



## Have You Lost Faith in Your Spiritual Leaders?

**Mark 10:43-44:** (NASB) *<sup>43</sup>But it is not this way among you, but whoever wishes to become great among you shall be your servant; <sup>44</sup>and whoever wishes to be first among you shall be slave of all.*



Leadership is a key to success in every part of life. When it is done well, those being led not only engage, they have a tangible opportunity to grow and even be transformed. When done poorly, those who should be led can become apathetic, lazy and directionless. We need to be careful to not confuse one who truly leads with a manager (one who simply keeps the wheels turning or with a motivational speaker (one who excites thought but rarely incites action). Real leadership is a hybrid of these things and so much more. When it comes to spiritual leadership, the stakes are much higher, and unfortunately the results are often disappointing. The Bible clearly teaches us

what spiritual leadership is supposed to look like - and what it teaches may be shocking to most of us!

To best understand leadership, we will look at:

1. Scriptural examples
2. Sound leadership practices
3. God's leadership design for Christians

### Leadership early on was shown in the Bible by God's shepherding:

**Psalm 77:20:** (NASB) *You led Your people like a flock by the hand of Moses and Aaron.*

(Source: Biblical commentary by John Gill) ...and with the Greeks, to call kings shepherds; and one and the same word; in the Greek language, signifies to feed sheep, and to govern people; see Psalm 78:72, Isaiah 44:28, also their ecclesiastical governors are intended, prophets, priests, Levites, scribes, and Pharisees; these were bad shepherds, or they would not have been prophesied against; and though they were shepherds of Israel, this must be done.

Kings were called shepherds and took care of the flock.

Let's look at the bad shepherding in Israel's history as an example and see how it applies to bad shepherding today in Christianity.



**WHAT DID THESE SHEPHERDS SEE AS THEIR OBJECTIVE?** **Ezekiel 34:1-2:** (NASB) *<sup>1</sup>Then the word of the LORD came to me saying, <sup>2</sup>Son of man, prophesy against the shepherds of Israel. Prophesy and say to those shepherds, thus says the Lord GOD, Woe, shepherds of Israel who have been feeding themselves! Should not the shepherds feed the flock?*

*They had been feeding themselves, not the flock! This is the first warning. Things that went wrong with shepherding in the Old Testament are the same things that can and do go wrong with the shepherding within Christianity.*



## Six leadership practices from Brendon Burchard:

### **Envision, *What Great Leaders Actually Do*, Brendon Burchard**

- *The first "E" of these six "E's" is "envision." Great leaders envision a compelling and different and vibrant future than what is here. They have an alternative clear view of what the world could be like tomorrow than it is today. They have a shared purpose. They believe that they and others would be compelled by, interested, inspired by, and want to work towards, and that's a big deal. You always read about it in leadership, right? You have to have vision. I mean, it's biblical. Where there is no vision people perish. We know the power of having that vision; you have to sit down, though, and actually do it. The reason we say envision versus just have a vision is it's a practice of envisioning, "What should tomorrow look like for my team?"*

Envision what things should look like for those you lead.

### God's Leadership Design



### What was God's vision for the true followers of Christ? Paul and Barnabas on a missionary journey:

Acts 14:21-23: (KJV) <sup>21</sup>And when they had preached the gospel to that city, and had taught many, they returned again to Lystra, and to Iconium, and Antioch, <sup>22</sup>Confirming the souls of the disciples, and exhorting them to continue in the faith, and that we must through much tribulation enter into the kingdom of God. <sup>23</sup>And when they had **ordained** <5500> them elders in every church, and had prayed with fasting, they commended them to the Lord, on whom they believed.

**Ordained:** Strongs #5500 cheirotoneo; (to stretch); to be a hand-reacher or voter (by raising the hand), i.e. to select or appoint

Who is voting and making the decisions in the texts above? Those doing the choosing of elders were among the congregation.

(For more on the definition of *ordain*, please see the Bonus Material.)

- This "ordaining" is by definition a process of electing by the will of those to be represented.
- The process here indicates that individuals from within the congregation were those considered.
- This was a serious matter, as those chosen were prayerfully put into service.

*When they had preached the gospel to that city, and had taught many, they returned again* - to places they had been to before. When they returned is when the process took place. In many churches today, leadership is appointed from another area. Paul and Barnabas dropped in as temporary leaders until the local leadership grew and developed.



## Leadership Practice:

*Christian leadership is fashioned after  
God's own example.  
We are instructed to find it  
from within our fellowship.  
It does not come from an outside source.*

In the early church we do not see the apostles bringing brothers to places and leaving them there. Their leadership came from within their fellowship.

**With a clear vision of spiritual leadership in place,  
how do you go about getting it to actually work?**

The most important factors in leadership come from both those who lead and those who are led. If a leader does not have the faith of their followers to step out and step up, then their leadership attempts end up as merely exercises and not actual leadership accomplishments.



Two people each have a dog and go out to walk their dog. One may be walking their dog and the other may be training their dog as they walk, but they look like they are doing the same thing. If you are not out leading, then you are just out taking a walk. Leaders should walk with purpose and bring others with them.



### WHAT DID THESE SHEPHERDS ACCOMPLISH BY THEIR SHEPHERDING?

Ezekiel 34:3-4: (NASB) <sup>3</sup>You eat the fat and clothe yourselves with the wool, you slaughter the fat sheep without feeding the flock. <sup>4</sup>Those who are sickly you have not strengthened, the diseased you have not healed, the broken you have not bound up, the scattered you have not brought back, nor have you sought for the lost; but with force and with severity you have dominated them.

These shepherds were not helping those who were spiritually sick or had emotional or mental illness. They did not help the broken who had paralyzing trials. The ones who were lost just left. Those leaders dominated over the flock and did not care for them. God was unhappy with the spiritual leadership of Israel because they did not follow His example. This is a wake-up call for Christian leaders to look in the mirror and do better.



### Enlist, *What Great Leaders Actually Do*, Brendon Burchard

- *The second "E" here is "enlist." As you're developing this vision, it's not just your vision, you're enlisting other people to share their voices, their perspectives, their dreams, their desires for where you could be going. I think the most important leadership lesson in the world is that people support what they create. If people are involved in the ideation of a vision, they're involved in creating ideas, of brainstorming, of figuring out what is it we are about, what do we stand for, where are we going? Great leaders enlist that from other people. They're constantly asking people what they think, how they feel, what things they desire and need. And it's that enlistment that is always going on. A great leader is always enlisting other people to believe in the dream, to shape the dream, to stay dedicated to the dream. It's an honest, and authentic, and a genuine desire to see other people be involved in the process.*

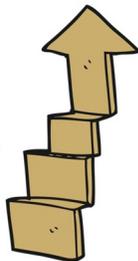


I used to be the director of a summer Bible youth camp for children between the ages of 9 to 18. One year there was a bit of lethargy in the group. At our staff meeting, we agreed on what needed to be done but decided to let it be the kid's idea. We presented the issue and asked them, "What do you think?" They discussed it, and I prodded them along and then told them they were geniuses. They were so excited, and it changed their attitude because they were enlisted in the process.

**A leader is one who knows the way, goes the way, and shows the way. – John C. Maxwell**

### Peter was enlisting other leaders to step up:

**1 Peter 5:1-4:** (NASB) <sup>1</sup>Therefore, I exhort the elders among you, as your fellow **elder <4245>** and witness of the sufferings of Christ, and a partaker also of the glory that is to be revealed, <sup>2</sup>**shepherd <4165>** the flock of God among you, exercising oversight not under compulsion, but voluntarily, according to the will of God; and not for sordid gain, but with eagerness; <sup>3</sup>nor yet as lording it over those allotted to your charge, but proving to be examples to the flock. <sup>4</sup>And when the Chief Shepherd appears, you will receive the unfading crown of glory.



God's Leadership Design



### Observations:

- Serve not because you must, but out of a willing heart. If your heart is not willing, do it anyway until you find the heart motivation.
- Serve not for money, but out of sheer eagerness. Serve freely with no compensation.
- Serve not in a dominating way, but as a living example of Christlikeness.

The Apostle Peter uses the word *elder*. What is an elder?

**Elder:** Strongs #4245 presbuteros (pres-boo'-ter-os); older; as noun, a senior

Someone may be young but be mature spiritually. Timothy is a great example. The Apostle Paul was talking with Timothy and called him his spiritual son saying, *Let no man despise thy youth.* He encouraged Timothy to work for God.



The New Testament uses several words to describe those called upon to shepherd:

- ✓ elder <4245>
- ✓ pastor <4166>
- ✓ teacher <1320>
- ✓ overseer <1985>

These titles are all meant to be different ways of describing the same job. (Please see more in the Bonus Material.)

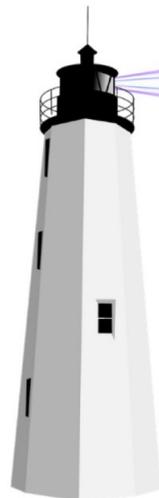
 **Complaining - emotional volatility, Four Behaviors You Never Want to See in a Leader, Entrepreneur**

- *There are four behaviors that are simply never indicative of an effective leadership. First: complaining. Not cool. Criticizing another leader in the company of followers undermines the leadership efforts of others, as well as yourself. One of the many challenges leaders face is earning the buy-in from his or her people. What they don't need is an associate sharing insults behind their back because doing so erodes the trust they've worked so hard to build. Second, emotional volatility. Leaders are expected to comport themselves professionally, and that means having the self and social awareness to know when to put up, shut up, or blow up. It also requires understanding different personalities. Adapting one's style to match the setting and people takes patience and acute observation but is incredibly important.*

**Paul teaches about enlisting the gifts of grace (not gifts of the Spirit) that many may have:**

**Romans 12:4-8:** (NASB) <sup>4</sup>For just as we have many members in one body and all the members do not have the same function, <sup>5</sup>so we, who are many, are one body in Christ, and individually members one of another. <sup>6</sup>Since we have gifts that differ according to the grace given to us, each of us is to exercise them accordingly: if prophecy, according to the proportion of his faith; <sup>7</sup>if service, in his serving; or he who teaches, in his teaching; <sup>8</sup>or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.

These gifts may be from our talents, experiences or interests. We can build on the gifts we naturally have. The way to expand our ability is to fulfill what you already can do.



## Leadership Practice:

*Christian leaders must be enlisted  
for the right reason and with  
the right attitude  
before they can enlist others  
to follow them in following Christ.*



**To enlist others is to call them to action.  
What else is needed to elicit a powerful response?**

Leadership is the epitome of a two-way street. A leader can only really be defined as a leader IF there are those who follow and engage. Having a vision and enlisting others in it are powerful practices, but they are incomplete. A leader must ALWAYS embody the vision, first and always.

Think it first → show it first → do it first. Only ask others what you are willing and able to do.



**WHAT WAS THE RESULTING  
CONSEQUENCE  
OF THIS SHEPHERDING?**

Ezekiel 34:5: (NASB) *They were scattered for lack of a shepherd, and they became food for every beast of the field and were scattered.*

The sheep were devoured! The shepherd's primary responsibility was to protect the sheep which he did not do.

A current day bad practice example:

(Source: The Spectator, January 14, 2017, "Why more and more priests can't stand Pope Francis. He has been pigeonholed as a fearless reformer, but questions are arising about his judgment" by Damian Thompson) On 2 January, the Vatican published a letter from Pope Francis to the world's bishops in which he reminded them that they must show 'zero tolerance' towards child abuse. In 2012, Pope Benedict stripped Inzoli of his priestly faculties, effectively defrocking him. In 2014, however, they were restored to him – by Pope Francis, who warned him to stay away from minors.

Here we have a leader allowing a predator back among the flock. We cannot have a double standard. There cannot be just an appearance of godliness.

 **Embody, What Great Leaders Actually Do, Brendon Burchard**

- *The third thing that great leaders are always doing is "embodying" their message. They stand for something. There's a congruence between who they are, the behaviors that they're enacting into the world, how they treat people, what they're working towards, and what they say is important. It's integrity. It's a congruence between what we say we're after and how we are behaving. There's nothing more important, is there? It's that old message - you don't believe the message unless you believe the messenger. As leaders, we have to stand for, and demonstrate, and show, what we are really believing in. Is our team and people around us seeing us work for it, sweat for it, sacrifice for it, champion over and over again, even when it's hard, even when there's conflict, even when people are (bleep!), even when people want to quit - are you still there?*

**A good leader takes a little more than his share of the blame, a little less than his share of the credit. — Arnold Glasow**



The focus should not be on the leader! If you are in a place where the Christian leadership is not about the flock, then you have to ask yourself, "Why am I still here?" It is not about making the leader look good; it is about helping the flock be better.



### Christian leadership is built upon the embodiment of Christ in your life:

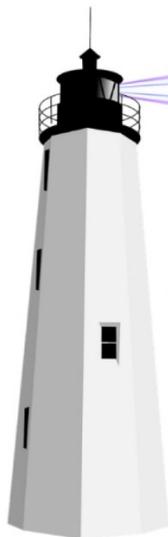
Hebrews 13:7,17: (Lamsa) <sup>7</sup>Remember those who are your leaders, those who have spoken the word of God to you; mark the completeness of their works, and imitate their faith... <sup>17</sup>Listen to your spiritual leaders and obey them; for they are watchful guardians of your souls, as one who must give account, that they may do it with joy and not with grief, for that is unprofitable for you.

Observe the leaders and how the message they are giving is reflected in who they are. If it is being reflected - *imitate their faith* - in their imitation of Christ.

### Christian leadership is defined by what we do, the attitude with which we do it and our words:

Acts 20:17-19,27-28: (NASB) <sup>17</sup>...(Paul) sent to Ephesus and called to him the **elders <4245>** of the church. <sup>18</sup>...he said to them, You yourselves know, from the first day that I set foot in Asia, how I was with you the whole time, <sup>19</sup>servicing the Lord with all humility and with tears and with trials which came upon me through the plots of the Jews... <sup>27</sup>For I did not shrink from declaring to you the whole purpose of God. <sup>28</sup>Be on guard for yourselves and for all the flock, among which the Holy Spirit has made you **overseers <1985>**, to shepherd the church of God which he purchased with his own blood.

Paul is empowering others to embody the message as he did.



### Leadership Practice:

*Christian leadership is not about having eloquence or being inspirational; it stands squarely on the shoulders of selfless, daily God-driven action and perspiration.*



Jesus was the best leader and example. He embodied the message he gave and was God-driven in action and perspiration. We couldn't have a better example of someone who lived what he preached. He had all the leadership qualities. What about me - I'm a sheep. Should I be doing the leadership practices mentioned myself?



There are few leaders and many sheep. We need to apply these principles of leadership in our lives, because we each have opportunity to lead on a micro-level, such as with co-workers, with our grandchildren, friend or sister. Even if you are not the teacher, you can use these principles to change the lives of others.



**IN WHAT CONDITION DID THESE SHEPHERDS LEAVE THE SHEEP?** Ezekiel 34:6: (NASB) *My flock wandered through all the mountains and on every high hill; My flock was scattered over all the surface of the earth, and there was no one to search or seek for them.*

### A current-day bad practice example:

(Source: The New York Times, August 8, 2018, "Willow Creek Church's Top Leadership Resigns Over Allegations Against Bill Hybels" by Laurie Goodstein.) The lead pastor and the entire board of elders resigned on Wednesday night from Willow Creek Community Church, one of the nation's most influential evangelical congregations, saying that they had made a mistake by failing to believe the women who accused the Reverend Bill Hybels, the church's founding pastor, of sexual harassment... The Reverend Heather Larson said she was stepping down because trust had been broken by leadership and it doesn't return quickly.

Reverend Hybels was accused of inappropriate sexual acts. He was the leader of the country's fifth largest mega church, Willow Creek Community Church. This is another example where someone in a position of leadership assumes the leadership is for their benefit and are above the rules that apply to everyone. With the measure of power that comes with leadership comes great responsibility.

### Empower, *What Great Leaders Actually Do*, Brendon Burchard

- *Our fourth, what we have to move on to is now "empowering" people. Empowerment means we give people the decision making authority and the trust to be able to work towards this vision; to allow them the autonomy, the strength, the input; to equip them with the knowledge, the skills, the abilities, the technologies, the tools, the training to allow them to succeed as they march with us to achieving something extraordinary and phenomenal. That's vital. That's what empowerment is about, and a lot of leaders who come in with a big vision, and they get everyone excited, they seem like they want everybody involved. They do a great job of standing for it, but they don't equip their teams to kick some butt. They never get to that place of real stride, of real momentum - and that happens all the time. Training other people and equipping them with everything they need to succeed has to be a vital practice of every great leader. It doesn't happen just once.*

As leaders, we are supposed to empower those who follow, not overpower them as in the previous current-day bad practice example.



## God's Leadership Design



### Christian leadership has the sober responsibility to empower all:

Ephesians 4:11-13: (NASB) <sup>11</sup>And he gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers, <sup>12</sup>for the equipping of the saints for the work of service, to the building up of the body of Christ; <sup>13</sup>until we all attain to the unity of the faith, and of the knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fullness of Christ.

All these positions are for the purpose of creating a *mature man*, a collectively complete individual called the *body of Christ*.

**We earlier spoke of "enlisting" followers.  
What is the difference between that and empowering them?**

To enlist is to get someone's attention so they may be active in a cause. To empower is to take that enlistment and give it tools, direction and permission to be fully engaged in the work of the cause. Empowerment is a powerful application of our Christian liberty, though it is not without boundaries. When we empower people, we do not want them out of control.

### Continuing the empowerment conversation:

Ephesians 4:14-16: (NASB) <sup>14</sup>As a result, we are no longer to be children, tossed here and there by waves and carried about by every wind of doctrine, by the trickery of men, by craftiness in deceitful scheming; <sup>15</sup>but speaking the truth in love, we are to grow up in all aspects into him who is the head, even Christ...

### Growing up in Christ, even for leaders, is to be empowered into a strong functioning part that contributes its value mightily to the whole:

<sup>16</sup>from whom the whole body, being fitted and held together by what every joint supplies, according to the proper working of each individual part, causes the growth of the body for the building up of itself in love. (The lesson - be empowered together! A Christian leader needs to empower the brotherhood to be strong in the body of Christ.)

The greatest position in Christianity is the one of greatest humility and service.



## Leadership Practice:

*Christian leadership finds spiritually and scripturally sound ways to empower the brotherhood so that the one body of Christ can in all ways be unified and strong in Jesus.*



WHAT IS GOD'S RESPONSE TO SHEPHERDS WHO ARE NOT SHEPHERDING?

Ezekiel 34:7-8: (NASB) <sup>7</sup>Therefore, you shepherds, hear the word of the LORD: <sup>8</sup>As I live, declares the Lord GOD, surely because My flock has become a prey, My flock has even become food for all the beasts of the field for lack of a shepherd, and My shepherds did not search for My flock, but rather the shepherds fed themselves and did not feed My flock.

**Evaluate, What Great Leaders Actually Do, Brendon Burchard**

- Then we have to "evaluate." It's one of the hardest things that we do in all of leadership. To evaluate the key people who are with us, their contributions, evaluate their skills, evaluate their needs, and to evaluate the ethics that are going on in our organization, in our team. Are we being excellent, and are we being ethical is the questions that we're evaluating on. Are we being excellent and ethical as we are progressing which I guess would be the third question: are we progressing? If not, why? Are we being ethical? If not, why? If our people are not being excellent, if not why? These are the questions that we have to ask in this practice, and evaluation is every day as a leader. You've got to keep your thumb on the pulse to see, "Hey how we are doing? Are we alive? Are we moving forward?" That evaluation also brings up the incredible challenge that we face as leaders which is to give honest, direct, immediate, constructive feedback to those people who are trying to influence and lead.

Whenever you hear - hear the word of the LORD - that is God's evaluation, judgment and observation. As a leader we need to challenge others for their growth.

**Be a yardstick of quality. Some people aren't used to an environment where excellence is expected. — Steve Jobs**

Evaluation is for leaders, but also for those empowered to follow.

**GOD'S LEADERSHIP DESIGN**



**When evaluating followers, honesty and clarity are absolutes in this difficult practice:**

Hebrews 5:12-14: (NASB) <sup>12</sup>For though by this time you ought to be teachers, you have need again for someone to teach you the elementary principles of the oracles of God, and you have come to need milk and not solid food. <sup>13</sup>For everyone who partakes only of milk is not accustomed to the word of righteousness, for he is an infant. <sup>14</sup>But solid food is for the mature, who because of practice have their senses trained to discern good and evil.

**Practice the highest standard.**



 **Playing nice - micromanagement, *Four Behaviors You Never Want to See in a Leader, Entrepreneur***

- *Third, playing nice. Befriending employees is not priority number one on a leader's radar because decisions must be made that, well, won't please everybody. Remember this: people need a leader, not a friend. Fourth, micromanagement. Starting out as an entrepreneur, you will wear all the hats, but as your company grows, so should you... out of all of those hats. It's not easy removing the tactical, operational and strategic hats that an entrepreneur initially wears and then scaling back to just one or two.*

We cannot be afraid to point out the things that might be difficult. It is the difference between peacekeeping and peacemaking. Peacekeeping keeps everybody's feathers from being ruffled. Peacemaking is pushing through the difficult things to find true peace. Be a peacemaker with the mind of Christ.



Please see the June 11, 2018, CQ Episode 1025: "Should We Be Peacemakers?"

We have to be specific to be dynamic. Generalities do not bring people to a change in behavior or thought.

**The Apostle shows us the importance of honest assessment. Notice he does not just tell them what is wrong, he tells them WHY:**

1 Corinthians 3:1-4: (NASB) <sup>1</sup>And I, brethren, could not speak to you as to spiritual men, but as to men of flesh, as to infants in Christ. <sup>2</sup>I gave you milk to drink, not solid food; for you were not yet able to receive it. Indeed, even now you are not yet able, (Why) <sup>3</sup>for you are still fleshly. For since there is jealousy and strife among you, are you not fleshly, and are you not walking like mere men? <sup>4</sup>For when one says, I am of Paul, and another, I am of Apollos, are you not mere men?



## Leadership Practice:

*Evaluation of Jesus' followers  
must come through truth,  
humility and a foundational desire  
for their best interest -  
and only for their best interest.*

Evaluation is for the sole purpose of the spiritual well-being of those in the flock. Evaluation a Christian leader gives should never be based on their own feelings but on what is needed by the follower.



**Leadership practices are varied and difficult.  
How do we frame each and every one of them properly?**

If you have ever looked around you, you will notice few real leaders. In Christianity it is no different. The bottom line is that *a Christian leader only exists for the benefit and encouragement of those they are responsible for.* If we accept that simple premise, then our leadership can grow.



**WHAT IS GOD'S  
ULTIMATE CONSEQUENCE  
FOR THESE SHEPHERDS?**

**Ezekiel 34:9-10:** (NASB) <sup>9</sup>therefore, you shepherds, hear the word of the LORD: <sup>10</sup>Thus says the Lord GOD, Behold, I am against the shepherds, and I will demand My sheep from them and make them cease from feeding sheep. So, the shepherds will not feed themselves anymore, but I will deliver My flock from their mouth, so that they will not be food for them.

These shepherds were removed from their position because they didn't follow through with their responsibility.

**A current day bad practice example:**

(Source: The Christian Science Monitor, April 20, 2018, "Churches Struggle with Their #MeToo Moment," by Harry Bruinius) While the #MeToo movement has revealed widespread abuse from Hollywood to government to businesses, mounting allegations of sexual misconduct within houses of worship and religious communities point to something even more appalling - a breach of a special trust. "In the early 2000s, when the tragedy of the Catholic Church was just starting to emerge, I'm thinking to myself, and sharing with others, my goodness, Protestants for the most part have no clue that this is as serious as an issue in their own churches. During the past year, many women, and even some men, across the country have used the online hashtag #ChurchToo to tell their stories of past abuse. They have recounted how men in power used their uniquely intimate roles as pastors to spiritually manipulate and sexually coerce them when they were at their most vulnerable. Many were underage teens.

Besides sexual abuse in the churches, there is financial and emotional abuse and the abuse of power.



Whose flock is it anyway? Is it the pastor's flock or Christ's flock? Is the pastor part of the same flock or is it a career? I have a book called, *Careers for Dummies* and you can look up "pastor" and it gives you all the credentials you need to become a pastor, and it has nothing to do with religion.

Those who shepherd the flock are members of the flock who are entrusted with the additional responsibility to be a shepherd. If we want to make pastoring a career, then make it a voluntary career.



**Encourage, What Great Leaders Actually Do, Brendon Burchard**

- *The final thing, that sixth thing, that thing that makes the magic: "encourage." To encourage - to be the champion, to be the cheerleader, to be the person always motivating, inspiring, uplifting people. A lot of leaders, they get their pet projects they get excited about it, and they disappear. No, you need to encourage on a continual basis. You need to light people up, you*



*need to have it in your heart and in your soul that desire to want to want to lift people up. To lift them up and lift them off their butts, to get them excited about things. If you can't motivate them with your passion and your example, then what are we doing? You have to encourage people when it gets hard. When you're working towards a mission it gets hard, and the longer-term, the more people involved, the bigger the organization, the bigger the vision, the bigger the dream, the longer the duration to accomplish it. The more struggle, the more challenge, the more conflict, the more discord, the more disappointment, the more frustration, the more doubt, the more delay. All those things happen and the way they have to deal with it is always being that encouraging voice.*

***The growth and development of people is the highest calling of leadership.***  
— *Harvey S. Firestone*

The growth and development of individuals in Christ is *the high calling* and we need scripturally-based leadership to help.



Encouragement is written all over the New Testament. We suggest seven ways to encourage as we implement the six practices of leadership.

**Honesty - it gives peace of mind:**

1 Peter 1:22: (NASB) *Since you have in obedience to the truth purified your souls for a sincere love of the brethren, fervently love one another from the heart.*

**Delegation - it makes room for others to grow:**

Romans 12:10: (NASB) *Be devoted to one another in brotherly love; give preference to one another in honor.*

**Communication - it gives others insight and a voice:**

1 Peter 4:11: (NASB) *Whoever speaks, is to do so as one who is speaking the utterances of God; whoever serves is to do so as one who is serving by the strength which God supplies; so that in all things God may be glorified through Jesus Christ.*

**Humor - it opens the door to joy and productivity:**

John 15:11: (NASB) *These things I have spoken to you so that my joy may be in you, and that your joy may be made full.*

**Commitment - it shows others the way:**

Romans 12:11-12: (NASB) <sup>11</sup>*not lagging behind in diligence, fervent in spirit, serving the Lord;* <sup>12</sup>*rejoicing in hope, persevering in tribulation, devoted to prayer.*

**Attitude - it sets a level of expectation and response:**

1 Corinthians 13:5-7: (NASB) <sup>5</sup>(Love) *does not act unbecomingly; it does not seek its own, is not provoked, does not take into account a wrong suffered, <sup>6</sup>does not rejoice in unrighteousness, but rejoices with the truth; <sup>7</sup>bears all things, believes all things, hopes all things, endures all things.*

**Creativity - it gives others permission to innovate:**

Matthew 25:20-21: (NASB) <sup>20</sup>*The one who had received the five talents came up and brought five more talents, saying, Master, you entrusted five talents to me. See, I have gained five more talents. <sup>21</sup>His master said to him, Well done, good and faithful slave. You were faithful with a few things, I will put you in charge of many things.*



 **The six E's importance, *What Great Leaders Actually Do*, Brendon Burchard**  
(This audio clip was not played during the podcast due to time constraints.)

- *That's leadership. That's the six "E's" of leadership: envision, enlist, embody, empower, evaluate, and encourage. And I'll say what overlays all of this is a philosophy of about what we are doing. That it's important to us. That there is a purpose, there's a mission to it. That we feel that deeply within us is so powerful and we honor, we respect, and we love those we work with. Last thought. I never use the word, I try to, I use it in this video a little bit to give us context, but I never try to use the word "follower." People are following you, no, they are actively engaged. They are collaborators. When you get people to collaborate with you in all areas of these six E's, you're building leaders, you're building collaborators within the organization, within the team, with those who you are serving a magic happens. It's now not just you the leader, it's a group of us. We are a peer set of leaders. We are the movers and the shakers who are shaping and making this mission happen every single day.*



## Leadership Practice:

*Spiritual encouragement is the  
lifeblood of Christian leadership.  
With it others trust, engage, hope, plan  
work and grow. Encouragement is a  
breeding ground for maturity.*

When we consider Christian leadership, it should always be in the context of developing the maturity of the body of Christ.

- ✓ Envision what needs to be done.
- ✓ Enlist others in the process.
- ✓ Embody what this vision looks like in your own mind.
- ✓ Empower those around you by including them and giving them opportunities.
- ✓ Have the strength and courage to evaluate and to encourage so they can become stronger in Christ, so the body of Christ can become stronger and closer to God.

***So, have you lost faith in your spiritual leaders?  
For Jonathan and Rick and Christian Questions...  
Think about it...!***



Join us next week for our podcast on September 24, 2018:  
Ep. #1039: "Do Tithes and Offerings  
Belong in Christianity?"

### Bonus Material

*I am not afraid of an army of lions led by a sheep; I am afraid of an army of sheep led by a lion. — Alexander the Great*

More on the meaning of "ordained." How do we know we are appointing our shepherds in the proper way? Here is a look at the decision process in early Christianity.

#### Paul and Barnabas on a missionary journey:

Acts 14:21-23: (KJV) <sup>21</sup>And when they had preached the gospel to that city, and had taught many, they returned again to Lystra, and to Iconium, and Antioch, <sup>22</sup>Confirming the souls of the disciples, and exhorting them to continue in the faith, and that we must through much tribulation enter into the kingdom of God. <sup>23</sup>And when they had **ordained <5500>** them elders in every church, and had prayed with fasting, they commended them to the Lord, on whom they believed.

**Ordained:** Strongs #5500 cheirotoneo (khi-rot-on-eh'-o); (to stretch); to be a hand-reacher or voter (by raising the hand), to select or appoint

#### All uses:

Acts 14:23: (KJV) And when they had **ordained <5500>** them elders in every church, and had prayed with fasting, they commended them to the Lord, on whom they believed.

2 Corinthians 8:16-19: (NKJV) <sup>16</sup>But thanks be to God who puts the same earnest care for you into the heart of Titus. <sup>17</sup>For he not only accepted the exhortation, but being more diligent, he went to you of his own accord. <sup>18</sup>And we have sent with him the brother whose praise is in the gospel throughout all the churches, <sup>19</sup>and not only that, but who was also **chosen <5500>** by the churches to travel with us with this gift, which is administered by us to the glory of the Lord Himself and to show your ready mind.

#### The portion of the next two texts where **ordained** was added but was not in the original manuscript:

2 Timothy 4:22: (KJV) The Lord Jesus Christ be with thy spirit. Grace be with you. Amen. <<The second epistle unto Timotheus, **ordained <5500>** the first bishop of the church of the Ephesians, was written from Rome, when Paul was brought before Nero the second time.>>

Titus 3:15: (KJV) All that are with me salute thee. Greet them that love us in the faith. Grace be with you all. Amen. <<It was written to Titus, **ordained <5500>** the first bishop of the church of the Cretians, from Nicopolis of Macedonia.>>



The above word, by definition and use, reveals a voting environment versus an "ordination" as we normally think of it. Compare the following and notice the stark contrast in meanings.

**Ordain:** Strongs #5087 tithemi; a prolonged form of a primary word theo (which is used only as alternate in certain tenses); to place (in the widest application, literally and figuratively; properly, in a passive or horizontal posture, and thus different from 2476, which properly denotes an upright and active position, while 2749 is properly reflexive and utterly prostrate)

**Greek English Lexicon:** (selected definitions) 1) to set, put, place; 1a) to place or lay; 1b) to put down, lay down 2) to make; 2a) to make (or set) for one's self or for one's use 3) to set, fix establish; 3a) to set forth; 3b) to establish, ordain

### Some of the many uses:

Matthew 5:15: (KJV) *Neither do men light a candle, and **put <5087>** it under a bushel, but on a candlestick; and it giveth light unto all that are in the house.*

Matthew 12:18: (KJV) *Behold my servant, whom I have chosen; my beloved, in whom my soul is well pleased: I will **put <5087>** my spirit upon him, and he shall shew judgment to the Gentiles.*

Luke 20:43: (KJV) *Till I **make <5087>** thine enemies thy footstool.*

Hebrews 1:2: (KJV) *Hath in these last days spoken unto us by his son, whom he hath **appointed <5087>** heir of all things, by whom also he made the worlds;*

In the early church, the becoming of an elder was a function of the church's decision - the vote of those whom the elder would be shepherding and not a function of the decision of one individual.

More on the several words and descriptions for New Testament Christian leadership. The New Testament uses several words to describe those called upon to shepherd. **Elder <4245> pastor <4166> teacher <1320> overseer <1985>.**

**Elder:** Strongs #4245 presbuteros; comparative of presbus (elderly); older; as noun, a senior; specifically, an Israelite Sanhedrist (also figuratively, member of the celestial council) or Christian "presbyter"<sup>1</sup>) elder, of age, 1a) the elder of two people, 1b) advanced in life, an elder, a senior, 1b1) forefathers; 2) a term of rank or office, 2a) among the Jews, 2a1) members of the great council or Sanhedrin (because in early times the rulers of the people, judges, etc., were selected from elderly men) 2a2) of those who in separate cities managed public affairs and administered justice; 2b) among the Christians, those who presided over the assemblies; (or churches) the New Testament uses the term bishop, overseers, pastors, elders, and presbyters interchangeably 2c) the 24 members of the heavenly Sanhedrin or court seated on thrones around the throne of God

### Some uses:

Matthew 15:2: (KJV) *Why do thy disciples transgress the tradition of the **elders <4245>** for they wash not their hands when they eat bread.*

Luke 15:25: (KJV) *Now his **elder <4245>** son was in the field: and as he came and drew nigh to the house, he heard music and dancing.*

Acts 14:23: (KJV) *And when they had ordained them **elders <4245>** in every church, and had prayed with fasting, they commended them to the Lord, on whom they believed.*

Acts 15:2: (KJV) *When therefore Paul and Barnabas had no small dissension and disputation with them, they determined that Paul and Barnabas, and certain other of them, should go up to Jerusalem unto the apostles and **elders <4245>** about this question.*



1 Timothy 5:1: (KJV) *Rebuke not an **elder <4245>**, but intreat him as a father; and the younger men as brethren;*

1 Timothy 5:2: (KJV) *The **elder women <4245>** as mothers; the younger as sisters, with all purity.*

1 Timothy 5:17: (KJV) *Let the **elders <4245>** that rule well be counted worthy of double honour, especially they who labour in the word and doctrine.*

**Overseer:** Strongs #1985 episkopos (ep-is'-kop-os); a superintendent, i.e. Christian officer in genitive case charge of a (or the) church (literally or figuratively):

1a) a man charged with the duty of seeing that things to be done by others are done rightly, any curator, guardian or superintendent; 1b) the superintendent, elder, pastor, or overseer of a Christian church; the New Testament uses the term bishop, overseers, pastors, elders and presbyters interchangeably {Acts 20:17,28 Ephesians 4:11; Titus 1:5,7; 1 Peter 5:1-4 }

### Some uses:

Acts 20:28: (KJV) *Take heed therefore unto yourselves, and to all the flock, over the which the Holy Ghost hath made you **overseers <1985>**, to feed the church of God, which he hath purchased with his own blood.*

Philippians 1:1: (KJV) *Paul and Timotheus, the servants of Jesus Christ, to all the saints in Christ Jesus which are at Philippi, with the **bishops <1985>** and deacons:*

1 Timothy 3:2: (KJV) *A **bishop <1985>** then must be blameless, the husband of one wife, vigilant, sober, of good behavior, given to hospitality, apt to teach;*

1 Peter 2:25: (KJV) *For ye were as sheep going astray; but are now returned unto the Shepherd and **Bishop <1985>** of your souls.*

**Pastor:** Strongs# 4166 poimen; of uncertain affinity; a shepherd (literally or figuratively)

- 1) a herdsman, esp. a shepherd; 1a) in the parable, he to whose care and control others have committed themselves, and whose precepts they follow;
- 2) metaph. 2a) the presiding officer, manager, director, of any assembly: so of Christ the Head of the church 2a1) of the overseers of the Christian assemblies; 2a2) of kings and princes

### Some uses:

John 10:14: (KJV) *I am the good **shepherd <4166>**, and know my sheep, and am known of mine.*

John 10:16: (KJV) *And other sheep I have, which are not of this fold: them also I must bring, and they shall hear my voice; and there shall be one fold, and one **shepherd <4166>**.*

Ephesians 4:11: (KJV) *And he gave some, apostles; and some, prophets; and some, evangelists; and some, **pastors <4166>** and teachers;*

**Teacher:** Strongs# 1320 didaskalos; an instructor, a teacher; in the New Testament one who teaches concerning the things of God and the duties of man; 1a) one who is fitted to teach, or thinks himself so; 1b) the teachers of the Jewish religion; 1c) of those who by their great power as teachers draw crowds around them i.e. John the Baptist, Jesus; 1d) by preeminence used of Jesus by himself, as one who showed men the way of salvation; 1e) of the apostles, and of Paul; 1f) of those who in the religious assemblies of the Christians, undertook the work of teaching, with the special assistance of the Holy Spirit; 1g) of false teachers among Christians

Matthew 8:19: (KJV) *And a certain scribe came, and said unto him, **master <1320>**, I will follow thee whithersoever thou goest.*

Matthew 9:11: (KJV) *And when the Pharisees saw it, they said unto his disciples, Why eateth your **master <1320>** with publicans and sinners?*



Ephesians 4:11: (KJV) *And he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and **teachers <1320>**;*

1 Timothy 2:7: (KJV) *Whereunto I am ordained a preacher, and an apostle, (I speak the truth in Christ, and lie not;) a **teacher <1320>** of the Gentiles in faith and verity.*

2 Timothy 1:11: (KJV) *Whereunto I am appointed a preacher, and an apostle, and a **teacher <1320>** of the Gentiles.*

2 Timothy 4:3: (KJV) *For the time will come when they will not endure sound doctrine; but after their own lusts shall they heap to themselves **teachers <1320>**, having itching ears;*

Hebrews 5:12: (KJV) *For when for the time ye ought to be **teachers <1320>**, ye have need that one teach you again which be the first principles of the oracles of God; and are become such as have need of milk, and not of strong meat.*

### **A few more encouraging Scriptures:**

Romans 12:9-19: (NASB) *<sup>9</sup>Let love be without hypocrisy. Abhor what is evil; cling to what is good. <sup>10</sup>Be devoted to one another in brotherly love; give preference to one another in honor; <sup>11</sup>not lagging behind in diligence, fervent in spirit, serving the Lord; <sup>12</sup>rejoicing in hope, persevering in tribulation, devoted to prayer, <sup>13</sup>contributing to the needs of the saints, practicing hospitality. <sup>14</sup>Bless those who persecute you; bless and do not curse. <sup>15</sup>Rejoice with those who rejoice, and weep with those who weep. <sup>16</sup>Be of the same mind toward one another; do not be haughty in mind, but associate with the lowly. Do not be wise in your own estimation. <sup>17</sup>Never pay back evil for evil to anyone. Respect what is right in the sight of all men. <sup>18</sup>If possible, so far as it depends on you, be at peace with all men. <sup>19</sup>Never take your own revenge, beloved, but leave room for the wrath of God, for it is written, Vengeance is mine, I will repay, says the Lord.*

1 Peter 4:7-11: (NASB) *<sup>7</sup>The end of all things is near; therefore, be of sound judgment and sober spirit for the purpose of prayer. <sup>8</sup>Above all, keep fervent in your love for one another, because love covers a multitude of sins. <sup>9</sup>Be hospitable to one another without complaint. <sup>10</sup>As each one has received a special gift, employ it in serving one another as good stewards of the manifold grace of God. <sup>11</sup>Whoever speaks, is to do so as one who is speaking the utterances of God; whoever serves is to do so as one who is serving by the strength which God supplies; so that in all things God may be glorified through Jesus Christ, to whom belongs the glory and dominion forever and ever. Amen.*