



LEADERSHIP SEMINAR TO EQUIP THE LEADER

Spiritual Leadership in Building a Godly Church

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INTRODUCTION: THE SPIRITUAL LEADERSHIP

Eric Swanson defines spiritual leadership as blending of natural and spiritual qualities utilized for influencing God's purposes. It is creating vision and values congruence across the individual empowered team and organization level and can be applied in both religious and secular. ROBERT D DALE defines leadership as action oriented interpersonal influencing process. In essence, leadership involves vision and initiative.

Leadership is a motivational gift of the Holy Spirit (not everyone has it).

The Greek word for spirit (PNEUMA) refers to the part of man that connects and communicates with God. Our spirit differs from our soul because our spirit is always pointed towards and exist exclusively for God; 1 Thess 5:23.

The ultimate goal of the church has been set by God himself. The goal set by nature and the mission of the church; the mission is to participate in redemptive activities in the world. And the purpose of spiritual leadership is to intrinsically motivate followers through practicing spirituality values and exhibiting altruistic love in the work place (fry 2003). Every spiritual leader has a clear understanding of God and the nature and the mission of the present and into the future.

A spiritual leader must not be consecrated but committed to the mission of the church and his followers.

Some of the qualities of a spiritual leader are.

- (a) Above reproach
- (b) Self controlled
- (c) Respectable
- (d) Hospitable
- (e) Able to teach
- (f) Not given too much wine
- (g) Gentle
- (h) Manage his family well
- (i) Not a recent convert.

(1 Tim 3:2-7, Titus 1:6-9)

1. A spiritual leader must be able to lead others into their own encounter with God. Whether a spiritual leader is training a new employee or working through difficult conflict resolution, his followers will discover their own connection to God more deeply in the process.
2. A spiritual leader should lead others to discover their own purpose and identity. He genuinely wants others to fully discover who they were made to be
3. A spiritual leader leads other into transformation- not just production
4. A spiritual leader impart their atmosphere by restoring vision vitality and hope where there is storm, filling the room with Joy, Love, Peace, Kindness and Patience while speaking hard things.
5. A spiritual leader help people see old things in new ways. Jesus called people to look again at old realities through new eyes. Changing ways of thinking
6. A spiritual leader gain followers because of who they are not because of a position they hold. They influence more than they direct and they inspired more than they instruct.
7. A spiritual leader depends on the Holy Spirit; because a spiritual leader cannot produce spiritual change in people; only the Holy Spirit can accomplish this. Yet, though spirit often uses people to bring about spiritual growth in others.

How leaders Act:

Leaders act out of real values and in concrete situation. How then do spiritual leaders behave in congregational setting?

- (1) Spiritual leaders are visionaries
- (2) **Napoleon Bonparte** recognize the vision element of leadership he asserted that “*a leader is a lader in hope*” he was correct.

Spiritual leaders are adapt at living out sentiment. **George Benard Shaw**: “*You see things, and you say ‘why’?*”

But I dream of things that never were, and I say, why not.

- (2) Spiritual Leader take the risk of initiative: faith requires risk taking. The book of Hebrews describe faith as “*the assurance of things hope for, the conviction of things not*

seen” (Heb 11:1) **Wags** have claimed that some leaders. Look for parade and then proceeds to get in front of it. In contrast, real leaders go out ahead to show the way out.

(3) Spiritual leaders transform our followers into leaders:- secure leaders knows our worth to the kingdom of God, we believe in the potential, motives, and skills of our followers.

AUTHORITY POWER AND INFLUENCE OF A LEADER

According to **Merriam-Webster’s collegiate dictionary**, the word “Authority” comes from the Latin “auctoritat” or “autoritas” meaning “opinion, decision, power”. It also means “power to influence or command thought, opinion or behavior. **Hastings Dictionary of the bible** defines authority as “the capability liberty and right to perform what one wills.” Furthermore, authority “refers especially to the right one has, by virtue of his office, position, or relationship to command obedience” God is the highest authority and final authority in heaven and on earth; but he has also given unto his son Jesus, the Christ “authority on earth to forgive sins’ and to execute Judgment. After His resurrection, Jesus Himself declared. “All *authority has been given to me in heaven and on earth*” Any local church or denomination or assembly stands and rest on that authority.

Matthew 28v18 Luke 10:22 JN 3v35

Power

Merriam- Webster’s collegiate Dictionary defines power as “Ability to act or produce an effect.”

Larson defines power as “ability for doing something, and includes the idea of adequate strength, might, skill, resources, energy, and efficiency either material, mental or spiritual, to effect intended results” power gives individuals the potential to influence, power can be felt in a person, a group, an organization, or a country.

Some Christian leaders who has even wept and lamented when they saw things not done the proper ways had failed flat when they had power and opportunities to lead Christian organizations or denominations. Power is very central to the study of leadership and Administration.

Influence

The dictionary meaning of “influence” is “the act or power of producing an effect without apparent exertion of force or direct exercise of command” it is a corrupt interference with authority for personal gain. **Lewis** defines “influence” as “the ability to change one’s behavior through words or action”

In null shell, it must be said with all academic and spiritual honesty that as a spiritual leader, one should earn the respect of their church, organization and spiritual children, not to command them because of the love of Christ and his calling on his servant, the organization would normally respect the power to lead the congregation if they see God’s holy spirit in the leaders life.

Jesus understood authority. He know leaders could misuse their authority to make innocent people do to what they wanted them do during the last week of his earthly ministry, Jesus attack the misuse of authority by religious leaders of his days. He told the people to do what their leaders taught them to do because they leaders held the position of authority given by God. And on the other hand, Jesus told the people not to do what their leaders did, because they do not practice what they teach. Matthew 5:7

Jesus earn the respect of his followers as a leader and never command it even when he know what the religious leader where up to and how they misuse their power and authority, influencing their follower, but, Jesus his own authority to teach his design for discipleship, and the crowd were amazed at his teaching. A spiritual leader, shouldn’t misuse is God given power and Authority wrongly.

Spiritual Authority of Christ As a leader

Jesus called his disciples to spend time with him and to send them out to preach and have authority to cast out demons. Christ has delegated to each one of us his Authority. That authority is given to us as believers. (Matt 10vs1-8, John 14:12) He delegated his authority to us in the great commission.

Matt 28:18 “*All Authority is given to me in heaven and on earth*” he transfers that authority in John 20vs22 He breathed on his disciples the breath of the Holy Spirit. In Act 2, when the Holy Spirit came, there was a delegation of that authority to go all the world and baptize and make disciples of all nation in the name of the father, son and Holy spirit.

Spiritual leader must be constituency; if am that kind of a leader, I need to be, then I am constituent, I can be relied upon.

As leaders of authority here are some things you must take not of

1. Remember your position Eph 2:6
2. Open your spirit: you observe with your eyes and ears a tense conversation between two coworker with your physical mind, you might come up with a logical solution to their problem or open your spirit to what God is perceiving and solutions come 2cor4:18
3. Activate your spirit matt 6:10
4. Engage in active worship and thanksgiving these keep your spiritual eyes open

The purpose of leadership Ephesians 4:4-16

The church needs to be equipped, not determined in Vs 4-7, the emphasis switches from the church as a whole to each individual member.

Ephesians 4-7 “But to each one of us grace was giving according to the measure of Christ gifts.

God is concerned with each individual member. Each gets a measure of grace (Charis) in proportion to gift (charisma) of Christ. The grace has to do with the ability to exercise special gift or service.

1Peter 4:10 as each has receive a special gift, employ it in serving one another, as good stewards of the manifold grace of God.

Romans 12:6 “And since we have gift that differ according to the grace given to us, let us exercise them accordingly. If prophecy, according to the proportion of faith” (Also read 1 Corinthian 12:4-11)

How does God intend to cultivate and release these gifting in people?

Ephesians 4:8 “He gave gift to men” Ephesians 4:11 (He gave these men as gift) “*And he gave some Apostles, and some as prophets, and some as evangelist, and some as pastors and teachers*” these gifted men (leaders) represent the means by which God is going to release the gifting in his church.

These are referred to as the fivefold ministry. It should be noted that the construction of the sentence may well indicate the fact the pastor-teacher is one individual. Here we see the thought that biblical teaching must followed up with biblical shepherding.

Ephesians 4:12 *“for the equipping of the saints for the work of service”*.

Equipping is “Katartizo” meaning to train or mend for productive service. Biblical leadership does not do all the work of ministry. The work of service is the ministry of the saints, while the work of training is the ministry of the leadership. Eph 4:13 *“until we all attain to the unity of 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.*

The result of leadership fulfilling its biblical role is that the church grows up and attains to its God ordained structure of being the “fullness of Christ”. The fullness of Christ and the many faceted (manifold) grace of God can only be revealed through Christ’s many-membered body. The world has seen an occasional exceptional believer, but it has yet to see this “corporate mature man”, which is the church in all her glory.

(b) The special Grace and calling to leadership Romans 12:3-8 *“for through the grace given to me I say to every man among you not to think more highly of himself than he ought to think: but to think so as to have sound judgment, as God has allotted to each measure of faith. For just as we have many members in one body in Christ, and individually members one of another. And since we have gifts that differ according to the grace given to us, let us each exercise them accordingly: if prophecy, according to the proportion of his faith: if service, in his serving; or he who teaches, in his teaching; or he who exhort, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.*

In vs 3-4.... Paul warns concerning thinking of yourself (your ministry call) without sound judgment. Sound judgment is understanding the measure of faith and grace that has been allotted to you and not going beyond it.

Vs 6 *“And since we have gifts that differ according to the grace given to us, let us each exercise them accordingly. Leadership is a motivational gift of the holy spirit (not everyone has it). The Greek word for leadership is (“Proistemi”) means superintendence, “he who is placed in front”*. Although we call all, as believers, become better leaders within our particular sphere of ministry, Paul here is speaking of a unique calling of

leadership. This is one who is highly visible (“Place in front”). This person is not only able to effectively carry out a responsibility given to him, but he is able to assume a place of responsibility and effectively train others.

THE CRISES OF SPIRITUAL LEADERSHIP

Crises arise everyday for spiritual leader and it has been existing for the past 2,000 years Jesus said, “*The harvest is plentiful but the labourers are few*”. There is more work to be done than the labourers and leaders willing to work. Spiritual leaders are change agent yes they influence followers, they accomplish objectives but their motives and methods are radically different. A spiritual leader is always a person being lead before he or she is a leader. Jesus, did or said only what the father did or said (John 5:19, 8:28). Following precedes leading. Jesus identified his leadership roles in new terms. He came as a servant (Mark 10:45) and a shepherd (John 10)

THE LEADER AS A SERVANT

In Matthew 20:24-28 Jesus explained how kingdom values affected leadership style. “You know that the rulers of the gentiles Lord it over them, and their high officials exercise authority over them, not so with you, instead, whoever wants to become great among you must be your servant and whoever want to be first must be your slave... Just as the son of man did not come to be served, but to serve and to give his life as a ransom for many.

The essence of spiritual leadership is following Jesus and serving people. The tasks of leadership may vary. (you will lead programs, people and projects. But the method of leading never changes) we don’t move from servanthood on to something else. Leadership that does not involve servanthood is not spiritual leadership, once we stop serving, we stop walking in Christ’s footsteps of leadership.

LEADERSHIP AS A SHEPHERD

In 1 Peter 5:2-3 Peter writes to the leaders of the church “Be shepherd of God’s flock that is under your care, serving as overseers.... Not because you must, but because you are willing, as God wants you to be, not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock”.

The primary duties of a shepherd are to lead, feed and meet the needs of the sheep. When we stop caring for people we relinquish the right to lead. Our care for people is the basis for ministering to them “an adage says... *people don't care how much we know until they know how much we care*”

A LEADER PEOPLE WANT TO FOLLOW

- (1) Leader with vision:
- (2) Leader with example (1 Corinthians 11:1, Phill 3:17, 4:9)
- (3) Leader with integrity (1 Sam 16:7, Psm 78:72)
- (4) Leader with the word of God (2 Tim 3:17, Act 6:2)
- (5) Leader that can pray. **E.M bounds wrote**, “Men are looking for better methods, God is looking for better men, men of prayer (Exo 17, Luk 5:16)
- (6) Leader that is spirit filled. To be spirit filled is indispensable Jesus said..... “*Apart from me you can do nothing*” John 15:5, 2 Corinthians 3:5,6.
- (7) Leader that is hard working 1 Thessalonians 5:12,13. Leadership in God's Kingdom is not to execute privilege, but that of hard work. The work may be very enjoyable, challenging and rewarding but it is work. That is why it is called “**the work of ministry**”.
- (8) Leaders with faith: “Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate” (Hebrews 13:7) **Philosopher George Santayana** said, “*It is better to have one lion leading a thousand sheep, than one sheep leading a thousand lions*”. A leader has responsibility of leading the charge in believing God. A person of faith is a person of strength, courage and action. Faith is that which inspires courage in one followers. The leader's faith quotient must be ahead of his followers.
- (9) A leader with growth: A leader is not perfect but is always in the process of taking the next appropriate step in his or her life of faith. Once a leader stop learning and growing he stops leading.
- (10) Leader with Home life: **Howard Hendricks** says “*If it doesn't work at home, don't export it*” if you fail with your wife and children, you have failed as a Christian and spiritual leader..... Period!

In 1 Timothy 4:12-16 the apostle Paul wrote to Timothy about his style of leadership and how he could overcome his handicap of youthfulness. Don't let anyone look

down on you because you are young, but set an example for the believers in speech, in life, in love, in faith and in purity. Until I come, devote yourself to the public reading of scriptures to preaching and to teaching. Do not neglect your gift which was given you..... Be diligent in these matters, give yourself wholly to them, so that everyone may see your progress.

Conclusion

Every spiritual leader is “*one who will give an account*” for the lives of his follower. Spiritual Authority is bestowed by God for the benefit of those being served. Spiritual leadership does not rest in the title or in a position. The biblical approach to leadership rest on the quality of life of the individual leader, because of the very nature of the term. The attribute are a combination of character, maturity (“Must not be a recent convert”) Skill (“able to teach”) and track record (“they must first be tested..... managing their household well.... A good reputation with outsiders”).

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