“EMPOWERING LEADERSHIP”

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“EMPOWERING LEADERSHIP”

Part 1 of 4
Empowering Leadership

Introduction

- Everyone here is a leader in some area of their life
- Questions we MUST ask ourselves
  - What is leadership?
  - What is my motivation to lead?
  - How do I lead? / What example do I follow?
  - Am I trustworthy (Good vs. Bad Leadership)?
What is Leadership

Group Exercise

Before commencing study, use the space provided to write down what you understand by the term “Christian Leadership”:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
What is Leadership?

It has been said there are over 350 definitions for leadership.

Following are just a few well-known definitions. . .
What is Leadership?

A. The Collins English Dictionary:

leadership (n) 1. The position or function of a leader. 2. the period during which a person occupies the position of leader
What is Leadership?

B. Warren Bennis (American scholar, organizational consultant and pioneer of the contemporary field of leadership):

"Leadership is a function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential."
What is Leadership?

C. Adolf Hitler in Mein Kampf” (extremist – obvious bad leader but note his definition):

“The art of leadership consists in consolidating the attention of the people against a single adversary and taking care that nothing will split up that attention.”
What is Leadership?

D. United States Army:

“influencing people – by providing purpose, direction, and motivation – while operating to accomplish the mission and improving the organization.”
What is Leadership?

E. John C Maxwell (21 Irrefutable Laws of Leadership):

"leadership is influence - nothing more, nothing less."
What is Leadership

Which of these definitions do you agree with (circle one)?

A. The Collins English Dictionary
B. Warren Bennis
C. Adolf Hitler
D. United States Army
E. John C. Maxwell
F. All of the Above
G. None of the Above

Tuesday, March 6, 12
What is Leadership?

**Biblical Definitions**

**Jesus**, Mark 10:42-45:

*So Jesus called them together and said, “You know that in this world kings are tyrants, and officials lord it over the people beneath them. But among you it should be quite different. Whoever wants to be a leader among you must be your servant, and whoever wants to be first must be the slave of all. For even I, the Son of Man, came here not to be served but to serve others, and to give my life as a ransom for many.”*
What is Leadership?

**Biblical Definitions**

**Paul**, 1 Corinthians 2:1-4:

*Dear brothers and sisters, when I first came to you I didn’t use lofty words and brilliant ideas to tell you God’s message. And my message and my preaching were very plain. I did not use wise and persuasive speeches, but the Holy Spirit was powerful among you.*

Tuesday, March 6, 12
What is Leadership?

Biblical Definitions

**Peter, 1 Peter 5:2-3**

*Care for the flock of God entrusted to you. Watch over it willingly, not grudgingly—not for what you will get out of it, but because you are eager to serve God. Don’t lord it over the people assigned to your care, but lead them by your good example.*
What is Leadership?

Group Exercise

What’s the difference?
What is Leadership?

- The Biblical descriptions of leadership take the previous definitions to a new level.
- There is a “spiritual” dimension and a “service” component in which:
  - God is the source of authority
  - Jesus is the example of how it must be exercised and
  - The Holy Spirit empowers
What is Leadership?

What’s the difference?

The Christian leader’s authority comes from God (a gifting of God’s Spirit)

The Christian leader must depend on the Holy Spirit

The Christian leader must be a “Servant” first and a “Leader” second.
What is Leadership?

**Biblical Definition:**

"Christian leaders are those who humbly follow the call of God, the life of Christ, and the leading of the Holy Spirit to serve others; using their own gifts to meet others’ needs and their influence to empower others to serve both God and people.

This is **SERVANT LEADERSHIP**
What is Leadership?

- So, *servant leadership* is the calling
- The questions then are:
  - How will we lead?
  - And what is our motivation to lead?
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“Empowering Leadership”
Part 2 of 4
Motivation of Leadership

Group Exercise

Intrinsic vs. Extrinsic
(see handout)
Motivation of Leadership

**What motivated Jesus?**
His desire to glorify God.
His desire to save us.
His desire to be obedient to God.
His desire to heal the brokenness of the world.
His desire to conquer sin and death.
His desire to reveal God’s all-embracing love.

**WHAT MOTIVATED JESUS**

**LOVE!**
Motivation of Leadership

“Let the same mind be in you that was in Christ Jesus.”
Philippians 2:5

What motivates us?
Our desire to glorify God.
Our desire to save others.
Our desire to be obedient to God.
Our desire to heal the brokenness of the world.
Our desire to conquer sin and death.
Our desire to reveal God’s all-embracing love.

Let your motivation be the same as Jesus’ motivation. Let the love that drove Jesus, drive you as well!
Motivation of Leadership

The Mandate to Love

The Great Commandment:

“Jesus said, ‘Love the Lord your God with all your heart...soul...and mind. This is the first and greatest commandment. And the second is like it: Love your neighbor as yourself. All the Law and Prophets hang on these two commandments.”

Matthew 22:36-40 (NIV1984)
Motivation of Leadership

The Mandate to Disciple

The Great Commission:

“Jesus said, ‘Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. . .’”

Matthew 28:19-20 (NIV1984)

Tuesday, March 6, 12
Motivation of Leadership

The Mandate to “Missional” focus

MH Mission Statement
"The Mars Hill Baptist Church of Chicago exists to turn the unchurched into fully devoted followers of Christ."
Motivation of Leadership

The Mandate to Legacy

Let’s do it for them!

Great servant leadership is achieved when the leader provides the next generation with the wisdom, knowledge and spiritual resources to serve their generation.

- God knew Abraham would do this: Genesis 18:19
- Jesus did this: John 17:7-8
- Paul admonished the church of Corinth to do this: 2 Tim. 2:2
How do I lead?

The Importance of Equipping - Eph. 4:11-16 (NIV)

11 So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, 12 to equip his people for works of service, so that the body of Christ may be built up 13 until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.
How do I lead?

**The Importance of Equipping - Eph. 4:11-16 (NIV)**

14 Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of people in their deceitful scheming. 15 Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ. 16 From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.
How do I lead?

The Importance of Equipping - Eph. 4:11-16 (NIV)

Notice the breakdown of the scripture:

- **v. 11 Action** – Christ’s giving of gifted leaders to the church
- **v. 12 Purpose of Gifted Leaders** -- "to equip the saints for ministry"
- **v. 13 Goal of Equipping** - maturation. “attaining to the whole measure of the fullness of Christ”
- **v. 14 Reason for Equipping** – avoiding the negative
- **v. 15, 16 Reason for Equipping** – obtaining the positive
How do I lead?

**Tools of the Trade: MH Pillars**

- Worship
- Relationships
- Growth
- Service
How do I lead?

Tools of the Trade: MH Pillars

We envision you actively involved in a personal and corporate encounter with God. (Matthew 22:37)

Prioritizing WORSHIP glories God:

23 Whoever offers praise glorifies Me; And to him who orders his conduct aright I will show the salvation of God.” Psalm 50:23 (NKJV)
How do I lead?

**Tools of the Trade: MH Pillars**

We envision you building relationships and sharing your gifts with others as you walk with Christ. (Matthew 22:39)

*Cultivating RELATIONSHIPS advances the Body:*

“so that there should be no division in the body, but that its parts should have equal concern for each other. If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it. Now you are the body of Christ, and each one of you is a part of it.” 1 COR. 12:25-27 (NIV)

*NOTE: EVERY LEADER SHOULD HAVE A PRAYER/ACCOUNTABILITY PARTNER*
How do I lead?

Tools of the Trade: MH Pillars

We envision you growing spiritually and relationally. (Matthew 28:20)

Growing in Christlikeness is part of our life calling:

19 Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, 20 teaching them to observe all that I commanded you. . . Matt. 28:19-20

13 Anyone who lives on milk, being still an infant, is not acquainted with the teaching about righteousness. 14 But solid food is for the mature, who by constant use have trained themselves to distinguish good from evil.

Hebrews 5:13-14 (NIV1984)

18 but grow in the grace and knowledge of our Lord and Savior Jesus Christ. . .”

2 Peter 3:18 (NKJV)
How do I lead?

**Tools of the Trade: MH Pillars**

We envision you helping to transform our community, culture, and world with Christ’s love and power. (Matthew 28:19)

Fulfilling our purpose requires **SERVICE**:

10 For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.  
**Ephesians 2:10 (NIV)**

5 “Before I formed you in the womb I knew you, before you were born I set you apart;  
**Jeremiah 5:1a (NIV)**
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“EMPOWERING LEADERSHIP”
Part 3 of 4
How do I lead?

4 C’s of Christian Leadership

1. **Character**
2. **Competence**
3. **Chemistry**
4. **Culture**
How do I lead?

4 C’s of Christian Leadership

*Abraham Lincoln* once said, "If you want to test a man's character, give him power."

1. **Character**
   
   Am I following through with my promises? Am I being as honest as I can about my abilities? Am I living out of a commitment to Christ? Am I overcoming sin & insecurities through Christ?
How do I lead?

4 C’s of Christian Leadership

2. Competence
   Am I doing what I do well (S.H.A.P.E.)? Am I able to consistently stay on ministry objectives? What am I learning through the outcomes of my endeavors? Am I living out of a clear sense of mission & vision?
How do I lead?

**SEE SHAPE HANDOUT**

- Spiritual gifts
- Heart
- Abilities
- Personality
- Experience
How do I lead?

4 C’s of Christian Leadership

3. Chemistry
Am I working with the place & people that I’m best suited to influence? Is there synergy between myself and others on my ministry team - do we like each other? Do we operate as a team, unified and interdependent? Am I able to serve the Lord with gladness and maintain joy in my work?
How do I lead?

4 C’s of Christian Leadership

4. **Culture** – *is the common ideas, feelings, and values that guide community and personal behavior; that organize and regulate what a particular group thinks, feels, and does about God, the world, and humanity.*

Am I aware of/sensitive to the unique culture of my church? Do I understand the cultural differences within our congregation? Do I consider these differences as I minister to others?
What example do I follow?

HELP WANTED

Must Wash Feet
John 13:12–17
12 When he had finished washing their feet, he put on his clothes and returned to his place. “Do you understand what I have done for you?” he asked them. 13 “You call me ‘Teacher’ and ‘Lord,’ and rightly so, for that is what I am. 14 Now that I, your Lord and Teacher, have washed your feet, you also should wash one another’s feet. 15 I have set you an example that you should do as I have done for you. 16 Very truly I tell you, no servant is greater than his master, nor is a messenger greater than the one who sent him. 17 Now that you know these things, you will be blessed if you do them”

John 13:12-17
What example do I follow?

The model for mature spirituality and leadership and all Christian living is the Lord Jesus Christ

- Jesus is our primary and ultimate model of how leaders should lead
  - If you truly want to know how God understands leadership, look at the life of Jesus
  - If we truly want to be the leaders God intends for us to be, we must follow the example of Jesus
What example do I follow?

(Luke 2:40-52, NIV)

• Jesus was prepared for leadership by growing in wisdom, in stature, and in favor with God and men Jesus sought wisdom
  - Jesus developed a relationship with God
  - Jesus developed a relationship with other people

• Jesus accepted leadership by accepting the will of God for His life
What example do I follow?

- Jesus prepared for leadership by allowing the Holy Spirit to anoint His life *(Acts 10:37-38, NIV)*


- Jesus continued His leadership by equipping, developing, and empowering His followers to become leaders *(Eph. 4:11-16)*
What example do I follow?

Jesus practiced leadership through Servanthood

• If anyone wants to be first, he must be the very last, and the servant of all. (Mark 9:35)
  - “First” in Greek language literally means “chief” or “leader”

• Jesus is saying:
  - To be a good leader, you must be a good follower
  - Spiritual leaders must always remember that leadership is nothing more than service to God and His people
What example do I follow?

Jesus continued His leadership by equipping, developing, and empowering His followers to become leaders

• A primary function of leadership is to produce more leaders
  – Jesus spent a great deal of His time developing future leaders
  – There is no success without a successor
What example do I follow?

Jesus continued His leadership by equipping, developing, and empowering His followers to become leaders

- Best way to develop and empower future leaders is to follow the example of Jesus
  - Jesus sought God to show Him who to develop
  - Jesus allowed the disciples to spend time with Him and watch Him in ministry
  - Jesus placed the disciples into ministry early in their development process
  - Jesus developed a team of ministers to help Him accomplish the will of God for the world
What example do I follow?

**Jesus’ Example of Servant Leadership**

- Servant Leaders are first and foremost servants to God
- Servant leaders have a heart of love for those they are leading (caring, nurturing, protecting)
- Servant Leaders Reserve the Pedestal for Others
What example do I follow?

Jesus’ Example of Servant Leadership

- Servant Leaders ask “What Do You Need and How Can I Help You?”
- Servant Leaders Value Teamwork
- Servant Leaders Keep the Church’s Mission and Vision Alive
- Servant Leaders Empower Others
Am I Trustworthy?

HOMEWORK: SELF-ASSESSMENT EXERCISE
(35 Questions – takes about 10 Minutes)

Personal CCI (Christian Character Index)

Measure What Matters. Assess Yourself Today!

35 Question CCI: [http://www.assess-yourself.org/ccii2/ccii_online.cfm](http://www.assess-yourself.org/ccii2/ccii_online.cfm)

65 Question CCI: [http://www.assess-yourself.org/ccii/ccii_online.cfm](http://www.assess-yourself.org/ccii/ccii_online.cfm)
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“EMPOWERING LEADERSHIP”
Part 4 of 4
Am I Trustworthy?

Can I be trusted to lead God’s people?

Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money.

1 Timothy 3:1-3 (NIV)
Am I Trustworthy?

Can I be trusted to lead God’s people?

- God’s people have always been in need of good leadership.
- The Bible shows us that God’s people prospered under good leadership, and suffered under bad leadership ( Judges 21:25)
Am I Trustworthy?

4 Biblical Leadership Styles to Follow

1. **David (1 Samuel, 2 Samuel, Psalm 138)**
The consummate warrior, poet, writer, musician... leader. David is the total package. Visionary, over-comer, flawed, humble. He is a man after God's own heart.

2. **Moses (Exodus 2)**
It takes a special man to lead over two million griping and complaining people anywhere, much less across a desert, through a sea, and to the mountain of God.
3. **Deborah the Prophetess & Judge (Judges 5)**

During turbulent and uncertain times, the Israelites went through great periods of rejecting God, God handing them over to their surrounding enemies, repentance of Israel, recovery by judges appointed by God and back again rejecting God. Among the many judges who ruled over the Israelites at that time, was Deborah who trusted God and was able to bring a great victory for God’s people.
4 Biblical Leadership Styles to Follow

   It takes a leader to be able to admit when he is wrong and change everything about his life in order to be better. Paul is the intellectual warrior of the Bible that was never too good to do anything (including making tents) in order to make ends meet so he could tell people about Jesus. He was willing to brave shipwreck and jail in order to lead the early church and to set the standard for what it means to be a Christian leader.
Am I Trustworthy?

4 Biblical Leadership Styles to Avoid

1. **King Saul (1 Samuel 18 - 2 Samuel 7)**

King Saul was a good king in the beginning of his reign, but he didn't remain faithful to God. He became proud and did many things which were displeasing to God. And when David received accolades from the people of Israel for his heroism in defeating the giant, Saul let jealousy cloud his thinking and fuel his bad actions.
Am I Trustworthy?

4 Biblical Leadership Styles to Avoid

2. **The Ten Spies (Num. 13-14)**
   They influenced a whole nation by their lack of faith and courage.

3. **King Ahab & Jezebel (1 Kings 16:29-34)**
   Ahab married Jezebel, a princess from Zidon. At her prompting, Ahab introduced the idol Baal, and built groves for the worship of Asherah. Worship of the LORD was outlawed, and they did not heed the warnings of the Prophet Elijah.
Am I Trustworthy?

4 Biblical Leadership Styles to Avoid

4. The Pharaoh of Exodus (Exodus 2)

Would not heed Moses’ and Aaron’s message from God. Did not care about God or His people and forced harsh labor upon them.
<table>
<thead>
<tr>
<th><strong>Self-Serving Leadership</strong></th>
<th><strong>Servanthood Leadership</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>The leaders' objective is to be served.</td>
<td>The leaders' objective is to serve.</td>
</tr>
<tr>
<td>Seeks first to be understood; then, to understand.</td>
<td>Seeks first to understand; then, to be understood.</td>
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<tr>
<td>Considers self-image, advancement, and entitlements of own position primary.</td>
<td>Values followers' potential and achievement; promotes them before self.</td>
</tr>
<tr>
<td>Sees and treats co-workers as inferiors who usually do not participate in decision-making, nor are offered important information.</td>
<td>Sees and treats co-workers with respect as a team that works together to accomplish a task and make decisions with shared information.</td>
</tr>
<tr>
<td>Creates an atmosphere of dependence using power of position to manipulate and direct.</td>
<td>Creates an atmosphere in which others are encouraged and power is used to serve others.</td>
</tr>
<tr>
<td>Rejects constructive criticism and takes the credit for results.</td>
<td>Encourages input and feedback and shares credit for the results.</td>
</tr>
<tr>
<td>Uses expediency as the main criteria; makes decisions in secret from one's own view of truth and wisdom.</td>
<td>Uses biblical and moral principles as the main criteria; makes decisions openly and in consultation.</td>
</tr>
<tr>
<td>Is accountable only to superiors and shuns personal evaluations as interference.</td>
<td>Is accountable to God and others and welcomes personal evaluations as a means to improve performance.</td>
</tr>
<tr>
<td>Clings to power and position.</td>
<td>Is willing to step aside for someone more qualified.</td>
</tr>
</tbody>
</table>
Am I Trustworthy?

- **Self-serving: EGO - Edges God Out**
  - Using your influence to fulfill your personal ambitions
  - Pride: Seeks to please men that they will speak well of us

*Matthew 23:5-7*
Am I Trustworthy?

- **Servant Leadership: EGO - Exalts God Only**
- Models and encourages godliness
- Humility exalts God - **Romans 12:1-3**
- True Worship exalts God - **Luke 4:8**
Am I Trustworthy?

Consequences of Bad Leadership

Woe to those who call evil good, and good evil; who substitute darkness for light and light for darkness; who substitute bitter for sweet, and sweet for bitter! Woe to those who are wise in their own eyes, and clever in their own sight!

*Isaiah 5:20-21 (NAS)*
Am I Trustworthy?

**Consequences Bad Leadership**

But if anyone causes one of these little ones who believe in me to sin, it would be better for him to have a large millstone hung around his neck and to be drowned in the depths of the sea. "Woe to the world because of the things that cause people to sin! Such things must come, but woe to the man through whom they come!

Matthew 18:6-7 (NIV)
Am I Trustworthy?

Benefits of Good Leadership

Strength of Character / Christlikeness

But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law.

Galatians 5:22-23 (NIV)
Am I Trustworthy?

Benefits of Good Leadership
Demonstrated through the Fruits of the Spirit

- Love - leadership motivated by love for people
- Joy - unshakable joy, regardless of life’s circumstances
- Peace – people see my peace and are encouraged
Am I Trustworthy?

Benefits of Good Leadership
Demonstrated through the Fruits of the Spirit

- Patience - I wait patiently for results as I develop people or goals
- Kindness - I am caring and understanding toward everyone I meet
- Goodness - I want the best for others (individually) and the church (collectively)
Am I Trustworthy?

**Benefits of Good Leadership**
**Demonstrated through the Fruits of the Spirit**

- Faithfulness – I keep my commitments

- Gentleness - my strength is under control (I can be both tough and tender as appropriate – *meek, not weak!*)

- Self-Control - I am disciplined to make progress toward my goals
Am I Trustworthy?

**Benefits of Good Leadership**

- The works of the flesh emanate from corruption and result in ruin to self and adversely affect others.
- The fruit of the Spirit comes from the Spirit and results in good, to self and others.
- Development of the fruit of the Spirit is essential to becoming a more effective leader.
Am I Trustworthy?

Measure What Matters.
Assess Yourself Today!

35 Question CCI:  [http://www.assess-yourself.org/ccii2/ccii_online.cfm](http://www.assess-yourself.org/ccii2/ccii_online.cfm)
65 Question CCI:  [http://www.assess-yourself.org/ccii/ccii_online.cfm](http://www.assess-yourself.org/ccii/ccii_online.cfm)

HOMEWORK: SELF-ASSESSMENT EXERCISE
Personal CCI (Christian Character Index)

**HOW DID YOU DO? DID YOU LEARN ANYTHING ABOUT YOURSELF? SEE ANY AREAS THAT NEED DEVELOPMENT?**
EMPOWERING LEADERSHIP

PASTOR’S FINAL THOUGHTS