Spiritual Leadership is developed through relationships and applying the truth in our lives. We seek to develop leaders using “Focus Groups” which is a gathering of 4-5 emerging leaders and a mentor using mutual accountability and a series of studies. This “The Leading Edge” study series is the basis for developing leaders in the context of ministry in the marketplace.

The leader and the members of the focus group must discern the needs of the group as well as the individual and select a course of study that will be effective. This material is designed to help each grow as a leader.

The Leading Edge begins by focusing on your assessment of yourself, then our relationship with God. Next it examines personal issues of character, looking at how to build a team, and next we examine various aspects of our calling. Finally we look at the competency of casting vision. Flexibility is offered to let this material serve the members versus being an overwhelming study.
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CBMC’s Leadership Institute

Mission

The mission of the Leadership Institute is to develop and equip ministry leaders for the global marketplace. “Certified” ministry leaders will challenge and guide emerging leaders through an intense leadership program.

Vision

CBMC’s Leadership Institute conceptually could be thought of as a “leadership school”. Similar to a school, the Leadership Institute is comprised of a faculty, deans, and students who enter, learn and graduate. This institute will develop emerging leaders in the context of the realities of the marketplace. It will have a specific focus on leadership and will develop spiritual depth and practical skills to equip a person “better than seminary”.

There are five fundamental elements that frame the institute: Christ Life, curriculum, relational process, application, and reproduction.

Christ Life

The emphasis on instilling in leaders an understanding of Christ being our life (Col 3:3, Jn 15:5, Gal 2:20, Col 1:27) is totally unique in Christendom and yet absolutely foundational. The principles that arise from this key teaching will equip leaders to a new paradigm of leadership. God doesn’t ask us to lead for Him, but from Him. This understanding of the Christ Life gives a leader power, wisdom, significance beyond results, as well as a caring and valuing of people.

Curriculum

We define a leader as: A leader is one who from Christ serves and influences others to fulfill God’s purposes and for their own good. The curriculum known as “The Leading Edge” incorporates five foundations necessary for all leaders: Christ Life, Character, Community, Calling, and Competence. Our delivery works from the assumption that lasting change occurs from the inside out as in the model of worldview, values, and behavior.

A. Christ Life needs to be the worldview of leadership. This leadership will have an intimacy with Christ from which flows ministry.

B. Character provides the humility and grace to offer servant leadership modeled by Christ. The values of character (personal) along with community (relationships) and calling (ministry) flow from the Christ Life.

C. Community is found in team building and teaching people skills.

D. Calling is the defining our purpose and gifts and becomes the motivation and direction for ministry and leadership.

E. Competence is seen in our behavior and skills which will help us leverage our effectiveness. Skill and competence are very important in leadership and we will focus on team building, communication and speaking, goal setting and people skills.
**Relational Process**

The relational discipleship process of leader to leader has four specific steps:

1. The process begins with the identifying and certifying of ministry leaders (staff and key leaders) based on an established criteria. This certification will be in a workshop setting with the goal to enable these ministry leaders to teach others also (2 Tim 2:2).
2. Ministry Leaders will identify and challenge 5-6 emerging leaders to a 2 year process of leadership development.
3. Emerging leaders will be asked to join a focus group centered on interaction, study of “The Leading Edge” curriculum and application. The model of focus groups have proven successful as a means of leadership development.
4. The relational process continues as the emerging leaders begin to form teams.

**Application**

Knowing that the most fruitful learning is experience, every emerging leader will lead a ministry team (CBMC team or John study) in order to apply their leadership principles. This will keep the focus on evangelism and discipleship at the grassroots level.

**Reproduction**

The final element will be the ongoing process of certifying ministry leaders and identifying additional emerging leaders. Our longer term vision is to equip thousands of ministry leaders in this decade which will have a worldwide impact.

Note to the leader and focus group members:

The material is such that you can tailor the material by going over certain sections more in-depth and if others areas are well understood they can be briefly touched on or even skipped. The point is let the material serve you and your needs not be a slave to the material. It is only a guide. This material could be viewed as a collection of books on a shelf and you pull down what you need when you need it.

The focus group offers a unique opportunity to impact people whose hearts have been touched by God. Specifically those who have raised their levels of competency, character, and community through participation as students and are now teachers in Operation Timothy investigative bible study and seek the companionship of other like minded believers.

The leader of this group of 4 or 5 recognizes the need for community with those who have involved themselves in the discipleship process. Satan is particularly active against us who threaten his captives and successfully preys upon any who neglect one's need for community (I Peter 5:8-9). It is in this fighting unit that we can develop the qualities of standing firm in the faith, self-control, and alertness as we see our brothers suffering under the attacks of the world system.

A leader knows the need to shepherd the group, ourselves included, into an effective prayer group. Part of each meeting will develop openness to the needs of group members and prayer for one another. In selecting members for this group it would be wise to pick a person, perhaps one you have discipled, that will able to help you demonstrate the openness and vulnerability the group will develop over its life of 1 to 1 1/2 years.

The group will also devote time to the relational aspects of the community building skills we need to effectively maintain unity with the members of the body. The group will need to experience the process of community building, moving through the chaos that will develop as iron sharpens iron and we learn to function with people different from ourselves.

Our leader must get comfortable with chaos and embrace it as part of the process that will result in emptiness and frustration before true community takes place. In selecting group members at least one should be a strong personality that will express themselves and draw out the group members. Members must learn to enter conflict and reconcile conflict or they stay in the avoidance role that often leads to withdrawal from the group.

The leader will seek to develop a relationship with each member outside the group and be a stabilizing faction in the group's makeup. The members will find the leader a good listener and understanding of their struggles, especially those with the group members and with issues they have yet to trust the group with.
CBMC’S Leadership Institute

The Leadership Institute Process

CBMC’S Leadership Institute provides the motivation, direction and specifics for developing leaders. The motivation is a vision for equipping leaders, the direction includes a proven process for growth and the specifics are a tangible track to run on.

Objective: to equip businessmen in leadership principles and skills to be more effective in being a leader in ministry, family and the global marketplace.

Goal: the intended outcome of this leadership development process is primarily two fold:
1. Grow deeper in spiritual maturity
2. Lead a ministry team

The Process

Overall Process

Identify - Selection
The leader(s) of a city identify two types of leaders: mentoring leaders and emerging leaders. A mentoring leader is who is a spiritual reproducer (discipled people who have discipled people) and has experiencing in leading teams of people. An emerging leader is one who is experienced in discipling and has a desire in grow in spiritually and in leadership.

Connect - Relationship
The connection centers around a small group of emerging leaders with a mentoring leader. This is known as a focus group. They will meet for about 1 to 1 ½ years.

Impart – Maturing in Truth
Principles are imparted through a series of in-depth studies on leadership – “The Leading Edge”.

Multiply – Reproduction
Reproducing ministry, teams and leaders

Steps to Launching a Leadership Development Process

1. Pray and commit to the process of leadership development
The process of leadership is ongoing, at times slow and sacrificial. It is one of the most important things a city ministry leader must do and there are no shortcuts. This is the most productive way to multiply and broaden the impact of your ministry. Identify several leaders in your city who will help oversee this process.

2. Plan and facilitate a Mentoring Leader Workshop

Mentoring Leader Workshop – Casting Vision and Equipping Leaders

This workshop will cast a vision for developing leaders and ministry in a city, equip in principles of spiritual leadership and provide specifics on how to get started. This workshop is facilitated by a trained leader. It takes a minimum of 5 hours to adequately get launched. The primary audience is the mentoring leaders with the objective to equip them in the principles and process of the Leadership Institute. The emerging leaders are encouraged to participate in order to get the big picture, yet this is not mandatory.

The current workshop materials include an The Leading Edge Study Series, Leadership Tape Library - a set of 8 cassette tapes, and a CD on Team Personality. The emerging leader would receive the same.
3. **Identify and challenge mentoring leaders and emerging leaders to participate in the workshop**

Who are the Mentoring and emerging leaders?

Mentoring Leaders – a spiritually mature leader, experienced in leading ministry teams that have been effective, models evangelism, discipleship and reproduction, utilizes CBMC ministry tools.

Emerging Leader- a maturing laborer. One who is growing spiritually, is actively discipling one on one and will commit to go deeper.

4. **After the workshop, break into Focus Groups and begin “The Leading Edge” study series.**

Each of the mentoring leaders will gather 3-4 emerging leaders who will commit and give priority to this leadership development process. To be effective and fruitful this process will take 1- 1 ½ years depending on the frequency of your meetings. Our goal is to have much of these materials available through the web. The relationships of the focus group is absolutely critical the learning process.

Focus Groups

The Leading Edge is the study series that provides a track to run on for the focus group. These studies focus on five primary subjects:
1. Spiritual Leadership and intimacy with God
2. Deepening personal character and humility
3. Relational leadership and team building
4. Understanding your calling in ministry
5. Equipping in skills of vision casting

5. **Gather the mentoring leaders periodically to encourage and give direction**

This type of gather may be 3-4 times per year and be informal in structure. The key outcome is to discuss progress, learn specifically what is working and what is not working, how to improve the process, hear what God is doing among the groups and pray for the needs of the members.

6. **Cast vision to emerging leaders to begin to form a ministry team.**

After about 6-8 months in the process of equipping in the focus groups, the mentoring leader will need to cast a vision of each emerging leader starting a ministry team or John study group. Specifics are found in the study guide on team building. This is a critical outcome in that a leaders much from experience, it multiplies the ministry and provides encouragement as God works among the teams.

7. **Maintain ongoing relationships among the functioning leaders through Focus Groups.**

Once the emerging leaders complete this study and are leading a team, they need to be encouraged and connected with other leaders to learn and grow in leadership ability. These would be encouraged to continue on in a Focus group that is more focused on relationships and accountability than on a leadership equipping track. At some point some of these functioning leaders may take on the role of a mentoring leader and work equipping a new set of emerging leaders.
**Chapter 1**

**Spiritual Leadership**

**Christ at the Heart of a Leader**

**Spiritual Leadership Inventory - SLI**

**Getting Started**

Begin by filling out the Spiritual Leadership Inventory. This inventory is designed to be a guide for you to understand possible directions you would like to take in terms of leadership development. This is for your use. You may desire to share this with your mentor and/or in your focus group. Be realistic in your answers as this will give you the best direction.

**SLI Inventory Guide**

The SLI Inventory is designed to help an individual grow in their leadership capabilities and skills. It allows each to do a self-inventory. This inventory focuses on five primary **Components** necessary for leadership, these include 1. Christ Life 2. Character 3. Community 4. Calling and 5. Competency. These five components are further broken down into 14 inventory **Characteristics**. These 14 Characteristics are then expanded by 60+ **Descriptors**.

This inventory is designed for you to simply check the appropriate box for each of the 60+ descriptors. Using the scales below, please indicate the degree to which you believe the statement accurately describes you.


**Guidelines**

We seek to offer some guidelines for the use and implementation of this leadership development process. Any tool has the potential constructive or destructive outcomes. This process and tool is meant to offer a framework or a safe environment where growth and change can occur. It is not meant to be evaluative (placing value on the speed or extent of one’s spiritual growth or leadership). On the first level this tool is self directed (an opportunity for a person to examine oneself before God and in the light of scripture). The mentor comes along side to offer mutual accountability in growth and struggle. This mutual accountability has agreed upon basis of time and scope, i.e. you may take only one section of the assessment and process that over time or you may take all five components and work on 1 or 2 items from each. Process of interaction is as important and gaining an understanding of the content. This accountability is best in a one on one basis to foster openness and vulnerability of both parties. Part Two of this SLI is a narrative approach. It can be completed concurrent with Part 1.

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**A. Christ Life - Intimacy with Him**

**I. Growing in Intimacy with Christ – Ps 73:25,28  Col 1:27**

<table>
<thead>
<tr>
<th>Awareness of God at work around me</th>
<th>Not evident</th>
<th>Somewhat Evident</th>
<th>Evident</th>
<th>More Evident</th>
<th>Highly Evident</th>
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<tbody>
<tr>
<td>Acts 21:19</td>
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<table>
<thead>
<tr>
<th>Experience God at work in my life</th>
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<th>Somewhat Evident</th>
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<tbody>
<tr>
<td>Gal 2:20</td>
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<tr>
<th>Know of brokeness in my life</th>
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<tr>
<td>Jn 12:24</td>
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<table>
<thead>
<tr>
<th>Living out of who I am “in Christ”</th>
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<th>Evident</th>
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<tr>
<td>Eph 1: 7:20</td>
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<td>Jn 4:24</td>
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<tr>
<th>Loving and enjoying God</th>
<th>Not evident</th>
<th>Somewhat Evident</th>
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<th>More Evident</th>
<th>Highly Evident</th>
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<td>Mt 22: 37-39</td>
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II. Demonstrates Spiritual Maturity - Phil 3:14,15

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<td>Have a consistent prayer life</td>
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<td>1 Thes 5:17</td>
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<td>Exhibit a balance of faith, hope and love</td>
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<td>1 Cor 12:13</td>
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<td>Growing in knowledge</td>
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<td>and understanding of God</td>
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<td>Phil 3:10</td>
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<td>Consistent in studying</td>
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<td>and applying the word of God</td>
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<td>2 Tim 2:15,16</td>
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<tr>
<td>Exercise spiritual disciplines</td>
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<td>1 Tim 4:7,8</td>
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B. Character

I. Deepening in Personal Character - Phil 2:22

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<th></th>
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<th>Acceptable</th>
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<td>Maintain a moral purity</td>
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<td>Eph 5:3</td>
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<td>Demonstrate integrity</td>
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<td>Ps 15:1,2</td>
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<tr>
<td>Model humility</td>
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<td>Phil 2:5-8</td>
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<td>Act with patience and kindness</td>
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<td>2 Cor 6:6</td>
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<td>Recognized as being faithful</td>
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<td>2 Tim 2:2</td>
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<td>Desire to be teachable</td>
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<td>Ps 25:4, Prov 15:22</td>
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<tr>
<td>Seek ongoing accountability</td>
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<td>Prov 27:17</td>
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II. Decreasing in Negative attitudes - Col 3:5-8

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<th>Evident</th>
<th>Acceptable</th>
<th>Growing</th>
<th>Highly Evident</th>
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<tbody>
<tr>
<td>Control anger, not expressing this in harmful, sinful ways</td>
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<tr>
<td>Eph 4:26</td>
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<td>Decreasing in judgmental attitudes</td>
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<td>Mt 7:1,2</td>
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<td>Quick to listen, slow to speak or defend</td>
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<tr>
<td>Is 1:19</td>
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<tr>
<td>Give generously and unselfishly</td>
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<tr>
<td>2 Cor 9:7</td>
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<td>Handle money as a faithful steward and financial house is in order</td>
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<tr>
<td>1 Cor 4:2</td>
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<tr>
<td>Able to submit to others, decreasing in independence</td>
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<tr>
<td>Is 53:6, 1 Pet 5:5</td>
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<tr>
<td>Lessening in my love of money and material things</td>
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<tr>
<td>1 Tim 6:10</td>
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C. Community

I. Values people - 1 Thes 2:8

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<tr>
<th>Not evident</th>
<th>Somewhat Evident</th>
<th>Evident</th>
<th>More Evident</th>
<th>Highly Evident</th>
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</thead>
<tbody>
<tr>
<td>Demonstrate a deepening love and care for people</td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>Minister comfort to the hurting</td>
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<tr>
<td>Have a deepening love for spouse</td>
<td></td>
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<tr>
<td>A growing relationship among family members</td>
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</table>

Rom 12:9,10
2 Cor 1:4
Eph 5:25
1 Tim 5:8

II. Leads and Facilitates a Team - Lu 22:26

<table>
<thead>
<tr>
<th>Not evident</th>
<th>Somewhat Evident</th>
<th>Evident</th>
<th>More Evident</th>
<th>Highly Evident</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model a servant attitude with the team</td>
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<tr>
<td>Able to teach and instruct others</td>
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<tr>
<td>Growing in facilitation, communication and dialog</td>
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<tr>
<td>Minimize attitudes of comparison and competition</td>
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<tr>
<td>Affirm others’ giftedness, exercising relational leadership</td>
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</tbody>
</table>

Gal 5:13
2 Tim 2:2
Eph 4:28,29
2 Cor 10:12
2 Cor 12:19

D. Calling

I. Lives with a clear sense of personal purpose and calling - Phil 3:14

<table>
<thead>
<tr>
<th>Not evident</th>
<th>Somewhat Evident</th>
<th>Evident</th>
<th>More Evident</th>
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</thead>
<tbody>
<tr>
<td>Have a written life purpose statement</td>
<td></td>
<td></td>
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<tr>
<td>Know and exercises my spiritual gifts</td>
<td></td>
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<tr>
<td>Maintain a proper view of work</td>
<td></td>
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<tr>
<td>Have a clear sense of my calling</td>
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<tr>
<td>Able to handle suffering, and difficulties</td>
<td></td>
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<td></td>
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<tr>
<td>Have a world vision</td>
<td></td>
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</tbody>
</table>

Col 1:28-29
Rom 12:6
Col 3:23
Eph 1:18
1 Pet 2:21
Ps 2:8
II. **Inspires Others - Heb 10:24**

Motivate others to engage in God’s purposes  
*_Eph 4:12,13_*

Challenge and exhort others to take steps of faith  
*_Heb 10:24_*

Able to cast vision  
*_Pro 29:18_*

---

IV. **Engaged in Ministry - 2 Tim 4:5**

Coach and develop others in Evangelism and Discipleship  
*_Phil 2:30_*

Involved in ongoing personal evangelism  
*_Col 4:3_*

Consistently discipling others  
*_Gal 4:19_*

Have non-believers who call me a friend  
*_1 Cor 9:19_*

---

E. **Competency**

I. **Effective in communication - Col 4:4**

<table>
<thead>
<tr>
<th>Not evident</th>
<th>Somewhat Evident</th>
<th>Evident</th>
<th>More Evident</th>
<th>Highly Evident</th>
</tr>
</thead>
</table>
| Speak clearly and effectively  
*_1 Cor 2:6,7_* | ☐ | ☐ | ☐ | ☐ | ☐ |
| Able to give testimony publicly  
*_Rev 12:11_* | ☐ | ☐ | ☐ | ☐ | ☐ |
| Growing in communicating with others through writing and listening  
*_Is 43:19_* | ☐ | ☐ | ☐ | ☐ | ☐ |

II. **Influences Others by Providing Vision and Direction - Josh 24:15**

<table>
<thead>
<tr>
<th>Not evident</th>
<th>Somewhat Evident</th>
<th>Evident</th>
<th>More Evident</th>
<th>Highly Evident</th>
</tr>
</thead>
</table>
| Have a big picture view of God and the team’s role  
*_Eph 3:20,21_* | ☐ | ☐ | ☐ | ☐ | ☐ |
| Help the team develop vision and move out  
*_1 Cor 15:56_* | ☐ | ☐ | ☐ | ☐ | ☐ |
| Persevere in reaching the vision without being distracted  
*_Rom 5:3,4_* | ☐ | ☐ | ☐ | ☐ | ☐ |
### III. Displays Initiative and Innovation in a Changing World - 1 Cor 9:22,23

<table>
<thead>
<tr>
<th>Accept and embrace change</th>
<th>1 Cor 9:22</th>
</tr>
</thead>
<tbody>
<tr>
<td>Help myself and others to think strategically and long term</td>
<td>Phil 3:13</td>
</tr>
<tr>
<td>Help others develop clear strategies and goals</td>
<td>Phil 3:14</td>
</tr>
</tbody>
</table>

### IV. Understands people - Phil 4:19

<table>
<thead>
<tr>
<th>Able use tools like the Birkman, DISC, etc.</th>
<th>Mt 12:35</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understand and employs my own leadership style</td>
<td>Eph 6:5</td>
</tr>
<tr>
<td>Work well with other leaders</td>
<td>Eph 5:21</td>
</tr>
</tbody>
</table>

### V. Exercises Leadership Skills - Ps 78:73

<table>
<thead>
<tr>
<th>Raise up other leaders</th>
<th>2 Tim 2:2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Empower team and others to take action</td>
<td>Dan 11:32</td>
</tr>
<tr>
<td>Proficient with using ministry tools of OT, LP1, LP2</td>
<td>2 Thes 3:7-10</td>
</tr>
<tr>
<td>Able to manage information and administration</td>
<td>Prov 10:14</td>
</tr>
</tbody>
</table>

---

**Leadership Mapping and Developmental Plan**

1. List out your steps of faith.

2. Review your spiritual growth and ministry plans. What further development do you need to be effective? Think in terms of knowledge, skills, and support systems.

**Leadership Principle:** Know who you are, utilize your strengths, staff to your weakness and seek to improve.
Spiritual Leadership Inventory - Part 2

The vision of this inventory tool is to help and encourage each leader in their spiritual walk, their life and ministry by understanding where you are, framing a picture of where you are going and giving direction to enter into a process of how you may proceed.

A. Christ Life - Intimacy with Him

*Philippians 3:10*

that I may know Him, and the power of His resurrection and the fellowship of His sufferings, being conformed to His death;

Our relationship with God is one where God is drawing me closer to Himself, inviting me to know and experience Him in a deeper, more intimate way. This intimacy with Christ is a well from which can flow rivers of living water.

1. Describe your intimacy with Christ. Make note of at least one area of victory and one area of struggle.

What are you learning about this relationship?

2. What circumstance or relationship has God used to draw you closer to Himself in the past year?

What was the effect on your intimacy with Christ?

3. What would be 1 or 2 steps of faith you could pray for and take to grow in your intimacy with Christ?

B. Character

*Romans 5:3-5*

And not only this, but we also exult in our tribulations, knowing that tribulation brings about perseverance; and perseverance, proven character; and proven character, hope; and hope does not disappoint, because the love of God has been poured out within our hearts through the Holy Spirit who was given to us.

Character is who I am on the inside or how I act when nobody sees me. These are the attitudes of the heart, which are lived out in my relationship with God and people. Character includes integrity, honesty, faithfulness, teachability, patience, humility, kindness, joyful, perseverance, etc.

1. In what areas of character do you see God at work in your life?

What are you learning?

3. What negative attitudes do you struggle with? Anger? Pride?

What would others say?

4. What are 1 or 2 steps of faith could you pray for and take to grow your character?

C. Community (relationship with one another)

1 Cor. 12:20-27

But now there are many members, but one body. And the eye cannot say to the hand, "I have no need of you"; or again the head to the feet, "I have no need of you." On the contrary, it is much truer that the members of the body which seem to be weaker are necessary; and those members of the body, which we deem less honorable, on these we bestow more abundant honor, and our unseemly members come to have more abundant seemliness, whereas our seemly members have no need of it. But God has so composed the body, giving more abundant honor to that member which lacked, that there should be no division in the body, but that the members should have the same care for one another. And if one member suffers, all the members suffer with it; if one member is honored, all the members rejoice with it. Now you are Christ's body, and individually members of it.

John 13:34-35

"A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another. "By this all men will know that you are My disciples, if you have love for one another."

Community has been defined as a group of people who are learning to communicate honestly with one another, rejoice together, mourn together, delight in each other and make others’ condition their own.

1. In relation to this definition how are you doing in your involvement in a community?

2. What are you learning about community and about yourself?

3. In what relationship are you struggling? How can you experience community in this relationship?
4. What is a step of faith could you pray for and take?

D. Calling

Ephes. 4:1
I, therefore, the prisoner of the Lord, entreat you to walk in a manner worthy of the calling with which you have been called,

Calling is that invitation from God to enter into a relationship with Him, to join Him in His purposes and seeing your life work or vocation as the context where you live out this relationship with God and being involved in His purposes.

1. How are you doing in understanding and living out your calling?

2. Describe your passion as it relates to ministry? What are your spiritual gifts and how are they being used?

3. What is your vision from God to invest your life in other people?

4. Do I have any non-believers who would call you their friend?

5. What steps of faith could you take to grow in your fulfilling your calling?

E. Competence

2 Cor. 3:4-6 NIV
Such confidence as this is ours through Christ before God. Not that we are competent in ourselves to claim anything for ourselves, but our competence comes from God. He has made us competent as ministers of a new covenant—not of the letter but of the Spirit; for the letter kills, but the Spirit gives life.

Competence is my proficiency in skills, abilities and methods used in ministering to others.

1. Describe your role(s) in your local ministry?

2. How are you doing in this role?

3. What are you learning?
4. What are your struggles?

5. What are you asking God for in these Roles?

<table>
<thead>
<tr>
<th>Role</th>
<th>Prayer/ outcome</th>
</tr>
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</table>

   What steps of faith will need to take?

6. Will this require any help from another?
Chapter 2  Foundations for Developing Leadership

In this chapter we will examine:
1. The heart of a leader – “Christ Life Leadership”
2. Four key principles for ministry
3. Introduction to the idea of vision

Fundamentally, leadership brings vision, faith and courage to team of people committed to God’s purposes. A leader must have the end result in focus: bring glory to God and bring to people to Christ helping them to grow and be fruitful. We begin by focusing first on an intimate relationship with Christ and then by building character through accountability, equipping in building teams, giving perspective on a leader’s calling and finally developing skills. As we do this it is important that a leader is skilled in principles and practices of ministry. We will cover four key principles in this chapter along with the critical principle of vision. A leader must know God through prayer and the word in order to feed and guide others.

Chapter 2.1
“Christ Life Leadership” - Dr. Howard Hendricks

Review the teaching of Dr. Howard Hendricks on the subject of Christ Life Leadership.

1. Make notes of the key ideas and principles.

2. What was most impacting to you in this talk?

3. How have you seen these principles applied first hand?

4. How would apply them to your life and leadership?

5. What specific actions and plans will you take?

6. Examine Jn 15:5, Col 1:27-30, Gal 2:20. How do these verses apply to this message?

Leadership Principle: The heart of a leader must reflect the heart of God.
Chapter 2.2 Principles of Ministry
Foundations for Developing Leadership

The following pages outline four fundamental principles of ministry of which includes: Critical process – evangelism as a process and spiritual parenting, spiritual reproduction, and the growth process. These principles of ministry give us a picture of the end result of ministry – fruitfulness. After reviewing the following pages, in your own words state the principle and how it relates to leadership. Discuss each principle as a small group.

1. Critical Process - Evangelism

2. Critical Process - Discipleship

3. Worldview, Values, Behavior

4. Personal Growth Process

Leadership Principle: Focus on universal principles before specific methods.
Critical Process - Evangelism

Key Teaching points:
1. Evangelism is a process
   Evangelism is a process like farming (cultivating, sowing, harvesting); it is not just an event. This process takes time and cultivation takes the most time. We are to cultivate a relationship, sow God’s word and help them clearly understand the issues. Evangelism is usually not one big decision, but a series of mini-decisions.

2. There different roles that we serve in evangelism
   God/man: Only God saves a person, we are His instruments and participate in His work
   believer- unbeliever: we are to pursue the lost and initiate a relationship, they usually don’t come to us.

3. Evangelism is most effective in a relational lifestyle
   More than 80% of people hear of Christ through a relationship with another person
   Much prayer is needed in this spiritual battle

Verses:
1 Cor 3: 6-8 “I planted, Apollos watered, but God was causing the growth. So then neither the one who plants nor the one who waters is anything, but God who causes the growth. Now he who plants and he who waters are one; but each will receive his own reward according to his own labor”
Jn 6:44 “No one can come to Me, unless the Father who sent Me draws him; and I will raise him up on the last day.
Mt 5: 12-16 “You are the salt of the earth; but if the salt has become tasteless, how will it be made salty [again]? It is good for nothing anymore, except to be thrown out and trampled under foot by men.  "You are the light of the world. A city set on a hill cannot be hidden.  "Nor do [men] light a lamp, and put it under the peck-measure, but on the lampstand; and it gives light to all who are in the house.   "Let your light shine before men in such a way that they may see your good works, and glorify your Father who is in heaven. 1 Thes 1:5 for our gospel did not come to you in word only, but also in power and in the Holy Spirit and with full conviction; just as you know what kind of men we proved to be among you for your sake.

Principles:
We are all called to share Christ with all those who do not know Him. It is best done in a context of relationships. It is a process which takes time and God is in control of.

Application:
1. Who are the non-believers you have a personal ongoing relationship with?
2. Are you praying for these individuals?
3. Where on the spiritual temperature chart are your friends?
4. What is an appropriate next step?

Notes:
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________
Critical Process – Discipleship

Key Teaching Points:
1. Discipleship is relational (spiritual parenting) and not just a transfer of information.
   God often utilizes a matrix of people to help in the growth process.
2. Discipleship is a life on life process to which we are called, it is most fruitful in a 1 on 1 basis.
   The hope is to see 3rd and 4th generation reproduction: Paul to Timothy to faithful men to others also
3. The heart of discipleship is forming Christ in people.
4. Discipleship is a process of growth that results in Christ likeness, maturity and fruitfulness.

Verses:
1 Thes 1:6-8 You also became imitators of us and of the Lord, having received the word in much tribulation with the joy of the Holy Spirit, so that you became an example to all the believers in Macedonia and in Achaia. For the word of the Lord has sounded forth from you, not only in Macedonia and Achaia, but also in every place your faith toward God has gone forth, so that we have no need to say anything
1 Thes 2:7-8 But we proved to be gentle among you, as a nursing [mother] tenderly cares for her own children. Having thus a fond affection for you, we were well-pleased to impart to you not only the gospel of God but also our own lives, because you had become very dear to us
Gal 4:19 My children, with whom I am again in labor until Christ is formed in you
Mt 28:19-20 “Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age. ”
Col 1:27-29 Christ in you, the hope of glory. 28 And we proclaim Him, admonishing every man and teaching every man with all wisdom, that we may present every man complete in Christ. 29 And for this purpose also I labor, striving according to His power, which mightily works within me.
2Tim 2:2 And the things which you have heard from me in the presence of many witnesses, these entrust to faithful men, who will be able to teach others also

Principles:
Our hope in discipleship is that our “Timothy” would invest their life into another believer and they would do likewise.

Application:
1. Who are you investing your life into?
2. What does this look like?
3. What are the greatest struggles you face?

Notes:
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________
**Key Teaching Points:**

1. My worldview begins with my view of God and Christ being my life.
2. My view of God will affect what I value or hold as important, this will ultimately shape my behavior.
3. Evangelism and discipleship needs to begin by addressing the worldview (our thinking) and not changing just the outward behavior. Our thinking needs to be shaped by God’s word.
4. We bear fruit after who we are. In evangelism we can’t expect the lost to be fruits of righteousness. For the saved spiritual transformation and lasting change occurs from the inside out and are a result of God at work.

**Verses:**

**Rom 12:1-3** I urge you therefore, brethren, by the mercies of God, to present your bodies a living and holy sacrifice, acceptable to God, [which is] your spiritual service of worship. And do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what the will of God is, that which is good and acceptable and perfect. For through the grace given to me I say to every man among you not to think more highly of himself than he ought to think; but to think so as to have sound judgment, as God has allotted to each a measure of faith.

**Lu 5: 29-32** And Levi gave a big reception for Him in his house; and there was a great crowd of tax-gatherers and other [people] who were reclining [at the table] with them. And the Pharisees and their scribes [began] grumbling at His disciples, saying, "Why do you eat and drink with the tax-gatherers and sinners?" And Jesus answered and said to them, "[It is] not those who are well who need a physician, but those who are sick. "I have not come to call the righteous but sinners to repentance."

**Principles:**

My worldview will absolutely affect what I do, why and how I do it. Understanding this is critical to evangelism and how I relate to people. Spiritual transformation and lasting change occurs from the inside out.

**Application:**

1. How easy is it for us to judge outward behavior rather than understanding one’s heart?
2. In what ways do we do this in ministry?

**Notes:**

____________________________________________________________________________________________________
____________________________________________________________________________________________________
____________________________________________________________________________________________________
____________________________________________________________________________________________________

**Secular Man**

Worldview: I am the center of my world  
My purpose is self focused

Values: There are no moral absolutes  
I live to advance myself

Behavior: I do whatever it takes to get my way

**Biblical Man**

Worldview: God is the center of my world  
I exist to know and love Jesus Christ

Values: God’s word reveals absolutes  
Loving my neighbor takes priority over my desires

Behavior: Humility and grace frame my actions
**Personal Growth Process**

1. **Lost**
   - Evangelism
   - Team Building
   - People Characteristics

2. **New Believer**
   - Establishing
   - Developing
   - Equipping

3. **Disciple**
   - Team Building
   - Team

4. **Team Leader**
   - Laborer

**Key Teaching Points:**
1. Personal growth in the Christian life involves different stages and processes to move to the next stage.
2. It takes time to move from new believer to laborer which we are all called to do. (Probably six years)
3. All are called to personal leadership (families) not all are called to team ministry leadership.
4. Personal growth always results in fruitfulness and glorifying God.

**Verses:**

- **2 Tim 2:2** “And the things which you have heard from me in the presence of many witnesses, these entrust to faithful men, who will be able to teach others also.”
- **Col 2:6-7** “As you therefore have received Christ Jesus the Lord, [so] walk in Him, having been firmly rooted [and now] being built up in Him and established in your faith, just as you were instructed, [and] overflowing with gratitude.”
- **Matt 9:37-38** “The harvest is plentiful, but the workers are few. “Therefore beseech the Lord of the harvest to send out workers into His harvest.”

**Principles:**

*Personal growth in the Christian walk involves stages and processes that God orchestrates for my benefit.*

**Application:**
1. Where are you in this process of growth? Why?
2. What are your perceived needs?
3. Where is your “Timothy”? What can you do to help him move to the next stage?

**Notes:**

______________________________________________________________________________________________________

______________________________________________________________________________________________________

______________________________________________________________________________________________________

**Processes**

- **Evangelism**: We go to the lost, be and share Christ. God brings them into His family. It is relational.
- **Establishing**: We help others grow by offering them basics of food and water (the word). Knowing my Identity “in Christ” is foundational.
- **Equipping**: We help them be on their own contributing to the work. We allow them to make choices and mistakes.
- **Developing**: God calls some to lead others. This developing is individualized and takes time.
- **Team Building**: We have a care, love and a concern for others. We seek to serve others. This love reflects the gospel.
Tools that help in the equipping process.
CBMC has worked and developed a number of tools that help a leader and his team in this process of ministry. A leader should be skilled and very familiar with each of these tools in order to use them at the appropriate time. If you are not familiar with these tools obtain a copy and begin to utilize it. Each of these can be ordered by calling 1-800-566-2262.

**Critical Process - Evangelism**
- Operation Timothy – Book 1 “Finding the Way”
- First Steps
- Straight to the Source
- Living Proof 1 – Evangelism
- Outreaches
- Lighthouses

**Critical Process - Discipleship**
- Operation Timothy – Book 1-4
- Living Proof 2 – Discipleship
- Leaving a Legacy
- The Call of God
- Margin

Others:
- Topical Memory System
- Why Go To Work
- Establishing your Purpose

**Worldview, Values, Behavior**
- Lifestyle Discipleship – Jim Peterson

**Personal Growth Process**
- The Call of God
Chapter 2.3  Leading with the End in Focus

Capturing and casting vision is fundamental to being an effective leader. Within the context of CBMC, just what is the end? Our picture of the future is found in Jesus’ final commission Mat 28:19,20 and Paul’s description of his purpose in Col 1:27-30.

As we talk about leadership and developing leadership a clarity of this future state of the ministry must be clear – a world impacted with the Gospel of Jesus Christ.

Consider

One of the primary roles of a leader is to cast vision of which inspires and give hope to the followers. When have you experienced a leader who cast a clear and compelling picture of the future? What was it? How did it motivate you? Have you been able to cast vision for those around you?

Examine

Study the following verses, commenting on what the end was?

Luke 19:10

Mt 28:19,20

Col 1:27-29

Interact

What makes up a good vision?

How do you get the followers to buy in?

How often do you have to cast vision?
How do you know you have been successful?

Reflect

Reflect on who was an example of casting vision in the bible. What was the vision? How did it motivate the followers?
How did it help him achieve their intended outcome?

Apply

Are you as a leader clear on where you are going?

Briefly state the vision you have for your team?

Do the team members understand and buy in to it?

Leadership Principle: Vision is all important. Vision inspires hope and hope motivates. Leaders must capture God’s vision and cast it to others.
Spiritual Disciplines Overview

To exercise the spiritual disciplines is a part of God’s invitation to become intimate with Him. We will examine two disciplines that are fundamental and absolutely vital for every leader: studying God’s word and prayer.

Dallas Willard    The Spirit of the Disciplines

The disciplines are activities of mind and body, purposefully undertaken, to bring our personality and total being into effective cooperation with the divine order. They enable us more and more to live in a power that is, strictly speaking, beyond us, deriving from the spiritual realm itself, as we “yield ourselves to God, as those that are alive from the dead, and our members as instruments of righteousness unto God,” as Romans 6:13 puts it.

The spiritual disciplines are in a real sense an “exercise unto godliness.” This is St. Paul’s language (I Tim. 4:7), expressing a fundamental theme of his life and belief. The context in which Paul uses the words “exercise unto godliness” is an intensely practical one. He is telling Timothy, his son in the faith, how to succeed in leading God’s people. In speaking of exercise or training he uses the term GUMNAZE, from which we get our term “gymnasium.” Instead of spending time dwelling on godless myths and legends, Paul tells his young friend, he is to be at work in the “spiritual gymnasium”: “Train (GUMNAZE) yourself unto godliness; for while bodily training (GUMNAZE) is of some value, godliness is of value in every way, as it holds promise for the present life and also for the life to come” (I. Tim. 4:7-8, RSV)

Richard Foster    The Celebration of Disciplines

The life that is pleasing to God is not a series of religious duties. We have only one thing to do, namely, to experience a life of relationship and intimacy with God. He has given us the Disciplines of the spiritual life as a means of receiving his grace. The Disciplines allow us to place ourselves before God so that he can transform us. The Disciplines are God’s way of getting us into the ground; they put us where he can work within us and transform us. By themselves the Spiritual Disciplines can do nothing; they can only get us to the place where something can be done. They are God’s means of grace.

Spiritual growth is the purpose of the Disciplines. The Spiritual Disciplines are intended for our good. They are meant to bring the abundance of God into our lives. It is possible; however, to turn them into another set of soul-killing laws. Law-bound Disciplines breathe death.

When the Disciplines degenerate into law, they are used to manipulate and control people.

Our world is hungry for genuinely changed people. Leo Tolstoy observes, “Everybody thinks of changing humanity and nobody thinks of changing himself.” Let us be among those who believe that the inner transformation of our lives is a goal worthy of our best effort.

Leadership Principle: Breath of ministry is a reflection of depth in spiritual maturity.
Chapter 2.4 Studying the Word of God

Hudson Taylor The Spiritual Secret

Take time. Give God time to reveal Himself to you. Give yourself time to be silent and quiet before Him, waiting to receive, through the Spirit, the assurance of His presence with you, His power working in you. Take time to read His Word as in His presence, that from it you may know what He asks of you and what He promises you. Let the Word create around you, create within you a holy atmosphere, a holy heavenly light, in which your soul will be refreshed and strengthened for the work of daily life.

It was just because he did this that Hudson Taylor’s life was full of joy and power, by the grace of God. When over seventy years of age he paused, Bible in hand, as he crossed the sitting-room in Lausanne, and said to one of his children: “I have just finished reading the Bible through, today, for the fortieth time in forty years.” And he not only read it, he lived it.

Walt Henrichsen and Gayle Jackson

1. YOU MUST DO ORIGINAL INVESTIGATION. An incident in the early church illustrates the importance of the believer getting alone with an open Bible and depending on the Holy Spirit to be his teacher: “Now the Bereans were of more noble character than the Thessalonians, for they received the message with great eagerness and examined the Scriptures every day to see if what Paul said was true” (Acts 17:11). The Bereans listened attentively to what Paul and Silas had to say, but elected to check it out with the original source.

It is important that conviction be formed on what the Bible teaches, rather than depending on creeds, commentaries, or even sermons. The latter may cause you to turn to the Word as did the Bereans, but during times of testing it is the authority of the infallible Word personally examined that stands.

Original investigation is a necessary and important principle to incorporate into your methodology. There is something fresh and exciting about a truth taught by the Holy Spirit during your personal time in the Word of God.

2. YOU MUST HAVE WRITTEN REPRODUCTION. Have you ever had the experience of thinking a profound thought, but because you did not write it down you forgot it? If so, you probably discerned that the harder you tried to remember the thought, the more elusive it became. Such a frustrating experience illustrates the importance of incorporating written reproduction into your Bible study methods.

Dawson Trotman, founder of The Navigators, often would say, “Thoughts disentangle themselves as they pass from the mind through the lips and over the finger tips.” Writing down your thoughts and drawing them together is one of the key differences between Bible reading and Bible study. A rich reservoir of scriptural knowledge can be stored for future use when written reproductions is employed.

3. YOUR STUDY MUST BE CONSISTENT AND SYSTEMATIC. Two concepts make up this third principle. Bible study should be consistent. This is implied in the words EVERY DAY in acts. 17:11. The Bereans didn’t study the Scriptures one day, then wait a week to do it again. Their approach was consistent.

The other concept embedded in this principle is that Bible study must be systematic. A chapter here, a topic there, a passage another time are not the bestd approaches to studying the Bible. Map out a program of Bible study that will systematically unfold for you a balanced understanding of God’s whole Word. Such an approach is suggested in chapter 12.

4. YOUR STUDY MUST BE ‘PASS-ON-ABLE.’ This conglomerate may sound strange, but it does communicate an important concept. It is found in Paul’s statement to Timothy: “And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others” (2 Tim. 2:2). It is God’s intention that we not only grow and mature in our walk with Him, but also help others to maximize their potential for Jesus Christ.
Each believer is to view himself as a link between two generations. We are to PASS ON to others what we have had the privilege of learning. If we apply this only to the content of our study we encourage people to become dependent on us for “intake.” The biblical concept of the priesthood of the believer means that all Christians have both the right and the responsibility of feeding personally on the Word of God. Our Bible study methodology must include the element of pass-on-able-ness to facilitate this great ideal.

5. YOU MUST APPLY WHAT YOU STUDY TO YOUR LIFE. So important is this principle that we find it incorporated in the rules of interpretation as well as the methodology about to be studied. A cursory reading of almost any portion of the Bible reveals how important application is from God’s perspective. He EXPECTS His Word to be taken seriously. James tersely said, “Do not merely listen to the Word, and so deceive yourselves. Do what it says.” (James 1:22)

FOUNDATIONAL PRINCIPLES OF APPLICATION

Scriptural application is based on foundational truths as well. The following rules are foundational principles for any consideration of Scriptural application:

1. Application must be focused on pleasing God rather than pleasing others.
2. Every problem a person has is related to his or her concept of God.
3. Attitude is as important as action in obeying God’s commands.
4. Surrender is the cornerstone of all application. Refusal to surrender blurs our ability to discover and do God’s will.
5. Application is a process, not a single event.

Spiritual Leadership Tape
Ted Hubbard

1. PREREQUISITES

(a) READ THROUGH once a year Deut. 17:18-20, Josh. 1:8, (I Tim. 4:13, Rev. 1:3)
(b) MEMORISE vital verses/chapters - a verse a week, Prov, 3:3, Ps. 119:11, Deut. 11:18
(c) STUDY - Detailed examination of all truth - 2 Timothy 2:15, Acts 17:11
(d) MEDITATE- Thoughtful and prayerful consideration – Ps. 1:2, Joshua 1:8

2. APPROACH

(a) OPEN EARS - Matthew 11:15 Listen attentively.
(b) OPEN MIND - Acts 17:11 think objectively.
(c) OPEN SPIRIT (will) - obedience - James 1:22 respond responsibly.

3. PURPOSE

(a) To KNOW God the Father/Son/Holy Spirit - John 14:23 17:3
(b) Thus to LOVE Him affectionately, intimately, exclusively - John 14:21/15:9,10
(c) To understand His truth Luke 24:27,45, Ephesians 1:17,18
(d) To ascertain His will - obedience John 14:15.
(e) To check what I hear/read Acts 17:11, Daniel 9:2

NOTE: All this by revelation - not intellectual perception.

4. OBJECT

(a) To live Christ - Philippians 1:21, Galatians 2:20
(b) To communicate truth intelligently - I Peter 3:15

5. MOTIVATION - Desire for:

(a) God - Job 23:12
(b) Victory in daily living Ephesians 6:14
(c) Fulfillment Joy - Jeremiah 15:16
(d) Faith Hebrews 11:6, Romans 10:17

6. RESULT

a. Ministry of love to God’s heart - Exodus 28:1
b. Ministry of love to fellow Christians - 2 Timothy 2:2, Matt. 28:20
c. Ministry of love to the lost - Mark 16:15
d. Fruitfulness - John 15:7-16
e. Excitement - Psalms 119:111 + 162

7. PRACTICALITIES

(b) Equipment: Study Bible (verbal plenary translation 2 Timothy 3:16) Darby/New King James/Zodiades, etc.
(c) Concordance: (“Dunce Book”) Cruden/Strong/Young
(d) Lexicon: Hebrew/Greek
(e) Commentaries: Beware! Devotional/Theological/Practical.
8. INTERPRETATION

a. Golden Rules:
   i. The Bible primarily means exactly what it says secondary meaning only with biblical authority.
   ii. Always interpret within context.
   iii. Always interpret in light of all scripture.

b. Historic Relevance  Culture - Circumstances

c. Relationship of old/new testament - is command negated/restated? (Sacrifices - Sabbaths - Tithing)
   Is old testament scripture obligational/instructional?
   Romans 15:4

d. Literal/parable/type/illustration? Context and rest of scripture

e. Vital doctrines in new testament
   i. Introduced by the Lord in gospels
   ii. Practiced in the Acts
   iii. Amplified in the epistles

9. UNDERSTANDING TRUTH

   II Timothy 2:15 A Rightly Dividing,e.g. sovereignty of God/freewill of man - faith/works.

   a. Balance  Principle/Cultural
   b. Distinctions  Israel - Church - World
   c. Emphasis  Obedience - Concept - Principle
   d. Perspective  Revelation – Prophecy

Application

Apply these key principles you have discovered in studying a passage of scripture. Select a passage (at least 10 verses) and prepare a written study. Share it with your focus group.

Leadership Principle:  Obtaining the mind of Christ comes from investing deeply in God’s word. Leaders must have the mind of Christ and be able to teach others.
Chapter 2.5  Prayer

Dallas Willard  The Spirit of the Disciplines

PRAYER: Prayer is conversing, communicating with God. When we pray we talk to God, aloud or within our thoughts. In the nature of the case, prayer almost always involves other disciplines and spiritual activities if it is to go well, especially study, meditation, and worship, and often solitude and fasting as well.

Praying with frequency gives us the readiness to pray again as needed from moment to moment. The more we pray, the more we think to pray, and as we see the results of prayer – the responses of our Father to our requests – our confidence in God’s power spills over into other areas of our life. Out of her vast experiences with prayer in the harrowing life of a missionary wife and mother, Rosalind Goforth explains: “Perhaps the most blessed element in this asking and getting from God lies in the strengthening of faith which comes when a definite request has been granted. What is more helpful and inspiring than a ringing testimony of WHAT GOD HAS DONE?”

However, prayer as a discipline has its greatest force in strengthening the spiritual life only as we learn to pray WITHOUT CEASING (1 Thess 5:17; Phil. 4:6). We can train ourselves to invoke God’s presence in every action we perform. This is an experiential fact that has been proven in the lives of many disciples of Jesus, ancient and modern. God will meet us in love, and love will keep our minds directed toward him as the magnet pulls the needle of the compass. Habit will be confirmed in gracious interaction, and our whole lives will be bathed in the presence of God. Constant prayer will only “burden” us as wings burden the bird in flight.

Fenelon  The Seeking Heart

REAL PRAYER: Real prayer is nothing more than loving God. Prayer is not made great by a lot of words, for God knows your inmost feelings before you say them. True prayer comes from the spirit. You pray only for what you really desire. If you do not see what you are desiring from the depths of your heart, your prayer is deceitful. You could pass whole days “praying,” but is you do not pray from your deepest, inmost desires, you are not praying. You pray without ceasing when there is true love in your heart, and when there is a desire born of God there. Love, hidden in the depths of the spirit, prays constantly even when your mind needs to attend to something else. Love asks God to give you what you need and to regard your sincerity above your human weakness.

God’s love within you removes even the slightest faults and purifies you like a consuming fire. The Spirit within you asks for all things according to the will of God. Even when you are busy with outward things there is still a constantly burning fire within you. This fire, which cannot be put out, encourages a secret prayer which is like a lamp always burning before the throne of God. “I sleep but my heart is awake.”

There are two things that will help you keep this spirit of prayer: regular time set aside to be with God, and coming back to God as much as you can during the day. Stay away from people who distract you too much or who excite your passions!

The first fruit of a sincere love for God is the earnest desire to do all that you can to please your Beloved. To do any less is to love yourself before God. God forbid! Cost what it may, you must be willing to do all that He asks without reservation.

Do what you should before you go out to enjoy yourself. People who neglect their duties to “spend more time with God” deceive themselves. You won’t get closer to God by being irresponsible and calling it “spiritual.” Real union with God is to do all that is required of you by God, no matter what you feel.

Make sure you make time for God. Those who are in important positions are often busy and will be tempted to leave time for communion with God until last. Guess what? You will never have any time for God. Be firm with yourself. Don’t let the confusion of the day crowd out your time with God. This may sound too strict, but you will soon fall apart if you don’t listen to what I have to say about this.
Avail yourself of the greatest privilege this side of heaven. Jesus Christ died to make this communion and communication with the Father possible….BILLY GRAHAM

God’s acquaintance it not make hurriedly. He does not bestow His gifts on the casual or hasty comers and goers. To be much alone with God is the secret of knowing Him and of influence with Him…E.M. BOUNDS

Learning From God:

I believe it was in these special times of prayer that God made known His ways and His plans to Moses (Psalm 103:7) He allowed Moses to look through a chink in the fence and gain special insights, while the rank and file Israelites saw only the ACTS of God as they unfolded day by day.

These special prayer times can become anchor points in your life, times when you “drive a stake” as a landmark and go on from there. Your daily quiet time is more effective as you pray into day-by-day reality some of the things the Lord speaks to your heart in protracted times of prayer. The quiet time in turn is the foundation for “praying without ceasing,” going through the day in communion with God.

Why A Day of Prayer?

Why take this time from a busy life? What is it for?

1. For extended fellowship with God—beyond your morning devotions. It means just plain being with and thinking about God. God has called us into the fellowship of His Son, Jesus Christ (I Corinthians 1:9). Like many personal relationships, this fellowship is nurtured by spending time together.

2. For renewed perspective. …when going through some difficulty we need this perspective to sharpen our vision of the unseen, and to let the immediate, tangible things drop into proper place.

3. For catching up on intercession. There are non-Christian friends and relatives to bring before the Lord, missionaries on various fields, our pastors, our neighbors and Christian associates, our government leaders–to name a few.

4. For prayerful consideration of our own lives before the Lord—personal inventory and evaluation. You will especially want to take a day of prayer when facing important decisions, as well as on a periodic basis. On such a day you can evaluate where you are in relation to your goals, and get direction from the Lord through His Word.

5. For adequate preparation.

6. Wait on God to worship Him. Psalms 103,111, and 145 are wonderful portions to follow as you praise the Lord for the greatness of His power. Most of the Psalms are prayers. There is no better way to pray scripturally than to pray Scripture. If you brought a hymnbook you can sing to the Lord. This will lead you naturally into thanksgiving. Reflect upon the wonderful things God has done for you and thank Him for these–friends and opportunities. Go beyond that which you thank the Lord for daily and take time to express appreciation to Him for countless things He’s given.

Prayer For Others

Now is the time for the unhurried, more detailed prayer for other that you don’t get to ordinarily. Remember people in addition to those for whom you usually pray. Trace you way around the world, praying for people by countries.

Prayer For Yourself
The third part of your day will be prayer for yourself. If you are facing an important decision you may want to put this before prayer for others. Again, let your prayer be ordered by Scripture and ask the Lord for understanding according to Psalm 119:18. Meditate upon verses of Scripture you have memorized or promises you have previously claimed from the Word. Reading a whole book of the Bible through, perhaps aloud, is a good idea. Consider how it might apply to your life.

If God has given us plans and purposes in those times alone, we will be ready when opportunity comes to move right into it. We won’t have to say, “I’m not prepared.” The reason many Christians are dead to opportunities is not because they are not mentally alert, but they are simply unprepared in heart. Preparation is made when we get alone with God.

**Pray On The Basis Of God’s Word:**

Daniel said, “In the first year of (Darius’) reign, I, Daniel, understood from the Scriptures, according to the word of the lord given to Jeremiah the prophet, that the desolation of Jerusalem would last seventy years. So I turned to the Lord God and pleaded with Him in prayer and petition, in fasting, and in sackcloth and ashes. I prayed to the Lord my God and confessed” (Daniel 9:2-4 KJV)

He understood by the Scriptures what was to come. And as a result of his exposure to the Word of God, he prayed. It has been said that god purposes, therefore He promises. And we can add, “Therefore I pray the promises, so that God’s purposes might come to reality.” God purposed to do something, and He promised it, therefore, Daniel prayed. This was Daniel’s part in completing the circuit, like an electrical circuit, so that the power could flow through.

**How To Go About It:**

How do you go about it? Having set aside a day, find a place where you can be alone, away from distractions. Direct your observation by reading Psalm 104 and meditating on the power of God in creation. Take along a Bible, a notebook and pencil, a hymnbook, and perhaps a devotional book.

**Wait On The Lord:** Divide the day into three parts: waiting on the Lord, prayer for others, and prayer for yourself. As you wait on the Lord, don’t hurry. You will miss the point if you look for some mystical or ecstatic experience. Just seek the Lord, waiting on HIM. Isaiah 40:31 promises that those who wait upon the Lord will renew their strength. Psalm 62:5 “Find rest, O my soul, in God alone, my hope comes from Him.”

WAIT ON HIM FIRST TO REALIZE HIS PRESENCE. Read through a passage like Psalm 139, grasping the truth of His presence with you as you read each verse.

WAIT ON HIM ALSO FOR CLEANSING. The last two verses of Psalm 139 lead you into this. Ask God to search your heart as these verses suggest. When the Holy Spirit searches He will bring to your attention that which should be confessed and cleansed. Psalms 51

**Application**

1. What new insights did you gain from these readings?

   Plan at least one half day of prayer over the next two weeks.

**Leadership Principle:** Prayer is the primary means to hear God and a primary source of power.
Review the teaching of Tim Philpot on the subject of prayer.

1. Make notes of the key ideas and principles.

2. What was most impacting to you in this talk?

3. How have you seen these principles applied first hand?

4. How would apply them to your life and leadership?

5. What specific actions and plans will you take?
Chapter 3  Spiritual Leadership
Christ at the Heart of a Leader

Ken Boa  That I May Know God
Christ Resources are our Resources
These limitless resources meet our deepest needs and overcome the human dilemma of loneliness, insignificance and meaningless. When these truths begin to define our self-image, they make us secure enough to love others without seeking our own interests first. Because of our security and significance in Christ, we do not need to be controlled by the opinions and responses of others. We have nothing to prove because we know who and whose we are. Rather than trying to impress and manipulate people, we can do our work with excellence as unto the Lord. The more we are concerned with what God thinks us, the less we will be worried about what others think of us. And when we are no longer enslaved to people’s opinion of us, we are free to love and serve them as Christ loved us – with no strings attached.”

Jn 14:10 says “The words that I say to you, I do not say on my own initiative, but the Father abiding in Me does His work.” Christ stated that He could do nothing without the Father. Christ who is the ultimate leader could do nothing apart from the Father and Christ said in Jn 15:5 we can do nothing apart from Him. If this is how Christ functioned we need to understand this process and function likewise. This is the beginning point of the CBMC Leadership Development.

Leadership characterized by Christ being our Life will center on these themes: loving God completely is our primary calling, being is more fundamental than doing, to act from Christ and not just doing things for Him, my motivation for leadership is out of who and whose I am and not me trying to contribute to the work of the Kingdom, and what truths do I believe – are they absolute or based on the shifting sands of the world. These themes will build a framework upon which I lead and that the end results, my motivations and means are God honoring, bearing much fruit.

These leadership principles will be applicable in business, ministry and in our personal lives. Many leadership models are based on the simple idea that if I know where I am, where I am going and influence people to come along that is leadership.

Person, Where I am    Where I am Going,  Product
People    Influencing

In the Christ Leadership model we will expand this idea to include a critical factor: how I get there. God often is not so interested in the end results (in fact He is the author of the end results) but is very concerned how I got there (my motivations, the means).

Process
How do I get there

Person
Where I am

Influencing

Product
Where I am Going

People
We will examine Christ Life Leadership through five different lenses, discover the key principles and apply them to our leadership.

Leadership from Christ being my life is anchored in these verses:

Jn 15:5
Gal 2:20
Col 3:3,4
3.1 Spiritual Leadership – Christ Life Leadership

Interact with your focus group on the following principles.

Key ideas:

Few Christians experience the abundant life, few are actively engaged in personal evangelism and few are fruitful in discipleship.
Mt 9:37,38

Core beliefs drive our value system which in turn drives our behavior. If we are to change our walk with the Lord or our leadership we need to change our core beliefs and not our behavior.
Rom 12:1-2

We are made three part beings, not two part beings. We are by nature spiritual beings with a body.
1 Thes 5:23

Because of sin, we have an ongoing struggle with the flesh even though we are forgiven and will go to heaven.
Rom 7: 7-13

Flesh can be either good or bad and can control our outlook as well as our behavior.
Rom 6:15-17

Understanding our flesh patterns help us gain victory in our ongoing struggle.
Rom 8:1

Christ died and rose again not only to give us forgiveness, but to give us a new life. This new life is characterized by peace, joy, freedom and victory.
John 10:10

Comments and questions:

Leadership Principle: A leader’s greatest asset is the indwelling Christ, the greatest enemy is the flesh.
3.2 Spiritual Leadership – Christ Life Leadership (part 2)

Interact with your focus group on the following principles.

Review Key ideas along with the key verses:

The Abundant Life is for every Christian and can only be obtained by allowing Christ to live His life through you.
   John 10:10
   Gal 2:20

The abundant life is characterized by four primary elements:
   1. Understanding and affirming our identity in Christ. Eph 1:3-7
   2. Allowing Christ to live His life through you. John 15:4
   3. Abiding in Christ and experiencing intimacy with Him. John 15:5
   4. Meaningful engagement in God’s purposes of evangelism and discipleship. Jn 15:7-8,16

The first step in having an abundant life is surrender.
   John 12:24

Understanding and affirming our identity in Christ provides security, significance and freedom.
   Gal 5:13

Allowing Christ to live His life through you offers you power and wisdom.
   James 1:5

Abiding in Christ and experiencing intimacy with Him gives you rest, joy, and peace.
   Heb 4:10

Meaningful engagement in God’s purposes of evangelism and discipleship becomes the means of being fruitful and helping others.
   John 15:7,8,16

Comments and Questions:

Leadership Principle: Christ is our only power and wisdom.
Chapter 3.3 Spiritual Leadership – Christ Life Leadership (part 3)

Interact with your focus group on the following principles.

Key ideas:

Spiritual Leadership flows out of who we are.
John 15:5

To grow in leadership, we need to grow in our intimate relationship with Christ.
Eph 4:12-15

Affirm who I in Christ involves: Eph 1:3-20
• Leading from Christ keeps me from using or manipulating people for personal gain.
• Christ’s acceptance helps me step in faith without fear of failure.
• Because I am always valued, I can freely value and care for others.

Christ in us involves: Gal 2:20
• Power for leading comes from Christ living in me, not my strengths and abilities.
• Wisdom from God is far better than human wisdom.
• Fruit of the spirit is the evidence of abiding.
• Christ in me defines my capacity, not me alone.

Christ with us involves: Mark 3:14
• God is more interested in my relationship than my results
• Ministry flows out of intimacy
• Our first ministry is to God not for God

Leadership Principle: Brokenness is the first step in allowing Christ to lead through us.
One of the best books one can read is “Classic Christianity” in order to lay a solid foundation of the Christ Life. Read the following passages and answer the questions. If you desire you could purchase the book and read it for yourself. Make notes and or questions which you would like to raise with the focus group.

**Classic Christianity by Bob George**

(p. 23) “But somehow it was never quite what I expected. I still taught Bible studies. I still shared my faith. But it became more of a performance. Instead of doing it because I wanted to, I did it because I was expected to do it. Someone reminded me to make sure and have a “quiet time” every morning. I had to fill out reports, indicating how many people I shared Christ with and how many Bible studies I was leading. My joy ebbed away, and those activities became more mechanical. The early-morning times with the Lord that I enjoyed so much became less and less frequent as other things began demanding my attention. After having led hundreds of people to Christ as a businessman, I found myself losing interest in talking to people about the Lord.”

1. What was the problem that Bob George struggled with?

2. What has this looked like in your life?

(p. 51) “The issue in salvation is life and death. Finally the puzzle fit together. Jesus Christ, spiritually alive, laid down His life for us. Why? So that He could give His life to us! Why did we need life? Because we were spiritually dead: “You were dead in your transgressions and sins” (Ephesians 2:1)

I realized that for years I had been functioning with basically one-half of the gospel. I knew how much I needed the forgiveness of sins that Christ provided for me, and I was profoundly grateful. But while the message of God’s forgiveness through the cross relieves our guilt and gives us assurance of where we will go when we die, it does not give us power to live here and now. It is through the resurrection of Christ that any man, woman, boy, or girl on the face of the earth who comes to Him in faith receives is very life through the indwelling Holy Spirit! That’s how we live! Therefore, Ephesians 2:4,5 (NASB) puts it this way:

“But God, being rich in mercy, because of His great love with which He loved us, even when we were dead in our transgressions, made us alive together with Christ (by grace you have been saved).

Through these truths, I discovered why Christian service had been killing me. I already knew about the Holy Spirit; in fact, I had taught lectures about His ministry in our lives. But I always associated Him with power: giving me power to share Christ, power to understand the Bible, power to teach, power to serve. Of course, there is truth in that. But I was missing the single most important aspect of having the Holy Spirit – the fact that through Him I have received the very life of God.”

3. What are the truths that Bob George is communicating?
4. How can you relate to these truths?

(p. 77) “To many people, all this emphasis on total forgiveness and Christ living in you seems threatening because they fear that it will lead people to become complacent about their Christian lives. They hear the phrase “living by faith” and picture lazy people sitting around, waiting for something to happen. The exact opposite is true. As the last chapter showed, it is an emphasis on the cross and forgiveness of sins to the exclusion of teaching people about sharing Christ’s resurrected life that really leads to complacency.”

6. What principles are outlined in this passage?

7. How can you apply these to your life?

8. What questions do you have?
One of the best books one can read is “Classic Christianity” to lay a solid foundation of the Christ Life. Answer the questions below. Make notes and or questions which you would like to raise with the focus group.

(p. 109) “What is our inheritance in Christ? And how does knowing this translate into a changed life? In answer, let’s begin with the major principle that ties it all together: You will never have a changed life until you experience the exchanged life. Christians are continually trying to change their lives; but God calls us to experience the exchanged life. Christianity is not a self-improvement program. It isn’t a reformation project. It is resurrection! It is new life! And it is expressed in terms of a total exchange of identity. Jesus Christ identified Himself with us in our death in order that we might be identified with Him in His resurrection. We give Christ all that we were – spiritually dead, guilty sinners – and Christ gives us all that He is – resurrected life, forgiveness, righteousness, acceptance”.

1. What are the truths that Bob George is communicating?

2. How can you relate to these truths?

(p. 162) “This isn’t to imply that there’s no struggle or no need to exercise our wills. The flesh continues to set “its desire against the Spirit, and the Spirit against the flesh; for these are in opposition to one another, so that you may not do the things that you please” (Galatians 5:17 NASB). The flesh continues to send messages to our minds, appealing to fear, anger, lust, and selfishness. But we don’t have to live in bondage to those things. God’s answer is also given: “But I say, walk by the Spirit, and you will not carry out the desire of the flesh” (Galatians 5:16 NASB).

This verse is as important for what it does not say as for what it does say. Notice that it didn’t say that the desire of the flesh will go away. As long as we live in fallen bodies, we will feel that influence. It also didn’t say, “Clean up the flesh, and then you’ll be spiritual.” It seems to me that vast amounts of Christian teaching is saying this very thing. It can never work.

Number one, you can work throughout your life and never get the flesh cleaned up. Christ didn’t come to improve the flesh; He came to execute it and to give us new life.”

3. What principles do you identify in this passage?
4. Do you struggle with any of these? If so, what?

(p. 174) The indwelling life of Christ is released in our daily experience when we live as He did, by faith – that is with total dependency upon the God who lives in us. But “a life of total dependency” is an elusive concept for people to grasp. The best explanation I have heard has been expressed by Major Ian Thomas in what he calls the “threefold interlock.” A life of faith is our love for God, resulting in dependency upon God, resulting in obedience to God.

5. Put this principle into your own words.

6. How are you doing at living this truth?

(p. 197-198) You and I are going to face trouble in the future. That’s part of life in this fallen world. God does not promise us an exemption from tribulation, but He does promise that He will go with us through it. He does promise to cause “all things to work together for good to those who love God, to those who are called according to His purpose” (Romans 8:28 NASB). He does promise that if we get off the track in our Christian life, He will apply loving corrective discipline to restore us. He does promise that we can experience His peace and joy in the midst of our trials through trusting Him in an attitude of thanksgiving. Finally, He promises us that nothing that happens to us is a sign of His rejection. We can accept any personal tribulation as a discipline: an opportunity for God to build into us character qualities that are of eternal value.

7. What is the big idea(s) in this quote?

8. Comment on these truths and what you can do to put them into practise?
3.6 Core Belief

The Proverbs say “as a man thinks in his heart so is he.” We become what we think about and value. At the heart of who we are individually and as leaders will be defined by how we view God, others and ourselves.

John Beckett  President of R.W. Beckett Companies the largest manufacturers of residential oil burners in the world.

“In stark contrast to my prior thinking, the bible enabled me to view my work as having great worth to God, provided I would bring it into harmony with Him in every way possible. As a believer and a business person, I was no longer a second-class citizen. Nor did I need to leave my Christian convictions and biblical values outside the office entrance when I headed into work Monday mornings. A biblical worldview has awesome implications. As we allow it, the bible speaks to us concerning government, economics, education, science art, communication and, yes, business. Really it speaks to all of life”. Jim Petersen

Consider

What do I believe?

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Adapted from Turkeys and Eagles, by Peter Lord

Belief vs. Behavior

Where do most Christians focus? Why?

Observations about core beliefs.
*How I live my life (my choices, desires, etc.) reveal a lot about what I believe about God.

* God is the end and the means of living the Christian life. 
What I believe about God, will determine what I value, and how I lead.

A belief system that is centered on God will love Him, value what He values (people, word, and process).

Lasting change only come from the inside out as my belief system changes. Changing my behavior will not necessarily have a lasting change on me.

**Examine**

Study Romans 5 and 6 listing out 2 major principles each about my view of God, the Christian life and leadership.

**Interact**

How would the function of leadership change if it was based on behavior vs. based on loving God?

Leadership is often involved with change, How would a leader approach change from the inside out vs. the outside in?

If, as a leader, I was more interested in end results than the process (how I got there – which is a reflection of my values) How would I function? How would it differ if I were value based?
Reflect

Ken Boa  That I May Know God

“The heart always provides for what it values (Mt 6:19-34), and if we value God first, our capacity to love Him and others will expand. If we value the world first, we will not only miss out on the joys of knowing God, but also the joys of this present life. Relationships will degenerate into contacts, and we will seek to manipulate people to get what we want. We will be driven to accomplish and impress, and this will detract from quality time with those we really love. Activities will easily take precedence over intimacy, both with God and with people. The idol of accomplishment will erode the aesthetics of the spirit and leave us busy and weary. We will work harder to influence people, and by seeking our security in their responses, we will become disconnected from our true security in Christ. The only way off this treadmill is repentance and return to the pursuit of Christ in place of pursuit of the world.”

What are your thoughts of this quote?

What are the core beliefs I hold about God, Christ, ministry, change, process, leadership, character, people, etc.?

Apply

What new beliefs have you arrived at?

What changes will you make as a result?

Fill in

Leadership Principle: You will only lead in a manner that is consistent with what you belief about yourself.

Assignment: Listen to the tape by Peter Lord “Turkeys and Eagles”. Take notes as appropriate.
Foundations for Developing Leadership
Turkeys and Eagles - Peter Lord

Review the teaching of Peter Lord on the subject of Turkeys and Eagles.

1. Make notes of the key ideas and principles.

2. What was most impacting to you in this talk?

3. How have you seen these principles applied first hand?

4. How would you apply them to your life and leadership?

5. What specific actions and plans will you take?
3.7 Intimacy with God

In Mt 22:37 Christ commands that “we should love the Lord with all our heart, soul, and mind.” Our call to love God needs to be the primary thing that should mark my life. Out of this love we will love ourselves and then love others (the body and the lost). This should be a number one hallmark for us as leaders. It is our love for God that will have either a positive or negative influence on those around us to do likewise.

Oswald Chambers

Beware of anything that competes with loyalty to Jesus Christ. The greatest competitor of devotion to Jesus is service for Him. It is easier to serve than to be drunk to the dregs. The one aim of the call of God is the satisfaction of God, not a call to do something for Him. We are not sent to battle for God, but to be used by God in His battlings. Are we being more devoted to service than to Jesus Christ?”

Verse to meditate on:
Ps 73:25,28
Ps 42:1
Ex 33: 13-14

Consider

Jerry Bridges The Practice of Godliness

True godliness engages our affections and awakens within us a desire to enjoy God’s presence and fellowship. It produces a longing for God himself.

This is the heartbeat of the godly person. As he contemplates God in the awesomeness of his infinite majesty, power, and holiness, and then as he dwells upon the riches of his mercy and grace poured out at Calvary, his heart is captivated by this One who could love him so. He is satisfied with God alone, but he is never satisfied with his present experience of God. He always yearns for more.

This longing for God also produces a desire to glorify God and to please him. In the same breath, Paul expresses the desire to know Christ as well as to be like him. This is God’s ultimate objective for us and is the object of the Spirit’s work in us. In Isaiah 26:9, the prophet proclaims his desire for the Lord in words very similar to the psalmist’s: “My soul yearns for you in the night; in the morning my spirit longs for you.”

Bill Gillham

“God’s desire for relationship with you is not simply for your benefit. It is for God’s benefit! Relationship is to be developed and enjoyed by two parties. Your resisting of His efforts to break down barriers between the two of you is painful to Him. He died that our intimacy with Him might begin here, not in heaven. He longs for you physical death to become anticipated, not simply because you grow weary of the hassles of earth, but because of your growing excitement about throwing yourself into His loving arms.”

Ken Boa That I may Know God

Love Thee More Dearly...

To know God is to love Him, because the more we grasp—not merely in our minds but in our experience—WHO HE IS and what HE HAS DONE FOR US, the more our hearts will respond in love and gratitude. “We love, because He first loved us” (1 John 4:19). When we discover that the personal author of time, space, matter, and energy has, for some incomprehensible reason, chosen to love us to the point of infinite sacrifice, we begin to embrace the unconditional security we longed for all our lives. God’s love for us is spontaneous, free, uncaused, and undeserved; He did not set His love on us because we were lovable, beautiful, or clever, because in our sin we were unlovable, ugly, and foolish. He loved us because He chose to love us. As we expand our vision or our acceptance and security in Christ who loved us and gave Himself for us,
we begin to realize that God is not the enemy of our joy but the source of our joy. It is when we respond to this love that we become the people He has called us to be. By God’s grace we need to grow in love with Him in our thoughts, in our emotions, and in our actions.

**Observations on Intimacy - Christ with me**

- The most important thing about us is not what we do, but who and whose we are in Christ. Being is more fundamental than doing. Relationship must precede relevance or results.
- Our ultimate source of fulfillment and enjoyment are found in fellowship and intimacy with God out of which flows my functioning
- Ministry flows out of intimacy with God. Intimacy does not begin with ministry, it begins with a person not an activity
- This is a life long learning and pursuit.
- God’s knowing me and me knowing Him affects who I am (being) and both of these must always precede doing.
- It is only the life of Christ in us that can help us grow spiritually and to sustain an intimacy with God.

**Examine**

**The Process of Intimacy**

*Jesus stood and cried out to them “If any man is thirsty, let him come to me and drink and he who believes in Me as the scriptures said from his innermost being shall flow rivers of living water”.* John 7:37-38

This process of intimacy could be described in six primary steps with several of them being multifold. These steps are as follows:

1. Pursued by God for a love relationship.
2. “If any man is thirsty” - our response of humility and brokenness
3. “Come to me” - Receiving all that we are in Christ.
4. “Drink” - Appropriating the Life of Christ in me.
5. “Believe” - Exercising the Spiritual Disciplines
6. “Rivers of living water” - Ministry
   - Ministry to God - Worship
   - Ministry to the Body - Community and Discipleship
   - Ministry to a lost and dying world - Evangelism

**Interact**

Describe in your own words how to have intimacy with God?

Why is this the most important thing I can do as a believer? As a Leader?
How might my intimacy with Christ and my loving God affect my view of myself?

How would this impact ministry?

**Reflect**

*Reflect on your abiding In Christ*

- Grafted in the vine - in Christ
- Flow from vine to branch - Christ in me
- Branches grow and bear fruit - Christ with me

*When in search for intimacy, we must look to God, get to know Him personally, know that He is in control, He has a plan, and that He has my best interests at heart.*

**Apply**

What will you change as a result of this chapter?

Fill in

*Leadership Principle: Ministry flows from intimacy with God.*
3.8 Who am I?

“We are spiritual beings with a soul in a body, not physical being with a spirit”.

As we move deeper into the understanding of who we are we will examine in this lesson how we were created, the fall and the resulting battle with the flesh. This may seem a little too spiritual when looking at leadership, yet if we consider that most bad leadership is flesh motivated we must have a clear picture of it. We will examine our own flesh patterns, seeking to let Christ reign in these areas.

Ken Blanchard, co author of One Minute Manager

Ken talked to his good friend Bob Buford, he could not see himself as a sinner. Bob explained it this way “Ken are you as good as God?” Ken said “No, God is perfect. Bob continued “On a scale of 1 to 100, let’s give God 100 and I will give you a 75. God sent Jesus to make up the difference between you and 100. That is what grace is all about. It is not your deeds If you accept Jesus as your Savior He rids you of your sins”.

Ken realized that he wrongfully viewed God in a religious context, thinking that doing good by achievement would bring him fulfillment and even get him into heaven. Ken offers this view “If we can begin to accept unconditional love from our Father, we set the stage for acknowledging His grace. Your focus no longer has to be out there with results, accumulation of power, acceptance, control, or gaining earthly goods.”

Consider

God created me in His image, a reflection of Himself, not physically but spiritually. He created me to only function with a spirit that is alive to God (Christ in me). Men without God at the center of their being do not function properly let alone reflect God’s values.

In Gen 1:26 how was man created? What does that mean?

In Gen 2:17, what was God’s command and what did it mean that Adam would surely die? What part of Adam would die?

This all points to the single principle that God created us as 3 part beings – body, soul, and spirit. When Adam sinned that spirit died to God yet was alive to the world. We all remain in this condition until we are born again and Christ’s indwelling us bringing new life to the inner man. Yet men without God seek to meet their needs with their own resources – this is know as the old man or old nature. In Rom 6:6-8 we know that having received Christ that our old man or old nature was crucified. It is forever dead. Yet as we read on in Rom 6 nd 7 it indicates that we still sin. We have a new nature. How do we explain a new nature and our sinning? It is the flesh.

So what is the flesh?

The Flesh: are my old patterns I developed through independent living in order to meet my needs of love and acceptance.

The most common:

Performance based acceptance - If you perform, I will accept you. If you don't perform, I will reject you.

*The flesh can never meet our needs, only God can. Only God can overcome the flesh, in ourselves we can’t.*

Flesh focuses on behavior and outward results, God always looks at the heart.

*Much of Christianity and Christian work give credit to God, but that is only a cheap mask upon the face of a flesh effort.*

*The fruit of the flesh may bring temporary gain, but always long term destruction. Walking by the flesh produces division, fear, disunity, confusion, doubt, hurt, frustration, anxiety, and /or burnout.*

Recognizing the flesh: Control, Compare, Compete, Complain, or Criticism
### My Flesh Inventory

Examine the List and make a mark next to the traits that you identify with.

<table>
<thead>
<tr>
<th>ANGRY AT OTHERS</th>
<th>FEEL INADEQUATE</th>
<th>OBSESSIVE COMPULSIVE BEHAVIOR</th>
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<td>LUST FOR PLEASURE</td>
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<td>ENVY</td>
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<td>MUST BE IN CONTROL</td>
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<td>FEAR</td>
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<td>FEAR OF FAILURE</td>
<td>NERVOUSNESS</td>
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<tr>
<td>FEEL WEAK OR HELPLESS</td>
<td>NOT SUBMISSIVE TO AUTHORITY</td>
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These traits are generated through walking in the world. Some are socially acceptable, some are not. They constitute your unique version of the flesh. Satan will use these flesh patterns to gain victory, yet this is not who you really are – it doesn’t determine your identity. As you check these, pray that God would give you victory in these areas.
Examine

Study Romans 7 and 8. What do we learn about sin, the flesh and the victory in Christ?

Interact

How do we as leaders operate in the flesh?
What does this do to people around us?
How do we overcome the flesh?

How does Rom 8:1 begin to help define who we are?

Reflect

How does Romans 8 conclude and what does this say about God’s acceptance of me?

How could this affect my action and attitudes as a leader?

Apply

Fill in

Leadership Principle: Leadership in the flesh will never bear fruit that sustains.
3.9 Identity

My view of God and my view of myself will determine how I lead. One cannot behave or lead in a manner that is inconsistent with what they believe about themselves.

Consider

John Beechner  CEO and owner of four businesses

If the words from parents, teachers, and friends are positive and in line with God’s truth, they carry us through life to be blessed and productive. But if parents or teachers tell a child, You are worthless. You won’t amount to anything, or I hate you. Rather than I love you no matter what, people struggle to overcome the impact of those negative words. Their emotional damage can curse a life, without the Truth of God.

Bill Gillham

I cannot overly stress how critical it is to believe that God wishes all Christians would understand and appropriate their true identity in Christ. God wishes you, as a Christian, would understand that your new identity is more than His having erased your name from the debit side of His ledger and moved it into the asset column. It is not a mere paper transaction. In order for God to write you name in the Lamb’s book of life, a miraculous transformation must happen whereby you are instantly, radically changed:

• From an enemy of God to a friend of God
• From a child of Satan to a child of God
• From not being accepted by God to being totally accepted by God
• From being guilty to being forgiven
• From being condemned to receiving a full pardon
• From being a glitch in God’s vision, to being the apple of His eye
• From being totally unlovely to being lovely and loveable
• From being a commoner to being celestial royalty

All of this and much more become your permanent identity when you became spiritually reborn in Christ. He accomplished this all for you. Now He longs to reap the personal benefit from such a sacrifice by having a warm, intimate relationship with you.

Observations about our Identity - “In Christ”  

Christ’s love and acceptance gives me security

• My worth and significance are found solely in Christ (which is forever and unchanging) and not in performance or in a position
• Because of my worth in Christ, I am free from the opinions of others while listening and learning from them
• In this freedom from opinions, I can truly serve and love others (value and honor people)
• Because of this freedom, I can give away power or empower others
• Because of my security in Christ, I can be process focused vs. results oriented or bottom line driven
• “In Christ” I am free from the bondage to sin among which pride is one of the chief ones
• His love and acceptance give me a security which helps me examine my motives and purify my motives
Examine

Who Really Am I?

A New Identity

1 Cor 1:30

1 Cor 6:17

2 Cor 5:17

Eph 1:3,4,7

Interact

Discuss the following statements or truths.
* I have everything that Christ had to live the Christian Life.

* There is nothing I can do to earn more of God's Love
  There is nothing I can do to lose any of God's Love.

* Although I have a new identity in Christ, the patterns of my flesh still remain.

* I am fully righteous at all times, not on the basis of my work but because of Christ. My identity and significance are never tied to performance, results or outward behavior. I am significant because of who I am in Christ.

Reflect

Ken Boa  That I May Know God

“Our culture tells us that our worth is determined by our accomplishments and encourages us to pursue significance and meaning through the things we do. Scripture tells us that our worth is determined by what Christ was willing to do for us, and that in Him we have an unlimited and unchanging source of meaning and purpose. Who we are in Christ is not shaped by what we do, but by what He did on the cross and continues to do in our lives. It is not performance that determines our identity; instead, our new identity in Jesus becomes the basis for what we do. If we perceive ourselves to be worthless or in adequate, this will be manifested in our behavior.

We honor God when we allow him to define us and tell us who we are regardless of our feelings or experiences to the contrary. In Christ, we are overcomers who have been adopted into God’s family; set free from the bondage to Satan, sin, and death; called and equipped to accomplish an eternal purpose that will have enduring results; raised up with Christ and partakers of His life.”

Who Am I?

Matt 5:13  I am the salt of the earth
Matt 5:14  I am the light of the world
John 1:12  I am a child of God (part of His family)  see Romans 8:16
John 15:1,5  I am a part of the true vine, a channel of Christ’s life
John 15:16  I am chosen and appointed by Christ to bear fruit
Act 1:8  I am a personal witness of Christ
Rom 6:16 I am a slave of righteousness
Rom 6:22 I am enslaved to God
Rom 8:14,15 I am a son of God
Rom 8:17 I am a joint-heir with Christ, sharing His inheritance with Him.
1 Cor 3:16, 6:19 I am a temple of God, His Spirit indwells me
1 Cor 6:17 I am joined to the Lord and am one spirit with Him
1 Cor 12:27 I am a member of Christ’s body
2 Cor 5:17 I am a new creation in
2 Cor 5:18, 19 I am reconciled to God and a minister of reconciliation
Gal 3:26, 28 I am a son of God
Gal 4:6,7 I am an heir of God since I am a son of God
Eph 1:1 I am a saint
Eph 2:10 I am God workmanship created in Christ to do His work that He planned before hand
Eph 2:19 I am a fellow citizen with the rest of God’s people
Eph 3:1, 4:1 I am a prisoner of Christ
Eph 4:24 I am righteous and holy
Phil 3:20 I am a citizen of heaven and seated in heaven right now
Col 3:3 I am hidden with Christ
Col 3:4 I am an expression of the life of Christ because He is my life
Col 3:12 I am chosen of God, holy, and dearly loved
1 Thes 1:4 I am chosen and dearly loved by God
1 Thes 5:5 I am a son of light and not of darkness
Heb 3:1 I am a holy brother, partaker of a heavenly calling
Heb 3:14 I am a partaker of Christ… I share in His life
1 Pet 2:5 I am one of God’s living stones and am being built up as a spiritual house
1 Pet 2:9,10 I am a chosen race, a royal priesthood, a holy nation, a people for God’s own possession
1 Pet 2:11 I am an alien and stranger to this world
1 Pet 5:8 I am an enemy of the devil
1 John 3:1,2 I am now a child of God, I will resemble Christ when He returns
1 John 5:18 I am born of God and the evil one can not touch me
Psalm 23 I am a sheep of His pasture, therefore I have everything I need

What Happened to Me?

Rom 5:1 I have been justified (completely forgiven and made righteous)
Rom 6:1-6 I died with Christ and died to the power of sin’s rule on my life
Rom 8:1 I am free forever from condemnation
1 Cor 1:30 I have been put into Christ by God’s doing
1 Cor 2:12 I have received the Spirit of God into my life that I might know the things freely given to me by God
1 Cor 2:16 I have been given the mind of Christ
1 Cor 6:19,20 I have been bought with a price. I am not my own. I belong to God.
2 Cor 1:22 I have given the Holy Spirit as a pledge guaranteeing my inheritance
2 Cor 5:14,15 Since I have died, I no longer live for myself
Gal 2:20 I have been crucified with Christ and it is no longer I who live, but Christ lives in me
Eph 1:3 I have been blessed with every spiritual blessing
Eph 1:4 I have been chosen in Christ before the foundation of the world to be holy and without blame
Eph 1:5 I have been predestined to be adopted as a son
Eph 2:5 I have been made alive together with Christ
Eph 2:6 I have been raised up and seated with Christ in heaven
Eph 2:18 I have direct access to God through the Spirit
Eph 3:12 I may approach God with boldness, freedom and confidence
Col 1:13 I have been delivered from the domain of darkness and transferred to the kingdom of Christ
Col 1:14 I have been redeemed and forgiven of all my sins
Col 1:27 Christ himself is in me
Col 2:7 I have been firmly rooted in Christ and am now being built up in Him

Col 2:10 I have been made complete in Christ
Col 2:11 I have been spiritually circumcised
Col 2:12,13 I have been buried, raised and made alive with Christ
Col 3:1-4 I have been raised up with Christ, I died with Christ. My life is now hidden with Christ in God. Christ is now my life.
2 Tim 1:7 I have been given a spirit of power, love, and self-discipline
2 Tim 1:9 I have been saved and called according to God’s doing
Heb 2:11 Because I am sanctified and am one with the Sanctifier, I am his brother
Heb 4:16 I have the right to come boldly before the throne of God to find mercy and find grace in the time of need
2 Pet 1:4 I have been given great and exceedingly abundant promises by God, by which I am a partaker of the divine nature.

Apply

What changes or faith are you planning to make?

Fill in

Leadership Principle: A leader’s identity must be defined not by success or even significance, but solely on the basis of Christ's sacrifice and His adoption of us into his family.
3.10 Indwelling Life of Christ

If being “in Christ” defines who I am and gives me hope, security and acceptance, Christ living in me becomes the power and wisdom from which I can live the Christian life as well as lead others in their walk. There is only one person who can live the Christian life – that is Christ in me.

Consider

Howard Hendricks

“The spiritual life is really the life of Christ reproduced in the believer by the power of the Holy Spirit in obedient response to the Word of God.”

C. S. Lewis  Mere Christianity

“Your real, new self (which is Christ’s and also yours, and yours just because it is His) will not come as long as you are looking for it. It will come when you are looking for Him….Give up yourself. And you will find your real self. Lose your life and you will save it…. Keep back nothing. Nothing that you have not given away will ever be really yours. Nothing in you that has not died will ever be raised from the dead. Look for yourself and you will find in the long run only hatred, loneliness, despair, rage, ruin, and decay. But look for Christ and you will find Him, and with Him everything else will be thrown in.”

Observations about our Indwelling  “Christ in Me”

Christ living in and through me

- Christ in me provides unlimited, spiritual resources (wisdom, power) vs. relying on my limited, sometimes fleshly resources.
- Christ is our sole means to lead.
- Through this indwelling, I can experience moment by moment victory (rest, peace) which comes from Him and appropriating Him
- It provides and clarifies my true hope which is a leader’s motivation especially in trial and difficulty
- It is only Christ’s resources that can defeat the true enemy – Satan
- Christ is the leader in every believer. We are called to release the “leader” in all of us by releasing Him through us.
- It is an ongoing and growing process

Examine

2 Cor 12:9-11

Gal 2:20

Col 1:27

Gal 4:19

Interact
How do we let the spirit of Christ live in us and through us?

Why is humility necessary in order to experience Christ indwelling us?

How might this affect how we lead others?

* Christ in me is the power to walk in victory and not in defeat.

* The Christian should never try to do ministry or activity FOR God. God doesn't need us. God only desires us to be available vessels that He will live in, work on and manifest Himself through

Apply

What changes is God speaking to you about your leadership?

Fill in

**Leadership Principle: A leader joins God at work by allowing Christ’s indwelling spirit to flow through him.**
Chapter 4  
Servant Leadership – Being a Leader with Character

Apart from Christ being our life (identity, indwelling, intimacy) character is the second most important quality in a leader. There are many leaders even in the Christian world that lack certain elements of character. When key character qualities are absent (faith, humility, integrity, trustworthy, honest) people will not follow or will follow with great reluctance. The developing of character is a unique combination of God’s work (brokenness) and our choice or will. Character is derived from abiding in Christ and will lead into how I develop community or teams.

We will examine character in four studies in addition to listening to the audio cassette of Andy Stanley on character. The five study sessions will be 1. Becoming a leader with character  2. The Making of a Leader’s Character  3. Character Qualities of a Leader  4. Servant Leadership Study  5. Servant Leadership Principles.

The following are the principles and highlights that relate Character to leadership and the Christ Life model.

### 4.1 Being a Leader with Character

**Christ Life Leadership - Character**
- Christlikeness will lead to transforming us into Christlikeness. Christlikeness may not lead to Christlikeness.
- The significance, security, freedom, and rest that comes from the life of Christ will allow us to embrace the difficulties that God uses to refine us.
- Character is shaped and developed primarily by persevering through difficulties, pain and struggle.
- Character is revealed in the choices I make when I am alone. Our public behavior may or may not reveal who I am.
- The foundation of character is centered in Who I “in Christ”.
- Primary character qualities include honesty, humility and integrity.
- The character of a leader will determine who and why people follow.
- Only when I am secure “in Christ” can I truly serve those around me without any strings attached.
- Christ could effectively exercise servant leadership because he knew who and whose He was.

**Surrender – Death to Self**

“There is no such thing as a private life for a man who is brought into fellowship with Jesus Christ sufferings. God breaks up the private life of His saints and makes it a thoroughfare for the world and Himself. Why shouldn’t we go through heartbreaks? Through these doorways God is opening up ways of fellowship with Him. Most of us fall and collapse at the first grip of pain. We sit down on the threshold of God’s purpose and die away of self pity and so called Christian sympathy will aid us to our death bed. But God will not. He comes with the grip of the pierced hands of His Son and says ‘Enter into fellowship with me, arise and shine.’ If there is a broken heart God can bring His purpose to pass in the world, then thank Him for breaking your Heart.”

Oswald Chamber  #306

- It is only in my weakness and emptiness that the power of Christ can dwell in me.
- Our ability to appropriate Christ is in proportion to the depth of our surrender.
- My brokenness and surrender leads me to greater dependence and identification with Christ.
- Leaders need to model humility and surrender in order for others to follow. It is only in how we follow Christ (humility) that others can follow us.
- Our surrender becomes the basis for our servanthood

Breaking is the first and highest thing we bring to the table, we are the greatest frustration to our work

Eph 3:16, Jn 12:24, Jn12:3

We can’t reduce the time of breaking, we can extend it

The cross puts the outer man to death, breaks the shell and releases the spirit
Whether a man can be used by the Lord depends more on his outer man than on his spirit. The problem with some is that the outer man has never been broken.

God can only use an available vessel. Things that we hold on to, that occupy us end up blocking God’s use of us. What are the things we have in our hands?

We are qualified for God’s work by availability, not ability, skill, knowledge.

The condition of the inner man is the condition of the outer man.

As you begin this section of study, what strikes you about the above principles?

How are you doing in developing Christ life character?

What are you asking God for?

* Begin your study on Character by listening to the tape by Andy Stanley on Building Character. Make notes in the space provided below.

**Leadership Principle:** Character comes from Christ within and is a leader’s foundation for doing the right things and treating people the right way.
4.2 The Making of a Leader’s Character

Being humble and contrite of heart is the most honoring and useful places a leader can be before the Lord. In order to get there each of us must die to self.

Consider

The following is a letter written by the Catholic priest – Francios Fenelon in the 1600's to friends held in prison.

Let Go: Letter 4: The Death of Self

I cannot express to you how deeply I sympathize with you in your time of suffering. I suffer right along with you, but still, it cheers me up to know that God loves you.

And the very proof that God loves you is that He does not spare you, but lays upon you the cross of Jesus Christ. Whatever spiritual knowledge or feelings we may have, they are all a delusion if they do not lead us to the real and constant practice of dying to self. And it is true that we do not die without suffering. Nor is it possible to be considered truly dead while there is any part of us which is yet alive. This spiritual death (which is really a blessing in disguise) is undeniably painful. It cuts "swift and deep into our innermost thoughts and desires with all their parts, exposing us for what we really are." The great Physician who sees in us what we cannot see, knows exactly where to place the knife. He cuts away that which we are most reluctant to give up. And how it hurts! But we must remember that pain is only felt where there is life, and where there is life is just the place where death is needed. Our Father wastes no time by cutting into parts which are already dead. Do not misunderstand me; He wants you to live abundantly, but this can only be accomplished by allowing Him to cut into that fleshly part of you which is still stubbornly clinging to life. Don't expect God to deal with those vulgar, wicked desires which you renounced forever when you gave yourself away to him. That part of you is already dead. But, He will deal with the parts of you that are still alive. He might even test your faith with restrictions and trials of all kinds.

Should you resist? Certainly not! You must learn to suffer all things! The death of self must be voluntary, and it can only be accomplished as far as you allow. Anyone who resists death and repels its advances shows that he is not willing to die. You must be willing to yield to the will of God whenever He decides to remove from you all the props on which you have leaned. Sometimes you must give up even your most spiritual friends, if they are props. "What fearest thou, oh thou of little faith?"

Do you fear that He may not be able to supply to you from himself that help which He may have taken away on the human level? And why does He take human help away, except to supply you from Himself, and to purify you by the painful lesson?

What are your reflections and thoughts?

What is God saying to you?
Examine

Let’s examine God’s word. What do the following verses teach about Dying to self, brokenness, and humility? Why is this character quality important to leadership?

Lu 9:23

Jn 12:24-26

1 Pet 5: 5,6

Js 4:10

God has a process to develop in every leader godly character, it is always through our handling of difficulty, suffering, and trials. What is critical is not the nature or severity of the difficulty, but my response to it. How should I respond according to these verses?

2 Cor 1:3-5

1 Pet 5:10

Js 1:2-4

Interact

What difficulty are you currently undergoing?

How are you handling it?

What is God teaching you?
Reflect

The following are two more letters written by the Catholic priest – Francios Fenelon in the 1600’s to friends held in prison. They still hold much applicability today. Read and reflect on these in relationship to what God is doing in your life and your role as a leader.

Let Go: Letter 24: Only Imperfection Is Intolerant of Imperfection

It seems to me that you need to be a little more big-hearted about the imperfection of other people. I know you can’t help but see these imperfections when they come right before your eyes and neither can you prevent involuntary opinions about others from popping into your mind. And nobody will deny that the imperfections of others cause us a lot of inconvenience! But it will be enough if you are willing to be patient with imperfections, whether they be serious or not so serious. Do not allow yourself to turn away from people because of their imperfections.

If there is one mark of perfection, it is simply that it can tolerate the imperfections of others. It is able to adjust. It becomes all things to all men. Sometimes we find the most surprising faults in otherwise good people. But we must not be surprised. It is best to let these faults alone and let God deal with them in His time. If we deal with them, we shall end up pulling up the wheat with the tares. I have found that God leaves, even in the most spiritual people, certain weaknesses which seem to be entirely out of place. This is true of all of us. And all of us need to be quick to recognize our own imperfection, letting God deal with them.

As for you, labor to be patient with the weaknesses of other people. You know from experience how bitterly it hurts to be corrected. So work hard to make it less bitter for others. Although I am not saying that you correct other people too much. That is not your problem. Your problem is that you became cool when you discover faults in other people, and you tend to quit associating with them. So you need to deal with that problem.

Now, after all that, I ask you more than ever to not spare me if I need correction. Even if you mention a fault which isn’t really there, there will be no harm done. If I find that your correction wounds me, then my irritability simply shows that you have touched a sore spot in my life. But if there is no irritability and resentment, then at least you will have done me an excellent kindness in testing my ability to be humble, and in keeping me accustomed to reproof. Since I occupy a position of responsibility in the church, I think I am more responsible to be humble even than others are. God demands that I be dead to everything. I need this, just as you do, and I trust that our mutual need will be the means of cementing, rather than weakening, our attachment in the Lord.

What are your reflections and thoughts?

What is God saying to you?
I feel a deep sense of sympathy for your loved one who is suffering so much. And I can certainly appreciate the concern of those God-given friends who are trying to help her bear her cross. Tell her not to lose faith in God. The grace He gives will be in direct proportion to the amount of suffering she must bear. No one else can do this except the Creator who made us and knows how to renew our strength by His grace. None of us are wise enough to properly apportion grace and suffering. We cannot see the extent of our future trials, nor of the vast supplies of which God is storing up in us so that we can meet them. And because we cannot see those future trials, nor the grace that will be needed for them, we are tempted to become discouraged and despondent in our present situations. We see our trials rolling in toward us like great, overpowering, ocean waves. Our hearts fail us with fear at the prospect of drowning. We do not see that we stand within the point at which God, with a steady finger, has drawn the boundary line. Beyond that line the waves cannot pass.

God often allows us to be tested as one is tested by a stormy sea. God stirs up the sea, and makes its great billows seem to threaten destruction. But He is always at hand to say, "Thus far shalt thou go and no farther."

"God is faithful, Who will not suffer you to be tempted above that ye are able to bear it" (I Cor. 10:13).
What are your reflections and thoughts?

What is God saying to you?

**Apply**

Why is dying to self important as a leader?

In what way is God breaking you now?

*Leadership Principle: The breadth of ministry is determined the depth of a leader’s character.*
4.3 LEADERSHIP Character qualities: FAITH

These five character qualities are essential to exercising leadership and having God use you.

**Faith** - Leaders bring faith and courage to a team effort. Faith has its roots in hope and this is what motivates and inspires people.

**Abandoned** – Humility, surrender and dying to self.

**Integrity** – Being whole

**Trustworthy** – Followers trust you and you are worthy of that trust, “faithful”.

**Honesty** – Being truthful and forthright.

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**Consider**

After surveying thousands of people around the world and performing many case studies, James Kouzes and Barry Posner identified the most desired qualities in a leader. In virtually all of the responses integrity and honestly were identified more frequently than any other.

*Why would you think this might be?*

*General George Patton in World War II as he looked for and developed leadership in the men around him, he majored on the character qualities of honesty, integrity and trustworthiness.*

*Why would these qualities be so important in a military general?*

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**Examine**

What is God looking for in a leader according to these verses? Why would these be important?

2 Tim 2:2

Ps 15:1,2

Prov. 11:3

1 Sam 12: 1-4

Heb 13:8
**Interact**

How do these character qualities affect leadership?

Which of these is the most difficult for you? Why?

How did Christ model these character qualities?

**Reflect**

People are not impressed by facades or manipulation, but authenticity and by those who are truly other centered. Character is not a matter of an outward technique but an inward reality. What are you like when no one is looking? How do you respond when someone finds you?

How did God work in David’s life to develop these character qualities?

**Apply**

God wants you to develop in character more than you do. This should be a comfort to you because we so often fall short. How can God help you with being consistent and growing in character?

*Leadership Principle:* Leadership is sustained by character. The primary character qualities needed for leadership are faith, integrity, humility, honesty and trustworthiness.
4.4 Jesus on Servant Leadership

Jesus, in the course of His three year ministry with the disciples, had to address a number of issues with the chief one being pride and humility. This issue surfaces five times in a year and one half time frame. Knowing that Jesus called the disciples after about one year into the ministry, they were only together for about six months before trouble arises. I believe in each case Jesus is addressing a different aspect of servant leadership – which was Jesus primary leadership role. Examine each of these passages and reflect on the leadership principle involved and make an application to your life.

1. **Pride and Comparison**

Matthew 18:1-6

At that time the disciples came to Jesus, saying, "Who then is greatest in the kingdom of heaven?" 2 And He called a child to Himself and set him before them, 3 and said, "Truly I say to you, unless you are converted and become like children, you shall not enter the kingdom of heaven. 4 Whoever then humbles himself as this child, he is the greatest in the kingdom of heaven. 5 And whoever receives one such child in My name receives Me; 6 but whoever causes one of these little ones who believe in Me to stumble, it is better for him that a heavy millstone be hung around his neck, and that he be drowned in the depth of the sea.

Mark 9:33-37

And they came to Capernaum; and when He was in the house, He began to question them, "What were you discussing on the way?" 34 But they kept silent, for on the way they had discussed with one another which of them was the greatest. 35 And sitting down, He called the twelve and said to them, "If anyone wants to be first, he shall be last of all, and servant of all." 36 And taking a child, He set him before them, and taking him in His arms, He said to them, 37 whoever receives one child like this in My name receives Me; and whoever receives Me does not receive Me, but Him who sent Me.”


"Let these words sink into your ears; for the Son of Man is going to be delivered into the hands of men." 45 But they did not understand this statement, and it was concealed from them so that they might not perceive it; and they were afraid to ask Him about this statement.

46 And an argument arose among them as to which of them might be the greatest. 47 But Jesus, knowing what they were thinking in their heart, took a child and stood him by His side, 48 and said to them, "Whoever receives this child in My name receives Me; and whoever receives Me receives Him who sent Me; for he who is least among you, this is the one who is great.” 49 And John answered and said, "Master, we saw someone casting out demons in Your name; and we tried to hinder him because he does not follow along with us.” 50 But Jesus said to him, "Do not hinder him; for he who is not against you is for you."

How is the issue of pride manifest itself with this situation?

How does comparison feed the sin of pride?

What did Jesus teach as to the solution to this problem?
How do you see comparison in your ministry context?

Where do you struggle with it?

What action step will you take to deal with pride?

Who are you called to serve in your leadership? How will you do this?

2. *Position and Ambition*

Matthew 20:20-26

Then the mother of the sons of Zebedee came to Him with her sons, bowing down, and making a request of Him. 21 And He said to her, "What do you wish?" She said to Him, "Command that in Your kingdom these two sons of mine may sit, one on Your right and one on Your left." 22 But Jesus answered and said, "You do not know what you are asking for. Are you able to drink the cup that I am about to drink?" They said to Him, "We are able." 23 He said to them, "My cup you shall drink; but to sit on My right and on My left, this is not Mine to give, but it is for those for whom it has been prepared by My Father." 24 And hearing this, the ten became indignant with the two brothers. 25 But Jesus called them to Himself, and said, "You know that the rulers of the Gentiles lord it over them, and their great men exercise authority over them. 26 It is not so among you, but whoever wishes to become great among you shall be your servant,

Mark 10:35-45

And James and John, the two sons of Zebedee, came up to Him, saying to Him, "Teacher, we want You to do for us whatever we ask of You." 36 And He said to them, "What do you want Me to do for you?" 37 And they said to Him, "Grant that we may sit in Your glory, one on Your right, and one on Your left." 38 But Jesus said to them, "You do not know what you are asking for. Are you able to drink the cup that I drink, or to be baptized with the baptism with which I am baptized?" 39 And they said to Him, "We are able." And Jesus said to them, "The cup that I drink you shall drink; and you shall be baptized with the baptism with which I am baptized. 40"But to sit on My right or on My left, this is not Mine to give; but it is for those for whom it has been prepared." 41 And hearing this, the ten began to feel indignant with James and John. 42 And calling them to Himself, Jesus said to them, "You know that those who are recognized as rulers of the Gentiles lord it over them; and their great men exercise authority over them. 43"But it is not so among you, but whoever wishes to become great among you shall be your servant; 44 and whoever wishes to be first among you shall be slave of all. 45"For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many."

What was the problem that arose with the disciples?

What did Jesus teach as the solution?
How does position and ambition enter into leaders and organizations?

Where have you observed this problem?

How have you dealt with this issue?

What new application would God have you make in relation to ambition and position?

3. **Integrity**

The last week of Jesus life has begun and the disciples still do not seem to have victory in this area.

**Matthew 23:1-12**

Then Jesus spoke to the multitudes and to His disciples, saying, “The scribes and the Pharisees have seated themselves in the chair of Moses; therefore all that they tell you, do and observe, but do not do according to their deeds; for they say things, and do not do them. And they tie up heavy loads, and lay them on men's shoulders; but they themselves are unwilling to move them with so much as a finger. But they do all their deeds to be noticed by men; for they broaden their phylacteries, and lengthen the tassels of their garments. And they love the place of honor at banquets, and the chief seats in the synagogues, and respectful greetings in the market places, and being called by men, Rabbi. But do not be called Rabbi; for One is your Teacher, and you are all brothers. And do not call anyone on earth your father; for One is your Father, He
who is in heaven. 10 “And do not be called leaders; for One is your Leader, that is, Christ. 11 “But the greatest among you shall be your servant. 12 “And whoever exalts himself shall be humbled; and whoever humbles himself shall be exalted.

How does this passage (especially v3) relate to having integrity?

What was the problem Jesus was addressing and what was His conclusion?

How does integrity relate to servant leadership?

What issues of integrity do you struggle with?

What will you do differently as a result of Jesus teaching?

3. **Modeling**

This washing of the feet occurred in Jesus last day and was a supreme example or model of servant leadership.

**John 13:1-20**

Now before the Feast of the Passover, Jesus knowing that His hour had come that He should depart out of this world to the Father, having loved His own who were in the world, He loved them to the end. 2 And during supper, the devil having already put into the heart of Judas Iscariot, the son of Simon, to betray Him, 3 Jesus, knowing that the Father had given all things into His hands, and that He had come forth from God, and was going back to God, 4 rose from supper, and laid aside His garments; and taking a towel, He girded Himself about. 5 Then He poured water into the basin, and began to wash the disciples' feet, and to wipe them with the towel with which He was girded. 6 And so He came to Simon Peter. He said to Him, "Lord, do You wash my feet?" 7 Jesus answered and said to him, "What I do you do not realize now, but you shall understand hereafter." 8 Peter said to Him, "Never shall You wash my feet!" Jesus answered him, "If I do not wash you, you have no part with Me." 9 Simon Peter said to Him, "Lord, not my feet only, but also my hands and my head." 10 Jesus said to him, "He who has bathed needs only to wash his feet, but is completely clean; and you are clean, but not all of you." 11 For He knew the one who was betraying Him; for this reason He said, "Not all of you are clean."
And so when He had washed their feet, and taken His garments, and reclined at the table again, He said to them, "Do you know what I have done to you? You call Me Teacher and Lord; and you are right, for so I am. If I then, the Lord and the Teacher, washed your feet, you also ought to wash one another's feet. For I gave you an example that you also should do as I did to you. Truly, truly, I say to you, a slave is not greater than his master; neither is one who is sent greater than the one who sent him. If you know these things, you are blessed if you do them. I do not speak of all of you. I know the ones I have chosen; but it is that the Scripture may be fulfilled, 'He who eats My bread has lifted up his heel against Me.' From now on I am telling you before it comes to pass, so that when it does occur, you may believe that I am He. Truly, truly, I say to you, he who receives whomever I send receives Me; and he who receives Me receives Him who sent Me."

How does Jesus’ teaching and example relate to servant leadership?

How do our actions and words affect our leadership?

What do you learn from Jesus’ teaching?

How have you seen this best modeled for you in other leaders?

What will you do as a result of applying this principle?

5. **Power / Relationships**

Within the hour of the foot washing on the way to the Garden of Gethseme, the disciples again struggle over the issues of servanthood, power, and how that affects relationships.

**Luke 22:24-32**

And there arose also a dispute among them as to which one of them was regarded to be greatest. And He said to them, "The kings of the Gentiles lord it over them; and those who have authority over them are called 'Benefactors.' But not so with you, but let him who is the greatest among you become as the youngest, and the leader as the servant. For who is greater, the one who reclines at the table, or the one who serves? Is it not the one who reclines at the table? But I am among you as the one who serves. And you are those who have stood by Me in My trials; And you that you may eat and drink at My table in My kingdom, and you will sit on thrones judging the twelve tribes of Israel.

Simon, Simon, behold, Satan has demanded permission to sift you like wheat; but I have prayed for you, that your faith may not fail; and you, when once you have turned again, strengthen your brothers."

What are five things Jesus taught in answer to their dispute?
How does this issue of servanthood affect our relationship with the Father and how will it impact our ministry?

What do you learn from this teaching?

How will you apply this to your leadership?

*Leadership Principle: Jesus primary leadership quality was servanthood through humility. The barriers to servanthood include: pride, ambition, comparison and power.*
4.5 Servant Leadership Principles – “The Order of the Towel”

Let us dig deeper into being a servant leader.

**Consider**

Pat Riley, the outstanding NBA coach, wrote about the “danger of me”. He said, “The most difficult thing for individuals to do when they’re part of the team is to sacrifice. It’s so easy to become selfish in a team environment. To play for me. It’s very vulnerable to drop your guard. But that is exactly what you have got to do. Willingness to sacrifice is the great paradox. You must be willing to give up something in the immediate present- comfort, ease, recognition, quick rewards- to attract something that is better for the future.

**Servant leadership**

It takes a secure and humble leader to be able to serve others helping them succeed.

As long as we insist on writing our own stories, he cannot write his living will onto our hearts
As long as we insist on forging our own paths, he cannot lead us into his paths of righteousness
As long as we insist on governing our own lives, he cannot be our sovereign King and Lord
As long as we insist on living life according to our own desires, he cannot impart his desires or guide us into his wholeness, fruitfulness, and blessings.
As long as we feel that we are in control of our fate, we cannot experience fully the destiny he has for us.
We are His workmanship. When we act otherwise, we are breaching our trust relationship with God and are refusing to submit our lives fully to Him. Charles Stanley

What insights do you gain from these men?

**Examine**

Jesus model for leadership was servanthood. Servanthood can only be founded upon a growing, vital relationship with Christ and allowing God to have free reign in shaping your character.

Study John 13: 1-17

What principles do you see Jesus modeling to His disciples?

Why would these be significant to them?
Interact

Servant leadership has the best interests of people as primary, this is lived out by valuing and caring for people. People have equal value. As leaders our focus is bottoms up versus a top down approach with people. Character qualities of humility and security are crucial in order to be a servant leader.

Describe where you have seen these principles lived out?

How did you feel about them?

How are you doing with them?

Reflect

The following are principles on servant leadership from a book - *Upside Down*—Stacey Rhinehart of the Navigators. Reflect on these and ask God to help you apply them to your leadership.

*Diversity instead of Standardization*

Allows freedom to vary methods, styles, forms, and visions because the diversity of the body is valued and the power of God is released.

*Empowerment, not conformity*

Equip and develop people in ways that empower and release them to live according to their gifting and God-given calling

*Centered in the Scriptures rather than Pragmatism*

*Authenticity above Productivity and Control*

Authenticity values the spirit and relationships and frames how we evaluate the outcome.

*Equipping God’s People*

**Resources for Equipping God’s People**

God assumes the ultimate responsibility for developing people.
God articulates His design for equipping in His written word.
God give multiple gifts to balance the equipping process.

**Reasons for Equipping God’s People**

Each individual believer has immense worth to God.
The ministry’s burdens and blessings were meant to be relational.
The people gathered will not reach the world.
Jesus and the apostles modeled a Train-n-Release ministry.

**Principles for Equipping God’s people**

The process must cooperate with God’s unique design for each believer.
The process must enable the people of God to minister as a community and not simply as individuals.
The process of equipping the saints is done among, and for the sake of, the lost.
Apply

What is God telling you to change or focus on?

What action items will you begin to put this into practice?

Leadership Principle: Servanthood always puts the needs and interests of people first.
Chapter 4.6 The Devotional Life of a Leader

Devotional Spirituality by Dr. Ken Boa

Read this article reflecting and journaling about how big your God is and how this will affect your leadership.

Our Image of God

“There is but one God, the Father, from whom are all things and we exist for Him; and one Lord, Jesus Christ, by whom are all things, and we exist through Him” (1 Corinthians 8:6).

We do not exist for ourselves—we exist for the Father and through the Son. The world tells us that we derive our existence from it and that we should live for ourselves, but the Word teaches us that all we are and have comes from the Father who formed us for His pleasure and purposes.

Ultimate reality is not the cosmos or a mysterious force, but an infinite and loving Person. The implications of this, if we think about it, are astounding and pervasive. The infinite-personal Lord of all is an unbounded loving community of three timeless and perfect Persons. In the superabundance of His joy and life, He is at once solitude and society, the one and the many, supernal being as communion. The magnificent God who abounds in personal plenitude has no needs, yet He invites us to participate in the intense and interpenetrating life of the three eternally subsistent Selves. Jesus prayed on our behalf “that they may all be one; even as You, Father, are in Me and I in You, that they also may be in Us . . . . I in them and You in Me, that they may be perfected in unity, so that the world may know that You sent Me, and loved them, even as You have loved Me” (John 17:21, 23). The impenetrable mystery of us being in the divine Us, and the divine Us being in us transcends our imagination, but if it is true, all else pales in comparison.

Devotional spirituality revels in the glorious attributes of God and aspires to lay hold of God’s aspiration for us. It prepares our souls for the “mystic sweet communion” of living entirely in God and in one another as the three Persons of God eternally live and rejoice in One another. It instills in us a passion for Christ’s indwelling life and inspires us to swim in the river of torrential love that flows from His throne of grace. In 1677, Henry Scougal observed in his little book, The Life of God in the Soul of Man that “The worth and excellency of a soul is to be measured by the object of its love.” Our souls become emaciated when their pleasure is affixed to position, possessions, and power, because these things are destined to corrupt and perish. But as we gradually (and often painfully) transfer our affections from the created and finite world to the uncreated and infinite Maker of the world, our souls become great and glorious. As we take the risk of seeking God’s pleasure above our own, we discover the ironic byproduct of a greater satisfaction and contentment than if we sought these things as ends in themselves. As we learn to fix our eyes on Jesus, not for His benefits but for Himself, we find that we have all things in Him.

Scripture teaches us that we steadily become conformed to what we most love and admire. Hosea declared that the people of Israel “became as detestable as that which they loved” (Hosea 9:10). But when we turn the focus of our love away from the idols of this world system to the beauty of Christ, we discover the liberty of the Spirit of the Lord. We become like our focus: as we behold the glory of the Lord, we are being “transformed into the same image from glory to glory, just as from the Lord, the Spirit” (2 Corinthians 3:18). We gradually come to resemble what we worship. If our heart’s desire is fixed on something in this world, it becomes idolatrous and soul-corrupting. But if we draw our life from loving communion with the caring, radiant, majestic, and unfathomable Being who formed us for Himself, our souls become noble as they grow in conformity to His character.

God’s World, His Word, His Works, and His Ways

God in His inner essence is a mystery beyond our comprehension; we will never know Him as He knows Himself. The great pilgrims along the way have discovered that progress from superficial to substantive apprehension of God is not so much a movement from darkness to light as it is a plummeting into the ever-increasing profundity of the cloud of unknowing. Kallistos Ware in The Orthodox Way distinguishes the essence of God and the energies of God. In His essence, God is radically transcendent, but in His energies, He is immanent and omnipresent. As Ware notes, “The Godhead is simple and indivisible, and has no parts. The essence signifies the whole God as he is in himself; the energies signify the whole God as he is in action. God in his entirety is completely present in each of his divine energies.” As we reflect on God’s revelatory
actions, we come to know Him more clearly, and this enables us to love Him more dearly, and to follow Him more nearly. God makes Himself known to us through His world, His word, His works, and His ways.

**Loving God through His World**

“The heavens are telling of the glory of God; and their expanse is declaring the work of His hands” (Psalm 19:1). “O Lord, how many are Your works! In wisdom You have made them all; the earth is full of Your possessions” (Psalm 104:24). Read Psalm 19:1-6 and Psalms 104 and 148 carefully and prayerfully and you will be struck by the manifold ways in which God designed the heavens and earth to display His glory, wisdom, and greatness.

Meditation on the created order is too often neglected as a meaningful component of devotional spirituality. This is unfortunate, because creation abounds with resplendent wonders on every order of magnitude from the microcosm to the macrocosm that point beyond themselves to the beauty and unimaginable brilliance of the Creator of the cosmos. Consider these marvels of order and design: particles and atoms, light and colors, microbes and diatoms, snowflakes, insects, seeds, flowers, leaves, shells, rocks and minerals, fruits, vegetables, plants, small and large birds, small and large fish, whales, small and large animals, trees, mountains, clouds, weather, the seasons, our earth, the planets, stars, nebulae, our galaxy, clusters and superclusters of galaxies.

“You formed my inward parts; You wove me in my mother’s womb. I will give thanks to You, for I am fearfully and wonderfully made; wonderful are Your works, and my soul knows it very well” (Psalm 139:13-14). Of all God’s created works, the human body best displays God’s creative skill and design. I recommend two books that will help you worship God by reflecting on the marvels of the human and spiritual body: *Fearfully & Wonderfully Made* and *In His Image* by Dr. Paul Brand and Philip Yancey. These books portray the way physical systems like cells, bone, skin, motion, blood, the head, and the sensation of pain teach spiritual truth.

Let me mention two things that have helped me love God through His world. The first is an occasional trip to special places where I am encompassed in the natural order. In such places I sometimes sit back and stare at the stars until I realize that I am no longer looking up, but also down, and that I am wholly enveloped by the splendor and grandeur of the heavens. An experience like this is humbling because it dramatically shifts my perspective and reminds me that apart from God and His grace, I am nothing. I gain a similar sense of awe by looking at recent photographs of star clouds and distant galaxies. The veritable explosion in scientific knowledge in our time gives us access to new avenues of appreciating God that were never before available.

The second thing I use to stimulate wonder is a set of field lenses and a miniature high intensity flashlight. I use this “nature kit” from time to time to observe otherwise invisible colors and patterns in flowers, insects, rocks, and so forth. The very act of slowing down enough to observe and appreciate the rich intricacy and diversity of the created order is a healthy exercise in recollection and renewal.

There is no limit to the images and insights that can be gleaned from nature if we take the time and have the eyes to see. We would do well to cultivate a childlike sense of amazement and awe at the things we tend to overlook every day. Our artificial environments and busy schedules make us forget that we are surrounded by mystery and majesty. I encourage you to make the effort to enjoy more frequent and deliberate contact with God’s creation and to develop a deeper appreciation for the complexity, beauty, and resplendence of the heavens and earth. As you do this, you will sense that the God who designed all this and spoke it into being is utterly competent, trustworthy, and lovable.

**Loving God through His Word**

“Open my eyes, that I may behold wonderful things from Your law” (Psalm 119:18). The Word of God restores the soul, imparts wisdom, rejoices the heart, enlightens the eyes, reveals God’s righteousness, and endures forever (Psalm 19:7-9). Scripture was revealed not merely to inform us, but to transform us. In *Shaped by the Word*, M. Robert Mulholland, Jr. contrasts two approaches to Scripture:

<table>
<thead>
<tr>
<th>INFORMATIONAL READING</th>
<th>FORMATIONAL READING</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seeks to cover as much as possible</td>
<td>Focuses on small portions</td>
</tr>
<tr>
<td>A linear process</td>
<td>An in-depth process</td>
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<tr>
<td>Seeks to master the text</td>
<td>Allows the text to master us</td>
</tr>
<tr>
<td>The text as an object to use</td>
<td>The text as a subject that shapes us</td>
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There is an important place for informational reading of Scripture and for exegetical and topical methods of Bible study. But those who approach Scripture in this way often overlook the formational approach that centers on speaking to the heart more than informing the mind. The Bible is not merely an object, but a divinely inspired oracle that is “living and active” (Hebrews 4:12) and has the power to transform those who receive it in humility and obedience (James 1:21-22). Devotional spirituality stresses the formative power of revealed truth and encourages us to love God through His Word. We will look at a time-tested method of doing this in the next chapter.

**Loving God through His Works**

Say to God, “How awesome are Your works!”
Come and see the works of God,
Who is awesome in His deeds toward the sons of men.
I shall remember the deeds of the Lord;
Surely I will remember Your wonders of old.
I will meditate on all Your work
And muse on Your deeds.
You are the God who works wonders;
You have made known Your strength among the peoples.
You have by Your power redeemed Your people.
(Psalm 66:3, 5; 77:11-12, 14-15)

The psalmists frequently reviewed and reflected upon God’s historical acts of redemption, protection, and provision. Both testaments abound with accounts of how God has worked in specific and dramatic ways in the lives of people and in the destiny of nations. He has demonstrated His just and loving purposes in the arena of human history, and prayerful consideration of His mighty works of creation, redemption, and consummation is another way of enhancing our worship and devotion for the triune Godhead.

“Worthy are You, our Lord and our God, to receive glory and honor and power; for You created all things, and because of Your will they existed, and were created. . . . Worthy are You to take the book and to break its seals; for You were slain, and purchased for God with Your blood men from every tribe and tongue and people and nation. You have made them to be a kingdom and priests to our God; and they will reign upon the earth. . . . Worthy is the Lamb that was slain to receive power and riches and wisdom and might and honor and glory and blessing. . . . To Him who sits on the throne, and to the Lamb, be blessing and honor and glory and dominion forever and ever” (Revelation 4:11; 5:9-10, 12-13).

**Loving God through His Ways**

“He made known His ways to Moses, His acts to the sons of Israel” (Psalm 103:7). Moses not only knew the Lord through His works, but he also knew and loved the Lord through His ways. God’s ways concern His personal involvement in our lives and our experiences of His peace, power, provision, protection, compassion, and care. It is good to build a personal “history” of God’s providential care by reviewing and remembering the things He has done at various points along your spiritual journey. Remember His surprising answers to prayer, the way He drew you to Himself, the way He carried you through turbulent waters, the way He provided for your needs when circumstances looked hopeless, the way He encouraged and comforted you in your distress, the way He exhorted you through others and disciplined you for your good, and the way He seeks to strip you of your hope in the things of this world so that you will learn to hope only in Him.

Come and hear, all who fear God,
And I will tell of what He has done for my soul.
Certainly God has heard;
He has given heed to the voice of my prayer.
Blessed be God,
Who has not turned away my prayer
Nor His lovingkindness from me.
Your way, O God, is holy;
What god is great like our God?
(Psalm 66:16, 19-20; 77:13)

“I will tell of what He has done for my soul.” Grateful reflection on what God has done for your soul is a vital component of devotional spirituality.

God’s ways also relate to the multifaceted attributes of His person, powers, and perfections. Since our capacity to love God is related to our image of God, we do well to pray for the grace of growing apprehension of the glories of His attributes: His unlimited power, presence, and knowledge; His holiness, justice, goodness, truthfulness, and righteousness; His goodness, grace, compassion, mercy, and love; His beauty, glory, greatness, transcendent majesty, and dominion; and His self-existence, eternity, infinity, and immutability. As Dallas Willard puts it in *The Divine Conspiracy*, God is “an interlocking community of magnificent persons, completely self-sufficing and with no meaningful limits on goodness and power.” He is the absolute answer to the perennial quest for the true, the good, and the beautiful.

**Three Psalms on the Beautiful Attributes of God**

**Psalm 139: The Omniscience, Omnipresence, Omnipotence, and Holiness of God**

There is no higher calling than to love and worship the infinite and personal God of creation and redemption. A. W. Tozer observed that what comes into our minds when we think about God is the most important thing about us. Our image of God shapes our spiritual direction and future, and is forged in the times we spend in communion with Him. In complete contrast to the world, God's economy measures greatness not in terms of ability or accomplishments, but in the vitality and integrity of a person's walk with the Lord. King David was a gifted man who was rich in achievements, yet the key to his greatness did not lie in these, but in his choice to give his heart wholly to God. In the midst of the struggles he faced, he took time to meditate and stretch his vision of the living God, and this provided him with a renewed perspective about the things that really matter.

If we unthinkingly take life for granted and lose our sense of wonder at God and His creation, our capacity to worship will atrophy. David's ongoing amazement and wonder is captured in Psalm 139, a beautiful meditation on the knowledge, presence, power, and holiness of the Ruler of all creation.

**The All-Knowing God (vv. 1-6)**

“O Lord, You have searched me and known me.” As he reflects on the omniscience of God, David is overwhelmed by the truth that God has thoroughly exposed him and intimately knows him. The same is true of us: God has “mined” us to the depths of our being, and His knowledge besieges us all around (“You have enclosed me behind and before, and laid Your hand upon me”). He knows our actions, our words, our thoughts, and our motives. Such knowledge is overwhelming, not only because it is beyond our comprehension, but also because it exposes all our pretenses. Yet it is comforting to know that there is no need of pretense before God; He knows us through and through, including our darkest thoughts and deeds, and still loves us unconditionally.

**The All-Present God (vv. 7-12)**

“Where can I go from Your Spirit? Or where can I flee from Your presence?” Not only does God know us, but He is with us all the time; He “sees the invisible and penetrates the inaccessible” (Derek Kidner). There is no escape, nowhere to hide—height or depth, day or night, past or future—nothing can conceal us from the “Hound of Heaven.” This can be a very disturbing thought, especially in times of disobedience and rebellion; the impulse to hide from God's presence dates back to the first sin (Genesis 3:8). But this truth can also be a source of great comfort and assurance, because we know that as believers in Christ, we are never alone. He gave us His promise that He is with us always (Matthew 28:20), and we can find our security in His enfolding presence.

**The All-Powerful God (vv. 13-18)**

“I will give thanks to You, for I am fearfully and wonderfully made; wonderful are Your works, and my soul knows it very well.” The third stanza of this psalm portrays the omnipotence of the Creator by a poetical description of the wonder of human birth. What artist would create his magnum opus in total darkness? Yet God wove us together with all our variegated colors in the hiddenness of the womb (“the depths of the earth”). He formed us in all our complexity to be a unity of body, soul, and spirit with all our capacities for thought, communication, morality, and aspiration. His eyes saw our embryos and He
appointed all the days that were ordained for us on this planet. The all-powerful Lord of creation is worthy of all worship and trust, since nothing is too difficult for Him (Jeremiah 32:17; Luke 1:37).

The All-Holy God (vv. 19-24)
As David leaves his meditation, the reality of his plight with his opponents (“men of bloodshed”) confronts him once again. He responds by aligning himself with the God of holiness and justice and declares that God's enemies are his enemies, and God's cause is his cause. In the last two verses he takes us full circle (“O Lord, You have searched me and known me”):

“Search me, O God, and know my heart; try me and know my anxious thoughts; and see if there be any hurtful way in me, and lead me in the everlasting way.” As he faces opposition, the psalmist wants to remove any doubt about his walk with God. Does He really know my situation? Does He care? Am I really committed to His purposes? The answer is a resounding yes—He knows us intimately and is present with us in any adversity we face. The Lord also knows what is in our hearts, and we would be wise to follow David's practice of inviting Him to illuminate areas of disobedience and rebellion in our lives so that He can lead us in the everlasting way.

Psalm 145: The Greatness, Goodness, and Grace of God

Imagine someone from an illiterate culture who stumbles upon a New Testament left inadvertently by a traveling missionary. The native picks up the strange object and brings it to the elders of his village, but since they have never heard of reading or writing, they are unable to discern the meaning of the mysterious black markings on the pages. They may even come to revere the alien object, but unless an outsider comes and explains it to them, the living words it contains will never be more than dark squiggles on a gossamer white substance.

Our world is like that book; unless an Outsider explains it to us, we will reduce its glory to the impersonal forces of time plus chance, or we will worship the creature rather than the Creator. But this is a failure to grasp the higher levels of meaning—the markings are letters, the letters combine into words, the words conform to grammatical principles and form sentences, the sentences convey ideas, the ideas lead to aesthetic, ethical, and spiritual truth, and all truth comes from the infinite-personal God.

The Word of God calls us to view the world and all of life from a divine rather than a human perspective. Our final integration point and source of meaning is upward, not downward, heavenly, not earthly, the Creator, not the cosmos. The world would define us by default; do nothing, and it will fill your eyes and ears with its system of values. The Word will only define us by discipline; we must choose to sit under its daily tutelage, or our minds will never be renewed and transformed by eternal values.

The last of the Davidic psalms exhorts us to fly with the wings of the Spirit to the pinnacle from which we can see everything from a biblical viewpoint. The more the eyes of our heart become accustomed to that vision, the more we will be amazed by the greatness, goodness, and grace of the living God. Psalm 145, a skillfully constructed acrostic poem, invites the people of God to let their spirits resonate with His Spirit as it alternates calls to praise and reasons for praise.

The Greatness of God (vv. 1-6)

“I will extol You, my God, O King, and I will bless Your name forever and ever. Every day I will bless You, and I will praise Your name forever and ever” (vv. 1-2). This paean of praise is prompted by the psalmist's meditation on “the glorious splendor” of God's majesty, and on His wonderful works (v. 5). “Great is the Lord, and highly to be praised; and His greatness is unsearchable. One generation shall praise Your works to another, and shall declare Your mighty acts” (vv. 3-4). David understood that the human mind cannot begin to fathom God's greatness, and he would surely have agreed with these affirmations from Isaiah and Romans: “‘For My thoughts are not your thoughts, neither are your ways My ways,’ declares the Lord. ‘For as the heavens are higher than the earth, so are My ways higher than your ways, and My thoughts than your thoughts.’ . . . Oh, the depth of the riches both of the wisdom and knowledge of God! How unsearchable are His judgments and unfathomable His ways!” (Isaiah 55:8-9; Romans 11:33). We will never be bored in heaven, because God's greatness and knowledge are boundless; the surprises will never end, and the joy will ever increase.

The Goodness of God (vv. 7-13)

“They shall eagerly utter the memory of Your abundant goodness and will shout joyfully of Your righteousness. The Lord is gracious and merciful; slow to anger and great in lovingkindness. The Lord is good to all, and His mercies are over all His works” (vv. 7-9). Because of His greatness, God is in control and will accomplish His purposes in spite of the malevolent forces of the world, the flesh, and the devil. Because of His goodness, God loves us unconditionally and without limit. Those who trust in Him are therefore secure in the One who “loved them to the end” (John 13:1), knowing that He is always committed to their best interests. The more we embrace these biblical truths by faith, the more stable our lives will become,
because our hope will be founded on the unchanging character of God rather than ebb and flow of outward circumstances and subjective feelings.

**The Grace of God (vv. 14-21)**

“The Lord sustains all who fall and raises up all who are bowed down. The Lord is righteous in all His ways, and kind in all His deeds. The Lord is near to all who call upon Him, to all who call upon Him in truth. He will fulfill the desire of those who fear Him; He will also hear their cry and will save them” (vv. 14, 17-19). The greatest human need is for that which we do not deserve and can never earn—the grace of God. When we acknowledge our desperate need for God's grace, this is itself an evidence of His grace in our lives, since the natural pull of the flesh is toward the arrogance of autonomy. Begin each day by asking to grow in the grace of our Lord Jesus Christ and choosing to walk in the power of His Spirit.

**Psalm 117: The Loyal Love and Faithfulness of God**

**God’s “Worthship”**

“Worship is the submission of all our nature to God. It is the quickening of conscience by his holiness; the nourishment of mind with his truth; the purifying of the imagination by his beauty; the opening of the heart to his love; the surrender of will to his purpose—and all of this gathered up in adoration, the most selfless emotion of which our nature is capable and therefore the chief remedy of that self-centeredness which is our original sin and the source of all actual sin.”—William Temple

When we contemplate the gracefulness of a flower or the grandeur of a tree, we properly respond with aesthetic admiration. Similarly, we respond to our pets with personal affection, and at times to other people with self-giving love. If nature is worthy of admiration, animals of affection, and human beings of sacrificial love, how then should we respond to the infinite and personal Author of all biological and spiritual life? The biblical answer is clear—God alone is worthy of worship. Blessing and honor and glory and dominion forever belong to the Creator and Redeemer (Revelation 5:13), and every tongue in heaven, on earth, and under the earth, including all who have rebelled against Him, will confess this to be so (Philippians 2:10-11).

The “worthship” of God is the theme of Psalm 117, the shortest in the Psalter. In spite of its brevity, this two-verse psalm captures the essence of God's character and purpose for humanity. “Praise the Lord, all nations; laud Him, all peoples! For His lovingkindness is great toward us, and the truth of the Lord is everlasting. Praise the Lord!”

We were born to worship God. In his book, *Desiring God*, John Piper modifies the Shorter Catechism's answer to the question, “What is the chief end of man?” For him, the chief end of man is to glorify God by enjoying Him forever. We honor God most when His glory becomes our greatest pleasure; we worship God best when we pursue our joy in Him above all.

The psalmist begins with an invitation to praise that reaches beyond Israel to all the nations. Paul quotes this verse in Romans 15:11 to support his argument that in fulfilling God's covenant promises to Israel, Christ also extended grace and mercy to the Gentiles.

**The Loyal Love of God**

The second verse furnishes two wonderful reasons for worshipping God. The first is that “His lovingkindness is great toward us,” or more literally, “His loyal love prevails over us.” According to the Scriptures, God's love is causeless, measureless, and ceaseless (see Romans 5:5-11). The more we think about these truths, the more astounding the implications become. As A. W. Tozer once prayed, “We are sure that there is in us nothing that could attract the love of One as holy and as just as Thou art. Yet Thou hast declared Thine unchanging love for us in Christ Jesus. If nothing in us can win Thy love, nothing in the universe can prevent Thee from loving us. Thy love is uncaused and undeserved. Thou art Thyself the reason for the love wherewith we are loved. Help us to believe the intensity, the eternity of the love that has found us. Then love will cast out fear; and our troubled hearts will be at peace, trusting not in what we are but in what Thou hast declared Thyself to be.”

All of us need the security of unconditional love and acceptance, and this is precisely what we discover in Christ. There is nothing we can do to make Him love us more, and nothing we can do will make Him love us less (see Romans 8:35, 38-39). Our prayer as believers in Christ should not be that we have more of Him, but that He has more of us.

**The Faithfulness of God**

The second reason in Psalm 117 for worshipping God is that His faithfulness is everlasting. He has revealed His plans for His children, and His promises transcend anything we could have imagined. His purpose for us is our complete
transformation—body, soul, and spirit—into the image and character of Jesus Christ. Since this is so, we must “hold fast the confession of our hope without wavering, for He who promised is faithful” (Hebrews 10:23; cf. Romans 4:21; 1 Thessalonians 5:24). Because He is faithful, God's plans and promises for us will never waver. There is no real security in people, possessions, or position; sooner or later, all of these will let us down. Our only true security is in the unchanging character and promises of the Lord.

God's loyal love and faithfulness should be the cause of childlike wonder and awe, but for most believers, these have become religious platitudes, mere words that no longer grip their hearts or imaginations. It is easy to lose our first love and forget what we were before we knew Christ and what we would be without Him. Ask God for the grace to make you a worshipper; one who is amazed by His steadfast love and astonished by His faithfulness. Nourish your heart on high thoughts of God through devotional reading of the Scriptures, and worship Him in Spirit and truth.

What are the major ideas you learned about God?

How will this impact you?

How does this picture of God affect leadership?

*Leadership Principle: the impact of our ministry is only equal in proportion to the size of our God.*
Chapter 5 Servant Leadership – Building a Ministry Team

Chapter 5.1 The Motivation of a Leader – Moving from Popularity to Ministry

In his book “In the Name of Jesus” Henri Nouwen draws upon the three temptations of Jesus as the basis of critical lessons for leadership. The first temptation of turning bread into stone is a lesson of giving up moving from being relevant to prayer. Our great need is to be connected to Christ and not just be with it in our culture. The second temptation of casting himself down that God would save him speaks to the leadership lesson in this section.

Consider

“Popularity to Ministry” Henri Nouwen reproduced by permission.

The Temptation: To Be Spectacular

Let me tell you about another experience that came out of my move from Harvard to L'Arche. It was the experience of relational ministry. I was educated in a seminary that made me believe that ministry was essentially an individual affair. I had to be well-trained and well-formed, and after six years of training and formation, I was considered well-equipped to preach, administer the sacraments, counsel, and run a parish. I was made to feel like a man sent on a long, long hike with a huge backpack containing all the things necessary to help the people I would meet on the road. Questions had answers, problems had solutions, and pains had their medicines. Just be sure that you know with which one of the three you are dealing. Over the years, I realized that things were not as simple as that, but my basic individualistic approach to ministry did not change. When I became a teacher I was even more encouraged to do my own thing. I could choose my own subject, my own method, and sometimes even my own students. Nobody would even question my way of doing things. And when I left the classroom I was completely free to do whatever I saw fit. After all, everyone has a right to live his private life privately!

When I went to L'Arche, however, this individualism was radically challenged. There I was one of many people who tried to live faithfully with handicapped people, and the fact that I was a priest was not a license to do things on my own. Suddenly everyone wanted to know my whereabouts from hour to hour, and every movement I made was subject to accountability. One member of the community was appointed to accompany me; a small group was formed to help me decide which invitations to accept and which to decline; and the question most asked by the handicapped people with whom I live was, "Are you home tonight?" Once, when I had left on a trip without saying good-bye to Trevor, one of the handicapped people with whom I live, the first phone call I received when I had reached my destination was a tearful call from Trevor, saying, "Henri, why did you leave us? We miss you so. Please come back."

Living in a community with very wounded people, I came to see that I had lived most of my life as a tightrope artist trying to walk on a high, thin cable from one tower to the other, always waiting for the applause when I had not fallen off and broken my leg.

The second temptation to which Jesus was exposed was precisely the temptation to do something spectacular, something that could win him great applause. "Throw yourself from the parapet of the temple and let the angels catch you and carry you in their arms." But Jesus refused to be a stunt man. He did not come to prove himself. He did not come to walk on hot coals, swallow fire, or put his hand in the lion's mouth to demonstrate that he had something worthwhile to say. "Don't put the Lord your God to the test," he said.

When you look at today's Church, it is easy to see the prevalence of individualism among ministers and priests. Not too many of us have a vast repertoire of skills to be proud of, but most of us still feel that, if we have anything at all to show, it
is something we have to do solo. You could say that many of us feel like failed tightrope walkers who discovered that we did not have the power to draw thousands of people, that we could not make many conversions, that we did not have the talents to create beautiful liturgies, that we were not as popular with the youth, the young adults, or the elderly as we had hoped, and that we were not as able to respond to the needs of our people as we had expected. But most of us still feel that, ideally, we should have been able to do it all and do it successfully. Stardom and individual heroism, which are such obvious aspects of our competitive society, are not at all alien to the Church. There too the dominant image is that of the self-made man or woman who can do it all alone.

The Task: "Feed My Sheep"

After having asked Peter three times, "Do you love me?" Jesus says, "Feed my lambs, look after my sheep, feed my sheep." Having been assured of Peter's love, Jesus gives him the task of ministry. In the context of our own culture we might hear this in a very individualistic way as if Peter now was being sent on a heroic mission. But when Jesus speaks about shepherding, he does not want us to think about a brave, lonely shepherd who takes care of a large flock of obedient sheep. In many ways, he makes it clear that ministry is a communal and mutual experience.

First of all, Jesus sends the twelve out in pairs (Mark 6:7). We keep forgetting that we are being sent out two by two. We cannot bring good news on our own. We are called to proclaim the Gospel together, in community. There is a divine wisdom here. "If two of you on earth agree to ask anything at all, it will be granted to you by my Father in heaven. For where two or three meet in my name, I am there among them" (Matthew 18:19-20). You might already have discovered for yourself how radically different traveling alone is from traveling together. I have found over and over again how hard it is to be truly faithful to Jesus when I am alone. I need my brothers and sisters to pray with me, to speak with me about the spiritual task at hand, and to challenge me to stay pure in mind, heart, and body. But far more importantly, it is Jesus who heals, not I; Jesus who speaks words of truth, not I; Jesus who speaks words of truth, not I; Jesus who is Lord, not. This is very clearly made visible when we proclaim the redeeming power of God together. Indeed, whenever we minister together, it is easier for people to recognize that we do not come in our own name, but in the name of the Lord Jesus who sent us.

In the past I traveled a lot, preaching and giving retreats as well as commencement and keynote addresses. But I always went alone. Now, however, every time I am sent by the community to speak somewhere, the community tries to send me with a companion. Being here with Bill is a concrete expression of the vision that we should not only live in community, but also minister in community. Bill and I were sent to you by our community in the conviction that the same Lord who binds us together in love will also reveal himself to us and others as we walk together on the road.

But there is more. Ministry is not only a communal experience, it is also a mutual experience. Jesus, speaking about his own shepherding ministry, says, "I am the good Shepherd. I know my own and my own know me, just as the Father knows me and I know the Father; and I lay down my life for my sheep (John 10:14-15). As Jesus ministers, so he wants us to minister. He wants Peter to feed his sheep and care for them, not as "professionals" who know their clients' problems and take care of them, but as vulnerable brothers and sisters who know and are known, who care and are cared for, who forgive and are being forgiven, who love and are being loved. Somehow we have come to believe that good leadership requires safe distance from those we are called to lead. Medicine, psychiatry, and social work all offer us models in which "service" takes place in a one-way direction. Someone serves, someone else is being served, and be sure not to mix up the roles! But now can anyone lay down his life for those with whom he is not even allowed to enter into a deep personal relationship? Laying down your life means making your own faith and doubt, hope and despair, joy and sadness, courage and fear available to others as ways of getting in touch with the Lord of life.

We are not the healers, we are not the reconcilers, we are not the givers of life. We are sinful, broken, vulnerable people who need as much care as anyone we care for. The mystery of ministry is that we have been chosen to make our own limited and very conditional love the gateway for the unlimited and unconditional love of God. Therefore, true ministry must be mutual. When the members of a community of faith cannot truly know and love their shepherd, shepherding quickly becomes a subtle way of exercising power over others and begins to show authoritarian and dictatorial traits. The world in which we live--a world of efficiency and control--has no models to offer to those who want to be shepherds in the way Jesus was a shepherd. Even the so-called "helping professions" have been so thoroughly secularized that mutuality can only be seen as a weakness and a dangerous form of role confusion. The leadership about which Jesus speaks is of a radically different kind from the leadership offered by the world. It is a servant leadership--to use Robert Greenleaf's term--in which the leader is a vulnerable servant who needs the people as much as they need him or her.
From this it is clear that a whole new type of leadership is asked for in the Church of tomorrow, a leadership which is not modeled on the power games of the world, but on the servant-leader, Jesus, who came to give his life for the salvation of many.


How is this perspective on leadership different from what you may have heard previously?

What strikes you about Nouwen’s thoughts?

**Examine**

Study the following passages and make note of the key principles of leadership.

Mt 4:1-12

Jn 20

Mk 10:45

**Interact**

How do we get caught up in being popular?

What is the motivation of the leader?

What is true ministry?

How does this relate to the need for community or relationships?

What other lessons do you find in Nouwen’s writings?
How did Jesus overcome this temptation is Mk 10:45?

Reflect

We are called to lead before the Lord not for the Lord. God is more interested in the process as He is in the outcome.

Popularity for a leader almost always leads to wring decisions or compromises.

Popularity is based on the majority. Yet God’s ways are not man’s ways. Leaders must be careful to know the difference.

In leading people, we must both serve them as well as need them.

What additional thoughts come to mind?

Apply

What is God challenging you with in your leadership?

Leadership Principle: Leadership will always come to a crossroads of being popular and dying to the personal interests of others. Choose to minister to others.
5.2 Developing Community

Relationships with people are one of the primary things that the Lord values. It is as important or more so than the end result. If we use people or manipulate them to get our ends met or achieve some results, God is not pleased.

Consider

Larry Crabb - “Beneath all our problems there are desperately hurting souls that must find the nourishment only community can provide or die. The greatest need in modern civilization is the development of communities - true communities where the heart of God is home, where the humble and wise learn to shepherd those on the path behind them, where trusting strugglers lock arms with others as together they journey on.”

No business can really give security. The private sector increasingly has become a way to make a living far more than a way to make a life. Only nonprofit organizations can create what we now need, community. The twentieth century, now coming to an end has seen an explosive growth of both government and business. What the dawning 21st century needs above else is explosive growth in building communities.” Peter Drucker

Chesteron “he man who lives in a small community lives in a much larger world... The reason is obvious. In a large community we can choose our companions. In a small community our companions are chosen for us.

Community is the place where the person you least want to live with always lives. Often we surround ourselves with the people we most want to live with, thus forming a club or clique, not a community. Anyone can form a club, it takes grace, relational vision and hard work to form a community.

Which of these quotes do you identify with most? Why?

Have you experienced this kind of love for one another?

Examine

Community Builders
Matt 5:1-12 The Beatitudes

<table>
<thead>
<tr>
<th>community builder</th>
<th>beatitude</th>
<th>Deadly sin</th>
</tr>
</thead>
<tbody>
<tr>
<td>v3 character of humility</td>
<td>poor in spirit - humility</td>
<td>pride - self</td>
</tr>
<tr>
<td>v4 cry</td>
<td>mourn - share unhappiness of others</td>
<td>envy - resent happiness of others</td>
</tr>
<tr>
<td>v5 care</td>
<td>gentle - refuse to harm others</td>
<td>anger - willing to harm others</td>
</tr>
<tr>
<td>v6 Christ centered</td>
<td>hunger for righteousness - passion for God</td>
<td>sloth - lethargy toward God</td>
</tr>
<tr>
<td>v7 comfort</td>
<td>merciful - sharing with others</td>
<td>greed - grasping on to world’s goods</td>
</tr>
<tr>
<td>v8 confession</td>
<td>pure in heart - holy, desire for God</td>
<td>lust - desire for everything but God</td>
</tr>
<tr>
<td>v9 celebrate</td>
<td>peacemaker - building bridges</td>
<td>judging - create divisions</td>
</tr>
<tr>
<td>v10 commitment</td>
<td>persecuted - take on hurt</td>
<td>gluttony - consuming worldly goods</td>
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character lived out in community

Comment on how the principles in the beatitudes apply to living in community with one another and in building a team? Examine the verses that correspond to the community killers, make note how it affects community.

Community Killers
1. compete Luke 9:46 - “There arose a reasoning among the, which of them should be the greatest’ using others for our gain
only one wins, win at all cost
worship this in our culture
sets up winners/losers - a standard measure from human perspective
take advantage of others weaknesses

Petersen “This competitive spirit, when a person has to take credit for what he’s doing, this will hurt a team. His security is wrapped up in what he is achieving so he sets aside those he is able to lead to Christ. This is not from God, it doesn’t come from the Bible - it comes from somewhere else.”

If we come together only in our strength, it sets us up for pride because I have a strength in this area. How I look is important to me. The only contribution I make is because of a life of pretense.

2. **compare**

I set my own standards,
put others down in order to lift me up
tends to be a world focus - feeds pride or self deprivation
reveals my value system

Bonhoeffer - “It is vitally necessary that every Christian community from the very outset face this dangerous enemy squarely, and eradicate it. It is the struggle of the natural man for self-justification. He finds it only in comparing himself with others, in condemning and judging others. Self-justification and judging others go together, as justification by grace and serving others go together,”

3. **count**

measuring in order to look good or gain credit

4. **control** - manipulate the outcome
lead by fear
emphasis on policies, rules and regulations
restrictions
opposite - freedom

5. **criticize**

judge others motives, put others down, faultfinding

Fenelon “Only imperfection is intolerant of imperfection. If there is one mark of perfection is that it tolerates imperfection. It is able to adjust. It becomes all things to all men."

6. **confined**

independence/isolation

Nouwen “As long as we live our deepest truth in secret, isolated from a community of love its burden is too heavy to carry. The fear of being known can make us split off our true inner selves from our public selves and make us despise ourselves even when we are acclaimed and praised by many.”
7. **Confusion** - no vision
   Prov 29:18

8. **Complain**
   Phil 2:14 - Do all things without grumbling or disputing

**Interact**

Discuss these principles and thoughts as it relates to a team you are currently working with?

How are you doing?

**Moving from Chaos to Community**

Having a team that experiences community is not something that just happens. It takes commitment, pain, patience and a deep sense of humility. Building community is at the heart of team building. Review the following chart discuss what are the principles involved in developing community? Where is your team in that process?

**Psuedo Community**
- Conflict avoidance
- Pretense of peace - counterfeit
- Telling of white lies - masks

**Chaos**
- Conflict and struggle
- Basic differences emerge
- Barriers to real communication,
  finally get honest about feelings
- Two ways out of Chaos – organization and emptiness.
  Organization leads back to Psuedo community.

**Organization**
- Three types
  1. Fixers – fix all problems
  2. Sellers – Try to convert to way of thinking
  3. Dictators - Impose peace
  4. Controllers – Control outcomes

**Emptiness**
- Examine self:
  1. Preconceptions/expectations
  2. Prejudices
  3. Ideology/ theology
  4. Need to heal, convert or sell
  Death to self must occur

**Community**
- Open, vulnerable
- Loving, acceptance

**Practical Tips**
- Never judge or place value on what another says; Speak in first person; Don’t try to fix; Listen attentively; Don’t quit in Chaos;
- Learn to die to self
Reflect

Nouwen “Nothing is sweet or easy about community. Community is a fellowship of people who do not hide their joys and sorrows but make them visible to each other in a gesture of hope. In community we say: Life is full of gains and losses, joys and sorrows, ups and downs - but we do not have to live it alone. We want to drink our cup together and thus celebrate the truth that the wounds of our individual lives, which seem intolerable when live alone, become sources of healing when we live them as part of a fellowship of mutual care.”

weakness - Petersen “I think it’s beautiful how God has put the body together. I need my weaknesses as much as I need my strengths because if I didn’t have my weaknesses I wouldn’t need you. And if I don’t have you I’d be so much impoverished for the lack of relationship. So there is real beauty in how it’s put together. We should not be down on ourselves because of our weaknesses. We should give thanks for them because it is the glue that holds us together in the body. I should be thankful for what I don’t have because this creates a bond that you and I wouldn’t have otherwise.”

Nouwen “The most impressive aspect of my life at L’arche is that the handicapped people hold us together as a family and the most handicapped people are the true center of gravity of our togetherness.

Dietrich Bonhoeffer - “The elimination of the weak is the death of the fellowship”
“‘The exclusion of the weak and insignificant; the seemingly useless people, from a Christian community may actually mean the exclusion of Christ; in the poor brother Christ is knocking at the door.”

What new insights is God revealing to you?

Apply

What will begin to apply to our current team or even family situation?

What is the greatest struggle?

Leadership Principle: Leadership must persevere through chaos in order to experience true community which is the deep caring for one another.
Chapter 5.3 Relational Leadership

At the heart of leadership is people.

Relational Ministry

Relationships (With God, One Another and Self)

Beliefs

Behavior

Key Teaching Points:
1. The Christian Life is primarily relational (loving God and loving one another and the world) and is lived out in grace. It is not just right beliefs or obedient behaviors. These only form the boundaries that help us focus on the journey of relationships.
2. The Great Commandment (relationships) precedes the Great Commission (the cause). Relationships are the means of ministry. Relationships and community are the bridge between God and ministry.
3. If a relational focus is missed, we will be proud, judgmental, irrelevant or have a distorted view of God.
4. When we focus only on beliefs and behavior, we find our security in a black and white world. Relationships require grace, patience, and humility, all of which are found in the security of Christ in us.

Verses:

In 13:34-35 “A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another. "By this all men will know that you are My disciples, if you have love for one another."

1 Thes 2:8 “Having thus a fond affection for you, we were well-pleased to impart to you not only the gospel of God but also our own lives, because you had become very dear to us.”

Rom 12:10,13,15 “Be devoted to one another in brotherly love; give preference to one another in honor;... contributing to the needs of the saints, practicing hospitality. Rejoice with those who rejoice, and weep with those who weep.

1 Cor 12:25,26 “the members should have the same care for one another. And if one member suffers, all the members suffer with it”

Luke 6:12-15 “He spent the whole night in prayer to God. And when day came, He called His disciples to Him; and chose twelve of them, whom He also named as apostles... And He descended with them, and stood on a level place;... who had come to hear Him, and to be healed.”
Principles:
God is relational in His being and in His purpose (loving us).
Relationships are fundamental and crucial to an ongoing fruitful ministry. Ministry will not happen without them.
Evangelism and discipleship are more relational than just content or behaviors.

Application:
Offer grace at the point of need without being prideful
Support at the point of struggle without judgment
Accept at the point of failure without condemning
Comfort at the point of pain without criticism

What do peers say about your relational focus?
Who are you in community with?

Notes:
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________

Consider
Relational Leadership is an ever increasingly used model for leadership within a team setting. It is simply focused on the idea that people are the highest focus and having healthy relationships are at the heart of getting things accomplished. This also involves allowing people to utilize their gifts to accomplish task involved.

How would you describe relational leadership?

Examine
Study these verses, examining them to discover what the bible says about relational leadership.

1 Pet 5:1-3

Rom 12:3-20

Review 1 Cor. 12, how does the picture of the body relate to relational leadership?

Interact
How does God’s view of the functioning of the body speak to having teams and team leadership?
What is the interplay between giftedness, functions and leadership?

In Romans 12, where do the gifts come from?

What do these passages teach about the valuing and caring for people? What is the leaders role in that?

**Reflect**

Team leadership is found in the context of team and the task.

Leadership within a team moves or is relational based on the task and the giftedness of the team members.

Roles and / or the functions of the members help determine the task leader.

Relational Leadership requires humility and security.

Relational leadership offers mutual servanthood.

Relies on the collective I. Q. of the team

Which of these principles is most important to you? Why?
Apply

How will you apply this big idea to your team?

What impact do you expect this will make?

Leadership Principle: Leadership is all about people, it is fundamentally relational. God is in control of the results.
**Chapter 5.4 Starting a Team**

Community is a description of how a ministry team should function. A community has real and vital relationships, it is where people live if you will, and a community has a direction where they are headed. In this chapter we will discover about leadership through the eyes of relationships and the necessity of working at relationships.

At this time in the process of development as a leader it is crucial and foundational to your learning to begin leading a ministry team. You may already be leading a ministry team and that is fantastic because much of the learning process is by experience. If you are not leading a ministry team at this point there are several suggested ways to go:

1. **A John Study** (Straight to the Source)
2. **Utilize Living Proof 1 to start a neighborhood group**
3. **Ministry Team**

Leading a John study focus’ on having a team of believers who then reach out to their non-believing friends to introduce them to Christ. It is well defined and laid out in CBMC’S “Straight to the Source”. Living Proof 1 is available from CBMC and is self explanatory in terms of starting a group that ends with a team focused on evangelism. Starting a ministry team is laid out in CBMC’S “Bringing the Ministry to Life”. The very first step is to pray and gain God’s perspective of direction, team members, timing, etc. Teams don’t just happen it begins with much prayer. This experiential learning with probably be as beneficial to your growth as all of the content.

Consider these questions:

Who is a part of your team?

What is vision or objective of your team?

What are you asking God for?

How do you see God at work?

If you have questions seek the counsel of your mentor who will help guide you on the way.
**The Team Forming Process**

The following outlines a simple process to develop a ministry team. Please also refer to the CBMC Handbook which will give further guidance as to this process.

1. **Leader**  
   A team starts with a leader who God has called.

2. **Vision**  
   The leader needs a vision. The vision is a motivation and a rallying point for God to use to bring others to be involved. This vision will be expanded on and developed by the team.

3. **Pray**  
   Pray for God to bring people together. God needs to draw the people, it is not for us to push or manipulate people into surfacing.

4. **Recruit**  
   As the leader is ministering, he needs to challenge people to the vision and to God’s leading.

5. **Align**  
   Align the people to the vision. This begins with understanding the three devotions of a team and then to plan how to fulfill the functions of a team.

6. **Community**  
   Build relationships through being vulnerable and being involved in each others lives especially as the struggles of life surface.

7. **Empower**  
   Although God to raise up people to champion the various functions of the team. The leader needs to give the task leader opportunities to be creative and take initiative. Be careful not to over control the people and the mission.

---

**Leadership Principle:** Leadership always works itself out within a team context.
Chapter 5.5 Building a Ministry Team - Part 1

The Team Wheel

The Team Wheel is a tool developed and copyrighted by Team Resources to help a team function after it is formed. It is used with their permission. They have a “The Team Building Workshop” that reviews this in an depth way. The following page is given as a reference to the emerging leaders to help your team in planning and functioning as a team. Note: a foldout on the Team Wheel is provided in the back of this study.

Characteristics of a High Performance Team

Teams

1. Describe how each of the biblical leaders utilized a team.

Moses
David
Christ
Paul

2. How do Teams help you achieve exceptional results?
The following are three fundamental characteristics that are non-negotiable in the forming and the functioning of a team. Review the the foldout at the end of this study guide to learn and be able to answer the following questions.

**Common Purpose**

1. **How does purpose help create alignment?**
   - What should be the criteria for an effective purpose?
   - **Clear**
   - **Significant**
   - **Relevant**
   - **Achieve**

**Clear Roles**

1. **Types of Roles**
2. **Dividing the Task**
   - **Gift based**
   - **My part – Your job**
   - **My part of our job**

**Accepted Leadership**

1. **Role of Leadership**
   - **Cast vision**
   - **Offer structure**
   - **Servant**
2. **Types of Leader**
   - **Team**
   - **Task**
Chapter 5.6 Building a Ministry Team - Part 2

Here are the final three characteristics in forming and functioning as a team. Review the foldout at the end of this study guide. Read the information provided for each of the following subjects, make notes as to the principles found in each of the categories. Discuss what are the key principles for each of the characteristics and how could you apply them to your team?

Effective Processes

1. Collective IQ
2. Conflict

Solid Relationships

1. Community
2. Valuing and caring for people

Excellent Communication

1. Actions and modeling
2. What and how

Leadership Principle: Every leader needs a team and every team needs a leader.
Assessment and Planning

How would you assess your team in each of the outlined criteria for the functioning of a high performance team. What plans or action items would you take to enhance how well your team is doing.

Teams

Common Purpose

Alignment

Clear Roles

Types of Roles
Dividing the Task

Accepted Leadership

Role of Leadership
Types of Leader
Effective Processes

Collective IQ
Differences

Solid Relationships

Community
Valuing and caring for people

Excellent Communication
5.7 Principles and Functions of a Ministry Team

Ministry teams fulfill the key functions of evangelism, discipleship, reproduction and community. The following underscores the key principles it takes for these functions and ministry outcomes. Teams need to examine how they are doing in fulfilling these functions.

**Critical Process - Evangelism**

![Diagram showing the critical process of Evangelism]

**Key Teaching points:**

1. **Evangelism is a process**
   Evangelism is a process like farming (cultivating, sowing, harvesting); it is not just an event. This process takes time and cultivation takes the most time. We are to cultivate a relationship, sow God’s word and help them clearly understand the issues. Evangelism is usually not one big decision, but a series of mini-decisions.

2. **There different roles that we serve in evangelism**
   God/man: Only God saves a person, we are His instruments and participate in His work
   believer- unbeliever : we are to pursue the lost and initiate a relationship, they usually don’t come to us.

3. **Evangelism is most effective in a relational lifestyle**
   More than 80% of people hear of Christ through a relationship with another person
   Much prayer is needed in this spiritual battle

**Verses:**

1 Cor 3: 6-8  "I planted, Apollos watered, but God was causing the growth. So then neither the one who plants nor the one who waters is anything, but God who causes the growth. Now he who plants and he who waters are one; but each will receive his own reward according to his own labor"

Jn 6:44  "No one can come to Me, unless the Father who sent Me draws him; and I will raise him up on the last day.

Mt 5: 12-16  "You are the salt of the earth; but if the salt has become tasteless, how will it be made salty [again]? It is good for nothing anymore, except to be thrown out and trampled under foot by men. "You are the light of the world. A city set on a hill cannot be hidden. "Nor do [men] light a lamp, and put it under the peck-measure, but on the lampstand; and it gives light to all who are in the house. "Let your light shine before men in such a way that they may see your good works, and glorify your Father who is in heaven.

1 Thes 1:5  for our gospel did not come to you in word only, but also in power and in the Holy Spirit and with full conviction; just as you know what kind of men we proved to be among you for your sake.

**Principles:**

We are all called to share Christ with all those who do not know Him. It is best done in a context of relationships. It is a process which takes time and God is in control of.

**Application:**

1. Who are the non-believers you have a personal ongoing relationship with?
2. Are you praying for these individuals?
3. Where on the spiritual temperature chart are your friends?
4. What is an appropriate next step?

**Notes:**

______________________________________________________________________________________________________

______________________________________________________________________________________________________

______________________________________________________________________________________________________

______________________________________________________________________________________________________

______________________________________________________________________________________________________

Spiritual Temperature:

- 0  Accepts Christ
- 1  Repents and believes
- 2  Decides to act
- 3  Recognizes need
- 4  Positive to the gospel
- 5  Understands the gospel
- 6  Positive to the bible
- 7  Open to the messenger
- 8  Aware of Bible’s relevance
- 9  Aware of a difference
- 10 Hostile to the Gospel, going my own way
Critical Process – Discipleship

Key Teaching Points:
1. Discipleship is relational (spiritual parenting) and not just a transfer of information. God often utilizes a matrix of people to help in the growth process.
2. Discipleship is a life on life process to which we are called, it is most fruitful in a 1 on 1 basis. The hope is to see 3rd and 4th generation reproduction: Paul to Timothy to faithful men to others also
3. The heart of discipleship is forming Christ in people.
4. Discipleship is a process of growth that results in Christ likeness, maturity and fruitfulness.

Verses:
1 Thes 1:6-8 You also became imitators of us and of the Lord, having received the word in much tribulation with the joy of the Holy Spirit, so that you became an example to all the believers in Macedonia and in Achaia. For the word of the Lord has sounded forth from you, not only in Macedonia and Achaia, but also in every place your faith toward God has gone forth, so that we have no need to say anything
1 Thes 2:7-8 But we proved to be gentle among you, as a nursing [mother] tenderly cares for her own children. Having thus a fond affection for you, we were well-pleased to impart to you not only the gospel of God but also our own lives, because you had become very dear to us
Gal 4:19 My children, with whom I am again in labor until Christ is formed in you
Mt 28:19-20 “Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age. ”
Col 1:27-29 Christ in you, the hope of glory. 28 And we proclaim Him, admonishing every man and teaching every man with all wisdom, that we may present every man complete in Christ. 29 And for this purpose also I labor, striving according to His power, which mightily works within me.
2Tim 2:2 And the things which you have heard from me in the presence of many witnesses, these entrust to faithful men, who will be able to teach others also

Principles:
Our hope in discipleship is that our “Timothy” would invest their life into another believer and they would do likewise.

Application:
Who are you investing your life into?
What does this look like?
What are the greatest struggles you face?

Notes:
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________
Team Ministry

Reproduction  To Christ  To the Gospel  To One Another

Evangelism

Leader

Team

Discipleship

Key Teaching Points:
1. We are called to function in a team environment (the body) and not independently.
   We need the gifts and support of one another.
2. Teams need a leader and its primary functions should be prayer, evangelism, discipleship, teaming with one another and to reproduce.
3. Teams should devoted to Christ, one another and the cause of the Gospel. These should be growing and in balance.
4. Teams need a clear vision, mission, values and a plan.

Verses:
- **Eccl 4:9-10** Two are better than one because they have a good return for their labor. For if either of them falls, the one will lift up his companion. But woe to the one who falls when there is not another to lift him up.
- **Rom 12:10** Be devoted to one another in brotherly love; give preference to one another in honor;
- **1 Cor 12:12** For even as the body is one and [yet] has many members, and all the members of the body, though they are many, are one body, so also is Christ.
- **Jn 15:5, 13, 26** Apart from Me you can do nothing...greater love-lay down your life for your friend...having been in My presence you will testify of me

Principles:
- God has so designed us that we can’t function without others. We need their gifts, strengths and weaknesses in order to be fully used by God. It is called being a part of the “body”. God hates independence.

Application:
1. Who am I working with as I am involved in the ministry?
2. Why is humility key to being a part of a team?
3. Why is balance critical for a team? Is you team in balance as it relates to the three devotions?

Notes:

“I think it’s beautiful how God has put the body together. I need my weaknesses as much as I need my strengths because if I didn’t have my weaknesses I wouldn’t need you. And if I don’t have you I’d be so much impoverished for the lack of relationship. So there is real beauty in how it’s put together. We should not be down on ourselves because of our weaknesses. We should give thanks for them because it is the glue that holds us together in the body. I should be thankful for what I don’t have because this creates a bond that you and I wouldn’t have otherwise.” – Jim Petersen
Chapter 6 Visionary Leadership - Called by God

6.1 Marriage – Understanding your Differences

When one thinks of the relationships of a leader, the primary relationship you must consider is that of your spouse. If a leader’s relationship with their spouse is not healthy the ministry and his leadership will suffer and soon become nonexistent. Even if the two are not on the same page it will have a negative affect on the ministry. God gives us a mate to help compliment us and help meet our needs. 1 Timothy even commands that if a leader’s home is not in order and managed, he or she should not be in leadership. This is a critical issue.

1 Peter 3:7 indicates that the husband should live with their wives in an understanding way as with a weaker vessel and grant her honor as a fellow heir of the grace of life so that his prayer would not be hindered. What a command for the leader of the home. It all begins with understanding your spouse. That is the subject and challenge of this session.

This type of family life pleases God and is a context to learn servant leadership and model character as well as learn directly from God.

Consider

Gary Chapman wrote a book called “The Five Love Languages”, in it there is a description of five love languages that people use to communicate and receive love. These are:

Quality Time – being with them
Acts of Service – doing things for them
Touch – Touching them
Gifts – giving
Words – praise and relating

Which of these love languages is your spouse’s number one? How do they like it to be expressed?

Which of these do you tend to communicate in?

Which do you like to receive?

Often we tend to give to others what we desire and that could be far from the mark.

Examine

What do these verses communicate about the marriage relationship?

1 Pet 3:7

1 Tim 3:5
I Tim 5:8

**Interact**

What are the differences you have with your spouse in the following areas and discuss them with your group:

Personality

Mentally and emotionally

Physically

Family of Origin (family background, how you were raised etc.)

Spiritual Journey

**Reflect**

The understanding of differences will allow you to begin to accept your spouse in a whole new way which paves the way for granting of honor. How could this be?

**Apply**

What have you learned about yourself and your spouse that will help you in your relationship?

What will you differently?

*Leadership Principle: Leaders are called to manage their households well. The health of the marriage will affect the health of the leadership. Leadership is learned in marriage – it is the first role of a leader.*
Chapter 6.2  Leaders are Called by God

Man is forever searching for purpose in his life here on earth. This drive for significance is felt by all, particularly for the Christian. God calls each of us to look beyond our existence on earth and seek to join Him in a relationship and in His work. God wants a relationship with us – one that is intimate and growing. This relationship is initiated by God through His calling us to Himself. God then asks us to be about His purposes in whatever context or vocation we find ourselves.

Consider

Read through the “Call of God for Every Christian” section at the end of this chapter. Consider the idea of calling from three different perspectives.

- In principle, calling is three-fold: relational, universal and individual.
- When understood and embraced, our calling should be the driving motivation in our life.
- Our calling becomes an anchor in the midst of a storm, it clarifies our priorities and is the passion which energizes and sustains us daily.
- Calling comes from hearing and listening to God and requires two essential ingredients: emptiness of self (brokenness, humility, death to self, etc.) and the willingness to act by faith (obedience).

How do these principles strike you?

What new perspective has God given you in this area of calling?

Examine

What do we learn about calling from these passages?

Eph 1:18

Eph 4: 1-3

Rom 1: 3-7
**Interact**

Discuss the following principles answering the following this question for each section: What does God say to me?

**Relational Calling**

- First and foremost, God calls us into a relationship with Himself through Jesus Christ.
- This relationship should be one of growing intimacy that governs our world-view, values and behavior.
- Our relational calling (devotion to God) should never be replaced by our universal calling or our individual calling.
- This devotion to Christ/God (intimacy with Him) can only be through the means of humility.

Our relational calling should be developed through the exercise of spiritual disciplines of prayer, God’s Word, fellowship, solitude reflection.

Comment:

**Universal Calling**

- All Christians are called to give their life away to the lost (evangelism) and to fellow Christians (discipleship). The call to evangelism and discipleship is an absolute, mandatory command of the Lord Jesus.
- Our to evangelism and discipleship should flow out of an abundant, intimate relationship with Christ. It is never a substitute or a means to develop intimacy.
- This calling is an universal call for every Christian to live out God’s purpose and His Kingdom (eternity with Him) our focus.

Comment:

**Individual Calling**

- A few are called to full-time vocational Christian work, all are called to be full-time Christians.
- Passion, spiritual gifts and circumstances play a factor in our individual calling.
- God does not reveal His individual calling if we are not relationally and universally aligned with Him. Yet, God does not play games with us in this area of work if we are aligned with Him.
- Our calling in terms of individual work will fit into God’s purposes and His Kingdom.
- Our individual calling becomes the context or arena of influence where our intimacy with God and our living out God purpose’s takes place.

Comment
Reflect

Now reflect on this question for each of these three callings and discuss: So what does it mean to me?

Apply

Now answer for each calling: Now what will I do about it?

Leadership Principle: Leaders are called by God. All serve in a role of leadership – marriage, discipleship, etc. Yet not all are called to lead teams. Our first calling is to God and His purposes.
I. THE IMPORTANCE

Man is forever searching for purpose in his life here on earth. This drive for significance is felt by all, particularly for the Christian. Beginning in Genesis and sweeping through to Revelation, God has created us for a purpose. He asks each of us to look beyond our existence on earth and calls us to join Him in a relationship and in His work. God wants a relationship with us - one that is intimate, growing, and obedient. A relationship where we minister to God. This relationship is initiated by God through His calling us to Himself. This relationship has been initiated through Creation, the Cross and the Second Coming. Once established in this relationship, God asks us to be about His purposes in whatever context we find ourselves. Our understanding of calling will affect our view of work, money, relationship and ministry.

Dr. Os Guinness believes the concept of calling, as it was imported by the Puritans, was the preeminent biblical truth that harnessed and shaped the restlessness and dynamic of our young, ambitious country. “It’s at the very heart of the American existence,” observes Guinness.

It is something more than spiritual, but rather that the expression of who, and what we do. This expression is in response to the Lord and is done as part of our calling to Him. “In scripture,” Guinness notes, “calling is primarily to Someone (God). It is not to somewhere (a place); it is not to something (a task). Where we go and what we do is the secondary part of calling, merely the outworking of our primary calling, which is to God.”

Os Guinness discusses the relevance of calling to our lives in “The Foundations of Spiritual Leadership”. Why do we do what we do? Few things are more central to human beings than motivation. Similarly, the Christian understanding of motivation is one of the deepest, richest, and most distinctive parts of the faith. Partly expressed in such notions as serving God, pleasing God, and glorifying God, it is developed most fully in the biblical doctrine of “calling.”

The Christian notion of calling is the conviction that human existence contains a life-purpose and a life-task, namely that all we are and all we do - our identities, gifts, and responsibilities - have a direction and dynamic because they are lived out as a response to a calling, or summons, from God.

What is calling? Calling is an invitation or summons from God to a relationship with Himself. We are called by God, to God, for God. What we do and where we do it is our secondary calling. These are the arenas where we live out this intimate relationship with God. For our discussion we will examine this secondary calling in two ways: 1. that which is “universal” to all Christians - chiefly participating in God’s purposes of evangelism and discipleship 2. that which is “individual” to every Christian which includes our work, gifts, etc.

II. RELATIONAL CALLING

The primary call of God is when He calls us into a relationship with Himself. God pursues us in order to have a love relationship with us. God always initiates this relationship with man, never the other way around. This relationship is man’s most necessary requirement for life and should be characterized by intimacy and not casualness. It must become our highest priority.

This relationship is characterized in terms such as a child of God (John 1:12), a friend of Christ (John 15:14) and the bride of Christ, brother, etc. All these characteristics are relational and yet capture different elements of what a relationship with God might be. At the heart of each of these relationships is love. A 2-
way love: an unconditional love of God toward us with a command to love God in return with all of our heart, soul, might and strength (Matthew 22:37). From our part, this kind of love must be our first priority and requires all that we have - it must be total. Our calling to love God needs to transcend all other relationships such that they appear as hate! (Luke 14:26). What a radical call.

God desires a kind of love relationship that could be described as an affectionate, exclusive, intimate love. It is an intimacy that we can enjoy now and will prepare us for eternity. It will be forever. Yet we don’t instantly attain intimacy - it is a growth process.

Our love for God can be expressed in many ways: worship, praise, thanksgiving, etc. These all could be summed up as our ministry to God (Acts 13:2, Exodus 28:1,4,43). This must be our first ministry - a ministry to God that glorifies Him. Out of this ministry to God flows our universal calling ministry to the lost and saved and our individual calling.

This relationship with God can be strengthened through the spiritual discipline of prayer, silence, solitude, death to self, study of God’s word, etc. Yet the fundamental mark of a love for God is obedience (John 14:21). Obedience is at the heart of calling. We are invited to be with God and obedience is our first step. This relational calling is not just an emotional response but one of obedience.

**SCRIPTURE**

**Relational Calling**

**1 Corinthians 1:9**

God is faithful, through whom you were called into fellowship with His Son, Jesus Christ our Lord.

**1 Thessalonians 2:12**

So that you may walk in a manner worthy of the God who calls you into His own kingdom and glory.

**2 Thessalonians 2:13-14**

But we should always give thanks to God for you, brethren beloved by the Lord, because God has chosen you from the beginning for salvation through sanctification by the Spirit and faith in the truth. And it was for this He called you through our gospel, that you may gain the glory of our Lord Jesus Christ.

**Philippians 3:8-14**

More than that, I count all things to be loss in view of the surpassing value of knowing Christ Jesus my Lord, for whom I have suffered the loss of all things, and count them but rubbish in order that I may gain Christ, and may be found in Him, not having a righteousness of my own derived from the Law, but that which is through faith in Christ, the righteousness which comes from God on the basis of faith, that I may know Him, and the power of His resurrection and the fellowship of His sufferings, being conformed to His death; in order that I may attain to the resurrection from the dead. Not that I have already obtained it, or have already become perfect, but I press on in order that I may lay hold of that for which also I was laid hold of by Christ Jesus. Brethren, I do not regard myself as having laid hold of it yet; but one thing I do: forgetting what
lies behind and reaching forward to what lies ahead, I press on toward the goal for the prize of the upward call of God in Christ Jesus.

**John 15:5**

I am the vine, you are the branches; he who abides in Me, and I in him, he bears much fruit; for apart from Me you can do nothing.

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**Oswald Chambers**

*My Utmost For His Highest*

Oswald Chambers was a man of remarkable spiritual wisdom and maturity. As a Bible teacher, he was renowned throughout the world and his writing has inspired millions of Christians. In November 1917, Oswald Chambers entered into God’s presence. Since then many of his talks have been published in book form. The most famous and world renowned is “My Utmost for His Highest”. A large proportion of the readings were chosen from the talks given during the Devotional Hour at the College - an hour which for many of the students marked an epoch in their life with God.

**January 18**

“Thomas answered and said unto Him, My Lord and my God.” John 20:28

“Give Me to drink.” How many of us are set upon Jesus Christ slaking our thirst when we ought to be satisfying Him? We should be pouring out now, spending to the last limit, not drawing on Him to satisfy us. “Ye shall be witnesses unto Me” - That means a life of unsullied, uncompromising and unbribed devotion to the Lord Jesus, a satisfaction to Him wherever He places us.

Beware of anything that competes with loyalty to Jesus Christ. The greatest competitor of devotion to Jesus is service for Him. It is easier to serve than to be drunk to the dregs. The one aim of the call of God is the satisfaction of God, not a call to do something for Him. We are not sent to battle for God, but to be used by God in His battlings. Are we being more devoted to service than to Jesus Christ?

**The Call**

The voice of the nature of God - “Also I heard the voice of the Lord, saying: “Whom shall I send, and who will go for Us?” Then I said, “Here am I! Send me.” Isaiah 6:8

When we speak of a call we nearly always leave out one essential feature: the nature of the one who calls. We speak of the call of the sea, the call of the mountains, the call of the great ice barriers. These calls are heard by a few only because the call is the expression of the nature from which the call comes, and can only be heard by those who are attuned to that nature.
The call of God is essentially expressive of the nature of God; it is His own voice. Paul says that “God demonstrates His own love toward us” (Romans 5:8), the love that is exactly expressive of His nature. Get that thought with regard to the call of God. Very few of us hear the call of God because we are not in the place to answer; the call does not communicate because we have not the nature of the One who is calling. In the case of Isaiah, his soul was so attuned because of the tremendous crisis he had passed through, that the call of God was recorded to his amazed soul. God did not lay a strong compulsion on Isaiah. Isaiah was in the presence of God and he overheard, as it were, the soliloquy of God: “Whom shall I send, and who will go for Us?” and in conscious freedom he replied, “Here am I! Send me.”

The call of God is not the echo of my nature, but expresses God’s nature. The call of God does not consider my affinities or personality. It is a call that I cannot hear as long as I consider my personality or temperament. But as soon as I am brought into the condition Isaiah was in, I am in a relationship to God whereby I can hear His call.

The call to service is the result of my obedience to the realized call of God. Profoundly speaking, there is no call to service for God; it is my own actual “bit,” the overflow of super abounding devotion to God. God does not have to come and tell me what I must do for Him; He brings me into a relationship with Himself where in I hear His call and understand what He wants me to do, and I do it out of sheer love to Him. To serve God is the deliberate love gift of a nature that has heard the call of God. When people say they have had a call to foreign service, or to any particular sphere work, they mean that their relationship to God has enabled them to realize what they can do for God. Their natural fitting for service and the call of God is identified as one in them.

The most, seemingly, untoward circumstances will be used by God for the men and women He has called. However much of wrong or of the devil there may seem to be at work, if an individual is called of God, every force will be made to tell for God’s purpose in the end. God watches all these things when once we agree with His purpose for us, and He will bring out only the conscious life, but all the deeper regions of life which we cannot reach, into harmony with His purpose. If the call of God is there, it is not within the power of untoward things to turn you. Your heart remains, not untouched by them, but unbroken, and you are surprised at yourself – Why didn’t I go under here, and there? “I called you.”

We try to make calls out of our own spiritual consecration, but when we are put right with God, He blights all our sentimental convictions and devotional calls. He brushes them all aside, and rivets us with a passion that is terrific to one thing we had never dreamed of, and in the condition of real communion with God, we overhear Him saying: “Whom shall I send, and who will go for Us?” And for one radiant, flashing moment we see what God wants, and say in conscious freedom, “Here am I! Send me.”

**REVIEW** Relational Calling

- God calls us into a relationship with Himself through Jesus Christ. This relational calling is our primary calling.
- This relationship should be one of growing intimacy that governs our world view, values and behavior. This intimacy should be passionate, affectionate, and exclusive.
- This love or devotion to God could also be referred to as our “ministry to God”.

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• God first loved us and we respond to God in love. Without this love relationship with God our life has no meaning or value.

• Our relational calling (devotion to God) should never be replaced by what we do and where we do it. This service can be our chief competitor for our love for God.

• This devotion to Christ/God (intimacy with Him) can only be through the means of humility.

• Our relational calling should be developed through the exercise of spiritual disciplines of prayer, God’s Word, fellowship and solitude reflection.

• In our relationship with God intimacy and obedience are two side of the same coin. My intimacy will enhance my obedience and likewise my obedience will me grow in intimacy with God.
Chapter 6.3  Clarifying Your Calling

A. Universal Alignment

God’s Purposes

As a leader we are called by God to several things – To love the Lord God with all our heart, soul, mind and strength, to love our neighbor as our self, to go and make disciples of all nations and we are called to one another. These are from God, for God and to God. The call of God is to fulfill God’s purposes not do something for God in our strength and wisdom, not lift ourselves up or satisfy our desires.

Within our context of ministry, a leader needs to model this love of God, love of others, love of self and the making of disciples. As a leader models this calling, he also inspires and engages others to fulfill these purposes for their lives. The context in which this calling is lived out but the essence of the call must be primary and focused. Many are not clear of their calling and thus become involved in many things because they sound good or they follow a charismatic leader in his pursuits.

As leaders of ministry we need to be clear of our calling and focused in the fulfillment of it. This will force us to say no to many things and be targeted in our own pursuits. The following principles reinforce the basics of our ministry as well as form the foundation of what our mission is. As leaders we want to make sure those in whom we serve understand and are about the fulfillment of these purpose’s of God.

In the Leadership Alignment, we will seek to keep the leader focused on God’s call to these basics, assuring him that his personal purposes are aligned with God’s purposes. This is the first step in this alignment process which then looks at the leader’s uniqueness of passions, experiences, gifting and personality. Finally we address the alignment of these to the leader’s roles and responsibilities.

We Have already reviewed these three primary principles:

1. Christ Life
2. Evangelism
3. Discipleship

The second aspect of calling is understanding our Unique Purpose. The following assessment helps you begin to see where you may need additional input and thinking as you clarify your calling. Take the assessment and reflect on what the Lord brings to mind as to direction.
B. Unique Calling

Leadership Alignment Assessment

On a scale of 1-10, assess where you are. 1= not evident 10 = excellent

1. Have a written life purpose that is functional
   _______

2. Using this statement to guide and set priorities
   _______

3. Have clear understanding of passions and desires
   _______

4. Functioning in ministry where these passions are utilized
   _______

5. Have a strong grip on the spiritual gifts God has given you
   _______

6. Engaged in ministry and leadership where these gifts are used
   _______

7. Have a working understanding of your personality traits as a leader
   _______

8. Using this understanding in dealing with people and situations
   _______

9. Integrating use of purpose, gifts and personality in your leadership role
   _______

10. Gain input and accountability from others on purpose, gifts, etc
    _______

   Total _______

+ 75 Excellent alignment, keep reviewing and utilizing

50–75 Identify areas of need, take action to enhance your leadership

0 – 50 Start now in each of these areas
There are four key ingredients that help you formulate your purpose, these include: Spiritual gifts, life experiences, personality, and passion. In the rest of this chapter we examine your spiritual gifts by taking the provided test and give you an opportunity in reflect on what life experiences you have had that will shape your leadership.

**C. Spiritual Gifts**

In the space provided what observations do you have on the spiritual gifts you have identified?

How will this direct or help you in leadership?

How have you used this gift in the past?

What is God doing to use this gift right now?

**D. Life Experiences**

What significant life experiences have you had that will shape your leadership?

What experience have you had in Leadership?

How has God used these experiences to grow and mature you?

What have you seen God do around you?

*Leadership Principle: Knowing an functioning in your spiritual giftedness will greatly enhance your leadership impact.*
**Spiritual Gifts Profile**

Please answer all questions. Circle NO if the statement is not true. Circle “1” if the statement is sometimes true. Circle “2” if the statement is usually true. Circle “3” if the statement is definitely true.

<table>
<thead>
<tr>
<th>Spiritual Gifts Test</th>
<th>1. When a situation needs to be corrected, do you feel a burden to speak up about it in order to correct it?</th>
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<tbody>
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<td></td>
<td>2. Do you feel a special concern for less mature Christians and feel compelled to care for them?</td>
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<td></td>
<td>3. Do you find it easy and enjoyable to spend time in intensive Bible study?</td>
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<td>4. Are you concerned about finding out how to apply God’s Word to daily needs as well as trying to understand its message?</td>
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<td>5. When in personal conversation with someone in deep need, do you find yourself saying precisely the right things in that particular situation?</td>
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<td>6. Do you find it easy to share in the personal and emotional problems of others?</td>
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<td>7. Do you sometimes sense that something which is being said or done is wrong and perhaps Satan-inspired, and then later find that your judgment has been right?</td>
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<td></td>
<td>8. Would you rather give money to help a worthy cause than perform some manual tasks that are needed?</td>
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<td>9. Do you enjoy assisting Christians leaders to relieve them so they may perform their main tasks?</td>
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<td>10. Do you enjoy visiting people who are sick or disabled?</td>
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<td>11. Do you enjoy relating to ethnic and minorities and do they seem to accept you?</td>
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<td>12. Do you have a great desire to witness to non-Christians?</td>
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<td>13. Do you feel an emptiness in your life when you cannot have guests in your home?</td>
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<td>14. When someone says that a job cannot be done or it is impossible, do you feel the burden to believe that it can be done and trust God to do it?</td>
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<td>15. Do people tend to listen to you and agree with you when you speak?</td>
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<td>16. Do you tend to step in to fill the gap when a group you are in is lacking organization?</td>
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<td>17. Do others point out specific instances where your prayers have resulted in visible miracles?</td>
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<td></td>
<td>18. Have you ever been used by the Lord to cure a disease?</td>
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<td>19. Do you speak in tongues?</td>
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<td></td>
<td>20. Do you ever get an idea about what God is saying when someone else speaks in tongues?</td>
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<td>21. Do you have the means to live more comfortably, but choose to live with the poor?</td>
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<td></td>
<td>22. Are you single and do you enjoy it?</td>
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<td></td>
<td>23. Do you spend at least an hour a day in prayer?</td>
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<td>24. Have you ever spoken to evil spirits and had them obey you?</td>
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<td></td>
<td>25. Do you enjoy being called upon to do special jobs around the church?</td>
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<td></td>
<td>26. Do you speak up when issues are being dealt with in a group rather than just listening?</td>
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<td>27. Do you find yourself especially concerned that newer Christians will be influenced by false teachers and thus harmed in their spiritual growth?</td>
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<td></td>
<td>28. Do you like to answer questions and issues and try to prove your</td>
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</tbody>
</table>

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<thead>
<tr>
<th>No</th>
<th>1</th>
<th>2</th>
<th>3</th>
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<tbody>
<tr>
<td>29.</td>
<td>Do people often seek your advice when they face difficult situations or need practical counsel?</td>
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<td>30.</td>
<td>Do you find that you are able to gain knowledge of others’ problems or condition by other than normal means?</td>
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<td>31.</td>
<td>Would you rather talk personally with someone rather than refer them elsewhere?</td>
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<td>32.</td>
<td>Are you able to read something and sense a spirit of error in what is being written, even though you have no reason to doubt what is written?</td>
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<td>33.</td>
<td>Do you find yourself looking for opportunities to give your money without hearing any appeals?</td>
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<td>34.</td>
<td>Do you see yourself more in a supportive ministry to others than in being in a place of leadership?</td>
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<td>35.</td>
<td>Do you find it easy to express joy in the presence of those who are suffering physically?</td>
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<td>36.</td>
<td>Do you have the desire to learn a different language in order to minister to those in a different culture?</td>
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<td>37.</td>
<td>Does witnessing to non-Christians come easy to you?</td>
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<td>38.</td>
<td>Do you like to entertain people in your home regardless of how well you know them?</td>
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<td>39.</td>
<td>Do you resist the attitude which expresses that something cannot be done?</td>
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<td>40.</td>
<td>Do others follow your leadership because they believe in you?</td>
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<td>41.</td>
<td>Do you enjoy handling the details of organizing ideas, people, resources, and time for more effective ministry?</td>
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<td>42.</td>
<td>Does God use you personally to perform supernatural signs and wonders?</td>
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<td>43.</td>
<td>Do you enjoy praying for sick people because you know that many of them will be healed as a result?</td>
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<tr>
<td>44.</td>
<td>Are you able to speak an immediate message of God to His people in a language you have never learned?</td>
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<td>45.</td>
<td>Are you able to interpret tongues with the result that the body of Christ is edified, exhorted, and comforted?</td>
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<td>46.</td>
<td>Do you find living a simple life style to be an exciting challenge for you?</td>
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<td>47.</td>
<td>Do other people note that you feel more indifferent about not being married than most?</td>
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<td>48.</td>
<td>Do you pray for prayer requests for several days when you hear them?</td>
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<td>49.</td>
<td>Do you ever hear demons speak in a loud voice?</td>
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<td>50.</td>
<td>Do you feel like you are not specifically skilled, but enjoy doing what needs to be done around the church?</td>
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<td>51.</td>
<td>When you share God’s Word, do you think of how it will challenge and motivate those to whom you are speaking?</td>
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<td>52.</td>
<td>Do you like for other Christians to see your life as an example of how to live the Christian life?</td>
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<td>53.</td>
<td>When you encounter a difficult question or problem, are you eager to find and share the answer to it?</td>
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<td>54.</td>
<td>When you give advice to someone, do you put more emphasis on “how” it should be done than on “why” it should be done?</td>
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<td>55.</td>
<td>Do you find yourself able to put your finger on a problem which seems to be eluding the person you are helping?</td>
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<td>56.</td>
<td>Do you enjoy encouraging people who are going through personal problems and trials?</td>
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<td>57.</td>
<td>Are you able to differentiate between demonic influences and mental illness when talking with someone who has deep-seated problems?</td>
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<td>No</td>
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<td>58. Do you respond immediately to financial needs by giving your money without a great deal of planning to do so?</td>
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<td>No</td>
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<td>59. Do you feel a special burden to relieve others of their duties in order to free them to do their most important work?</td>
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<td>No</td>
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<td>60. Is it easy for you to talk to those who are suffering physically and to experience response on their part?</td>
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<td>No</td>
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<tr>
<td>61. Are people of different race and culture attracted to you, and do you relate well with them?</td>
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<td>No</td>
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<tr>
<td>62. Do you find yourself constantly seeking for opportunities to witness for Christ?</td>
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<td>No</td>
<td>1</td>
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<tr>
<td>63. Do you think of entertaining people in your home as an exciting ministry more than a Christian responsibility?</td>
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<td>No</td>
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<tr>
<td>64. Have you discovered that you do not have to wait for clear evidence and direction before you make a decision?</td>
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<td>No</td>
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<tr>
<td>65. When you set goals do others seem to accept them readily?</td>
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<td>No</td>
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<tr>
<td>66. Do you make effective and efficient plans for accomplishing the goals of a group?</td>
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<tr>
<td>No</td>
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<tr>
<td>67. Does it seem that God regularly does impossible things through your life?</td>
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<td>No</td>
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<tr>
<td>68. Do others tell you that God has healed them of an emotional problem when you have ministered to them?</td>
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<tr>
<td>No</td>
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<tr>
<td>69. Do you speak to God in a language in which you have never learned?</td>
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<tr>
<td>No</td>
<td>1</td>
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<tr>
<td>70. Do you pray that if someone begins to speak in tongues you may interpret it?</td>
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<tr>
<td>No</td>
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<tr>
<td>71. Do you identify with poor people even though you are not poor?</td>
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<td>No</td>
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<tr>
<td>72. Do you find it a joy to have more time to serve the Lord because you are single?</td>
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<tr>
<td>No</td>
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<tr>
<td>73. Is intercessory prayer one of your favorite ways of spending time?</td>
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<tr>
<td>No</td>
<td>1</td>
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<tr>
<td>74. Do others call on you when they suspect that someone is demonized?</td>
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<td>No</td>
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<tr>
<td>75. Do you sometimes have a strong sense of what God wants to say to people in response to a particular situation?</td>
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<td>No</td>
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<tr>
<td>76. Would you rather speak God’s Word to others without much explanation than explaining details?</td>
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<td>No</td>
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<td>77. Does it bother you greatly when something wrong is taught in the church and do you seek to correct it?</td>
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<td>No</td>
<td>1</td>
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<tr>
<td>78. Would you rather share the meaning of a Bible term than simply quote a verse of Scripture?</td>
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<td>No</td>
<td>1</td>
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<tr>
<td>79. Do other believers seem to follow your advice when they face difficult situations?</td>
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<tr>
<td>No</td>
<td>1</td>
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<tr>
<td>80. Do you find that God gives you supernaturally acquired knowledge of deep-seated personality problems or past sins in people you are dealing with?</td>
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<tr>
<td>No</td>
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<td>81. Do you find it easy to deal with people who are depressed or discouraged?</td>
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<td>No</td>
<td>1</td>
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<td>82. Are you able to sense the presence of evil spirits in a particular situation and later have it verified?</td>
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<tr>
<td>No</td>
<td>1</td>
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<tr>
<td>83. Do you sense a great deal of joy in giving, regardless of the response of the one to whom you give?</td>
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<tr>
<td>No</td>
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<td>84. When someone asks for your help, do you have great difficulty in saying “no”?</td>
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<td>No</td>
<td>1</td>
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<td>85. Would you enjoy ministering regularly to those who are suffering physically?</td>
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<td>No</td>
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<td>86. Are you willing to leave comfortable surroundings if it would enable you to share Christ with more people?</td>
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<td>No</td>
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<tr>
<td>87. Do you begin each day with the definite desire to share the Gospel</td>
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<tr>
<td>Question</td>
<td>Possible Answers</td>
<td>No</td>
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<td>-------------------------------------------------------------------------</td>
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<tr>
<td>Do you find it easy to entertain people in your home even when you are not prepared for them?</td>
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<td>No</td>
<td></td>
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<td>Do you feel led to give Godly encouragement to people who seem defeated and discouraged?</td>
<td></td>
<td>No</td>
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<td>When joining a group, do others seem to back off and expect you to take charge?</td>
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<td>No</td>
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<tr>
<td>Are you able to give direction to others without using persuasion to get them to accomplish the work?</td>
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<td>No</td>
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<tr>
<td>Do people tell you that God has used you as His instrument to bring supernatural change in their lives or circumstances?</td>
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<td>No</td>
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<tr>
<td>When you pray for someone’s physical condition, has healing actually occurred?</td>
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<td>No</td>
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<td>Do you give public messages in tongues and expect it to be interpreted?</td>
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<td>No</td>
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<tr>
<td>Do you interpret tongues in a way which seems to bless others?</td>
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<td>No</td>
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<td>Do others tell you that you sacrifice a great deal materially in order to minister?</td>
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<td>No</td>
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<tr>
<td>Do you have little difficulty controlling your sexual desires if you are single?</td>
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<td>No</td>
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<td>Do others tell you that when you have prayed for them, those prayers have been answered in tangible ways?</td>
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<td>No</td>
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<tr>
<td>When you pray for someone who is demonically oppressed are they instantly delivered?</td>
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<td>No</td>
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<tr>
<td>Do you prefer being active and doing something rather just sitting around talking, reading or listening to a speaker?</td>
<td></td>
<td>No</td>
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<tr>
<td>Is it easier for you to share Bible verses than personal experiences with others?</td>
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<td>No</td>
<td></td>
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<tr>
<td>Do you enjoy being responsible for the spiritual welfare and growth of other Christians?</td>
<td></td>
<td>No</td>
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<tr>
<td>Do you usually organize your thoughts in a systematic way?</td>
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<td>No</td>
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<tr>
<td>Has the advice you have given others usually proven to be good?</td>
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<td>No</td>
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<tr>
<td>When engaged in ministry do you have a prompting from God which goes beyond mere shrewdness?</td>
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<td>No</td>
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<tr>
<td>Do you enjoy a person-to-person ministry more than a group ministry?</td>
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<td>No</td>
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<td>Have you often evaluated someone or something contrary to the evaluation of others, and then later found out your evaluation was right?</td>
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<td>No</td>
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<tr>
<td>When you give your money to someone or something, do you seek to avoid letting others know about it?</td>
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<td>No</td>
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<tr>
<td>Do you find yourself looking for opportunities to help other people?</td>
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<td>No</td>
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<tr>
<td>Are you able to visit those who are suffering physically without feeling depressed?</td>
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<td>No</td>
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<tr>
<td>Do you have a desire to see people of other countries won to the Lord more than in your neighborhood?</td>
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<td>No</td>
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<tr>
<td>Do you have a constant burden for non-Christians to be saved that often controls what you do or say?</td>
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<td>No</td>
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<tr>
<td>Do you enjoy having people in your home even when it entails much work and preparation?</td>
<td></td>
<td>No</td>
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<tr>
<td>Has God done great things in your life which others said could not be done?</td>
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<td>No</td>
<td></td>
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<tr>
<td>Do things seem to run smoothly when you are in charge?</td>
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<td>No</td>
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<tr>
<td>Do you enjoy bearing the responsibility for the success of a particular task within your church?</td>
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<td>No</td>
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<tr>
<td>Have you ever been able to recover sight to the blind in the name of</td>
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<td>No</td>
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<tr>
<td>Spiritual Gifts Test</td>
<td>the Lord?</td>
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<td>No</td>
<td>1 2 3</td>
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<td>118. When you pray for the sick do you or they feel sensations of tingling and warmth?</td>
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<td>No</td>
<td>1 2 3</td>
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<tr>
<td>119. Do you believe it is edifying to the church when you personally speak in tongues?</td>
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<td>No</td>
<td>1 2 3</td>
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<tr>
<td>120. Do you have the ability to interpret tongues in such a way that the message appears to be directly from God?</td>
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<td>No</td>
<td>1 2 3</td>
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<td>121. Do poor people accept you because you choose to live on their level?</td>
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<tr>
<td>No</td>
<td>1 2 3</td>
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<tr>
<td>122. Do you readily identify with Paul’s desire for others to be single as he was?</td>
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<td>No</td>
<td>1 2 3</td>
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<td>123. When you pray, does God frequently speak to you and are you able to recognize His voice?</td>
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<td>No</td>
<td>1 2 3</td>
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<td>124. Do you cast out demons in Jesus’ name?</td>
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<td>No</td>
<td>1 2 3</td>
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<tr>
<td>125. Do you respond cheerfully when asked to do a job, even if it seems trite?</td>
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</table>

**Gift Definitions and Scripture References**

**Prophecy** – ability to receive from God a message and then to communicate that message to others through divinely anointed utterance. (I Corinthians 12:10, 12:28, Ephesians 4:11-14, Romans 12:6, Luke 7:26, Acts 21:9-11)

**Pastor** – ability to assume a long-term personal responsibility for the spiritual welfare of a group of believers. (Ephesians 4:11-14, I Timothy 3:1-7, I Peter 5:1-3)

**Teaching** – ability to communicate information relevant to the health and ministry of the body and its members in such a way that others will learn. (I Corinthians 12:28, Romans 12:7, Acts 18:24-28, Acts 20:20-24, 2 Timothy 2:2)

**Wisdom** – ability to know the mind of the Holy Spirit in such a way as to receive insight into how given knowledge may best be applied to specific needs arising in the body of Christ. (I Corinthians 2:1-13, I Corinthians 12:8, James 1:5-6, 2 Peter 3:15-16)

**Knowledge** – ability to discover, accumulate, analyze, and clarify information and ideas which are pertinent to the well-being of the body. (I Corinthians 2:14, 2 Corinthians 11:6, Colossians 2:2-3)

**Exhortation** – ability to minister words of comfort, consolation, encouragement, and counsel to other members of the body in such a way that they feel helped and healed. (Acts 11:22-24, Acts 14:22, Acts 15:30-32, Romans 12:8, I Timothy 4:13, Hebrews 10:25)

**Discernment** – ability to know with assurance whether certain behavior purported to be of God is in reality divine, human, or satanic. (Matthew 16:21-23, I John 4:1-6, Acts 5:1-11)


**Helps** – ability to invest talents in the life and ministry of other members of the body, thus, enabling those others to increase the effectiveness of their own spiritual gifts. (Acts 6:1-4, Romans 12:8, Romans 16:1-2, I Corinthians 12:28)

**Mercy** – ability to feel genuine empathy and compassion for individuals (both Christian and non-Christian) who suffer distressing physical, mental, or emotional problems, and to translate that compassion into cheerfully done deeds which reflect Christ’s love and alleviate the suffering. (Matthew 5:7, Matthew 20:29-34, 25:34-40, Mark 9:41, Luke 10:33-35, Romans 12:8, Acts 16:33-34)
**Missions** – ability to start churches in new areas or a believer who is sent by God with His message of reconciliation, whether in one’s own country or in another land. (Romans 1:5, Acts 13:2-3)

**Evangelism** – ability to share the Gospel with unbelievers in such a way that men and women become Jesus’ disciples and responsible members of the body of Christ. (Luke 19:1-10, Acts 8:5-6, Acts 8:26-40, Acts 14:21, Ephesians 4:11-16, 2 Timothy 4:5)

**Hospitality** – ability to provide an open house and a warm welcome to those in need of food and lodging. (Romans 12:9-13, Hebrews 13:1-2, 1 Peter 4:9)

**Faith** – ability to discern with extraordinary confidence the will and purpose of God and His Work. (Acts 11:22-24, Acts 27:21-25, Romans 4:18-21, 1 Corinthians 12-9, Hebrews 11)

**Leadership** – ability to set goals in accordance with God’s purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God. (Acts 7-10, Romans 12:8, 1 Timothy 5:17)

**Administration** – ability to understand clearly the immediate and long-range goals of a particular unit of the body of Christ and to devise and execute plans for the accomplishment of those goals. (1 Corinthians 12:28, Acts 6:1-7, Exodus 18:13-26, Titus 1:5)

**Miracles** – ability to perform powerful acts that are perceived by observers to have altered the ordinary course of nature. (Acts 5:12-16, Acts 9:36-42, Acts 19:11-20, Acts 20:7-12, Romans 15:18-19, 1 Corinthians 12:28, 2 Corinthians 12:12)


**Tongues** – the divine ability to speak, worship, or pray in a language unknown to the speaker. People with this gift may receive a spontaneous message from God, which is made known to the church body through the gift of Interpretation. (1 Corinthians 12:10, 12:28, 14:13-19, Acts 2:1-13, Acts 10:44-46, Acts 19:1-7, Mark 16:17)

**Interpretation** – ability to make known in the common language the message of one whom speaks in tongues. (1 Corinthians 12:10, 12:30, 14:5, 14:13, 14:26-28)

**Poverty** – ability to renounce material comfort and adopt a personal lifestyle equal to those living at the poverty level in a given culture in order to serve God more effectively. (1 Corinthians 13:1-3, Acts 2:44-45, 2 Corinthians 6:10, 2 Corinthians 8:9)
Celibacy – ability to remain single and enjoy it, to be unmarried and not suffer undue sexual temptations. (I Corinthians 7:7-8, Matthew 19: 10-12)

Intercession – ability to pray for extended periods of time on a regular basis and see frequent and specific answers to prayers, to a degree much greater than that which is expected of the average Christian. (John 17:9-26, Romans 8:26-27, Colossians 1:9-12, Colossians 4: 12-13, I Timothy 2:1-2, James 5:14-16)

Exorcism – ability to cast out demons and evil spirits. (Matthew 12:22-32, Acts 8: 5-8, Acts 16:16-18)

Service – ability to identify the unmet needs involved in a task related to God’s work, and to make use of available resources to meet those needs and help accomplish the desired results. (Romans 12:7, Acts 6:1-7, Titus 3:14, Galatians 6:2)

Benefits of the Gifts:

It is important that you discover and develop the spiritual gifts that God has bestowed on you. These gifts are desirable for three basic reasons:

1. **God Will Be Glorified.** According to 1 Peter 4:10-11, your spiritual gifts are ultimately designed to bring glory to God. This is your highest calling, and it relates to all three Persons of the Godhead. As you use your spiritual gifts in conjunction with the power and fruit (especially love) of the Holy Spirit and in the name and Lordship of Jesus Christ, the Father receives glory.

2. **Others Will Be Edified.** Remember that the primary purpose of spiritual gifts is ecclesiastical – they are given to build up and purify the church as the body and bride of Christ. Knowing and using your gifts will contribute to the edification of other members of the body. As you exercise your spiritual gifts, you will play a substantial role in serving other people and leading them into maturity (Ephesians 4:12-16).

3. **You Will Be Satisfied.** Knowing and using your gifts will give you an understanding of the unique and indispensable ministry you have been called to accomplish in the body of Christ. You will discover a significant part of your purpose for being on this planet and realize that God has made you competent to produce something that will last for eternity. You will have a sense of fulfillment and joy in the service of others as you become an available instrument through whom the Holy Spirit can work.

In addition, an understanding of your spiritual gifts will greatly assist you in discerning and affirming the will of God at various points in your life. God will not call you to accomplish anything without giving you the power and ability to do it. You will be able to make more intelligent decisions about possible involvement in specific opportunities and training in light of your God-given function in the body (Romans 12:4). You will also use your time more effectively by focusing on the things you have been equipped to do well, rather than expending your energy in areas of minimum potential.
### Spiritual Gifts Evaluation

#### Personal Profile

<p>|         | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | Total |
|---------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|------|
| Prophecy| 1 | 26| 51 | 76 | 101|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Pastor  | 2 | 27| 52 | 77 | 102|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Teaching| 3 | 28| 53 | 78 | 103|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Wisdom  | 4 | 29| 54 | 79 | 104|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Knowledge| 5 | 30| 55 | 80 | 105|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Exhortation| 6 | 31| 56 | 81 | 106|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Discernment| 7 | 32| 57 | 82 | 107|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Giving  | 8 | 33| 58 | 83 | 108|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Helps   | 9 | 34| 59 | 84 | 109|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Mercy   | 10| 35| 60 | 85 | 110|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Mission | 11| 36| 61 | 86 | 111|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Evangelism| 12| 37| 62 | 87 | 112|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Hospitality| 13| 38| 63 | 88 | 113|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Faith   | 14| 39| 64 | 89 | 114|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Leadership| 15| 40| 65 | 90 | 115|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Administration| 16| 41| 67 | 91 | 116|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Miracles| 17| 42| 68 | 92 | 117|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Healing | 18| 43| 69 | 93 | 118|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Tongues| 19| 44| 70 | 94 | 119|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Interpretation| 20| 45| 71 | 95 | 120|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |
| Poverty| 21| 46| 72 | 96 | 121|   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |      |</p>
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Chapter 6.4 Clarifying your Calling – part 2

In this chapter you will examine your passions and personality.

**Passion**

As we approach the idea of passion – we simply want to factor in what are those things (ministries, opportunities, etc) that just get you so excited you are compelled to do something about it. God uses these passions often for His ministry through people. These passions can come from experiences deep hurts and being healed.

What are your passions?

How has God used these in the past?

What would you like to do with them in the future?

**Personality**

We use an instrument which is an excellent introductory tool to help you put some framework on understanding your personality and how this plays into leadership. Simply take the test and reflect on the results.

What did you learn?

What did you learn about yourself?

How will affect your leadership?

How will this help you in the future?

**Leadership Principle:** Understanding your Passion will give you motivation and direction. Discovering your Personality will shape your leadership style and help you better relate to people.
1. Briefly outline your leadership roles and responsibilities

2. Assess how you are aligned in these roles and responsibilities with your purpose and passion, spiritual gifts, life experiences and personality. Circle the most appropriate description and comment. Indicate how this alignment may be improved.

   a. Purpose and passion

   
   ![Alignment Diagram]

   - Aligned
   - Somewhat aligned
   - Misaligned

   ____________________________________________________________
   ____________________________________________________________
   ____________________________________________________________
   ____________________________________________________________
   ____________________________________________________________
b. Spiritual Gifts

c. Life Experiences
d. Personality

Aligned

Somewhat aligned

Misaligned


Personal Development Plan

As a result of this study what major areas is God leading you to work on and what specifics steps will you work on to fulfill God’s call for your life.


Leadership Principle: Integration of purpose, personality, spiritual giftedness and passion will greatly enhance your leadership.
Chapter 6.6  Writing a Life Purpose Statement

When we have received and clearly defined our purpose as from God it will have a dramatic effect on how we live our life day to day. We will be able to rest and enjoy God working through us in a miraculous way. We will experience fruit and joy like we have never known. Our lives will be characterized by peace and contentment. Although having a purpose does not mean a pain-free life, one without difficulty or struggle. Quite the contrary, we may experience more trial and difficulties when we walk with God, yet He never leaves us or forsakes us.

Consider

Have you known someone who has a very clear purpose in life and is living it out?

What do you find different in them?

What is attractive and what is not?

Examine

Look at these verses and comment on what it says about purpose in life?

Luke 19:10
Col 1:27-29
Acts 13:36

Interact

Read the “Call of God for Every Christian” section at the end of this chapter.

What is the value of having a purpose that is defined?

How close are you to doing this?

Where would you like to be?
Reflect

Begin to answer the specific questions on pages 125-126. There are seven questions that will help you get going on this.

Apply

Start by writing out a preliminary life purpose statement. Set a timeframe to begin this process.

Leadership Principle: Purpose in Leadership provides hope which attracts and motivates people.
A LIFE PURPOSE

When we have received and clearly defined our purpose as from God it will have a dramatic effect on how we live our life day to day. We will be able to rest and enjoy God working through us in a miraculous way. We will experience fruit and joy like we have never known. Our lives will be characterized by peace and contentment. Although having a purpose does not mean a pain free life, one without difficulty or struggle. Quite the contrary, we may experience more trial and difficulties when we walk with God, yet He never leaves us or forsakes us.

A.W. Tozer
Man: The Dwelling Place of God

"A 20th century prophet" they called him in his lifetime. A Chicago and Toronto pastor, as a sought-after conference speaker, and as editor of The Alliance Witness, Dr. Tozer ministered to hundreds of thousands. Since his death in 1963, that ministry has been further multiplied through his writings. He has left a shelf of books that will be mined for their spiritual wealth until the Lord returns.

On Breeding Spotted Mice

The Associated Press lately carried an interesting if somewhat depressing story out of London about a certain British peer who had died just a few days short of his eighty-ninth birthday. Having been a man of means and position, it had presumably not been necessary for him to work for a living like the rest of us, so that at the time of his death he had had about seventy adult years in which he was free to do whatever he wanted to do, to pursue any calling he wished or to work at anything he felt worthy of his considerable abilities. And what had he chosen to do? Well, according to the story, he had “devoted his life to trying to breed the perfect spotted mouse.”

Now, I grant every man the right to breed spotted mice if he wants to and can get the cooperation of the mice, and I freely admit that it is his business and not mine. Not being a mouse lover (nor a mouse hater for that matter; I am just neutral about mice), I do not know but that a spotted mouse might be more useful and make a more affectionate pet than a common mouse-colored mouse. But still I am troubled. The mouse breeder in question was a lord, and I was born on a farm in the hill country of Pennsylvania, but since a cat can look at a king I suppose a farm boy can look at a lord, even look at him with disapproval if the circumstances warrant. Anyway, a man’s a man, and I feel a certain kinship for every man born of woman; so I cannot but grieve for my brother beyond the seas.

Made in the image of God, equipped with awesome powers of mind and soul, called to dream immortal dreams and to think the long thoughts of eternity, he chooses the breeding of a spotted mouse as his reason for existing. Invited to walk with God on earth and to dwell at last with the saints and angels in the world above; called to serve his generation by the will of God, to press with holy vigor toward the mark for the
prize of the high calling of God in Christ Jesus, he dedicates his life to the spotted mouse – not just evenings or holidays, mind you, but his entire life.

Surely this is tragedy worthy of the mind of an Aeschylus or a Shakespeare. Let us hope that the story is not true or that the news boys got it mixed up as they sometimes do; but even if the whole thing should prove to be a hoax, still it points up a stark human tragedy that is being enacted before our eyes daily, not by make-believe play actors, but by real men and women who are the characters they portray. These should be concerned with sin and righteousness and judgment; they should be getting ready to die and to live again; but instead they spend their days breeding spotted mice.

If the spiritual view of the world is the correct one, as Christianity boldly assets that it is, then for every one of us heaven is more important than earth and eternity more important than time. If Jesus Christ is who He claimed to be; if He is what the glorious company of the apostles and the noble army of martyrs declared that He is; if the faith which the holy church throughout all the world does acknowledge is the true faith of God, then no man has any right to dedicate his life to anything that can burn or rust or rot or die. No man has any right to give himself completely to anyone but Christ nor to anything but prayer. The man who does not know where he is lost; the man who does not know why he was born is worse lost; the man who cannot find an object worthy of his true devotion is lost utterly; and by this description the human race is lost, and it is a part of our lostness that we do not know how lost we are. So we use up the few precious years allotted to us breeding spotted mice. Not the kind that scurry and squeak, maybe; but viewed in the light of eternity, are not most of our little human activities almost as meaningless? One of the glories of the Christian gospel is its ability not only to deliver a man from sin but to orient him, to place him on a peak from which he can see yesterday and today in their relation to tomorrow. The truth cleanses his mind so that he can recognize things that matter and see time and space and kings and cabbages in their true perspective. The Spirit-illuminated Christian cannot be cheated. He knows the values of things; he will not bid on a rainbow nor make a down payment on a mirage; he will not, in short, devote his life to spotted mice.

Back of every wasted life is a bad philosophy, an erroneous conception of life’s worth and purpose. The man who believes that he was born to get all he can will spend his life trying to get it; and whatever he gets will be but a cage of spotted mice. The man who believes he was created to enjoy fleshly pleasures will devote himself to pleasure seeking; and if by a combination of favorable circumstance he manages to get a lot of fun out of life, his pleasures will all turn to ashes in his mouth at the last. He will find out too late that God made him too noble to be satisfied with those tawdry pleasures he had devoted his life to here under the sun.

QUESTIONS

1. What is the value and importance of having a purpose for our lives?

2. What strikes you as you read Tozer’s story?

3. What action steps is God leading you to take?
The Christian Business Men’s Committee is an international evangelical organization of Christian business and professional men whose primary purpose is to present Jesus Christ as Savior and Lord to other business and professional men and to train these men to carry out the Great Commission.

Steps toward a Purpose Statement:

First you’ll need to do some heavy thinking, praying, and writing. Use these questions as a worksheet.

1. **Start from our common purpose as Christians.** Based on our earlier study, what does God desire from us all? Nothing in the rest of your statement can be inconsistent with God’s commands, and you won’t be successful in other goals if you ignore His purposes.

2. **Who are you?** What is your marital status? Family plan? Occupational status? What special skills are you equipped with? These must all be taken into account?

3. **What are your dreams?** God gives us special vision and aspiration about things we desire to happen. When they are in accordance with His laws, they can be a clue to His will for us.

4. **What are your spiritual gifts, skills, temperament, etc.?**

5. **What impressions are you gaining through prayer?** Don’t plan without praying.

6. **What do godly friends say?** Their perspective is essential.
7. **Now take the common purpose and integrate with the other questions to begin to write a purpose statement.** (Use a legal pad or notebook to begin your rough draft.)

   Name

   God’s universal purpose

   Your unique gifts, skills, temperament, etc.

   Career goals

   Family goals

   Personal goals

   What Scripture verses has God used in your life to give you direction and purpose? Choose one of these that best characterizes God’s purpose for your life.

   Be patient: this may take several times of rewriting over a period of time to refine and polish. Discuss this with some close personal friends. Talk to someone who has done this. Ask them to share their personal statement with you and share how they arrived at it. Sign your name at the bottom of your statement. (If married, this should be done together.)

   “A longing fulfilled is sweet to the soul…” Proverbs 13:19

   The following are samples of purpose statements from two different couples to give you some idea of how yours might look. Try to write your own in light of the specific gifts and unique calling God has entrusted to you. Remember these were developed over a period of time, re-evaluated periodically, refined and updated. So, just start simply.

   If you need more in-depth guidance, Gordon Adams’ **Establishing Your Purpose** gives detailed instructions and help in preparing a life purpose statement. Write or call:

   
   Vision Foundation  
   8901 Strafford Circle  
   Knoxville, TN  37923  
   (615) 690-4603

   Remember that these are the finished products of a process that took many tries and years to refine. Your first attempt may be a lot simpler than these, but you can continue to work on yours as you grow and learn more. So, don’t get discouraged!
Life Purpose Verses

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.”

II Corinthians 12:15
“And I will very gladly spend and be spent for you; though the more abundantly I love you the less I be loved.”

1. To devote my life, to and with my wife (as one), to see that every immediate member of our family becomes a godly Christian. This includes our sons-in-law, their wives (our daughters), grandchildren and grandchildren’s children. We will spend time with them as a group and individually in the activities that promote godliness, spending our energy and resources as needed for the accomplishment of this.

2. Our home is given to us by God and shall always be available to Him for everything He wished to use it for.

3. All our earthly resources belong to God and are available to Him. We are stewards (managers) to utilize these resources as we are directed by God. We will give the tithe regularly as a minimum. The major purpose of the accumulation of our money and resources is to continue our goals after we have gone to Heaven.

4. As much as is possible, we will direct our everyday work and play activities toward the CBMC purpose which we have been called to, and which we feel is synonymous with the Great Commission. Matthew 28:19, 20.

5. We will seize every opportunity presented to us to share Jesus Christ as the only Savior and Lord and answer for the sin of individual man. We depend upon the Holy Spirit for our direction in these matters as we understand that this battle for people’s souls is supernatural.

6. We are committed to the training of a few people personally as disciplemakers and leaders. Understanding that this takes a tremendous amount of energy and time, we plan 2-8 years with individual people that God entrusts to us.

7. We remain open to the Lord for every new learning experience. We desire to grow spiritually and realize that God keeps us in a training program. It is our desire to be in this learning program until we are promoted to Heaven and our eternal promises.

8. We are learning to establish goals for each category stated and want the Lord to hold us accountable for setting and maintaining this LIFE PURPOSE statement. Each of these statements should be broken into segments reflecting both short-range and long-range goals. These should be checked monthly, noted for progress quarterly and updated for accuracy and accomplishment year. We will schedule regular time on a calendar for planning and prayer.
Chapter 7 Visionary Leadership - Competence

- Competence and skills are vitally important to being an effective leader. There is a difference between a skilled carpenter and a man with a hammer.

- Competence is no substitute for Christ life, character, community, and calling, yet it is a compliment. It can leverage your effectiveness as a leader.

- In ministry leadership development there are four key skills that we will discover and will greatly enhance your leadership effectiveness:
  - Spiritual disciplines – prayer and the word (we have covered this in Chapter 3)
  - Communications – public speaking and teaching
  - People skills – listening, learning, and empowering – MVP Ministry Visioning Process

7.1 Competence for Developing Leadership

Creative Leadership - Howard Hendricks

Review the teaching of Dr. Howard Hendricks on the subject of Creative Leadership. Listen to the cassette tape.

1. Make notes of the key ideas and principles.

2. What was most impacting to you in this talk?

3. How have you seen these principles applied first hand?
4. How would apply them to your life and leadership?

5. What specific actions and plans will you take?

Leadership Principle: Leaders need to strive to be creative and continually learning new skills.
7.2 Competence for Developing Leadership
Communicating Vision part 1 - Bert Decker

Review the teaching of Bert Decker on the subject of Communicating Vision.

1. Make notes of the key ideas and principles.

2. What was most impacting to you in this talk?

3. How have you seen these principles applied first hand?

4. How would apply them to your life and leadership?

5. What specific actions and plans will you take?

**Leadership Principle:** The greatest skill a leader can possess is the ability to capture and cast vision.
Building Tomorrow’s Leaders Today  
“Communicating the Vision”

What impacts BELIEVABILITY?

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Verbal – the message itself, the word you say  
Vocal - the variety, projection, resonance of your voice  
Visual – what people see, specifically in your body language

1. Building Trust in the _______________.
   “People buy on _________ and justify with ________.”

2. Building Trust in the _________________.
   “The cornerstones for a listener based message are
   ____________, ____________, and _____________.”

3. Building Trust in the _________________.
   “Pros are ______________.”
   “______________ behavior changes.”
1. The Four Cornerstones

**Subject**

- **POV**
  - Listeners
- **Benefits**
  - Action

Steps 2, 3, 4 are Create, Cluster and Compose
7.3 Competence for Developing Leadership
Communicating Vision part 2 – Bert Decker

Review the teaching of Bert Decker on the subject of Communicating Vision.

1. Make notes of the key ideas and principles.

2. What was most impacting to you in this talk?

3. How have you seen these principles applied first hand?

4. How would apply them to your life and leadership?

5. What specific actions and plans will you take?
Building Tomorrow’s Leaders Today

Communications of a Leader

1. Vision Casting
   a. Can articulate the vision of the ministry
   b. Speaks to and inspires others toward the future

2. Recruiting
   a. Capable of seeking out and persuading people to join
   b. Builds new relationships that lead others wanting to become members of the Team
   c. Persuade other leaders to join
   d. Convince others to evangelism and discipleship

3. Mobilizing
   a. Support Leaders
   b. Communicate with Leaders
   c. Train Others
   d. Builds mentoring relationships with others
   e. Proficient in meetings, communication and project management

4. Exhorting
   a. Can give testimony easily and speak well
   b. Encourages others with words and prayer
   c. Hold others accountable
The Caring Nature of a Leader
The Moses Principle

The Competence of a Leader
Focus – Singleness of Purpose

I’m Responsible

Forward Lean
1. Staying in the __________________________.
2. Leaders are ___________towards others, not ___________.
3. ______________savvy!

Pros are always in training.
FOCUS GROUPS
(General Guidelines)

A. PURPOSE: a small group of faithful men devoted to the gospel, a relationship with the Lord Jesus Christ and each other.
- Learning together to understand, apply, and obey the Scripture in every relationship and holding each other accountable.
- Sharing progress with one another.
- Developing community, competency, character in the group members.

RESULTING IN:
1. God being manifested in and through their lives.
2. Becoming an interdependent team.
3. The reproducing of other FOCUS groups.

B. OBJECTIVES:
1. Focus on Jesus Christ in every relationship.
2. Focus on study, discussion, and application of Scripture.
3. Focus on reaching other men for Christ and on reproducing fruitful men.
4. Focus on developing Christ like leaders that are reproducers.

C. COMMITMENT: Each potential member of a FOCUS group would commit to the following:

1. Two-hour meeting every two to three weeks.
2. Invest time in God's Word on the assigned topic.
3. Meeting of the group would receive the highest priority if in town or physically able.
4. Accountable to each other in the group for commitments made.
5. Transparency, an increasing openness.
6. Evaluation after meeting for six to twelve months as to the desire to continue.

D. SIZE: The group should consist of a maximum of 6, a minimum of 3.

E. SELECTION: Men who are discipling men.

F. LIFE OF THE GROUP: Plus or minus about 1 ½ years.
CBMC’S Leadership Institute

The Leadership Institute Process

CBMC’S Leadership Institute provides the motivation, direction and specifics for developing leaders. The motivation is a vision for equipping leaders, the direction includes a proven process for growth and the specifics are a tangible track to run on.

Objective: to equip businessmen in leadership principles and skills to be more effective in being a leader in ministry, family and the global marketplace.

Goal: the intended outcome of this leadership development process is primarily two fold:
   3. Grow deeper in spiritual maturity
   4. Lead a ministry team

The Process

Overall Process
Identify - Selection
The leader(s) of a city identify two types of leaders: mentoring leaders and emerging leaders. A mentoring leader is who is a spiritual reproducer (discipled people who have discipled people) and has experiencing in leading teams of people. An emerging leader is one who is experienced in discipling and has a desire in grow in spiritually and in leadership.

Connect - Relationship
The connection centers around a small group of emerging leaders with a mentoring leader. This is known as a focus group. They will meet for about 1 to 1 ½ years.

Impart – Maturing in Truth
Principles are imparted through a series of in-depth studies on leadership – “The Leading Edge”.

Multiply – Reproduction
Reproducing ministry, teams and leaders

Steps to Launching a Leadership Development Process

8. Pray and commit to the process of leadership development

The process of leadership is ongoing, at times slow and sacrificial. It is one of the most important things a city ministry leader must do and there are no shortcuts. This is the most productive way to multiply and broaden the impact of your ministry. Identify several leaders in your city who will help oversee this process.

9. Plan and facilitate a Mentoring Leader Workshop

Mentoring Leader Workshop – Casting Vision and Equipping Leaders

This workshop will cast a vision for developing leaders and ministry in a city, equip in principles of spiritual leadership and provide specifics on how to get started. This workshop is facilitated by a trained leader. It takes a minimum of 5 hours to adequately get launched. The primary audience is the mentoring leaders with the objective to equip them in the principles and process of the Leadership Institute. The emerging leaders are encouraged to participate in order to get the big picture, yet this is not mandatory.

10. Identify and challenge mentoring leaders and emerging leaders to participate in the workshop

Who are the Mentoring and emerging leaders?

Mentoring Leaders – a spiritually mature leader, experienced in leading ministry teams that have been effective, models evangelism, discipleship and reproduction, utilizes CBMC ministry tools.

Emerging Leader- a maturing laborer. One who is growing spiritually, is actively discipling one on one and will commit to go deeper.

11. After the workshop, break into Focus Groups and begin “The Leading Edge” study series.

Each of the mentoring leaders will gather 3-4 emerging leaders who will commit and give priority to this leadership development process. To be effective and fruitful this process will take 1- 1 ½ years depending on the frequency of your meetings. Our goal is to have much of these materials available through the web. The relationships of the focus group is absolutely critical the learning process.

Focus Groups
The Leading Edge is the study series that provides a track to run on for the focus group. These studies focus on five primary subjects:
6. Spiritual Leadership and intimacy with God
7. Deepening personal character and humility
8. Relational leadership and team building
9. Understanding your calling in ministry
10. Equipping in skills of vision casting

12. Gather the mentoring leaders periodically to encourage and give direction

This type of gather may be 3-4 times per year and be informal in structure. The key outcome is to discuss progress, learn specifically what is working and what is not working, how to improve the process, hear what God is doing among the groups and pray for the needs of the members.

13. Cast vision to emerging leaders to begin to form a ministry team.

After about 6-8 months in the process of equipping in the focus groups, the mentoring leader will need to cast a vision of each emerging leader starting a ministry team or John study group. Specifics are found in the study guide on team building. This is a critical outcome in that a leaders much from experience, it multiplies the ministry and provides encouragement as God works among the teams.

14. Maintain ongoing relationships among the functioning leaders through Focus Groups.

Once the emerging leaders complete this study and are leading a team, they need to be encouraged and connected with other leaders to learn and grow in leadership ability. These would be encouraged to continue on in a Focus group that is more focused on relationships and accountability than on a leadership equipping track. At some point some of these functioning leaders may take on the role of a mentoring leader and work equipping a new set of emerging leaders.
Focus Group Leaders  
(Equipping the Saints, Eph. 4:12)

The focus group offers a unique opportunity to impact people whose hearts have been touched by God. Specifically those who have raised their levels of competency, character, and community through participation as students and are now teachers in Operation Timothy investigative bible study and seek the companionship of other like minded believers.

The leader of this group of 4 or 5 recognizes the need for community with those who have involved themselves in the discipleship process. Satan is particularly active against us who threaten his captives and successfully preys upon any who neglect one's need for community (I Peter 5:8-9). It is in this fighting unit that we can develop the qualities of standing firm in the faith, self-control, and alertness as we see our brothers suffering under the attacks of the world system.

A leader knows the need to shepherd the group, ourselves included, into an effective prayer group. Part of each meeting will develop openness to the needs of group members and prayer for one another. In selecting members for this group it would be wise to pick a person, perhaps one you have discipled, that will able to help you demonstrate the openness and venerability the group will develop over its life of 1 to 2 years.

The group will also devote time to the relational aspects of the community building skills we need to effectively maintain unity with the members of the body. The group will need to experience the process of community building, moving through the chaos that will develop as iron sharpens iron and we learn to function with people different from ourselves.

Our leader must get comfortable with chaos and embrace it as part of the process that will result in emptiness and frustration before true community takes place. In selecting group members at least one should be a strong personality that will express themselves and draw out the group members. Members must learn to enter conflict and reconcile conflict or they stay in the avoidance role that often leads to withdrawal from the group.

The leader will seek to develop a relationship with each member outside the group and be a stabilizing faction in the group's makeup. The members will find the leader a good listener and understanding of their struggles, especially those with the group members and with issues they have yet to trust the group with.

The third product of the group is competency. The leader just discern the needs of the people and select a course of study that will be effective. We have many tools to help this group grow in areas of venerability or un-readiness. Start simple and as you begin, love the members your knowledge of their needs will increase. Under the conviction of the Holy Spirit, listen to your intuition so you may discern the course of study God would have you lead.

The leader is one that has matured out of much of the disorder one must go through on our journey from spiritual immaturity (boy to man to mature man, or girl to woman to mature woman). Excessive disorder in one's life is a sign we are still a boy or a girl and not ready to lead such a group. But the members of the group can and should include those who have disorder and can, through order, grow to maturity. The group studies can be directed at these areas of unreadiness and disorder.
A leader should be experiencing a need to grow in personal creativity. A spiritually mature person is learning to be creative with the Word of God and its application to people and situations. If a leader fails to develop creativity they only oversee a process they have experiences and it soon will lose it's life. A process is dead and cannot move with the needs of the living people involved, it takes a knowledgeable, intuitive, discerning, loving person to facilitate the process so that lasting fruit may be produced by God in the group members.

Finally, the development of a Christ-life character in the group members will grow out of our involvement. Our value system and worldview will be exposed and sharpened. The way we are conducting our lives flows from these areas. Our purpose will reflect our values and worldview and determine the type of fruit our lives are producing. The group involvement will cause each member to assess and evaluate ones character make-up and allow the Holy Spirit to convict us our need for growth and change. The group can be a powerful agent to keep the process on line and pure.

Jesus commanded us to feed his sheep, the focus group is a place where both the sheep and shepherd can be fed. It is such spiritual food that gives us the energy needed to carry out the Great Commission (Matt. 28:19-20).

"Why Ministry Teams?"

My experience with teams began when the coach gave me a uniform along with a little explanation of the value of my involvement with the team. If we won, we were a good team, if we lost we were a bad team. In my culture, I embrace the good team and tend to ignore the bad teams.

In CBMC ministry teams are our method. WE know that Jesus was high on team work. James, John, Peter, the twelve, and the seventy going out two by two are models of ministry teams at work. The team baggage I brought into the kingdom with me tens to make me think that a good ministry team is one that wins the lost and a bad team is one that does not win the lost. If we win men I want to be involved and if we don't, I tend to want changes. This worldly view of team does not account for the fact that it's God who calls men into salvation, he just uses me in the process of evangelism. He is the one that wins men to Christ.

In the CBMC Houston Metro Ministry, we are taking a different view of the reasons we team-up and how we access teamwork. In ministry teams we learn community (working together despite our differences as people). The basis for our involvement with the ministry team is to grow and develop in the following three areas; our devotion to Jesus, our devotion to the love of the gospel, and our devotion to one another. The ministry team will experience the results of the members growing in these areas, and find that those who seek genuine relationships will be drawn to our ministry team. WE can try and do the first two without teammates, but devotion to one another can't be real without involvement. In our involvement with the ministry team we become transparent and it's here that Christ-like growth and maturity is tested and enhanced.
It's a breakthrough for me to experience ministry teams seeking community rather than winning and losing. I see the command to love one another doesn't have to be done from afar. I am able to embrace our differences as we co-labor. My Christ-likeness is exposed and I find the Lord delivers me from carnal worldliness, humbled and more fit to participate in His work.

I am not called to win in the Lord's work, just to be available and participate. To some it may look like Satan is winning, but my hope is in the promises of the Book of Revelations that tells me in the end God wins. I want to be on His winning team. Ministry team involvement prepares me for the day He returns and takes me with him to continue the work of His team for eternity.

"Safe" Focus Group Leaders  12/18/98

As a group leader, I approach the focus group as a safe place to experience relationships that will: (1) draw me closer to God, (2) draw me closer to others, (3) and help me become the real person God created me to be.

Jesus is the best example of a safe person. In Him I find three qualities of safe people: dwelling, grace and truth. John wrote: "The Word became flesh and lived (dwelled) for a while among us. WE have seen His glory, the glory of the one and only Son, who came from the Father full of grace and truth."

As the leader of a focus group, I must follow Jesus' example and become a safe person. The process of becoming an example of the safe person in the lives of the group members must start with the dwelling phase. Here I must connect with each member individually on a personal level. I must learn to swell with people in the flesh. I am not just with them, they can feel me with them. My spirit connects with their spirit and a special bond develops with each individual. This will take more time with them than the regular group meetings. I must meet them where they live and dwell with them. This usually takes the form of relational activities and personal phone calls (i.e., time invested).

As the leader connects with the group members, a chance to exhibit the second safe quality of Jesus can be experienced, grace, the unmerited favor I give to them. The grace of unconditional love and acceptance with no condemnation (Rom. 8:1; Eph. 4:32). As I get close to these individuals, our shortcomings will be revealed. I must resist the urge to fix them, it's best I avoid giving advice unless God opens the hearts of those who are to receive it. I am trusting in the Word of God to change people and I am confident they will be hearing about their shortcomings from others. I am to avoid putting shame on people others, one should feel better about themselves having been with me. This phase usually takes the form of me resisting the urge to fix, shame and condemn the imperfect human I am dwelling with.

As trust is built the third safe people quality Jesus embodied can become a part of our relationship, truth. This implies honesty, being real with one another and living out the truth of God. A relationship that just gives grace without confrontation ultimately is destructive.

I need to be the kind of person that walks with others in truth and lives out the principles of God. I am to gently restore those caught in sin (Gal. 6:1) with the emphasis on gentle. I must
be accepting of others while being honest about their faults without condemning. I must learn to speak the truth in love. This phase should follow dwelling and grace.

As a group forms, the emphasis would be on dwelling. I will need to go out of my way to connect with these individuals and as I do others in the group may follow my lead. The grace phase may look like pseudo-community as I allow for my unmerited acceptance to become real to the members. This is frustrating for me who desires to organize and fix people.

For me the truth phase is all too long in coming. It's such a joy to enter into true community with people as we are able to be the real people God created us to be. The truth phase could include an in-depth look at the purpose of our life and how that looks to each of us. Honest assessment might flow out of such a look and a team just may be form that could produce much fruit. In the end I am closer to God, closer to the others, more real and a safer person to do Jesus' work.

Note: Most of the ideas and comments about safe people come out of the book "Safe People" by Cloud and Townsend.

Jay Baker

Teach Principles in the Group Setting

Sometime back a book entitled "The Art of the Deal" was popular reading for businessmen. The title suggest that business is a creative endeavor and much can be learned about the challenging art of deal making.

As the facilitator/leader of a group, I feel I am involved in the art form that is similar to those encountered in business where the circumstances differ and the people involved are unique individuals. As I make an effort to connect with people I am confronted with the need to operate by principles rather than rules. I have heard it said that principles are fences with gates, rules are gateless walls.

Commitment is a principle the group leader and businessman must deal with. Scripture says "Let your yes be yes and your no be no". As a leader I must teach this principle as the group members observe my behavior. When my life lacks order and margin, I will struggle to demonstrate this principle. As men let down on their commitments, usually because of their lack of maturity, I must extend them grace with the hope that God will give them strength to keep their commitments. My trust is that the Holy Spirit will bring the conviction that will lead them to repentance and a needed behavior modification.

The men who modeled commitment for me with their ordered lives said little about my immaturity in this area. I caught the vision of how a committed man lives his life from them. Through prayer and repentance I received the strength to modify my behavior.

When a group first forms, the leader is usually challenged by one or more individuals that are unable to show up for meetings, be on time, or come prepared. My experience has been,
most men modify this behavior as they observe the commitment others in the group have to the schedule and agenda. More often than not, they raise the issue to let us know they are struggling with their behavior.

On one occasion, in a group of five men, four of us agreed to change the meeting day to accommodate one member who had thoughtlessly made a commitment that prevented him from attending on the regularly scheduled day. In short, we showed him we were willing to extend grace and modify our schedule to have him in the group. A little like the principle in Scripture of Jesus leaving the flock to retrieve the one lost sheep.

The group can show men what principles look like and how mature men are able to live by them, not as rules, but principles that guide our lives and give us freedom from destructive behavior.

Group members have unique personalities and the leader can help these members understand each other by using a tool, the Birdman Personality Test. It is our uniqueness that causes much of the stress in group settings. Sharing the Birkman's results will open our eyes and allow for tolerance and change to replace stress. It was in my Berman test that I found I was living by my personality desires and not by the principles I intellectually claim.

**Male Spiritual Leadership in the Family**

My dad was a member of the World War II generation of men and he is gone now. As time marches on, his generation will no longer exist and their wisdom, unless they were able to impart it to their disciples, will be lost. I was told his generation as grandparents is the last to embrace absolute truth and the Judeo Christian value system. One valuable truth his generation left with us is that of the male spiritual leader.

If you are in relationships where you have earned the right to speak the truth to your audience, i.e., Operation Timothy or a focus group, the biblical truth of male spiritual leadership can be imparted. This truth is better caught than taught in the discipleship process.

To me, male spiritual leadership means I am God's appointed man for family decisions to run through or a spiritual filter to determine God's will. I need to be a spiritually mature man to handle this job; deep in the Word, participating in prayer, fellowships and wise counsel.

Let's say my family faces a decision. First we do the logical steps. The following are the most common steps, but not the only steps that may be needed. Step one is do we have the time? My wife is the time filter around our house with social activity. If she feels we are committed the idea dies a quick death. I can handle more people activity than her, so I will over commit us. She can handle more tasks than me, so I have to say no to over commitment in this area. Step two usually is the money filter, can we afford this? Until we got on a budget and started to live within it, can we afford this meant, do we have the credit to pay for it? The Bible says "owe no man" so in our house the financial filter bottom line is do we have the cash and/or is it in the budget, if not we don't do it.

Both steps one and two are logical negotiated steps between husband and wife. The spiritual step in the decision making process is neither logical or negotiated. It's here that God
wants to speak to the man about his will for the family. Maybe we have the time and the money, but is this the best thing for our family to do spiritually. As the male, this decision is mine to wrestle with. So what do I do faced with the awesome responsibility to know God and understand what he wants us to do (II Peter 1:5 NIV). This list has helped me organize this step:

1. I pray for a thankful, humble, servant attitude.
2. I expect God's goodness and love.
3. I gather the facts and seek the help to interpret them.
4. I trust my intuition.
5. I pray for discernment to know what to do.
6. I wait for a sense of peace to come over my spirit about this decision.
7. I am alert for the appointed time to take action.

Above all, I know that God gave me this job and He will at the appointed time give me the grace to be a spiritual leader.
CHAPTER 9    APPENDIX

The Call Of God

I. The Importance

II. Relational Calling

III. Universal Calling

IV. Individual Calling

V. What is the Process of God’s Calling

VI. Principles in Review

VII. A Life Purpose

VIII. Case Studies

IX. Conclusion
I. THE IMPORTANCE

Man is forever searching for purpose in his life here on earth. This drive for significance is felt by all, particularly for the Christian. Beginning in Genesis and sweeping through to Revelation, God has created us for a purpose. He asks each of us to look beyond our existence on earth and calls us to join Him in a relationship and in His work. God wants a relationship with us - one that is intimate, growing, and obedient. A relationship where we minister to God. This relationship is initiated by God through His calling us to Himself. This relationship has been initiated through Creation, the Cross and the Second Coming. Once established in this relationship, God asks us to be about His purposes in whatever context we find ourselves. Our understanding of calling will affect our view of work, money, relationship and ministry.

Dr. Os Guiness believes the concept of calling, as it was imported by the Puritans, was the preeminent biblical truth that harnessed and shaped the restlessness and dynamic of our young, ambitious country. “It’s at the very heart of the American existence,” observes Guiness.

It is something more than spiritual, but rather that the expression of who, and what we do. This expression is in response to the Lord and is done as part of our calling to Him. “In scripture,” Guiness notes, “calling is primarily to Someone (God). It is not to somewhere (a place); it is not to something (a task). Where we go and what we do is the secondary part of calling, merely the outworking of our primary calling, which is to God.”

Os Guiness discusses the relevance of calling to our lives in “The Foundations of Spiritual Leadership”. Why do we do what we do? Few things are more central to human beings than motivation. Similarly, the Christian understanding of motivation is one of the deepest, richest, and most distinctive parts of the faith. Partly expressed in such notions as serving God, pleasing God, and glorifying God, it is developed most fully in the biblical doctrine of “calling.”

The Christian notion of calling is the conviction that human existence contains a life-purpose and a life-task, namely that all we are and all we do - our identities, gifts, and responsibilities - have a direction and dynamic because they are lived out as a response to a calling, or summons, from God.”

What is calling? Calling is an invitation or summons from God to a relationship with Himself. We are called by God, to God, for God. What we do and where we do it is our secondary calling. These are the arenas where we live out this intimate relationship with God. For our discussion we will examine this secondary calling in two ways: 1. that which is “universal” to all Christians - chiefly participating in God’s purposes of evangelism and discipleship 2. that which is “individual” to every Christian which includes our work, gifts, etc.

We will examine our calling from God’s perspective investigating the relational call of God which is a love relationship. Next, we will look at this Universal Call of God - What should I be about? We will conclude with our Individual calling - Where should I work? We will then identify the practical process of understanding God’s call. Since purpose is central to fulfilling God’s call, an opportunity is given to write a life purpose statement. Finally, there are some case studies.
II. RELATIONAL CALLING

The primary call of God is when He calls us into a relationship with Himself. God pursues us in order to have a love relationship with us. God always initiates this relationship with man, never the other way around. This relationship is man’s most necessary requirement for life and should be characterized by intimacy and not casualness. It must become our highest priority.

This relationship is characterized in terms such as a child of God (John 1:12), a friend of Christ (John 15:14) and the bride of Christ, brother, etc. All these characteristics are relational and yet capture different elements of what a relationship with God might be. At the heart of each of these relationships is love. A 2-way love: an unconditional love of God toward us with a command to love God in return with all of our heart, soul, might and strength (Matthew 22:37). From our part, this kind of love must be our first priority and requires all that we have - it must be total. Our calling to love God needs to transcend all other relationships such that they appear as hate! (Luke 14:26). What a radical call.

God desires a kind of love relationship that could be described as an affectionate, exclusive, intimate love. It is an intimacy that we can enjoy now and will prepare us for eternity. It will be forever. Yet we don’t instantly attain intimacy - it is a growth process.

Our love for God can be expressed in many ways: worship, praise, thanksgiving, etc. These all could be summed up as our ministry to God (Acts 13:2, Exodus 28:1,4,43). This must be our first ministry - a ministry to God that glorifies Him. Out of this ministry to God flows our universal calling ministry to the lost and saved and our individual calling.

This relationship with God can be strengthened through the spiritual discipline of prayer, silence, solitude, death to self, study of God’s word, etc. Yet the fundamental mark of a love for God is obedience (John 14:21). Obedience is at the heart of calling. We are invited to be with God and obedience is our first step. This relational calling is not just an emotional response but one of obedience.
1 Corinthians 1:9

God is faithful, through whom you were called into fellowship with His Son, Jesus Christ our Lord.

1 Thessalonians 2:12

So that you may walk in a manner worthy of the God who calls you into His own kingdom and glory.

2 Thessalonians 2:13-14

But we should always give thanks to God for you, brethren beloved by the Lord, because God has chosen you from the beginning for salvation through sanctification by the Spirit and faith in the truth. And it was for this He called you through our gospel, that you may gain the glory of our Lord Jesus Christ.

QUESTIONS

1. What does Paul indicate about calling in these verses?

2. Reflect on what God has called us to. Why does God desire this? How do we enter into this relationship?

3. How are you doing in your relationship with God?

4. How does obedience play a role in our relational calling?
Philippians 3:8-14

More than that, I count all things to be loss in view of the surpassing value of knowing Christ Jesus my Lord, for whom I have suffered the loss of all things, and count them but rubbish in order that I may gain Christ, and may be found in Him, not having a righteousness of my own derived from the Law, but that which is through faith in Christ, the righteousness which comes from God on the basis of faith, that I may know Him, and the power of His resurrection and the fellowship of His sufferings, being conformed to His death; in order that I may attain to the resurrection from the dead. Not that I have already obtained it, or have already become perfect, but I press on in order that I may lay hold of that for which also I was laid hold of by Christ Jesus. Brethren, I do not regard myself as having laid hold of it yet; but one thing I do: forgetting what lies behind and reaching forward to what lies ahead, I press on toward the goal for the prize of the upward call of God in Christ Jesus.

John 15:5

I am the vine, you are the branches; he who abides in Me, and I in him, he bears much fruit; for apart from Me you can do nothing.

QUESTIONS

1. In Phil.3:14 Paul talks about an upward call of God, what is this call of God and how much did Paul risk in order to gain it?

2. Reflect on Phil. 3:10 what does it mean to know Him?

3. Why does God call man to Himself?

4. Why can we do nothing without Christ?
Oswald Chambers was a man of remarkable spiritual wisdom and maturity. As a Bible teacher, he was renowned throughout the world and his writing has inspired millions of Christians. In November 1917, Oswald Chamber entered into God’s presence. Since then many of his talks have been published in book form. The most famous and world renowned is “My Utmost for His Highest”. A large proportion of the readings were chosen from the talks given during the Devotional Hour at the College - an hour which for many of the students marked an epoch in their life with God.

January 18

“Thomas answered and said unto Him, My Lord and my God.” John 20:28

“Give Me to drink.” How many of us are set upon Jesus Christ slaking our thirst when we ought to be satisfying Him? We should be pouring out now, spending to the last limit, not drawing on Him to satisfy us. “Ye shall be witnesses unto Me” - That means a life of unsullied, uncompromising and unbribed devotion to the Lord Jesus, a satisfaction to Him wherever He places us.

Beware of anything that competes with loyalty to Jesus Christ. The greatest competitor of devotion to Jesus is service for Him. It is easier to serve than to be drunk to the dregs. The one aim of the call of God is the satisfaction of God, not a call to do something for Him. We are not sent to battle for God, but to be used by God in His battlings. Are we being more devoted to service than to Jesus Christ?

QUESTIONS

1. What is this devotion to Christ?

2. What in your life competes with this devotion?

3. What is the passion of your life? What gets you thrilled and motivated every morning when you get out of bed?
OSWALD CHAMBERS
So Send I You

The Call

The voice of the nature of God - "Also I heard the voice of the Lord, saying: "Whom shall I send, and who will go for Us?" Then I said, "Here am I! Send me." Isaiah 6:8

When we speak of a call we nearly always leave out one essential feature: the nature of the one who calls. We speak of the call of the sea, the call of the mountains, the call of the great ice barriers. These calls are heard by a few only because the call is the expression of the nature from which the call comes, and can only be heard by those who are attuned to that nature.

The call of God is essentially expressive of the nature of God; it is His own voice. Paul says that "God demonstrates His own love toward us" (Romans 5:8), the love that is exactly expressive of His nature. Get that thought with regard to the call of God. Very few of us hear the call of God because we are not in the place to answer; the call does not communicate because we have not the nature of the One who is calling. In the case of Isaiah, his soul was so attuned because of the tremendous crisis he had passed through, that the call of God was recorded to his amazed soul. God did not lay a strong compulsion on Isaiah. Isaiah was in the presence of God and he overheard, as it were, the soliloquy of God: "Whom shall I send, and who will go for Us?" and in conscious freedom he replied, "Here am I! Send me."

The call of God is not the echo of my nature, but expresses God’s nature. The call of God does not consider my affinities or personality. It is a call that I cannot hear as long as I consider my personality or temperament. But as soon as I am brought into the condition Isaiah was in, I am in a relationship to God whereby I can hear His call.

The call to service is the result of my obedience to the realized call of God. Profoundly speaking, there is no call to service for God; it is my own actual “bit,” the overflow of super abounding devotion to God. God does not have to come and tell me what I must do for Him; He brings me into a relationship with Himself where in I hear His call and understand what He wants me to do, and I do it out of sheer love to Him. To serve God is the deliberate love gift of a nature that has heard the call of God. When people say they have had a call to foreign service, or to any particular sphere work, they mean that their relationship to God has enabled them to realize what they can do for God. Their natural fitting for service and the call of God is identified as one in them.

The most, seemingly, untoward circumstances will be used by God for the men and women He has called. How ever much of wrong or of the devil there may seem to be at work, if an individual is called of God, every force will be made to tell for God’s purpose in the end. God watches all these things when once we agree with His purpose for us, and He will bring out only the conscious life, but all the deeper regions of life which we cannot reach, into harmony with His purpose. If the call of God is there, it is not within the power of untoward things to turn you. Your heart remains, not
untouched by them, but unbroken, and you are surprised at yourself – Why didn’t I go under here, and there? “I called you.”

We try to make calls out of our own spiritual consecration, but when we are put right with God, He blights all our sentimental convictions and devotional calls. He brushes them all aside, and rivets us with a passion that is terrific to one thing we had never dreamed of, and in the condition of real communion with God, we overhear Him saying: “Whom shall I send, and who will go for Us?” And for one radiant, flashing moment we see what God wants, and say in conscious freedom, “Here am I! Send me.”

QUESTIONS

1. How do we hear the call of God?

2. Why is intimacy with God critical to hearing God?

3. Why does God call us?

4. How can our service get in the way of our calling?

5. What is God saying to you?
God calls us into a relationship with Himself through Jesus Christ. This relational calling is our primary calling.

This relationship should be one of growing intimacy that governs our world view, values and behavior. This intimacy should be passionate, affectionate, and exclusive.

This love or devotion to God could also be referred to as our “ministry to God”.

God first loved us and we respond to God in love. Without this love relationship with God our life has no meaning or value.

Our relational calling (devotion to God) should never be replaced by what we do and where we do it. This service can be our chief competitor for our love for God.

This devotion to Christ/God (intimacy with Him) can only be through the means of humility.

Our relational calling should be developed through the exercise of spiritual disciplines of prayer, God’s Word, fellowship and solitude reflection.

In our relationship with God intimacy and obedience are two side of the same coin. My intimacy will enhance my obedience and likewise my obedience will me grow in intimacy with God.
III. Universal Calling

Once God calls us into a relationship we begin to grow and enjoy the fruit of it. There is a secondary calling which is both universal and individual. The Puritans described these callings as general and particular. The universal calling is when He calls us to join Him in His purposes. We are all called to participate in God’s purposes. In other words we are all to evangelize and make disciples. This is Christ’s command in Matthew 28:19-20. This is not an option for any Christian. These functions are not a matter of spiritual gifts. Christ simply asks all to participate in the Kingdom purposes of sharing Christ with the world and helping them grow spiritually. These purposes are clear in scripture and in the life of Christ. In fact, He commands us to participate.

REVIEW THE FOLLOWING VERSES:

Matthew 28:19-20

Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age.

1 Corinthians 9:19-23

For though I am free from all men, I have made myself a slave to all, that I might win the more. And to the Jews I became as a Jew, that I might win Jews; to those who are under the Law, as under the Law, though not being myself under the Law, that I might win those who are under the Law; to those who are without law, as without law, though not being without the law of God but under the law of Christ, that I might win those who are without law. To the weak I became weak, that I might win the weak; I have become all things to all men, that I may by all means save some. And I do all things for the sake of the gospel, that I may become a fellow partaker of it.

Luke 19:10

For the Son of Man has come to seek and to save that which was lost.

Romans 8:28-29

And we know that God causes all things to work together for good to those who love God, to those who are called according to His purpose. For whom He foreknew, He also predestined to become conformed to the image of His Son, that He might be the first-born among many brethren;
Colossians 1:27-29

To whom God willed to make known what is the riches of the glory of this mystery among the Gentiles, which is Christ in you, the hope of glory. And we proclaim Him, admonishing every man and teaching every man with all wisdom, that we may present every man complete in Christ. And for this purpose also I labor, striving according to His power, which mightily works within me.

1 Peter 2:9

But you are a chosen race, a royal priesthood, a holy nation, a people for God’s own possession, that you may proclaim the excellencies of Him who has called you out of darkness into His marvelous light.

QUESTIONS

1. What is the universal calling God has called every believer to be about?

2. According to 1 Cor. 9 to what extent are we to be flexible in order to win the lost?

3. How is this going in your life today?

4. In Luke 19 and Col. 1, Christ and Paul both express a clear purpose or calling for their lives, what was it?

5. How should our lives reflect these callings?

6. In 1 Peter 2:9, Peter describes us as a royal priesthood. What does it mean to be a priest? Is this for everyone?
Jim Petersen

Lifestyle Discipleship

Jim Peterson is an International Vice President for The Navigators. Since pioneering The Navigators ministry in Brazil, he has been involved in The Navigators Ministries in other Latin American countries, Eastern Europe and the Middle East. Jim is also the author of “Living Proof” and “A Church Without Walls”.

There is a basic difference in strategy for God’s People of the Old Testament and the New Testament. Rather than the come and see of the Old, it is now, go to and live among. It is critical now as it was in Old Testament times that we live holy lives. Ungodly living will destroy us and our credibility just as surely now as it did then. But we are to live our lives among the lost rather than separated from them. God’s people today are a people sent; we are to go to and live among. So, a basic difference between the calling of God’s people in the Old and New Testaments is that the arrows have been turned around. Where it was once come and see, it is now “go to and proclaim”.

Called to Serve as Insiders

When people first come to Christ, they are often encouraged to make immediate radical changes in their life situations in order to do God’s will. There is a pervasive attitude among us that makes it the norm for new believers to deliberately withdraw from their old friends, their families, and all their old associations until eventually they are living in virtual isolation from everything but their new Christian community.

Paul addresses a similar problem in Corinthians 7:1. Apparently the Christians, because of the pressures on their faith, were making unwise decisions in major areas of life. Some found themselves married to unbelieving spouses and were contemplating divorce. Others were wondering about changing their religious-cultural identities and were thinking they should get circumcised. Some felt trapped in their jobs as slaves and had anxieties over how to serve both God and an earthly master at the same time.

Paul’s instructions on these matters are surprising. On the matter of unequal marriage he says: “Each one should retain the place in life that the Lord assigned to him and to which God has called him.” On the questions of religious-cultural identity he makes an almost identical statement: “Each one should remain in the situation which he was in when God called him.” On the bad job he said the same: “Each man, as responsible to God, should remain in the situation God called him to.”

These repetitive statements make it clear that when people come to Christ, as a rule they are already positioned to serve God. They have already found their place. They just need to recognize that.

We live in a highly mobile society where job changes and relocations are the norm. Paul is not suggesting that it is wrong to move, change jobs, or in some cases to alter our marital status. He encourages the slave to take his freedom if he can get it. There are good reason for changing jobs or
getting married. However, finding a “real ministry” is not one of them. God does sometimes call people to leave the job and sell the house to go do a specific task, but that is the exception rather than the rule.

Where to serve is among the first issues in our call to discipleship. We are to serve Christ as insiders in an unbelieving world. Many of us have withdrawn from our old associations to where we have all but lost our insidership. In a sense we have abandoned a post that was uniquely ours, that cannot be filled by another in exactly the same way. So a part of discipleship is learning how to fulfill Christ’s purposes for us in our everyday situation.

**Conclusions**

We are called by God to serve Him as insiders to our normal life situations. We fulfill that calling as we glorify Him. We glorify Him as we reflect the character of Christ among believers and unbelievers alike.

We are not of the world, but our designated position is in the world. Our safety from evil is not a matter of withdrawing, but of sanctifying our minds through Christ and His Word.

If we are to move beyond just being present as insiders to the placed where we become involved in people’s lives to help them become followers of Christ, we’re going to need help. We will need to team up with others who can fill in the gaps for us.

**QUESTIONS**

1. Has God called everyone to function as an insider? Why or Why not?

2. Do you see yourself called to be an insider? How is it going?

3. How does having a clear calling to function as an insider help us set our priorities?

4. What other reflections do you have on being an insider?
• All Christians are called to give their life away to the lost (evangelism) and to the fellow Christians (discipleship). The call to evangelism and discipleship is an absolute, mandatory, universal command of the Lord Jesus.

• Our universal calling to evangelism and discipleship should flow out of an abundant, intimate relationship with Christ. It is never a substitute in developing intimacy.

• Universal calling is for every Christian to live out God’s purpose & His Kingdom (eternity with Him) our focus. We are called to take it to the whole world.

• Our love for God is only equal and proportionate to our love for the lost.

• This calling will cost us our life. We are called to invest our life into people. It is not easy or clean.

• If there is no spiritual fruit in this calling, you must examine the health of your relational calling.

• When we are living out this calling will be having a greater understanding of all the things we have in Christ (Philemon 6).
IV. INDIVIDUAL CALLING

God has first called us into a love relationship with Himself. This is an intimate relationship which we will enjoy for eternity. God then calls us to join Him in His purposes - that of the gospel. Every believer is called to share Christ and to help other believers in the growth process. It is not an option.

Our individual calling or life-mission becomes the context where we live out the relational and universal calls of God. Everyone has a different individual calling, yet we all have one. No individual calling is higher or more spiritual. They are all equal in God’s eyes.

Romans 1:1

Paul, a bond-servant of Christ Jesus, called as an apostle, set apart for the gospel of God.

Acts 13:1-4

Now there were at Antioch, in the church that was there, prophets and teachers: Barnabas, and Simeon who was called Niger, and Lucius of Cyrene, and Manaen who had been brought up with Herod the tetrarch, and Saul. And while they were ministering to the Lord and fasting, the Holy Spirit said, "Set apart for Me Barnabas and Saul for the work to which I have called them." Then, when they had fasted and prayed and laid their hands on them, they sent them away. So, being sent out by the Holy Spirit, they went down to Seleucia and from there they sailed to Cyprus.

1 Corinthians 7: 20-24

Let each man remain in that condition in which he was called. Were you called while a slave? Do not worry about it; but if you are able also to become free, rather do that. For he who was called in the Lord while a slave, is the Lord’s freedman; likewise he who was called while free, is Christ’s slave. You were bought with a price; do not become slaves of men. Brethren, let each man remain with God in that condition in which he was called.

QUESTIONS

1. How is calling used in these verses?

2. How is this different than the universal calling which we just discussed?
The Call of God

When God says “Follow Me,” He never says to where; the itinerary must be left entirely to Him. We come in with our “but” and “supposing” and “what will happen if I do?” (see Luke 9:57-62). We have nothing to do with what will happen if we obey; we have to abandon to God’s call in unconditional surrender, leaving behind all our shivering wisdom, and smilingly wash our hands of the consequences. However, this does not mean that a life of faith is a life of fate. Fate is stoical resignation to an unknown force. Faith is commitment to One whose character we know because it has been revealed to us in Jesus Christ. And as we live in contact with our heavenly Father, His order comes to us in the haphazard, and we recognize that every detail of our lives is engineered by Him.

The call of God only becomes clear as we obey, never as we weigh the pros and cons and try to reason it out. The call is God’s idea, not our idea; and only on looking back over the path of obedience do we realize what God’s idea has been all along, for God sanctifies memory. When we hear the call of God it is not for us to dispute with Him and arrange to obey Him if He will expound the meaning of His call to us. As long as we insist on having the call explained, we will never obey. But when we obey, it all becomes clear, so that looking back we can say with a chuckle of confidence, “He doeth all things well.” Before us there is nothing, but overhead there is God, and we have to trust Him.

The Calling of Abraham

By faith Abraham obeyed when he was called to go out to the place which he would receive as an inheritance. And he went out not knowing where he was going (Hebrews 11:8).

One of the hardest lessons to learn is the one which describes Abraham in the New Testament roll call of faith. “He went out not knowing where he was going” could be said of a faithful soul or a fool - or perhaps both. For as we, like Abraham, obey the call of God, we often become fools in the eyes of the world.

In the beginning faith is always uncertain, because at that point we have only the broad view, uncertain of particulars. We hear the call of God while we listen to a sermon or during a time of prayer, and we say, “Yes, I will give myself to God unreservedly.” Then something happens in our immediate circumstances that does not seem to fit into the vision we have had, and the danger is that we might compromise and say we must have been mistaken in the vision. Our natural tendency is to want to be always on the mountain where the view is clear. When we come down into the Devil-possessed valley we get annoyed or exhausted, thinking we cannot go on with God there. We have perfect faith in God as long as He keeps us on the mount, but not the slightest atom of faith when He takes us into the valley. Yet it is the trial of our faith that lies in these particulars, and it is in passing through that trial that we become spiritually enriched.
Personal acquaintance with God shows itself in separation, symbolized by Abraham’s physical separation from his country and his kindred. Jesus Himself emphasized this need for separation (see Luke 14:26). Nowadays, such separation often involves a moral rather than a physical severance as we detach ourselves from the way those nearest and dearest to us think and look at things, if they do not have a personal relationship with God. Those who would argue against obeying the call of God frequently take the shape of country and kindred, and if we listen to them, our ears will soon become dull to God’s call. Their sympathy competes with God for the throne of our life, and we dissolve into the most commonplace Christians imaginable because we have no courage to strike out in faith. We have seen and heard but have not gone on. If we accept sympathy from those who have not heard the call of God, it will so blunt our own sense of His call that we become useless to Him. Ultimately, every saint stands alone before God. And when He calls us to step out in faith, we begin the walk of faith alone, seeking no other comrade than the One who has called us for His purpose.

**QUESTIONS**

1. Why is understanding our calling not just an issue of reason?

2. What is the key to understanding the call of God?

3. How do we blunt the call of God?
Eusebius (c. 260-c. 340) was the Bishop of Caesarea and the “father of church history.” A prolific but rather unpolished writer, he is our principal source for the history of the Christian faith from the apostolic age down to his own day. He is a particularly valuable witness because he lived through such historic experiences as the Diocletian persecution (A.D. 303-310), the “conversion” of Constantine (A.D. 312) and the Council of Nicea (A.D. 325), which gives us the Nicene Creed.

The passage illuminates the rise of a two level view of calling: the spiritual life versus the secular life of action. This idea is alive today and gives rise to the view of a “higher calling” of spiritual service.

That the Christian Life is of Two Characters

The one wrote on lifeless tables, the Other wrote the perfect commandments of the new covenant on living minds. And His disciples, accommodating their teaching to the minds of the people, according to the Master’s will, delivered on the one hand to those who were able to receive it, the teaching given by the perfect master to those who rose above human nature. While on the other the side of the teaching which they considered was suitable to men still in the world of passion and needing treatment, they accommodated to the weakness of the majority, and handed over to them to keep sometimes in writing, and sometimes by unwritten ordinances to be observed by them. Two ways of life were thus given by the law of Christ to His Church. The one is above nature, and beyond common human living; it admits not marriage, child-bearing, property nor the possession of wealth, but wholly and permanently separate from the common customary life of mankind, it devotes itself to the service of God alone in its wealth of heavenly love! And they who enter on this course, appear to die to the life of mortals, to bear with them nothing earthly but their body, and in mind and spirit to have passed to heaven. Like some celestial beings they gaze upon human life, performing the duty of a priesthood to Almighty God for the whole race, not the sacrifices of bulls and blood, nor with libations and unguents, nor with smoke and consuming fire and destruction of bodily things, but with right principles of true holiness, and of a soul purified in disposition, and above all with virtuous deeds and words; with such they propitiate the Divinity, and celebrate their priestly rites for themselves and their race. Such then is the perfect form of the Christian life.

And the other, more humble, more human, permits men to join in pure nuptials and to produce children, to undertake government, to give orders to soldiers fighting for right; it allows them to have minds for farming, for trade, and the other more secular interests as well as for religion: and it is for them that times of retreat and instruction, and days for hearing sacred things are set apart. And a kind of secondary grade of piety is attributed to them, giving just such help as such lives require, so that all men, whether Greeks or barbarians, have their part in the coming of salvation, and profit by the teaching of the Gospel.
QUESTIONS

1. What are the two classes of people that Eusebius described?

2. How is this view still perpetuated today?

3. Why is this not biblical?

4. Is a businessman living in the marketplace more secular or more spiritual than a full-time Christian worker?

5. How does God view these two and what is of most importance to Him?
Pat Macmillan
Hiring Excellence

Mr. Macmillian, management consultant, writer and speaker is President of Team Resources, Inc., an international consulting firm specializing in team and organizational development for churches, small businesses and Christian organizations, as well as a number of Fortune 500 corporations. Before founding Team Resources, Mr. Macmillian served as Executive Vice President of Leadership Dynamics, Inc., and Director of Management Services for Campus Crusade for Christ. A native of Seattle, he received his Bachelor of Arts in Business Administration and his Master of Business Administration degrees from the University of Washington. He and his wife, Jill, have three children and reside in Atlanta, Georgia.

The seeds of calling as it relates to our profession or work were planted in the New Testament. But the concept pushed into the spotlight during the Reformation when Luther challenged the division between the sacred and the secular, defining “good works” as those chosen by God and “comprehended within the bounds of a particular calling.” Later, Calvin would expand the concept and give it greater definition. He used the term “call” (vocation in French and vocation in Latin) in two senses: the “primary call” is from God to God; the “secondary calling” is to a particular work, occupation, or station in life. The purpose of work, in Calvin’s view, regardless of what kind of work it was, was to glorify God, to be a service to Him through service to men. Calvin exalted the common and refused to give preference to a particular religious vocation, which might be esteemed above others. All work, whether preaching a sermon or digging a ditch, was to be done as a service to God and not for personal gain or pleasure. It was a calling.

The Puritans really gave the concept of calling its momentum, turning the principles of Calvin and Luther into practice. William Perkins, a Puritan preacher and writer in Elizabethan England, refined the concept further by distinguishing between the general call and a particular call. The general call was common to all Christians as Christians (to be holy, to be peace-makers, to be salt and light, etc.) The particular call was to a specific person because of his or her character and gifts.

Let me clarify one important point. I believe that if Perkins were here today, he would distinguish between “work” and a “job”. Work would be defined as vocation or career, a life task or general direction. Within this “vocation,” even numerous “jobs” should form a pattern, a continuity that contributes to our broader vocation – or, as Perkins would say, our “particular” calling.

By calling, Guiness would agree with Perkins. It means much more than something exclusively spiritual, like guidance, but rather that “the expression of our personalities, the exercise of our gifts, all that we are, everywhere we go, and everything that we do is seen as a response to the Lord and is done as part of our calling to Him.” “In scripture,” Guiness notes, “calling is primarily to Someone (God). It is not to somewhere (a place); it is not to something (a task). Where we go and what we do is the secondary part of calling, merely the outworking of our primary calling, which is to God.”
How Do We Find Our Calling?

In many respects a synonymous term for calling might be purpose. What is the purpose of your life? Purpose deals with the question “why?” Why do I exist? Or more accurately, “For whom do I exist?”

Pat Morley, in his excellent book, The Man in the Mirror, notes that there are two aspects to finding significance: “The first answers the fundamental question, “Who am I?” The other answers life’s second big question, “Why do I exist?” We derive meaning and identity from understanding who we are in Christ. It’s a position we occupy. On the other hand, God has a purpose for our lives – a mission, a destiny – which is why we exist. It is the direction in which God wants us to be moving.”

As Christians, our primary purpose is to glorify God (Isaiah 43:7). The first statement in The Westminster Shorter Catechism sums it up in an eloquent, straightforward manner: “Man’s chief end is to glorify God and enjoy him forever.” Actually, this really isn’t our purpose, but rather God’s over-arching purpose for us. We can find the purposes of God for men on three levels. Picture these levels as three concentric circles. We’ll label the outermost circle God’s ultimate purpose - ultimate in that it encompasses the entire scope of history - past, present, and future (Isaiah 46:10). It’s played out from Genesis 1:1 to Revelation 22:21, and every person, Christian and non-Christian alike, will play his or her part on the stage of God’s ultimate purpose.

The middle circle is God’s universal purpose - universal because it applies to all Christians. His Word makes it clear that all followers of Christ are to devote themselves to prayer, to love one another, to study and apply God’s Word to their lives, to share the gospel, to be salt and light, as well as the other spiritual disciplines the Lord admonishes us to pursue. They do this so that they might “walk in a manner worthy of the Lord, to please Him in all respects, bearing fruit in every good work and increasing in the knowledge of God.” Universal purpose is equivalent to what the Puritans termed general calling.

In the innermost circle, we find God’s unique purpose for each individual Christian. Unique, in that each of us is hand-crafted by the Creator for some special purpose. In Galatians 1:15, the Apostle Paul notes that the story of the Gentile church didn’t start on the Damascus Road, but rather many years earlier when God set him apart in his mother’s womb to be the apostle to the Gentiles. God told Jeremiah that He knew and consecrated Jeremiah in the womb of his mother to be a prophet to the nations (Jeremiah 1:5). David acknowledges as much in Psalm 139:

Thou didst form my inward parts;  
Thou didst weave me in my mother’s womb…  
Thine eyes have seen my unformed substance;  
And in Thy book they were written,  
The days that were ordained for me,  
When as yet there was not one of them.  (verses 13,16; NASB)
We could write the same message in our journals. One of the most fulfilling challenges for Christians is discovering God’s unique purpose for our lives.

Finding our unique purpose is, to a great extent, a pilgrimage - a journey of exploration rather than an immediate “ah ha” experience. It comes in little bits as God, over time, reveals insights into why you (as a unique individual) are here. It comes as we pray asking God to reveal His purpose for us (Matthew 6:7-8), study His Word, and reflect on the influences and forces He has brought to bear in and on our lives. When it comes to a unique purpose, we must take into special account the way God crafted us, that is, the gifts, interests, aptitudes, and temperament He designed into our lives just as He did into the lives of David, Jeremiah, and Paul.

QUESTIONS

1. How does MacMillan’s view of calling align with what we have read from Chambers, Eusebius, etc.?

2. MacMillan uses calling and purpose as almost synonymous. What are the three areas of calling and how do they differ?

3. Do you have a written purpose for your life? (At the end of this study, there is a section on how to write a purpose statement).

4. What value is there for having a clearly defined purpose statement?
REVIEW
Individual Calling

- All Christians are to work, yet they work is expressed differently for every individual. called some type of individual work. Most are called to remain in the context of the marketplace and neighborhood to be salt and light among the people God has placed them. In other words, our career is a platform in which we relate to God and to the world.

- There are no lone rangers as we live out our calling in the world.

- Our individual calling will be a unique expression of our spiritual gifts, talents, etc.

- There is no higher calling between doctor, lawyer, and ditchdigger vs. missionary, minister, and priest, only different.

- A few are called to full-time vocational Christian work, all are called to be full-time Christians.

- Passion, spiritual gifts and circumstances play a factor in our individual calling.

- God does not reveal His individual calling if we are not relationally aligned with Him. Yet, God does not play games with us in this area of work if we are aligned with Him.

- Our individual calling fits into God’s purposes and His Kingdom.

- Our individual calling becomes the context or arena of influence where our intimacy with God and our living out God purpose’s takes place.
V. **What Is The Process of God’s Calling**

The process of hearing from God is at least two-fold: humility or emptiness and knowing the will of God. This is critical for understanding the three levels of calling as well the translation of these into a specific job or activity.

Another issue that is critical to functioning in our calling is that of spiritual gifts. God has given all of us gifts to be used for ministry. The use of our gifts will be realized when we are fulfilling our calling. “How can I know?” is a question that most of us ask. We will give you a list of practical thoughts to help guide you in the process.

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**Fenelon**

*Let Go*

The letters collected in this book were originally penned by François de Salignac de La Mothe Fénelon, the Archbishop of Cambrai, France, during the seventeenth century. While in the office of Archbishop, Fénelon had the opportunity of becoming the spiritual advisor of a small number of earnest people at the Court of Louis the Fourteenth, who sought, under Fénelon’s wise direction, to live a life of true spirituality in the midst of a court life which was shamelessly immoral. During his association with these people, he had many opportunities to write, encouraging them to press toward the goal of Christ likeness.

**Absolute Trust Is the Shortest Road to God.**

I have no doubt that God considers you to be one of His friends; otherwise He would not trust you with so many crosses, sufferings and humiliations. Crosses are God’s means of drawing souls closer to Himself. And these crosses accomplish His purposes much more rapidly and effectually than all of our personal efforts put together. Crosses destroy self-love at its very root, down in the depths of the human spirit where we can hardly detect it. But God knows where it is lodged, and He attacks it in its greatest strongholds.

If we have strength and faith enough to trust ourselves completely into the hands of God, and follow Him wherever He leads us there will be no need of stretching and straining to reach perfection. But since we are so weak in faith, and always stopping along the way to ask questions, our journey is lengthened and we get behind in spiritual development. So you see how important it is for you to abandon yourself as completely as possible to God, and continue to do so until your last breath. And don’t be afraid. He will never leave you.
George Mueller
Knowing the Will of God

Founder and maintainer for over half a century of the new orphan-houses of Ashley Down, Bristol, England, cared for over 10,000 orphans at a cost that exceeded eight million dollars. Mueller never once asked for anything from anyone - but God. Time after time, Mueller's faith was tested, but God honored that faith and met his needs. Prayer was the key to his strength, success and ministry.

George Mueller mentioned these things that helped him:
- He sincerely sought God's direction.
- He waited patiently on God until he had a word from God.
- He looked to the Holy Spirit (Ghost) to teach him through the word.

He knew the following things led to his making mistakes:
- Lacking honesty of heart
- Lacking uprightness before God
- Impatience to wait for God
- Preferred the counsel of men over the declarations of Scripture

Here is how he summed up the way he entered into a "heart" relationship with God and learned to discern God's voice:

1. I seek at the beginning to get my heart into such a state that it has no will of its own in regard to a given matter. Nine-tenths of the trouble with people generally is just here. Nine-tenths of the difficulties are overcome when our hearts are ready to do the knowledge of what His will is.

2. Having done this, I do not leave the result to feeling or simple impression. If so, I make myself liable to great delusions.

3. I seek the Will of the Spirit of God through, or in connection with, the Word of God. The Spirit and the Word must be combined. If I look to the Spirit alone without the Word, I lay myself open to great delusions also. If the Holy Ghost guides us at all, He will do it according to the Scriptures and never contrary to them.

4. Next I take into account providential circumstances. These often plainly indicate God's will in connection with His Word and Spirit.

5. I ask God in prayer to reveal His Will to me aright.

6. Thus, (l) through prayer to God, (2) The study of the Word, and (3) reflection, I come to a deliberate judgment according to the best of my ability and knowledge, and if my mind is thus at peace, and continues so after two or three more petitions, I proceed accordingly.
QUESTIONS

1. Why is it so difficult to get to the point of surrender and humility?

2. Why does God seem to honor this?

3. Which of Mueller’s directions is significant to you and why?

4. Have you ever seen this process work?

5. What issues are you currently facing where this process could be applied?
Thoughts on Christians and Careers

So the issue for meaningful Christianity is our work for God’s Kingdom on earth built on such a passionate, demanding foundation of love?

God’s answer is to endow each of us with gifts and a powerful desire to be of particular use and service. For it is only when these gifts are fully engaged that we pour our heart, soul, strength, and mind into a calling. God literally shapes our heart, soul, strength, and mind through His gifting of us, to be His co-creators to redeem the world.

We love and relate to God through the means He gives us. If we are gifted at performing, be it entertainment, athletics, recitation, trial, or preaching, our relationship with God revolves around our preparing for, performing, and coming down afterwards. If we are a gifted programmer, we relate to God through all the precision and complexity and logic required in our gift of love. If we are gifted at traffic management, appraising horses, mineral deposits or likely strategy of the competition; selling ties or telecommunications systems... our relationship to God is or should be worked out through those activities engaging His gifts to us.

QUESTIONS

1. Reflect on why spiritual gifts are necessary and critical to my fulfilling my calling?

2. What are your spiritual gifts?

3. How are you using them?
THE PRACTICAL PROCESS

In the individual calling arena of our life there are a number of factors that need to be considered to determine God’s call. These principles are like lights on a runway as they begin to line up, it gives you a sense of God. A practical perspective that will help one determine God’s call. Here are some thoughts that have been developed from the input of Godly leaders that function in the marketplace daily with who people are making business and vocational decisions. They have stood the test of time and experience.

General Perspectives

1. God doesn’t rush the process (Psalms 46:10).

It is often said God guides and Satan rushes. Watch out when organizations or people put pressure on you to move too fast. Most of the time, speed is not of God. Allow time to pray and get counsel.

2. The need is not the call.

Just because there is a need, it doesn’t mean you are called to it. This often is given as the justification of my going. It must not be my only reason or confirmation. Yes, when God calls, there is a need, but I can’t respond to every need.

3. Stay put until God has clearly called (1 Cor. 7:17,21).

God calls us to a vocation (including a specific job, location, etc.). We are to stay where He has placed us. Just because the “grass is greener” or an opportunity arises, it does not mean a change is God’s will or His call. This is the world’s approach. If God desires a change for you, it will become very clear as we spend time with Him and these principles begin to line up.

4. Our calling is generally an expansion of the ministry or direction we are about.

The calling is compatible with our giftedness. Most of the time God doesn’t radically take you out of one environment or ministry and place you in another. Although, there are exceptions, our calling often is an extension of the work/ministry where you are functioning. This calling will be compatible to our gifts and giftedness. God will put the desire in our hearts. God does not send us to Africa unless He places a desire/burden to go there.

5. If God is calling you, He will provide (Phil. 4:19).

Our calling should not be economically motivated, in fact, often when one is called from the business world to vocational Christian work, there is a lack of desire for making money. Over time, if there’s a lack of provision, it could be one of 3 things: (1) God might be proving my character; (2) I may not be asking; (3) God is changing the call. God speaks through resources.
6. God’s call will fulfill His purposes.

At the heart of God’s call is people. We are not called to function as a lone-ranger, independent of people.

7. I hear the call of God only as I’m “Intimate with God”

Our vocational calling should flow out of an intimate relationship with God and His command to go make disciples. Intimacy with God is more important than a job. If I am not completely obedient to God, He will not disclose Himself to me (John 14:21).

8. All are called.

God calls every believer to a vocation which becomes the arena where we function as instruments of the gospel. There is no higher calling, i.e. pastor, etc. All are equal in God’s eyes. God calls men and women to secular and spiritual functions alike - there is no difference to Him. What does make a difference to God is our motives and how we carry out the function.

**Specific Steps in Hearing The Call of God**

1. Total Surrender

The clarity of God’s calling is heard and understood only after we have died to our vision of the calling. If we are not neutral before God (died to self), it is easy to manipulate or rationalize our own desires and give God the credit for it. The call is never a matter of pride or ambition - that’s a fast way to disaster.

2. Confirmation from God’s word.

Careful attention needs to be given to God and His word for the confirmation. This will come naturally. This is not for me to look at specific verses and manipulate them to reinforce a previously held desire. God will speak if we will but listen. The call is never outside a biblical foundation.

3. Peace

I, my wife and family will be at peace. God does not bring confusion (a lack of peace) when calling someone. If there is confusion, lack of peace, in the message - you can conclude God is not moving yet (it is either not yet the time or not His direction).

This peace comes from God, in spite of sometimes our ability to logically explain the details. A calling of God is a supernatural word of the Father.
4. Confirmation of the call by others. (Counsel is sought) (Proverbs 15:22)

There is wisdom in many counselors. Make sure you have Godly counselors that know you, that don’t have a vested interest in the outcome (objective 3rd party) and will not just say yes. Be careful not to try and implement all that the counselors say as you will have many opinions and possibly conflicting advice. After receiving counsel, you are ultimately and totally responsible for the decision before God. You must be totally honest as you get counsel - if you only give part of the picture - you manipulate the outcome.

5. Pray, Pray, Pray

Much prayer is fundamental to hearing the call of God. In fact, it would be hard to pray too much. Prayer is the real work. God is not playing games with us - He will make His will known.

6. Circumstances

Circumstances play a significant role in the direction and timing of God’s call. For example, if I sense God’s call and it involves a move, yet my reasonably priced house doesn’t sell, the message may be one of three things - not the right time, don’t make the move (a change of calling) or God didn’t call. It is when we manipulate the circumstances, to force our desire of outcome, we are beyond God’s call and most likely in the flesh.
V. In Review

Overall

- In principle, calling is three-fold: relational, universal and individual.
- When understood and embraced, our calling should be the driving motivation in our life.
- Our calling becomes an anchor in the midst of a storm, it clarifies our priorities and is the passion which energizes and sustains us daily.
- Calling comes from hearing and listening to God and requires two essential ingredients: emptiness of self (brokeness, humility, death to self, etc.) and the willingness to act by faith (obedience).

Relational Calling

- First and foremost, God calls us into a relationship with Himself through Jesus Christ.
- This relationship should be one of growing intimacy that governs our world-view, values and behavior.
- Our relational calling (devotion to God) should never be replaced by our universal calling or our individual calling.
- This devotion to Christ/God (intimacy with Him) can only be through the means of humility.
- Our relational calling should be developed through the exercise of spiritual disciplines of prayer, God’s Word, fellowship, solitude reflection.
Universal Calling

- All Christians are called to give their life away to the lost (evangelism) and to fellow Christians (discipleship). The call to evangelism and discipleship is an absolute, mandatory command of the Lord Jesus.

- Our to evangelism and discipleship should flow out of an abundant, intimate relationship with Christ. It is never a substitute or a means to develop intimacy.

- This calling is an universal call for every Christian to live out God’s purpose and His Kingdom (eternity with Him) our focus.

Individual Calling

- A few are called to full-time vocational Christian work, all are called to be full-time Christians.

- Passion, spiritual gifts and circumstances play a factor in our individual calling.

- God does not reveal His individual calling if we are not relationally and universally aligned with Him. Yet, God does not play games with us in this area of work if we are aligned with Him.

- Our calling in terms of individual work will fit into God’s purposes and His Kingdom.

- Our individual calling becomes the context or arena of influence where our intimacy with God and our living out God purpose’s takes place.
VII. A LIFE PURPOSE

When we have received and clearly defined our purpose as from God it will have a dramatic effect on how we live our life day to day. We will be able to rest and enjoy God working through us in a miraculous way. We will experience fruit and joy like we have never known. Our lives will be characterized by peace and contentment. Although having a purpose does not mean a pain free life, one without difficulty or struggle. Quite the contrary, we may experience more trial and difficulties when we walk with God, yet He never leaves us or forsakes us.

A.W. Tozer
Man: The Dwelling Place of God

“A 20th century prophet” they called in him in his lifetime. A Chicago and Toronto pastor, as a sought-after conference speaker, and as editor of The Alliance Witness, Dr. Tozer ministered to hundreds of thousands. Since his death in 1963, that ministry has been further multiplied through his writings. He has left a shelf of books that will be mined for their spiritual wealth until the Lord returns.

On Breeding Spotted Mice

The Associated Press lately carried an interesting if somewhat depressing story out of London about a certain British peer who had died just a few days short of his eighty-ninth birthday. Having been a man of means and position, it had presumably not been necessary for him to work for a living like the rest of us, so that at the time of his death he had had about seventy adult years in which he was free to do whatever he wanted to do, to pursue any calling he wished or to work at anything he felt worthy of his considerable abilities. And what had he chosen to do? Well, according to the story, he had “devoted his life to trying to breed the perfect spotted mouse.”

Now, I grant every man the right to breed spotted mice if he wants to and can get the cooperation of the mice, and I freely admit that it is his business and not mine. Not being a mouse lover (nor a mouse hater for that matter; I am just neutral about mice), I do not know but that a spotted mouse might be more useful and make a more affectionate pet than a common mouse-colored mouse. But still I am troubled. The mouse breeder in question was a lord, and I was born on a farm in the hill country of Pennsylvania, but since a cat can look at a king I suppose a farm boy can look at a lord, even look at him with disapproval if the circumstances warrant. Anyway, a man’s a man, and I feel a certain kinship for every man born of woman; so I cannot but grieve for my brother beyond the seas.

Made in the image of God, equipped with awesome powers of mind and soul, called to dream immortal dreams and to think the long thoughts of eternity, he chooses the breeding of a spotted mouse as his reason for existing. Invited to walk with God on earth and to dwell at last with the
saints and angels in the world above; called to serve his generation by the will of God, to press with holy vigor toward the mark for the prize of the high calling of God in Christ Jesus, he dedicates his life to the spotted mouse – not just evenings or holidays, mind you, but his entire life.

Surely this is tragedy worthy of the mind of an Aeschylus or a Shakespeare. Let us hope that the story is not true or that the news boys got it mixed up as they sometimes do; but even if the whole thing should prove to be a hoax, still it points up a stark human tragedy that is being enacted before our eyes daily, not by make-believe play actors, but by real men and women who are the characters they portray. These should be concerned with sin and righteousness and judgment; they should be getting ready to die and to live again; but instead they spend their days breeding spotted mice.

If the spiritual view of the world is the correct one, as Christianity boldly assets that it is, then for every one of us heaven is more important than earth and eternity more important than time. If Jesus Christ is who He claimed to be; if He is what the glorious company of the apostles and the noble army of martyrs declared that He is; if the faith which the holy church throughout all the world does acknowledge is the true faith of God, then no man has any right to dedicate his life to anything that can burn or rust or rot or die. No man has any right to give himself completely to anyone but Christ nor to anything but prayer. The man who does not know where he is lost; the man who does not know why he was born is worse lost; the man who cannot find an object worthy of his true devotion is lost utterly; and by this description the human race is lost, and it is a part of our lostness that we do not know how lost we are. So we use up the few precious years allotted to us breeding spotted mice. Not the kind that scurry and squeak, maybe; but viewed in the light of eternity, are not most of our little human activities almost as meaningless? One of the glories of the Christian gospel is its ability not only to deliver a man from sin but to orient him, to place him on a peak from which he can see yesterday and today in their relation to tomorrow. The truth cleanses his mind so that he can recognize things that matter and see time and space and kings and cabbages in their true perspective. The Spirit-illuminated Christian cannot be cheated. He knows the values of things; he will not bid on a rainbow nor make a down payment on a mirage; he will not, in short, devote his life to spotted mice.

Back of every wasted life is a bad philosophy, an erroneous conception of life's worth and purpose. The man who believes that he was born to get all he can will spend his life trying to get it; and whatever he gets will be but a cage of spotted mice. The man who believes he was created to enjoy fleshly pleasures will devote himself to pleasure seeking; and if by a combination of favorable circumstance he manages to get a lot of fun out of life, his pleasures will all turn to ashes in his mouth at the last. He will find out too late that God made him too noble to be satisfied with those tawdry pleasures he had devoted his life to here under the sun.

**QUESTIONS**

1. What is the value and importance of having a purpose for our lives?

2. What strikes you as you read Tozer’s story?

3. What action steps is God leading you to take?
CBMC
Operation Timothy - Book #4

The Christian Business Men’s Committee is an international evangelical organization of Christian business and professional men whose primary purpose is to present Jesus Christ as Savior and Lord to other business and professional men and to train these men to carry out the Great Commission.

Steps toward a Purpose Statement:

First you’ll need to do some heavy thinking, praying, and writing. Use these questions as a worksheet.

1. **Start from our common purpose as Christians.** Based on our earlier study, what does God desire from us all? Nothing in the rest of your statement can be inconsistent with God’s commands, and you won’t be successful in other goals if you ignore His purposes.

2. **Who are you?** What is your marital status? Family plan? Occupational status? What special skills are you equipped with? These must all be taken into account?

3. **What are your dreams?** God gives us special vision and aspiration about things we desire to happen. When they are in accordance with His laws, they can be a clue to His will for us.

4. **What are your spiritual gifts, skills, temperament, etc.?**

5. **What impressions are you gaining through prayer?** Don’t plan without praying.

6. **What do godly friends say?** Their perspective is essential.
7. **Now take the common purpose and integrate with the other questions to begin to write a purpose statement.** (Use a legal pad or notebook to begin your rough draft.)

   Name

   God’s universal purpose

   Your unique gifts, skills, temperament, etc.

   Career goals

   Family goals

   Personal goals

   What Scripture verses has God used in your life to give you direction and purpose? Choose one of these that best characterizes God’s purpose for your life.

   Be patient: this may take several times of rewriting over a period of time to refine and polish. Discuss this with some close personal friends. Talk to someone who has done this. Ask them to share their personal statement with you and share how they arrived at it. Sign your name at the bottom of your statement. (If married, this should be done together.)

   “A longing fulfilled is sweet to the soul…” Proverbs 13:19

   The following are samples of purpose statements from two different couples to give you some idea of how yours might look. Try to write your own in light of the specific gifts and unique calling God has entrusted to you. Remember these were developed over a period of time, re-evaluated periodically, refined and updated. So, just start simply.

   If you need more in-depth guidance, Gordon Adams’ *Establishing Your Purpose* gives detailed instructions and help in preparing a life purpose statement. Write or call:

   Vision Foundation
   8901 Strafford Circle
   Knoxville, TN  37923
   (615) 690-4603

   Remember that these are the finished products of a process that took many tries and years to refine. Your first attempt may be a lot simpler than these, but you can continue to work on yours as you grow and learn more. So, don’t get discouraged!
Sample

LIFE PURPOSE STATEMENT

Life Purpose Verses

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.”

II Corinthians 12:15
“And I will very gladly spend and be spent for you; though the more abundantly I love you the less I be loved.”

1. To devote my life, to and with my wife (as one), to see that every immediate member of our family becomes a godly Christian. This includes our sons-in-law, their wives (our daughters), grandchildren and grandchildren’s children. We will spend time with them as a group and individually in the activities that promote godliness, spending our energy and resources as needed for the accomplishment of this.

2. Our home is given to us by God and shall always be available to Him for everything He wished to use it for.

3. All our earthly resources belong to God and are available to Him. We are stewards (managers) to utilize these resources as we are directed by God. We will give the tithe regularly as a minimum. The major purpose of the accumulation of our money and resources is to continue our goals after we have gone to Heaven.

4. As much as is possible, we will direct our everyday work and play activities toward the CBMC purpose which we have been called to, and which we feel is synonymous with the Great Commission. Matthew 28:19, 20.

5. We will seize every opportunity presented to us to share Jesus Christ as the only Savior and Lord and answer for the sin of individual man. We depend upon the Holy Spirit for our direction in these matters as we understand that this battle for people’s souls is supernatural.

6. We are committed to the training of a few people personally as disciplemakers and leaders. Understanding that this takes a tremendous amount of energy and time, we plan 2-8 years with individual people that God entrusts to us.

7. We remain open to the Lord for every new learning experience. We desire to grow spiritually and realize that God keeps us in a training program. It is our desire to be in this learning program until we are promoted to Heaven and our eternal promises.

8. We are learning to establish goals for each category stated and want the Lord to hold us accountable for setting and maintaining this LIFE PURPOSE statement. Each of these statements should be broken into segments reflecting both short-range and long-range goals. These should be checked monthly, noted for progress quarterly and updated for accuracy and accomplishment year. We will schedule regular time on a calendar for planning and prayer.
Case Study #1

John, an account executive with a high technology computer firm, is doing well with his company. He is well respected and a vital part of the company’s future. Another high company, not a direct competitor, comes to John with an offer to double his salary, an increase in benefits, and more travel. John’s company sensing that they may lose John asks, “What will it take to keep you?”

John struggles and debates the decision.

QUESTIONS

1. What counsel would you give John?

2. What questions would you ask John?

3. How would you help John determine the call of God in this situation?

4. Does God really care about the outcome of the decision?

Finally John opts for greener pastures and a greener wallet.

5. Is John in the will of God?
Case Study # 2

Pete is a hard working, diligent employee. He works for a manufacturing business, yet it is in an industry that has no growth or opportunity. Pete has tried to share about Christ in the office with no fruit that is evident. In his job, he faces many difficulties with his boss. He has been passed over for promotion, and faces stagnation or decline in salary. Pete loves to teach the Bible and often wonders “maybe God is calling me into full-time Christian work because my circumstances are so bad.”

QUESTIONS

1. What counsel would you give Pete?

2. How would you help him determine God’s call?

3. Should Pete simply stay put like in 1 Cor. 7?

4. How does God use circumstances to help determine the call of God?

5. Is Pete suffering from thinking that full-time ministry is a higher calling?
Case Study #3

Mike, an executive with a large ministry, is seeing God at work making an impact in the lives of many. He loves what he is doing, yet as a family they are struggling to make ends meet because of medical bills and relatively low ministry pay. Another ministry is doing a search for a young, bold executive who will help the ministry connect with the next generation. They offer Mike the position which includes a 50% salary increase and more responsibility. Mike’s business friends encourage him to make the move - obviously, God is blessing him. Mike is concerned that his ministry relationships will figure he is going for the money.

QUESTIONS

1. What counsel would you give Mike?

2. How can Mike know where God Has called him?

3. Is there a double standard concerning money as it relates to changing a position in ministry versus business?

4. How much of a factor should the money be?

5. How does Mike sort through his own motives?
IX. Conclusion

God calls each of us to a living and vital relationship with Himself. One that is characterized by intimacy and passion between us and God. We, having been indwelt by Christ, now will enjoy an eternity with Him.

God then calls us, in fact, commands us to be about “making disciples of all nations”. This calling to be involved in the purpose of God is universal - all believers are to be engaged. There is no option. The activities and relationships of my life should all reflect Jesus Christ. We exist for such a cause - a cause bigger than ourselves.

Where would God have us live out this relational and universal calling. Our work becomes the context or arena in which we grow relationally to Christ and represent Him to a needy world. This context is unique for every believer as it encompasses - talents, spiritual gifts, experiences, and temperament, etc. Our life and in particular, our work can now be embarked upon with a purpose that far transcends the making of money and the providing for my family.

This threefold calling becomes a great motivating force or passion. It will change us for eternity and will also impact our eternity as well as the eternity of many others. This calling must be clear and compelling - God is not playing games with us - we need to pursue and know our calling.

We hope that this study, the people and interaction will help you fulfill your calling.
Spiritual Leadership

A leader is one who from Christ serves and influences others for their own good and to fulfill God's purposes.

A crisis exists today in the church and in the marketplace.

We live in a culture that is vastly declining in morals and values pressing each to fit into the world’s mold. Lives are filled with pain, difficulty and busyness. The current generation feels alone and the next generation is disenchanted and on the edge of withdrawal. Healthy relationships are hard to find. Many Christians are not prepared to live their faith much less deal with the issues of our society faces. Few Christians know and understand their purpose in life. Within the body of Christ a leadership vacuum exists.

We need leadership and we need a new type of leader.

This new leader must not function for God doing many things, but must possess the security of being in Christ, have the power of Christ’s life in him and keep a wonder about God. He will courageously serve others in humility, valuing and caring even for the least of them. He will guide a team with a vision from God. We need leaders who will care for people and will engage many to the purposes of God as David did:

“to serve the purpose of God for their generation.”

Acts 13:22

David was a man after God’s own heart

Acts 13:26

“He shepherded them with integrity of heart and guided them with skillfulness of hand.”

Ps 78:72

Leadership Development is a leader’s highest priority and the greatest means to multiply the ministry.

Five components of leadership emerge: shepherd - community, integrity - character, heart – Christ Life, guide-calling, skillfulness - competence.

Leadership begins with Christ, deepens in character, teams with one another, guides through calling and is leveraged with skill.

Leadership development is a process of equipping and changing from the inside out through God’s work, relationships and opportunities to serve. Motivation precedes method. It takes a leader to multiply a leader.

Leadership Development Process: 1. A leader selects those who have a heart for God, invests in people and is a team player. 2. These emerging leaders are connected to one another for growth 3. imparting the principles of the Christ Life Leadership. 4. launch new teams and build new leaders.

We are to focus on the spiritual depth of our leadership, God will determine the breadth of ministry.

Who am I? Identity in Christ

I am accepted…

Jn 1:12 I am God’s child.

Col 2:10 I am complete in Christ.

I am secure and belong….

Rom 8:1,2 I am free forever from condemnation.

Rom 8:35 I cannot be separated from the love of Christ.

I am significant, worthy and valued….

Jn 15:5 I am the branch of the true vine.

Eph 2:10 I am the workmanship of God.

We lead from Christ, not for Christ.

Without a secure identity we will use or manipulate people for our gain.

What are my resources? Christ indwelling me

2 Cor 12:9 My grace is sufficient… power is perfected in weakness

Gal 2:20 Christ lives in me

Col 1:27-29 Christ in you the hope of glory

Our power to lead comes from Christ living in me.

How do I lead? Intimacy with Christ

Jn 15:5 Apart from Him we can do nothing.

Jn 7:37-38 Come to Me, drink… flow rivers of living water

Ps 73:28 The Lord is my refuge, that I may tell of Thy works

Ministry is the overflow of our intimacy with Christ

The Leading Edge Study Series – provides a spiritual foundation for leadership

Servant Leadership

- Character

The character of humility is my capacity to be a servant leader. This is found in the security of my relationship with Christ.

And the very proof that God loves you is that He does not spare you, but lays upon you the cross of Jesus Christ. Whatever spiritual knowledge or feelings we may have, they are all a delusion if they do not lead us to the real and constant practice of dying to self. And it is true that we do not die without suffering. Nor is it possible to be considered truly dead while there is any part of us which is yet alive. This spiritual death (which is really a blessing in disguise) is undeniably painful. It cuts "swift and deep into our innermost thoughts and desires with all their parts, exposing us for what we really are." The great Physician, who sees in us what we cannot see, knows exactly where to place the knife. He cuts away that which we are most reluctant to give up. And how it hurts! But we must remember that pain is only felt where there is life, and where there is life is just the place where death is needed. Fenelon

The direction of the work and the rightness of the decisions are derived from a leader’s character of humility.

Character of a servant leader

Rom 5:3-5 Exult in tribulation… perseverance… proven character

Lu 22:26 Let the leader become as the servant.

Mk 10:45 Christ came not to be served, but to serve…give His Life

Character is developed in the midst of difficulties through surrender and perseverance.

Leadership models humility, in order to serve others.

Growth and lasting changes occur from the inside out. We begin with our belief about God and our belief about ourselves. Next we focus on what is of eternal value – people; ourselves, our relationships with others and the Gospel. Only then do we begin to do something.

Character is deepened in the context of people and self-discovery by:

Focus groups – offer a caring, safe place for growth and accountability

Spiritual Leadership Inventory – an assessment
“Nothing is sweet or easy about community. Community is a fellowship of people who do not hide their joys and sorrows but make them visible to each other in a gesture of hope. In community we say: Life is full of gains and losses, joys and sorrows, ups and downs - but we do not have to live it alone. We want to drink our cup together and thus celebrate the truth that the wounds of our individual lives, which seem intolerable when lived alone, become sources of healing when we live them as part of a fellowship of mutual care.” - Nouwen

People are the ministry, they don’t just do the ministry. Relational teamwork is God’s design to fulfill His purpose.

A leader models the values of love and teamwork

1 Jn 1:3 Proclaim Christ, have fellowship with us and the Father
Rom 12:9 Be devoted to one another in brotherly love.
Ex 4:12 A cord of three strands is not quickly torn apart.

Leadership is first relational and then mission focused.
Leaders must value and care for people before we are driven by the task.

A leader without a team is not fruitful and a team without a leader will not be sustained

Leaders build teams that are devoted to Christ, one another and the Gospel.

“ I think it’s beautiful how God has put the body together. I need my weaknesses as much as I need my strengths because if I didn’t have my weaknesses I wouldn’t need you. And if I don’t have you I’d be so much impoverished for the lack of relationship. So there is real beauty in how it’s put together. We should not be down on ourselves because of our weaknesses. We should give thanks for them because it is the glue that holds us together in the body. I should be thankful for what I don’t have because this creates a bond that you and I wouldn’t have otherwise.” - Petersen

The Leading Edge develops teams by combining a focus on deeper relationships and proven team building principle

Called to Lead

Calling is Three fold: Relational – to God and to others, Universal – to God’s purposes, Individual – to God’s context. Calling is manifested in our Purpose and passion, leadership style, spiritual gifts, and our vocation.

“Calling is something more than spiritual, but rather that the expression of who, and what we do. “Calling is primarily to Someone (God). It is not to somewhere (a place); it is not to something (a task). Where we go and what we do is the secondary part of calling, merely the outworking of our primary calling, which is to God.” - Os Guiness

Leaders are called by God which provides hope and vision to a team effort.

God calls a leader

Gal 1:1 Sent by God, not by man,
Eph 1:18 Know the hope of your calling,
Mt 29:19,20 Go and make disciples of all nations
Mt 5:16 Let your light shine among men

Calling is lived out in our relationships with God and with others.

Leadership is a calling from God to all for personal leadership and to some for team leadership.

Calling engages our purpose and passion, style, spiritual gifts and our vocation.

Calling crystallizes priorities, creates margin, and clarifies vision.

There are two aspects to finding significance: “The first answers the fundamental question, “Who am I?” The other answers life’s second big question, “Why do I exist?” We derive meaning and identity from understanding who we are in Christ. It’s a position we occupy. On the other hand, God has a purpose for our lives – a mission, a destiny – which is why we exist. It is the direction in which God wants us to be moving.” - Pat Morley

The Leadership Institute

Developing spiritual leadership for the global marketplace

The Leading Edge

Offers help by:
Leadership Alignment
Written Life Purpose Statement
Identify personality and style of leadership
Know your spiritual gifts
Understand why we work

Effectiveness and fruitfulness in ministry is enhanced by training and skill development of leaders.

Leaders are learners

2 Cor 3:5 Our competence is from God.
Prov 22:29 A man skilled in his work will stand before kings
Prov 29:18 Without vision the people are unrestrained

A leader’s influence is enhanced by learning the skills of spiritual disciplines, communication and the skill of helping people.

The Leading Edge helps leaders
Vision Casting
Ministry Planning

Beware of anything that competes with loyalty to Jesus Christ. The greatest competitor of devotion to Jesus is service for His. It is easier to serve. The one aim of the call of God is the satisfaction of God, not a call to do something for Him. We are not sent to battle for God, but to be used by God in His battlings. Are we being more devoted to service than to Jesus Christ? Oswald Chambers

Our destination and world impact is determined by a vision from God to a leader.

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