

The Leadership Course

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Introduction

Welcome to The Leadership Course. The purpose of this course is to provide training for potential leaders within a growing congregation. In that respect, its target audience is fairly broad and may include future elders and deacons, small group leaders and those responsible for specific activities within the church, including children's and youth work, music ministry etc.

It is envisaged, therefore, that those who complete this four week course will then have the opportunity to receive specific training in line with their particular area of ministry.

The course will run for four weeks and provides an opportunity for attendees both to learn about what a leader is and, together with existing leaders within the church, to begin testing their own calling into this area of church ministry.

The Leadership Course
1. Group Leaders Training
(Presenter's Notes)

Introduction

Questions to discuss.

- How would you define Leadership?
- As a leader what are the key things you wish you'd been told up front?

Why a Leadership Course for our church?

2 Timothy 2:1-13

The Calling V1-2

Context –people turning away 1:15-16, 2:17
Debating, wrangling (2:14)

The basis of leadership

As a leader, the source of his strength is Grace in Christ.

He knows this from what he has heard – Scripture.

In the presence of reliable witnesses. He is not alone!

The Responsibility of the leader

He must entrust this to others.

Leaders are qualified to teach.

Three Models to learn from v3-7

Soldier – sole focus

- don't desert
- don't be distracted

Athlete –compete by the rules

- integrity

Farmer –working hard for his share

So three leadership requirements

Courage

Integrity

Hard work

Two examples to follow v 8-10

Jesus

Paul

A motivation to hold onto v 9-13

Christ's army ---> victory is certain.

God's word is not in chains.

Motivation vv 11-13 owned or disowned?

Conclusion

- Leadership is Word centred.
- Leaders are responsible not just for their own gifts but for equipping others.

So that

- Our definition of leadership will be,

“The application of God's word to the structures of the church, so that there is corporate, as well as individual, obedience.”¹

- Our responsibility to train future leaders. We do not leave this to chance.

How will the Course Run?

Discussion Questions

- What types of courses have you attended –at work, or in Church life?
- What worked and didn't work?
- What sorts of fears and reservations might you have if you were attending a leadership course yourself?

A Good Course =....

Think of things like Alpha, Christianity Explored and Introducing God.

Opportunity to get to know other course members socially to remove barriers to interaction.

Opportunity to hear someone speak on a topic to explain it clearly.

Opportunity to discuss, interact, ask questions.

Opportunity to think and reflect.

¹ Chris Green, *The Gift of Leadership* (No Pages. Unpublished Paper, 2008).

Our aim is to build those ingredients into our course.

We will start by meeting for coffee and snacks. There will be a further refreshment break half way through each evening.

Each evening I will deliver a talk introducing an aspect of leadership.

The aim of the talk is to get people thinking about the qualities of leadership, not to introduce skills.

The talk will introduce Biblical principles. However, it will not necessarily be a straight exposition of a passage.

The talk will also introduce the wisdom and insights of people who have taken time to think about leadership issues, including non Christian leaders in the business world.

The aim of the talk is to introduce material which is practical and relevant to the leader's immediate situation. It is not intended to say everything that is to be said on a particular aspect of leadership theory.

There will be a Bible study looking at a specific passage related to that evening's topic.

We are asking you to each lead a small discussion group with about 4 other participants.

Your Group Leaders guide includes questions for each study and guidance notes.

The studies are focused on the application of each passage to leadership so we do not expect you to have covered every possible issue or controversy related to the topic.

The study should be an opportunity for people to open up and to share their concerns etc, not just a knowledge gaining exercise where we run through the questions to get the correct answers.

Participants will be given opportunity to reflect – including:

Time to think and exercises to do on their own.

Encouragement to chat one to one with one of us either on the night or during the week.

Because...

The course is about identifying leaders as well as training them. We want people to think about whether this is right for them, whether they have the gifts required etc.

There should be no shame in someone realising that they are not called to leadership at the moment. We all have different gifts and we are all equally valued members of God's community here.

So to recap...

Your role is

1. To lead discussion groups.
2. To be available to talk further with people one to one about what leadership in the church entails.

How should you prepare for your role?

The main thing is to be familiar with the course content.

- i. We are going to run through an overview of the course content now.
- ii. Spend time before each session familiarising yourself with the Bible passages which we are going to use each evening. That includes the studies and the passages I will use in my talks.
- iii. Think about the sorts of questions, concerns and comments you would have if you were doing this course for the first time.
- iv. Listen carefully and make notes during the talks.
- v. Ask me any questions you have.

A word of reassurance.

Even if you have not been through this specific course, you will still be reasonably familiar with much of the material within in it because it draws upon things that I have been through with you informally and during other leadership meetings.

Let's have a look at the material we will be covering.

What will the course content be?

There will be four sessions:

1. What is Leadership?
2. The job of a leader (1): Vision and change.
3. The job of a leader (2): People and change.
4. The limits of Leadership.

Let's look at each in turn.

What is leadership?

Our aim in this session is

- a. To provide an agreed definition of Leadership.
- b. To describe the qualities of a leader.

Attendees will be given the opportunity at the start to reflect about why they have come on the course and what hopes, expectations and fears they have concerning it.

I will introduce them to our definition of leadership.

We will consider key leadership qualities suggested by one leadership guru, John Maxwell.

I will refer them to

Ephesians 4:11-12 –leadership is Bible based.

Matthew 28:16ff and 2 Timothy 3 –Biblical Leadership results in change – growing in numbers, growing in faith and godliness.

The Group study will look at the qualities of a leader outlined in 1 Timothy 3.

The Job of a leader (1)

The aims of the session are to show that

- a. Leaders need to have a realistic assessment of the current situation.
- b. Leaders need to have a clear vision for the future.

We will use Nehemiah 1 to demonstrate how a leader needs to assess the current situation honestly and accurately.

We will look at our own mission statement as an example of speaking clearly about the future.

The group Bible study will look at Acts 27 and Paul's leadership during the voyage to Rome and shipwreck.

Individuals will have time to reflect on their place within the church's mission, to write their own mission statement and to envisage what the future of their group will look like.

The Job of a leader (2)

The aims of the session are to show that we lead through people.

- a. People bring their own gifts and talents to bear as a church changes and grows.
- b. Our responsibility as leaders involves ensuring that people develop and grow in their gifting.

We will introduce people to the ideas of Marcus Buckingham.

We will give people the opportunity to reflect on what it is like to be part of a good team/group using Buckingham's 12 Questions.

I will use Ephesians 4:11-12

The Bible study will look at 1 Corinthians 12.

You will also want to refer the group to Romans 12.

The limits of the Leader

The aims of the session are to show that

- a. Leaders are human –they will not succeed at everything.
- b. There are steps we can take to protect ourselves from moral failure as leaders.
- c. The Bible shows us how to resolve disputes within teams and groups.
- d. Our confidence is in God who is without limits.

Attendees will be given the opportunity to reflect on what they have learnt on the course and what fears, concerns etc they have about the future.

We will use Charles Colson’s list of Christian leadership characteristics to show what we can do to protect against failing as leaders.

In our groups we will study Matthew 18 as an example of how to resolve conflicts.

I will conclude by looking at 1 Corinthians 3. We need to have a right perspective on our leadership.

Our responsibility is to plant and water. We are only servants.
It is God who is responsible for growth.

That’s a wonderful and encouraging way to finish this training session. As we play our part in leading this course, we are reminded that it is God himself who will call and equip the future leaders in our church.

[Q&A]

Prayer and Close.

The Leadership Course
2. Group Leaders Handbook

Group Leaders Training Session

Introduction

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The Calling V1-2

Context

1:15-16, 2:17

2:14

The basis of leadership

As a leader, the source of his strength is G..... in C.....

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In the presence of

The Responsibility of the leader

He must this to others

Leaders are Q..... to t.....

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Soldier

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Farmer

So three leadership requirements

C.....
I.....
H.....

Two examples to follow v 8-10

Jesus

Paul

A Motivation to hold onto v 9-13

Conclusion

Two Things to emphasise

- Leadership is
- Leaders

So that

- a. Our definition of leadership will be
- b. Our responsibility is

How will the Course Run?

What types of courses have you attended –at work, or in Church life?

What worked and didn't work?

What sorts of fears and reservations might you have if you were attending a leadership course yourself?

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6. The job of a leader (1): Vision and change.
7. The job of a leader (2): People and change.
8. The limits of Leadership.

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Group Study 1: The Qualities of a leader

1 Timothy 3:1-7.

Introduction

Paul instructs Timothy and Titus to ensure that there are leaders in the churches they have responsibility for. The particular offices identified are “Elder” and “Deacon.” He tells them what qualities to look out for in those people who are to be appointed to these positions.

As we will see, his particular concern is for the character and reputation of the leaders. This is probably because:

“The author is dealing throughout the letter with the problem of heresy and heretical teachers in the church...The list of qualities required, therefore, is to some extent a contrast with the vices of the heretics.”²

Use the discussion time not simply to work through the questions but to respond pastorally to the specific fears and concerns about leadership responsibility that the study may draw out from your group members.

Questions and notes

1. *Why do you think that Paul needs to affirm that desiring to be a leader is a good thing? (3:1)*

It is possible that people were holding back from leadership positions. “The statement must surely imply that some people thought it undesirable.”³

Reasons suggested might include:⁴

Humility –not wanting to push oneself forward –which might become false humility.

Fear of taking on a position having seen it abused by others (especially with reference to the heretical teachers).

Fear of the consequence of being in leadership –the responsibility of having to confront the opponents.

2. *What qualities are listed?*

- a. *Compare the list of qualities given for Elders here with the list given for deacons (3:8-13) and the list given in Titus 1:5-9*

² I. Howard Marshall, *The Pastoral Epistles* (The International Critical Commentary, Edinburgh, T&T Clark. 1999), 473.

³ Marshall, *The Pastoral Epistles*, 475.

⁴ Mounce, *Pastoral Epistles*, 169.

- b. *Is there anything you might not expect to see on a 'secular' list of leadership qualifications?*
- c. *Why are the qualities listed so important?*

Mounce says

“The similarities among the three lists of qualities for church leadership in the PE are remarkable. The overall concern is that church leaders be above reproach in their daily lives. There are several qualities repeated in all three lists: above reproach, ‘one-woman’ man, dignified (using different words), not addicted to wine, not greedy for money and good manager of family.”⁵

a. This might be an opportunity to explain that the word translated ‘wives’ could simply mean ‘women.’ If that is so, it most probably refers to women deacons rather than the wives of deacons (otherwise, why are the elders’ wives not mentioned?) This is why our church encourages women to serve as deacons, but not as elders because that is a specific teaching office. It also enables us to infer implications for wider leadership roles within the church (e.g. womens’ work, youth work, student hospitality, music, care groups, church weekend away planning etc).

b. We tend to assume that secular leadership is concerned mainly with ambition, competence and charisma –although hopefully we have seen during the talks that secular leadership is just as concerned with character. Think about qualities like “gentle” and “hospitable.” Why are these so important?

c. Therefore the list includes things such as

“Above Reproach”

This would be important because, “The opponents were leaders in the church whose character and behaviour had been so horrendous that they were dragging the church down into disrepute.”⁶

“The husband of one wife”

The precise meaning of this has been much debated. Some have suggested that it is intended to preclude polygamy and remarriage.⁷ However, the latter is unlikely given that it is encouraged elsewhere in the letter.⁸ It is perhaps best rendered as “one woman man” with the emphasis on faithfulness.⁹

“Able to teach”

This is so important because our definition of leadership centres on the work of the Bible. Our concern here is not to turn everyone here into great preachers from the front. Rather, we select leaders who are able to use the Bible, whether in small groups or one to one to teach and encourage others in the church.

⁵ Mounce, *Pastoral Epistles*, 155.

⁶ Mounce, *Pastoral Epistles*, 169.

⁷ Mounce, *Pastoral Epistles*, 170-171.

⁸ Mounce, *Pastoral Epistles*, 173.

⁹ Mounce, *Pastoral Epistles*, 173.

“Able to manage his own household”

Smaller things first: integrity in personal life.

This is not a demand that an overseer be married or have more than one child: it is saying that a person who is married and has children must exhibit the proper leadership in his own household before attempting to do the same in God’s household.¹⁰

3. *What risks are there to budding leaders? How does Paul tell them to guard against this?*

The dangers are “becoming puffed up” (v6) and falling “into disgrace.”(v7)

Safeguards include:

Experience.

Outside reputation. This itself might be surprising. We should be concerned about how our leaders are regarded by their secular employers as much as how they are perceived by church members. However, it shouldn’t really be a surprise. We are looking for accountable people who are maintaining integrity in their Christian life, 24/7.

¹⁰ Mounce, *Pastoral Epistles*, 177.

Group Study 2 Leading into an uncertain future (Paul and the Shipwreck)

Introduction

Paul has appealed to the Emperor and so is to be escorted to Rome. The sailing probably took place around about October time.¹¹ “The dangerous season for sailing began about September 14 and lasted until November 11; after the latter date all navigation on the open sea came to an end until winter was over.”¹²

This study provides a fascinating case study. Paul starts out as a prisoner but ends up taking control of the situation. “Paul’s God-given leadership skills emerge.”¹³

Questions

1. *How does Paul assess the situation? (v9-10)*

Note that Paul isn’t naively optimistic. He is realistic about the dangers. See 1 Cor 11:25-26. Paul’s advice was based on being “an experienced passenger at sea”: he “knew the dangers.”¹⁴

2. *Is it all doom and gloom for Paul? (v21-22)*

Note that “Paul is not trying to make them feel worse here, but he is making an appeal to be heard now as a credible speaker.”¹⁵ This isn’t simply “I told you so.”

He provides an honest assessment of the situation going forward. There is going to be cost.¹⁶

But:

“What he went on to tell them was exactly what the situation most needed, a message of encouragement and hope. Nor was this message the product of wishful thinking: he spoke as one who had received divine reassurance.”¹⁷

3. *What is the basis of Paul’s hope? (v22-26)*

In Paul’s case, here it is based on direct revelation. Take time to compare and contrast our situation. The hope we have is based on the revelation of Scripture. There are things we can promise in terms of God working things together for good,

¹¹ FF Bruce, *The Book of Acts* (The New International Commentary on the New Testament. Revised. Grand Rapids, Michigan: Eerdmans, 1988), 481.

¹² Bruce, *Acts*, 481.

¹³ John Stott, *The Message of Acts* (Bible Speaks Today. 2ed. Reprint. Leicester: Inter-Varsity Press, 2004), 390.

¹⁴ Darrell L Bock, *Acts* (Baker Exegetical Commentary on the New Testament. Grand Rapids, Michigan: Baker Academic, 2007), 734.

¹⁵ Bock, *Acts*, 734.

¹⁶ Bock, *Acts*, 737.

¹⁷ Bruce, *Acts*, 488.

his plans, future hope etc. However, we do not have specific prophecies and visions about the immediate circumstances we are in. I think, for example, that this can give us confidence as leaders to say that God does grow his church but we cannot guarantee that specific groups won't have problems.

4. *How does Paul act on both the hope that he has and the specific circumstances? (v31-37)*

Note that he gives practical advice about what to do. He ensures that the people involved are provided for.

Group Study 3: Gifts for the Church

1 Corinthians 12

Introduction

The instructions on Spiritual gifts in 1 Corinthians 12 come within the context of a letter that suggests a church which is in many senses gifted but at the same time deeply troubled. There are problems with pride and rivalry.

As we think about leading teams and especially about helping every member of a group to be equipped and useful, this passage provides a double control, both against false humility –the failure to use our gifts – and pride and boasting in our gifts.

Questions

1. *What ‘test’ does Paul recommend to enable Spiritual discernment (v1-3)? Are you surprised by the test? How effective do you think it will be?*

The question talks broadly about “spiritual discernment.” The word translated “spiritual gifts” in verse 1 (ESV) could refer either to the gifts or the person.¹⁸ If the former, then the test shows whether or not the gift itself is from God; if the latter, then it is about whether or not the person exercising the ministry is “spiritual.” It is presumably possible that even a non Christian or someone beginning to act in rebellion to God might still be used by God in a specific situation.

The primary point here though is that we don’t judge based on criteria such as whether or not a person’s actions are spectacular but rather on the content of what they have to say about Jesus.

Aim to encourage group members to think hard about what the ‘test’ means. We might argue that such a test is easy to get around if it is just about reciting a specific phrase such as “Jesus is Lord” (c.f. James 2:19).

It seems that the purpose of the ‘test’ is not to provide some fool proof means of working out whether or not a spirit is good or bad. Rather Paul is either

- a. Being hypothetical saying something along the lines of “imagine if someone was prophesying or speaking in tongues and they said ‘Jesus is cursed.’ Something would be badly wrong there.” The aim then is “shock value.”¹⁹

Or

- b. He is reminding them about their pagan past. Some would have experienced ecstatic utterances within the context of pagan worship. The purpose of such worship was to lead people away from Christ, in effect declaring him cursed rather than towards a realisation that “Jesus is Lord.”

So Garland says

¹⁸ Fee, *1 Corinthians*, 576.

¹⁹ Fee, *1 Corinthians*, 581.

“his concern is to establish early on...that it is not ‘inspired speech’ as such that is evidence of the Spirit. They had already known that as pagans. Rather, what counts is the *intelligible and Christian content* of such utterances.”²⁰

Whilst Fee comments

“The presence of the Spirit in power and gifts makes it easy for God’s people to think of the power and gifts as the real evidence of the Spirit’s presence. Not so for Paul. The ultimate criterion of the Spirit’s activity is the exaltation of Jesus as Lord. Whatever takes away from that, even if they be legitimate expressions of the Spirit, begins to move away from Christ to a more pagan fascination with spiritual activity as an end in itself.”²¹

In other words, “His point is to establish from the outset that all Christians are spiritual.”²²

Christians are those who acknowledge Jesus as Lord. This is about what they “confess with their mouths and believe in [their] hearts”²³ and so should be about much more than the ability to parrot words. Rather, it is about whether their whole life is Christ orientated and God honouring or not.

2. *Look at the list of gifts found in verses 4-11 and verses 27-30. Compare with Romans 12 and Ephesians 4:11. Put together a full list of the gifts mentioned in these passages. What do you notice about the types of gifts mentioned? Do you think the lists are intended to be exhaustive?*

The grid below lists the gifts identified in the suggested passages:

	Romans 12	1 Cor 12: 7-10	1 Cor 12:28	Ephesians 4:11
Prophecy	Y	Y	Y	Y
Service	Y			
Teaching	Y			
Exhorting	Y			
Contribution	Y			
Generosity	Y			
Leading	Y			
Mercy	Y		Y	Y
Wisdom		Y		
Knowledge		Y		
Faith		Y		
Healing		Y	Y	
Miracles		Y	Y	
Discernment		Y		
Tongues		Y	Y	

²⁰ Fee, *1 Corinthians*, 578.

²¹ Fee, *1 Corinthians*, 582.

²² David E Garland, *1 Corinthians* (Baker Exegetical Commentary on the New Testament. Grand Rapids, Michigan: Baker Academic, 2003), 567.

²³ Romans 10:9

Interpretation		Y		
Apostleship			Y	Y
Administration			Y	
Evangelism				
Shepherding				Y

The fact that these passages give us 20 different gifts and that each list includes and excludes different ones discourages us from treating them as exhaustive. Reading the Bible through, we will realise that other gifts are clearly given by God though absent from this list (e.g. metal work, music etc).²⁴

The lists include those gifts which we might regard as “sexy” such as prophecy but also things such as generosity and administration. We are not to judge people as more or less spiritual because of how spectacular their gift is.

It would be good to encourage the group to talk about the gifts that they recognise as existing in the church and the groups they have responsibility for. Part of our responsibility as leaders is to be able to recognise and encourage other people’s gifts.

3. How are we to regard people who have different gifts and talents to us in the church? (v12-26)

In some respects the answer should be obvious to us by now. However, given that Paul gives so much space to the issue, it is right that we really do pay attention to it. Perhaps Paul is reminding us that, even though it is easy to compute intellectually, it is harder to put these truths into practice.

As leaders, we are responsible not just for our own attitude to our gifts and other peoples’ talents but also for how the different members of our group respond to each other. Spend time discussing

- a. How would you encourage someone who is reluctant to use their gift?
- b. How would you correct someone who is being arrogant about their own gifting or dismissive to others?

²⁴ See e.g Exodus 31 v 1-6.

Study 4 Dealing With Grievances

Matthew 18: 15-20

Introduction

The aim of this study is to help us think about the limits of leadership. This evening's aim is to recognise that as human leaders we will not always achieve what we think looks like success. Nor will we always be able to get agreement on everything. Such factors suggest that from time to time, even within the closest knit groups, there will be conflict. People will disagree; people will even feel hurt by what happens.

Matthew 18 has been suggested as a helpful model for dealing with such grievances (in the same way that many secular workplaces have grievance procedures). We need to tread carefully here as we get the group to think about how this passage may help. The passage is primarily about sin and we should beware confusing disagreement with sin. Sadly this does happen in some cases; leaders confuse genuine disagreement with rebellion.

However, two things to bear in mind.

Firstly, the passage may be helpful where people have acted wrongly in how they've dealt with disagreements and so caused hurt to others. This may mean that a group leader has tried to force ideas through without showing concern for others, or it may mean that a group member has personalised the debate, questioning the motives or personal qualities of another in order to win the argument.

Secondly, if you remove the strict sanctions which are to be employed, the passage, by analogy, does provide some helpful wisdom about how to deal with disagreements. So for example, we would want to encourage people to resolve differences between themselves, within the group. However, it is good common sense to bring in third party arbiters to help resolve differences.

Please do emphasise that our aim is to discuss principles for conflict resolution today. Remind group members that the church has an existing discipline policy for how to deal with sin in the life of the church.

Questions

1. *What is the context of the passage and what does that tell us about its purpose?*

18:1-5: Who is the greatest, becoming like a child, not causing others to stumble.

18:7-9: Don't let sin prevent you from entering Heaven.

18:10-14: Lost sheep, concern for the one.

18: 21-34: Seventy times Seven and the unforgiving servant.

The focus then is not forgiveness and restoration. The wider context is Jesus' announcement of his coming death (16:13-28) and him leaving Galilee for Jerusalem

and the Cross (19:1). This forgiveness and restoration is possible because his death makes it so and indeed provides us with an example of sacrificial love.

2. *In what circumstances is the process outlined in verses 15-20 to be used?*

The main thing to note here is that the focus of the passage is on dealing with sin. As you develop the discussion, you can discuss how this may provide helpful principles for other types of disagreement.

Note that

1. “against you” is omitted in some manuscripts. The question then is whether this is about general sin or grievances. However, the principle seems to work in both cases.²⁵
2. Behind this verse stands Leviticus 19:17: “Do not hate your brother in your heart. Rebuke your neighbor frankly so you will not share his guilt.”²⁶

We really do need to emphasise the importance of love and humility in our groups. Carson notes the importance but difficulty of doing the confronting “in loving humility”²⁷

3. *What exactly is the process to be followed?*

Get the group to outline the different stages. Encourage them to think about how they would apply it to specific situations they might face. Get them to distinguish helpful analogous principles from the specific situation envisaged here.

Note:

There seems to be a link to Deuteronomy 19:15.²⁸ It is possible that the purpose of the witnesses is to provide extra evidence but it seems more likely, given that the context of Deuteronomy 19 is judicial that the purpose is “to provide witnesses to the confrontation if the case were to go before the whole church.”²⁹

We need to be careful that such situations do not result in people being made to feel that they are being bullied into submission.

Practically:

If there is a disagreement between group members, then the group leader should be able to arbitrate initially. If the disagreement is between you and a group member

²⁵ Don Carson “Matthew,” in *Matthew, Mark, Luke* (The Expositor’s Bible Commentary Vol 8. Edited by Frank E Gaebelin. Grand Rapids, Michigan: Zondervan, 1984), 402.

²⁶ Carson “Matthew,” 402.

²⁷ Carson “Matthew,” 402.

²⁸ Carson “Matthew,” 402.

²⁹ Carson “Matthew,” 403.

then they should speak to the elder with particular responsibility for their area of ministry.³⁰

The end result of the process in Matthew is that a person is excommunicated if they fail to repent (the meaning of verse 17). We do not recommend a great discussion about what it means to treat someone “as a Gentile and a tax collector” because excommunication issues would be dealt with under the church discipline process. We do, however, want to remind people that the aim is not to get to that stage even in the case of serious sin. Rather, our prayer is for restoration. (James 5:19-20).

4. *What encouragement does the passage offer to those involved in such a process?*

Focus on verse 20 for our purposes here. God is with us when we agree. We are encouraged to seek agreement and we have the promise of his enabling to make wise decisions as we follow his commands. I take that to be the thrust of verse 18 here. Although the verse seems difficult to understand and there has been some disagreement over its exact meaning³¹ I think the most important thing to emphasise here is that binding and loosing is to do with “making decisions about what is right and wrong,” just as Rabbis declared “what is permitted,”³² so that good Christian leaders working within the context of God’s community (the church) sitting under the authority of God’s word can make wise and right decisions.

³⁰ This is likely to change as the church grows and leaders are introduced to look after groups of leaders.

³¹ See e.g. Carson “Matthew,” 373.

³² RT France, *The Gospel of Matthew* (The New International Commentary on the New Testament. Grand Rapids, Michigan: Eerdmans, 2007), 696.

The Leadership Course
3. The Talks

Talk 1. What is Leadership?

Welcome and start

Welcome to Leadership Explored. Our aim over the next four weeks is to look together at what a Christian Leader is. Our aim is to think through this Biblically with the help of people who have taken the time to think about what good leadership looks like both in the church and the Business World.

We don't just want you to learn about leadership. We also want you to have the opportunity to explore the possibility that God might be calling you into a leadership position within the church. We aim to give you the chance to listen and reflect and to talk with others about this.

During the course you will have the opportunity to hear a talk from me, to discuss Bible passages in groups and to reflect by yourself. We would also encourage you to talk with us during the breaks or to meet up during the week.

Now those of us involved in putting the course together may have our own ideas about what the course is for but we also want you to get from it what you need. So why not take a few minutes now to jot down your answers to the following questions

1. What do I hope to get from this course?
2. What specific questions do I already have that I hope to get answered?
3. Are there any fears/concerns I have?

[Individual time to reflect – take feedback as appropriate]

Introduction: A leader is...

What makes for a good leader?

Examples?

Alan Sugar –straight talking.

Terry Butcher – iconic image blood drenched...

Johnny Wilkinson – stepping up to the mark?

Thatcher –conviction.

Obama –Persuasion.

To know what a good leader is, we need to think about what leadership is...

Defining Leadership

a. Some quote from leadership gurus...

“What matters is not the leader’s charisma. What matters is the leader’s mission.”³³

“The first job of the leader is to think through and define the mission of the institution.”³⁴

³³ Peter Drucker, *Managing the Non-Profit Organization* (New York: Harper Business, 1990), 3.

³⁴ Drucker, *Managing the Non-Profit Organization*, 3.

“A leader without some vision of where he wants to take his organization is not a leader.”³⁵

“People begin to become leaders at the moment when they decide for themselves how to be.”³⁶

“Compared to high-profile leaders with big personalities who make headlines and become celebrities, the good-to-great leaders seem to have come from Mars. Self-effacing, quiet, reserved, even shy-these leaders are a paradoxical blend of personal humility and professional will. They are more like Lincoln and Socrates than Patton.”³⁷

“We expected that good-to-great leaders would begin by setting a new vision and strategy. We found instead that they first got the right people on the bus, the wrong people off the bus, and the right people in the right seats – and then they figured out where to drive it.”³⁸

“Leadership is the capacity and will to rally men and women to a common purpose and the character which inspires confidence.”³⁹

b. Biblical Leadership

Chris Green defines leadership as...

“The application of God’s word to the structures of the church, so that there is corporate, as well as individual, obedience.”

Is this right? I think so because ...

Ephesians 4:11-16

1. God gives “Prophets, Evangelists, shepherds and teachers”
i.e. those who reveal, proclaim and teach God’s word (v11)
2. The Church members are equipped to serve God as a result (v12 and v 16).⁴⁰
3. The Result is that the church grows in unity (v13)
and maturity (v14)

³⁵ Warren Bennis, *On Becoming a Leader* (London: Arrow, 1988), 30.

³⁶ Bennis, *On Becoming a Leader*, 53.

³⁷ Jim Collins, *Good to Great* (London: Random House, 2001) 12-13.

³⁸ Collins, *Good to Great*, 13.

³⁹ Bernard Montgomery. Cited in John C Maxwell, *The 21 Indispensable Qualities of a Leader* (Nashville, Tennessee: Nelson, 1999), 1.

⁴⁰ There is some discussion within these commentaries about verse 12 – some commentators arguing that the works of service apply to what the apostles do i.e. Apostles equip, do works of ministry and build up the body. Andrew T. Lincoln, *Ephesians* (Word Biblical commentary 42. Dallas, Texas: Word, 1990), 253. However, for a detailed justification of our reading of the text, see Klyne Snodgrass, *Ephesians* (The NIV Application Commentary. Grand Rapids, Michigan, Zondervan, 1996), 204.

So

1. Leadership is *Bible* based
2. Leadership involves *change*.

Biblical Change means

Growth of the church in numbers
Growth of the church spiritually
make disciples, (Matt 28:16-20)
training in godliness etc (1 Tim 4:7)

So what type of person makes a good leader?

Qualities of a Christian Leader

Obvious answer –someone like Jesus
but

We are not him.
Christ-likeness applies to the whole Church.

So...

Specific instructions for leaders e.g. The Pastoral Epistles.

In a minute we will look at 1 Timothy 3 in small groups.

Note: It doesn't use the word "leadership" – but it does talk about "managing" which has the ideas of protection/shepherds/caring and is used to describe leadership elsewhere.⁴¹

In our study, we are going to be thinking about the types of qualities a leader should have.

To give you something to compare this against
John Maxwell – 21 qualities for a leader
Here are some.

Character⁴²

Charisma⁴³

Commitment⁴⁴

Competence⁴⁵

⁴¹ William D Mounce, *The Pastoral Epistles* (Nashville, Tennessee: Nelson, 2000), 179.

⁴² Maxwell, *The 21 Indispensable Qualities of a Leader*, 4.

⁴³ Maxwell, *The 21 Indispensable Qualities of a Leader*, 10.

⁴⁴ Maxwell, *The 21 Indispensable Qualities of a Leader*, 15.

⁴⁵ Maxwell, *The 21 Indispensable Qualities of a Leader*, 30.

Note:

Character –how does this relate to “above repute?”

Charisma isn't about personality types – often leaders are not the conventional charismatic types. Maxwell thinks charisma is about being able to get people to follow you – remember “influence” –think about how these leaders will influence. ⁴⁶

Commitment – How does Paul's list demonstrate ways commitment is shown in the list?

Competence – Here's a big clue – a lot of these characteristics are what you expect from all church members – the point is that leaders set a godly example. We are not looking for uber-special people different from what the church should be but people who are progressing in Christian life so others can be like them.

However – there is a key requirement for Christian leaders – can you spot what it is?

After Group work

Summary of key points

1. Reminder of leadership definition.
2. Highlight key qualities –especially “Able to Teach.”

Encourage people to think about what they've learnt – discuss with one other over the week – do they think they are displaying these qualities?

⁴⁶ Maxwell, *The 21 Indispensable Qualities of a Leader*, 10.

Talk 2 The Job of a leader: Vision and Change

Introduction

Tonight –aim to think about leading through change

A Leadership Case Study

Let's begin tonight by looking at an example of leadership in the Bible

[Group Study –Paul and the Shipwreck]

Remember –leadership is...

“The application of God’s word to the structures of the church, so that there is corporate, as well as individual, obedience.”⁴⁷

The Reality of Change

- a. – change is fact of life

“The word *change* means to cause to turn or to pass from one state to another; to vary in form or essence; to alter or make different. Do you realise that you cannot not *change*? You and I are not the same today as we were yesterday. We are a bit wiser, perhaps have less hair, are a day closer to eternity, and are deeper in a relationship or two. A church that is at one time in tune with its community, changes even when it stays the same; as the community evolves, the church is no longer in tune with its community.”⁴⁸

- b. – people are wary of change – uncertain future.⁴⁹

But change is a good thing.
You want to see people grow as Christians.
You want to see the group grow.
You want to contribute to a growing church.

These all means changes.
We want in our groups to help people through all these changes.

⁴⁷ Chris Green, *The Gift of Leadership* (No Pages. Unpublished Paper, 2008).

⁴⁸ Jim Mellado, “Introduction” Pages xii to xvii in Nelson and Appel, *How to Change Your Church Without Killing It* (Nashville, Tennessee: W Publishing Group, 2000.), xiv.

⁴⁹ Marcus Buckingham, “One thing you need to know.” *The Leadership Summit on Self Leadership*. DVD 2. (2004). Willow Creek Resources, (101:12).

How do Leaders help people through the Change Process?

At the start we looked at Paul –
John Stott says – an example of him stepping forward as a leader.⁵⁰
A threatening situation –but Paul was able to lead them through it.

Leaders need to be able to give:

1. Honest appraisal of the current situation.⁵¹
2. A clear view of the future.⁵²

Telling the truth about the Present

Bible Examples – Paul (Acts 27)
Seen also in Nehemiah 1-2

1:6-9 –Honesty about the sin of the people.
2:17 –Clear statement about the state of Jerusalem – following through investigation.

(Provide brief comment on what Nehemiah does/says.)

We need to be honest about church life.
Plenty of good things
but we are aware
 we want to reach more people.
 we want to be more godly.

Talking clearly about the future

Marcus Buckingham (a management consultant with Gallup) argues that leaders generate optimism in others not through passion but through clarity, enabling their teams to answer clearly:

- Who do we serve?
- What is our core strength?
- What actions can we take today?⁵³

A mission you can define

Not vague ideas – rather a specific goal.

Do you know what our mission statement is?

How do we arrive at that?
We wanted something that was specific, clear, and measurable.⁵⁴

⁵⁰ John Stott, *The Message of Acts*. (Bible Speaks Today. 2ed. Reprint. Leicester: Inter-Varsity Press, 2004), 390.

⁵¹ Collins, *Good to Great*, 13.

⁵² Buckingham, “One thing you need to know,” (103:00).

⁵³ Buckingham, “One thing you need to know,” (103:00).

It had to be Bible based – specifically The Great commission as it relates to our specific context.⁵⁵

A Mission Statement helps because

It focuses us on the future.⁵⁶

It helps us to be clear about what really matters.⁵⁷

Have a quick think about...

Where do I fit into the church's mission?

Where does my specific group fit?

Maybe you could write a mini mission statement! (Allow 2-3 minutes for this)

[Individuals reflect and make notes –take feedback as appropriate]

Paul knew exactly where he was going – based on revelation – now we talked in our groups about seeing the future Biblically – that's where our revelation comes from.

A vision you can describe

A vision as well as a mission

– what will the future look like?

How do we do that?

Careful not making prophetic predictions – Paul given specific promises here.

But we can have plans and ideas which we ask God to bless (comment on James 2:15) – look at what it warns against but implicitly we are allowed to have ideas for the future – so long as we realise that they are contingent).

Time for you to think those things through now personally.

Sometimes I find it helpful to use pictures as well as to write things. A tool I have used is called “Visioning”. You will have a sheet of A 4 with six boxes on it. The idea is that you draw a picture in the last box of what you want your group to look like in x amount of time. In the first box you draw what things look like now. Then you can fill in the different stages to get there.

Or if you prefer, you can simply jot down notes and ideas on the reverse side.

Do take time this week to chat with someone else about what you have written/drawn.

[Visioning/reflection time]

Then Q&A and close

⁵⁴ Drucker, *Managing the Non-Profit Organization*, 4 – 5.

⁵⁵ Malphurs, *Advanced Strategic Planning* (2ed Grand Rapids Michigan: Baker Books, 2005), 119.

⁵⁶ Malphurs, *Advanced Strategic Planning*, 121.

⁵⁷ Malphurs, *Advanced Strategic Planning*, 120.

Talk 3 The Job of a Leader (Part 2): People and change

Introduction – God gives...people

How are we going to lead the group through change?

Easy to think mechanistically – just about vision and mission statements and communications.

But real people are involved – emotions etc.⁵⁸

But at the same time, as my old employers used to put it,

“People are our greatest asset.”

They will be the greatest help to us meeting our goals.

Think about the people in your group. What are they passionate about? What experiences do they have? What do they really dislike doing? How do they react in different situations? What makes them laugh? What makes them cry? Do they ever cry...in public?

They are not clones and that’s great – they all bring different strengths to the table.

Equipping for Works of Service

Marcus Buckingham (who we met last week) talks about the talent of “individualization”⁵⁹

That is the ability to “find what is unique about a person and capitalise on it.”⁶⁰

But Paul said it much earlier! Paul – it is about equipping for every good work of service – Ephesians 4:11-12.

Context –unity.

And not being tossed around by unsound doctrine.

In other words – we equip people by giving them the right context in which to exercise their gifts.

People need to have a right perspective on their gifts.

They are valuable and necessary to church life.

They are not what defines your value.

They are not the measure of Christian faithfulness – the Gospel is.

⁵⁸ Jeanie Daniel Duck, *The Change Monster* (New York: Three Rivers Press, 2001), 9.

⁵⁹ Buckingham, “One thing you need to know,” (24:50).

⁶⁰ Buckingham, “One thing you need to know,” (29:44).

Helping People discover their strengths

Back to Buckingham again.

His emphasis –people don't change that much.⁶¹

Surprised?

Doesn't mean what we mean when we talk about change.

Means we all have specific talents etc – that make us unique.

Sound familiar? -1 Corinthians 12.

But first a little more about Buckingham.

Have a go at the little questionnaire in your hand out. This is a survey that Buckingham used when he worked for Gallup.⁶² You can either imagine that you are doing it for your normal day job, or how you feel about your part in church life. Don't worry, we won't be checking up on what you score!

[Complete Questionnaire as Individuals]

Third Question = Key – engaged workers.⁶³

Does that happen every week in the church?
Should it?

He encourages you as those responsible for people to help them recognise their particular gifts/talents, not focusing on getting stronger where they are weak – but using their strengths.⁶⁴

Well, we want to encourage people to serve God with their unique gifts here – perhaps that will mean getting your group members to do the gifts workshop together?

Is this just management speak?

Let's have a look at what Paul has to say – in our groups.

[Study Groups]

[Q&A]

Then Summarise...

One of the most important things we do is to help people discover and develop their gifts in the church. This is one of the key outcomes of good Biblical teaching.

⁶¹ Buckingham and Coffman, *First Break All the Rules*, (London: Simon and Schuster, 1999), 56.

⁶² Buckingham and Coffman, *First Break All the Rules*, 28.

⁶³ Buckingham, "One thing you need to know," (8:52).

⁶⁴ Buckingham and Clifton, *Now Discover Your Strengths* (London: Pocket Books, 2004), 149.

Talk 4 The Limits of Leadership

Introduction –Fear of Failure

So you've done the course and you're back out in the real world and something goes wrong because they sometimes things do, don't they?

Friends fall out, team members refuse to play their part, leaders overstep the mark and abuse their position.

I'm sure we can all think of examples...

Limits of team members

Why do problems happen in teams?

Sometime team members simply don't get on.

- might be about attitude, a refusal to co-operate, especially if it's about change for themselves.

Sometimes people don't fit a particular role

– remember Buckingham – doing what you do best every day...what if they aren't able to?

Example from work life –having to dismiss someone.

It's not what you really want to be doing in church life and in most cases you won't be able to do that – you can't start sacking members of the home group!

So what do you do?

Well first of all we need to plan ahead for problems. So we're going to have a think in our groups about that now.

Aubrey Malphurs suggests that we use the process in Matthew 18 as a kind of Grievance process. See what you make of it.

[Group discussion and feedback]

I think the important things we need to take home from this are

1. Our aim is to resolve disputes, not get rid of people.
2. We minimise the impact. The aim is to try and resolve the issue involving as few people as possible.
3. Get help from others when you need it.

Limits of the Leader

Protecting ourselves against failure

Classic examples of big failure – the leaders are obvious Telly Evangelists, Chris Brain, 9 O' Clock service.

Leaders can fail at the local level too.

Ranging from one off situations where you hurt somebody's feelings or show favouritism etc.

To full blown moral collapse and abuse

- in such situations whilst you may be restored to fellowship within the church, it may well be that the door to leadership is now closed to you.

What do we do to safe guard ourselves? Chuck Colson suggests five characteristics we should look for to protect ourselves:

1. Holy Fear – knowing the tasks you have got, that you are always on view and the God you serve.⁶⁵
2. Be humble – (e.g. Jesus riding on a donkey)⁶⁶
3. Serve others – remember that you are not like the world's leaders lording it over them...⁶⁷
4. Be someone who doesn't seek power⁶⁸ – power corrupts...absolute power corrupts absolutely... instead seek authority which is from God and comes from the gospel.⁶⁹
5. Be accountable (indeed here, we insist that all leaders are part of accountability groups...There will be a meeting soon at which we will introduce these and explain how they work)⁷⁰

Owning up when we get it wrong

There will be times when you will feel like you have failed

– and sometimes you will have!

- All the stuff we talked about around Matthew 18 will come into play there about saying sorry, being reconciled, learning from our mistakes etc.

But sometimes it will simply be that you have done all you could within the context of human limitations in a fallen world.

So what to do?

Getting Perspective

Turn in your Bibles to 1 Corinthians 3 with me.

One of the problems at Corinth = a wrong perspective of leadership – people saw their chosen leaders as unlimited and their rivals as nothing.

As Gordon Fee puts it:

⁶⁵ Charles Colson, "The Characteristics of a Christian Leader" *The Leadership Summit on Self Leadership*. DVD 1. (2004). Willow Creek Resources, (06:40).

⁶⁶ Colson, "The Characteristics of a Christian Leader," (16:20).

⁶⁷ Colson, "The Characteristics of a Christian Leader," (18:00)

⁶⁸ Colson, "The Characteristics of a Christian Leader," (19:34).

⁶⁹ Colson, "The Characteristics of a Christian Leader," (19:50).

⁷⁰ Colson, "The Characteristics of a Christian Leader," (25:20).

“At issue is their radically misguided perception of the nature of the church and its leadership, in this case especially the role of the teachers.”⁷¹

So Paul gives us a helpful corrective

The two key things we as leaders need to have perspective on are...

1. What we are responsible for
2. What God is responsible for

Our Responsibility

We are only servants – humility again.

We are responsible for planting and watering.

One commentator says

“Apostles...are not to be idolized, but they are not insignificant.”⁷²

For “Apostles” substitute “Leaders”

In other words

Put the work in.

Keep on teaching, caring, encouraging, correcting, listening.

We are responsible for building with the right materials.

Fee talks about building “with imperishable materials corresponding to the foundation – Christ crucified.”⁷³

And adds

“The foundation is...the gospel itself, with its basic content of salvation through Jesus Christ.”⁷⁴

So once again –the main thing you need as a leader is

Not lots of tools, techniques, leadership theory – as great as all that stuff is

But rather

A good solid understanding of what the Bible teaches

A Gospel heart

⁷¹ Gordon Fee, *The First Epistle to the Corinthians* (The New International Commentary on the New Testament. Grand Rapids, Michigan: Eerdmans, 1987), 128.

⁷² CK Barrett, *The First Epistle to the Corinthians* (Black’s New Testament Commentaries. London: Adam and Charles Black, 1968), 84.

⁷³ Fee, *The First Epistle to the Corinthians*, 128.

⁷⁴ Fee, *The First Epistle to the Corinthians*, 139.

God's Responsibility

God is responsible for Growth.

“The creation and nurturing of faith is the work neither of preacher, nor of hearer, but of God.”⁷⁵

So

Trust him

If growth is his responsibility then there will be growth – not always in our particular situation –but God will grow his church and God will change people.

Pray

This is the most powerful thing we can do.

Keep serving

Don't give up –keep your focus on him knowing that he is sovereign over your leadership task.

[Final QA]

Summary

So over the past four weeks we have learnt

1. Leadership is about helping the church conform to God's word.
2. Leadership means taking people through change – that requires a clear mission and a shared vision.
3. Leadership means change through people – we encourage people to bring their different gifts and talents to the table.
4. Leadership has its limits but God is sovereign.

What next?

Take time to reflect on what you've learnt.

Come and chat with me or your discussion group leader to continue the reflection process about whether or not leadership is something God wants you to do in this Church.

Consider the next stages for training (list them)

⁷⁵ Barrett, *The First Epistle to the Corinthians*, 85

The Leadership Course
4. Attendees Workbook

Session 1 What is Leadership?

Introduction: A leader is...

What makes a good leader?

To know what a good leader is, we need to think about what leadership is...

Defining Leadership

a. Some quote from leadership gurus...

“What matters is not the leader’s charisma. What matters is the leader’s mission.”⁷⁶

“The first job of the leader is to think through and define the mission of the institution.”⁷⁷

“A leader without some vision of where he wants to take his organization is not a leader.”⁷⁸

“Leadership is the capacity and will to rally men and women to a common purpose and the character which inspires confidence.”⁷⁹

b. Biblical Leadership

Chris Green defines leadership as...

Is this right?

Ephesians 4:11-16 tells us that

- 1.
- 2.
- 3.

So

3. Leadership is based
4. Leadership involves

⁷⁶ Drucker, *Managing the Non-Profit Organization*, 3.

⁷⁷ Drucker, *Managing the Non-Profit Organization*, 3.

⁷⁸ Bennis, *On Becoming a Leader*, 30.

⁷⁹ Bernard Montgomery. Cited in Maxwell, *The 21 Indispensable Qualities of a Leader*, 1.

Biblical Change means

Growth of the church in

Growth of the church

Matt 28:16-20; 1 Tim 4:7.

So what type of person makes a good leader?

Qualities of a Christian Leader

John Maxwell suggests the following key qualities

Character⁸⁰

Charisma⁸¹

Commitment⁸²

Competence⁸³

What does Paul suggest?

Group Study: 2 Timothy 3

4. *Why do you think that Paul needs to affirm that desiring to be a leader is a good thing? (3:1)*

5. *What qualities are listed?*

6. *What risks are there to budding leaders? How does Paul tell them to guard against this?*

⁸⁰ Maxwell, *The 21 Indispensable Qualities of a Leader*, 4.

⁸¹ Maxwell, *The 21 Indispensable Qualities of a Leader*, 10.

⁸² Maxwell, *The 21 Indispensable Qualities of a Leader*, 15.

⁸³ Maxwell, *The 21 Indispensable Qualities of a Leader*, 30.

Session 2 The Job of a leader: Vision and Change

A Leadership Case Study: Leading into an uncertain future (Paul and the Shipwreck”

1. *How does Paul assess the situation? (v9-10)*

2. *Is it all doom and gloom for Paul? (v21-22)*

3. *What is the basis of Paul’s hope? (v22-26)*

4. *How does Paul act on both the hope that he has and the specific circumstances? (v31-37)*

Recap: Leadership is...

The Reality of Change

- a. Change is a

- b. People are⁸⁴

But change is a

⁸⁴ Buckingham, “One thing you need to know,” (101:12).

How do Leaders help people through the Change Process?

Leaders – need to be able to give

- 1.
- 2.

Telling the truth about the Present

Nehemiah 1-2

1:6-9

2:17

We need to be

.

Talking clearly about the future

Leaders in others, not but through enabling their teams to answer clearly:

- Who
- What
- What⁸⁵

A mission you can define

Not.....rather

Our mission statement is

⁸⁵ Buckingham, “One thing you need to know,” (103:00).

A Mission Statement helps because:

For Reflection

Where do I fit into the church's mission?

Where does my specific group fit?

My mini mission statement

A vision you can describe

Not making p..... p.....

But we can haveand which we ask God (James 2:15).

Session 3 The Job of a Leader (Part 2): People and change

Introduction – God gives...people

“People are

Reflect

Think about the people in the group you lead. What are they passionate about? What experiences do they have? What do they really dislike doing? How do they react in different situations? What makes them laugh? What makes them cry? Do they ever cry...in public?

Equipping for Works of Service

“individualization”⁸⁶

The ability to⁸⁷

Ephesians 4:11-12⁸⁸

Context – unity

The way that we equip people is.....
.....
.....

A right perspective on gifts

They are v..... and n..... to church life

They are not

They are not the

Helping People discover their strengths

People don't⁸⁹

⁸⁶ Buckingham, “One thing you need to know,” (24:50).

⁸⁷ Buckingham, “One thing you need to know,” (29:44).

⁸⁸ Note I am aware that there is a debate over the exact meaning of the verse...

⁸⁹ Buckingham and Coffman, *First Break All the Rules*, 56.

Reflection

Score each statement from 1-5 where 5 = "I agree strongly."

1. Do I know what is expected of me at work?	
2. Do I have the materials and equipment to do my work right?	
3. At work, do I have the opportunity to do what I do best every day?	
4. In the last seven days, have I received recognition or praise for good work?	
5. Does my supervisor, or someone at work, seem to care about me as a person?	
6. Is there someone at work who encourages my development?	
7. At work, do my opinions seem to count?	
8. Does the purpose of my company make me feel like my work is important?	
9. Are my co-workers committed to doing quality work?	
10. Do I have a best friend at work?	
11. In the last six months, have I talked to someone about my progress?	
12. At work, have I had opportunities to learn and grow?	

The most important question on the list is

because

Group Study Gifts for the Church 1 Corinthians 12

3. *What 'test' does Paul recommend to enable Spiritual discernment (v1-3)? Are you surprised by the test? How effective do you think it will be?*
4. *Look at the list of gifts found in verses 4-11 and verses 27-30. Compare with Romans 12 and Ephesians 4:11. Put together a full list of the gifts mentioned in these passages. What do you notice about the types of gifts mentioned? Do you think the lists are intended to be exhaustive?*
5. *How are we to regard people who have different gifts and talents to us in the church? (v12-26)*

Session 4 The Limits of Leadership

Introduction –Fear of Failure

Limits of team members

Why do problems happen in teams?

So what do you do?

Group Study Dealing With Grievances

Matthew 18: 15-20

1. *What is the context of the passage and what does that tell us about its purpose?*

2. *In what circumstances is the process outlined in verses 15-20 to be used?*

3. *What exactly is the process to be followed*

4. *What encouragement does the passage offer to those involved in such a process?*

Limits of the Leader

Protecting ourselves against failure

Failure can rangeto

Chuck Colson suggests five characteristics we should look for to protect ourselves

1. Holy Fear⁹⁰
2. Be humble⁹¹
3. Serve others⁹²
4. Be someone who doesn't seek power⁹³
5. Be accountable⁹⁴

Owning up when we get it wrong

There will be times when

We need to

But sometimes

So ...

Getting Perspective

1 Corinthians 3

One of the problems at Corinth was a People saw their chosen leaders as and their rivals as

So Paul gives us a helpful corrective.

The two key things we as leaders need to have perspective on are...

3. What are responsible for
4. What is responsible for

⁹⁰ Charles Colson "The Characteristics of a Christian Leader," *The Leadership Summit on Self Leadership*. DVD 1. (2004). Willow Creek Resources, (06:40).

⁹¹ Colson, "The Characteristics of a Christian Leader," (16:20).

⁹² Colson, "The Characteristics of a Christian Leader," (18:00)

⁹³ Colson, "The Characteristics of a Christian Leader," (19:34).

⁹⁴ Colson, "The Characteristics of a Christian Leader," (25:20).

Our Responsibility

We are

We are responsible forand.....

We are responsible for

God's Responsibility

God is responsible for

of faith is the work neither of preacher, nor of hearer, but of God.”⁹⁵

So

T.....

P.....

K..... s.....

Summary

So over the past four weeks we have learnt

1. Leadership is about.....
2. Leadership means
3. Leadership means
4. Leadership has

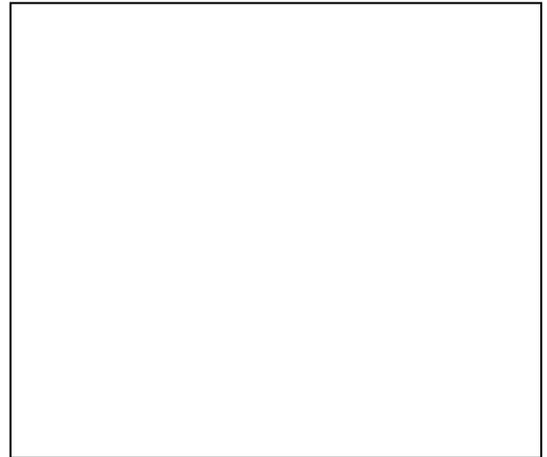
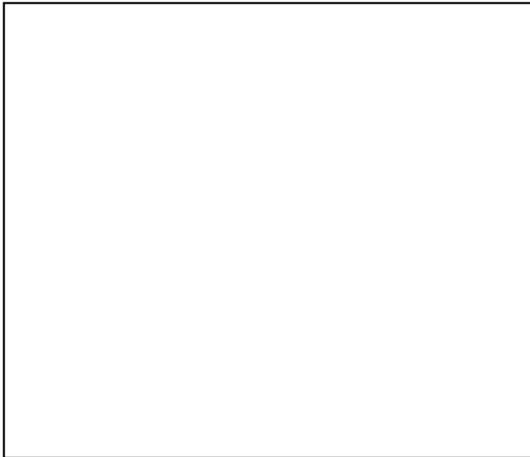
What next?

Take time to reflect on what you've learnt.

Come and chat with me or your discussion group leader to continue the reflection process about whether or not leadership is something God wants you to do in this Church.

⁹⁵ Barrett, *The First Epistle to the Corinthians*, 85

Appendix 1 Visioning Worksheet⁹⁶



⁹⁶ The *Continuous Business Improvement Toolkit* (BAE SYSTEMS, Avionics Group, Customer Support Group, 2000).

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