

ATTACHMENT ONE – Things to consider in raising up and mentoring leaders

A GOOD LEADER NEEDS WISDOM IN APPOINTING OTHER LEADERS

- i) Do not hastily promote people into positions of leadership. They need to have first proved themselves in serving others **(1 Timothy 5:22) (Luke 16:12) (John 12:26) (Matthew 20:25-28)**

THE BIBLE SHOWS HOW THE GREAT LEADERS ALWAYS FIRST SERVED ANOTHER LEADER

MOSES SERVED JETHRO (Caring for his flocks) **(Exodus 3:1)**

JOSHUA SERVED MOSES AS HIS ASSISTANT **(Exodus 24:13) (Joshua 1:1)**

ELISHA SUCCEEDED ELIJAH (Elisha poured water on the hands of Elijah) **(2 Kings 3:11)**

DAVID WAS SAUL'S ARMOUR BEARER **(1 Samuel 16:21)**

- ii) We need to be wary of placing people in leadership who have a controlling nature
- **Those with a controlling spirit have the potential to block the move of God's spirit in church meetings**
 - **Those with a controlling spirit have the potential to bring division into a church if they use manipulation to obtain favour for themselves**
 - **Every church must guard against the Jezebel spirit entering leadership. This spirit particularly targets the worship and intercession ministries, and tries to gain favour and influence through siding with church leaders. Queen Jezebel gained power by marrying King Ahab and used his authority to see Naboth killed. (1 Kings 21:1-16)**

USUALLY IT IS THOSE WHO HAVE BEEN ABUSED OR REJECTED WHEN GROWING UP, THAT ARE MOST LIKELY TO ALLOW THE SPIRIT OF CONTROL TO OPERATE IN THEIR LIVES.

IT IS SO IMPORTANT THAT ALL LEADERS HAVE BEEN HEALED OF PAST HURTS BEFORE BEING PLACED IN A LEADERSHIP ROLE, AND THAT THEIR IDENTITY COMES FROM WHO THEY ARE IN CHRIST AND NOT FROM WHAT THEY DO OR ACHIEVE.

THOSE WHO HAVE COME OUT OF A BACKGROUND OF CONTROL MUST FIRST COME TO GENUINE REPENTANCE BEFORE BEING GIVEN A POSITION OF LEADERSHIP

- iii) A good pastor is discerning and vigilant to prevent any divisive spirit from entering their church. The bible stresses the importance of removing from fellowship anyone that persists in trying to bring division into a church. **(Titus 3:10-11)**
- iv) A leader must be wary of those who are continually promoting themselves and be aware of anyone who has an Absalom spirit and who is forming an unhealthy clique within the church **(2 Samuel 15:1-6)**
- v) It is important that ALL those who are appointed to leadership have a teachable spirit. **(Proverbs 19:20) (1 Corinthians 3:1-3) (Proverbs 13:1) (Psalm 40:8) (Psalm 27:11)**
- vi) Humility must be evident in the lives of those who are appointed to positions of leadership. Jesus Himself said that humility was the prerequisite for promotion in God's Kingdom. **(Luke 14:7-11)** Jesus was the example of humility. **(Philippians 2:5-9)**

THE BIBLE STRESSES THE IMPORTANCE OF WALKING IN HUMILITY (1 Peter 5:5)
(Psalm 147:6) (Isaiah 57:15) (Colossians 3:12) (Philippians 2:3)

In the book of James we read, "Humble yourselves in the sight of the Lord, and He will lift you up." **(James 4:10)**

LEADERS WILL RECEIVE A STRICTOR JUDGEMENT BECAUSE THEY ARE RESPONSIBLE FOR OVERSEEING THE SPIRITUAL GROWTH OF MANY OTHER CHRISTIANS. (James 3:1) **THE APPOINTMENT OF HUMBLE LEADERS WILL HELP TO ENSURE THAT A CHURCH HAS THE RIGHT FOUNDATION ON WHICH TO BUILD.**

THOSE RESPONSIBLE FOR PREACHING FROM THE PULPIT AND TRAINING UP THE NEXT GENERATION OF BELIEVERS MUST THEREFORE BE HUMBLE AND OF GOOD CHARACTER

Jesus Himself said, "If I then, your Lord and Teacher, have washed your feet, you also ought to wash one another's feet. For I have given you an example, that you should do as I have done to you. Most assuredly, I say to you, a servant is not greater than his master; nor is he who is sent greater than he who sent him. If you know these things, blessed are you if you do them." **(John 13:14-17)**

JESUS WAS THE EXAMPLE OF HUMILITY

WHAT IS IN THE HEART OF THE LEADERS WILL IMPACT THE REST OF THE CHURCH CONGREGATION. CHOOSING HUMBLE LEADERS OF GOOD CHARACTER IS THEREFORE A KEY TO SEEING STRONG AND HEALTHY CHURCHES BEING ESTABLISHED.

The Apostle Paul in his letter to the young pastor Timothy gave him the criteria for choosing and appointing church leaders.

“A bishop then must be blameless, the husband of one wife, temperate, sober-minded, of good behaviour, hospitable, able to teach; not given to wine, not violent, not greedy for money, but gentle, not quarrelsome, not covetous; one who rules his own house well, having his children in submission with all reverence (for if a man does not know how to rule his own house, how will he take care of the church of God?); not a novice, lest being puffed up with pride he fall into the same condemnation as the devil.” **(1 Timothy 3:2-6)**

- vii) **HAVING LEADERS WHO HAVE A HEART FOR WORSHIP
(Psalm 28:7) (Psalm 18:49) (Psalm 95:1-2)**

The way a person worships the Lord is a good indicator of how close his relationship is with the Lord. Jesus Himself said,

“But the hour is coming, and now is, when the true worshipers will worship the Father in spirit and truth; for the Father is seeking such to worship Him. God is Spirit, and those who worship Him must worship in spirit and truth.”
(John 4:23-24)

LEADERS WHO ARE WORSHIPERS WILL GENERALLY HAVE A GREATER SENSITIVITY TO RECEIVING CORRECTION FROM THE HOLY SPIRIT. THEY ARE ALSO MORE LIKELY TO HAVE A TEACHABLE SPIRIT

KING DAVID WAS A WORSHIPER AND HAD A VERY TEACHABLE SPIRIT. HE WAS A MAN AFTER GOD’S OWN HEART. AS WE DELIGHT OURSELVES IN THE LORD, HE GIVES US THE DESIRES OF OUR HEART.

- viii) All leaders that are appointed need to have a kindred spirit. It is important that God has drawn them to the church leader’s vision. **(Psalm 127:1)**
- ix) All those who are in leadership should become Sons in the House.

A SON OR A WORKER

The Assemblies of God Pastors Intensive manual highlights the differences between a WORKER AND A SON in the house. The Apostle Paul had many co-workers but not many whom he was able to call “a true son in the faith.”

The Apostle Paul in his letter to Timothy wrote, “To Timothy, a true son in the faith:” **(1 Timothy 1:2)** Timothy was a true son in the faith. Sons help to build the house because they have an ownership of the vision. (They have a real sense of belonging to the vision) They see what the worker cannot see.

THERE ARE MANY DIFFERENCES BETWEEN A SON AND A WORKER

Sons are faithful to the family. **Workers** are faithful to themselves.

Sons flow with the vision. **Workers** want to change the vision.

Sons bring peace and unity. **Workers** will split the family to better their cause.

Sons have a sweet spirit. They have learnt to put their hurts behind them.

Workers have a spirit that is either syrupy or sour. They can never seem to overcome their past hurts and consequently judge the present through past hurts.

Sons build the family business. **Workers** do their jobs in it.

Sons will be loyal to the leader and church and will be prepared to serve and support the leader’s vision

Sons stick it out in hard times. **Workers** run when it gets tough.

The following example illustrates the difference between a worker and a Son.

Three people working on a building site where asked the same question, “What are you doing?” One answered, “I am laying bricks.” The second answered, “I am building a wall.” The third answered, “I am building a cathedral.” The first two responses were typical of a worker, but the final response typical of a Son.

This worker had a heart of a Son and though he was also laying bricks, he also had an ownership of the vision to see a House of Worship (cathedral) built.

- x) All leaders must be God given appointments. Promotion must always come from the Lord.

- xi) God's timing for appointing leaders is also vital. Leaders must not be appointed ahead of time. It is imperative that **sufficient character** has been developed in a person's life **prior** to them being appointed to a position of leadership.
- xii) However, no one will ever be perfect this side of heaven. We must therefore not first seek perfection in people before placing them into leadership, but **be directed by the Lord** as to when to appoint a person to leadership

The Apostle Paul wrote: **"Not that I have already attained, or am already perfected; but I press on, that I may lay hold of that for which Christ Jesus has also laid hold of me."** (Philippians 3:12)

When the Lord places on the heart of a leader to appoint someone in their church into a position of leadership, they must trust the Lord and release that person into the leadership role. As they grow in their leadership role, they will also continue to grow in character as well.

All leadership appointments in the church should be made as the Lord Himself directs. The Apostle Paul acknowledged that it was the Lord Himself who counted him faithful calling him into ministry **(1 Timothy 1:12)**

THE SIMPLE FACT IS THAT AS WE CONTINUE TO WALK WITH THE LORD, WE WILL ALL BE CONTINUALLY GROWING IN OUR CHRISTIAN CHARACTER. GOD OFTEN CHOOSES ORDINARY PEOPLE WHO ARE SIMPLY AVAILABLE, TO DO GREAT THINGS FOR HIM. IT IS GOD WHO QUALIFIES THOSE WHOM HE CALLS INTO MINISTRY

2) A GOOD LEADER DELEGATES RESPONSIBILITIES

Moses at the direction of his father-in-law selected able men **who had a fear of God** to be rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of ten. They were given the responsibility to judge the people. Moses himself only judged great matters. **(Exodus 18:13-27)**

In the first church **the 12 Apostles appointed seven men** full of the Holy Spirit to oversee the serving of the food, **so that they could focus on prayer and the ministry of the word** **(Acts 6:1-4)**

A good leader has the ability to delegate responsibilities and ministries to others who are qualified and called by God, without feeling insecure.

A GOOD LEADER IS SECURE IN HIS OWN GOD GIVEN MINISTRY CALL AND APPOINTMENT AND IN HIS OWN RELATIONSHIP WITH GOD

A good leader will freely release ministries as the Lord leads so that He can more fully focus on what God is calling him to do. It is important when a church begins to grow, that the Senior Pastor is able to stay within his Ministry gifts and anointing, so that he can use these gifts to best encourage and strengthen the church.

A good leader will therefore focus on doing those things which only he can do in the church, whilst delegating to others those ministries and responsibilities which they are called and also qualified to do.

3) A GOOD LEADER HAS A HEART TO TRAIN UP OTHER LEADERS AND TO SEE THEM RELEASED INTO MINISTRY AS THE LORD DIRECTS

- A good leader endeavours to encourage every believer to find and follow God's plan for their life **(Ephesians 2:10)**
- He has a heart to see the Kingdom of God expanded and to see other leaders raised up
- He is secure in God and will release ministries as directed by the Lord
- A good leader has a heart to see every believer finding their fit in the Body of Christ, **(1 Corinthians 12:18)** and using their spiritual and ministry gifts **(Romans 12:3-8) (1 Corinthians 12:4-7)**

4) A GOOD LEADER WILL INSPIRE A GROUP TO WORK AS A TEAM FOR A COMMON CAUSE

- Through the inspirational leadership of Nehemiah, the broken wall of Jerusalem **(Nehemiah 1:3)** was rebuilt in just 52 days **(Nehemiah 6:15)** as he motivated everyone to work in unity as a team **(Nehemiah Chapter 3)** to achieve this task
- Nehemiah was able to inspire those with him to start the rebuilding of the wall **(Nehemiah 2:17-18)** and to persist in building the wall even when their enemies tried to discourage them at the start **(Nehemiah 2:19-20)**

- A GOOD PASTOR OR LEADER WILL ALWAYS SAY WHAT “**WE**” CAN DO AS A CHURCH TOGETHER
- **Like Nehemiah a great leader encourages others and inspires others as he leads by example**
- A GREAT LEADER WILL INSPIRE OTHERS TO BE A PART OF THE TEAM AND WILL EMPOWER THEM TO USE THEIR GIFTS TO HELP SEE GOD’S PLAN FOR THEIR CHURCH AS A WHOLE COME TO PASS

5) **A GOOD CHURCH LEADER KNOWS THE IMPORTANCE OF HAVING SMALL GROUPS**

SMALL GROUPS IN A CHURCH ARE THE KEY TO SEEING MATURE DISCIPLES BEING RAISED UP WHO CAN IN TURN MENTOR AND DISCIPLE OTHER BELIEVERS
(2 Timothy 2:2) (Acts 5:42) (Psalm 92:13-15)

Within the context of a small group, believers can encourage one another in their Christian walk and help to motivate each other to fully utilise their spiritual gifts. Within a loving home group, believers can be helped and encouraged to fulfil God’s plan and purpose for their life.

When believers are encouraged in small groups to use their spiritual gifts, new believers will be added continually to the Church. **(Acts 2:46-47)**

A Church leader knows the importance of giving those in the church an opportunity of participating in a weekly home fellowship meeting or other small group. With work environments often being ungodly and without any other believers, attending a mid-week home fellowship group or bible study is crucial for every believer. (Hebrews 10:23-25)

THERE ARE ALSO MANY OTHER REASONS WHY IT IS SO IMPORTANT TO HAVE SMALL GROUPS IN A LOCAL CHURCH:

- They help to see a church grow from a church of converts to a church of disciples
- They help to see new believers planted in the church. To have a fruitful life, it is imperative that a believer is committed to a local church. In a local church ministry gifts are recognised and developed in a believer. It is within the context of a local church that strong ministries are developed.

King David wrote, “Those who are planted in the house of the LORD shall flourish in the courts of our God. They shall still bear fruit in old age; they shall be fresh and flourishing,” **(Psalm 92:13-14)**

- Small groups help to connect church members to the life of the church. This enables them to become participants in the life of the church, with opportunities to use their ministry gifts, rather than just being attendees
- In small groups Christians can grow in their knowledge of God’s love for them and how to love Him and others better **(Mark 12:30-31)**
- In small groups Christians can receive prayer support and encouragement when going through trials and struggles
- Small (Pastoral Care) groups enable the Senior Pastors to be more focused on the bigger picture areas of church growth.

As they focus on areas such as leadership training, church direction, preaching and teaching, the pastoral care ministry can be done by the lay leaders who run the home fellowship meetings.

- Small groups ensure that the Pastoral Care side of the church is not neglected.

In smaller groups people can be encouraged to address and overcome areas in their life such as fears of being rejected that would hold them back from experiencing the abundant life that Jesus offers every believer. In the context of a loving and caring Home Group, believers can address and overcome these areas so that they can begin to walk in victory in all areas of their life, as they grow in their Christian walk.

- Small groups enable all believers to have accountability to others.
This is a key to preventing Christians from making wrong choices in life and avoiding many of the pitfalls in life. **(Proverbs 11:14)** There is wisdom in a multitude of counsellors. **(Proverbs 15:22) (Proverbs 19:20)**
- Within the context of a small group, a person’s ministry gifts can be more easily identified.

Within the small group dynamics, a person can be encouraged to grow in their ministry gifts as they are given the opportunity to minister to others

- Small groups help in preparing and equipping Christians to share their faith with others and to help prepare them for greater ministry responsibilities. Small group leaders have the role of a lay pastor and in this role they can be raised up and equipped by the Senior Pastor to be future church planters
- Small group leadership classes enable the Senior Pastor to personally invest in the lives of the key leaders in the church. The Apostle Paul emphasised the need in the Body of Christ for more Fathers in the faith. **(1 Corinthians 4:15-16)**

A church can have many different types of small groups with different focuses.

HAVING A VISION AND PURPOSE FOR EACH SMALL GROUP IS VERY IMPORTANT **(Habakkuk 2:2)**

This will help to ensure that no small group ever just becomes a social group but continues to have a focus for developing and empowering believers for the work of the ministry. As Christians we all have a mission field. For some it is our workplace, for others our school friends and neighbours. Wherever we go we should be open to God given opportunities to share our faith in Jesus Christ. **(1 Peter 2:9) (1 Peter 3:15) (2 Timothy 4:2)**

Each type of small group should serve a specific purpose within the church. All small groups should have the overall goal of helping to see Christians coming to maturity in their faith. Some types of small groups can have a specific training focus and last for only a set number of weeks, whilst others will have an ongoing Pastoral Care function and operate from week to week.

The overall purpose for running any small group should always be to equip and empower the church members to reach the community with the love of Christ and the gospel message, and to ensure that all believers become strong in their faith and follow God's plan for their life.

There are many different types of small groups that a church can run.

Some of the small groups that a church can run include:

i) Fellowship / Bible Study Home groups (Hebrews 10:23-25) (2 Timothy 3:16-17)

These should be the foundation on which a church establishes a strong Pastoral Care focus. These home groups of around 8-12 people enable Christians to receive pastoral care in a loving and caring atmosphere.

These small groups also enable new believers and new members to become an active part of church life as they connect with other believers from the church in the small group. These groups can also incorporate a regular outreach focus where non believers can be invited to special meetings, which have a focus of sharing the gospel in a relaxed and friendly informal way.

ii) Leadership Training Classes (2 Timothy 2:2) (Hebrews 5:12-14)

iii) New Believers Classes (John 21:15-17)

Jesus gave Simon Peter a threefold commission for him to be a **shepherd to the sheep. As Pastors and leaders we have the responsibility for seeing those who have been entrusted to us growing in their Christian walk and in their knowledge of God's Word** (2 Timothy 4:1-2)

New believer's classes enable all new Christians to have a solid start to their Christian walk. These (normally) weekly classes can go for a set period of time during which time new believers are taught the six foundations of our Christian faith, promises for all believers, keys to walking in victory and how to maintain a vibrant spiritual walk with the Lord. Church of Hope has also put together a New Believers Training Manual that can be downloaded from our Church of Hope website: www.coh.org.au (Downloads Page)

These classes are also a key to preventing a new Christian from going back to their old ways, when they experience trials and pressures in life. **(Colossians 2:1-10)**

iv) Evangelism Training Classes / Workshops

Every Pastor and leader should BOTH preach the gospel **(2 Timothy 4:5)** and equip and empower their church members to preach the gospel. **(Ephesians 4:11-12)**

v) Spiritual Gifts Workshops

God has a unique plan for every believer's life (**Ephesians 2:10**) and He has given each believer different gifts (**Romans 12:3-8**) (**1 Corinthians 12:4**) (**1 Corinthians 12:7-11**) and ministries (**Ephesians 4:11**) (**1 Corinthians 12:5-6**)

Spiritual Gifts workshops help Christians to identify their spiritual gifts and to receive clearer direction BOTH in terms of what ministry God has for them now and in the future. This enables each believer to focus on their ministry strengths and to help prepare for God's call upon their life.

These workshops include a questionnaire which contains many different types of questions, which help to clarify what spiritual gifts are strongest for each believer.

IT IS GOOD FOR THE SENIOR PASTOR TO RUN THESE WORKSHOPS IF POSSIBLE, as they have the overall responsibility for ensuring that those entrusted to them are given every opportunity to fulfil their God given destinies.

vi) Prayer Groups - These groups give those with a gift of intercession and all believers the opportunity of meeting together to pray for their community and church (**1 Timothy 2:1-3**)

vii) Walking in Freedom Courses

(i.e. Jack Hayford's 10 week Cleansing streams course. This course helps Christians to walk in victory and to be delivered from any demonic oppression or strongholds)

viii) Youth Groups

ix) Children's Clubs (Groups)

x) Ministry Evangelism Outreach Teams

xi) Understanding Christianity Meetings (Explaining Christianity to unbelievers) I.e. THE ALPHA COURSE (These are run over 10 weeks)

xii) Special interest / focus small groups

- Worship Teams (Weekly Practice Nights)
- Knowing your bible classes (**2 Timothy 3:16-17**)
- **Creative Arts Groups** (For those with a heart to do creative outreaches and Sunday Service dramas / skits)
- **Community Care Groups** (For those who have a heart to plan and organise regular community outreaches)

xiii) Life Skills / Recovery Training Courses

(Run once a week for several weeks, or over a weekend)

- Anger Management Classes
- Divorce Recovery Groups
- Trauma Recovery Groups
- Overcoming Life Controlling Habits
- Overcoming Depression Support Groups
- Marriage Preparation Classes

6) A GOOD LEADER IS A ROLE MODEL TO OTHERS (2 Corinthians 6:3-7)

The Apostle Paul wrote to Timothy, "Let no one despise your youth, but be an example to the believers in word, in conduct, in love, in spirit, in faith, in purity." (1 Timothy 4:12)

A good leader:

- i) Is an example to others (*1 Peter 5:2-4*) (*John 13:13-17*) (*1 Tim. 4:12-16*)
 - ii) Continually encourages others (**Hebrews 3:12-13**)
 - iii) Sees the best in others and has a commitment to and love for those people that the Lord has entrusted to them to oversee (**Acts 20:28**)
 - iv) Is committed to training up and helping OTHERS to realise their God given destinies (**Ephesians 4:11-12**)
 - v) Is not critical and judgemental but continually wants the best for others. All discipline and correction is done by them in love (**2 Timothy 23-25**), and
 - vi) Has a humble dependence on God (**Matthew 23:12**) (**Psalms 147:6**)
 - **Moses was a great but very humble leader. He was the most humble man on earth.** (Numbers 12:3)
 - **Jesus was our example of Humility** (Philippians 2:5-11)
 - **Jesus only did what His Father showed Him to do** (John 5:19) (John 5:30) (John 17:4)
 - **Humility is the prerequisite for promotion in the Kingdom of God** (1 Peter 5:6) **and the mark of true greatness** (Matthew 18:1-4)
- GREAT LEADERS ACKNOWLEDGE THEIR DEPENDENCE ON GOD.