

Developing Effective Leadership

Growing Christian Leaders Series
Manual 5

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The “Growing Christian Leaders Series” is the result of weekly topics which were prepared and e-mailed over a period of years. This series is especially designed for those who are already Christian leaders; to give them Biblical principles for the development of additional godly spiritual leaders. Because they give Biblical principles for growth in spiritual leadership, they are also helpful for Christians that want to grow and become godly spiritual leaders.

Mark 10:43-45 says, “Yet it shall not be so among you; but whoever desires to become great among you shall be your servant. And whoever of you desires to be first shall be slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.” In these verses, Christ taught that godly spiritual leaders do not have the attitudes of leaders in the world. Worldly leadership is based on power and authority and is designed to benefit the leader and place him above others. In contrast, godly spiritual leadership is designed to help every Christian reach their full potential in Christ. The following three statements give a summary of three styles of leadership.

If we drive people, we will drive them until they can get out of our way.

If we lead people, we will be able to lead them as far as we have gone ourselves.

If we serve people, we will help each person develop their full God-given potential and equip each person for the ministry that Christ has prepared for every Christian.

In the world, people often measure success by the amount of things that they accumulate before they die. However, they are unable to take any of those things with them when they die. Mark 8:36-37 says, “For what will it profit a man if he gains the whole world, and loses his own soul? Or what will a man give in exchange for his soul?” Success produces rewards until we die, but it produces nothing for eternity.

In contrast, God measures effectiveness by our faithfulness and obedience. Matthew 6:19-21 says, “Do not lay up for yourselves treasures on earth, where moth and rust destroy and where thieves break in and steal; but lay up for yourselves treasures in heaven, where neither moth nor rust destroys and where thieves do not break in and steal. For where your treasure is, there your heart will be also.” Effectiveness produces eternal rewards. Mark 10:29-30 says, “So Jesus answered and said, ‘Assuredly, I say to you, there is no one who has left house or brothers or sisters or father or mother or wife or children or lands, for My sake and the gospel's, who shall not receive a hundredfold now in this time--houses and brothers and sisters and mothers and children and lands, with persecutions--and in the age to come, eternal life.’” 1 Corinthians 10:31 says, “Therefore, whether you eat or drink, or whatever you do, do all to the glory of God.” The Growing Christian Leaders Series is designed to make your life count for eternity by bringing glory to God.

Table of Contents

	Page
1. Five Priorities of Spiritual Leadership	1
2. Basic Qualifications for Spiritual Leadership	4
3. Four Calls and a Commission	7
4. Call Two - Come and Grow	10
5. Call Three - Come and Serve	13
6. Call Four - Come and Shepherd	16
7. Commissioned to Make Disciples	19
8. Leaders who are Driven or Leaders who are Led	22
9. Learning to Lead a Part of the Flock	25
10. Learning to Develop Biblical Goals	28
11. Developing the Process to Reach Biblical Goals	30
12. Godly Leaders are Made not Born	33

Five Priorities of Spiritual Leadership

Today, we will be starting a new series of topics on the topic of leadership development. However, we will not just be talking about leadership. Rather, we will be talking about the topic of godly leadership. Moses was considered one of the great leaders of the Old Testament. However, Moses did not begin as a great leader. In fact, his style of leadership followed the pattern of the world and was a very destructive form of leadership.

We see the first attempt of Moses to exercise leadership in Exodus 2:11-14, where we read: “Now it came to pass in those days, when Moses was grown, that he went out to his brethren and looked at their burdens. And he saw an Egyptian beating a Hebrew, one of his brethren. So he looked this way and that way, and when he saw no one, he killed the Egyptian and hid him in the sand. And when he went out the second day, behold, two Hebrew men were fighting, and he said to the one who did the wrong, ‘Why are you striking your companion?’ Then he said, ‘Who made you a prince and a judge over us? Do you intend to kill me as you killed the Egyptian?’ So Moses feared and said, ‘Surely this thing is known!’” Moses thought he could lead the people of Israel by killing the Egyptian. However, the result was much different. Moses was rejected for leadership both by the Egyptians and by the Israelites.

Moses thought he was somebody and God had to show him that he was a nobody, so Moses spent the next forty years in the Lord’s school of leadership on the backside of the desert. During that time, he learned to lead sheep. Then, God taught him the first lesson in spiritual leadership when God called Moses to become a leader for God. In Exodus 3:10, God told Moses, “Come now, therefore, and I will send you to Pharaoh that you may bring My people, the children of Israel, out of Egypt.” Moses needed to know that he was called of God and was not leading out of human will.

Moses finally obeyed God and went to Egypt and led the people out of Egypt. However, Moses had to learn other lessons in leadership in order to become an effective leader. God used his father-in-law to teach him that he would not be an effective leader if he tried to do all of the leading himself. In Exodus 18:17-18, Jethro told Moses what would happen if he tried to do all of the leading, “So Moses’ father-in-law said to him, ‘The thing that you do *is* not good. Both you and these people who *are* with you will surely wear yourselves out. For this thing *is* too much for you; you are not able to perform it by yourself.’”

Then, Jethro gave Moses five priorities for effective spiritual leadership. In Exodus 18:19-21, Jethro told Moses, “‘Listen now to my voice; I will give you counsel, and God will be with you: Stand before God for the people, so that you may bring the difficulties to God. And you shall teach them the statutes and the laws, and show them the way in which they must walk and the work they must do. Moreover you shall select from all the people able men, such as fear God, men of truth, hating covetousness; and place *such* over them *to be* rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens.’” In these verses, we see that Jethro gave Moses five priorities:

1. Pray for the people.
2. Teach them the Word of God – teach them statutes and laws.
3. Show them the way to walk.
4. Show them the work to do.
5. Share the work.

Notice that Moses was to teach two things by example. He was to teach potential leaders how to develop godly character by his own example. (People who follow us will become what we are whether that is good or bad. In fact, they will follow any negative things in our character much faster than they will follow the positive.)

Second, Moses was to show people how to do the work of the Lord rather than just telling them. Today, we have many Christians who have been told what to do but they have no idea how to do it. The result is that they do nothing and feel fear, guilt and shame for not doing what they are told to do. Instead, they need to be shown how to serve the Lord so that they can learn from your love and by your example how to be led by the love of Christ. (You can tell most Christians about how important it is to witness to relatives, friends, co-workers, neighbors, and other acquaintances, and they will have a desire to witness. However, most Christians will not begin to witness until you have taken them along with you enough times that they have seen your prayer and dependence on the Lord, heard the passages of Scripture that you used to answer questions that came up and watched how you have led people to Christ. Remember, Christ said, “Follow me and I will make you fishers of men.”)

Moses was also given some basic qualifications to look for as he selected men to take leadership. Those qualifications are given in verse 21. “Moreover you shall select from all the people able men, such as fear God, men of truth, hating covetousness; and place *such* over them *to be* rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens.” In this verse, we see that Moses was to choose:

Able men – men of valor or godly strength

Men who fear God

Men of truth

Men who hate covetousness

Notice that the qualifications for leadership deal with character rather than human abilities. Only after Moses knew that he had men of character was he to give them different levels of responsibility according to their ability. Once Moses knew that he had men of godly character, then he could give them leadership over thousands, hundreds, fifties, or tens according to their present level of ability. Many churches and Christian organizations today, reverse the process. They look first at levels of ability and often never even look to see if the individuals have godly character. The result will always be disaster.

The interesting thing is that when Moses listened to his father-in-law, he found that he did have men who were qualified for spiritual leadership. Exodus 18:24-26 tells us: “So Moses heeded the voice of his father-in-law and did all that he had said. And Moses chose able men out of all Israel, and made them heads over the people: rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens. So they judged the people at all times; the hard cases they brought to Moses, but they judged every small case themselves.” One of the great failures in many churches today is to help each person who meets Biblical qualifications for leadership develop a ministry.

If we are in a position of leadership, we need to look around us and identify each person around us who meets the four qualifications given in Exodus 18:21. Then, we need to help each of those persons develop a ministry, which will make it possible for them to become effective functioning parts of the body of Christ. According to Ephesians 4:11-13, our job is not to do all of the work. Instead, our job, as a leader, is to equip the saints to do the work of the ministry. We do this by taking them with us and showing them how to minister as we minister. When they have observed us enough times to know how to carry out ministry effectively, we need to help them develop a ministry that fits their SHAPE:

S spiritual gifts

H heart – passion for ministry, what kind of ministry gets them excited?

A abilities

P personality

E experiences in life

Our job is not to find people to carry out our programs. Our job is to equip people to carry out the ministries that God has equipped them and gifted them to do. As you look at the ministry that God has given you, are you looking for able people who fear God, speak the truth and hate covetousness? Are you equipping those people to serve and lead others? Then, are you giving them the opportunity to serve and lead others? May the Lord richly bless you as you apply these five Biblical priorities to your ministry:

1. Pray for the people.
2. Teach the people the Word of God.
3. Show the people the way to walk.
4. Show the people how to do the work.
5. Share the work.

2. Basic Qualifications for Spiritual Leadership

In our last topic, we discussed Five Priorities of Spiritual Leadership. In that topic, we mentioned the basic qualifications given to Moses for spiritual leadership. Today, we will look at those qualifications in more detail. We will also look at the list of basic qualifications given for spiritual leadership, by the apostles, for the church at Jerusalem.

In Exodus 18:21, Moses was told, “Moreover you shall select from all the people able men, such as fear God, men of truth, hating covetousness; and place *such* over them *to be* rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens.” In this verse, we see that Moses was to pick:

- ♦ Able men – men of valor or godly strength
- ♦ Men who fear God
- ♦ Men of truth
- ♦ Men who hate covetousness

Then, in Acts 6:3, the apostles told the church, ““Therefore, brethren, seek out from among you seven men of *good* reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business.” In this verse, we see the following basic qualifications for spiritual leadership:

- ♦ Men of good reputation
- ♦ Men full of the Holy Spirit
- ♦ Men full of wisdom

As we look at these two lists, we see that the first thing mentioned is able men (men of valor or godly strength). One of the greatest dangers in spiritual leadership is when Christian leaders depend on their own strength, instead of doing what they do in the strength of the Lord. As a result, we help people become godly leaders by helping them learn to depend on the strength of the Lord, instead of self-effort. Isaiah 40:31 tells how we renew our strength, so that we are depending on the strength of the Lord. That verse says, “But those who wait on the LORD shall renew *their* strength; they shall mount up with wings like eagles, they shall run and not be weary, they shall walk and not faint.”

Then, 2 Corinthians 4:16 tells us, “Therefore we do not lose heart. Even though our outward man is perishing, yet the inward *man* is being renewed day by day.” In these two verses, we see how we become people of godly strength. As we wait on the Lord in prayer and meditation, He renews our strength. In renewing our strength, the Lord is renewing our inner man, and that gives us strength of character. We are to show people how to develop this godly character and inner strength by our own example.

Second, we see that we are to select people for spiritual leadership who fear God. The word that is translated “fear” means *to stand in awe of and show honor and respect to God*. Leaders will either fear God or fear men. Those who fear men will not make effective spiritual leaders because they will seek to please men rather than pleasing God. In contrast, those who fear God will be free to serve God in His power, instead of in their own strength. 2 Timothy 1:7 says, “For God has not given us a spirit of fear, but of power and of love and of a sound mind.” People will learn to have a godly fear as they see it modeled in our lives.

Third, we are to select men of truth. This speaks of the fact that we are to select people who speak the truth because they can be counted on to be faithful men. In Ephesians 4:15, we read, “...but, speaking the truth in love, may grow up in all things into Him who is the head—Christ—...” In this verse, we see that speaking truth is directly related to growing spiritual maturity. As people grow in spiritual maturity, they become known as people of truth, because they speak the truth and have spiritual stability in their lives.

Fourth, we are to select people who hate covetousness. A covetous person is a person who is greedy. God says that such people do not make good spiritual leaders because they will be influenced by money or things, instead of being led by God. According to 1 Timothy 6:6-8, we are to show contentment by our own example, “Now godliness with contentment is great gain. For we brought nothing into *this* world, *and it is* certain we can carry nothing out. And having food and clothing, with these we shall be content.” As Christians learn to practice contentment, they will, at the same time, learn to hate covetousness.

Fifth, we are to select as leaders those who have a good reputation. The word that is translated “a good reputation” speaks of those who have an honorable testimony. When they speak about the Lord, their life backs up what they say. Their actions and their words are in agreement. We have all heard the statement, “Your actions speak so loudly I can’t hear what you say.” Those who are going to be effective spiritual leaders will have people listen to what they say because their words and their actions are in agreement.

Sixth, we are to select people for spiritual leadership who are full of the Holy Spirit. A person who is full of the Holy Spirit is one who has learned to walk in the Spirit (Galatians 5:16), be led by the Spirit (Galatians 5:18), bear the fruit of the Spirit (Galatians 5:22-23) and be filled with the Spirit (Ephesians 5:18). Here, we see one reason why it is very important to help new Christians learn to yield to the Holy Spirit, as a part of what we teach them, to help them begin growing in their spiritual lives. If they learn to yield to the Holy Spirit from the time they are new Christians, their lives will quickly begin to demonstrate the fruit of the Spirit because they are walking in the Spirit and being led by the Spirit. At every moment they are yielding to the Spirit, they are also filled with the Spirit.

The seventh qualification for basic spiritual leadership is to be full of wisdom. James 3:15-17 makes the contrast between worldly wisdom and godly wisdom. Those verses say, “This wisdom does not descend from above, but *is* earthly, sensual, demonic. For where envy and self-seeking *exist*, confusion and every evil thing *are* there. But the wisdom that is from above is first pure, then peaceable, gentle, willing to yield, full of mercy and good fruits, without partiality and without hypocrisy.” A spiritual leader is to be full of godly wisdom. James 1:5 tells how we get godly wisdom, “If any of you lacks wisdom, let him ask of God, who gives to all liberally and without reproach, and it will be given to him.”

As you can see, basic qualifications for spiritual leadership have nothing to do with speaking ability, personal charisma, or any of the other things the world looks for in leaders. Instead, the basic qualifications for spiritual leadership are all related to godly character. This is due to the fact that spiritual leaders are to lead others and not drive them. Godly leaders lead by character and example.

Remember that the original disciples were even failures as fishermen when they depended on their own strength, according to John 21:1-6. That is why Christ told them, in Luke 24:49, “Behold, I send the Promise of My Father upon you; but tarry in the city of Jerusalem until you are endued with power from on high.” The contrast to this is seen in Acts 4:13, where they were depending on the Holy Spirit. That verse tells us, “Now when they saw the boldness of Peter and John, and perceived that they were uneducated and untrained men, they marveled. And they realized that they had been with Jesus.”

If a person is depending on the Holy Spirit, instead of himself, Ephesians 3:20-21 tells us what God can do through that person. “Now to Him who is able to do exceedingly abundantly above all that we ask or think, according to the power that works in us, to Him *be* glory in the church by Christ Jesus to all generations, forever and ever. Amen.” May the Lord richly bless you as you help others

develop basic qualifications for spiritual leadership.

3. Four Calls and a Commission

As we study the ministry of Christ, we see that He gave His disciples four calls and a commission. These were:

Call One: Come and See – John 1:39-46; Matthew 9:9-10; Mark 1:30-33

Call Two: Come and Grow – Mark 1:16-20

Call Three: Come and Serve – Mark 3:13-15

Call Four: Come and Shepherd – John 21:15-17

The Commission – As you are going, Make Disciples – Matthew 28:19-20

Each of these four calls invited the disciples to a higher level of commitment. These calls also give us a pattern for the development of godly leaders. Today, we will look at the first call. The next three topics will look at the other calls.

Two men were disciples of John the Baptist. One day, John pointed at Christ and said, “Behold the Lamb of God!” Those two men immediately began to follow Christ. In John 1:37-38, we read, “The two disciples heard him speak, and they followed Jesus. Then Jesus turned, and seeing them following, said to them, ‘What do you seek?’ They said to Him, ‘Rabbi’ (which is to say, when translated, Teacher), ‘where are You staying?’”

Christ responded by giving the first call, in John 1:39, “He said to them, ‘Come and see.’ They came and saw where He was staying, and remained with Him that day (now it was about the tenth hour).” Those two men were Andrew and John. Andrew immediately found his brother Peter and brought him to Christ. As a result of this encounter, Andrew, Peter, James, and John began to spend time with Christ.

This group increased in size the next day, when Christ said to Philip, in John 1:43, “Follow Me.” Philip immediately found his friend, Nathanael, and told him about Christ. Nathanael was more skeptical than Philip and answered, in John 1:46, “And Nathanael said to him, ‘Can anything good come out of Nazareth?’ Philip said to him, ‘Come and see.’” By His invitation to these men to “Come and See”, Christ invited them to just begin spending time with Him.

Christ later gave a similar invitation to a tax collector in Matthew 9:9-10, where we read, “As Jesus passed on from there, He saw a man named Matthew sitting at the tax office. And He said to him, ‘Follow Me.’ So he arose and followed Him. Now it happened, as Jesus sat at the table in the house, *that* behold, many tax collectors and sinners came and sat down with Him and His disciples.” Matthew chose to spend time with Christ to get acquainted with Him. Matthew also wanted to make sure his friends got acquainted with Christ, so, he invited both his friends and Christ to dinner at his house. As a result, all of his friends, who were tax collectors and sinners, also got acquainted with Christ.

At this point, Christ did not expect anything of these men. He just invited them to come and spend time with Him. It was not until approximately a year later that Christ gave His second call to those men, given in Mark 1:17-18, “Then Jesus said to them, ‘Follow Me, and I will make you become fishers of men.’ They immediately left their nets and followed Him.” We will look at that call in our next topic. However, today, we want to focus on what Christ did in the year between first meeting these men, and the time when He told them He would make them fishers of men.

Christ teaches us a very important principle by His invitation to these men to spend time with Him. Christ knew that those men had to get to know and trust Him before they would ever be ready to serve Him. As a result, Christ just invited these men to spend time with Him in a variety of different situations, so they could see His life and character. The first thing Christ did with these men was invite them to go along with Him to a wedding in Cana. After several days at the wedding, they ran out of wine. As you know, Christ met the need by changing water into wine

without telling any of the wedding party. He showed His disciples that He was willing to meet needs.

However, the most important part of that miracle is recorded in John 2:11, where we read, “This beginning of signs Jesus did in Cana of Galilee, and manifested His glory; and His disciples believed in Him.” Christ did meet the need at the wedding, but His purpose was to lead His disciples to believe in Him. These men had to reach the point where they recognized that Christ was who He claimed to be, before they would be ready to serve Him.

Later, Christ went with these same men to the Passover in Jerusalem. After Christ cleansed the temple, we see the impact it had on these disciples, in John 2:17, “Then His disciples remembered that it was written, ‘Zeal for Your house has eaten Me up.’” The disciples also heard Christ say something that they did not understand until after the resurrection. John 2:22 says, “Therefore, when He had risen from the dead, His disciples remembered that He had said this to them; and they believed the Scripture and the word which Jesus had said.”

A few weeks later, the disciples returned with Christ to the city of Jerusalem. On the way back to Galilee, Christ chose to travel through Samaria, because He had another lesson He wanted to teach these men. He wanted to expand their vision and help them begin to become concerned about people of another culture, religion and ethnic group. We all know what happened as Christ talked to the Samaritan woman at the well. It changed a whole town of people, as seen in John 4:1-42. However, the disciples had to be shown a very important lesson about spiritual leadership. The disciples needed their vision expanded, and so Christ said, in John 4:35, “‘Do you not say, “There are still four months and *then* comes the harvest”? Behold, I say to you, lift up your eyes and look at the fields, for they are already white for harvest!’” To become effective spiritual leaders, we also need our vision expanded to see people of other cultures, religions and ethnic groups.

Over most of the next year, Christ preached throughout the region of Galilee. Luke 4:14-15 says, “Then Jesus returned in the power of the Spirit to Galilee, and news of Him went out through all the surrounding region. And He taught in their synagogues, being glorified by all.” Sometimes, His disciples were with Him, and other times they were not with Him. Luke 4:16-30 tells what happened when He taught in the synagogue in His hometown of Nazareth.

Then, Luke 4:31-37 tells what happened when He taught in the synagogue at Capernaum. Later that day, Christ went to the home of Peter, and the whole town gathered at the house of Peter. Luke 4:42-44 tells us what happened in the following days, “Now when it was day, He departed and went into a deserted place. And the crowd sought Him and came to Him, and tried to keep Him from leaving them; but He said to them, ‘I must preach the kingdom of God to the other cities also, because for this purpose I have been sent.’ And He was preaching in the synagogues of Galilee.”

During this entire year, as the disciples had time, they were able to travel with Christ and observe Him. They had to get to know Christ and learn to follow Him before they could ever become effective leaders. During this time, they were able to observe the character of Christ, because the first thing they needed to develop was godly character. (We see throughout the Gospels that they had much to learn in the area of godly character, just as we also have much we need to learn in this area). People only learn to develop godly character as they see it modeled in the lives of other Christians. Unless new Christians have the opportunity to spend time with other Christians where they live, work and spend their free time, they will not be shown how to develop godly character. This is probably the greatest weakness in Christianity today.

When people show an interest in learning more about Christ, we need to give them the opportunity to spend time with us where we live, work and spend our free time, not just in church services. In this way, they can see the godly character in our lives. As they become Christians, and grow, they

will have an example to follow. Paul expressed this thought so well when he said to the Christians in Corinth, in 1 Corinthians 11:1, “Imitate me, just as I also *imitate* Christ.” New Christians will usually only develop godly character as they spend time with godly Christians and imitate them. That was also how the new believers in Thessalonica grew. 1 Thessalonians 1:6-7 says, “And you became followers of us and of the Lord, having received the word in much affliction, with joy of the Holy Spirit, so that you became examples to all in Macedonia and Achaia who believe.” The Christians in Thessalonica first followed Paul, Silas and Timothy as examples, and later, they became an example to others.

The Lord will use your life, as you become a godly example to others. May the Lord richly bless you as invite others to spend time with you where you live, work and spend your free time, so they can be given a godly example to follow.

4. Call Two - Come and Grow

In our last topic, we introduced “Four Calls and a Commission” and discussed the first of those four calls - Come and See. We saw that Christ invited various men to just spend time with Him, so they could see His life in many different situations. The “Come and See” period lasted for about a year before Christ gave His second call to some of those men.

In Luke 5:8-11, we read, “When Simon Peter saw it, he fell down at Jesus' knees, saying, ‘Depart from me, for I am a sinful man, O Lord!’ For he and all who were with him were astonished at the catch of fish which they had taken; and so also were James and John, the sons of Zebedee, who were partners with Simon. And Jesus said to Simon, ‘Do not be afraid. From now on you will catch men.’ So when they had brought their boats to land, they forsook all and followed Him.” This same event is also recorded in both Matthew and Mark. Matthew 4:19 says, “Then He said to them, ‘Follow Me, and I will make you fishers of men.’” In this verse, we see Christ invited the disciples to “Come and Grow”. Christ promised to make something of these men if they would commit themselves to follow Him.

During the year prior to this second call, Christ invited many people to get to know Him and spend time with Him. They were just asked to spend time with Christ so they would have the opportunity to observe Him. However, with this second call, Christ added a new dimension to their relationship. Christ said He would help them become “fishers of men.” Notice that Christ did not say He was going to enroll them in a leadership training class. Instead, He just invited them to follow Him. At the same time, Christ promised that He would make them “fishers of men” as they followed Him. A Christian must learn to follow before he will be an effective godly leader.

Christ was continually fishing for men and He was going to show these men how to fish for men also. At this point, Christ was ready to begin helping them learn to participate rather than just observe. This second period would last an additional nine months, in addition to the year they had already been observing Christ. One of the key things we notice, about the way Christ helped these men to become fishers of men, was that He promised to show them how to reach people and didn't just tell them how to reach people. Effective evangelism instruction is always on-the-job training.

The first lesson the disciples had to learn about effective evangelism was the importance of prayer. In Mark 1:35, we read, “Now in the morning, having risen a long while before daylight, He went out and departed to a solitary place; and there He prayed.” Then, in the following verses, we see that Peter and the others followed Christ to where He was praying. Mark 1:36-37 says, “And Simon and those who were with Him searched for Him. When they found Him, they said to Him, ‘Everyone is looking for You.’” The disciples saw Christ praying and began to understand the importance of spending much time with the Father in prayer.

In the same way, we help people become equipped to become fishers of men (reach people for Christ) by letting them see and hear us pray for those who do not yet know Christ. Paul also gives us an example of the importance of prayer in evangelism by his prayer request in Ephesians 6:18-20, where we read, “Praying always with all prayer and supplication in the Spirit, being watchful to this end with all perseverance and supplication for all the saints - and for me, that utterance may be given to me, that I may open my mouth boldly to make known the mystery of the gospel, for which I am an ambassador in chains; that in it I may speak boldly, as I ought to speak.”

The second lesson the disciples had to learn about effective evangelism was the importance of expanding their vision. Christ said, in Mark 1:38-39, “Let us go into the next towns, that I may preach there also, because for this purpose I have come forth.” Vision is something that is caught, not taught. Usually, people will only gain a vision for the “next towns” when they see the concern of another Christian for the “next towns”.

A third thing the disciples needed to learn, to be effective in evangelism, was what to say. Mark 1:39 says, “And He was preaching in their synagogues throughout all Galilee, and casting out demons.” At the time of Christ, there were two hundred and three towns and villages in Galilee that had a synagogue. As Christ went from town-to-town and village-to-village sharing His message in the synagogues, the disciples heard the same things repeated to many different groups. As a result, as they heard Christ teach and explain various things from the Old Testament, they were also learning what to say.

A fourth thing the disciples needed to learn, to be effective in evangelism, was the importance of focusing on forgiveness. When a paralyzed man was brought to Christ by four friends, Mark 2:5 tells us what happened. “When Jesus saw their faith, He said to the paralytic, ‘Son, your sins are forgiven you.’” A godly leader can focus on many things, but unless he knows the importance of focusing on the forgiveness of sins, he will be limited in his effectiveness. The impact on all of the people, when the emphasis was on forgiveness, is seen in Mark 2:12. That verse says, “Immediately he arose, took up the bed, and went out in the presence of them all, so that all were amazed and glorified God, saying, ‘We never saw anything like this!’”

A fifth thing the disciples needed to learn, to be effective in evangelism, was to accept people regardless of their lifestyles. In Mark 2:15-17, we read, “Now it happened, as He was dining in Levi's house, that many tax collectors and sinners also sat together with Jesus and His disciples; for there were many, and they followed Him. And when the scribes and Pharisees saw Him eating with the tax collectors and sinners, they said to His disciples, ‘How is it that He eats and drinks with tax collectors and sinners?’ When Jesus heard it, He said to them, ‘Those who are well have no need of a physician, but those who are sick. I did not come to call the righteous, but sinners, to repentance.’” Christ sat down with tax collectors and sinners. As a result, the disciples learned to sit down with tax collectors and sinners. (That may have been a new experience for the disciples.)

During the first year after Christ met the disciples, they were invited to observe the character of Christ and begin to become more like Him. During this nine-month period, the disciples were being shown how to relate to the Father and how to relate to other people. As you may have noticed, Christ demonstrated a very important progression to the disciples during this period. The disciples learned:

1. The importance of prayer and communion with the Father
2. The importance of vision for people (rather than things)
3. The importance of knowing what to say to people
4. The importance of focusing on repentance and forgiveness
5. The importance of accepting people as they are, regardless of their lifestyle.

One other very important thing that happens as people spend time together is that they learn to relate to one another. This is important if we are going to help others learn to function as a team. Christ has not given any Christian all of the spiritual gifts. Instead, the plan of Christ is for Christians to learn to function together as a body in which every part has an important function. In 1 Corinthians 12, we learn that the body has many parts, but they are to learn to function as one body. In fact, that passage even points out the fact that the weaker parts are very necessary. That means we need to help even the weakest Christian learn to function effectively.

This thought is summarized in Ephesians 4:16. That verse tells us, “From whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which every part does its share, causes growth of the body for the edifying of itself in love.” We see that the goal of Christ is not just to develop leadership, but rather to develop every single person in the body of Christ, so that each person is able to work effectively. That is why it is so important to help each person learn to follow Christ and become a “fisher of men” as we help each Christian develop.

By the way, I trust that you have noticed that Christ was now half-way through His public ministry and He had not even chosen the twelve yet. That will come with the third call.

As we have seen, Christ placed His focus for leadership on some very different things than the focus of worldly leadership. Christ knew that to develop healthy reproducing Christians, He had to develop people with godly character and godly priorities. May the Lord richly bless you as you also help others become healthy reproducing Christians by developing godly character and godly priorities in their lives.

5. Call Three – Come and Serve

In our last two topics, we have looked at the first two calls Christ gave His disciples. Today, we come to the third call Christ gave them. Christ had first met some of the men who would become His disciples about 21 months earlier. Over those 21 months, those men, and many others, were given help in developing godly character and godly priorities. As we come to the second half of the public ministry of Christ, we are going to see that Christ gives a third call to these men.

In Luke 6:12-13, we read, “Now it came to pass in those days that He went out to the mountain to pray, and continued all night in prayer to God. And when it was day, He called His disciples to *Himself*; and from them He chose twelve whom He also named apostles:” This same event is recorded in Mark 3:13-15, where we read, “And He went up on the mountain and called to *Him* those He Himself wanted. And they came to Him. Then He appointed twelve, that they might be with Him and that He might send them out to preach, and to have power to heal sicknesses and to cast out demons:” In these two passages, we see several very significant things about this third call:

1. Christ did not give this call until He had spent an entire night in prayer.
2. Christ called His disciples to Himself.
3. Christ chose the twelve from a larger number of disciples.
4. Christ called the ones He wanted.
5. Christ called the twelve to be with Him.
6. Christ called the twelve to send them out to preach.
7. Christ delegated His power to them.

This third call is the call to “Come and Serve.” As you remember, in the second call, nine months earlier, Christ had invited the disciples to “Come and Grow”. “Then Jesus said to them, ‘Follow Me, and I will make you become fishers of men.’” At that time, they were invited to go along with Christ so they could both observe and participate. In this third call, Christ invited the disciples to spend even more time with Him. He also let them know that He would be sending them out to preach. The disciples were again being invited to a greater level of both participation and commitment.

Not long after Christ called the twelve, His mother and brothers came to visit Him and were standing outside wanting to talk to Him. When the people told Christ they were outside, Christ answered, in Mark 3:33-35, “‘Who is My mother, or My brothers?’ And He looked around in a circle at those who sat about Him, and said, ‘Here are My mother and My brothers! For whoever does the will of God is My brother and My sister and mother.’” In these verses, we see that Christ had entered into a new relationship with the twelve. They had become His spiritual family with the same privileges as His physical family.

Another very important event happened after Christ gave the parable of the sower and the four kinds of soils. In Mark 4:10-11, we read, “But when He was alone, those around Him with the twelve asked Him about the parable. And He said to them, ‘To you it has been given to know the mystery of the kingdom of God; but to those who are outside, all things come in parables.’”

This same thought is repeated again, in Mark 4:33-34, “And with many such parables He spoke the word to them as they were able to hear *it*. But without a parable He did not speak to them. And when they were alone, He explained all things to His disciples.” In these verses, we see that Christ’s new level of commitment to the disciples also included a focus on understanding, not just hearing. Christ wanted His disciples to understand the things He taught because He knew the time would soon come when they would be doing the teaching. He knew they would only be effective teachers if they understood what they were teaching.

Christ also used this time to teach the disciples that ministry is a process, not just an event that

happens one time. In Mark 4:26-29, we read, “And He said, ‘The kingdom of God is as if a man should scatter seed on the ground, and should sleep by night and rise by day, and the seed should sprout and grow, he himself does not know how. For the earth yields crops by itself: first the blade, then the head, after that the full grain in the head. But when the grain ripens, immediately he puts in the sickle, because the harvest has come.’” In these verses, we see some key principles:

- The kingdom of God involves people who God uses to scatter the seed
- Those who scatter the seed usually see a period of time pass before anything happens
- Those who faithfully scatter will one day see the seed sprout and grow
- Those who scatter do not understand the process that is happening in each person
- Those who scatter are not the source that produce the crops
- Those who scatter see God produce the initial blade of interest
- Those who scatter see God develop fruit from that interest
- Those who scatter see God bring that interest to maturity
- Those who scatter see God draw people to Himself
- Those who scatter have the joy of seeing God bring the harvest

This third call was a call to “Come and Serve”. This meant the time had come for on-the-job training to see what the disciples had learned. In Mark 6:7-9, we read, “And He called the twelve to *Himself*, and began to send them out two *by* two, and gave them power over unclean spirits. He commanded them to take nothing for the journey except a staff—no bag, no bread, no copper in *their* money belts—but to wear sandals, and not to put on two tunics.” We notice several things about the on-the-job training the disciples received:

1. They were sent out as teams of two.
2. They were given power over unclean spirits.
3. They were told to take nothing – no extra clothes, no food, no money.

The lesson the disciples needed to learn was to depend on the Lord to provide as they served Him.

The disciples were sent out in teams instead of being sent out alone. This is important for several reasons:

- ♦ The team members could encourage each other when things got difficult
- ♦ The team members could each share what they had learned
- ♦ The team members could learn from each other as they traveled
- ♦ The team members prevented gossip and misunderstandings by others
- ♦ The team members were able to encourage each other as they saw God provide

In Mark 6:30-31, we read what happened when the disciples returned, “Then the apostles gathered to Jesus and told Him all things, both what they had done and what they had taught. And He said to them, ‘Come aside by yourselves to a deserted place and rest a while.’” In these verses, we see that Christ asked the disciples to give a report when they returned. That report included two things:

- The disciples told what they had done
- The disciples told what they had taught

Christ later sent out a total of seventy, in two-person teams, for another ministry trip. This gave the twelve, plus fifty-eight others, additional experience and on-the-job training. Luke 10:1-2 tell us, “After these things the Lord appointed seventy others also, and sent them two by two before His face into every city and place where He Himself was about to go. Then He said to them, ‘The harvest truly *is* great, but the laborers *are* few; therefore pray the Lord of the harvest to send out laborers into His harvest.’” Christ again gave them very specific instructions. He again sent them with nothing, so they would see how He provided for them as they served Him. This is one of the most important lessons a Christian needs to learn in order to effectively serve the Lord.

Luke 10:17-20 tell us about the report time when the seventy returned, “Then the seventy returned with joy, saying, ‘Lord, even the demons are subject to us in Your name.’ And He said to them, ‘I

saw Satan fall like lightning from heaven. Behold, I give you the authority to trample on serpents and scorpions, and over all the power of the enemy, and nothing shall by any means hurt you. Nevertheless do not rejoice in this, that the spirits are subject to you, but rather rejoice because your names are written in heaven.” In this report, we see that Christ was teaching the seventy some very important lessons. Christ wanted them to:

- ◆ Realize that Satan and his demons have no power over believers
- ◆ Realize that they could minister, even to the demon possessed
- ◆ Realize that salvation is more important than power

During this period, the disciples learned many things as they began to serve with Christ under His observation and encouragement. Growing Christians also learn today as we give them opportunities for on-the-job training that includes our observation and encouragement. May the Lord richly bless you as you help guide and encourage growing Christians as they learn to serve the Lord.

6. Call Four – Come and Shepherd

In our last three topics, we have been looking at the first three calls Christ gave to the twelve. Today, we will be looking at the fourth call Christ gave those men. This call came after the death and resurrection of Christ. By this time, the disciples had known and traveled with Christ for nearly three-and-a-half years. Although they did not know it yet, Christ was soon going to return to heaven and leave them on the earth to carry on His work.

After Christ rose from the dead, Peter, and six of the other disciples, went back to fishing. (Since Christ was crucified in Jerusalem, they had to travel clear back up to Galilee for this to happen, which meant a three or four-day trip.) It was on this fishing trip that the Lord gave these men a fourth call. The disciples had fished all night and caught nothing. Christ performed a miracle and filled their boat with one hundred fifty-three fish. Then, Christ fed them breakfast.

After they had finished eating, Christ spoke to Peter, in John 21:15-17, and said, “Simon, *son* of Jonah, do you love Me more than these?’ He said to Him, ‘Yes, Lord; You know that I love You.’ He said to him, ‘Feed My lambs.’ He said to him again a second time, ‘Simon, *son* of Jonah, do you love Me?’ He said to Him, ‘Yes, Lord; You know that I love You.’ He said to him, ‘Tend My sheep.’ He said to him the third time, ‘Simon, *son* of Jonah, do you love Me?’ Peter was grieved because He said to him the third time, ‘Do you love Me?’ And he said to Him, ‘Lord, You know all things; You know that I love You.’ Jesus said to him, ‘Feed My sheep...’” In these verses, we see several key lessons in Christ’s invitation to come and shepherd:

- ◆ The key for effective shepherding is loving Christ more than anything else
- ◆ Effective shepherding includes realizing that the sheep belong to Christ, not us
- ◆ Effective shepherding includes feeding the lambs (new Christians)
- ◆ Effective shepherding includes shepherding the sheep
- ◆ Effective shepherding includes feeding the sheep

Peter was probably thinking of this very event as he wrote to other shepherds (elders), in 1 Peter 5:1-3. “The elders who are among you I exhort, I who am a fellow elder and a witness of the sufferings of Christ, and also a partaker of the glory that will be revealed: Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; nor as being lords over those entrusted to you, but being examples to the flock...” In these verses, we see that the call of Christ to “Come and Shepherd” includes:

- A call to shepherd the flock of God
- A call to take the oversight (look after and care for) of the flock of God
- A call to take that oversight with a willing heart
- A call to avoid any dishonest self-gain
- A call to serve others with eagerness
- A call to avoid bringing people under your power (the flock is God’s flock, not ours)
- A call to lead by example

Then, in 1 Peter 5:5-9, we see how spiritual leaders are to do that shepherding. “Likewise you younger people, submit yourselves to *your* elders. Yes, all of *you* be submissive to one another, and be clothed with humility, for ‘God resists the proud, But gives grace to the humble.’ Therefore humble yourselves under the mighty hand of God, that He may exalt you in due time, casting all your care upon Him, for He cares for you. Be sober, be vigilant; because your adversary the devil walks about like a roaring lion, seeking whom he may devour. Resist him, steadfast in the faith, knowing that the same sufferings are experienced by your brotherhood in the world.” Spiritual leaders are to shepherd:

- With a spirit of humility (The word that is translated “be clothed with” speaks of the overalls which a slave wore to keep clean while working, an exceedingly humble garment)
- With the grace of the Lord, because of that humility, rather than with the resistance of God

- because of pride
- With a humble spirit toward God, as well as toward those we lead
- With an attitude that realizes God cares for us - by throwing all of our cares and anxieties to the Lord, instead of carrying them ourselves
- With a calm and collected spirit (be sober)
- With an attitude of strict attention to the tricks of the enemy to deceive and destroy the flock (Satan is the slanderer)
- With an attitude that recognizes that Satan is the enemy, not the people
- With an attitude that resists Satan, by faith in the Word of God and constant prayer, as seen in Ephesians 6:17-18

Paul gave similar instructions to the leaders of the church at Ephesus. In Acts 20:28-31, we read, “Therefore take heed to yourselves and to all the flock, among which the Holy Spirit has made you overseers, to shepherd the church of God which He purchased with His own blood. For I know this, that after my departure savage wolves will come in among you, not sparing the flock. Also from among yourselves men will rise up, speaking perverse things, to draw away the disciples after themselves. Therefore watch, and remember that for three years I did not cease to warn everyone night and day with tears.” In these verses, we see how Paul told the leaders to shepherd the church at Ephesus. They were to:

- ♦ Pay attention to their own spiritual growth
- ♦ Pay attention to the needs of the flock
- ♦ Recognize that they were accountable to the Holy Spirit
- ♦ Shepherd the church of God, realizing Christ bought it with His own blood
- ♦ Watch out for false teachers from the outside who try to destroy the flock
- ♦ Watch out for proud leaders from within who try to draw people after themselves
- ♦ Watch and pay strict attention because leaders will give account to God for the way they lead – Hebrews 13:17

As we see in these various passages, spiritual leadership is a great privilege, but it is also a great responsibility. When Christ called the disciples to “Come and Shepherd”, He first asked Peter, “Do you love me more than these?” Peter and the other disciples had to determine whether they loved the Lord more than they loved the fish. The reason why love for the Lord is the first essential is due to the fact that our relationship with Christ will determine our effectiveness in leading Christ’s sheep. To be an effective leader, we must:

1. Take root in Christ – Colossians 2:6-7 - “As you have therefore received Christ Jesus the Lord, so walk in Him, rooted and built up in Him and established in the faith, as you have been taught, abounding in it with thanksgiving.”
2. Take root in the love of Christ – Ephesians 3:16-19 - “That He would grant you, according to the riches of His glory, to be strengthened with might through His Spirit in the inner man, that Christ may dwell in your hearts through faith; that you, being rooted and grounded in love, may be able to comprehend with all the saints what *is* the width and length and depth and height—to know the love of Christ which passes knowledge; that you may be filled with all the fullness of God.”

Only as we take root in Christ, and His love, will we lead others in love. 1 John 4:10-11 says, “In this is love, not that we loved God, but that He loved us and sent His Son *to be* the propitiation for our sins. Beloved, if God so loved us, we also ought to love one another.” Then, 1 John 4:18 says, “There is no fear in love; but perfect love casts out fear, because fear involves torment. But he who fears has not been made perfect in love.” If we are driven by fear, we will drive others. If we are led by love, we will lead others in love.

The plan of Christ was to help His disciples grow and mature until they were able to shepherd His sheep in love. That is still the plan of Christ today. The Lord has called us to help people grow and

mature until they are able to shepherd some of the Lord's sheep in love. May the Lord richly bless you as you help Christians grow to spiritual maturity and learn to lead others in love.

7. Commissioned to Make Disciples

In our last four topics, we have looked at the four calls Christ gave to His disciples. As Christ came to the completion of His ministry on this earth, He also gave the disciples a commission. In Matthew 28:18-20, we read, “And Jesus came and spoke to them, saying, ‘All authority has been given to Me in heaven and on earth. Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you; and lo, I am with you always, *even* to the end of the age.’ Amen.” These “Four Calls and a Commission” summarize the process Christ used to “Make Disciples”.

For those of you who like to summarize a topic using the same letter to begin each point of your outline, these four calls and the commission can be summarized by:

1. Evangelize – John 1:39-46; Matthew 9:9-10; Mark 1:30-33
2. Edify – Mark 1:16-20
3. Equip – Mark 3:13-15
4. Expand the Leadership – John 21:15-17
5. Extend – Matthew 28:18-20 (As you are going, Make Disciples.)

As we look at this commission, in Matthew 28:18-20, we notice several things:

1. The source of all authority is Christ.
2. These verses contain only one command – Make Disciples.
3. This command is to be carried out by three action words:
 - a. Going – evangelism is to happen as we are going, rather than expecting people to come to a church service seeking
 - b. Baptizing – there are eight kinds of baptism in the New Testament and the thing they all have in common is identification with something or someone
 - c. Teaching them to obey all things – we are to do two things – teach people the commandments of Christ and then teach them how to obey them (many Christians know the commandments of Christ, but they have never been taught and shown how to obey them)

We have seen that Christ used the four calls to “Make Disciples”. In the same way, Christ tells us that we will also “Make Disciples” as we invite people to:

- Come and See – John 1:39-46
- Come and Grow – Mark 1:16-20
- Come and Serve – Mark 3:13-15
- Come and Shepherd – John 21:15-17

However, we also see here, in the Great Commission, that we are to baptize those who come to Christ. As was mentioned earlier, there are eight kinds of baptism in the New Testament:

1. the baptism of John the Baptist – Matthew 3:11
(this was a baptism to identify with the message of John regarding repentance)
2. the baptism with the Holy Spirit – Matthew 3:11
(this is the baptism, by Christ, in which He places the Holy Spirit within us to identify us as His children and give us the guarantee of our inheritance – Ephesians 1:14)
3. the baptism with fire – Matthew 3:11-12
(this is the baptism by which unbelievers are identified with eternal judgment)
4. the baptism of Christ – Matthew 3:13-17
(this was the way Christ chose to be identified as the One introduced by John the Baptist)
5. the baptism of suffering which Christ experienced on the cross – Luke 12:50
(this was the way Christ chose to identify with our sins and pay for them)
6. the baptism of suffering by the disciples - Mark 10:38-39

(this is the baptism that the disciples experienced and which we can also experience because we are identified with Christ)

7. the baptism of believers – Acts 2:38-41

(this is water baptism we use to identify the fact that we have placed our trust in Christ – Acts 8:36-39)

8. the baptism of the Holy Spirit – 1 Corinthians 12:13

(this is the baptism where the Holy Spirit identifies us as Christians by placing us in the body of Christ)

One of the things we notice is that we are baptized with the Holy Spirit by Christ, as He places the Holy Spirit in us at the moment of salvation. The second thing we notice is that the baptism of the Holy Spirit places us in the body of Christ at the moment of salvation. It is important to both understand this and teach new Christians about both baptisms:

- ♦ The baptism with the Holy Spirit by Christ, as Christ places the Holy Spirit in us
- ♦ The baptism of the Holy Spirit by which the Holy Spirit places us in the body of Christ

This will prevent much confusion at a later time. This also provides a good opportunity to encourage new Christians to publicly identify themselves with Christ by water baptism.

The third action word is “teaching them to obey all things that Christ has commanded”. The problem many Christians have is that they have learned the commandments of Christ, but they have not been shown how to obey them. Paul said, in Acts 20:20-21, “How I kept back nothing that was helpful, but proclaimed it to you, and taught you publicly and from house to house, testifying to Jews, and also to Greeks, repentance toward God and faith toward our Lord Jesus Christ.” In these verses, we see that:

Paul taught all that was helpful

Paul explained what he was teaching

Paul showed them publicly how to teach and explain these same things to others

Paul showed them from house-to-house how to teach and explain these same things to others

The effectiveness of our teaching is directly related to how much we show others how to do what we have taught them. Christ took the disciples along for three years to show them how to develop godly character and live godly lives. During that time, they were also being shown how to apply what they were learning. One of the things we have done is adopt the Greek style of teaching, instead of following the Biblical pattern. The Greek, or world model, is to teach by telling. The Biblical model is to teach by showing. We have also seen that this is the way both Christ and Paul developed disciples.

However, this was also the way Moses was told to teach. In Exodus 18:20, we read, “And you shall teach them the statutes and the laws, and show them the way in which they must walk and the work they must do.” In this verse, we see that Moses was to do three things to teach the people:

- ♦ He was to teach them ordinances and laws
- ♦ He was to show them the way to walk
- ♦ He was to show them the work to do

As we teach people the Word, we help them to grow in knowledge. As we show people the way to walk, we help them to grow in character. As we show people the work to do, we help them grow in ministry. The Greek model of learning focuses only on the gaining of knowledge and does not help people learn how to apply that knowledge to godly character development and effective ministry. We might compare this to a three-legged stool with two of the legs missing. Sitting on such a stool will soon cause you to fall.

However, the Biblical model shows us that true teaching also shows people how to develop godly character and shows them how to do effective ministry. The fact that these two legs to the stool are

missing in most churches is why the Christian world, and the world in general, have such a shortage of godly leaders. All four of the calls included spending time with Christ so the disciples could be shown how to develop godly character and effective ministry. In the Great Commission, Christ called us to Make Disciples following the same pattern.

The Lord gives us a great privilege by inviting us to become partners with Him in making disciples. In order to be full partners in this process of making disciples, who become healthy reproducing Christians, we need to develop others in the same way Christ developed His disciples. That involves having them with us where we live, work, and spend our free time so they can learn, from our example, how to develop godly character; and learn, from our example, how to minister effectively. May the Lord richly bless you as you help people grow in Biblical knowledge, godly character, and effective ministry.

8. Leaders Who Are Driven or Leaders Who Are Led

In our topic “Call Four – Come and Shepherd”, we mentioned that Christ wanted the disciples to lead by love. As a result, Christ asked Peter three times, in John 21:15-17, “Do you love Me?” Today, we live in a very driven society because of the fact that people are driven by fear, instead of being led by the love of Christ. This is true even among many Christian leaders. Today, we would like to focus on how we can help potential Christian leaders become Christians who are led, rather than driven.

A driven leader is a leader who is driven by fear. A leader who is led, is led by love. When Adam and Eve sinned, it changed their relationship with God, their relationship with themselves, and their relationship with each other. Their relationship with God was broken so that there was now separation. Their relationship within themselves was controlled by fear, guilt, and shame as Genesis 3:10 says, “So he said, “I heard Your voice in the garden, and I was afraid because I was naked; and I hid myself.” Their relationship with each other was now controlled by blame.

Before we became Christians, we were motivated by fear, guilt, and shame from within our spirit. However, we did not automatically lose that fear, guilt, and shame when we became Christians. In fact, most Christians are still motivated by those three things much of the time. Whenever we act in our own strength, we will act out of fear, guilt, and shame. That is why Christ said, in John 15:5, “I am the vine, you *are* the branches. He who abides in Me, and I in him, bears much fruit; for without Me you can do nothing.” Those three things will cause us to be driven instead of led.

However, Christ wants us to be led by His love rather than driven by our own fears. That is a key to becoming an effective spiritual leader. Ephesians 5:1-2 says, “Therefore be imitators of God as dear children. And walk in love, as Christ also has loved us and given Himself for us, an offering and a sacrifice to God for a sweet-smelling aroma.” As we walk in the love of Christ, we will lead with the love of Christ.

Several key passages help us to understand how to lead in the love of Christ. In Romans 6:6, we see that we are to know that our old man was crucified with Christ. In Romans 6:11, we read, “Likewise you also, reckon yourselves to be dead indeed to sin, but alive to God in Christ Jesus our Lord.” Here, we see that we are to reckon (to put to our account as true, and act upon the fact that we are dead to sin and alive to Christ). Then, Romans 6:13 and 16 tell us that we act by learning to yield. Romans 6:16 says, “Do you not know that to whom you present yourselves slaves to obey, you are that one’s slaves whom you obey, whether of sin *leading* to death, or of obedience *leading* to righteousness?” If we yield to sin by depending on our own strength, we will act out of fear and be driven by that fear. When we yield to Christ, we act out of love.

Colossians 2:6-7 give us another principle for learning to be led by love, when those verses tell us, “As you have therefore received Christ Jesus the Lord, so walk in Him, rooted and built up in Him and established in the faith, as you have been taught, abounding in it with thanksgiving.” In these verses, we see that:

- ◆ We have received Christ Jesus the Lord
- ◆ We are to walk in Him
- ◆ We are to take root in Christ
- ◆ We are to be built-up in Christ
- ◆ We are to be established in the faith

We walk in Christ as we learn to enjoy fellowship with Him moment-by-moment. If we go for several hours without even thinking about Christ, or praying to Him for wisdom and strength, it probably means that we are depending on our own strength most of the time, because we have not learned to walk in Him. When we walk in Christ, it means that we talk with Him and pray about

each decision and choice we make. Since we make several hundred choices every day, it means we will be talking with Christ throughout the day.

You have probably planted many plants through the years. The key to the development of those plants is the development of their root structure. If the root structure does not develop properly, the plant will have difficulty getting sufficient food and water in order to grow and become a healthy plant. In the same way, we are to develop our roots in Christ and His strength, instead of depending on our own strength. That way the power of the Holy Spirit will be working in us and the love of Christ will be flowing through us throughout the day.

To be built-up in Christ means that we continue to grow in learning what Christ teaches us from His Word. True growth will produce growth in character, growth in knowledge, and growth in ministry. Growth in knowledge, without growth in character, will produce a good Pharisee. Growth in knowledge, without growth in ministry, will produce a dead intellectualism. However, when we grow in knowledge and apply what we learn to our daily lives by becoming obedient to what we learn, we experience inward growth (character) and outward growth (ministry). The result is that we become established in the faith.

Ephesians 3:16-19 help us to understand another principle about being led by love, when those verses tell us, “That He would grant you, according to the riches of His glory, to be strengthened with might through His Spirit in the inner man, that Christ may dwell in your hearts through faith; that you, being rooted and grounded in love, may be able to comprehend with all the saints what *is* the width and length and depth and height—to know the love of Christ which passes knowledge; that you may be filled with all the fullness of God.” In these verses, we see that God wants us to:

- be strengthened with might, through His Spirit, in the inner man
- let Christ dwell in our hearts (to be comfortable and at home) by faith
- be rooted and grounded in love
- comprehend the four dimensional love of Christ which passes knowledge
- be filled with all the fullness of God

Notice that points three and four both deal with love. Just as we saw, in Colossians 2:6-7, that we are to be rooted in Christ, here, we see that we are to be rooted and grounded in His love. We mentioned that proper rooting and grounding develops a good root structure in a plant. In these verses, we see that we are to develop a good root structure in the love of Christ. In addition, this love is described in four dimensions – width, length, depth and height. Most things we can see only have three dimensions. However, plants have four dimensions because the root structure is below the surface of the ground and cannot be seen.

Just as the root structure of a plant is below the ground and cannot be seen, our growth in understanding Christ and His love for us is to grow in our spirit (inner man). When there is healthy growth in understanding the love of Christ within our spirit, the evidence will be seen in the rest of our life. Our mind will be transformed – Romans 12:2. Our motivation and emotions will be motivated by the love of Christ so that we no longer live to please ourselves – 2 Corinthians 5:14-15. Our human will is changed so that we respond as Christ did, in Luke 22:42, “...saying, ‘Father, if it is Your will, take this cup away from Me; nevertheless not My will, but Yours, be done.’” The result is that our actions will be the kind God desires in Colossians 3:17, “And *whatever* you do in word or deed, *do* all in the name of the Lord Jesus, giving thanks to God the Father through Him.”

When we act out of fear, we will be driven, and we will drive others. However, when we take root in the love of Christ, we will be motivated by the love of Christ and will be led by that love. As a result, we will lead others in love. May the Lord richly bless you as you learn more and more to take root in the love of Christ so that you are motivated by the love of Christ and lead others in

love.

9. Learning to Lead a Part of the Flock

Our Bible Institute board chairman for many years, spent his early years growing up on the Navajo Reservation herding sheep. About thirty years ago, I asked Charlie Begay, “Why is it that some people lead sheep, but most people drive sheep?” He replied, “If you want to lead a sheep, you start spending time with that sheep, talking to it and playing with that sheep from the time it is a lamb. As that sheep grows and matures, you continue to spend time with it. When that sheep becomes an adult, it will follow you wherever you go. If you do that with each of your sheep, they will all follow you wherever you go.”

Christ said a similar thing, in John 10:4-5, where we read, “And when he brings out his own sheep, he goes before them; and the sheep follow him, for they know his voice. Yet they will by no means follow a stranger, but will flee from him, for they do not know the voice of strangers.” Then, in John 10:11, Christ added, “I am the good shepherd. The good shepherd gives His life for the sheep.” Here, we see that Biblical leading is learning to give of ourselves for the sake of the sheep, rather than seeking our own personal gain.

Then, in Exodus 18:21, Moses was told, “Moreover you shall select from all the people able men, such as fear God, men of truth, hating covetousness; and place *such* over them *to be* rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens.” Here, we see that Moses was to select qualified men to lead groups of various sizes. However, the basic unit was ten. Biblical leaders must learn to lead a small group before they will learn to lead a larger group.

Christ demonstrated this same principle in His own ministry when He chose His disciples in Mark 3:13-14a. “And He went up on the mountain and called to *Him* those He Himself wanted. And they came to Him. Then He appointed twelve, that they might be with Him...” In this case, we see that Christ chose a group just larger than the basic unit of ten. Some of the twelve had already been in contact with Christ for about twenty-one months (John 1:37-52). Christ gave us some very important principles from the way He became the leader of these twelve.

When Christ first met people, He invited them to spend time with Him. Some responded (John 1:40-46) and some did not (Luke 9:57-62 and Mark 10:17-22). However, those who responded were invited to go various places with Christ, so they could spend more time with Him. They went with Christ to a wedding in Galilee – John 2:1-12. They went with Christ into the land of Judea – John 3:22. They went with Christ through Samaria – John 4:1-42. They went with Christ as He taught in synagogues throughout Galilee – Matthew 4:23-25. During this twenty-one-month period, Christ usually had a group of people with Him. Sometimes, these were large groups, and other times, they were smaller groups.

However, after twenty-one months, Christ moved His focus to a small group of twelve because He was going to begin to teach them how to serve. Christ knew that they had to spend time with Him in a small group so they could get their questions answered, grow in godly character, and become equipped for ministry to others. In other words, Christ chose to invest His time in a small group that would become equipped to multiply, rather than focusing on adding to the large group. We learn several principles about developing others to lead a small group from the principles Christ demonstrated.

First, we see that Christ spent the entire night in prayer before He chose the twelve. Luke 6:12-13 tell us, “Now it came to pass in those days that He went out to the mountain to pray, and continued all night in prayer to God. And when it was day, He called His disciples to *Himself*; and from them He chose twelve whom He also named apostles...” Christ was choosing to invest His life in a small group of people, and He spent the entire night talking to the Father before making that decision.

This was in addition to what He had already noticed about those who followed Him. In Mark, we notice certain things were already true about the twelve who were chosen:

- They were workers (all in Mark were called while they were working) – Mark 1:16-20, 2:14.
- They were responders – Mark 1:16-20, 2:14.
- They made themselves available to spend time with Christ – Mark 1:35-39.

However, even though Christ had already noticed these characteristics about these men, He knew that the most important thing to do was talk to the Father about those in whom He should invest the remainder of the time He would be here on the earth.

Second, we see that Christ chose the twelve in whom He was going to invest the second half of His ministry. Christ did not ask for volunteers. Luke 6:13b says, “He called His disciples to *Himself*; and from them He chose twelve”. Often, the people who have the most problems, and the least desire to serve, will volunteer to spend time with you, because they want help in solving their problems, not in learning how to be equipped for ministry. Christ did help people with their problems, but He did it with the twelve following Him, so they could observe how Christ solved problems.

Third, we see that Christ chose to invest a large amount of time in this small group. Mark 3:14a says, “Then He appointed twelve, that they might be with Him...” Just as a shepherd spends a large amount of time with a sheep before it will follow him, Christ knew the importance of investing a large amount of time in this small group of men. This made it possible for them to observe the godly character of Christ and observe Christ as He ministered to others. True leadership is investment of time in the lives of people.

Fourth, Christ showed, by example, how to develop the group into ministry teams. In Mark 6:7, Christ sent out the twelve two-by-two. In Luke 10:1, He sent out the seventy disciples two-by-two. However, the lists of the twelve give us the greatest example of how Christ developed teams. As you study the various lists of the twelve in the Gospels, the first, fifth and ninth listed are always the same. Although the others may be arranged in various orders among those listed 2 through 4, 6 through 8, and 10 through 12, they are also the same three in each of those groups. Notice the following team leaders, and those who were in their groups, in the following passages – Matthew 10:1-4; Mark 3:16-19; Luke 6:12-16:

Team leader: Peter; the team: Andrew, James, and John,

Team leader: Philip; the team: Bartholomew, Thomas, and Matthew,

Team leader: James the son of Alphaeus; the team: Thaddaeus, Simon the Canaanite, and Judas Iscariot.

Fifth, Christ gave the disciples very specific instructions when He sent them out to minister the first time – Matthew 10:1-15. The first time they went out, they were only to go to strangers of their own culture, so they did not need to cross too many barriers as they were learning to minister. They were to minister to both spiritual and physical needs. They were to depend on the Lord to provide for their needs. They were to find out, in each town, who was worthy (who had weight or influence) and begin their ministry at that home. One of the keys to remember when developing leadership is that most people need very specific instructions when they first begin to minister. As they gain experience, they will need less instruction because they have learned what to do both by observation and by experience.

Sixth, Christ took time to have the disciples tell what happened when they returned from their first ministry trip. Mark 6:30-31 says, “Then the apostles gathered to Jesus and told Him all things, both what they had done and what they had taught. And He said to them, ‘Come aside by yourselves to a deserted place and rest a while.’ For there were many coming and going, and they did not even have time to eat.” In these verses, we see that Christ had the disciples do three things:

- ♦ They told what they had done.

- ◆ They told what they had taught.
- ◆ They took some time to rest and get renewed.

As we think about the way Christ trained His disciples, we see that He spent a period of time working with them very closely, before He gave them the responsibility to lead a group. During that time, Christ focused on prayer, recruitment, investment of time, team building, and specific instructions for ministry, followed by a time to report on the progress of their ministry. Christ did all of these things with the twelve, before He even placed them in charge of a group. These are some of the same things we need to do before asking a person to take charge of a part of the flock (a small group since the basic unit for a group, in Exodus 18:19-21, is ten):

- * a leader of ten (leaders of tens)
- * a leader of ten leaders of ten (leaders of hundreds)
- * a leader of ten leaders who are leading leaders of ten groups (leaders of thousands).

As we do these things, we will see Christ prepare individuals to lead others in the same way we have worked with them. May the Lord richly bless you as you help various individuals learn to lead a part of the flock. The flock will grow in direct proportion to the number of godly leaders who are developed to care for a part of the flock.

10. Learning to Develop Biblical Goals

One of the keys things to help developing spiritual leaders learn to do is develop Biblical goals rather than to follow the pattern of the world in the development of goals. The reason why this is so important is that Christ uses a completely different standard to measure success than the world. The world measures success by nickels and noses – how much money they make and how many people buy their product to give them a larger market share. (Some churches measure success by the size of their offerings and the number of people who attend their services.)

In contrast, Christ measures effectiveness by transformed lives. The night before His crucifixion, in John 17:4, Christ said in His prayer to the Father, “I have glorified You on the earth. I have finished the work which You have given Me to do.” Christ had trained the men who would carry on His work when He returned to heaven. Then, in Acts 4:13, we see the results of the work Christ had finished before His crucifixion, “Now when they saw the boldness of Peter and John, and perceived that they were uneducated and untrained men, they marveled. And they realized that they had been with Jesus.” We want to help developing leaders realize that their goals should produce transformed lives so others will recognize that those they lead have been with Jesus and have been transformed by Him. Paul expressed the same thought, when he said in 1 Corinthians 11:1, “Imitate me, just as I also *imitate* Christ.”

We need to help developing leaders realize that those they lead will imitate them and become what they are whether that is good or bad. In our Great Commission, in Matthew 28:19-20, verse 20a says, “...teaching them to observe all things that I have commanded you...” We could also translate that thought, “Showing them how to obey all that Christ commanded.” We want developing leaders to learn how to show people how to obey all that Christ taught.

People learn to follow the Lord by following the Lord’s people. Paul said, in 1 Thessalonians 1:6-10, “For our gospel did not come to you in word only, but also in power, and in the Holy Spirit and in much assurance, as you know what kind of men we were among you for your sake. And you became followers of us and of the Lord, having received the word in much affliction, with joy of the Holy Spirit, so that you became examples to all in Macedonia and Achaia who believe. For from you the word of the Lord has sounded forth, not only in Macedonia and Achaia, but also in every place. Your faith toward God has gone out, so that we do not need to say anything. For they themselves declare concerning us what manner of entry we had to you, and how you turned to God from idols to serve the living and true God, and to wait for His Son from heaven, whom He raised from the dead, *even* Jesus who delivers us from the wrath to come.”

In these verses, we have a model for helping developing leaders develop the goals that will guide them in their leadership. These verses show us the goals we should have, as leaders, for those we lead:

1. We want them to receive the Word in the power of the Holy Spirit because we are depending on the Holy Spirit as we share the Word.
2. We want them to receive the Word with much assurance because they see how the Word has changed our lives.
3. We want them to become followers of us and of the Lord – they follow our example.
4. We want to help them become examples to others.
5. We want them to become such examples that people everywhere are talking about their faith.
6. We want to see them turn to God from idols – true repentance.
7. We want to see them learn to serve the living and true God.
8. We want them to develop anticipation as they wait for the coming of the Lord.

As leaders, these are the goals we should have for those that we lead. In the same way, we want to help developing leaders develop these same goals for those they are beginning to lead. Developing

leaders will develop these goals only as they both hear us teach them and also model them in our relationships with them. They will imitate our style of leadership. If we follow the world's style of leadership, they will lead the same way the world leads. If we follow Christ's style of leadership, they will become more like Christ.

In addition to goals for what they want the Lord to develop in the people they are leading, leaders also need to develop goals for their own personal growth. Paul gives us an example of his personal growth goals in 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." As Paul was coming to the final period of his ministry, he summarized his goals for personal growth by four things:

- ◆ he wanted to know Christ better.
- ◆ he wanted to know the power of His resurrection better.
- ◆ he wanted to know the fellowship of His sufferings better.
- ◆ he wanted to become conformed to the death of Christ.

As we look at the personal goals Paul had at this period in his life, we see that these goals are not focused on worldly success. Instead, they are goals that focus on pleasing God. If we are going to help people develop goals that will have an eternal impact, they must be goals that focus on pleasing God instead of goals that focus on earthly success.

In order to help people develop Biblical goals, we need to encourage people to ask some of the following questions:

About their personal goals:

- What does God want to do in my life this year to help me become more like Christ?
- What changes do I need to make in my priorities in order to become more like Christ in these areas?
- Are there attitudes and habits in my life that I need to ask God to give me His strength to change?
- How do I submit to God and allow Him to work in these areas of my life?

About their ministry goals:

- If I could choose to do any particular ministry for the Lord for the next period in my life, what kind of service for the Lord would get me most excited? (my heart or passion)
- What spiritual gifts has the Lord given me to carry out this kind of ministry?
- What natural abilities has the Lord given me to carry out this kind of ministry?
- What are the things in my personality that the Lord can use to help me carry out this ministry?
- What are the experiences the Lord has given me in my life to prepare me for this ministry?
- What particular things in my life are hindering me right now and preventing me from carrying out this particular ministry?
- Then, ask yourself the two questions that Paul asked, in Acts 9:1-6. "Who are you, Lord?" and "Lord, what do you want me to do?"

As people ask themselves these questions about personal goals, they will often realize that the Lord is speaking to their hearts about those areas where they need to be growing to become more like Christ. As they ask themselves the questions about ministry goals, they often realize that the only thing hindering them is fear, because they are depending on their own strength instead of yielding to the Lord and ministering in His strength. May the Lord richly bless you as you help people to focus on what Christ wants to do in their lives and through their lives.

11. Developing the Process to Reach Biblical Goals

In our last topic, we talked about how to help those you lead learn to develop both personal goals and goals for ministry. Today, we are going to talk about how to develop the Biblical process to reach those goals. In Romans 10:13-15, we read, “For ‘whoever calls on the name of the LORD shall be saved.’ How then shall they call on Him in whom they have not believed? And how shall they believe in Him of whom they have not heard? And how shall they hear without a preacher? And how shall they preach unless they are sent? As it is written: ‘How beautiful are the feet of those who preach the gospel of peace, Who bring glad tidings of good things!’”

In verse thirteen, we see the result or goal is that all those who call on the name of the Lord will be saved. However, we see that to reach this goal, there is a process that needs to be followed. That process is: develop the goal, and then, work backwards to determine the steps to reach that goal. We will illustrate that process from these verses:

Goal: people call on the Lord and are saved.

Previous step: people must believe before they can call.

Previous step: people must hear before they can believe.

Previous step: a person must share in order for people to hear.

Previous step: a person will not share until he knows he has been sent.

Once we have worked backward to where we are presently at, then, we can explain the step-by-step process to reach Biblical goals. Using the goal given above, the steps to reach that goal are now clearly defined:

- ◆ We need to help Christians know that they are sent to share the Gospel.
- ◆ We need to help Christians know what they are to share with those who are not yet Christians.
- ◆ We need to help Christians learn to answer any questions that might keep the person from hearing.
- ◆ We need to help Christians be able to clearly explain to a person what he or she must do in order to call on the Lord.
- ◆ We need to help Christians learn how to invite people to call on the Lord in repentance and faith.

In some cases, the major steps of the process are already given in order for us. A good illustration of that is found in 2 Timothy 3:16-17. Those verses tell us, “All Scripture *is* given by inspiration of God, and *is* profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work.” In these verses, we see that the goal Christ has is for every Christian to become complete (or mature) and equipped for every good work. We see that this will happen if a person is:

- ◆ becoming familiar with all Scripture
- ◆ allowing the Scripture to teach him God’s standard (doctrine)
- ◆ allowing the Scripture to show him each of the areas where he comes short (reproof)
- ◆ allowing the Scripture to show him the steps to correct those areas where he comes short (correction)
- ◆ allowing the Scripture, and Christians who provide godly examples, to become the models he follows in his life

As you can see, this process, of becoming mature and equipped for every good work, involves Christians explaining the Word of God and providing their own example as a model for the younger Christians to imitate. In 1 Corinthians 11:1, Paul said, “Imitate me, just as I also *imitate* Christ.” In 1 Thessalonians 1:6, Paul, Silas and Timothy said, “And you became followers of us and of the Lord, having received the word in much affliction, with joy of the Holy Spirit.”

These provide us with two excellent examples of how we help developing leaders learn to develop a process to reach Biblical goals. By definition, a leader is someone who has one or more persons

following him (otherwise, the person is just taking a walk). A Biblical leader is one who has one or more people who are spending time with him, and learning to imitate Christ because they are seeing the life of Christ modeled by the one who is leading them. A Biblical leader is one who is investing his time in the lives of a few people to help them become more like Christ.

Today, there are many people who have become Christians but have not matured. That is due to the fact that many Christians are trying to lead the church following the model of the world, where people are told what to do. As we mentioned in an earlier topic, Exodus 18:20 illustrates the fact that people need to:

- ♦ learn the Word of God (gain knowledge).
- ♦ be shown the way to walk (grow in character).
- ♦ be shown the work to do (grow in ministry).

Today, many Christians have never been shown the way to walk and have never been shown the work to do. If our goal is life transformation, and it is, (see Romans 12:2) then we cannot be Biblical leaders if we are only teaching Bible knowledge. The process to reach Biblical goals must include spending time with individuals and small groups to give them an example to follow. As that happens, that individual or small group will develop and mature in character and ministry. The process of providing a Biblical model of what we are teaching is the key to the development of a process to reach Biblical goals.

This is why it is so important that we pray and ask the Lord to guide us to those individuals, in whom, we will invest a major portion of our time. The people that Christ leads us to invite to become a part of our spiritual family, now have the same privilege of access to us that our physical family has to us. (Luke 6:12-13; Mark 3:13-14 and 31-35) We have been led by the Lord to invest much time in them so they can become transformed disciples. We are inviting these people to become our Timothys and look forward to the time when they will also begin investing their lives in the transformation of others. (My personal prayer has been to ask the Lord to give me an average of one new Timothy each year).

Helping our spiritual family develop a process to reach Biblical goals, that includes spending much time with one, or a few Timothys, is learned through example. As we take individuals or small groups with us, as we minister to others, they are hearing what we say, seeing what we do, and seeing the results in the lives of others. If we are providing a godly example, they will be developing godly character. If we are providing an example of effective ministry, they will be learning how to do effective ministry.

Each Christian has a unique spiritual SHAPE:

- S - spiritual gift
- H - heart or passion for ministry
- A - abilities
- P - personality
- E - experiences in life

As we help each of our spiritual family grow in their knowledge of the Word of God, grow in godly character, and grow in ministry effectiveness, we will see that helping them develop a process to reach Biblical goals will give them the opportunity to develop the full potential of their spiritual SHAPE. The ministry of each person will be much different from ours because of the fact that God has given them a different SHAPE than He has given us. However, each will develop the ministry God has prepared for them.

In case you have never done so, in your personal Bible study, you may want to see if you can identify at least thirty of the people who became a part of the spiritual family of Paul and traveled

with him. A couple of passages to help you get a good start on such a project are: Acts 16:1-3, 18:18-19 and 20:4. You might even find it exciting to list the Roman province from which they came, and even the languages the team may have spoken.

The Lord will greatly multiply your ministry as you help your spiritual family develop a personal process for reaching Biblical goals. May the Lord richly bless you as you walk with others through the process of developing Biblical goals for their lives.

12. Godly Leaders Are Made, Not Born

Many people think that leadership is something people inherit from their family. However, 2 Timothy 2:2 tells us, “And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.” In this verse, we see that Timothy was not told to look for people who were born leaders. Instead, he was told to look for faithful men. He was told that if he invested his life in faithful men, they would be able to teach others also. 1 Corinthians 4:1-2 adds, “Let a man so consider us, as servants of Christ and stewards of the mysteries of God. Moreover it is required in stewards that one be found faithful.” Here, we see that the first requirement to look for when selecting people for godly leadership is one who is faithful.

In Luke 12:35-48, we see that a faithful person is one who is watching for the coming of his Lord. Verses 42-44 tell us, “And the Lord said, ‘Who then is that faithful and wise steward, whom *his* master will make ruler over his household, to give *them their* portion of food in due season? Blessed *is* that servant whom his master will find so doing when he comes. Truly, I say to you that he will make him ruler over all that he has...’” In the context, we see that those who are called faithful, are those who are watching for the coming of the Lord and are prepared for His coming. Today, many Christians act as though they are giving no thought to the coming of the Lord.

In Matthew 25:14-29, we see that a faithful person is one who is already using whatever he has been given. The question is not how much a person has been given, as those in this parable were given different amounts. However, the important thing was that they were faithful in using what they had been given. A person who has a plan to serve the Lord in the future, but is not using what he has already been given, is not yet a faithful man. Instead, a faithful man is one who is already doing what he can with what he has already been given.

In Luke 16:10-13, we see that a faithful man is faithful in all areas of his life, including being faithful in his use of money. This is a key area because 1 Timothy 6:10 warns that, “For the love of money is a root of all *kinds of* evil, for which some have strayed from the faith in their greediness, and pierced themselves through with many sorrows.” A person who is controlled by greed is not a godly leader because his priority is things rather than people. Such a person will drive people for his own benefit rather than lead them as a steward of God.

We also see that a person who has been unfaithful in the past can become faithful and be used greatly by the Lord. In Philemon 10-11, we read about Onesimus. “I appeal to you for my son Onesimus, whom I have begotten *while* in my chains, who once was unprofitable to you, but now is profitable to you and to me.” Colossians 4:9 adds the following statement about Onesimus: “...with Onesimus, a faithful and beloved brother, who is *one* of you. They will make known to you all things which *are happening* here.” In the book of Philemon, we learn that Onesimus had previously been an unfaithful servant, yet we see that he had become a faithful servant of the Lord.

A second thing to look for, when developing godly leadership, is people who are available. In Luke 9:57-62, we see that Christ talked to three people who had other priorities in their lives rather than following Christ. In contrast, when Christ called the twelve, and also the larger group of disciples, they made themselves available to spend time with Christ. In Mark 1:16-20, we see that the four fishermen left their nets and followed Christ. Then, in Mark 2:14, we see that Matthew left the tax office and followed Christ.

The disciples were available to go with Christ to a wedding, in John 2:2. They were available to go with Christ to the feast at Jerusalem, in John 2:17. They were with Jesus as He traveled through Samaria, in John 4. These things all happened before Christ said, “Follow me, and I will make you fishers of men.”

You may have people who are growing Christians, but have such a busy schedule that they do not have time to spend with you at this particular time. That does not mean they are not interested in learning to become a godly leader. Instead, it is an indication that the timing may not be right. Be patient. Their schedule may change, and they will be available to go with you to minister in a few months. As a person begins to go with you, begin praying and asking the Lord if that person is one who you should start investing larger amounts of time in their preparation for spiritual leadership.

A third thing to look for, when developing godly leadership, is people who are teachable. This is often shown by the fact that they regularly ask questions because of their desire to learn. Occasionally, they may not ask questions, but try to be around when others are asking questions. This is an indication of a person who wants to learn and grow in his spiritual life.

People who have a teachable attitude have a desire to understand things that they have not understood before. They will also want to know how to follow Biblical principles in the things they do. Their desire will be to please Christ. When people have this kind of a teachable attitude, it is easy to help them grow in godly character and ministry effectiveness. The disciples of Christ showed this attitude, in Luke 8:9-10, where we read, “Then His disciples asked Him, saying, “What does this parable mean?” And He said, “To you it has been given to know the mysteries of the kingdom of God, but to the rest *it is given* in parables, that ‘Seeing they may not see, And hearing they may not understand.’”

Saul demonstrated two other attitudes when he met Christ on the road to Damascus. When Christ stopped him with the light from heaven, Saul asked two questions, in Acts 9:1-6. The first question was: “Who are you, Lord?” This question shows that Saul had a learner’s attitude. A learner’s attitude is an attitude of wanting to know Christ better. There is a great difference between learning about Christ and getting to know Christ. We learn about Christ as a historical figure as we read about Him in the Bible. However, we get to know Christ as we yield to Him and let Him work in our lives.

The second question Saul asked was: “Lord, what do you want me to do?” Here, we see that Saul had suddenly changed from the one who was trying to control his own life, to one who wanted to know and serve Christ. This is the attitude of a person with a servant’s heart. This attitude of submission to Christ is the key attitude for a godly spiritual leader. Unless a developing leader is learning to let Christ be in control, he will be a worldly leader instead of a godly leader. However, if the developing leader wants to know what Christ wants him to do, that leader will make a very effective leader.

A summary definition that I use as I pray and look for people in whom I will invest a large amount of time is, “I look for FAT people with a learner’s attitude and a servant’s heart.” FAT stands for:

F - faithful

A - available and

T - teachable

If you are not already doing so, begin to pray that the Lord will lead you to one or more FAT people with a learner’s attitude and a servant’s heart. May the Lord richly bless you as you develop people who are becoming godly leaders.