of you, a servant of Christ, saluteth you, always labouring fervently for you in prayers, that ye may stand perfect and complete in all the will of God. For I bear him record, that he hath a great zeal for you, and them *that are* in Laodicea, and them in Hierapolis.

**Faithful men who are teaching others also:**



**Focus of a spiritual parent with Timothys who are leading faithful men that are teaching others also**

**GODLY LEADERSHIP MULTIPLICATION**

## 9. Am I growing in my level of spiritual maturity?

If I am a:	I am able to:	My spiritual leadership
New born babe	Evangelize	Will quickly bring division to an organization if given a position of leadership
Spiritual toddler	Evangelize	Will quickly bring division to to an organization if given a position of leadership
Spiritual child	Evangelize, do follow-up and teach	Able to lead an unstable work for a period of time. Can cause a stable work to become unstable
Spiritual young man	Evangelize, do follow-up, teach and equip	Able to lead a stable work
Spiritual parent	All of the above plus develop godly leaders	Able to produce a stable growing work with godly leadership
Spiritual parent with Timothys	All of the above plus train leaders who can develop other godly leaders	Able to produce a stable growing work with godly leaders who are also developing other godly leaders
Spiritual parent with Timothys who teach faithful men	All of the above plus develop godly leaders who can start new ministries	Able to produce a stable growing work that is sending out leaders to start new ministries
Spiritual parent with Timothys who equip faithful men to teach others also	All of the above plus developing godly leaders for reproducing ministries	Able to develop reproducing ministries that are producing godly leadership and reproducing themselves

**The above list shows the critical importance of continuing to grow in our spiritual maturity if we want to see the Lord use our lives to make a growing impact!**

## **B. Am I growing in love?**

### **1. Do I have a growing love for Christ?**

#### **Commanded**

#### **I Corinthians 16:22**

If any man love not the Lord Jesus Christ, let him be Anathema Maranatha.

#### **We are to take root in the love of Christ**

#### **Ephesians 3:17-19**

That Christ may dwell in your hearts by faith; that ye, being rooted and grounded in love, May be able to comprehend with all saints what *is* the breadth, and length, and depth, and height; And to know the love of Christ, which passeth knowledge, that ye might be filled with all the fulness of God.

#### **We are to be motivated by the love of Christ**

#### **II Corinthians 5:14-15**

For the love of Christ constraineth us; because we thus judge, that if one died for all, then were all dead: And *that* he died for all, that they which live should not henceforth live unto themselves, but unto him which died for them, and rose again.

#### **We are to love others as Christ loves us**

#### **John 13:34-35**

A new commandment I give unto you, That ye love one another; as I have loved you, that ye also love one another. By this shall all *men* know that ye are my disciples, if ye have love one to another.

### **Love for Christ**



#### **Is Commanded**

**Causes us to take root in His love**

**Becomes what motivates all we do**

**Makes it possible for us to love as Christ loved**

## 2. Do I have a growing love for my partner?

### Commanded Ephesians 5:25

Husbands, love your wives, even as Christ also loved the church, and gave himself for it;

### We are to love our partner as we love ourself Ephesians 5:33

Nevertheless let every one of you in particular so love his wife even as himself; and the wife *see* that she reverence *her* husband.

### Love defined I Corinthians 13:4-8a

Love suffereth long, *and* is kind; love envieth not; love vaunteth not itself, is not puffed up, Doth not behave itself unseemly, seeketh not her own, is not easily provoked, thinketh no evil; Rejoiceth not in iniquity, but rejoiceth in the truth; Beareth all things, believeth all things, hopeth all things, endureth all things. Love never faileth:

### Love contrasted I John 4:18

There is no fear in love; but perfect love casteth out fear: because fear hath torment. He that feareth is not made perfect in love.

LOVE	FEAR
Is patient	Is impatient
Is kind	Is unkind
Does not envy	Desires what others have
Does not boast about self	Boasts about self
Is not proud	Is proud
Does not behave rudely	Behaves rudely
Does not demand its own way	Demands its own way
Is not provoked	Is easily provoked
Does not keep an account of past wrongs	Keeps an account of past wrongs
Does not rejoice in evil	Thinks, feels and does evil
Rejoices in the truth	Is not concerned about truth
Bears all things	Talks of the failures of others
Believes all things	Is controlled by doubts
Has a quiet hope and confidence	Is without hope
Perseveres in all things	Does not persevere
Never fails	Fails

## **Do I have a growing love for my family?**

**Parents are to love their children by not provoking them**

**Ephesians 6:4**

And, ye fathers, provoke not your children to wrath: but bring them up in the nurture and admonition of the Lord.

**Parents are not to stir up their children**

**Colossians 3:21**

Fathers, provoke not your children *to anger*, lest they be discouraged.

**Parents are to instruct their children**

**Deuteronomy 6:6-7**

And these words, which I command thee this day, shall be in thine heart: And thou shalt teach them diligently unto thy children, and shalt talk of them when thou sittest in thine house, and when thou walkest by the way, and when thou liest down, and when thou risest up.

**Parents are to lead their children**

**I Timothy 3:4-5**

One that ruleth well his own house, having his children in subjection with all gravity; (For if a man know not how to rule his own house, how shall he take care of the church of God?)

**Parents are to develop faithful children**

**Titus 1:6**

If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly.

**Love for our family will cause us to:**

**Model godly behavior**

**Avoid stirring up evil in our family**

**Teach both by instruction and training**

**Teach our family at every opportunity**

**Lead our family to become submissive**

**Lead our family to become faithful**

## **Do I have a growing love for my spiritual children?**

### **Spiritual children need the care of a nurturing mother**

#### **I Thessalonians 2:7-9**

But we were gentle among you, even as a nursing mother cherisheth her children: So being affectionately desirous of you, we were willing to have imparted unto you, not the gospel of God only, but also our own souls, because ye were dear unto us. For ye remember, brethren, our labour and travail: for labouring night and day, because we would not be chargeable unto any of you, we preached unto you the gospel of God.

### **Spiritual children need the godly example of a father**

#### **I Corinthians 4:14-17**

I write not these things to shame you, but as my beloved sons I warn *you*. For though ye have ten thousand instructors in Christ, yet *have ye* not many fathers: for in Christ Jesus I have begotten you through the gospel. Wherefore I beseech you, be ye followers of me. For this cause have I sent unto you Timotheus, who is my beloved son, and faithful in the Lord, who shall bring you into remembrance of my ways which be in Christ, as I teach every where in every church.

### **Spiritual children need the encouragement of a father**

#### **I Thessalonians 2:10-12**

Ye *are* witnesses, and God *also*, how holily and justly and unblameably we behaved ourselves among you that believe: As ye know how we exhorted and comforted and charged every one of you, as a father *doth* his children, That ye would walk worthy of God, who hath called you unto his kingdom and glory.

### **Love for our spiritual children will cause us to:**

**Cherish them with tender love**

**Long for them in love**

**Share our lives with them**

**Be available to them**

**Provide an example for them**

**Encourage them in their growth**

## **Do I have a growing love for my church?**

**Growing love causes us to love one another as Christ has loved us**

**John 13:34-35**

A new commandment I give unto you, That ye love one another; as I have loved you, that ye also love one another. By this shall all *men* know that ye are my disciples, if ye have love one to another.

**Growing love causes us to treat one another as friends**

**John 15:15**

Henceforth I call you not servants; for the servant knoweth not what his lord doeth: but I have called you friends; for all things that I have heard of my Father I have made known unto you.

**Growing love causes us to share our lives together**

**Acts 2:42-47**

And they continued stedfastly in the apostles' doctrine and fellowship, and in breaking of bread, and in prayers. And fear came upon every soul: and many wonders and signs were done by the apostles. And all that believed were together, and had all things common; And sold their possessions and goods, and parted them to all *men*, as every man had need. And they, continuing daily with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart, Praising God, and having favour with all the people. And the Lord added to the church daily such as should be saved.

**Growing love for our church causes us to:**

**Follow the example of Christ in our love**

**Become friends who share what we are learning**

**Have Bible studies together**

**Spent time in fellowship together**

**Worship and pray together**

**Share with one another**

**Spend time in the homes of one another**

**Praise God together for what He has done**

## **Do I have a growing love for other churches?**

### **Growing love causes us to share leaders with other churches**

#### **Acts 8:14-15**

Now when the apostles which were at Jerusalem heard that Samaria had received the word of God, they sent unto them Peter and John: Who, when they were come down, prayed for them, that they might receive the Holy Spirit.

#### **Acts 11:22-23**

Then tidings of these things came unto the ears of the church which was in Jerusalem: and they sent forth Barnabas, that he should go as far as Antioch. Who, when he came, and had seen the grace of God, was glad, and exhorted them all, that with purpose of heart they would cleave unto the Lord.

### **Growing love causes us to prepare everyone to share the Gospel**

#### **Acts 8:1, 4**

And Saul was consenting unto his death. And at that time there was a great persecution against the church which was at Jerusalem; and they were all scattered abroad throughout the regions of Judaea and Samaria, except the apostles... Therefore they that were scattered abroad went every where preaching the word.

### **Growing love causes us to start other churches in our Judea and Samaria**

#### **Acts 9:31**

Then had the churches rest throughout all Judaea and Galilee and Samaria, and were edified; and walking in the fear of the Lord, and in the comfort of the Holy Ghost, were multiplied.

### **Growing love for other churches causes us to:**

**Share leaders with new churches to help them grow**

**Share leaders who are able to encourage younger Christians**

**Share leaders who can focus on our purpose in life**

**Prepare every Christian to share the Word of God**

**Prepare Christians who can build up other churches**

**Prepare leaders who can multiply churches**

## **Do I have a growing love for churches in other cultures?**

### **Growing love causes us to recognize other cultures in our own church**

#### **Acts 6:1-4**

And in those days, when the number of the disciples was multiplied, there arose a murmuring of the Grecians against the Hebrews, because their widows were neglected in the daily ministration. Then the twelve called the multitude of the disciples *unto them*, and said, It is not reason that we should leave the word of God, and serve tables. Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, whom we may appoint over this business. But we will give ourselves continually to prayer, and to the ministry of the word.

### **Growing love causes us to evangelize other cultures in our area**

#### **Acts 6:9-10**

Then there arose certain of the synagogue, which is called *the synagogue* of the Libertines, and Cyrenians, and Alexandrians, and of them of Cilicia and of Asia, disputing with Stephen. And they were not able to resist the wisdom and the spirit by which he spake.

### **Growing love causes us to reach out to other cultures in nearby areas**

#### **Acts 10:28-29**

And he said unto them, Ye know how that it is an unlawful thing for a man that is a Jew to keep company, or come unto one of another nation; but God hath showed me that I should not call any man common or unclean. Therefore came I *unto you* without objection, as soon as I was sent for: I ask therefore for what intent ye have sent for me?

### **Growing love for people of other cultures causes us to:**

**Become aware of the needs of other cultures in our church**

**Develop leaders among the various cultures in our church**

**Focus on our priorities to develop every Christian to maturity**

**Share the Gospel with the other cultures in our neighborhood**

**Visit people of other cultures in other nearby areas in their homes**

**Share the Word of God with people of other cultures in their homes**

# **Do I have a growing love for churches in other cultures and other languages?**

## **Growing love causes us to be willing to go to people of other languages**

### **Acts 13:1-3**

Now there were in the church that was at Antioch certain prophets and teachers; as Barnabas, and Simeon that was called Niger, and Lucius of Cyrene, and Manaen, which had been brought up with Herod the tetrarch, and Saul. As they ministered to the Lord, and fasted, the Holy Ghost said, Separate me Barnabas and Saul for the work whereunto I have called them. And when they had fasted and prayed, and laid *their* hands on them, they sent *them* away.

### **Acts 16:1-3a**

Then came he to Derbe and Lystra: and, behold, a certain disciple was there, named Timothy, the son of a certain woman, which was a Jewess, and believed; but his father *was* a Greek: Which was well reported of by the brethren that were at Lystra and Iconium. Him would Paul have to go forth with him;

## **Growing love causes us to seek out places to meet people of other languages**

### **Acts 17:16-17**

Now while Paul waited for them at Athens, his spirit was stirred in him, when he saw the city wholly given to idolatry. Therefore disputed he in the synagogue with the Jews, and with the devout persons, and in the market daily with them that met with him.

## **Growing love causes us to develop multicultural, multilingual outreach teams**

### **Acts 20:4**

And there accompanied him into Asia Sopater of Berea; and of the Thessalonians, Aristarchus and Secundus; and Gaius of Derbe, and Timothy; and of Asia, Tychicus and Trophimus.

## **Growing love for churches around the world causes us to:**

**Be willing to go wherever God chooses to send us**

**Begin adding multicultural team members to your team**

**Take time to understand the religions of the people**

**Meet people in the places where they are comfortable**

**Begin building multicultural, multilingual teams**

## **C. Am I growing in serving?**

### **Am I growing in my serving of Christ?**

#### **Service for Christ must flow from love for Christ**

##### **John 21:15-17**

So when they had dined, Jesus saith to Simon Peter, Simon, *son* of Jonas, lovest thou me more than these? He saith unto him, Yea, Lord; thou knowest that I love thee. He saith unto him, Feed my lambs. He saith to him again the second time, Simon, *son* of Jonas, lovest thou me? He saith unto him, Yea, Lord; thou knowest that I love thee. He saith unto him, Feed my sheep. He saith unto him the third time, Simon, *son* of Jonas, lovest thou me? Peter was grieved because he said unto him the third time, Lovest thou me? And he said unto him, Lord, thou knowest all things; thou knowest that I love thee. Jesus saith unto him, Feed my sheep.

#### **Service for Christ is based on presenting ourselves to Christ**

##### **Romans 12:1**

I beseech you therefore, brethren, by the mercies of God, that ye present your bodies a living sacrifice, holy, acceptable unto God, *which is* your reasonable service.

#### **Service for Christ happens as we are renewing our minds**

##### **Romans 12:2**

And be not conformed to this world: but be ye transformed by the renewing of your mind, that ye may prove what *is* that good, and acceptable, and perfect, will of God.

#### **Service for Christ happens as our inner man is renewed daily**

##### **II Corinthians 4:16**

For which cause we faint not; but though our outward man perish, yet the inward *man* is renewed day by day.

### **Service for Christ**

**Is only effective if we love Christ first**

**Is possible as we present ourselves to Christ**

**Happens as we are transforming our minds**

**Happens as we are being renewed daily**

## **2. Am I growing in my serving of my partner?**

**Serving our partner is based on submitting to one another**

**Ephesians 5:21**

Submitting yourselves one to another in the fear of God.

**Serving our partner requires avoiding bitterness**

**Colossians 3:19**

Husbands, love *your* wives, and be not bitter against them.

**Ephesians 4:29-32**

Let no corrupt communication proceed out of your mouth, but that which is good to the use of edifying, that it may minister grace unto the hearers. And grieve not the holy Spirit of God, whereby ye are sealed unto the day of redemption. Let all bitterness, and wrath, and anger, and clamour, and evil speaking, be put away from you, with all malice: And be ye kind one to another, tenderhearted, forgiving one another, even as God for Christ's sake hath forgiven you.

**Serving our partner means meeting needs**

**I Corinthians 7:3**

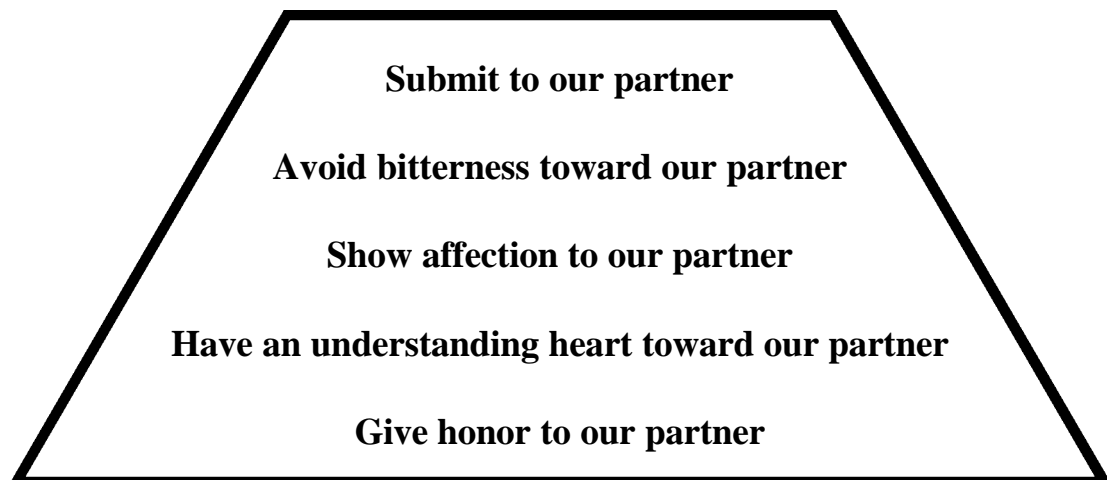
Let the husband render to his wife the affection due her, and likewise also the wife to her husband.

**Serving our partner includes understanding and honoring**

**I Peter 3:7**

Husbands, likewise, dwell with *them* with understanding, giving honor to the wife, as to the weaker vessel, and as *being* heirs together of the grace of life, that your prayers may not be hindered.

**Serving our partner will cause us to:**



### **3. Am I growing in my serving of my family?**

**Serving our family will help them become faithful**

**Titus 1:6**

If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly.

**Serving our family will help them become submissive**

**I Timothy 3:4-5**

One that ruleth well his own house, having his children in subjection with all gravity; (For if a man know not how to rule his own house, how shall he take care of the church of God?)

**Serving our family will help them avoid discouragement**

**Colossians 3:21**

Fathers, provoke not your children *to anger*, lest they be discouraged.

**Serving our family will help them to understand the love of God**

**I John 4:7-8**

Beloved, let us love one another: for love is of God; and every one that loveth is born of God, and knoweth God. He that loveth not knoweth not God; for God is love.

**Serving our family will help them become strong in spirit**

**Luke 2:39-40**

And when they had performed all things according to the law of the Lord, they returned into Galilee, to their own city Nazareth. And the child grew, and became strong in spirit, filled with wisdom: and the grace of God was upon him.

**Serving our family will cause us to:**

**Provide them an example of godly living**

**Provide them an example of submission to Christ**

**Provide them an example by not stirring up anger**

**Provide them an example of the love of God**

**Provide an example of being strong in spirit**

## **4. Am I growing in my serving of my spiritual children?**

**Serving spiritual children will help them learn to walk in the truth**

**III John 3-4**

For I rejoiced greatly, when the brethren came and testified of the truth that is in thee, even as thou walkest in the truth. <sup>4</sup>I have no greater joy than to hear that my children walk in truth.

**Serving spiritual children will give them an example to follow**

**I Corinthians 4:15-16**

For though ye have ten thousand instructors in Christ, yet *have ye* not many fathers: for in Christ Jesus I have begotten you through the gospel. Wherefore I beseech you, be ye followers of me.

**I Thessalonians 2:10-12**

Ye *are* witnesses, and God *also*, how holily and justly and unblameably we behaved ourselves among you that believe: As ye know how we exhorted and comforted and charged every one of you, as a father *doth* his children, That ye would walk worthy of God, who hath called you unto his kingdom and glory.

**Serving spiritual children will teach them to apply the Word to daily living**

**Titus 2:3-7**

The aged women likewise, that *they be* in behaviour as becometh holiness, not false accusers, not given to much wine, teachers of good things; That they may teach the young women to be sober, to love their husbands, to love their children, *To be* discreet, chaste, keepers at home, good, obedient to their own husbands, that the word of God be not blasphemed. Young men likewise exhort to be sober minded. In all things shewing thyself a pattern of good works: in doctrine *shewing* uncorruptness, gravity, sincerity,

**Serving our spiritual children will cause us to:**

**Help them to focus on Biblical truth**

**Have the care and concern of a father**

**Give them a godly example to follow**

**Help them develop a worthy walk**

**Teach them how to apply the Word to daily living**

## 5. Am I growing in my serving of my church?

**Serving my church provides them with sound teaching, provides them with examples to follow, and provides them with opportunity for ministry**

**Titus 2:1-10**

But speak thou the things which become sound doctrine: <sup>2</sup>That the aged men be sober, grave, temperate, sound in faith, in charity, in patience. <sup>3</sup>The aged women likewise, that *they be* in behaviour as becometh holiness, not false accusers, not given to much wine, teachers of good things; <sup>4</sup>That they may teach the young women to be sober, to love their husbands, to love their children, <sup>5</sup>*To be* discreet, chaste, keepers at home, good, obedient to their own husbands, that the word of God be not blasphemed. <sup>6</sup>Young men likewise exhort to be sober minded. <sup>7</sup>In all things shewing thyself a pattern of good works: in doctrine *shewing* uncorruptness, gravity, sincerity, <sup>8</sup>Sound speech, that cannot be condemned; that he that is of the contrary part may be ashamed, having no evil thing to say of you. <sup>9</sup>*Exhort* servants to be obedient unto their own masters, *and* to please *them* well in all *things*; not answering again; <sup>10</sup>Not purloining, but shewing all good fidelity; that they may adorn the doctrine of God our Saviour in all things.

**Serving my church will cause me to lead the flock and be an example**

**I Peter 5:1-3**

The elders which are among you I exhort, who am also an elder, and a witness of the sufferings of Christ, and also a partaker of the glory that shall be revealed: Feed the flock of God which is among you, taking the oversight *thereof*, not by constraint, but willingly; not for filthy lucre, but of a ready mind; Neither as being lords over *God's* heritage, but being examples to the flock.

**Serving our church will cause us to:**

**Teach sound doctrine**

**Minister to all age groups in the church**

**Teach each group how to apply Scripture to their lives**

**Give the more mature leadership responsibilities**

**Feed the flock of God**

**Lead by example**

## **6. Am I growing in my serving of other churches?**

### **Serving other churches happens as I pray for them**

#### **Ephesians 3:14-19**

For this cause I bow my knees unto the Father of our Lord Jesus Christ, Of whom the whole family in heaven and earth is named, That he would grant you, according to the riches of his glory, to be strengthened with might by his Spirit in the inner man; That Christ may dwell in your hearts by faith; that ye, being rooted and grounded in love, May be able to comprehend with all saints what *is* the breadth, and length, and depth, and height; And to know the love of Christ, which passeth knowledge, that ye might be filled with all the fulness of God.

### **Serving other churches happens as I visit and share with them**

#### **Acts 15:35-36**

Paul also and Barnabas continued in Antioch, teaching and preaching the word of the Lord, with many others also. And some days after Paul said unto Barnabas, Let us go again and visit our brethren in every city where we have preached the word of the Lord, *and see* how they do.

### **Serving other churches happens as I share to meet their needs**

#### **Acts 11:28-29**

And there stood up one of them named Agabus, and signified by the Spirit that there should be great dearth throughout all the world: which came to pass in the days of Claudius Caesar. Then the disciples, every man according to his ability, determined to send relief unto the brethren which dwelt in Judaea:

### **Serving other churches happens as I write to them**

#### **I Thessalonians 1:1**

Paul, and Silvanus, and Timothy, unto the church of the Thessalonians *which is* in God the Father and *in* the Lord Jesus Christ: Grace *be* unto you, and peace, from God our Father, and the Lord Jesus Christ.

#### **Serving other churches will cause us to:**

**Pray for their spiritual growth and development**

**Visit other churches and share the Word with them**

**Be aware and concerned about the needs of other churches**

**Write to other leaders and their churches**

## **7. Am I growing in my serving of churches in other cultures?**

**Serving other cultures will cause me to share the Gospel with them**

**Acts 8:5**

Then Philip went down to the city of Samaria, and preached Christ unto them.

**Acts 11:19-21**

Now they which were scattered abroad upon the persecution that arose about Stephen travelled as far as Phenice, and Cyprus, and Antioch, preaching the word to none but unto the Jews only. And some of them were men of Cyprus and Cyrene, which, when they were come to Antioch, spake unto the Grecians, preaching the Lord Jesus. And the hand of the Lord was with them: and a great number believed, and turned unto the Lord.

**Serving other cultures will cause me to be concerned for their spiritual growth**

**Acts 8:14**

Now when the apostles which were at Jerusalem heard that Samaria had received the word of God, they sent unto them Peter and John:

**Acts 11:22**

Then tidings of these things came unto the ears of the church which was in Jerusalem: and they sent forth Barnabas, that he should go as far as Antioch.

**Serving other cultures will lead me to make disciples in other cultures**

**Acts 14:21-23**

And when they had preached the gospel to that city, and had made many disciples, they returned again to Lystra, and *to* Iconium, and Antioch, Confirming the souls of the disciples, *and* exhorting them to continue in the faith, and that we must through much tribulation enter into the kingdom of God. And when they had ordained them elders in every church, and had prayed with fasting, they commended them to the Lord, on whom they believed.

**Serving churches in other cultures will cause us to:**

**Share the Gospel with people of other cultures**

**Be concerned for the spiritual growth of churches in other cultures**

**Make disciples in churches of other cultures**

**Develop leadership in churches of other cultures**

## **8. Am I growing in my serving of churches in other cultures and languages?**

**Serving other languages means I do not always understand their language**  
**Acts 14:11**

And when the people saw what Paul had done, they lifted up their voices, saying in the speech of Lycaonia, The gods are come down to us in the likeness of men.

**Serving other languages requires much discussion**  
**Acts 17:16-17**

Now while Paul waited for them at Athens, his spirit was stirred in him, when he saw the city wholly given to idolatry. Therefore disputed he in the synagogue with the Jews, and with the devout persons, and in the market daily with them that met with him.

**Serving other languages requires good observation**  
**Acts 17:22-23**

Then Paul stood in the midst of Mars' hill, and said, *Ye* men of Athens, I perceive that in all things ye are too superstitious. For as I passed by, and beheld your devotions, I found an altar with this inscription, TO THE UNKNOWN GOD. Whom therefore ye ignorantly worship, him declare I unto you.

**Serving churches in other languages is best done by a multilingual team**  
**Acts 20:4**

And there accompanied him into Asia Sopater of Berea; and of the Thessalonians, Aristarchus and Secundus; and Gaius of Derbe, and Timothy; and of Asia, Tychicus and Trophimus.

**Serving churches in other cultures and languages will cause us to:**

**Be willing to serve even when we do not understand**

**Be willing to listen to understand their beliefs**

**Be willing to find common points of contact**

**Be willing to observe what is going on around us**

**Be willing to build multilingual teams**

## **D. Am I growing in leadership?**

### **1. Am I growing in my submission to Christ's leadership?**

**Leadership for Christ has it's basis in submission to Christ**  
**I Corinthians 11:1**

Be ye followers of me, even as I also *am* of Christ.

**Leadership for Christ means following His example**  
**John 13:13-15**

Ye call me Master and Lord: and ye say well; for *so* I am. If I then, *your* Lord and Master, have washed your feet; ye also ought to wash one another's feet. For I have given you an example, that ye should do as I have done to you.

**Leadership for Christ requires abiding in Him**  
**John 15:5**

I am the vine, ye *are* the branches: He that abideth in me, and I in him, the same bringeth forth much fruit: for without me ye can do nothing.

**Leadership for Christ requires loving Him**  
**John 21:15-17**

So when they had dined, Jesus saith to Simon Peter, Simon, *son* of Jonas, lovest thou me more than these? He saith unto him, Yea, Lord; thou knowest that I love thee. He saith unto him, Feed my lambs. He saith to him again the second time, Simon, *son* of Jonas, lovest thou me? He saith unto him, Yea, Lord; thou knowest that I love thee. He saith unto him, Feed my sheep. He saith unto him the third time, Simon, *son* of Jonas, lovest thou me? Peter was grieved because he said unto him the third time, Lovest thou me? And he said unto him, Lord, thou knowest all things; thou knowest that I love thee. Jesus saith unto him, Feed my sheep.

**Growing in spiritual leadership will cause us to:**

**Demonstrate a growing submission to Christ**

**Grow in following the example of Christ**

**Grow in learning to abide in Christ**

**Grow in our love for Christ**

## **2. Am I growing in my leadership in my marriage?**

### **Leadership in marriage grows with good listening**

**James 1:19-20**

Wherefore, my beloved brethren, let every man be swift to hear, slow to speak, slow to wrath: For the wrath of man worketh not the righteousness of God.

### **Leadership in marriage grows as we complete rather than compete**

**Genesis 2:24**

Therefore shall a man leave his father and his mother, and shall cleave unto his wife: and they shall be one flesh.

### **Leadership in marriage grows as we discuss the Scripture together**

**Ephesians 5:25-27**

Husbands, love your wives, even as Christ also loved the church, and gave himself for it; That he might sanctify and cleanse it with the washing of water by the word, That he might present it to himself a glorious church, not having spot, or wrinkle, or any such thing; but that it should be holy and without blemish.

### **Leadership in marriage grows as we honor and pray for one another**

**I Peter 3:7**

Likewise, ye husbands, dwell with *them* according to knowledge, giving honour unto the wife, as unto the weaker vessel, and as being heirs together of the grace of life; that your prayers be not hindered.

### **Growing in spiritual leadership will cause us to:**

**Grow in learning to listen to our partner**

**Grow in making decisions together instead of competing**

**Grow in our sharing of the Word with our partner**

**Grow in our spiritual and physical protection of our partner**

**Grow in our commitment to honor our partner**

**Grow in our commitment to pray for our partner**

### **3. Am I growing in my leadership in my family?**

**Leadership in our family grows as we nurture and admonish our children**

**Ephesians 6:4**

And, ye fathers, provoke not your children to wrath: but bring them up in the nurture and admonition of the Lord.

**Leadership in our family grows as we model godly faith**

**II Timothy 1:5**

When I call to remembrance the unfeigned faith that is in thee, which dwelt first in thy grandmother Lois, and thy mother Eunice; and I am persuaded that in thee also.

**Leadership in our family grows as we avoid provoking our children**

**Colossians 3:21**

Fathers, provoke not your children *to anger*, lest they be discouraged.

**Leadership in our family grows as we teach our children the Word**

**II Timothy 3:15-17**

And that from a child thou hast known the holy scriptures, which are able to make thee wise unto salvation through faith which is in Christ Jesus. All scripture *is* given by inspiration of God, and *is* profitable for doctrine, for reproof, for correction, for instruction in righteousness: That the man of God may be perfect, thoroughly furnished unto all good works.

**Growing in spiritual leadership will cause us to:**

**Raise our children with loving discipline**

**Raise our children with plenty of encouragement**

**Model godly faith for our children**

**Avoid stirring up anger in our children**

**Teach our children the scriptures**

**Teach with a balance of doctrine, reproof, correction  
and training in righteousness**

**Focus on bringing our children to spiritual maturity**

## **Am I growing in my leadership of my spiritual children?**

### **Leadership of spiritual children grows as we become spiritual parents**

#### **I Corinthians 4:14-17**

I write not these things to shame you, but as my beloved sons I warn *you*. For though ye have ten thousand instructors in Christ, yet *have ye* not many fathers: for in Christ Jesus I have begotten you through the gospel. Wherefore I beseech you, be ye followers of me. For this cause have I sent unto you Timothy, who is my beloved son, and faithful in the Lord, who shall bring you into remembrance of my ways which be in Christ, as I teach every where in every church.

### **Leadership of spiritual children grows as we invite them to follow us**

#### **I Corinthians 11:1**

Be ye followers of me, even as I also *am* of Christ.

### **Leadership of spiritual children grows as we restore them in gentleness**

#### **Galatians 6:1**

Brethren, if a man be overtaken in a fault, ye which are spiritual, restore such an one in the spirit of meekness; considering thyself, lest thou also be tempted.

### **Leadership of spiritual children grows as we bear burdens with them**

#### **Galatians 6:2**

Bear ye one another's burdens, and so fulfil the law of Christ.

### **Growing in spiritual leadership will cause us to:**

**Avoid shaming spiritual children when we warn them**

**Have the concern of a father for the development of spiritual children**

**Provide an example to follow for spiritual children**

**Teach both by our ways and by our words**

**Restore spiritual children with a spirit of gentleness**

**Provide an example of how to follow Christ**

**Bear the burdens with spiritual children**

## **5. Am I growing in my leadership in my church?**

**Leadership in our church develops as we have a good report**

**Acts 16:2**

Timothy was well reported of by the brethren that were at Lystra and Iconium.

**Leadership in our church develops as we are a blameless example**

A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behaviour, given to hospitality, apt to teach;

**Leadership in our church develops as we show and teach**

**Acts 20:20**

*And* how I kept back nothing that was profitable *unto you*, but have shown you, and have taught you publicly, and from house to house,

**Leadership in our church develops as we feed the flock**

**I Peter 5:2-3**

Feed the flock of God which is among you, taking the oversight *thereof*, not by constraint, but willingly; not for filthy lucre, but of a ready mind; Neither as being lords over *God's* heritage, but being ensamples to the flock.

**Leadership in our church develops as we submit to others**

**I Peter 5:5**

Likewise, ye younger, submit yourselves unto the elder. Yea, all *of you* be subject one to another, and be clothed with humility: for God resisteth the proud, and giveth grace to the humble.

**Growing in spiritual leadership will cause us to:**

**Realize others are watching our example**

**Realize others are following our example**

**Show people how to serve the Lord**

**Make sure the flock is adequately fed**

**Lead with a willing heart**

**Submit to the leadership of others**

## **Am I growing in my leadership in other churches?**

### **Leadership in other churches develops as we develop their leaders**

#### **Acts 14:21-23**

And when they had preached the gospel to that city, and had taught many, they returned again to Lystra, and *to* Iconium, and Antioch, Confirming the souls of the disciples, *and* exhorting them to continue in the faith, and that we must through much tribulation enter into the kingdom of God. And when they had ordained them elders in every church, and had prayed with fasting, they commended them to the Lord, on whom they believed.

### **Leadership in other churches develops as we serve their leaders**

#### **Acts 15:32-34**

And Judas and Silas, being prophets also themselves, exhorted the brethren with many words, and confirmed *them*. And after they had tarried *there* a space, they were let go in peace from the brethren unto the apostles. Notwithstanding it pleased Silas to abide there still.

### **Leadership in other churches develops as we serve their congregations**

#### **Acts 11:21-26**

And the hand of the Lord was with them: and a great number believed, and turned unto the Lord. Then tidings of these things came unto the ears of the church which was in Jerusalem: and they sent forth Barnabas, that he should go as far as Antioch. Who, when he came, and had seen the grace of God, was glad, and exhorted them all, that with purpose of heart they would cleave unto the Lord. For he was a good man, and full of the Holy Ghost and of faith: and much people was added unto the Lord. Then departed Barnabas to Tarsus, for to seek Saul: And when he had found him, he brought him unto Antioch. And it came to pass, that a whole year they assembled themselves with the church, and taught much people. And the disciples were called Christians first in Antioch.

#### **Growing in spiritual leadership will cause us to:**

**Become involved in starting other churches**

**Become involved in training leaders for other churches**

**Become involved in teaching the congregations in other churches**

**Become involved in training the congregations in other churches**

## **Am I growing in my leadership in churches in other cultures?**

### **Leadership in churches of other cultures develops as we become multicultural**

#### **Acts 6:1-7**

And in those days, when the number of the disciples was multiplied, there arose a murmuring of the Grecians against the Hebrews, because their widows were neglected in the daily ministration. Then the twelve called the multitude of the disciples *unto them*, and said, It is not reason that we should leave the word of God, and serve tables. Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, whom we may appoint over this business. But we will give ourselves continually to prayer, and to the ministry of the word. And the saying pleased the whole multitude: and they chose Stephen, a man full of faith and of the Holy Ghost, and Philip, and Prochorus, and Nicanor, and Timon, and Parmenas, and Nicolas a proselyte of Antioch: Whom they set before the apostles: and when they had prayed, they laid *their* hands on them. And the word of God increased; and the number of the disciples multiplied in Jerusalem greatly; and a great company of the priests were obedient to the faith.

#### **Acts 13:1**

Now there were in the church that was at Antioch certain prophets and teachers; as Barnabas, and Simeon that was called Niger, and Lucius of Cyrene, and Manaen, which had been brought up with Herod the tetrarch, and Saul.

### **Leadership in other cultures develops as we develop multicultural teams**

#### **Acts 16:1**

Then came he to Derbe and Lystra: and, behold, a certain disciple was there, named Timotheus, the son of a certain woman, which was a Jewess, and believed; but his father *was* a Greek:

### **Growing in spiritual leadership will cause us to:**

**Recognize the needs of other cultures in our congregations**

**Keep our focus on our priorities of prayer and ministry of the Word**

**Develop leadership from within those other cultures**

**Develop a multicultural leadership team in our church**

**Develop multicultural outreach teams**

# **Am I growing in my leadership in churches in other cultures and languages?**

**Leadership in churches of other languages develops as we expand our focus**

**Acts 13:46**

Then Paul and Barnabas grew bold, and said, It was necessary that the word of God should first have been spoken to you: but seeing ye put it from you, and judge yourselves unworthy of everlasting life, lo, we turn to the Gentiles.

**Leadership in churches of other languages develops as we develop a multilingual leadership team**

**Acts 20:4**

And there accompanied him into Asia Sopater of Berea; and of the Thessalonians, Aristarchus and Secundus; and Gaius of Derbe, and Timothy; and of Asia, Tychicus and Trophimus.

**Leadership in churches of other languages develops as we send team members out to develop churches in areas with other languages**

**Colossians 2:1**

For I would that ye knew what great conflict I have for you, and *for* them at Laodicea, and *for* as many as have not seen my face in the flesh;

**Colossians 4:12-14**

Epaphras, who is *one* of you, a servant of Christ, saluteth you, always labouring fervently for you in prayers, that ye may stand perfect and complete in all the will of God. For I bear him record, that he hath a great zeal for you, and them *that are* in Laodicea, and them in Hierapolis. Luke, the beloved physician, and Demas, greet you.

**Growing in spiritual leadership with cause us to:**

**Develop a vision for people of other languages and cultures**

**Develop a multilingual leadership team**

**Develop vision in the multilingual leadership team**

**Develop outreach through the multilingual team**

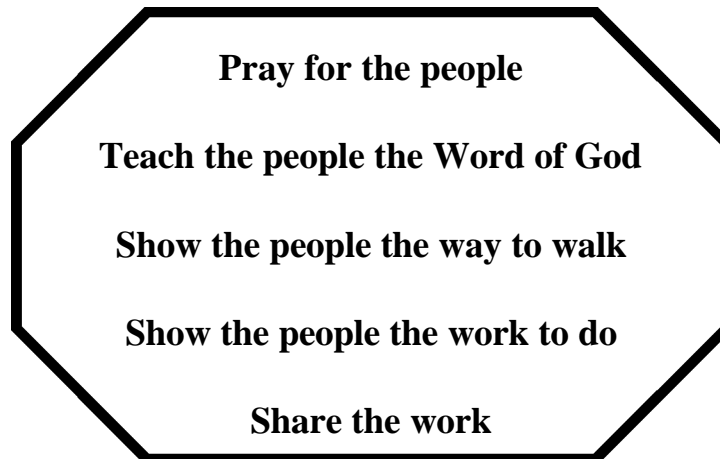
**Develop ongoing contact with those reached by the team**

## II. Personal Priorities for Organizational Leadership

### A. A summary of Biblical priorities

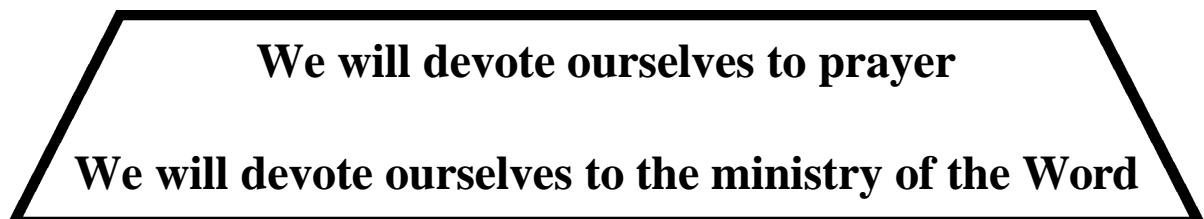
#### Five priorities for spiritual leadership in the Old Testament Exodus 18:19-21

Hearken now unto my voice, I will give thee counsel, and God shall be with thee: Be thou for the people to God-ward, that thou mayest bring the causes unto God: And thou shalt teach them ordinances and laws, and shalt shew them the way wherein they must walk, and the work that they must do. Moreover thou shalt provide out of all the people able men, such as fear God, men of truth, hating covetousness; and place *such* over them, *to be* rulers of thousands, *and* rulers of hundreds, rulers of fifties, and rulers of tens:



#### Priorities for spiritual leadership in the New Testament Acts 6:1-4

And in those days, when the number of the disciples was multiplied, there arose a murmuring of the Grecians against the Hebrews, because their widows were neglected in the daily ministration. Then the twelve called the multitude of the disciples *unto them*, and said, It is not reason that we should leave the word of God, and serve tables. Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, whom we may appoint over this business. But we will give ourselves continually to prayer, and to the ministry of the word.



## **B. Pray for the people**

### **Empowered people for leadership**

#### **Paul's prayer for the Ephesians Ephesians 1:16-19**

Cease not to give thanks for you, making mention of you in my prayers; That the God of our Lord Jesus Christ, the Father of glory, may give unto you the spirit of wisdom and revelation in the knowledge of him: The eyes of your understanding being enlightened; that ye may know what is the hope of his calling, and what the riches of the glory of his inheritance in the saints, And what *is* the exceeding greatness of his power to us-ward who believe, according to the working of his mighty power,

#### **Ephesians 3:14-19**

For this cause I bow my knees unto the Father of our Lord Jesus Christ, Of whom the whole family in heaven and earth is named, That he would grant you, according to the riches of his glory, to be strengthened with might by his Spirit in the inner man; That Christ may dwell in your hearts by faith; that ye, being rooted and grounded in love, May be able to comprehend with all saints what *is* the breadth, and length, and depth, and height; And to know the love of Christ, which passeth knowledge, that ye might be filled with all the fulness of God.

#### **Paul prayed that God would:**

**Give the spirit of wisdom and revelation**

**Cause their understanding to be enlightened**

**Cause them to know the hope of His calling**

**Cause them to know the exceeding greatness of His power**

#### **Paul prayed that the Ephesians would:**

**Be strengthened with might by His Spirit in the inner man**

**Have Christ dwell in their hearts by faith**

**Be rooted and grounded in love**

**Know the love of Christ**

**Be filled with all the fulness of God**

## **C. Teach the Word of God**

### **Biblical principles of leadership**

#### **Paul's principles for a Biblical leader**

##### **I Timothy 4:11-16**

These things command and teach. Let no man despise thy youth; but be thou an example of the believers, in word, in conversation, in love, in spirit, in faith, in purity. Till I come, give attendance to reading, to exhortation, to doctrine. Neglect not the gift that is in thee, which was given thee by prophecy, with the laying on of the hands of the presbytery. Meditate upon these things; give thyself wholly to them; that thy profiting may appear to all. Take heed unto thyself, and unto the doctrine; continue in them: for in doing this thou shalt both save thyself, and them that hear thee.

### **Lead by your example**

**Be an example of the faithful in word**

**Be an example of the faithful in your conduct**

**Be an example of the faithful in your love**

**Be an example of the faithful in your spirit**

**Be an example of the faithful in your faith**

**Be an example of the faithful in your purity**

**Lead by sharing the Word**

**Lead by exercising your spiritual gift**

**Lead by effective meditation**

**Lead by examining yourself**

**Lead by teaching sound doctrine**

## **D. Show the people the way to walk**

### **Godly character in leadership**

#### **Character is the basis for godly leadership**

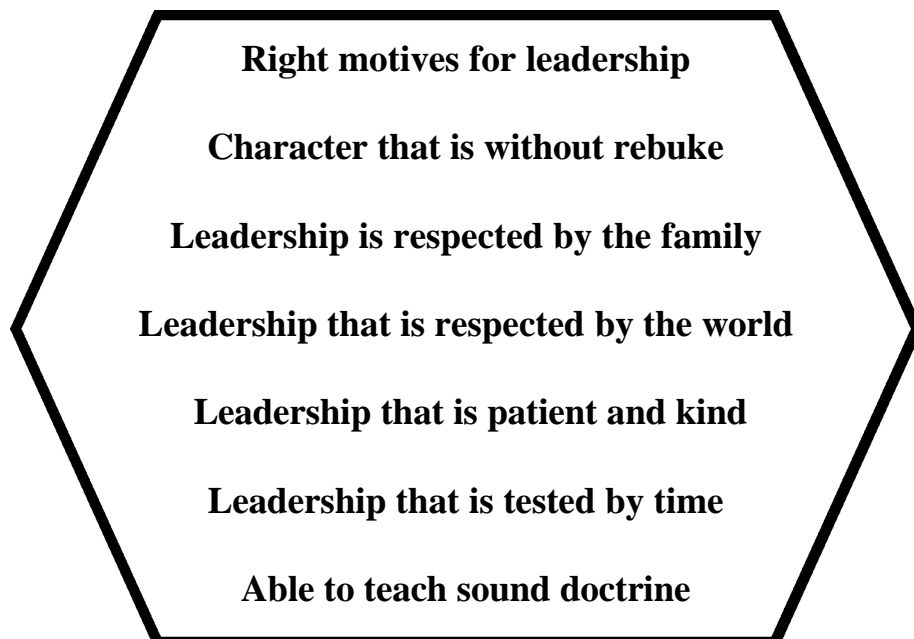
##### **I Timothy 3:1-7**

This *is* a true saying, If a man desire the office of a bishop, he desireth a good work. A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behaviour, given to hospitality, apt to teach; Not given to wine, no striker, not greedy of filthy lucre; but patient, not a brawler, not covetous; One that ruleth well his own house, having his children in subjection with all gravity; (For if a man know not how to rule his own house, how shall he take care of the church of God?) Not a novice, lest being lifted up with pride he fall into the condemnation of the devil. Moreover he must have a good report of them which are without; lest he fall into reproach and the snare of the devil.

##### **Titus 1:5-9**

For this cause left I thee in Crete, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee: If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly. For a bishop must be blameless, as the steward of God; not selfwilled, not soon angry, not given to wine, no striker, not given to filthy lucre; But a lover of hospitality, a lover of good men, sober, just, holy, temperate; Holding fast the faithful word as he hath been taught, that he may be able by sound doctrine both to exhort and to convince the gainsayers.

#### **Character qualities for effective leadership**



## **E. Show the people the work to do**

**Practical skills for leadership (notice the order that Christ followed)**

**Show people how to build relationships (Come and see)**

**John 1:39**

He saith unto them, Come and see. They came and saw where he dwelt, and abode with him that day: for it was about the tenth hour.

**John 13:34-35**

A new commandment I give unto you, That ye love one another; as I have loved you, that ye also love one another. By this shall all *men* know that ye are my disciples, if ye have love one to another.

**Show people how to evangelize (Come and grow)**

**Matthew 4:19**

And he saith unto them, Follow me, and I will make you fishers of men.

**Show people how to minister (Come and serve)**

**Mark 3:13-15**

And he goeth up into a mountain, and calleth unto him whom he would: and they came unto him. And he ordained twelve, that they should be with him, and that he might send them forth to preach, And to have power to heal sicknesses, and to cast out devils:

**Show them how to shepherd (Come and shepherd)**

**John 21:15-17**

So when they had dined, Jesus saith to Simon Peter, Simon, *son* of Jonas, lovest thou me more than these? He saith unto him, Yea, Lord; thou knowest that I love thee. He saith unto him, Feed my lambs. He saith to him again the second time, Simon, *son* of Jonas, lovest thou me? He saith unto him, Yea, Lord; thou knowest that I love thee. He saith unto him, Feed my sheep. He saith unto him the third time, Simon, *son* of Jonas, lovest thou me? Peter was grieved because he said unto him the third time, Lovest thou me? And he said unto him, Lord, thou knowest all things; thou knowest that I love thee. Jesus saith unto him, Feed my sheep.

**Show people by your example how to develop others**

**Show people how to build relationships**

**Show people how to share the Gospel**

**Show people how to minister to others**

**Show people how to shepherd others**

## **F. Share the work**

### **Biblical delegation and leadership multiplication**

#### **To whom do we delegate responsibilities**

**Exodus 18:21**

Moreover thou shalt provide out of all the people able men, such as fear God, men of truth, hating covetousness; and place *such* over them, *to be* rulers of thousands, *and* rulers of hundreds, rulers of fifties, and rulers of tens:

**People whose abilities have been developed**

**People who fear God**

**People of truth**

**People who hate coveteousness**

**Acts 6:3-4**

Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, whom we may appoint over this business. But we will give ourselves continually to prayer, and to the ministry of the word.

**People who are respected**

**People who are filled with the Holy Spirit**

**People who are filled with wisdom**

#### **Levels of spiritual maturity and delegation**

**New born babes and toddlers - can learn to build relationships**

**Spiritual children - are effective in sharing the Gospel**

**Spiritual young men - can carry out effective ministry**

**Spiritual parents - make effective shepherds**

### III.

## Developing the people who will share leadership

### A. Selecting the people to be a part of the leadership team

**Christ selected men who had a learner's attitude**

**John 1:37-39**

And the two disciples heard him speak, and they followed Jesus. Then Jesus turned, and saw them following, and saith unto them, What seek ye? They said unto him, Rabbi, (which is to say, being interpreted, Master,) where dwellest thou? He saith unto them, Come and see. They came and saw where he dwelt, and abode with him that day: for it was about the tenth hour.

**Christ selected men who were workers**

**(in the book of Mark, all were chosen while they were working)**

**Christ selected men who were responders**

**Mark 2:13-14**

And he went forth again by the sea side; and all the multitude resorted unto him, and he taught them. And as he passed by, he saw Levi the *son* of Alphaeus sitting at the receipt of custom, and said unto him, Follow me. And he arose and followed him.

**Christ selected men who had a servant's heart**

**Mark 10:42-45**

But Jesus called them *to him*, and saith unto them, Ye know that they which are accounted to rule over the Gentiles exercise lordship over them; and their great ones exercise authority upon them. But so shall it not be among you: but whosoever will be great among you, shall be your minister: And whosoever of you will be the chiefest, shall be servant of all. For even the Son of man came not to be ministered unto, but to minister, and to give his life a ransom for many.

**Christ selected men after much prayer**

**Luke 6:12-13**

And it came to pass in those days, that he went out into a mountain to pray, and continued all night in prayer to God. And when it was day, he called *unto him* his disciples: and of them he chose twelve, whom also he named apostles;

**Select people with a learner's attitude**

**Select people who are workers**

**Select people who are responders**

**Select people who have a servant's heart**

**Select people after much prayer**

## **B. Imparting vision to the people on the leadership team**

### **Christ developed vision by showing compassion for the multitudes**

**Matthew 9:36-38**

But when he saw the multitudes, he was moved with compassion on them, because they fainted, and were scattered abroad, as sheep having no shepherd. Then saith he unto his disciples, The harvest truly *is* plenteous, but the labourers *are* few; Pray ye therefore the Lord of the harvest, that he will send forth labourers into his harvest.

### **Christ developed vision by sending the disciples to their own people**

**Matthew 10:1, 5-6**

And when he had called unto *him* his twelve disciples, he gave them power *against* unclean spirits, to cast them out, and to heal all manner of sickness and all manner of disease... These twelve Jesus sent forth, and commanded them, saying, Go not into the way of the Gentiles, and into *any* city of the Samaritans enter ye not: But go rather to the lost sheep of the house of Israel.

### **Christ developed vision by helping the disciples see other cultures**

**John 4:35**

Say not ye, There are yet four months, and *then* cometh harvest? behold, I say unto you, Lift up your eyes, and look on the fields; for they are white already to harvest.

**Matthew 15:21-23, 28**

Then Jesus went thence, and departed into the coasts of Tyre and Sidon. And, behold, a woman of Canaan came out of the same coasts, and cried unto him, saying, Have mercy on me, O Lord, *thou* Son of David; my daughter is grievously vexed with a devil. But he answered her not a word. And his disciples came and besought him, saying, Send her away; for she crieth after us... Then Jesus answered and said unto her, O woman, great *is* thy faith: be it unto thee even as thou wilt. And her daughter was made whole from that very hour.

### **Christ developed vision for the world**

**Matthew 28:19-20**

Go ye therefore, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, *even* unto the end of the world. Amen.

**Develop vision by your own example**

**Develop vision by your concern for your own people**

**Develop vision by your concern for other cultures**

**Develop vision by your concern for the world**

## C. Determining the spiritual gifts of the leadership team

### 1. Understanding our SHAPE

**S**piritual gifts  
**H**eat  
**A**bilities  
**P**ersonality  
**E**xperiences in life

**Every Christian has been given spiritual gifts**

**Romans 12:6, see 12:3-8**

Having then gifts differing according to the grace that is given to us, whether prophecy, let us prophesy according to the proportion of faith;

**Every growing Christian has a heart (passion) for some ministry**

**Colossians 4:12-13**

Epaphras, who is *one* of you, a servant of Christ, saluteth you, always labouring fervently for you in prayers, that ye may stand perfect and complete in all the will of God. For I bear him record, that he hath a great zeal for you, and them *that are* in Laodicea, and them in Hierapolis.

**Every Christian has been given different abilities**

**Acts 14:12**

And they called Barnabas, Jupiter; and Paul, Mercurius, because he was the chief speaker.

**Every Christian has a different personality**

**John 11:16**

Then said Thomas, which is called Didymus, unto his fellowdisciples, Let us also go, that we may die with him.

**Every Christian has had different experiences in life**

**II Corinthians 11:24-26**

Of the Jews five times received I forty stripes save one. Thrice was I beaten with rods, once was I stoned, thrice I suffered shipwreck, a night and a day I have been in the deep; *In* journeyings often, in perils of waters, in perils of robbers, in perils by *mine own* countrymen, in perils by the heathen, in perils in the city, in perils in the wilderness, in perils in the sea, in perils among false brethren;

## What is your SHAPE?

## 2. Understanding the purpose of sign gifts

### Sign gifts were to confirm the message of the apostles

#### Hebrews 2:3-4

How shall we escape, if we neglect so great salvation; which at the first began to be spoken by the Lord, and was confirmed unto us by them that heard *him*; God also bearing *them* witness, both with signs and wonders, and with divers miracles, and gifts of the Holy Ghost, according to his own will?

#### II Corinthians 12:11-12

I am become a fool in glorying; ye have compelled me: for I ought to have been commended of you: for in nothing am I behind the very chiefest apostles, though I be nothing. Truly the signs of an apostle were wrought among you in all patience, in signs, and wonders, and mighty deeds.

### Sign gifts will be misused in the future

#### II Thessalonians 2:8-9

And then shall that Wicked be revealed, whom the Lord shall consume with the spirit of his mouth, and shall destroy with the brightness of his coming: *Even him*, whose coming is after the working of Satan with all power and signs and lying wonders,

### Sign gifts were needed to confirm the message of the resurrection

#### Acts 1:21-22

Wherefore of these men which have companied with us all the time that the Lord Jesus went in and out among us, Beginning from the baptism of John, unto that same day that he was taken up from us, must one be ordained to be a witness with us of his resurrection.

### Sign gifts were demonstrated by the men who wrote the New Testament

#### II Peter 1:19-21

We have also a more sure word of prophecy; whereunto ye do well that ye take heed, as unto a light that shineth in a dark place, until the day dawn, and the day star arise in your hearts: Knowing this first, that no prophecy of the scripture is of any private interpretation. For the prophecy came not in old time by the will of man: but holy men of God spake as they were moved by the Holy Ghost.

### Signs Gifts include:

Speaking in tongues - Acts 2:1-8, 11:15-17

Signs and Wonders - Acts 5:12

### 3. Understanding the equipping gifts

#### Equipping gifts are to equip the saints for ministry

**Ephesians 4:11-13**

And he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers; For the perfecting (equipping) of the saints, for the work of the ministry, for the edifying of the body of Christ: Till we all come in the unity of the faith, and of the knowledge of the Son of God, unto a perfect man, unto the measure of the stature of the fulness of Christ:

#### Apostles and prophets provide our foundation

**Ephesians 2:19-20**

Now therefore ye are no more strangers and foreigners, but fellowcitizens with the saints, and of the household of God; And are built upon the foundation of the apostles and prophets, Jesus Christ himself being the chief corner *stone*;

#### Evangelists, Pastors and Teachers equip us to obey our Great Commission

**Matthew 28:19-20**

Going therefore, Make Disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, *even* unto the end of the world. Amen.

#### Evangelists, Pastors and Teachers equip us to obey our New Command

**John 13:34-35**

A new commandment I give unto you, That ye love one another; as I have loved you, that ye also love one another. By this shall all *men* know that ye are my disciples, if ye have love one to another.

**In this Commission and Command, every Christian has three responsibilities:**

As we are going, we are to **Preach the Gospel** - Mark 16:15

As we love one another, we are to **Minister to One Another** - Galatians 6:2

As we make disciples, we are to **Teach the Word of God** - Matthew 28:20

Equipping Gift	Equip the Saints to:
Evangelists Pastors Teachers	Preach the Gospel Minister to one another Teach the Word of God

## **4. Understanding the serving gifts listed in: Romans 12:3-8, I Corinthians 12:1-14:40, I Peter 4:7-11**

### **Romans 12:6-8**

Having then gifts differing according to the grace that is given to us, whether prophecy, *let us prophesy* according to the proportion of faith; Or ministry, *let us wait* on *our* ministering: or he that teacheth, on teaching; Or he that exhorteth, on exhortation: he that giveth, *let him do it* with simplicity; he that ruleth, with diligence; he that sheweth mercy, with cheerfulness.

### **Prophecy**

Since the prophets gave us the completed written Word of God, the gift of prophecy does not speak about giving new revelation since that is clearly forbidden in Revelation 22:18-19. Instead the one with the gift of prophecy is to prophesy what has already been written down in the Word of God. Key passages:

### **I Corinthians 14:3**

But he that prophesieth speaketh unto men *to* edification, and exhortation, and comfort.

### **I Peter 1:10**

Of which salvation the prophets have enquired and searched diligently, who prophesied of the grace *that should come* unto you:

### **Jude 14-15**

And Enoch also, the seventh from Adam, prophesied of these, saying, Behold, the Lord cometh with ten thousands of his saints, *t*To execute judgment upon all, and to convince all that are ungodly among them of all their ungodly deeds which they have ungodly committed, and of all their hard *speeches* which ungodly sinners have spoken against him.

**The gift of prophecy: To quote the Word of God to edify, to exhort and to comfort, to announce the grace which is provided in salvation and to warn of judgment for ungodly deeds.** The person with this gift will often quote the Scripture without explaining it as Peter did in his sermon in Acts 2.

### **Ministry (Serving)**

The Christian who has the gift of serving will usually emphasize practical ways to help other Christians. This will involve many different kinds of ministry but the purpose will be to serve other Christians. Key passages:

### **I Corinthians 16:15**

I beseech you, brethren, (ye know the house of Stephanas, that it is the firstfruits of Achaia, and *that* they have addicted themselves to the ministry of the saints,)

### **Romans 16:1-2**

I commend unto you Phebe our sister, which is a servant of the church which is at Cenchrea: That ye receive her in the Lord, as becometh saints, and that ye assist her in whatsoever business she hath need of you: for she hath been a succourer of many, and of myself also.

### **Acts 6:1-2**

And in those days, when the number of the disciples was multiplied, there arose a murmuring of the Grecians against the Hebrews, because their widows were neglected in the daily ministration. Then the twelve called the multitude of the disciples *unto them*, and said, It is not reason that we should leave the word of God, and serve tables.

### **II Corinthians 8:1-4**

Moreover, brethren, we do you to wit of the grace of God bestowed on the churches of Macedonia; How that in a great trial of affliction the abundance of their joy and their deep poverty abounded unto the riches of their liberality. For to *their* power, I bear record, yea, and beyond *their* power *they were* willing of themselves; Praying us with much intreaty that we would receive the gift, and *take upon us* the fellowship of the ministering to the saints.

**The gift of serving: To serve the saints by helping, by serving, by sharing and by devoting our time to the ministry of the saints. The gift will often involve manual projects and short term goals.**

### **Teaching**

The Christian who has the gift of teaching will tend to emphasize purity of doctrine and will emphasize the importance of much study in order to make certain that there is purity of doctrine. The concern of one who has this gift is for sound doctrine in all teaching and the application of that teaching so that it produces obedience and godly living. Key passages:

### **I Timothy 4:16**

Take heed unto thyself, and unto the doctrine; continue in them: for in doing this thou shalt both save thyself, and them that hear thee.

### **Titus 2:7-8**

In all things shewing thyself a pattern of good works: in doctrine *shewing* uncorruptness, gravity, sincerity, Sound speech, that cannot be condemned; that he that is of the contrary part may be ashamed, having no evil thing to say of you.

### **Titus 1:9**

Holding fast the faithful word as he hath been taught, that he may be able by sound doctrine both to exhort and to convince the gainsayers.

**The gift of teaching: To spend much time in study so that there will be purity of doctrine in all teaching. This teaching will include both teaching those who want to learn and refuting those who contradict.**

### **Exhorting**

The Christian who has the gift of exhorting will tend to emphasize growth toward spiritual maturity so that the Word of God will not be blasphemed. He will urge others to pursue a course of conduct which is always prospective, looking toward the future. Key passages:

#### **I Thessalonians 4:9-10**

But as touching brotherly love ye need not that I write unto you: for ye yourselves are taught of God to love one another. And indeed ye do it toward all the brethren which are in all Macedonia: but we beseech you, brethren, that ye increase more and more;

#### **I Timothy 6:1-2**

Let as many servants as are under the yoke count their own masters worthy of all honour, that the name of God and *his* doctrine be not blasphemed. And they that have believing masters, let them not despise *them*, because they are brethren; but rather do *them* service, because they are faithful and beloved, partakers of the benefit. These things teach and exhort.

#### **Titus 2:15**

These things speak, and exhort, and rebuke with all authority. Let no man despise thee.

#### **Titus 2:4-5**

That they may teach the young women to be sober, to love their husbands, to love their children, *To be* discreet, chaste, keepers at home, good, obedient to their own husbands, that the word of God be not blasphemed.

**The gift of exhorting: To encourage the saints to love, to good works and to godly living by giving specific steps so that the Word of God will not be blasphemed.** The person with this gift will often encourage individuals to take small specific steps which will help them to work toward spiritual development and goals.

### **Comparing three speaking gifts**

#### **II Timothy 3:16**

All scripture *is* given by inspiration of God, and *is* profitable for doctrine, for reproof, for correction, for instruction in righteousness:

**The one who has the gift of teaching will emphasize: Doctrine**

**The one who has the gift of prophecy will emphasize: Reproof**

**The one who has the gift of exhorting will emphasize: Correction**

## Giving

The Christian who has the gift of giving tends to emphasize giving to needs which are often not recognized by others. There will also often be an emphasis on giving to missions so that the Word of God can be carried worldwide. Key passages:

### **Romans 12:8**

Or he that exhorteth, on exhortation: he that giveth, *let him do it* with simplicity; he that ruleth, with diligence; he that sheweth mercy, with cheerfulness.

### **Romans 1:11-12**

For I long to see you, that I may impart unto you some spiritual gift, to the end ye may be established; <sup>1</sup>That is, that I may be comforted together with you by the mutual faith both of you and me.

### **Ephesians 4:28**

Let him that stole steal no more: but rather let him labour, working with *his* hands the thing which is good, that he may have to give to him that needeth.

### **I Thessalonians 2:8**

So being affectionately desirous of you, we were willing to have imparted unto you, not the gospel of God only, but also our own souls, because ye were dear unto us.

**The gift of giving: To give generously so that faith may be strengthened, needs may be met and others may be able to minister because we have given of our own souls.** The person with the gift of giving will often encourage other Christians to share in the ministry of giving so that his or her giving is multiplied.

## Leading

The word translated lead means to stand before or lead. In order to lead effectively, God has given the person with this gift the ability to see what a church or other ministry needs to do to accomplish the work of God in the future. The Christian who has the gift of leading (ruling) tends to take a long range view and to make long range plans so that the work of God can be completed smoothly and efficiently. Key passages:

### **I Thessalonians 5:12**

And we beseech you, brethren, to know them which labour among you, and are over you in the Lord, and admonish you;

### **Titus 3:8**

*This is* a faithful saying, and these things I will that thou affirm constantly, that they which have believed in God might be careful to maintain good works. These things are good and profitable unto men.

### Titus 3:14

And let ours also learn to maintain good works for necessary uses, that they be not unfruitful.

**The gift of leading: To lead under the leadership of the Lord so that the good works of all will be profitable and fruitful.** The person with this gift will often be given insight by the Lord which helps that person to see what a group needs to do to move forward and make progress in their ministry.

### Showing Mercy

The Christian who has the gift of showing mercy tends to be more sensitive to the inner feelings of others and demonstrates loving concern to those who are in inner distress. The person with this gift is usually effective at offering comfort to those experiencing inner distress. Key passages:

#### Matthew 20:30-34

And, behold, two blind men sitting by the way side, when they heard that Jesus passed by, cried out, saying, Have mercy on us, O Lord, *thou* Son of David. And the multitude rebuked them, because they should hold their peace: but they cried the more, saying, Have mercy on us, O Lord, *thou* Son of David. And Jesus stood still, and called them, and said, What will ye that I shall do unto you? They say unto him, Lord, that our eyes may be opened. So Jesus had compassion *on them*, and touched their eyes: and immediately their eyes received sight, and they followed him.

#### II Corinthians 1:3-4

Blessed *be* God, even the Father of our Lord Jesus Christ, the Father of mercies, and the God of all comfort; Who comforteth us in all our tribulation, that we may be able to comfort them which are in any trouble, by the comfort wherewith we ourselves are comforted of God.

#### Romans 12:8

Or he that exhorteth, on exhortation: he that giveth, *let him do it* with simplicity; he that ruleth, with diligence; he that sheweth mercy, with cheerfulness.

**The gift of showing mercy: To feel such sympathy with the misery of another that it produces comfort and thankfulness for the opportunity to show mercy.**

In addition, to the gifts listed in Romans 12, a number of other gifts that are not mentioned in any of the previous groups are also given in I Corinthians 12 and I Peter 4.

## Word of Wisdom

The word that is translated wisdom in the New Testament is used most often to speak of the ability to understand God's will and apply it obediently. The Christian who has this gift is able to apply the Word of God to the situations that people face in life and to apply God's Word to the problems and questions that people bring. Key passages:

### **Acts 6:10**

And they were not able to resist the wisdom and the spirit by which he spake.

### **James 3:13**

Who *is* a wise man and endued with knowledge among you? let him shew out of a good conversation his works with meekness of wisdom.

### **I Corinthians 2:13**

Which things also we speak, not in the words which man's wisdom teacheth, but which the Holy Ghost teacheth; comparing spiritual things with spiritual.

### **Colossians 1:28**

Whom we preach, warning every man, and teaching every man in all wisdom; that we may present every man perfect in Christ Jesus:

**The gift of the word of wisdom: To share the wisdom of God by showing godly wisdom in living and by applying spiritual wisdom to life so that Christians can make progress in their growth to spiritual maturity.**

## Word of Knowledge

The word that is translated knowledge in the New Testament means to know through inquiry and investigation. The Christian who has this gift is able to understand through study the meaning of the text and the related passages so that he can in turn explain the Word of God and make it clear to others. Key passages:

### **I Corinthians 2:9-10**

But as it is written, Eye hath not seen, nor ear heard, neither have entered into the heart of man, the things which God hath prepared for them that love him. But God hath revealed *them* unto us by his Spirit: for the Spirit searcheth all things, yea, the deep things of God.

### **I Corinthians 2:13-14**

Which things also we speak, not in the words which man's wisdom teacheth, but which the Holy Ghost teacheth; comparing spiritual things with spiritual. But the natural man receiveth not the things of the Spirit of God: for they are foolishness unto him: neither can he know *them*, because they are spiritually discerned.

## Colossians 2:3

In whom are hid all the treasures of wisdom and knowledge.

**The gift of the word of knowledge: The ability to discover through study the full meaning of the text, context, words, phrases, related passages and truths and then help provide that understanding to others.**

## Faith

The gift of faith is different than saving faith and speaks of the ability to trust God in difficult and demanding ways. This faith is strong in spite of overwhelming obstacles and human impossibilities. This gift is primarily exercised through prayer to God in asking and trusting God to do what is beyond His normal provision. Key passages:

### Matthew 17:20

And Jesus said unto them, Because of your unbelief: for verily I say unto you, If ye have faith as a grain of mustard seed, ye shall say unto this mountain, Remove hence to yonder place; and it shall remove; and nothing shall be impossible unto you.

### Hebrews 11:1

Now faith is the substance of things hoped for, the evidence of things not seen.

### James 5:16-18

Confess *your* faults one to another, and pray one for another, that ye may be healed. The effectual fervent prayer of a righteous man availeth much. Elijah was a man subject to like passions as we are, and he prayed earnestly that it might not rain: and it rained not on the earth by the space of three years and six months. And he prayed again, and the heaven gave rain, and the earth brought forth her fruit.

**The gift of faith: The ability to trust God in difficult and demanding ways in spite of overwhelming obstacles and human impossibilities. It is exercised through prayer to God as a person asks and trusts God to do what is beyond His normal provision.** The person with this gift is the kind of person who makes the ministries of others effective through fervent prayer and the assurance that God is able to and will do the impossible.

## Discerning of spirits

Because young and immature Christians often cannot discern between the true and the false, God has given this particular gift to certain Christians to give them the ability to discern what is not in agreement with Scripture and actually has its source from Satan, the father of lies. Key passages:

### **John 8:44**

Ye are of *your* father the devil, and the lusts of your father ye will do. He was a murderer from the beginning, and abode not in the truth, because there is no truth in him. When he speaketh a lie, he speaketh of his own: for he is a liar, and the father of it.

### **Hebrew 5:13-14**

For every one that useth milk *is* unskilful in the word of righteousness: for he is a babe. But strong meat belongeth to them that are of full age, *even* those who by reason of use have their senses exercised to discern both good and evil.

### **Acts 20:29-31**

For I know this, that after my departing shall grievous wolves enter in among you, not sparing the flock. Also of your own selves shall men arise, speaking perverse things, to draw away disciples after them. Therefore watch, and remember, that by the space of three years I ceased not to warn every one night and day with tears.

### **I Corinthians 14:29**

Let the prophets speak two or three, and let the other judge.

**The gift of discerning of spirits: The special ability to recognize those ideas, philosophies and teachings which are not in agreement with Scripture but have their source in Satan, the father of lies and correct those false teachings with the Word of God.**

### **Helps**

The gift of helps is similar to the gift of serving in that it speaks of helping and serving others. However, it is different in the sense that the word translated helps means to take the burden off someone and place it on oneself. It has the special thought of helping the poor, weak and needy. Key passages:

### **Acts 20:35**

I have shewed you all things, how that so labouring ye ought to support the weak, and to remember the words of the Lord Jesus, how he said, It is more blessed to give than to receive.

### **I Thessalonians 5:14**

Now we exhort you, brethren, warn them that are unruly, comfort the feebleminded, support the weak, be patient toward all *men*.

### **Philippians 2:25**

Yet I supposed it necessary to send to you Epaphroditus, my brother, and companion in labour, and fellowsoldier, but your messenger, and he that ministered to my wants.

### **I Corinthians 16:15**

I beseech you, brethren, (ye know the house of Stephanas, that it is the firstfruits of Achaia, and *that* they have addicted themselves to the ministry of the saints,)

**The gift of helps: The special ability to help other Christians, especially the poor, weak and needy, by taking the burden off someone and placing that burden on oneself.**

## **Administration**

The word that is translated administration comes from the same root word as the word for the pilot of a ship. It has the thought of one who steers the ship and guides it to the harbor. The gift of administration speaks of those who have been given the special ability to make wise decisions and to mobilize, motivate and direct others toward an objective. Key passages:

### **Acts 27:11**

Nevertheless the centurion believed the master and the owner of the ship, more than those things which were spoken by Paul.

### **Acts 8:4**

Therefore they that were scattered abroad went every where preaching the word.

### **II Timothy 4:11-12**

Only Luke is with me. Take Mark, and bring him with thee: for he is profitable to me for the ministry. And Tychicus have I sent to Ephesus.

**The gift of administration: The ability to make wise decisions and to mobilize, motivate, direct others and delegate responsibility to help a group of Christians accomplish a purpose, fulfill objectives and reach the goals that they have been led of the Lord to establish.** It may be helpful to distinguish between the gift of leading and the gift of administration. The person with the gift of leading is the person who can make long range plans and lead a group toward those goals. The person with the gift of administration organizes all of the details and delegates the responsibilities to various individuals to help the group reach those goals.

## **Hospitality**

The gift of hospitality is the special gift of being able to make people feel comfortable and at home both in the church and in the home. Christians with this gift are especially effective at making others feel comfortable: Key passages:

### **I Peter 4:8-9**

And above all things have fervent charity among yourselves: for charity shall cover the multitude of sins. Use hospitality one to another without grudging.

### **Romans 12:13**

Distributing to the necessity of saints; given to hospitality.

### **Hebrews 13:2**

Be not forgetful to entertain strangers: for thereby some have entertained angels unawares.

### **Acts 16:15**

And when she was baptized, and her household, she besought *us*, saying, If ye have judged me to be faithful to the Lord, come into my house, and abide *there*. And she constrained us.

**The gift of hospitality: The ability to make people feel comfortable and at home so that there will be the opportunity to have an effective ministry to them.**

## **Commandments and Gifts**

Actually each Christian is commanded to do each of the things that have been mentioned in these spiritual gifts. That means that obedience will cause us to do each of these things as we have opportunity. However, the gifts that we have been given give us an ability beyond that of most Christians to minister in that way. They also cause us to see needs that other Christians do not see. In addition, we can exercise our spiritual gifts for an extended period at any one time.

There are two attitudes that we must avoid in order to be effective in the use of our spiritual gifts. First, we must not be proud because we have been given those gifts. Second, we must not be critical of other Christian because they do not see the same needs we see. We see those needs because we have been given spiritual gifts to meet those needs. The fact that we see those needs gives us the opportunity to exercise our spiritual gifts without being critical of others.

## **Understanding how we use our gifts**

### **I Peter 4:10-11**

As every man hath received the gift, *even so* minister the same one to another, as good stewards of the manifold grace of God. If any man speak, *let him speak* as the oracles of God; if any man minister, *let him do it* as of the ability which God giveth: that God in all things may be glorified through Jesus Christ, to whom be praise and dominion for ever and ever. Amen.

**We are to use our gifts to serve one another so that God will be glorified!**

## Equipping Gifts and Serving Gifts

As we look at the gifts that we have listed from the various passages, we see that there are three equipping gifts for today and a whole variety of serving gifts. The spiritual leaders who have been given the equipping gifts are to equip each Christian to use his or her gifts to serve the Lord. We may have several serving gifts. Let's look at these gifts in a diagram form and see the wide variety of possible combinations of gifts we may have.

	Evangelists	Pastors	Teachers
<b>Prophecy</b>			
<b>Ministry (Serving)</b>			
<b>Teaching</b>			
<b>Exhorting</b>			
<b>Giving</b>			
<b>Leading</b>			
<b>Showing Mercy</b>			
<b>Word of Wisdom</b>			
<b>Word of Knowledge</b>			
<b>Faith</b>			
<b>Discerning of spirits</b>			
<b>Helps</b>			
<b>Administration</b>			
<b>Hospitality</b>			

## **D. Training the team for leadership multiplication**

**Train the team by your example of taking a team with you**

**Acts 20:4**

And there accompanied him into Asia Sopater of Berea; and of the Thessalonians, Aristarchus and Secundus; and Gaius of Derbe, and Timotheus; and of Asia, Tychicus and Trophimus.

**Train the team by showing them how to select potential leaders by prayer**

**Luke 6:12-13**

And it came to pass in those days, that he went out into a mountain to pray, and continued all night in prayer to God. And when it was day, he called *unto him* his disciples: and of them he chose twelve, whom also he named apostles;

**Train the team by helping them learn to look for a learner's attitude**

**John 1:37-39**

And the two disciples heard him speak, and they followed Jesus. Then Jesus turned, and saw them following, and saith unto them, What seek ye? They said unto him, Rabbi, (which is to say, being interpreted, Master,) where dwellest thou? He saith unto them, Come and see. They came and saw where he dwelt, and abode with him that day: for it was about the tenth hour.

**Train the team by helping them learn to look for a servant's heart**

**Mark 10:42-45**

But Jesus called them *to him*, and saith unto them, Ye know that they which are accounted to rule over the Gentiles exercise lordship over them; and their great ones exercise authority upon them. But so shall it not be among you: but whosoever will be great among you, shall be your minister: And whosoever of you will be the chiefest, shall be servant of all. For even the Son of man came not to be ministered unto, but to minister, and to give his life a ransom for many.

### **Training the team for leadership multiplication**

**Training happens by example**

**Training is effective if it is God centered**

**Training will focus on a learner's attitude**

**Training will focus on a servant's heart**

## IV.

### Developing the Structure of the Organization

#### A. Developing the relationships with the supporters

##### Focus on the need for prayer support

###### Ephesians 6:19-20

And for me, that utterance may be given unto me, that I may open my mouth boldly, to make known the mystery of the gospel, For which I am an ambassador in bonds: that therein I may speak boldly, as I ought to speak.

##### Focus on the need for encouragement

###### II Corinthians 7:5-6

For, when we were come into Macedonia, our flesh had no rest, but we were troubled on every side; without *were* fightings, within *were* fears. Nevertheless God, that comforteth those that are cast down, comforted us by the coming of Titus;

##### Focus on the opportunities for participation by going

###### Acts 18:18

And Paul *after this* tarried *there* yet a good while, and then took his leave of the brethren, and sailed thence into Syria, and with him Priscilla and Aquila; having shorn *his* head in Cenchrea: for he had a vow.

##### Focus on the opportunities for participation by giving

###### II Corinthians 8:1-2

Moreover, brethren, we do you to wit of the grace of God bestowed on the churches of Macedonia; How that in a great trial of affliction the abundance of their joy and their deep poverty abounded unto the riches of their liberality.

##### Help people learn to become partners

People can be partners by praying

People can be partners by encouraging

People can be partners by going

People can be partners by giving

## **B. Developing the relationships with the staff**

### **Christ prayed for the disciples**

**Luke 6:12-13**

And it came to pass in those days, that he went out into a mountain to pray, and continued all night in prayer to God. And when it was day, he called *unto him* his disciples: and of them he chose twelve, whom also he named apostles;

### **Christ spent lots of time with the disciples**

**Christ also gave them new ministries**

**Mark 3:13-14**

And he goeth up into a mountain, and calleth *unto him* whom he would: and they came unto him. And he ordained twelve, that they should be with him, and that he might send them forth to preach,

### **Christ helped the disciples clarify their thinking**

**Matthew 16:13-16**

When Jesus came into the coasts of Caesarea Philippi, he asked his disciples, saying, Whom do men say that I the Son of man am? And they said, Some *say that thou art* John the Baptist: some, Elias; and others, Jeremias, or one of the prophets. He saith unto them, But whom say ye that I am? And Simon Peter answered and said, Thou art the Christ, the Son of the living God.

### **Christ stretched the thinking of the disciples**

**John 6:5-6**

When Jesus then lifted up *his* eyes, and saw a great company come unto him, he saith unto Philip, Whence shall we buy bread, that these may eat? And this he said to prove him: for he himself knew what he would do.

### **Build your staff by:**

**Praying for your staff**

**Spending much time with your staff**

**Giving your staff new opportunities for ministry**

**Helping your staff clarify their thinking**

**Stretching the staff to handle new situations**

## **C. Developing the fields where we work**

### **Paul spent time visiting each of the fields**

**Acts 15:36**

And some days after Paul said unto Barnabas, Let us go again and visit our brethren in every city where we have preached the word of the Lord, *and see* how they do.

### **Paul spent time developing the leadership team in each field**

**Acts 14:21-23**

And when they had preached the gospel to that city, and had taught many, they returned again to Lystra, and *to* Iconium, and Antioch, Confirming the souls of the disciples, *and* exhorting them to continue in the faith, and that we must through much tribulation enter into the kingdom of God. And when they had ordained them elders in every church, and had prayed with fasting, they commended them to the Lord, on whom they believed.

### **Paul spent time strengthening all the disciples in each field**

**Acts 18:23**

And after he had spent some time *there*, he departed, and went over *all* the country of Galatia and Phrygia in order, strengthening all the disciples.

### **Paul took others with him as he visited each field**

**Acts 20:4**

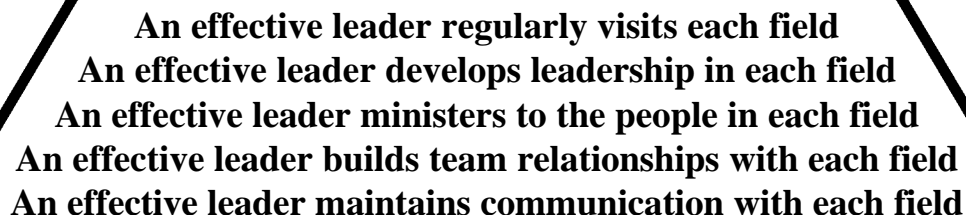
And there accompanied him into Asia Sopater of Berea; and of the Thessalonians, Aristarchus and Secundus; and Gaius of Derbe, and Timotheus; and of Asia, Tychicus and Trophimus.

### **Paul regularly communicated with the fields**

**II Thessalonians :1**

Paul, and Silvanus, and Timotheus, unto the church of the Thessalonians in God our Father and the Lord Jesus Christ:

### **Principles for developing our fields of ministry**



**An effective leader regularly visits each field**  
**An effective leader develops leadership in each field**  
**An effective leader ministers to the people in each field**  
**An effective leader builds team relationships with each field**  
**An effective leader maintains communication with each field**

## **D. Developing the support services needed**

### **Christ developed both a leadership team and a support services team**

**Luke 8:1-3**

And it came to pass afterward, that he went throughout every city and village, preaching and shewing the glad tidings of the kingdom of God: and the twelve *were* with him, And certain women, which had been healed of evil spirits and infirmities, Mary called Magdalene, out of whom went seven devils, And Joanna the wife of Chuza Herod's steward, and Susanna, and many others, which ministered unto him of their substance.

### **Christ helped the support services team develop priorities**

**Luke 10:40-42**

But Martha was cumbered about much serving, and came to him, and said, Lord, dost thou not care that my sister hath left me to serve alone? bid her therefore that she help me. And Jesus answered and said unto her, Martha, Martha, thou art careful and troubled about many things: But one thing is needful: and Mary hath chosen that good part, which shall not be taken away from her.

### **Christ took time to minister to the support services team**

**John 11:35-38**

Jesus wept. Then said the Jews, Behold how he loved him! And some of them said, Could not this man, which opened the eyes of the blind, have caused that even this man should not have died? Jesus therefore again groaning in himself cometh to the grave. It was a cave, and a stone lay upon it.

### **Christ spent time in the homes of the support services team**

**John 12:1-2**

Then Jesus six days before the passover came to Bethany, where Lazarus was which had been dead, whom he raised from the dead. There they made him a supper; and Martha served: but Lazarus was one of them that sat at the table with him.

#### **Built your support staff by:**

**Helping them become a team**

**Helping them develop priorities**

**Ministering to their emotional needs**

## V.

### **Developing the people who are a part of the organization**

#### **A. Developing their spiritual maturity**

##### **1. Helping them determine their level of spiritual maturity**

**Our goal is to bring every person to spiritual maturity**

**Colossians 1:28-29**

Whom we preach, warning every man, and teaching every man in all wisdom; that we may present every man perfect in Christ Jesus: Whereunto I also labour, striving according to his working, which worketh in me mightily.

**Our goal is to equip every person for effective ministry**

**Ephesians 4:11-13**

And he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers; For the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ: Till we all come in the unity of the faith, and of the knowledge of the Son of God, unto a perfect man, unto the measure of the stature of the fulness of Christ:

**Where am I at in my growth to spiritual maturity?**

**Is my greatest concern for food? - a spiritual infant**

**Is my greatest concern to meet my needs? - a spiritual toddler**

**Is my greatest concern to grow spiritually? - a spiritual child**

**Is my greatest concern to serve effectively? - a spiritual young man**

**Is my greatest concern for spiritual children? - a spiritual parent**

**Is my greatest concern for godly leadership development?**

**Is my greatest concern for godly leadership reproduction?**

**Is my greatest concern for godly leadership multiplication?**

## **2. Helping them determine how to grow to the next level of maturity**

### **Paul explains his goal for his own spiritual growth**

#### **Philippians 3:10-11**

That I may know him, and the power of his resurrection, and the fellowship of his sufferings, being made conformable unto his death; If by any means I might attain unto the resurrection of the dead.

### **Paul says that he has not yet arrived but must press on**

#### **Philippians 3:12-14**

Not as though I had already attained, either were already perfect: but I follow after, if that I may apprehend that for which also I am apprehended of Christ Jesus. Brethren, I count not myself to have apprehended: but *this* one thing *I do*, forgetting those things which are behind, and reaching forth unto those things which are before, I press toward the mark for the prize of the high calling of God in Christ Jesus.

### **Paul became a spiritual parent to guide Christians in their growth**

#### **I Corinthians 4:14-17**

I write not these things to shame you, but as my beloved sons I warn *you*. For though ye have ten thousand instructors in Christ, yet *have ye* not many fathers: for in Christ Jesus I have begotten you through the gospel. Wherefore I beseech you, be ye followers of me. For this cause have I sent unto you Timotheus, who is my beloved son, and faithful in the Lord, who shall bring you into remembrance of my ways which be in Christ, as I teach every where in every church.

### **Paul helped Christians focus on transforming the inner man**

#### **II Corinthians 4:16**

For which cause we faint not; but though our outward man perish, yet the inward *man* is renewed day by day.

### **Help Christians grow to the next level of spiritual maturity by:**

**Sharing the ideal of what God wants us to become**

**Sharing the reality of where we presently are**

**Sharing the goal of pressing on**

**Sharing a model for their continuing growth**

**Sharing principles of inner transformation**

## **B. Developing their love**

### **1. helping them grow in their relationship with Christ**

#### **Christians need to be shown how to take root in Christ**

**Colossians 2:6-7**

As ye have therefore received Christ Jesus the Lord, *so* walk ye in him: Rooted and built up in him, and stablished in the faith, as ye have been taught, abounding therein with thanksgiving.

#### **Christians need to learn to deal with fear by responding to the love of Christ**

**I John 4:18-19**

There is no fear in love; but perfect love casteth out fear: because fear hath torment. He that feareth is not made perfect in love. We love him, because he first loved us.

#### **Christians need to be shown how to take root in the love of Christ**

**Ephesians 3:17-19**

That Christ may dwell in your hearts by faith; that ye, being rooted and grounded in love, May be able to comprehend with all saints what *is* the breadth, and length, and depth, and height; And to know the love of Christ, which passeth knowledge, that ye might be filled with all the fulness of God.

#### **Christians need to be shown that relationship with God develops through yielding**

**Romans 6:13, 16**

Neither yield ye your members *as* instruments of unrighteousness unto sin: but yield yourselves unto God, as those that are alive from the dead, and your members *as* instruments of righteousness unto God... Know ye not, that to whom ye yield yourselves servants to obey, his servants ye are to whom ye obey; whether of sin unto death, or of obedience unto righteousness?

**We help Christians grow in their relationship with Christ by:**

**Helping them learn to walk in Him and take root in Him**

**Helping them learn to move from fear toward Christ's love**

**Helping them learn to take root in the love of Christ**

**Helping them learn to grow through yielding**

## **2. Helping them grow in their relationship with their family**

### **Christ gives us His example of how to love one another**

**John 13:34-35**

A new commandment I give unto you, That ye love one another; as I have loved you, that ye also love one another. By this shall all *men* know that ye are my disciples, if ye have love one to another.

### **Christ calls us to be good listeners to one another**

**James 1:19-20**

Wherefore, my beloved brethren, let every man be swift to hear, slow to speak, slow to wrath: For the wrath of man worketh not the righteousness of God.

### **Three characteristics of healthy listening and understanding**

<b>Quick to hear</b>	<b>to listen carefully so that there is full understanding of what is being said</b>
<b>Slow to speak</b>	<b>to be slow to answer so that we can think through what the person has said</b>
<b>Slow to wrath</b>	<b>anger which causes us to become agitated or seek to punish</b>

### **Christ calls us to learn to forgive one another**

**Ephesians 4:32**

And be ye kind one to another, tenderhearted, forgiving one another, even as God for Christ's sake hath forgiven you.

**As we yield to the Holy Spirit, He give us the power to:**

**Be Kind to One Another - to be useful and good toward another**

**Be Tenderhearted toward one another - to show compassion**

**Forgive One another - to no longer hold the past against a person**

**Follow the example of the Father who forgave us because of Christ**

### **3. Helping them grow in their relationship with other Christians**

#### **The early church focused on spiritual families that cared**

**Acts 2:41-47**

Then they that gladly received his word were baptized: and the same day there were added *unto them* about three thousand souls. And they continued stedfastly in the apostles' doctrine and fellowship, and in breaking of bread, and in prayers. And fear came upon every soul: and many wonders and signs were done by the apostles. And all that believed were together, and had all things common; And sold their possessions and goods, and parted them to all *men*, as every man had need. And they, continuing daily with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart, Praising God, and having favour with all the people. And the Lord added to the church daily such as should be saved.

**We develop love between Christians by providing opportunities to:**

- ♥ **Study the Word of God together**
- ♥ **Fellowship together**
- ♥ **Break bread together (share in communion)**
- ♥ **Pray together**
- ♥ **Be together in one accord**

#### **The early church focused on ministering to all Christians**

**Acts 6:1-4**

And in those days, when the number of the disciples was multiplied, there arose a murmuring of the Grecians against the Hebrews, because their widows were neglected in the daily ministration. Then the twelve called the multitude of the disciples *unto them*, and said, It is not reason that we should leave the word of God, and serve tables. Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, whom we may appoint over this business. But we will give ourselves continually to prayer, and to the ministry of the word.

**We develop love between Christians by seeing that:**

**Problems are solved and needs are met**

**The ministry of prayer and the Word are not neglected**

#### **4. Help them grow in their relationship with non-Christians**

##### **Building relationships in Jerusalem, Judea, Samaria and the uttermost Acts 1:8**

But ye shall receive power, after that the Holy Ghost is come upon you: and ye shall be witnesses unto me both in Jerusalem, and in all Judaea, and in Samaria, and unto the uttermost part of the earth.

##### **Barriers which must be crossed to reach to people in each area**

<b>Jerusalem</b>	<b>the barrier of our own fear</b>
<b>Judea</b>	<b>the barrier of getting acquainted with strangers</b>
<b>Samaria</b>	<b>the barrier of understanding a different ethnic group, culture or religion</b>
<b>the end of the earth</b>	<b>the barrier of learning another language or going to another part of the world</b>

##### **Building relationships in our Jerusalem (among the people we know)**

##### **We need to help people realize we have no power to witness on our own Luke 24:46-49**

And said unto them, Thus it is written, and thus it behoved Christ to suffer, and to rise from the dead the third day: And that repentance and remission of sins should be preached in his name among all nations, beginning at Jerusalem. And ye are witnesses of these things. And, behold, I send the promise of my Father upon you: but tarry ye in the city of Jerusalem, until ye be endued with power from on high.

**The disciples were reminded of the Promise of the Father**

**The disciples were to wait until they received that Promise**

**The disciples were Promised that they would be clothed with:**

**Power from on high.**

**We need to help people understand the source of our power is the Holy Spirit**

**Acts 1:8**

But ye shall receive power, after that the Holy Ghost is come upon you: and ye shall be witnesses unto me both in Jerusalem, and in all Judaea, and in Samaria, and unto the uttermost part of the earth.

**We need to help people understand that they received the Holy Spirit at salvation**

**Acts 2:38**

Then Peter said unto them, Repent, and be baptized every one of you in the name of Jesus Christ for the remission of sins, and ye shall receive the gift of the Holy Ghost.

**We need to help people understand we are powerless in our own strength**

**John 15:5**

I am the vine, ye *are* the branches: He that abideth in me, and I in him, the same bringeth forth much fruit: for without me ye can do nothing.

**We need to help people realize they can witness with boldness in the power of the Holy Spirit**

**II Timothy 1:7**

For God hath not given us the spirit of fear; but of power, and of love, and of a sound mind.

**Acts 4:31**

And when they had prayed, the place was shaken where they were assembled together; and they were all filled with the Holy Ghost, and they spake the word of God with boldness.

**We help people build relationships in their Jerusalem by:**

**Helping them understand they need power to witness**

**Helping them understand the Holy Spirit is the source of power**

**Helping them understand they received the Holy Spirit at salvation**

**Helping them to understand their own lack of strength**

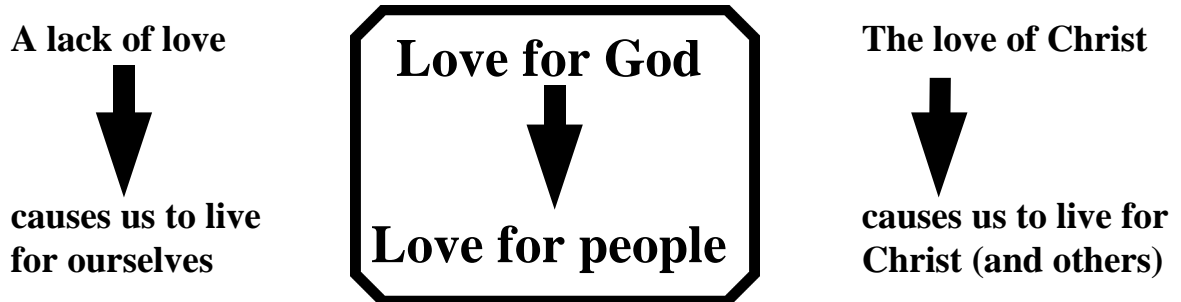
**Helping them to understand the Spirit we have been given**

**Helping them to understand how to witness with boldness**

**Building relationships in our Judea  
(among strangers of our own culture)**

**We are motivated to get acquainted with strangers by the love of Christ  
II Corinthians 5:14-15**

For the love of Christ constraineth us; because we thus judge, that if one died for all, then were all dead: And *that* he died for all, that they which live should not henceforth live unto themselves, but unto him which died for them, and rose again.



**We are motivated to get acquainted with strangers as we are moved with  
compassion**

**Matthew 9:36-38**

But when he saw the multitudes, he was moved with compassion on them, because they fainted, and were scattered abroad, as sheep having no shepherd. Then saith he unto his disciples, The harvest truly *is* plenteous, but the labourers *are* few; Pray ye therefore the Lord of the harvest, that he will send forth labourers into his harvest.

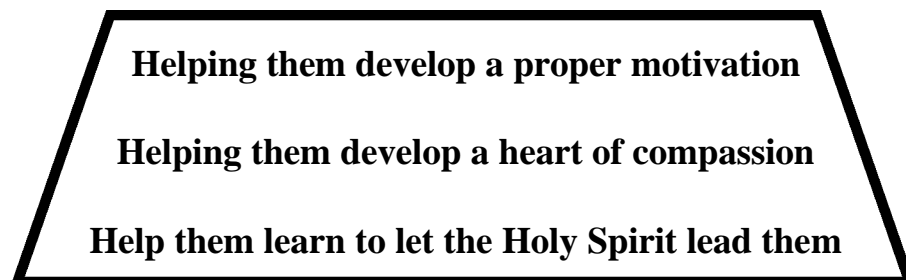
**We are motivated to get acquainted with strangers as we let the Holy Spirit lead  
Acts 8:4**

Therefore they that were scattered abroad went every where preaching the word.

**Acts 11:19**

Now they which were scattered abroad upon the persecution that arose about Stephen travelled as far as Phenice, and Cyprus, and Antioch, preaching the word to none but unto the Jews only.

**We help people build relationships in their Judea by:**



**Building relationships in our Samaria  
(among people of another culture or religion)**

**Relationships are built as we see other cultures**

**John 4:35**

Say not ye, There are yet four months, and *then* cometh harvest? behold, I say unto you, Lift up your eyes, and look on the fields; for they are white already to harvest.

**Relationships are built as we initiate contacts**

**John 4:5-7**

Then cometh he to a city of Samaria, which is called Sychar, near to the parcel of ground that Jacob gave to his son Joseph. Now Jacob's well was there. Jesus therefore, being wearied with *his* journey, sat thus on the well: *and* it was about the sixth hour. There cometh a woman of Samaria to draw water: Jesus saith unto her, Give me to drink.

**Relationships are built as we accept hostility without feeling personally rejected**

**John 4:9**

Then saith the woman of Samaria unto him, How is it that thou, being a Jew, askest drink of me, which am a woman of Samaria? for the Jews have no dealings with the Samaritans.

**Relationships are built as we accept defensiveness about sin**

**John 4:15-18**

The woman saith unto him, Sir, give me this water, that I thirst not, neither come hither to draw. Jesus saith unto her, Go, call thy husband, and come hither. The woman answered and said, I have no husband. Jesus said unto her, Thou hast well said, I have no husband: For thou hast had five husbands; and he whom thou now hast is not thy husband: in that saidst thou truly.

**We help people build relationships in their Samaria by:**

**Showing them how to see and accept other cultures**

**Showing them how to initiate contacts with other cultures**

**Showing them how to accept hostility without feeling rejected**

**Showing them how to accept defensiveness about sin**

**Building relationships to the end of the earth  
(among people of other cultures and languages)**

**Relationships are built as we understand three types of people we may meet  
Acts 17:16-17**

Now while Paul waited for them at Athens, his spirit was stirred in him, when he saw the city wholly given to idolatry. Therefore disputed he in the synagogue with the Jews, and with the devout persons, and in the market daily with them that met with him.

<b>The three groups</b>	<b>Their beliefs</b>	<b>Where we meet them</b>
<b>Jews</b>	<b>Believe in Old Testament</b>	<b>In the synagogue</b>
<b>Devout persons</b>	<b>Believe in the existence of God</b>	<b>In a place of worship or the marketplace</b>
<b>Everyone else</b>	<b>Believe in their own gods and philosophies</b>	<b>In the marketplace, their homes or any other place that they might gather.</b>

**Relationships are built as people are shown how to make contacts  
Acts 17:18**

Then certain philosophers of the Epicureans, and of the Stoicks, encountered him. And some said, What will this babbler say? other some, He seemeth to be a setter forth of strange gods: because he preached unto them Jesus, and the resurrection.

**We help people build relationships in their world by:**

- Showing them how to recognize people who have a Bible background**
- Showing them how to recognize people who are searching for God**
- Showing them how to build bridges to those following other gods**
- Showing them how to make contacts with every form of background**

## **B. Developing their service**

### **1. Helping them expand their service for Christ**

**Service is effective when it is motivated by love for Christ**

**II Corinthians 5:14-15**

For the love of Christ constraineth us; because we thus judge, that if one died for all, then were all dead: And *that* he died for all, that they which live should not henceforth live unto themselves, but unto him which died for them, and rose again.

**Service is effective when we have a learner's attitude**

**Acts 9:5**

And he said, Who art thou, Lord? And the Lord said, I am Jesus whom thou persecutest: *it is* hard for thee to kick against the pricks.

**Service is effective when it comes from a servant's heart**

**Acts 9:6**

And he trembling and astonished said, Lord, what wilt thou have me to do? And the Lord *said* unto him, Arise, and go into the city, and it shall be told thee what thou must do.

**Service is effective when it is to glorify God**

**I Peter 4:10-11**

As every man hath received the gift, *even so* minister the same one to another, as good stewards of the manifold grace of God. If any man speak, *let him speak* as the oracles of God; if any man minister, *let him do it* as of the ability which God giveth: that God in all things may be glorified through Jesus Christ, to whom be praise and dominion for ever and ever. Amen.

**We help people learn to serve effectively when we:**

**Help them grow in the love of Christ**

**Help them develop a learner's attitude**

**Help them develop a servant's heart**

**Help them focus on glorifying God**

## **2. Helping them expand their service to their family**

**Service is effective as we show them how to teach their children**

**Deuteronomy 6:6-7**

And these words, which I command thee this day, shall be in thine heart: And thou shalt teach them diligently unto thy children, and shalt talk of them when thou sittest in thine house, and when thou walkest by the way, and when thou liest down, and when thou risest up.

**Service is effective as we show them how to train their children**

**Proverbs 22:6**

Train up a child in the way he should go: and when he is old, he will not depart from it.

**Service is effective as we show them how to model faith for their children**

**II Timothy 1:5**

When I call to remembrance the unfeigned faith that is in thee, which dwelt first in thy grandmother Lois, and thy mother Eunice; and I am persuaded that in thee also.

**Service is effective as we show them how to listen to their children**

**James 1:19-20**

Wherefore, my beloved brethren, let every man be swift to hear, slow to speak, slow to wrath: For the wrath of man worketh not the righteousness of God.

**Service is effective as we show them how to encourage their children**

**Colossians 3:21**

Fathers, provoke not your children *to anger*, lest they be discouraged.

**We help people learn to serve effectively when we show them how to:**

**Teach their children in a variety of ways**

**Train their children by their example**

**Train them how to model faith for their children**

**Train them how to listen to their children**

**Train them how to encourage their children**

### **3. Helping them expand their service to other Christians**

**Service is effective if we seek wise counsel from others**

**Philippians 2:3**

*Let nothing be done through strife or vainglory; but in lowliness of mind let each esteem other better than themselves.*

**Service is effective if we are concerned for the best interests of others**

**Philippians 2:4**

Look not every man on his own things, but every man also on the things of others.

**Service is effective if we stimulate love and good works in others**

**Hebrews 10:24-25**

And let us consider one another to provoke unto love and to good works: Not forsaking the assembling of ourselves together, as the manner of some *is*; but exhorting *one another*: and so much the more, as ye see the day approaching.

**Service is effective if we equip others for ministry**

**Ephesians 4:11-12**

And he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers; For the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ:

**Service is effective if we equip people to serve in the strength God provides**

**I Peter 4:11**

If any man speak, *let him speak* as the oracles of God; if any man minister, *let him do it* as of the ability which God giveth: that God in all things may be glorified through Jesus Christ, to whom be praise and dominion for ever and ever. Amen.

**We help people learn to serve effectively when we show them how to:**

**Be quick to learn from the counsel of others**

**Be concerned for the best interests of others**

**Be effective in stimulating the love of others**

**Be effective in equipping others for ministry**

**Be dependent on God's strength rather than their own**

#### **4. Helping them expand their service to non-Christians**

**Service is effective as we show our compassion for non-Christians**

**Matthew 9:36-38**

But when he saw the multitudes, he was moved with compassion on them, because they fainted, and were scattered abroad, as sheep having no shepherd. Then saith he unto his disciples, The harvest truly *is* plenteous, but the labourers *are* few; Pray ye therefore the Lord of the harvest, that he will send forth labourers into his harvest.

**Service is effective as we show them how to build bridges to non-Christians**

**John 4:27**

And upon this came his disciples, and marvelled that he talked with the woman: yet no man said, What seekest thou? or, Why talkest thou with her?

**Service is effective as we show them how to accept non-Christians**

**Matthew 9:10**

And it came to pass, as Jesus sat at meat in the house, behold, many publicans and sinners came and sat down with him and his disciples.

**Luke 19:5**

And when Jesus came to the place, he looked up, and saw him, and said unto him, Zacchaeus, make haste, and come down; for to day I must abide at thy house.

**Service is effective as we show them how to lead people to repentance**

**John 8:9-11**

And they which heard *it*, being convicted by *their own* conscience, went out one by one, beginning at the eldest, *even* unto the last: and Jesus was left alone, and the woman standing in the midst. When Jesus had lifted up himself, and saw none but the woman, he said unto her, Woman, where are those thine accusers? hath no man condemned thee? She said, No man, Lord. And Jesus said unto her, Neither do I condemn thee: go, and sin no more.

**We help people learn to serve non-Christians when we show them how to:**

**Have compassion for non-Christians**

**Build bridges to non-Christians**

**Accept non-Christians**

**Lead non-Christians to repentance**

## **D. Developing their leadership**

### **1. Helping them grow in submission to Christ's leadership**

**Show them submission by your example of submission to Christ**

**I Corinthians 11:1**

Be ye followers of me, even as I also *am* of Christ.

**Show them submission by presenting your body to Christ**

**Romans 12:1**

I beseech you therefore, brethren, by the mercies of God, that ye present your bodies a living sacrifice, holy, acceptable unto God, *which is* your reasonable service.

**Show them submission by renewing your mind**

**Romans 12:2**

And be not conformed to this world: but be ye transformed by the renewing of your mind, that ye may prove what *is* that good, and acceptable, and perfect, will of God.

**Show them submission by your obedience to Christ**

**James 1:22**

But be ye doers of the word, and not hearers only, deceiving your own selves.

**Show them submission by bringing your thoughts into obedience to Christ**

**II Corinthians 10:3-5**

For though we walk in the flesh, we do not war after the flesh: (For the weapons of our warfare *are* not carnal, but mighty through God to the pulling down of strong holds;) Casting down imaginations, and every high thing that exalteth itself against the knowledge of God, and bringing into captivity every thought to the obedience of Christ;

**We show people how to submit to Christ's leadership by:**

**Becoming an example of submission to Christ**

**Becoming an example of presenting our body to Christ**

**Becoming an example of renewing our mind in Christ**

**Becoming an example of obedience to Christ**

**Becoming an example of bringing our thoughts into obedience to Christ**

## **2. Helping them grow in leadership in their family**

**Leadership in the family is gained by showing love  
Colossians 3:19**

Husbands, love *your* wives, and be not bitter against them.

**Leadership in the family is gained by showing godly character  
Titus 1:6-9**

If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly. For a bishop must be blameless, as the steward of God; not selfwilled, not soon angry, not given to wine, no striker, not given to filthy lucre; But a lover of hospitality, a lover of good men, sober, just, holy, temperate; Holding fast the faithful word as he hath been taught, that he may be able by sound doctrine both to exhort and to convince the gainsayers.

**Leadership in the family is gained by showing patience  
Colossians 3:21**

Fathers, provoke not your children *to anger*, lest they be discouraged.

**Leadership in the family is gained by teaching them by your words  
II Timothy 3:15**

And that from a child thou hast known the holy scriptures, which are able to make thee wise unto salvation through faith which is in Christ Jesus.

**Leadership in the family is gained by training them by your example  
II Timothy 1:5**

When I call to remembrance the unfeigned faith that is in thee, which dwelt first in thy grandmother Lois, and thy mother Eunice; and I am persuaded that in thee also.

**We help people develop leadership in their family by:**

**Showing them how to lead with love**

**Showing them how to lead with godly character**

**Showing them how to lead with patience**

**Showing them how to lead by teaching**

**Showing them how to lead by training**

### **3. Helping them grow in their leadership among Christians**

#### **Leadership is gained by building relationships based on trust**

**John 1:46, 49**

And Nathanael said unto him, Can there any good thing come out of Nazareth? Philip saith unto him, Come and see... Nathanael answered and saith unto him, Rabbi, thou art the Son of God; thou art the King of Israel.

#### **Leadership is gained by becoming a spiritual parent**

**I Corinthians 4:15-17**

For though ye have ten thousand instructors in Christ, yet *have ye* not many fathers: for in Christ Jesus I have begotten you through the gospel. Wherefore I beseech you, be ye followers of me. For this cause have I sent unto you Timotheus, who is my beloved son, and faithful in the Lord, who shall bring you into remembrance of my ways which be in Christ, as I teach every where in every church.

#### **Leadership is gained by helping people grow in godliness**

**I Timothy 6:11**

But thou, O man of God, flee these things; and follow after righteousness, godliness, faith, love, patience, meekness.

#### **Leadership is gained by helping people grow in ministry skills**

**Matthew 4:19-20**

And he saith unto them, Follow me, and I will make you fishers of men. And they straightway left *their* nets, and followed him.

#### **Leadership is gained by giving people opportunities to minister**

**Colossians 4:7-8**

All my state shall Tychicus declare unto you, *who is* a beloved brother, and a faithful minister and fellowservant in the Lord: Whom I have sent unto you for the same purpose, that he might know your estate, and comfort your hearts;

#### **We help people develop their leadership among Christians by:**

**Showing them how to build relationships based on trust**

**Showing them how to become a spiritual parent**

**Showing them how to help people grow in godliness**

**Showing them how to help people develop ministry skills**

**Showing them how to delegate ministry to others**

#### **4. Helping them grow in their leadership among non-Christians**

**Leadership is gained by accepting people as they are**

**Mark 2:14-15**

And as he passed by, he saw Levi the *son* of Alphaeus sitting at the receipt of custom, and said unto him, Follow me. And he arose and followed him. And it came to pass, that, as Jesus sat at meat in his house, many publicans and sinners sat also together with Jesus and his disciples: for there were many, and they followed him.

**Leadership is gained by offering people hope for the future**

**John 4:10**

Jesus answered and said unto her, If thou knewest the gift of God, and who it is that saith to thee, Give me to drink; thou wouldest have asked of him, and he would have given thee living water.

**Leadership is gained by helping people understand true worship**

**John 4:23-26**

But the hour cometh, and now is, when the true worshippers shall worship the Father in spirit and in truth: for the Father seeketh such to worship him. God *is* a Spirit: and they that worship him must worship *him* in spirit and in truth. The woman saith unto him, I know that Messias cometh, which is called Christ: when he is come, he will tell us all things. Jesus saith unto her, I that speak unto thee am *he*.

**Leadership is gained by leading people to Christ**

**John 6:66-69**

From that *time* many of his disciples went back, and walked no more with him. Then said Jesus unto the twelve, Will ye also go away? Then Simon Peter answered him, Lord, to whom shall we go? thou hast the words of eternal life. And we believe and are sure that thou art that Christ, the Son of the living God.

**We help people develop their leadership among non-Christians by:**

**Showing them how to accept people as they are**

**Showing them how to offer people hope for the future**

**Showing them how to lead people to understand true worship**

**Showing them how to lead people to Christ**

**5. Helping people move from worldly leadership to servant leadership**  
**Mark 10:35-45**

**Servant Leadership**      **Worldly Leadership**



**Power or position**

*Rights*

**People follow you because they have to**  
 Mark 10:42 ...Ye know that they which are accounted to rule over the Gentiles exercise lordship over them; and their great ones exercise authority upon them.

**Production**

*Results*

**People follow you because of what you have done for the organization**  
 Galatians 1:13-14 For ye have heard of my conversation in time past in the Jews' religion, how that beyond measure I persecuted the church of God, and wasted it: And profited in the Jews' religion above many my equals in mine own nation, being more exceedingly zealous of the traditions of my fathers.

**Permission**

*Relationships*

**People follow you because they want to**  
 John 6:66-68 From that *time* many of his disciples went back, and walked no more with him. Then said Jesus unto the twelve, Will ye also go away? Then Simon Peter answered him, Lord, to whom shall we go? thou hast the words of eternal life.

**Personal Development**

*Reproduction*

**People follow you because of what you have done to develop them**  
 Mark 10:44 And whosoever of you will be the chiefest, shall be servant of all.

**Personhood**

*Respect*

**People follow you because of who you are and what you represent**  
 Mark 10:44-45 And whosoever of you will be the chiefest, shall be servant of all. For even the Son of man came not to be ministered unto, but to minister, and to give his life a ransom for many.