



Focus on
Leadership
For Men

(Miscellaneous Studies)

12 Lessons

Prepared by:
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2008

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Lesson One

"Why be a Leader in the Church?"

Introduction

1. "Why should I or anyone else want to be a leader in the church?"
 - a) It has its headaches and heartaches.
 - b) They have to deal with a lot of trouble, divisiveness, and strife.
 - c) It takes a lot of extra time.
2. The answer is simple:
 - a) God has planned for there to be proper leadership in the church.
 - b) If good, spiritual men do not offer to lead, then those unqualified will take the position & cause problems.
3. And before any one takes on a demanding, sacrificing, and often unappreciated leadership role.....
 - a) He really ought to see the vital need for such proper leadership;
 - b) And have some very valid reasons for wanting to serve.
4. In this study we want to look at the concept of leadership from several viewpoints.

Discussion

I. THREE GOOD REASONS FOR BECOMING A LEADER.

A. God's desire is for good men to lead in the church!

- 1) His design is for the man to lead in the church & home. (Gen. 3:16; 1 Cor. 14:34; 1 Cor. 11:3, 10).
- 2) Men can either accept or avoid this responsibility.
- 3) The woman can either accept the submissive role or try to get into a leadership role over the man.
- 4) Purpose of these lessons—to challenge men to take on our responsibility as leaders.
- 5) The whole world sees the need for leaders—and get them!
- 6) But God desires good men to lead in the church.
- 7) He has made provisions for such (Eph. 4:1; 1 Tim. 3:1-13; Titus 1:5-9, etc.).

B. Progress depends upon good leadership.

- 1) The church won't go without leaders.
- 2) Neither will it go any further than the kind of leaders it possesses.
- 3) The better the leadership, the greater the progress.
- 4) Bible example:
 - a) When Israel had a good Judge, they did well....until his death. (Judges 2:7, 11-12).
 - b) Without good leadership....the people went away from God. (Judges 17:6).
- 5) A strong active church reflects a strong, active leadership.
- 6) Edification, stability, unity, serving effectively....all depends upon proper leadership (Rev. 2:20-23).
- 7) Poor leadership can hinder, discourage, or even destroy the effectiveness of a church.

C. Upholding of God's Truth depends upon good leaders.

- 1) Leadership is responsible for upholding God's truth and rebuking those who teach contrary to sound teaching (2 Tim. 1:13; 4:1-5; Tit. 2:1).
- 2) Numerical growth without truth is of no value.
 - a) Only truth can save, not error (Jn. 8:32).
 - b) The church needs leaders who will hold to, live by, and teach others to walk in that truth (3 Jn. 3).

II. WHY DO MEN NOT BECOME LEADERS?

A. Not everyone can be an effective leader.

- 1) Paul's comparison of the church to a human body shows this. (1 Cor. 12:14-31)
- 2) Yes, it is also possible that some could develop into excellent leaders that fail to do so.
- 3) Why?

B. Lack of Courage.

- 1) Some are "too thin skin" or want to please everyone.
- 2) Enemies can be made....rejection, reaction, murmuring over decisions and actions of leaders.
- 3) All great leaders have had to deal with these things: Moses, Joshua, Paul, Jesus, etc.

C. Lack of Dedication.

- 1) Too enmeshed in world—making a living, pursuit of wealth, enjoying the pleasures of the world...can't be fruitful (Mark 4:19; Lk. 8:14).
- 2) Won't make time for the more important.

D. Lack of Confidence.

- 1) Like Moses—do not see their potential as a leader.
- 2) Moses' reaction—***"Go tell Pharaoh to let my people go"***—*"Who Me?"* (Exo. 3:10-11).
- 3) God convinced him—became great and effective leader.
- 4) Faith in God is needed to say: ***"Here am I Lord, send me."*** (Isa. 6:8).

III. WRONG REASONS FOR BEING A LEADER.

A. Painfully obvious—some men become leaders for wrong reasons.

B. To get my way.

- 1) Leadership is a way to get what I want.
- 2) Their true intent becomes obvious after a while.
- 3) Such can become a dictator (3 Jn. 9-10).
- 4) He likes to give orders—even to the point of causing division.

C. For Personal honor.

- 1) It boosts one's ego—*"He is a leader!"*
- 2) He likes & seeks the praise of men (Jn. 12:43).
- 3) Give in to men, rather than to God (Acts 5:29).
- 4) It gives a sense of importance to them.

D. Because of Pressure.

- 1) Leaders are scarce—men are pressed into responsibility that do not really want it.

- 2) Poorly prepared in outlook, attitude, and his life.
- 3) Serious considerations are needed before appointing leaders.(1 Tim. 5:22).
- 4) Men must desire to serve as leaders (1 Tim. 3:1)
- 5) Not to serve under constraint (1 Pet. 5:2).

IV. WHY BECOME A LEADER?

A. Accountability.

- 1) Men are designed by God to be leaders—but some are better qualified than others.
- 2) Each man needs to evaluate his talents, abilities, and opportunities before accepting responsibilities.
- 3) What a person has the ability to do, he will be held accountable for. (2 Cor. 8:11-12; 2 Tim. 2:20-21; Rev. 3:15-16).
- 4) We need to be vessels unto honor in God's service.

B. The Results.

- 1) Good leadership is needed, God wants it, and the results are very desirable.
- 2) The hardships are small in comparison to the great results of good leadership.
- 3) Jesus endured the cross for the joy that was set before him (Heb. 12:2).

C. To Show Gratitude.

- 1) We need to serve out of a sense of gratitude.
- 2) We need to be motivated to give ourselves in service to the One that was willing to die in my stead.
- 3) The Apostle stated that he was constrained to serve out of love (2 Cor. 5:14).

Conclusion

1. The question: "Why be a Leader?" needs to be answered by each man in the church!

QUESTIONS FOR DISCUSSION

True False

- 1. It does not matter what kind of a leader one is, so long as he leads.
- 2. All secular leadership principles are wrong to use in the church.
- 3. God has ordained that there be "good" leadership in the church.
- 4. Some men take on leadership positions to purely satisfy their ego.
- 5. Leadership has its good and bad things to deal with.
- 6. The whole world sees the need for leaders!
- 7. The church will not go any further than the kind of leaders it has.
- 8. A strong and active church reflects a strong and active leadership.
- 9. Numerical growth without truth is of no value.
- 10. Some men are too "thin skin" to make good leaders.

SELF-EVALUATION

True False

- 1. I have a negative attitude towards leadership in the church.
- 2. I like for things to stay like they are and not have to deal with change.
- 3. I have a tendency to put things off.
- 4. I am lazy and indifferent towards my responsibilities given to me.
- 5. I have my priorities of commitment straight.
- 6. I participate in things which will improve my leadership abilities.
- 7. I do some reading on how to be a good leader.
- 8. I want to serve God in any way possible to show my gratitude.
- 9. I am too enmeshed in making a living that I do not have the time to be a leader in the church.
- 10. I am like Moses—I do not see any potential in my being a leader.

Lesson Two

"What is a Leader?"

Introduction

1. People tend to struggle with identifying what makes a "good" leader.
 - a) We have leaders in the church!
 - b) But, do we have "good" leaders, "quality" leaders, "dedicated" and "effective" leaders, and "spiritual" leaders?
2. A church that is satisfied with just any kind of leadership will be given that kind of leadership.
 - a) Better leadership comes only when the church demands it.
 - b) The church must be concerned!
3. People follow good leaders as well as bad leaders in all realms of life.
4. This lesson is concerned with what is a leader, but what makes a good, quality, spiritual leader in the church.

Discussion

I. EFFORTS TO DEFINE LEADERSHIP

A. Leadership is simply to have followers.

- 1) If no followers, there is no leader.
- 2) The very concept of "to lead" infers that there will be followers.

B. Quotations:

- 1) *"The ability to influence others by our words and actions."*
- 2) *"The process of helping a group of people to plan and accomplish their goals with the minimum of time and effort."*
- 3) *"The ability to get people to follow—one who inspires others."*
- 4) *"Giving proper direction and motivation to others."*
- 5) *"Inspiring people to work together to achieve a desired objective."*
- 6) *"They are not drivers or commanders-in-chief, but leaders."*
- 7) *"Willingness to invest one's life in guiding and encouraging people towards given goals or ideals or accomplishments."*

B. Quote by Walter MacPeak:

"A leader is a person who is going somewhere—but not going alone. He takes other with him. His ability in setting up situations in which others are willing to follow him and happy to work with him is a precious skill called leadership. This skill is made up of many qualities—thoughtfulness, consideration for others, enthusiasm, ability to share responsibility with others, and a multitude of other traits. But fundamentally a leader is one who leads, one who has a plan, one who keeps headed toward a goal and a purpose. He has the enthusiasm to keep moving forward in such a way that others gladly go with him."

II. DEFINING "SPIRITUAL" LEADERSHIP

A. Worldly Leadership versus Spiritual Leadership

- 1) Most businesses, social organizations, or governmental organizations desire certain qualities in the life of the one doing the leading.

- 2) From a Biblical stand point this should be a prime consideration for defining "good" or "quality" leadership in the church.
- 3) It could be expressed this way:

"A good leader in the church is one who is qualified to lead by his knowledge of God's word, godly outlook and life, experienced in Christian living, and has as his model to follow...the Lord Jesus Christ."
- 4) The Bible is filled with examples and guidelines to indicate the kind of leadership God wants.
 - a) Further study in this series will bring these things to our attention.

B. Leadership in the world and in the church may have some common ground upon which to build, but all the principles may not be the same.

- 1) This is often where church leaders make their mistake and make poor spiritual leaders.
- 2) They look too much at leadership in the world and not seeing and being the spiritual leaders that God wants (1 Cor. 3:1-3).
- 3) Our emphasis is on what makes for good spiritual leaders.
- 4) Quote: *"A good spiritual leader is one who knows where God wants His people to go, and has the ability to lead them there."*

C. Some "must" of leaders in the church:

- 1) Have a willingness to count the cost of leadership, and be willing to pay the price (Luke 14:25-35).
- 2) Have a love for the church and its work (Matt. 6:33; John 14:15).
- 3) Be willing to sacrifice his time, efforts, talents and possessions to help the church to accomplish its mission (Mark 16:15; Rom. 12:1; Luke 14:25-35).
- 4) Have a deep sense of responsibility to God and to others (Matt. 22:37-40).
- 5) Have a sense of urgency to carry out God's will (Eph. 5:16; 2 Cor. 5:10-11).
- 6) Not expect his full reward for his work here in this life (1 Cor. 3:11-15; 2 Time 4:6-8).

D. A word of caution is needed here!

- 1) A leader is a man, not a "superman!"
- 2) And yet, he has allowed his life to be so developed by God that he has an effective ability to lead people correctly.

E. God's directions that He gave to Moses might illustrate the need to have good, spiritual leaders for the church.

- 1) **The following concepts can be easily seen in Exo. 18:20-22.**
- 2) **Willing to be taught God's word (v. 20).**
- 3) **Men who fear and reverence God and His word (v. 21).**
- 4) **Men of leadership ability ("able men") (v. 21).**
- 5) **Men of truth (who know the truth, can teach the truth, stands for truth, and a person of truth) (v. 21).**
- 6) **Men who hate covetousness (Not greedy, lustful after filthy lucre, no lover of money, cannot be bribed) (v. 21).**
- 7) **Understands the need for delegating responsibilities to others (realizes he cannot do it all, needs help) (v. 21)**
- 8) **Willingness to bear burdens of leadership (spend time, listen to people, judge matters) (v. 22).**

F. Teaching from the Bible shows that God wants the very best leaders that are possible.

- 1) The reason is obvious—the work is too important and vital for just any kind of leadership.
- 2) Yet, attitudes and outlook of a person might be more important as a leader than his natural abilities with which he has been blessed.
- 3) It is sure and certain that He does not want the following kind of leaders in the church:

1. Figurehead leaders	6. Selfish leaders
2. Name only leaders	7. Worldly leaders
3. Wishy-washy leaders	8. Manipulating leaders
4. Mediocre leaders	9. Dictatorial leaders
5. Drafted leaders	10. Authoritarian leaders.
4. When "spiritual" leaders are compared to the above, it becomes evident that he is a "cut" above them.
5. The following ideas might help to illustrate that difference:
 - 1. He reads and studies about what makes a good leader of God's people.**
 - 2. He may take his vacation so that he can attend a leadership workshop to better learn how to be an effective spiritual leader.**
 - 3. He may have young people into his home and helping to inspire them to become spiritual leaders in the church.**
 - 4. He has learned to pray publicly because he has spent time in prayer to God privately.**
 - 5. His influence in the church will be obvious—you can't miss him.**
 - 6. His leadership compels people to follow because they know he is striving to follow Christ.**

III. AREAS OF LEADERSHIP

A. A variety of leadership roles are called for in the church.

- 1) This is because of the different areas of work that needs to be done.
- 2) The five major areas of work that God has given his people would involve: **Evangelism, Edification, Worship, Benevolence, and Youth.**
- 3) Also there are different levels of leadership called for in order to carry out the responsibilities in each of these areas.
- 4) As people mature and develop in their ability to lead effectively, greater responsibilities can be given them.

B. The demand for leadership in the local church is great because of so much that needs to be done.

- 1) God has provided special persons to lead in His church: **Elders, Deacons, Teachers, and Evangelists** (Eph. 4:11; 1 Tim. 3:1-13; Tit. 2:3-5, etc.).
- 2) However, a great host of leaders can be used in addition to these in carrying out the work of God.
- 3) In fact, there is a sense in which every faithful Christian can be a good spiritual leader.

IV. SOME CHARACTERISTICS OF GOOD SPIRITUAL LEADERSHIP:

- A. He provides direction (1 Cor. 11:1).*
- B. He points onward and upward (Phil. 3:13-14).*
- C. He realizes that all are working together with God to accomplish His will (1 Cor. 3:9).*
- D. He has faith in God and in His people (Heb. 11:6; Philemon 21).*
- E. He duplicates himself (2 Tim. 2:2).*
- F. He is also a follower (1 Cor. 11:1).*
- G. He has worthwhile goals that he encourages others to attain unto (Rom. 8:24).*
- H. He is willing to be trained for greater service (2 Tim. 2:2).*
- I. He realizes he is a servant, not a master (Matt. 20:25-28; 23:10-12).*
- J. He is steadfast in his life and work (1 Cor. 15:58)*

Conclusion

1. A leader has a place to go and feels that the way is desirable enough that he wants to help others to go that same way (Matt. 7:13-14).
2. He realizes he cannot force or make people go that way, but rather realizes that spiritual leadership can encourage and lead people into going that way.
3. He doesn't have all the answers, but God's word does—which he respects as his guide for life.
4. A leader is one who leads others, but a spiritual leader is one who leads people in spiritual ways.

QUESTIONS FOR DISCUSSION

True False

- 1. Leadership is easy and requires no sacrifice.
- 2. True leadership gives the privilege of getting one's way.
- 3. The Lord does not expect all of us to be effective leaders.
- 4. Because a person is a follower, he therefore cannot be a leader.
- 5. A man will not be held accountable for being a leader in the church, even if he has the ability.
- 6. The better the leaders, the more effective will be the church's impact on a community.
- 7. Felt responsibility is a key factor in good leadership.
- 8. There are only a few leadership positions in the church.
- 9. It is okay for a person to enjoy the honor of being a leader.
- 10. A leader is primarily a doer.

SELF-EVALUATION

True False

- 1. I do not know how good I would be as a spiritual leader.
- 2. I am a leader in the business world, but I think that I can be a good spiritual leader also.
- 3. I do not do well in planning future events, so I am not sure that I would make a good spiritual leader.
- 4. I do not feel that my faith is strong enough yet to be a good spiritual leader.
- 5. I have been disappointed in church leaders, but I do not feel that I can do any better than they have.
- 6. I do not feel that I can handle the responsibility of leadership.
- 7. I want to serve as a leader in the future, but do not know how to determine when I am sufficiently prepared for such.
- 8. I want to serve in any way that I can, but I am not sure that I am knowledgeable enough at this time.
- 9. I feel that the church needs to provide more classes on leadership.
- 10. I am willing to be prepared for leadership.

Lesson Three

"Leaders Must be Self-Motivated"

Introduction

1. Not everyone can be an effective leader because it requires a strongly motivated person.
2. Leaders not only need to motivate themselves, but also others as well.
3. What is self-motivation?
 - a) 2 Cor. 5:14
 - b) He has found means or sources of motivation that he uses.
4. Questions about motivation?
 - a) What causes a man to reach out and help someone less fortunate than himself?
 - b) Why did the Good Samaritan help the Jewish person who was in need?
5. If your answer is "motivation!"
 - a) Then where did he secure that motivation?
 - b) To what did he turn to be motivated to help another?
6. This is what we are exploring in this lesson.

Discussion

I. SOME OBVIOUS MOTIVATIONS FOR THE CHRISTIAN

A. Reading, Studying, and Meditating on the Truth of God.

- 1) Ps. 1:1-2
- 2) Making use of books that help in application of Bible are useful.

B. Making time for prayer.

- 1) 1 Thess. 5:17
- 2) There must be a reason for this exaltation.
- 3) To keep in touch with God and not be hypocritical can be helpful.
- 4) Phil. 4:6-7—sense of peace....with God.
- 5) We have the assurance of God using our lives for good.

C. Putting ourselves in the right environment.

- 1) 1 Cor. 15:33; 2 Cor. 5:17-18
- 2) Being with the right people should help.
- 3) Looking to Christ & others for example to follow.
- 4) 1 Pet. 2:21; 1 Cor. 11:1; Acts 2:46-47

II. ATTITUDES & ACTIONS OF A "SELF-MOTIVATED" PERSON

A. He has a sense of urgency.

- 1) He does not waste time on the unimportant.
- 2) He is not a procrastinator.
- 3) Mk. 16:15; Gal. 6:10; Eph. 5:16; 2 Cor. 5:11

B. One who begins and finishes a job.

- 1) He is persistent and consistent.
- 2) Rev. 2:10

C. He is a person with conviction.

- 1) 1 Pet. 3:15
- 2) He stands up for truth.

D. He is a self-controlled person.

- 1) He does what needs to be done.
- 2) 2 Pet. 1:5-7

E. He is knowledgeable of God's Truth.

- 1) 2 Pet. 3:18
- 2) He has something worthwhile to offer.

F. One who looks and plans for the future.

- 1) Col. 3:1-2; Phil. 3:13-14
- 2) He knows where he is going.

G. One who believes in the value of what he is doing.

- 1) Mk. 8:35-36
- 2) He has his priorities that cause his convictions.

NOTE:

1. As long as a man has to be supervised, a part of his pay goes to the supervisor.
2. The reason for the supervisor making more money is that they are usually self-motivated people.
3. The more self-motivated a person becomes, the more potential he has in leading others.

III. BASIC PRINCIPLES OF MOTIVATION

A. Self-Preservation

- 1) If I am hungry....I move to satisfy that hunger.
- 2) Deep within man is the desire to live, to survive, to protect & care for himself.
- 3) Eph. 5:28—Love wife as own body.
- 4) Matt. 22:39—Love neighbor as self.
- 5) We evidently have a basic concern for ourselves.

B. Recognition

- 1) Need to feel my life counts for something.
 - a) Not just a number in a crowd.
 - b) But an individual needing to be recognized for who and what he is.
- 2) Jesus gave His life for every individual!
 - a) He showed that He recognized us. (Jn. 3:16)
 - b) Matt. 6:25-34
 - c) We need to be recognized, liked, held in esteem, a sought after person, to be popular.
- 3) Reward is one of the most obvious means that God has given us to help satisfy the need for recognition (Rom. 6:23).
- 4) This is the reason why "peer pressure" is so strong.
- 5) God recognizes us—offers the greatest of rewards to those who will follow Him.
- 6) We are fellow-workers with God. (1 Cor. 3:9).

C. Need for Love

- 1) Without love, we are nothing (1 Cor. 13:1-3).
- 2) We need to believe that we are loved, appreciated, and accepted.
- 3) God demonstrated His great love in the giving of His Son (1 Jn. 3:16).

- 4) The command to love one another and love our neighbor shows that man needs such.

D. A Sense of Achievement

- 1) We need to believe in something—give meaning to our lives.
- 2) Need to have a sense of value to what we do.
- 3) No greater life, no greater work than serving God! (Matt. 6:33).
- 4) My part is worthwhile and needed.

E. A Sense of Self-Worth

- 1) To feel good about myself....that I matter to someone.
- 2) God gave us physical family.
- 3) He has given us spiritual family (1 Jn. 3:1).
- 4) I was worth a lot to God—to pay the price He paid to redeem me!

Conclusion

1. Other drives or needs that cause us to act.
2. To be motivated....appeal has to be made to man's needs.
3. A self-motivated person has an inner drive to do something meaningful & worthwhile.
4. He has discovered the secrets of self-motivation for his own life.
5. He is now in a position to help motivate others.
6. What a person truly believes motivates him to action. (Jas. 2:24-26).
7. The job of a leader is to challenge men to believe:
 - a) Something about themselves, about others, and about things that need to be done.
 - b) When properly motivated—men can accomplish great things.

QUESTIONS FOR DISCUSSION

True False

- 1. A person can lead others without being motivated himself.
- 2. True and lasting motivation depends upon externals.
- 3. Manipulation or Intimidation are wrong ways to try to lead people.
- 4. Laziness shows an absence of motivation.
- 5. Self-motivation comes from within the person.
- 6. The Apostle Paul was a highly motivated person.
- 7. Self-motivation can be taught.
- 8. The value of what I am doing does not have any affect on self-motivation.
- 9. Love, as well as faith, motivates people.
- 10. Putting pressure on people can help to motivate them.

SELF-EVALUATION

True False

- 1. I feel that I am motivated by guilt more than I am by faith or love.
- 2. I feel that I am too immature to be a good motivated leader.
- 3. My life compared to the Apostle Paul makes me greatly doubt my readiness for leadership in the church.
- 4. My lack of self-motivation would make me a poor leader.
- 5. I feel that my lack of motivation probably comes from poor reading and studying of the Bible and lack of prayer in my everyday life.
- 6. I would like to be a supervisor at work, but I know that I lack the self-motivation needed.
- 7. I do not feel that I have sufficient faith in my abilities to be a good spiritual leader.
- 8. Since I haven't done a good job in motivating my children, I do not feel that I can make a good spiritual leader.
- 9. I do not feel that laziness is a sign of poor motivation.
- 10. Until I get my priorities straight, I would make a poor leader.

Lesson Four

"Leaders Must Work Well With People"Introduction

1. Failure in living life successfully and failure as a leader has at least one thing in common—the **inability to get along well with people.**
2. Personal relationships are vital to being an effective leader in the church.
3. One can even have a lot of natural leadership ability and still fail as a leader because of the lack of establishing and maintaining good relationships with people.
4. To illustrate:
 - a) A lady had gone into a shoe store to try on shoes.
 - b) In the process the salesman observed *"Your left foot is larger than your right foot."*
 - c) She left the store in a "huff!"
 - d) Then, she went into another store to try on shoes.
 - e) The salesman made the observation: *"Your right foot is smaller than your left foot."*
 - f) She bought two pairs of shoes.
5. There is a right and wrong way to deal with people in order to be an effective leader.
 - a) It is important to develop skills in human relationships.
 - b) In Bible language: ***"Look not every man on his own things, but every man also on the things of others."*** (Phil. 2:4).
 - c) A Christian leader cannot be self-centered and be effective—he must be people-centered.
 - d) He must be sensitive to the needs and feelings of others about him.

Discussion**I. A LEADER NEEDS TO BE RESPECTED*****A. A leader will find it hard to lead people who despise him or do not respect him.***

- 1) It is important to learn what causes people to like and respect others.
- 2) A lack of respect will cause continual frustration as a leader.

B. Things that help to develop respect from others:

- 1) One who is a real person:
 - a) He is comfortable to be around.
 - b) He is one who is easy going.
 - c) He is one who has pleasant and gracious ways.
 - d) He is one who is not stiff, too reserved, or unresponsive.
 - e) He is one who doesn't have a "chip on his shoulder."
 - f) He is one that is not jealous of position.
 - g) He is one who does not put on "airs" or puts up barriers.
 - h) The association with him is without a sense of strain.
 - i) He makes it easy for people to esteem him (1 Thess. 5:13).
 - j) His example is consistent and real (1 Tim. 4:12).

- 2) One who is a forgiving person:
 - a) He is one who forgives and does not hold things against another.
 - b) God's forgiveness, as pictured in Luke 15, helps us to feel accepted by God in spite of our sins against Him.
 - c) Such a person is not self-righteous, but recognizes his true condition before God (Lk. 18:9-14).
 - d) He realizes the necessity of forgiving others in order to be forgiven himself (Matt. 6:14-15).
 - e) The forgiving person can easily establish relationships with others.
- 3) One who has a sincere interest in others:
 - a) It is unusual for someone to want to be around a self-centered, egotistical person that has a critical outlook and a superior attitude.
 - b) The person who gets along well with others will be one who has shown his sincere concern for others about him.
 - c) Instead of an aloof and arrogant spirit, he is characterized by a spirit of humility (Jas. 4:10), love (John 13:34), patience (1 Thess. 5:14), and an understanding spirit (1 Thess. 5:14).
 - d) He is one who builds people up and not put them down.
 - ◇ To deflate a person's ego is to wound deeply.
 - ◇ But to elevate a person's self-respect is to contribute to a feeling of worth.
 - ◇ We need to build people up like Jesus did Zacchaeus (John 19:1-10).
 - ◇ In fact, it may be even better to over-estimate a person than to depreciate them.
 - e) We show interest in others by being a good listener.
 - ◇ The Bible makes it clear that we need to listen to God, as well as our fellow-man (Luke 8:18; Mark 4:24; James 1:19; Matt. 13:9; Prov. 1:5; 18:13).
 - ◇ A person is not only complimented when he is listened to, but also his self-esteem is elevated.
 - f) To truly be interested in people, we need to know their wants and needs.
 - g) Listening is a vital part of learning and fulfilling their needs and wants.
- 4) One who is able to handle criticism:
 - a) Whether a leader is right or wrong in his actions, he will be criticized.
 - b) If one is not able to deal effectively with criticism, he will never be an effective leader.
 - c) It is also obvious that not everyone can be pleased all the time.
 - d) Even Jesus, who did everything right, was criticized and even put to death by his critics.
 - e) How to deal with criticism:
 - ◇ Remember that it is easy to be a critic—anybody can do it.
 - ◇ Remember that the Lord was criticized.
 - ◇ Some criticism is good—learn from it.
 - ◇ Consider the source.
 - ◇ Control your response.

- ◇ Don't speak evil of your critic.
- ◇ Never let wrong criticism stop a good work.
- ◇ Learn to put criticism out of your mind by dealing with it properly.
- ◇ Learn how to give constructive criticism yourself.
- ◇ Don't wrongly criticize others.
- ◇ Keep a sense of humor in the midst of it all.

II. A LEADER MUST BE AN ENCOURAGER

A. Indications of such.

- 1) If a small percentage of the church is doing most of the work, then it should be obvious that the leadership has failed to motivate the others to become involved.
- 2) The church badly needs leaders who can effectively encourage and involve the whole church in being the best they can be.

B. How to motivate people to be involved.

1) Motivate by example.

- a) Leaders who do not do, will have a hard time getting others to do.
- b) Matt. 23:1-4—***"They say and do not."***
- c) Paul encouraged Timothy to set the proper example before others (1 Tim. 4:12, 16).
- d) Good examples can be an encouragement to others.
- e) A lack of such can destroy one's effectiveness as a leader.

2) Stress the importance of each person.

- a) 1 Cor. 12 places an emphasis upon each member working!
- b) No one wants to be a "nobody!"
- c) All want to be appreciated for what he or she is and can do.
- d) A leader must help satisfy the need to feel useful by finding a place to serve for everyone.
- e) Evaluating, recruiting, and training should be done in a motivating way.
- f) Jesus call Peter, Andrew, James, and John to follow Him and become fishers of men (Matt. 4:19).
- g) He called them to a great work!

3) Learn to turn problems into opportunities.

- a) The Jerusalem church was having a problem with the Grecian widows being neglected in the daily distribution (Acts 6).
- b) It was quickly dealt with effectively and the church continued to grow.
- c) Courage, faith, and wisdom needs to be used to find solutions rather than allow problems to conquer them as leaders.
- d) The church needs leaders who will not turn and run when problems arise.
- e) Rather, they seek ways to turn such into opportunities to build the church stronger.
- f) Problems can make men greater.

- g) Successful leaders need to:
 - ◇ Realize problems will come;
 - ◇ Find effective ways to face them
 - ◇ Portray them in the right way to others.
 - ◇ Be solution oriented!

4) Cultivate the ability to persuade.

- a) God's leaders do not attempt to force, coerce, dictate, or make laws in order to get people involved.
- b) They persuade them!
- c) Need to communicate ideas well and persuade people to accept them.
- d) Avoid improper ways of involving people:
 - ◇ By making people feel guilty when they should not;
 - ◇ Using pressure tactics;
 - ◇ Belittling and shaming people who will not cooperate;
 - ◇ Isolation;
 - ◇ Passing harsh and unjust judgment;
 - ◇ Using Scriptures deceitfully to teach their ideas.
- e) A good leader is usually a good salesman.
- f) A good salesman has to overcome barriers:
 - ◇ People like the status quo—they feel comfortable.
 - ◇ They resist change.
 - ◇ Wrong words can miscommunicate the message.
 - ◇ Pre-occupation of thought.
 - ◇ Closed mindedness—prejudice.
 - ◇ Negative outlook.
 - ◇ Lack of interest.
 - ◇ "Let George do it" attitude.
 - ◇ Hasty conclusions.
 - ◇ Mass group versus one-on-one.
- g) A Vital part of a leader's work is exhortation and encouragement (2 Tim. 4:2; Acts 4:36; 11:23, etc.).

5) Get excited!

- a) Most people want to be a part of an exciting, growing work.
- b) The first few chapters of Acts give this impression.
- c) Christians are exhorting to provoke or stimulate one another (Heb. 10:24).
- d) Peter's Letter was written to stir up (stimulate) their minds (2 Pet. 3:1).
- e) The best way to build excitement is build it first in leaders.
- f) The report of the 10 spies (Num. 13:31) was a "downer!"
 - ◇ Instead of showing excitement for the task God gave them, they were cowards and destroyed the people's hopes.
 - ◇ Instead of being victorious, they were defeated before they started.
- g) Leaders need to be excited in order to encourage the church.

Conclusion

1. To work well with people means involvement with people!
2. Jesus was to be recognized as Immanuel (Matt. 1:23), which means **"God with us!"**
3. God came down in the form of a man to be among men.
4. You can't work well with people without being a lover of people, people-centered, or people oriented!

QUESTIONS FOR DISCUSSION

True False

- | | | |
|-------|-------|--|
| _____ | _____ | 1. How we act and react to people makes a big difference in one's ability to lead others. |
| _____ | _____ | 2. It is not necessary for a leader to be liked to be effective. |
| _____ | _____ | 3. Forgiveness in a leader shows weakness. |
| _____ | _____ | 4. Self-centered, egotistical people tend to draw people to follow them. |
| _____ | _____ | 5. Good listening is necessary in order to spiritually lead people. |
| _____ | _____ | 6. If criticized too much, a leader should resign his position. |
| _____ | _____ | 7. The main job of leaders is to make decisions, not do the work. |
| _____ | _____ | 8. The individual is not as important as getting the job done. |
| _____ | _____ | 9. Problems present opportunities for growth. |
| _____ | _____ | 10. Persuading people can be done in a right and wrong way also. |
| _____ | _____ | 11. Poor leadership is reflected by discouragement. |
| _____ | _____ | 12. Communication is a very simple process. |
| _____ | _____ | 13. Training for leadership is not necessary in the church. |
| _____ | _____ | 14. Leaders can expect immediate adoption of plans announced. |
| _____ | _____ | 15. Leaders have to be salesmen. |

**SELF-TESTING FOR LEADERSHIP ABILITY
(Emphasis on being a Good Listener)**

- | Yes | No | |
|------------|-----------|---|
| _____ | _____ | 1. I have made a decision to learn to listen to people well. |
| _____ | _____ | 2. I am asking God for help to learn how to be a good listener. |
| _____ | _____ | 3. I look at the person that I am listening to. |
| _____ | _____ | 4. I show interest in the person I am listening to. |
| _____ | _____ | 5. I do not interrupt the person talking and at the proper time even encourage him to say more. |
| _____ | _____ | 6. I ask questions to clarify when appropriate. |
| _____ | _____ | 7. I let the person finish his thoughts. |
| _____ | _____ | 8. I use his thoughts to make additional conversation. |
| _____ | _____ | 9. I do not jump to conclusions before he finishes his thoughts. |
| _____ | _____ | 10. I do not show signs of boredom. |
| _____ | _____ | 11. I do not ask questions that have already been answered. |
| _____ | _____ | 12. I do not cut the person short, nor treat them harsh or rude. |
| _____ | _____ | 13. I do not get defensive in listening to others. |

(Emphasis on Dealing with Problems)

- | Yes | No | |
|------------|-----------|---|
| _____ | _____ | 1. I do not over-react to problems. |
| _____ | _____ | 2. I try to get all the facts before tackling problems. |
| _____ | _____ | 3. I try to see problems realistically. |
| _____ | _____ | 4. I go after a solution to the problem. |
| _____ | _____ | 5. I am not afraid to ask questions to help solve the problem. |
| _____ | _____ | 6. I can make decisions and see them through. |
| _____ | _____ | 7. I look upon problems as a challenge and an opportunity for growth. |
| _____ | _____ | 8. I study carefully what the Bible has to say about the problem. |
| _____ | _____ | 9. I pray diligently about the problem. |
| _____ | _____ | 10. I do all that I can and turn it over into the Lord's hands. |
| _____ | _____ | 11. I refuse to let problems disturb my peace of mind. |

Lesson Five

"Leaders Must Have Good Attitudes and Outlook"

Introduction

1. A person can possibly lead people without good attitudes and Outlook.
2. But the best leadership will have good attitudes & outlook.
3. A popular view of leadership is of men fighting their way to the top.
 - a) They do not care how it is done....
 - b) Nor whom they hurt in the process.
4. This results in:
 - a) Political bosses
 - b) Unscrupulous capitalists
 - c) Racketeering labor leaders
 - d) Ruthless war lords
 - e) Exploiters of mankind.
5. This kind of leadership has:
 - a) Marred the pages of religious history;
 - b) Brought Christianity into disrepute among intelligent & thinking people.
 - c) Prov. 30:21-23
 - d) Not the kind that God wants.
6. Proper attitudes & outlook plays a major role in spiritual leaders in the church.

Discussion

I. ATTITUDE OF HUMILITY

A. Leadership in the church:

- 1) Should not be to elevate self, but a humbling of self.
- 2) Not to be a position of power & authority to be sought after, but of service, humility, and self-sacrifice.
- 3) Phil. 2:5-8
 - a) He sacrificed his position of glory with the Father.
 - b) He took on the form of a servant.
 - c) He unselfishly gave His life in death for mankind.
- 4) Matt. 20:25-28
 - a) Leadership not to be like the world.
 - b) The greatest is the servant of all.
 - c) He came to serve, not to be served.
- 5) John 13:12-15
 - a) He washed His disciples' feet
 - b) Set an example of humble service.

B. Jesus showed us humility & unselfishness!

- 1) He chose Apostles because they would become the right leaders.
- 2) They had to learn the right kind of attitudes & outlook.
- 3) He took ordinary men and turned them into extraordinary ones.

C. 7 deadly sins of leadership:

- 1) Haughtiness—thinking too highly of one's self & poorly of others.
- 2) Arrogance—claiming much for one's self and giving little to others
- 3) Pride—an absorbing sense of one's own worth with no regard for others.
- 4) Disdain—seeing contemptuously the inferiority of others.
- 5) Presumption—claiming place or privilege above others.
- 6) Assumption—assuming privileges above others.
- 7) Vanity—intensely craving admiration and applause while withholding all recognition from others.

NOTE: The ego of man must be dealt with correctly if he is to be an effective spiritual leader!

D. How do we exemplify humility of spirit?

- 1) He recognizes the need for continued study, learning, training, and improvement in his ability to lead.
 - a) Wrong—*"We are leaders, we do not need training."*
 - b) They must show their need of growth to convince others they need to grow!
 - c) Moses for 40 years in training in Egypt and 40 more in the wilderness—to get ready for leadership of Israel.
 - d) John the baptiser spent all his life in wilderness before beginning his public ministry.
- 2) Be able to handle criticism well.
 - a) It will come...no way to avoid.
 - b) Critical criticism will come out of envy, jealousy. (1 Cor. 3:1-3)
 - c) Some criticism is good intentioned & needed at times.
 - d) It can be stepping stones to a more effective leadership.
- 3) To step down gracefully when called for.
 - a) A big test of one's humility.
 - b) Where it has to be forced—pride will be involved and you will see signs of carnality—envy, strife, contention, and evil work.
 - c) Phil. 1:15-17; Jas. 3:14-16
 - d) A spirit of Christ is to step down in a gentle, peaceful, and sincere way.

II. ATTITUDE OF COURAGE**A. Fearfulness is condemned (Rev. 21:8).**

- 1) 2 Tim. 1:7
- 2) Fear will slow down or stop progress of church.
- 3) Fear brings evils:
 - a) Faith in God is put down.
 - b) It kills the spirit of church.
 - c) Shows that the Evil One is too much in control.
 - d) Helps to destroy unity of church.
 - e) Stops evangelization.
 - f) Undermines enthusiasm.

- g) Reflects upon the power of God.
- h) Hinders spiritual growth.
- i) Cause us to lose our soul.
- 4) Some fears to overcome:
 - a) Fear of failure, criticism, rejection, problems.
 - b) Fear of being misunderstood, hard work, pressure.
 - c) Fear of being wrong, embarrassed, failing finances.

B. Areas where leaders are put to the test:

- 1) Courage to visit an erring brother—exhort, reprove, rebuke (Gal. 6:1).
- 2) To stand before church and stop mouths of those who cause trouble and are contentious (Tit. 1:10-14).
- 3) Lead church in withdrawing fellowship from an unrepentant member (2 Thess. 3:6-15).
- 4) To take a firm stand on moral issues that affect the lives of both young and old (2 Tim. 2:22).
- 5) To lead out in great programs of faith that demand energy, and that challenges the abilities and faith of members (Mk. 16:15-16).

NOTE: Courage comes from God....fear from Satan!

III. A POSITIVE SPIRITUAL OUTLOOK

A. We can be positive or negative in outlook.

- 1) Positive—Spiritual outlook.
- 2) Negative—Carnal, worldly outlook.

B. How to show a positive spiritual outlook:

- 1) By great faith & confidence in God and His Word.
 - a) Jesus had confidence—even unto death.
- 2) By letting Jesus give us purpose & direction for our lives.
- 3) By being more forgiving of others.
- 4) By striving to live a holy life.
- 5) By striving to avoid sin in our lives.

C. Examples:

- 1) Noah undertook a tremendous task.
- 2) Abraham was willing to offer his son....not knowing how God would fulfill his promise to him.
- 3) Moses turns his back on Egypt and suffered with his slave people.
- 4) Gideon defeated impossible odds.

C. Positive people usually have great vision.

- 1) Leaders must not serve as brakemen.
- 2) Not have "grasshopper complex." (Num. 13:33)
- 3) Have attitude: "***The Lord is with us. Fear them not.***" (Num. 14:9)
- 4) Have vision for the future...not being satisfied with past growth.
- 5) Give challenging goals....so church will not be doomed to mediocrity, smallness, or spiritual decay.

IV. AN OPEN-MINDED ATTITUDE

A. Resistance to change can be because of:

- 1) Hardening of the heart
- 2) Closing of the mind (Matt. 13:13-16).
- 3) Such was a problem among religious leaders in Jesus' day...and can be also today.
- 4) To have one's mind closed to other viewpoints is very hard to deal with.
- 5) Such could result in loss of truth...or a better way of doing things.

B. Open-mindedness is commended & exemplified in Bible.

- 1) It is shown by:
 - a) Willingness to listen to others view-points with kindness, courtesy, and willingness to evaluate.
 - b) Realize...I may be wrong or not have the best ideas.
 - c) Give the other person a fair chance to express their views.
 - d) Have a real desire for truth or for whatever is best for the church.
 - e) Let people know that everyone does not have to agree with my thoughts and views.
- 2) A closed-minded leader will lose his effectiveness as a leader.
- 3) A self-willed leader is not one who can be easily approach by someone will different views.

Conclusion

1. Attitudes are critical.
2. A spiritual leader will be humble, courageous, open-minded, and positive.
3. Leaders should want to achieve excellence in order to benefit the congregation they serve.

QUESTIONS FOR DISCUSSION

True False

- _____ 1. Leadership is impossible without good attitudes.
- _____ 2. Bad Leadership in the church is a blot that is hard to erase.
- _____ 3. Proper Leadership is self-effacing.
- _____ 4. Jesus washed His disciples feet so they could learn how to properly wash feet.
- _____ 5. Jesus' choice of His Apostles was in view of proper leadership qualities.
- _____ 6. Egotism must be dealt with properly to be a good leader.
- _____ 7. Leaders need to be teaching and training others, not being taught and trained themselves.
- _____ 8. Moses was 80 years old before God called him to lead His people out of Egyptian bondage.
- _____ 9. Some criticism comes out of envy and jealousy.
- _____ 10. Criticism can be stepping-stones to more effective leadership.
- _____ 11. To resign as a leader when the need arises is a real test of one's pride.
- _____ 12. Fearfulness is condemned by God.
- _____ 13. Courage is called for in a leader when someone needs to be disciplined.
- _____ 14. The Devil gives us a spirit of fear.
- _____ 15. Carnal versus Spiritual indicates an outlook about life.
- _____ 16. Faith in God demonstrates one's outlook in life.
- _____ 17. Correct vision includes God in the plans.
- _____ 18. Hardening of the heart comes with age.
- _____ 19. Open-mindedness is commended by Jesus.
- _____ 20. A leader not easily approached shows a closed mind.

Lesson Six

"Leadership in the Home"Introduction

1. Leadership in the home is primarily given to the man (Gen. 3:16; Eph. 5:22-24).
2. Men need to strive to be the best husbands, fathers, and even grandfathers they can be.
3. These are important and critical roles in life.
 - a) They call for great character, commitment, and fidelity.
 - b) Keeping the home filled with holiness, harmony, and happiness depends upon men carrying out their God-given tasks.
4. Quote: *"No man is a success if he fails as a husband and father."*
5. When we fail:
 - a) We disappoint God—because He is the designer of this arrangement.
 - b) We disappoint our wife and children who depend upon us for leadership.

Discussion**I. BIBLE EMPHASIS—HUSBANDS:****A. Gen. 2:7, 18, 21-24**

- 1) Creation of man and woman
- 2) Man created first.
- 3) Woman created as a help suitable for man.

B. Gen. 3:16

- 1) Man is to be the leader in the home over the woman (Eph. 5:22-24).
- 2) Woman is to submit to his rulership.
- 3) Be a man—not a "wimp" or a "child."
- 4) Grow up—be mature!
- 5) Shoulder gracefully your responsibility.
- 6) Let Christ be your example (Eph. 5:23).

C. 1 Cor. 14:34-35

- 1) Stressed also in the worship assemblies of the church.
- 2) She is not to speak publicly like the man.
- 3) She plays a different role from the man.
- 4) *"As the Law says."*

D. 1 Tim. 2:9-15

- 1) The woman is to dress and conduct herself benefiting a godly woman.
- 2) To learn in "quietness."
- 3) Not to teach or have authority over the man.
- 4) Reasons given:
 - a) Adam was formed first, then Eve.
 - b) Adam was not deceived, but Eve was.
- 5) Her major role is childbearing with godliness.

E. How to exercise this headship over the woman:

- 1) Out of love for her (Eph. 5:25-29).
- 2) Fulfill her needs (1 Cor. 7:3).
- 3) Honor and Respect her (1 Pet. 3:7)

- 4) Help her make it to heaven (1 Pet. 3:7).
- 5) Be someone she can respect (1 Pet. 3:6)
- 6) Give her a sense of security under your leadership.

II. BIBLE EMPHASIS—FATHERS:

A. *Gen. 18:16-19*

- 1) Abraham's attitude and actions as a Father is held up as an example.
- 2) Reflected in Heb. 11:17-19.

B. *1 Tim. 3:5, 12*

- 1) Qualities of those to be appointed as elders or deacons.
- 2) ***"Rules his house well"***
- 3) ***"Children in submission—not accused of being riotous or unruly"***

C. *Romans 1:18-32*

- 1) This passage is a sad commentary on mankind.
- 2) It is a long list of sins and rebellion against God.
 - ◇ They did not want to listen to God.
 - ◇ They could direct their own lives the way they wanted to go.
 - ◇ God's wrath was to be poured out upon such (v. 32).
- 3) In this list:
 - ◇ ***"Disobedient to parents"***
 - ◇ Similar listing in 2 Tim. 3:1-7.
- 3) How did things become so bad?
 - ◇ Men forsook or messed up on their role as spiritual leaders in the home.
 - ◇ This brought chaos in the family, community, nation, and the world.
 - ◇ World in Noah's day—evil continually.
 - ◇ But note:
 - 1—Noah reared his children in an evil world!
 - 2—They were counted worthy to enter the ark to be saved!
- 4) If heaven is to be our home, we must succeed as fathers and husbands.

D. *Eph. 6:4; Col. 3:21*

- 1) Quote: *"Lax parenting is a virtual death sentence given the fact that we only have a handful of years during which we have 'hope' of helping our children govern their habits, shape their values, and learn the joy of doing God's will."*
- 2) We need to wisely use the time that we have with them to:
 - a) Be someone that the child can love and respect;
 - b) Be the spiritual leader and example for the home;
 - c) Teach correctly and effectively God's will;
 - d) Communicate lovingly the right attitudes to have;
 - e) To be strong, courageous, steadfast, and unmovable in living for God.
 - f) Strive to possess the fruit of the Spirit (Gal. 5:22-23).
 - g) Teach them how to listen, learn, and plan their lives in righteousness;
 - h) Teach them that we are all responsible for our choices and actions.

Conclusion

1. A child is blessed to have a godly father.
2. A wife is blessed to have a godly husband.
3. Male and Female are the creation of God and designed with proper roles for living.
4. Men need to be men; and women and children need to be women and children.

QUESTIONS FOR DISCUSSION

True False

- | | | |
|-------|-------|--|
| _____ | _____ | 1. Being created first by God does not give any special superiority to the man. |
| _____ | _____ | 2. Failing as a Father and Husband does not mean that we have failed in life. |
| _____ | _____ | 3. Man was not created for the women, but the woman for the man. |
| _____ | _____ | 4. Man can only be the head of his home if the woman lets him and helps him. |
| _____ | _____ | 5. Women have no responsibility in how they dress and conduct themselves. |
| _____ | _____ | 6. Man is only the head of his wife if he assumes the headship. |
| _____ | _____ | 7. Abraham made a better father than he did a husband. |
| _____ | _____ | 8. A qualification for an elder or deacon involves the ruling of his house. |
| _____ | _____ | 9. Disobedient to parents is a sin. |
| _____ | _____ | 10. Noah successfully reared his children in an evil world. |

1. Why do wives talk disrespectfully of their husbands?
2. Why do husbands talk disrespectfully of their wives?
3. How do we show disrespect for our mate?
4. What are some things that help to build a closer relationship between husband and wife?
5. What are the major areas where problems arise between husband and wife?
6. What are the major areas where problems arise between father and child?

Lesson Seven

"Leadership in the Church—Elders"

Introduction

1. Leadership is needed in the Nation, in the Home, and also in the Church!
2. Leaders will arise one way or another (good or bad) and we will have leaders whether they are good or bad.
3. It is preferable to have "good" leaders!
4. God has ordained that there will be leaders among human beings:
 - a) In the Nation (Rom. 13:1-7);
 - b) In the Home (Eph. 5:23-24);
 - c) As well as in the Church (Eph. 4:11).
5. Leaders listed in this passage: Apostles, Prophets, Evangelists, Shepherds, and Teachers.
 - a) The Apostles & Prophets still lead us today by the written word and their recorded examples.
 - b) Evangelists, Shepherds, and Teachers are still with us today.
6. The purposes given for leadership in the church is stated in Eph. 4:12-16:
 - a) For the perfecting (maturing or completing) of the saints;
 - b) For the work of ministering or serving;
 - c) For the edifying (building up) of the body (church) of Christ;
 - d) To bring the church to a unity of the faith and unto the full knowledge of the Son of God.
 - e) To stabilize God's people so they won't be easily swayed by every wind of false doctrine;
 - f) So God's people will be able to speak the truth in love;
 - g) So they can continually build themselves up.
7. In this lesson, we want to take a brief look at the "Leadership of Elders in the church."

Discussion

I. GREEK TERMS THAT IDENTIFY THESE LEADERS

A. 1 Pet. 5:1-2

1) Poimen:

- 1) Translated: "pastor" (1), "shepherd" (17).
- 2) Used in connection with shepherds who care for their sheep.
- 3) They see that they get good food to eat and water to drink.
- 4) They protect from danger.
- 5) They give guidance to the sheep.
- 6) Ps. 23; Jn. 10:1-15 talk about shepherds' responsibilities.
- 7) Ezek. 34:1-16 talks about God's condemnation upon those shepherds that did not care for God's sheep.

2) Presbuteros:

- 1) Translated: "elder" (67), "old" (2), "aged" (2).
- 2) Contrast between older and young people.

- 3) Older men:
 - a) Who have had experience;
 - b) Who have gained understanding & wisdom;
 - c) Who know the Word of God.
- 4) Used with a spiritual emphasis, obviously.
- 5) Carries with it "respect," and "honor."

3) Episkopos:

- 1) Translated: "bishop" (6), "overseer" (2), "visitation" (2), "to look diligently" (1).
- 2) The word "bishop" does not communicate correctly from a Bible standpoint.
- 3) The ideas of "overseeing," "to look after," and to "superintend" do communicate more correctly.
- 4) It might be compared to a supervisor at work.
 - a) He sees that things are organized, planned, and done orderly.
 - b) He sees that everyone is involved and fruitful in their work.
 - c) He manages people under his charge.

4) In the Church:

- 1) You have a plurality of Overseers—not one (Acts 14:23).
- 2) Guidelines are given to select men who are best qualified to lead.

II. WHY HAVE ELDERS, SHEPHERDS, OR OVERSEERS?

A. Because God has ordained such!

- 1) Acts 14:23
- 2) What God ordains is for the best when we follow His will.
- 3) God indicates therefore that they are needed.

B. Because of Common Sense!

- 1) Generally, without properly appointed leaders, things won't get done.
- 2) Critical decisions will be delayed or overlooked.
- 3) Things that require quick action will have to be put off—causing harm & hurt.
- 4) Someone needs to feel responsible for the Lord's church and His people.
- 5) A plurality of men helps to shoulder the load of leading.

C. Because they determine the success or failure of the church!

- 1) A properly qualified eldership will stabilize the church.
- 2) Because they feel responsible, they act accordingly.
- 3) Appointing elders can prevent men who have more zeal or ego than knowledge & ability from taking a self-appointed leadership role.
- 4) It provides more continuity to leadership in the church.
- 5) These men are usually more knowledgeable of the morale and spiritual condition of the church.

III. WHAT ARE THE RESPONSIBILITIES OF THESE MEN?

A. They have a ruling and overseeing role.

- 1) 1 Pet. 5:2; Acts 20:28; Heb. 13:17; 1 Tim. 3:5; Acts 15; 11:27-30.
- 2) Observations:

- a) They see that the church is going correctly according to God's Word.
- b) They watch for harmful influences to the flock (Acts 20:28-31).
- c) They watch out for the weak, sick, those who may fall away.
- d) They help to keep the church unified.
- e) They involve members, select persons for the jobs, help to train them, and meet with people.

B. They have a teaching role.

- 1) 1 Tim. 5:17; Acts 20:28; 1 Pet. 5:2; Acts 20:32; Tit. 1:9-11.
- 2) Observations:
 - a) Elders teach, but they do not do all the teaching.
 - b) They oversee the teaching.
 - c) Older women are to teach (Tit. 2:4).
 - d) Teachers are mentioned separate from Evangelists & Shepherds in Eph. 4:11.
 - e) Evangelists teach.
 - f) The teaching must be planned to promote strong, steadfast growth towards maturity.
 - g) To be qualified, elders are to be "*apt to teach.*" (1 Tim. 3:2).
 - h) Their work is to inform, teach, persuade, and motivate.

C. They have an example role.

- 1) 1 Pet. 5:3
- 2) Observations:
 - a) They persuade by example along with the teaching of Scriptures.
 - b) They are to visit and help the weak (Acts 20:35).
 - c) They visit and pray with the sick (Jas. 5:14)
 - d) The church will be greatly blessed with such leadership.

Conclusion

1. With what spirit should they serve as leaders?
2. **Negative:**
 - a) Not with desire of dominion over or lording it over people (Matt. 20:25-28; 1 Pet. 5:3).
 - b) Not with a hypocritical spirit (Matt. 23:3).
 - c) Not by seeking a title or a high place (Matt. 23:4-11).
 - d) Not with a proud and haughty spirit (1 Tim. 3:6).
 - e) Not with a spirit of "*I have arrived! I do not make mistakes.*" (1 Tim. 5:19-20).
 - f) Not with a spirit of being coerced into serving (1 Tim. 3:1; 1 Pet. 5:2).
 - g) Not for what one can get out of it (1 Pet. 5:2).
3. **Positive:**
 - a) With a loving concern for people & the church (Acts 20:28).
 - b) With a desire to teach & persuade people to do right (Tit. 1:9).
 - c) With a desire to serve (Matt. 20:28).
 - d) With a spirit of humility (Jas. 4:8-10).
 - e) With a spirit of continual self-examination (2 Cor. 13:5).

QUESTIONS FOR DISCUSSION

True False

- _____ 1. An elder should never have to be rebuked.
- _____ 2. To be appointed as an elder involves a life-long commitment.
- _____ 3. The only way an elder can lead is by his example.
- _____ 4. Elders are the only Leaders in the church.
- _____ 5. The word "Pastor" is a misleading translation of the Greek word "poimen."
- _____ 6. A church cannot grow without having elders?
- _____ 7. Christian people do not really have to be watched over.
- _____ 8. Teachers and Shepherds are the same thing.
- _____ 9. The work of Evangelists and Shepherds are much the same.
- _____ 10. Elders cannot lead if the members will not follow.

*Lesson Eight***"Leadership in the Church—Deacons"**Introduction

1. Everyone can be a leader to someone else—even small children.
2. But God has ordained (designed) that there be elders to oversee and deacons to serve in the church!
3. God wants men who will be in positions of leadership to be responsible and dependable.
4. This is the main reason for appointing men who meet certain qualities in their lives.
5. 1 Tim. 3:8-13; Phil. 1:1
6. In this lesson we will be looking briefly at Deacons.

Discussion**I. THE TERM, "DEACON"**

A. The word "deacon" is not a translation, but a transliteration of the Greek word DEAKONEO (de-ak-o-ne-o).

- 1) When this word is translated, it is usually given as "to serve" or "to minister unto."
- 2) The word really signifies the kind of leadership these men will exemplify.
- 3) Jesus said that the greatest among you is the servant of all (Matt. 10:26-28).
- 4) These men are servant leaders.

B. The word "deacon" is used to denote special qualified leaders in the church.

- 1) Everyone can serve others!
- 2) But there is a class of men who are especially appointed to lead in areas of work that must be done.
- 3) Their leadership is under the oversight of the elders.
- 4) Their lives and examples, as well as their work, are very important to the success of the church.
- 5) It is not just a name, an office, an honor—it is real responsibility or work!

II. THE WORK OF DEACONS

A. Deacons are reliable men.

- 1) There is an endless amount of work that needs to be done by the church.
- 2) These men are those upon whom special responsibilities can be placed.
- 3) They can be relied upon to see that the appointed work is done by them and others they choose to help with the work.

B. Deacons are qualified men.

- 1) They are spiritually mature enough that they can be depended upon.
- 2) They have met the list of qualifications given in 1 Tim. 3:8-13.
- 3) They are capable of influencing others both by their lives as well as their work for the Lord.

C. Areas of work:

- 1) Visitation of sick, orphans, widows. (Acts 6:1-7; Jas. 1:27).
- 2) Help with preaching and teaching of the Gospel (Acts 6:8-11; 8:5).
- 3) Defending the faith (1 Tim. 3:13).

- 4) Help with worship assemblies and the buildings in which we meet.
- 5) Possibly, any thing that God has ordained for the church to do, deacons can be a help in leading people of God in doing this work.

III. WHAT IS APPOINTING DEACONS A SIGN OF?

A. It is a sign of growth and progress in reaching people.

- 1) The more people, the more work that is required.
- 2) Growth in numbers helped to cause the problem in Acts 6 that had to be dealt with.

B. It is a sign of spiritual maturing of individuals.

- 1) It indicates a respect for God and His word.
- 2) Men are proving themselves willing and able servants of God.
- 3) They recognize the seriousness of God's work.
- 4) They recognize the seriousness of getting their lives in control of God.

C. It is a sign of stable family life within the church.

- 1) A strong church is built on strong family units.
- 2) It shows that men are exercising spiritual leadership in their homes.

Conclusion

1. Efficiency of church and keeping down of problems is largely dependant upon the promptness, systematic, and faithful discharge of the duties of deacons.
2. If they serve well, they will have the praise of God and the respect of the church.
3. When their work is carried on well, the church is edified, and souls will be saved.
4. Such men should be praised and encouraged.

QUESTIONS FOR DISCUSSION

True False

- _____ 1. The Greek word for "deacon" means "to serve" or "to minister."
_____ 2. The reason why the word is not translated, it is believed that it has reference to a special place of work in the church.
_____ 3. Deacons have to be qualified men to serve effectively.
_____ 4. Work responsibilities for these men have to be assigned to them.
_____ 5. Appointing elders and deacons in the church is a good sign of a stable church.

1. How important is it for deacons to be well-grounded in the faith? (1 Tim. 3:9)
2. How important is it for both elders and deacons have well-behaved children (1 Tim. 3:4-5; Tit. 1:6; 1 Tim. 3:12)
3. What will cause deacons to be highly respected? (1 Tim. 3:13)
4. In what manner do deacons show their leadership in the church?
5. Is there authority in connection with the work of deacons?
6. What are some things that will hinder the leadership of deacons?
7. Does the appointment of the work of a deacon depend to some extent on his temperament?
8. Can just anyone be asked to serve in the church?

Lesson Nine

"Leadership in the Church—Preachers"

Introduction

1. Leadership of God's people must not be taken lightly.
 - a) It is an opportunity to impact people for eternity (Mk. 16:15-16).
 - b) All that we do in service to God is important.
 - c) It is especially important to realize the seriousness of leadership in the church.
2. In this lesson, we are looking briefly at the leadership of preachers.
 - a) His leadership can be in various activities that can affect those in and out of the church.
 - b) One of his primary ways of leading people is in the study of God's Word.
 - c) The Old Testament had their preachers who were also called "prophets!"
 - d) They left a written account of the message God wanted preached.
 - e) They not only preached to God's people, but to other peoples as well.
 - f) The same is true of New Testament preachers—they are to preach to all peoples of the world!

Discussion

I. THE IMPORTANCE OF HIS LIFE

A. To be an example to believers:

- 1) In word, conduct, love, in spirit, in faith, in purity. (1 Tim. 4:12).
- 2) Having a good conscience (1 Tim. 1:19).
- 3) To exercise himself towards godliness (1 Tim. 4:7).
- 4) Do not show partiality (1 Tim. 5:21).
- 5) Pursue righteousness, godliness, faith, love, patience, and gentleness (1 Tim. 6:11).
- 6) Flee youthful lusts (2 Tim. 2:22).
- 7) Be gentle to all, able to teach, patient, in humility correcting those who are in opposition (2 Tim. 2:24).
- 8) Use sound speech that cannot be condemned (Tit. 2:8).

II. GENERAL ADMONITIONS TO PREACHERS

- 1) Wage a good warfare (1 Tim. 1:18).
- 2) Speak the truth in Christ (1 Tim. 2:7).
- 3) Instruct in righteous living (1 Tim. 4:5).
- 4) Give attention to reading, exhortation, and to doctrine (1 Tim. 4:13).
- 5) Give yourself entirely to your work (1 Tim. 4:15).
- 6) Take heed to yourself and to the doctrine (1 Tim. 4:16).
- 7) Give honor to all (1 Tim. 5:1-3).
- 8) Rebuke those who sin (1 Tim. 5:20).
- 9) Withdraw yourself from divisive teachers (1 Tim. 6:5).
- 10) Fight the good fight of faith (1 Tim. 6:12).
- 11) Guard what is committed to you (1 Tim. 6:20).
- 12) Do not be ashamed of the testimony of our Lord (2 Tim. 1:8).

- 13) Share in the sufferings of the gospel (2 Tim. 1:8; 2:3).
- 14) Hold fast the pattern of sound words (2 Tim. 1:13).
- 15) Be strong in the grace that is in Christ Jesus (2 Tim. 2:1).
- 16) Commit the word to faithful men (2 Tim. 2:2).
- 17) Be diligent to be approved of God (2 Tim. 2:15).
- 18) Be ready to preach the word at all times (2 Tim. 4:2).
- 19) Set in order the things lacking (Tit. 1:5).

Conclusion

1. From the above, it is obvious that such a person will play an important role in the growth and maturity of a congregation.
2. It is important that he works together with the other leaders in the church so that the church can see a united leadership.
3. With the opportunity and privilege to lead as a preacher comes the responsibility of the souls that he is able to influence.

QUESTIONS FOR DISCUSSION

True False

- _____ 1. Old Testament prophets were preachers of the word of God.
- _____ 2. New Testament preachers do much the same as the Old Testament prophets did.
- _____ 3. Edification comes only when the preacher's message is heard and acted upon.
- _____ 4. All preaching is worship.
- _____ 5. Preachers can only lead in their preaching.

1. What can be expected of preachers in the way of leadership?
2. Why are three New Testament letters devoted to instructing preachers?
3. When does a preacher lower his ability to lead God's people?
4. What are some things that will help make preaching more effective?
5. What are some legitimate reasons for men wanting to preach to the church?

Lesson Ten

"Leadership in the Church—Teachers"Introduction

1. Someone has suggested that there are three kinds of teachers: The Forgotten Ones, The Forgiven Ones, and the Forever Remembered Ones.
 - a) The Forgotten Ones because they did not really dedicate themselves to proper preparation and presentation of the material.
 - b) The Forgiven Ones because they tried but just did not have what it took....and therefore need to be forgiven.
 - c) The Forever Remembered Ones because they did their job well.
2. James warns those who want to be teachers, but do not take it seriously enough: ***"Let not many of you become teachers, knowing that we shall receive a stricter judgment."***(3:1)
3. Teaching is important and the leadership of those who teach is important (Eph. 4:11).
 - a) Teaching is emphasized both in the Old and New Testaments.
 - b) Both stress the need for Fathers to teach their children (Deut. 6:4-9; Eph. 6:1-3).
 - c) James does not want to discourage people from teaching, but to realize the gravity of such.
 - d) All need to be taught before they can come to Christ (John 6:44-45).

Discussion**I. WHERE CAN THIS TEACHING BE DONE?*****A. Most of us think of teaching being done in our Bible classes.(Matt. 28:18-20)***

- 1) Divided classes are believed to be of more recent origin in the church.
- 2) This has proven to be an effective way to teach at different levels or ages.
- 3) However, when students and/or teachers take this method for granted, it can become a boring 45 minutes.

B. One on One Teaching.(John 3:1-7)

- 1) This probably happens more in the home situation where someone is teaching a child or one's mate.
- 2) Usually, those who are taught about salvation in Christ are taught by a prepared teacher.
- 3) There are in reality a lot of one-on-one situations in which teaching can take place.

C. In our public assemblies. (1 Cor. 14:6)

- 1) Preaching is a form of teaching.
- 2) Men who serve in the services usually do some teaching.
- 3) Those who teach in our assemblies can often help to make our worship more meaningful.

II. THINGS THAT HELP TO MAKE GOOD TEACHING***A. To teach the Word of God with deep respect.***

- 1) Lev. 10:3
- 2) Things connected with God are to be looked upon as holy.

B. Compliment people who do the will of God.

- 1) 1 Cor. 11:2
- 2) People need to be encouraged as they strive to live right.

C. Show that you respect and esteem people.

- 1) Phil. 2:3-4
- 2) People need to know that you care about them.

D. A diligent worker.

- 1) 2 Tim. 2:15
- 2) One who wants God's approval above all others.

E. Practice what you teach.

- 1) 1 Tim. 4:12
- 2) People need to see Christianity lived among them.

F. One who constantly is evaluating his life.

- 1) 1 Tim. 4:16
- 2) He wants to be saved and to help save others.

G. Respect for those who have taught you.

- 1) Heb. 13:7
- 2) This is shown by following their example of faith.

Conclusion

1. Teaching others can be a challenge!
2. But when that teaching "gets through," it is most rewarding to see the outcome.
3. The power is in the Word (Rom. 1:16), but we have the privilege to help get it into the hearts of those we teach.
4. What kind of a teacher are you? (Forgotten, Forgiven, or Forever Remembered).

QUESTIONS FOR DISCUSSION

True False

- _____ 1. Teaching can be done everywhere and in all kinds of circumstances.
- _____ 2. Both the Priests and the Prophets were to teach the people under the Old Covenant.
- _____ 3. It is wrong to refer to someone as a "teacher" or a "preacher."
- _____ 4. God has given the primary responsibility of teaching children to Fathers.
- _____ 5. Teaching only takes place where a person or persons has learned something.

1. What is teaching?

2. How can you know that you have taught someone?

3. What are some good characteristics that you want in a teacher?

4. What are some rewards of teaching?

5. What are some questionable things about teaching?

Lesson Eleven

"Leadership in Worship Assemblies"

Introduction

1. Our worship to God is important (Jn. 4:24).
2. Therefore, leadership in worship is also important.
3. It is also important what leadership says and does in our worship assemblies.
4. Corinth, with all of its problems, has been used by God to help His people through the centuries in their worship.
 - a) Corinth had all the miraculous gifts (1 Cor. 12:4-11; 12:28-31).
 - b) In spite of these gifts, much of their worship was unacceptable to God.
 - c) They had a bunch of wrong attitudes that needed to be corrected.
5. We believe that attitudes make or destroy the worship situation.
 - a) Leaders can help or hinder the group with his attitude.
 - b) But ultimately, each individual must worship God correctly.
6. This study will look at the proper attitudes that we need in worship—and encourage leaders to help us have these attitudes.

Discussion

I. AN ATTITUDE OF SUBMISSION

A. Matt. 26:39

- 1) One of the main features of Prayer is submission to the will of God.
- 2) Prayer is not to dictate to God.
- 3) It is to talk, plead, commune with God.
- 4) It is putting ourselves into his hands—committing ourselves to Him.
- 5) Expressing that dependence upon his leading us.

II. AN ATTITUDE OF HUMILITY

A. John 13:13-17

- 1) Spoken on the night of His betrayal.
- 2) Spoken just before his prayer in the garden where he prostrated Himself before God.
- 3) Spoken on the night in which He instituted the Lord's Supper.
- 4) No greater example of humility before God than what this act recalls.
- 5) Phil. 2:5-8

III. AN ATTITUDE OF SACRIFICE

A. Phil. 4:18

- 1) Their giving of money and sending to Paul was called a sacrifice.
- 2) God has always required a sacrifice—giving to Him.
- 3) He wants the best—a sacrifice to give up.
- 4) He not only wants the outward, material, but the inward (heart) as well.
- 5) 2 Cor. 8:11-12
- 6) Anything forced out is not true worship, nor acceptable.
- 7) 2 Cor. 9:7

- 8) In our worship, we have opportunity to give materially as well as of ourselves to God.

IV. AN ATTITUDE OF JOY

A. Col. 3:15-17

- 1) Joyful because we have been forgiven.
- 2) Joyful because of our sonship with God.
- 3) Joyful because of the promises we can enjoy—hope of life eternal especially.
- 4) Such joy can be earnestly expressed in our singing as well as others acts.
- 5) We sing with grace, with our spirit, with our understanding—in praise and thanksgiving to God.

V. AN ATTITUDE OF SEEKING AND SEARCHING

A. Matt. 5:6

- 1) None of us have arrived yet—we are looking, seeking, growing.
- 2) We have an over-all need of what the Word of God has to Offer.
- 3) 2 Tim. 3:16-17
- 4) We need continued instructions and teachings.
- 5) We need to be exhorted.
- 6) We need often to be rebuke and corrected as well.
- 7) Our worship assemblies should provide such an atmosphere.

Conclusion

1. Worship is an individual matter, but we also worship as a group each week.
2. Leadership can play an important role in our collective worship.
3. Our attitudes can determine if worship actually takes place.
4. 1 Cor. 14:16

QUESTIONS FOR DISCUSSION

True False

- _____ 1. The primary ingredient of acceptable worship is to engage in correct activities.
- _____ 2. A major ingredient of prayer is submission.
- _____ 3. Partaking of the bread and fruit of the vine can be done without the mind really being involved.
- _____ 4. Leadership can only help worship to be better, but not hinder worship.
- _____ 5. There is no sacrifice given in our worship.

1. What role should elders play in regards to worship?

2. What role should deacons play in regards to worship?

3. What role should the preacher play in regards to worship?

4. What role should the men who assist in worship play in regards to worship?

5. How can we be sure that things will be done decently and in order?

Lesson Twelve

"Challenges of Leadership"Introduction

1. The need for quality leadership is evident all about us.
 - a) At times POLITICALLY we get in desperate straights for decent leadership.
 - b) In the BUSINESS WORLD constant efforts are put forth to develop leadership.
 - ◇ They send their men to all kinds of workshops on leadership.
 - ◇ They want the best they can afford.
 - c) Even the COMMUNITY offers adult classes at nights to further train and prepare people for jobs.
2. If the world sees the need for such, why can't we?
 - a) We do try to train preachers.....but who else?
 - b) If we want quality leaders, efforts are going to have to be made to train them.

Discussion**I. FOUR REASONS FOR LEADERS' FAILURE TO IMPROVE.*****A. A feeling of self-satisfaction (Rev. 3:14-22).***

- 1) A feeling that one has arrived—we are fine—we don't need training!
- 2) We have been appointed an elder, deacon, preacher, teacher—we are there!
- 3) We are in control (3 Jn. 9).
- 4) Like those who have a college education—arrived—no more schooling!
- 5) We all need to keep studying and learning.
- 6) We need to keep our mind and life active all the way.

B. We find it easy to coast (Lk. 12:29)

- 1) First growth as a Christian is often rapid and much of it.
- 2) Later years, growth comes harder, more tedious, and we must be more determined!
- 3) It is much easier to coast into heaven (?)
- 4) Leaders often get in, find it too hard to improve—just coast.

C. We get too involved (Num. 11:10-15).

- 1) Like Moses, we can assume too much and we become drained.
- 2) People like this often go backwards instead of forward.
- 3) Occasionally need to get away, be refreshed, renewed, challenged.
- 4) But primarily, leaders need to involve others instead of "doing it all."

D. We can have the wrong ideas about the kind of leadership needed (Num. 13:25-33).

- 1) These 10 spies certainly failed God's people as proper leaders.
- 2) Joshua and Caleb had the right idea of spiritual leadership.
- 3) Leaders often fail to see the need of the proper kind of leaders.
 - a) The church needs well-qualified leaders.
 - b) The church needs well-organized leaders.
 - c) The church needs dedicated leaders.
 - d) The church needs visionary leaders.

II. THREE BASIC AREAS FOR IMPROVEMENT

A. Our faith continually needs to be strengthened (Heb. 3:12-13).

- 1) We must prepare ourselves for problems, trials, temptations, etc.
- 2) We either deal with them effectively or get sucked under by them.
- 3) It would be a shame to work so well, for so long, and then fall away!

B. We need to improve on our ability to get the job done (Matt. 25:21).

- 1) Most of us need help—with ideas, new approaches, etc.
- 2) If we are not doing what we should—we need to find an answer so we can do it, and do it well.
- 3) We need to share with others, find out what others are doing.
- 4) Keep trying until something works.
- 5) We may have to get rid of our PRIDE possibly so we can learn from others.

C. We need to enlarge our vision (Lk. 15:17-20).

- 1) The prodigal son had to change his outlook, his vision.
- 2) It took drastic conditions to help him see this.
- 3) Most people are limited in what they can envision for the future.
- 4) We need to see what needs to be done and come up with a plan to get it done.
- 5) We need to get rid of our Grasshopper Complex and think big!
 - a) We need to fill our city, country, and the world with the gospel.
 - b) We complain about the church being small, but can we envision it growing larger?
 - c) What if the Apostles had been short-sighted, we would never have heard of the gospel.

6) "Lift up your eyes unto the hills....."

Conclusion

1. For leaders to use their abilities and opportunities is an unending challenge.
2. No leader will ever come to the place where he can say "I can't grow anymore!"
3. Our potential for improvement is unlimited.
 - a) Albert Einstein is reported to have said: *"No man has used as much as 10% of his brain."*
 - b) An article from the PERSONAL MOTIVATION INSTITUTE, INC. said: *"Research indicates that by using only half his brain, anyone is capable of:*
 - 1—Memorizing an entire encyclopedia from A to Z;
 - 2—Learning over forty different languages;
 - 3—Completing the required courses of dozens of universities;
 - 4—Sensing projections of one 1/25,000th of an inch on an apparently smooth surface;
 - 5—Detecting one part quinine in two million parts of water;
 - 6—Differentiating between over 10,000 different odors."
 - c) The article concludes with this quote: *"Recent studies at UCLA have concluded that the potential of the human mind is virtually infinite."*
4. Leaders need to put away negative thinking and realize that God is on our side.
5. We need to challenge ourselves to new goals that demands more of us.

