

*A Six Week  
Study on:*

# **Spiritual Leadership**

**Objective:** To equip existing and potential spiritual leaders with an understanding of biblical leadership enabling them toward greater growth and faster development.

*“The more you know about leadership the faster you grow as a leader and the farther you are able to go as a leader.” – Andy Stanley*

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Andy Stanley’s book *Next Generation Leader* is a perfect resource to accompany this material. While Andy Stanley does not focus specifically on Spiritual Leadership in this book, his insight on leadership in general apply to spiritual leaders and natural leaders alike. Facilitators of this curriculum will want to come up with some of their own questions from this book to ask but a few are provided for each section.

2 books largely used in putting this curriculum together:  
 Spiritual Leadership by Henry & Richard Blackaby  
 Spiritual Leadership by J. Oswald Sanders

# Lesson 1: What is Spiritual Leadership?

## BEGINNING TO DEFINE SPIRITUAL LEADERSHIP

How do you define leadership?

How is spiritual leadership different than natural leadership?

Examine the definitions of leadership on the right. What do you like or dislike about them. Is anything missing, is it too specific?

Fill in the chart below that shows some of the differences between natural leadership and spiritual leadership. Two are done for you.

Natural Leadership	Spiritual Leadership
Confidence in self	
Knows Men	
Makes own decisions	Seeks God's will
Enjoys Command	
Independent	
Ambitious for power	Ambitious to serve
Led by inner strength	
Accountable to other people	

Some people say that the Bible does not offer a specific definition for leadership. And while the Bible doesn't give us dictionary definition I do believe it defines for us with incredible clarity what Spiritual leadership is. First, we should note that the Bible defines Spiritual leadership for us through it's many examples, exhortations, warnings, wisdom and encouragements. The Bible also bears testimony of the life and teachings of the greatest spiritual leader—Jesus Christ. While the Bible is not a book just for leaders, it can and should be a leaders most trusted guide.

You have probably learned more about leadership from the Bible than you have even realized. For instance, [What is one leader in the Bible that stands out to you? What one thing have you learned from them that could apply to leadership?](#)

**Influence**  
John Maxwell

Taking people where they don't necessarily want to go but ought to  
Rosalyn Carter

Someone who has Followers  
Peter Drucker

Leading people on to God's Agenda  
Henry Blackaby

The first job of a leader is to define a vision for the organization.... Leadership is the capacity to translate vision into reality.  
Warren Bennis,

The art of influencing & directing in a way that will win people's obedience, confidence, respect & loyal cooperation in achieving common objectives  
US Air force

## PURPOSE OF SPIRITUAL LEADERSHIP

More than any other passages of scripture, there are two that seem to identify clearly the purpose for Spiritual Leaders. This purpose as you can imagine gives spiritual leaders an overarching sense of direction for their present and future work and life. Pay careful attention to these scriptures as they will ultimately more than anything else define God's calling on your life as a Spiritual Leader.

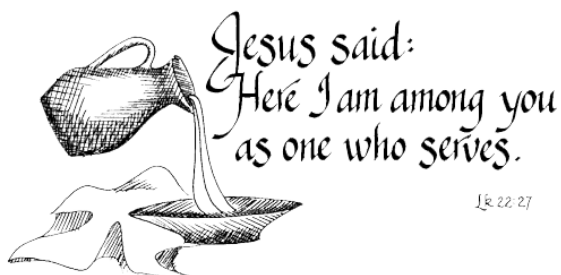
### Mark 10:42-44

"You know that the rulers in this world lord it over their people, and officials flaunt their authority over those under them. 43 But among you it will be different. Whoever wants to be a leader among you must be your servant, 44 and whoever wants to be first among you must be the slave of everyone else. 45 For even the Son of Man came not to be served but to serve others and to give his life as a ransom for many."

Compare the scripture above with [John 13:4-17](#)

Jesus saw the heart of man and he knew that most people, especially leaders, in effect campaign for themselves. They often desire social visibility, popularity, prestige, authority, power and money. Today there are still many leaders who are ambitious in this regard but Jesus tells us that spiritual leadership is just the opposite. In fact, a spiritual leader campaigns for others.

Jesus set forth a whole new understanding of leadership. He redefined the very essence of leadership by equating it with serving. Because Spiritual Leadership is about serving it goes against the very grain of human nature and that is why without the Spirit of God in us we can never truly be spiritual leaders.



What was the context of the passage in Mark? What were James and John seeking? Who were they thinking of when they asked their question?

Jesus remark "among you it will be different" is poignant. Who does Jesus mean; is he only referring to James and John?

Why was Jesus able to be so adamant about the fact that leaders must be servants?

This next verse puts into context what Jesus said about servant leadership. While the previous verse defines what spiritual leadership is, the verse below defines what spiritual leadership does?

### Eph 4:11-13

It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, 12 to prepare God's people for works of service, so that the body of Christ may be built up 13 until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

Paul, the author of this book could have very well said, "It was he who gave some to be leaders to prepare...." While Paul understood that there were different kinds of leaders in the church endowed with different gifts, make not doubt about it that he was speaking about spiritual leadership.

What is the main work of a spiritual leader according to this passage?

What is the expected result of the work of a leader?

How does the purpose of spiritual leadership in Ephesians compare with the mission given to all disciples of Christ in Matthew 28:19-20? Are they complimentary? If so how?

## **BRINGING IT ALL TOGETHER—AN ILLUSTRATION OF SAUL**

1 Sam 8:10-22

Samuel passed on the Lord's warning to the people who were asking him for a king. 11 "This is how a king will reign over you," Samuel said. "The king will draft your sons and assign them to his chariots and his charioteers, making them run before his chariots. 12 Some will be generals and captains in his army, some will be forced to plow in his fields and harvest his crops, and some will make his weapons and chariot equipment. 13 The king will take your daughters from you and force them to cook and bake and make perfumes for him. 14 He will take away the best of your fields and vineyards and olive groves and give them to his own officials. 15 He will take a tenth of your grain and your grape harvest and distribute it among his officers and attendants. 16 He will take your male and female slaves and demand the finest of your cattle and donkeys for his own use. 17 He will demand a tenth of your flocks, and you will be his slaves. 18 When that day comes, you will beg for relief from this king you are demanding, but then the Lord will not help you."

19 But the people refused to listen to Samuel's warning. "Even so, we still want a king," they said. 20 "We want to be like the nations around us. Our king will judge us and lead us into battle." 21 So Samuel repeated to the Lord what the people had said, 22 and the Lord replied, "Do as they say, and give them a king." Then Samuel agreed and sent the people home.

Israel had the perfect king—God himself. Yet Israel looked around at all the nations around them and began to be envious of what they saw. They wanted the powerful armies, beautiful cities, and the prestige of a monarchy. Rather than trusting in God to provide, win battles, and be their glory they yearned to be just like all the other nations. Samuel warned the nations about what a king would do but Israel would not heed the warning. They measured a kingdom's success by worldly means. So God gave them exactly what they asked for — the perfect type of a worldly leader they longed for. Scripture tells us that king Saul, who God provided was physically impressive but he was vain and insecure.

The Israelites had assumed that spiritual affairs belonged in the sacred realm of the religious while the practical concerns of a nation were secular matters. Today in local churches we may be tempted to adopt the same mentality Israel did with spiritual leaders. We might relegate spiritual leadership to what is done within the church walls, however, scripture is clear that it is a mistake to separate the spiritual from the secular. Spiritual leaders operate in the business and political sectors everyday. They use scripture to filter knowledge and they apply biblical principles at every turn. Ultimately spiritual leaders point everyone to the Father. The kingdom of God is the rule of God in every area of life and as such Spiritual leaders don't just lead in the local church but among all people including their families.

## **Next Generation Leader**

Read Section 1 for next time. Pages 9-48



## Lesson 2: Source of Spiritual Leadership?

### TYPES OF LEADERSHIP

There are two types of leadership.

1. Positional - Those who are leaders because of a position or role they hold
2. Influential - Can occur no matter who you are. In fact many are leaders by virtue of their influence even though they would not consider themselves a leader at all.

There is one type of Spiritual Leaders: Called Leaders

God may not be looking for leaders as we think of leadership but as we already have determined, God is looking for servants who will do what He Says.

**“Spiritual Leadership is not an occupation:  
it is a calling.”**

**- Blackaby**

How does a person know when God has called them to be a spiritual leader? How did you know God was calling you to spiritual leadership?

### SEARCH FOR LEADERS

It is no secret that leaders are in short supply. Companies spend huge amounts of money finding and hiring leaders. When a good leader is found companies know they are worth the millions of dollars they put out for them. Likewise, spiritual leaders are in short supply. The Bible details story after story of leaders who ruled God's people. Only a few of these leaders were worth following, only a few were obedient to God. This is why we get excited in the Bible when we read about good leaders like King David, the Apostle Paul, Samuel and Nehemiah. We get excited because they stand out as different, as someone worthy of following.

*Divide into threes. Each group take one scripture, read the context and answer the questions. Each group should share with everyone 1. What the text is about 2. What can be gleaned about spiritual leadership.*

Isa 59:16

He saw that there was no one, he was appalled that there was no one to intervene; so his own arm worked salvation for him, and his own righteousness sustained him.

Why was God appalled that there was no one to intervene?

Without someone to intervene what did God have to do that he otherwise would have done through a leader? What does this suggest about spiritual leadership?

Additional Discussion: What does God expect of a spiritual leader in a sinful culture?

Ezek 22:30-31

"I looked for a man among them who would build up the wall and stand before me in the gap on behalf of the land so I would not have to destroy it, but I found none. 31 So I will pour out my wrath on them and consume them with my fiery anger, bringing down on their own heads all they have done, declares the Sovereign Lord."

In your own words, why was God looking for a man among the nation? What would God not have to do if he had found a man to stand before him in the Gap? What does this suggest about spiritual leadership?

Additional Discussion: What should be a spiritual leader's response to sin in this culture? Does that differ from how leaders were expected to respond to sin in Ezekiel's day?

Ps 106:23

So he said he would destroy them — had not Moses, his chosen one, stood in the breach before him to keep his wrath from destroying them.

See also:

Exodus 32:10-14

What did Moses, the spiritual leader of Israel do and what was the result? Moses is called God's chosen one. Similarly, the word Messiah and Christ both mean anointed one. What might this suggest about spiritual leadership?

Addition Discussion: What character traits made Moses a great spiritual leader?

## BORN AND MADE TO BE SPIRITUAL LEADERS

The quote to the right illustrates one perspective, that God calls the qualified. However, another perspective is that God qualifies the called (see The previous quote by Blackaby). [How do the verses we just read help us understand these two perspectives?](#) How about verses such as [1Tim 3:1-10](#), [Acts 6:1-6](#), [Acts 14:23](#), [Romans 12:6-8](#). What do These verses teach us about being qualified/called?

“When God’s searching eye finds one person qualified to lead, God anoints that person with the Holy spirit and calls him or her to a special ministry.”

- Oswald Sanders

The truth seems to be that God both qualifies the called and calls the qualified. None of us are qualified outside of God's saving grace. However, according to scripture God is searching for spiritual leaders among all born again believers who will stand in the gap just as he was searching for leaders in Isaiah and Ezekiel's day. In some cases God even calls those who are not yet saved (Example—The Apostle Paul).

## GOD'S CALL

If spiritual leaders are called by God then they are also accountable to God. Such verses as [1Tim 3:1-10](#) were written to make it clear that leaders must be found worthy of their calling. Later on in this curriculum we will be looking into this passage with more depth but for now our intent is to convey to you the serious nature of being a spiritual leader. Leaders are accountable to God for how they lead others and themselves.

[1 Peter 5:1-4](#)

To the elders among you, I appeal as a fellow elder, a witness of Christ's sufferings and one who also will share in the glory to be revealed: 2 Be shepherds of God's flock that is under your care, serving as overseers — not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; 3 not lording it over those entrusted to you, but being examples to the flock. 4 And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.

How does this verse describe leadership?

Why might Peter use shepherding terminology to talk about leadership?

Is shepherding and spiritual leadership the same thing? Why, or why not?

Why is it important that a spiritual leader be a willing leader?

What are the clear commands given to leaders in this verse? Peter obviously saw the abuses of leadership in the churches he was ministering to. What kind of leadership abuses have you witnessed in today's culture?

These verses tells us that spiritual leaders who are obedient to the task given them will receive a crown of glory. What does this reward suggest to you about spiritual leadership?

The source of true spiritual leadership is God. He calls leaders, fills them with his Spirit, and sustains them. There are many types of leaders, some who influence many, some who influence a few. [In the 1 Peter passage who does God command leaders to Shepherd?](#) Whatever leadership level or type you are in, the purpose and command is the same. You are accountable to God to lead well!

## **SPIRITUAL LEADERSHIP; A GOD CENTERED AMBITION**

We have looked at a handful of verses that define leadership and warn against leading as the world would. However, we should be careful to rightly understand aspects of leadership that we are warned about such as ambition and power.

Is ambition bad, why or why not?

Is wielding power bad, why or why not?

Ambition and power are often viewed as negative in Christian circles but in reality both are important aspects of leadership. Leaders who fear using power will largely be ineffective. On the other hand, leaders who desire power are dangerous and self seeking. Likewise ambition to be a servant leader is a good thing but ambition simply for the prestige and rewards of leadership is a worldly ambition. Most people who desire leadership in the church have a warped view of leadership. They do not see leadership as Christ defined it, "You must be a servant of all." But what are we to make of the verse below in Timothy.

1 Tim 3:1-2

Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task.

If we read this verse in context we will understand that in Paul's day leaders in the church faced great danger and worrisome responsibility. There were few rewards for leaders but much in the way of hardships including death. The leader was the first to be persecuted and the first to suffer. In this context Paul was declaring to leaders and potential leaders that such leadership while not easy is honorable. So how do we know the difference between worldly and godly ambition in our life? Ambition to lead is very much determined by a person's motivation and relationship with God. Generally a person's desire to lead spiritually comes naturally from their relationships with God. If a person's ambition to lead comes from any other source it should be questioned.

How do you discern the differences between self centered and God centered ambition in your own life?

What are some areas of honorable/holy ambitions in your life?

If people properly understood spiritual leadership what do you think their typically human reaction would be if God called them?

How has God called you into leadership?

**Next Generation Leader:** Read Section 2 for next time. Pages 49-78

Name the top two gifts you believe God has given (things you do well)?

How many of you are using those gifts in providing spiritual leadership?

What defines success for you in leading spiritually? (what does progress look like in your ministry)?

If you could lead exactly how you wanted without any obstacles what would it look like? What would be the main things you did, what environment would you be in most, what structures would you desire be in place?

What do you need to change in order for you to lead out of your competencies?

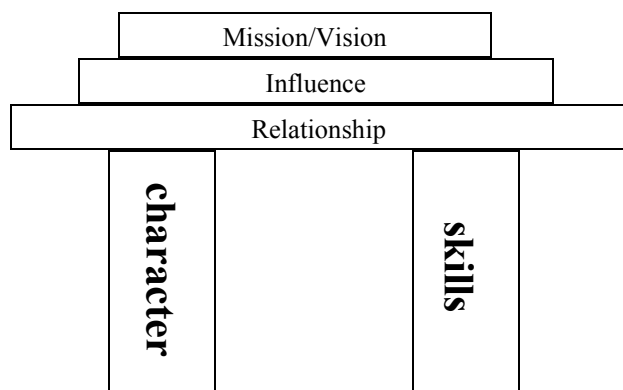
Comment or Questions about the reading? Are there specific things that stood out to you? Why?





## IMPORTANCE OF CHARACTER

All the character and skills we have defined (plus others we failed to mention) are areas where you as leaders have potential to develop. We recognize of course that every leader has strengths and weaknesses in the skills department. Leaders should definitely spend more time maximizing their strengths (as we learned in the first section of *Next Generation Leader*). Character issues on the other hand are something all leaders have to continue developing and guard at all times. A weak link in the character department can spell ultimate disaster for a leader. Think of it like this:



Looking at the picture to the left, what happens if the pillar of character is weak? Eventually it will crumble leaving everything else it holds up to crumble as well. A leader might be able to lead with only the pillar of skill but in spiritual leadership, both pillars are necessary. When we look at scripture we often find that God chose men of character to be leaders and then built into them the skills they needed. God does call those who lack character to be saved but he does not call those who lack character to spiritual leadership. God of course can look at even the worst of people and determine that they will one day be a leader among his people. However, they won't lead spiritually until their character is in line with God's Truth.

What things do you have in place to help you guard your Character?

## IMPORTANCE OF SKILLS

David as a spiritual leader led with integrity of heart and with skillful hands. While integrity of heart (character) is vital to spiritual leadership sometimes the Christians community minimizes the importance of "skillful hands." While no one would come out and say that skills are unimportant, we tend only to speak, preach and train on character to the exclusion of skills. Yet David would not have been the great leader he was if had not led with skillful hands.

1 Cor 14:12

So it is with you. Since you are eager to have spiritual gifts, try to excel in gifts that build up the church.

Rom 12:6-8

We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. 7 If it is serving, let him serve; if it is teaching, let him teach; 8 if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.

Spiritual Gifts were given by God to the church to fulfill the purpose stated in Ephesians 4:11-13. These gifts are given then according to what is best for the church in the current age, culture and circumstances that it resides in. This may be one reason why few people today speak in tongues. This gift is not needed as much today to build up the church. Sometimes spiritual gifts were manifestations of the Spirit that had nothing to do with the person who was given the gift (healings, tongues) and other times it appears God simply focused the natural gifts of people toward his purposes of building up the church (encouragement, ability to teach, generosity, showing mercy, ect...). While scripture never uses the term skill, I believe very much that many spiritual gifts today are still God's use of our natural skills in building up his church. Whatever skills you have as a Spiritual Leader God gives you direction and focus in using those skills.

What does Paul's exhortation in 1 Cor. 14:12 suggest about using, developing and even acquiring skills?

If Spiritual Leaders are to equip God's people, what skills do you think would be important to acquire or develop in this culture?

Paul could have mentioned any number of gifts. The gifts he mentioned are not really as important as what he is commanding the church to do with their gifts. What do you think Paul was trying to convey to the church in Romans 12:6-8? Why?

What skills, do you have and how are using them today to build up the church? What skills are you weak in?

One thing to note is that your skills (gifts) as a Spiritual Leader are not bound to what you do within the church walls. You can build up the church in numerous ways by using your skills in daily life. For example, sharing your faith, teaching truth, encouraging others, exhorting, showing mercy, and so on. The key is that whatever skills you have you should be using and developing them. If your leadership requires a new set of skills then you should acquire and develop them so you can excel at building up the church.

No great leader approaches self development lightly. As soon as a leader stops self developing in their character and skills they will cease to move forward and will stagnate. Sadly our culture is so complacent that many leaders never challenge themselves or persevere in self development. Thus we have churches and followers that look much like their leaders, stagnate and lukewarm.

Of the two areas of Spiritual Leadership development, what are ways in which spiritual leaders can self develop? See if your group can up with at least 12 specific ways you can self develop.

- |     |     |
|-----|-----|
| 1.  | 2.  |
| 3.  | 4.  |
| 5.  | 6.  |
| 7.  | 8.  |
| 9.  | 10. |
| 11. | 12. |

We will be talking a little more about character development in the next lesson. Focusing then on skills, where do you think you will learn the most about new skills and how to develop your existing skills? What area do you think will be the least helpful, why?

**Next Generation Leader:** Read Section 5 for next time. Pages 131-159

What scares you most about leadership? (knowing your fears will prepare you to overcome them)

What is failure for you as a leader?

As a spiritual leader what is your “should be—could be dream?”

What are the biggest obstacles that stand in your way of achieving this dream?

Comment or Questions about the reading? Are there specific things that stood out to you? Why?

## Lesson 4: Essentials of Spiritual Leadership

### ESSENTIAL FOUNDATION

Up to this point we have focused on the development of a leaders skills and character but there is something that is even more foundational to develop than both of those. In fact, much of the New Testament is taken up with encouraging, warning and exhorting all disciples to develop in their relationship with God. This applies all the more to the spiritual leaders whose job it is to lead people to the Father.

#### Areas of Essential Leadership Development

- Skills
- Character
- Relationships with God

A spiritual leader who neglects Their relationship with God ceases to be a spiritual leader. Without God's Spirit, presence and blessing on a Spiritual leaders life, they may be a leader but they are not a spiritual leader.

“The fact that God can bring Character development and personal growth out of any situation is conditional on people’s willingness to submit to God’s will. God is sovereign over every life, but those who yield their will to him will be shaped according to His purposes.”

- Blackaby (from his book Spiritual Leadership)

#### James 4:7-8

Submit yourselves, then, to God. Resist the devil, and he will flee from you. 8 Come near to God and he will come near to you. Wash your hands, you sinners, and purify your hearts, you double-minded.

There are three basic actions that Christians are given in this verse.

1. Submit                    **What does submission to God look like, what is involved? What is the reason James tells us to submit to God and how does that fit with how Jesus defined spiritual leadership?**
2. Resist                    **How can a person identify the devil? How does a person resist the devil?**
3. Come near to            The promise alone attached to this action should motivate leaders to persevere in drawing near to God. **What does drawing near to God look like in your life?**
4. Wash hands/purify    **What might the differences be between washing your hands and purifying your heart?**  
A person that is double minded tries to have his cake and eat it too. In other words James is saying you can't be submitted to God and yet hold on to any part of this world or sin. Thus James is telling us that it is all or nothing. God isn't interested in leftovers or in sharing your heart - he demands complete allegiance, total dependence and 100% submission. Of course as human leaders we fall short of this but we should never stop persevering toward this goal.

Jesus was the perfect spiritual leader. Much has been written to determine exactly how Jesus led. Churches and leaders have tried to master his methodologies thinking that this was the success to Jesus leadership. However, this thinking is flawed because what made Jesus a great spiritual leaders was not his methodologies but rather his relationship with the Father. Out of that relationship his skills were developed and his character flowed.

A growing relationship with God is the most essential aspect of the Spirituals Leaders life!  
**As a leader what are ways that you keep focused on your relationship with God?**

## ESSENTIAL QUALIFICATIONS OF SPIRITUAL LEADERSHIP

Read the following passages:

1 Tim 3:1-10 & Titus 1:5-9

There are three Greek words translated into six English words which designate those who hold official positions of leadership in the church.

<u>Greek Words</u>	<u>English Words</u>
<i>presbuteros</i>	elder/presbyter
<i>episkopos</i>	bishop/overseer
<i>poime-n</i>	pastor/shepherd

These words are often used interchangeably in the Bible such as in Acts 8 where the same leaders are referred to as elders in vs 17 and then as overseers in vs 28. Such references to elders, overseers, pastors, or shepherds refer to spiritual leaders in the early church. Clearly in some cases these leaders were appointed while in other cases it seems that some naturally arose. In any case these leaders were very important to the life and purity of the church. Thus Paul in the two passages we red sets forth the qualifications of spiritual leaders.

These qualifications are not extraordinary ones. These are what all spiritual leaders of the church ought to be striving for by grace. These qualifications are illustrative, not exhaustive. Many scriptures speak to the qualifications of spiritual leaders and sometimes churches even establish their own for the sake of serving together effectively. Thus, these biblical qualifications are the minimum standard for any spiritual leader.

Review the chart on the next page. As a group briefly walk through each qualification of a Spiritual leader. Once you have had time to reflect and look over the qualifications answer the questions below.

Of the qualifications, which are skills and which deal with the character of a person?

Why do you think Paul listed these qualifications for Timothy and Titus? What does the list of essential qualifications say about the Apostle's view of spiritual leadership?

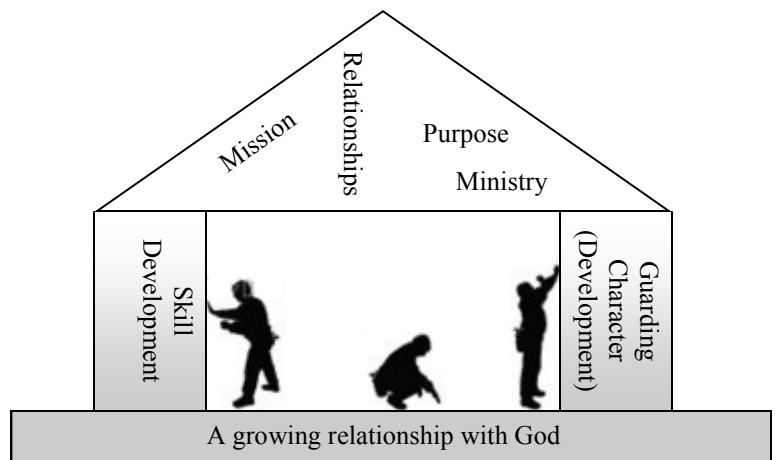
Of the list of qualifications, are there ones that scare you? Why?

To sum up what we have learned about the essentials of leadership let's examine the picture below.

From a growing relationship with God flows:

1. Character (guarding and developing)
2. Skill development / giftings

As the picture indicates, we are responsible to self develop in these areas. These are the essentials. Neglect in these areas will leave you ineffective, unfruitful or worse.



## Qualifications for Spiritual Leaders

Qualification	1 Tim 3:1-10	Titus 1:6-9	
Above Reproach / blameless	Vs 2	Vs 6, 7	= impossible to bring any charge of wrong doing
Husband of 1 wife	Vs 2	Vs 6	= Monogamy (does not mean you can only have been married 1x)
Temperate	Vs 2	Vs 7	= Control of your own faculties / sober
Prudent / Self Controlled	Vs 2	Vs 8	= Sound mind / sober
Respectable	Vs 2, 8		= modesty, good behavior, honorable
Hospitable	Vs 2	Vs 8	= to love strangers (likely refers to other Christians)
Able to teach	Vs 2	Vs 9	= in class and out of class (application of truth to self and others)
Not addicted to Alcohol	Vs 3, 8	Vs 7	= literally, lingering with the cup
Not Pugnacious (violent)	Vs 3	Vs 7	= do not strike another person
Gentle	Vs 3		= gracious, kind, considerate
Uncontentious (quarrelsome)	Vs 3		= abstaining from fights
Not a lover of money	Vs 3		= taken up with money
Manage family well	Vs 4		= does not mean a man has to be married but if he has a family .....
Children obey and respect	Vs 4	Vs 6	= likely refers to grown children. An inability to train children could mean an inability to train up others in the faith.
Not a recent convert	Vs 6		= Newly planted
Good reputation w/ outsiders	Vs 7		= A good testimony with those outside (non Christians).
Not overbearing		Vs 7	= disregarding the interest of others
Not quick tempered		Vs 7	= readily yielding to anger
Loves what is good		Vs 8	= zealous supporter of good including men and deeds
Upright, holy		Vs 8	= inward attitude of conforming to God and His standards
Disciplined		Vs 8	= Inner strength to control bodily appetites and passions
Holds to truth	Vs 9	Vs 9	= Clinging to God's Truth, steadfast
Sincere	Vs 8		= Not double tongued
Must be tested	Vs 10		= to be proven (What proves a person to be a spiritual leader?)
Doesn't pursue dishonest gain	Vs 8	Vs 7	= using your influence or position to profit self



## **Next Generation Leader:** Read Section 3 for next time. Pages 79-102

How does the chapter in “Next Generation Leader” compare with what we covered today on the essentials of spiritual leadership?

Stanley states that character is not essential to leadership but it is what sets you apart as a leader worth following. According to scripture, how essential is character to Spiritual Leadership? Why?

According to Andy Stanley, what is character? (pg 133)

Rom 5:3-5

Not only so, but we also rejoice in our sufferings, because we know that suffering produces perseverance; 4 perseverance, character; and character, hope. 5 And hope does not disappoint us, because God has poured out his love into our hearts by the Holy Spirit, whom he has given us.

Using Andy’s definition for character, Why would the will to do what is right even when it’s hard produce hope as the verse above states?

Many Godly leaders have faced hardships and even death but they were able to do so with courage, and security because they knew they had led and lived well. They had walked with integrity before God and men. Andy Stanley states: “Your doing will flow from who you are. The outer man will reflect the inner man. The inner man determines the legacy of the outer man.”

What stood out to you in this section of the book about Character?

Andy gives a definition of success that one of his friends shared publically.

**“For those who know me best to love and respect me most.”**

Define your own definition of success. Next week lets share together what definition of success we determined for ourselves. It doesn’t have to be eloquent, it just has to be from your heart.

To help you define your own definition of success think through the following questions:

- What do you want to be remembered for?
- What’s your plans and have you submitted them to God?
- Is the glory of God reflected in your motivations and intentions?
- How is what you want different from what the world compels you to desire and go after?
- Who are you really trying to please (self, others, God)?

## Lesson 5: Perils of Spiritual Leadership

Last week we were to come up with a definition of success for our own lives. Share your definition of success with the others in the group. Again—your definition doesn't have to be polished. Many of you will polish your definition as you mature more in leadership.

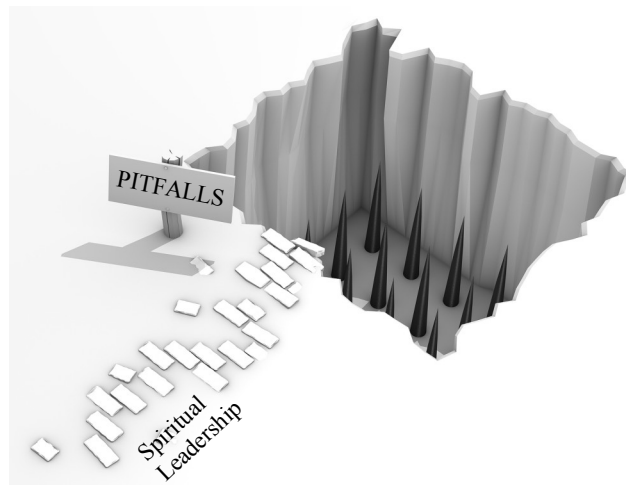
### WEAKNESSES AND BLIND SPOTS

Every Spiritual leader wants to end well but not every spiritual leader does. Why don't some spiritual leaders end well? Were they bad spiritual leaders or did they simply make bad choices? If they made bad choices what provoked them to make the kind of choices that destroyed their leadership? We must remember that when a leader falls it affects all those who follow as well. Thus a leader who does not end well often leaves a devastating ripple effect.

Unfortunately good intentions and strong convictions have not always proven to be enough to keep spiritual leaders from crashing and burning. Fortunately though there are countless leaders that have gone before us that we can learn from. From some we learn what to do and from others we learn what not to do and even what pitfalls to avoid.

In every leader there are areas of weakness and even blind spots. Blind spots are weaknesses we don't easily see in ourselves such as potential character flaws or areas overly susceptible to temptation.

*An example of a blind spot might be Joe who tends to be unaware of his body language. Others around him knows that at times he exhibits confusing and even hurtful body language but Joe is oblivious to it. People drop hints all the time but Joe doesn't get it. Joes blind spot is slowing eroding away his integrity and influence.*



If you think for a moment you don't have blind spots then your pride already has you in a great position to begin resisting the good work God wants to do in and through you. Spiritual leaders like any other human are susceptible to weaknesses and blind spots. This is why wise leaders put checks in place so that if they begin to stumble or if a blind spot surfaces there are people and plans in place to hold them accountable.

### HORSES AND SPIRITUAL LEADERSHIP

Solomon was a spiritual leader who did not end well. More than any other spiritual leader, this king of Israel, had the wisdom to avoid pitfalls but he didn't. Let's take a look at where Solomon went wrong.

1 Kings 3—beginning of Solomon's Leadership	1 Kings 11— 30 years into his reign as a spiritual leader
Kingdom firmly established in his hands (2:46) He loved the Lord (vs 2) He followed all the laws of God (vs 2) The Lord was pleased with Solomon (vs 8) given him a wise and discerning heart (vs 9, 12) God promised him riches and honor (vs 13) People held Solomon in awe (vs 28)	God promised to tear his kingdom away from him He loved many foreign women (vs 1) Did not keep the Lord's commands The Lord was angry with Solomon (vs 9) He followed other gods (vs 4) He did evil in the eyes of the Lord many wives (1000) that led his heart away from God (vs 3)

How does a man who is genuinely in love with God and has God's blessing on his life, thirty years later turn his heart far from God so that he begins building idols in the Holy City of Jerusalem? Something is wrong and it has everything to do with horses.

### 1 Kings 10:26-28

Solomon accumulated chariots and horses; he had fourteen hundred chariots and twelve thousand horses, which he kept in the chariot cities and also with him in Jerusalem. 27 The king made silver as common in Jerusalem as stones, and cedar as plentiful as sycamore — fig trees in the foothills.

Solomon shouldn't have bought horses. This is where he went wrong. You probably scratching your head by now trying to figure out how buying horses has anything to do with leadership and pitfalls let alone with Solomon turning his heart far from God. To understand we have to go back to the book of Deuteronomy. Read Deuteronomy 17:14-20

Notice the following:

- God will set a king over all the nations
- The king shall not multiply horses or wives for himself or else they will turn his heart away from God
- Do not greatly increase silver and gold for himself
- Write the word of God down and read it regularly

Do you think that when Solomon began buying a few horses he ever thought it would lead to idolatry? How many of us when we violate our consciences or the Word of God in one little area ever think it will lead to something more? Think about this example

- Dan is a great Christian guy. He loves the Lord. Dan knows the Bible says not to be unequally yoked BUT (and here comes the horses) he is just so in love with this Janie who is not a Christian. He is convinced that as she gets to know him she will come to know the Lord.

When you begin to violate the scriptures you begin to think you're the exception. Little disobediences can turn into big chaos. When you start off with horses it can eventually turn into 1000 wives and then idolatry and the crash and burn of your legacy.

If you had to put a name to Solomon's pitfall what would it be and why?

Why might Solomon's pitfall be so prevalent among spiritual leaders today?

If Solomon was so wise why do you think he fell right into this pitfall?

### **A COMMON PERIL ALL SPIRITUAL LEADERS FACE**

When a person rises in position or influence the tendency toward pride also increases. God constantly warns about pride such as in **Prov 16:5, The Lord detests all the proud of heart. Be sure of this: They will not go unpunished.**

Pride is a master at subtlety and can even disguise itself as humility. This is a false humility of course but usually the disguise is good enough to even fool the person displaying it. If the victim of pride is often least aware of the sin how can pride be identified? Oswald Sanders suggests three tests to help identify pride.

Test of Precedence: How do we react when another is preferred over us. (perhaps its for a position, a promotion or maybe another's gifts just seem greater than our own)

Test of criticism: Does criticism lead to resentment and immediate defensiveness? Are we quick to justify ourselves or are we quick to criticize the critic?

Test of sincerity: In honest self reflection do we often admit to problems and weaknesses? How do we feel when others identify the same problems in us?

Scripture tells us that we must follow the example of Christ and humble ourselves. **Phil 2:8 And being found in appearance as a man, he humbled himself and became obedient to death — even death on a cross!**

If we measure ourselves by the life of Jesus we will see the depth of depravity in our hearts and will be constantly reminded that God's grace saves and sustains. But if we become blind to our sins, shortcomings, weaknesses, and the evil of the human heart then we are in danger of being opposed by God. **James 4:6 God opposes the proud but gives grace to the humble.**

### **Some Manifestations of Pride:**

**Egotism**—Magnifying one's attainments and relating things to self rather than to God. Robert Louis Stevenson wrote:

*It is a good test to the rise and fall of egotism to notice how you listen to the praises of other men of your own standing. Until you can listen to the praises of a rival without any desire to indulge in detraction or any attempt to belittle his work, you may be sure there is an unmortified prairie of egotistic impulse in your nature yet to be brought under the grace of God.*

**Jealousy**—envious of another.

Moses is recorded in the Bible as the most humble of all men (Numbers 12:3). In Numbers 11 we get a glimpse at why he might be considered so humble. Eldad and Medad of the Israelites were prophesying in the camp and Joshua, Moses aid (Joshua 1:1), was outraged, "Moses my lord, stop them!" Moses however replied, "Are you jealous for my sake. I wish that all the Lord's people were prophets."

**Popularity**—We all want to be liked but we must beware. Jesus himself said "Woe unto you when all men speak well of you." Luke 6:26. There is no fault in taking encouragement when people appreciate your work and talents but spiritual "leaders must work to attach people's affection to Jesus." - Oswald Sanders

**Infallible Judgment**—perfection eludes all of us (even the apostles made mistakes, i.e. Peter's favoritism).

**Indispensability**—don't cling to authority when it needs to be passed

How do you protect yourself from pride?

What other peril's do spiritual leaders face today?

## **Next Generation Leader:** Read Section 4 for next time. Pages 103 -130

As part of the ministry you are involved in can you easily answer the two questions, "What are we doing and How do I fit in?" Can those you lead answer those questions clearly?

According to Stanley, clarity is perceived as leadership. Why do you think that is?

Among those you lead do you often feel as though you should know everything? Why or Why not?

What steps do you need to take to provide greater clarity as a leader? What things do you practice right now to aid in clarity?

What stood out to you in this section of the book about Clarity?

## Lesson 6: **Reproducing Spiritual Leaders**

Jesus Christ is the mold from which other spiritual leaders are reproduced. Jesus chose twelve men called apostles to invest in. He pointed them toward God the father and deconstructed what the world had taught them about leadership. He then modeled for them what true spiritual leadership looked like. Those twelve (minus Judas) then reproduced other leaders. Today leaders are still reproducing other leaders.

Leaders lead toward a goal—they strive to increase momentum and see progress. Yet the ultimate success of any spiritual leader is to raise up other leaders to carry the torch. In fact, any spiritual leader who neglects to raise up other leaders has severely limited his/her own effectiveness. To better understand the truth of this statement read the two stories below.

### **JOE—Small Group Leader**

Joe is often regarded as one of the most dynamic small group leaders that Rock of Ages church has ever experienced. Not only does Joe have a passion for God and a gift for teaching and encouragement but he is generally humble.

Many people have attested to how Joe's ministry in their life as a teacher and group leader had positively impacted their own walk with the Lord. The small groups pastor at Rock of Ages Church constantly hears positive reports about Joe's ministry.

Joe's small group is always bursting at the seams. In fact, most of the time he has to divide his group up into several smaller groups just to manage the interactions. Yet for all of Joe's talents and fruitfulness he is limited in his effectiveness and in the amount of people he impacts with God's truth. Why? Because he never reproduced other leaders.

Sure Joe's small group is always bursting at the seams but he also never multiplied his ministry by reproducing other spiritual leaders. He never invested in the potential others had to become spiritual leaders. As odd as it is, Joe's gift is definitely encouragement but yet he never encouraged the multiplication and reproduction of spiritual leaders.



### **Kevin—Children's Teacher**

Kevin is the nicest guy you will ever meet and that is about the most dynamic thing about him. As a third grade Sunday School teacher Kevin isn't even a dynamic teacher. Sure the kids love him and his passion for the Lord is obvious but as a teacher he is just average.

Kevin tries hard to be creative and perhaps that's why the kids love him so much, because they know he cares enough to give them his best. Yet for Kevin's apparent lack of being dynamic in much his influence and ministry to families is far beyond what anyone even knows.

You see Kevin constantly invites other adults to be a part of his third grade class. Kevin then begins to invest in those adults and before they know it they are teaching third graders God's truth.

14 out of the 26 children's teachers in that church have come as a direct result of Kevin's purposeful attempt to reproduce spiritual leaders. But his influence doesn't stop there. Six of the small group leaders at the church eventually began leading adult small groups as a direct result of Kevin's resolve to train up other leaders. There is even one man, Arnold, who is now in seminary that will attest to the fact that he would have never considered leadership had not Kevin prepared him. "To think that only six years ago I was deathly afraid of teaching third graders. Yet without telling me what he was doing Kevin invited me on a journey and within four months I was leading a class of third graders in God's Word. Eventually I went on to teach Junior high kids and then I recognized God's call to be in vocational ministry and went off to seminary. If it were not for Kevin I am not sure I would have ever considered answering God's call to spiritual leadership."

How did you become a spiritual leader? If you are a potential leader, what has peaked your interest in spiritual leadership?

Can you name a specific person who was instrumental in developing your spiritual potential as a leader? What did they do to prepare you?

## IDENTIFY AND PREPARE

The Apostle Paul was just as concerned about leadership as many are today. He knew that without a steady supply of spiritual leaders ministry would falter. This is why Paul challenged Timothy **“You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others” 2 Tim 2:2.**

Timothy was just a young man when Paul began investing in him—preparing him for spiritual leadership. As we can see, Paul wanted to be sure that Timothy was also investing others so that the cycle of reproducing spiritual leaders would not be broken. But how did Timothy identify “trustworthy men.” How do we know who has potential to be spiritual leaders and how do we prepare them? Below are some steps that will help you as a spiritual leader to reproduce spiritual leadership in others.

### Step 1 Seek and Test

- Seek God before discounting anyone

All members of the body of Christ are priests according to 1 Peter 2:9. Thus every believer has a calling and great potential because God resides in them. While this potential may not be one of leadership, we must be aware that not all leaders look like leaders. To identify people with leadership potential we must guard ourselves against our own prejudices. For instance, we might think that only those who are well educated to our specifications can be a spiritual leader. Other times, we judge a person’s potential by their looks. The fact is, God knows the heart and we have to be sensitive to that despite what the shell might look like. **1 Sam 16:7 But the Lord said to Samuel, "Don't judge by his appearance or height, for I have rejected him. The Lord doesn't see things the way you see them. People judge by outward appearance, but the Lord looks at the heart."**

Thus it is very important to actively seek God in choosing who you will invest in to prepare for spiritual leadership. Allowing God to guide you in identifying spiritual leaders is vital

- Test before proceeding

God will guide you in raising up other spiritual leaders if you are serious about your task and are seeking Him. One of the ways he guides us is by giving wisdom. The acronym below hi-lights things you should look for in people to help you identify those ready for your investment in their lives in preparing them for spiritual leadership. **A.R.C**

**Affections**—does the person have affection for God, others and the Word. Also included in affections might be a persons affection for the ministry they are a part of. For instance, if you were a small group leader looking to multiply leadership you would want the potential leader to have an affection for ministry that functions in a similar context. Be aware that some who you train up will be called to other places and ministries.

Extroverts are often the first people to catch our eye as potential leaders because we think their outgoing personality means they have an affection for people. However, being an extrovert does not indicate an affection for people. What matter is not personality style but rather does the person has an affection for others. Some of the greatest Spiritual leaders in history have been introverts but they had a love for people.

Likewise, we often look to people who seem to have a great wealth of knowledge or a lot of education. However, there are people with little education, like some of the Apostles, that have potential to become great spiritual leaders. If a person loves the Word of God and is teachable it may not matter how much they know (within reason of course).



**Reputation**— Is the person trustworthy and are they a person of character. Usually a person’s reputation is quickly assessed by their fruit and by a trail of relationships.

**Competence**— Does the person display competence in areas of their life? Do others affirm that this person is reliable and able in areas of ministry they are or have been involved in.

Think of your life as a believer. At what point did you meet the qualifications of ARC? Did other leaders notice?

Are there people right now you can think of that meet these qualification? What is keeping you from investing in them to reproduce spiritual leadership?

## Step 2 The Invitation

Some people will humbly accept when you communicate to them their potential for spiritual leadership and ask them to join you in preparation for such a calling. Others, however honored, will run the other direction. Often it is reluctant leaders who make the best leaders so don’t be quick to dismiss someone because you know they would refuse. One of the greatest spiritual leaders in all history was a reluctant leader and it was God who was directly asking. Read [Exodus 3:7-13, 4:1, 10, 13](#)

What excuses did Moses give to God?

Do you think any of those excuses were justified—were they true?

How did God respond to Moses when he showed reluctance?

God had to put things in place to encourage (give courage) Moses to be a spiritual leader. In the same way, you will have to encourage (give courage) to those you believe have potential for leadership. How you go about giving courage is important.

- It is not always wise to advertise the end you have in view for a person.

Most people do not think of leadership in a biblical sense thus encouraging people toward leadership when they have a non-biblical understanding of it can be dangerous. Christ is interested in raising up servants not leaders as we suppose. Thus when preparing someone spiritually to be a leader you sometimes have to ease them into it. Below are two ways of preparing people to say yes to their potential in leadership.

1. Slowly give a potential leader responsibility. (delegate to them or invite them to accompany you)
  - Start very small and increase as appropriate.
  - [What small things can you delegate to potential leaders right now?](#)
2. Slowly give them access to power
  - Power is not a bad things. If you are a leader you have power over others. A small example of power might be a teacher who decides what to teach. Even if the learners give input, ultimately the teacher decides.
  - [What is one way you can help potential leaders use power?](#)

It is important to keep in balance power and responsibility. You don’t want someone using power if they have no concept of the responsibility that comes with such power. Likewise a person who simply has responsibility but no power is nothing more than a slave and will become frustrated.

Here is a practical example of how a small group leader named Frank, encouraged Glen and prepared him spiritually to lead. Frank noticed that Glen met the ARC requirements and so he began to ask Glen to open the group in prayer. At first he asked infrequently but within time Glen almost always opened the group. The group responded well to Glen and so Frank pulled Glen aside after one meeting and said, “Glen would you be willing to come up with some good ice breaker questions to ask at the beginning of each group.” Glen was hesitant at first because he thought someone more outgoing might be better able to lead others through an

icebreaker but he agreed. Eventually over time Glen nearly always led through this part of the group. So far then Glen was opening the group up during their prayer time and led the group through some questions each week. The group was beginning to recognize Glen as a leader even though he didn't see himself in that light yet. Frank always was sure to tell Glen thanks and even gave Glen some helpful tips on choosing icebreakers. Glen was teachable and accepted Frank's helpful advice. After a while had gone by Frank said to Glen, "I was wondering if you would be interested in changing things up a bit just for some variety. I will start doing the ice breaker questions if you would be willing to text everyone in the group one application question from the lesson each week." Glen was willing to do that. So now Glen and Frank were often conferring with each other about the lesson each week. Finally Frank approached Glen with the big ask. "Glen, you have done an incredible job leading in prayer and preparing icebreakers. I have also really appreciated the questions you come up with for the lessons—they are good questions that really help us to think through what we learn. Since you have done these things and have done them well I was curious if you would be interested in co-leading the group with me."

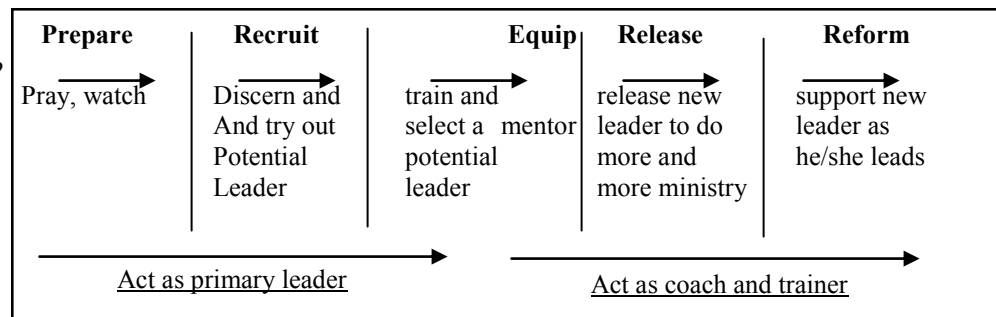
"I don't know Frank. I am not sure I have the time and co-leading is different than praying and coming up with questions."

"Well, I know I sometimes struggle making the time to prepare for the group but I have really grown because of it. And as for leading, you have done most of the things a leader does. The only exception might be facilitating more of the bible lesson but I believe we could ease you into that in a way you will enjoy. Besides I am not asking you to lead the group every week, I just want a co-leader. Someone I can trust to help care for the people in the group."

Have you ever had to ask someone to step up to take on leadership responsibility? If so, did the conversation go well and why?

Listen to the words of Oswald Sanders in regards to reproducing spiritual leaders. "Leadership training cannot be done on a mass scale. It requires patient, careful instruction and prayerful, personal guidance over a considerable time."

Have you ever wondered why there are so few leaders and volunteers in the church? In part it's because we have never reproduced any. We simply get up and look for leaders when there is a need as though they just grow on trees and we can pick them. Both leaders and volunteers must be trained and nurtured



This chart was used to help small group leaders train up new leaders but it applies well in understanding the process of reproducing spiritual leaders. Reproducing leaders will not happen unless you are intentional about. As a leader you have to have a plan in place and be intentional about following through.

## Next Generation Leader:

How does coaching tie into reproducing spiritual leadership?

Who has a coaching relationship that would be willing to talk about it? If you don't have a coach, think of people who you can trust to observe and critique you.

What things stood out to you in this section of Next Generation Leader?

Reading is perhaps the easiest and one of the most fruitful ways to develop and challenge yourself as a leader. For me personally, reading a book and then discussing it with others has propelled me immensely in both my understanding and growth as a leader. Thus I encourage you to always be reading. To get started here is a list of a few books I have read that are worth recommending to others.

I have starred six books that you should start with—in my opinion they are the best of the best.

**Books on leadership I have read:**

- \* Leadership and self Description by the Arbinger Institute
- \* Spiritual Leadership by Henry and Richard Blackaby
- \* Spiritual Leadership by Oswald Sanders
- Linchpin by Seth Godin
- \*Strengths Finder by Tom Rath
- The Five Dysfunctions of a Team by Patrick Lencioni
- Innovative Planning
- Great Leader Great Teacher by Gary Bredfeldt
- The 12 Bad Habits that Hold Good People back by James Waldroop and Timothy Butler
- Building Leaders by Aubrey Malphurs
- Building the bridge as you walk on it
- \*Emotional Intelligence 2.0 by Travis Bradbury
- \*The Next Generation Leader by Andy Stanley
- Axiom by Bill Hybels

As a leader you may want to diversify some in your reading. You may have a particular interest and its okay to indulge in that interest but don't be exclusive. Diversifying in your reading is profitable for your growth. For instance if you usually read popular Christian authors on spiritual growth try reading a biography. You can also glean a lot from non-Christian authors (all truth is God's truth).

**Books in my repertoire right now:**

- |  |  |
|--|--|
| Lincoln on Leadership                          |  |
| The Kingdom Life by Andrews                    | (Theology of discipleship and spiritual formation)     |
| Jonathan Edwards on Revival                    | (History and theology)                                 |
| A Model for Making Disciples by Henderson      | (A look at John Wesley's model for discipleship)       |
| The Forgotten Ways by Hirsch                   | (The church and it's mission)                          |
| Shepherds after my own heart by Timothy Laniak | (a biblical theology of shepherding/pastoral ministry) |
| Emotional Intelligence by Daniel Goleman       |  |
| Jonathan Edwards by Ian Murray                 | (Biography)  |

**Other recommended resources**

Sermon by Andy Stanley "Systems, Liberating Your Organization"

<http://store.catalystspace.com/products/Systems-DVD-%252d-Andy-Stanley.html> (\$20.00)

YouVersion—Online Bible (includes reading plans, many Bible versions, ability to write notes and keep book-marks). Can be used on a smart phone or iPad and it's free.. <http://www.youversion.com/sign-up>

