

LEADERSHIP TRAINING MANUAL TEACHINGS



PART THREE

SOME LEADERSHIP PRINCIPLES FOR SUCCESS



10) A GOOD LEADER NEEDS WISDOM IN APPOINTING OTHER LEADERS

11) A GOOD LEADER DELEGATES RESPONSIBILITIES



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

13) A LEADER MUST EXERCISE WISDOM IN WHOM HE CONFIDES IN

10) A GOOD LEADER NEEDS WISDOM IN APPOINTING OTHER LEADERS

- i. It is important that we 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)



- It is a lot harder to remove people from leadership roles once we have given them leadership responsibilities

The Apostle Paul wrote,

“Do not lay hands on anyone hastily, nor share in other people's sins; keep yourself pure.” (1 Timothy 5:22)



Jesus Himself said,

“And if you have not been faithful in what is another man’s, who will give you what is your own?” (Luke 16:12)

- **When appointing people for leadership roles, it is so important to see that they first have a heart to serve others with their gifts and talents**

Jesus Himself also said, “You know that the rulers of the Gentiles lord it over them, and those who are great exercise authority over them. Yet it shall not be so among you; but whoever desires to become great among you, let him be your servant. And whoever desires to be first among you, let him be your slave - just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.” **(Matthew 20:25-28)**



- **IN THE BIBLE WE CAN ALSO SEE HOW THE GREAT LEADERS ALWAYS FIRST SERVED ANOTHER LEADER**

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



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

- ELISHA SUCCEEDED ELIJAH (Elisha first poured water on the hands of Elijah) **(2 Kings 3:11)**
- DAVID WAS FIRST KING SAUL'S ARMOUR BEARER
BEFORE HE EVENTUALLY BECAME ISRAEL'S NEXT KING
(1 Samuel 16:21)

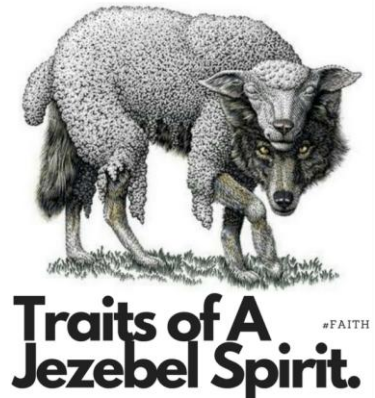


ii. We need to be wary of placing people in leadership who have a controlling nature



- 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 leader 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**)

The Apostle Paul wrote, “But avoid foolish disputes, genealogies, contentions, and strivings about the law; for they are unprofitable and useless. Reject a divisive man after the first and second ^[a]admonition, knowing that such a person is warped and sinning, being self-condemned.” (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) (Proverbs 13:1) (Psalm 40:8) (Psalm 27:11)

In the book of Proverbs, we read, “Listen to counsel and receive instruction, That you may be wise in your latter days.” (Proverbs 19:20)

**King David, Israel’s greatest king, wrote,
“I delight to do Your will, O my God,
And Your law *is* within my heart.” (Psalm 40:8)**



- **Having a teachable spirit needs to be a trait that we see in those that we are appointing into leadership roles**

vi. Humility must be evident in the lives of those who are appointed into positions of leadership.

- Jesus Himself made it clear 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 Apostle Paul wrote, “Let this mind be in you which was also in Christ Jesus, who being in the form of God, did not consider it robbery to be equal with God, but made Himself of no reputation, taking the form of a bond servant, and coming in the likeness of men. And being found in appearance as a man, He humbled Himself and became obedient to the point of death, even the death of the cross. Therefore God also has highly exalted Him and given Him the name which is above every name, that at the name of Jesus every knee should bow, of those in heaven, and of those on earth, and of those under the earth,” **(Philippians 2:5-10)**

In Luke 14:7-11 we read the words of Jesus,

“So He told a parable to those who were invited, when He noted how they chose the best places, saying to them: “When you are invited by anyone to a wedding feast, do not sit down in the best place, lest one more honorable than you be invited by him; and he who invited you and him come and say to you, ‘Give place to this man,’ and then you begin with shame to take the lowest place.”
(Luke 14:7-9)



“But when you are invited, go and sit down in the lowest place, so that when he who invited you comes he may say to you, ‘Friend, go up higher.’ Then you will have glory in the presence of those who sit at the table with you. For whoever exalts himself will be ^[a]humbled, and he who humbles himself will be exalted.” **(Luke 14:10-11)**



- **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. THE APPOINTMENT OF HUMBLE LEADERS WILL HELP TO ENSURE THAT A CHURCH HAS THE RIGHT FOUNDATION ON WHICH TO BUILD.



In the book of James we read, “My brethren, let not many of you become teachers, knowing that we shall receive a stricter judgment.” (James 3:1)

- **THOSE RESPONSIBLE FOR PREACHING FROM THE PULPIT AND TRAINING UP THE NEXT GENERATION OF BELIEVERS MUST THEREFORE BE PEOPLE OF HUMILITY AND GOOD CHARACTER**



- It is so important as leaders that we also model what it is to live the Christian life
- **JESUS WAS OUR EXAMPLE OF WHAT TRUE HUMILITY IS**

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)



The Apostle Paul wrote, “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 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)**

King David wrote,

“Therefore I will give thanks to You, O LORD, among the Gentiles, And sing praises to Your name.” (Psalm 18:49)

The Psalmist wrote,

“Oh, sing to the LORD a new song!

Sing to the LORD, all the earth.

Sing to the LORD, bless His name;

Proclaim the good news of His salvation from day to day.”

(Psalm 96:1-2)

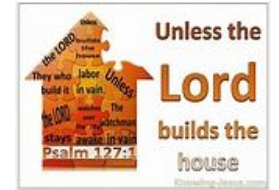


- LEADERS WHO ARE WORSHIPERS WILL GENERALLY HAVE A GREATER SENSITIVITY TO RECEIVING CORRECTION FROM THE HOLY SPIRIT. **THEY ARE ALSO MORE LIKELY TO HAVE A TEACHABLE SPIRIT**



- **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**

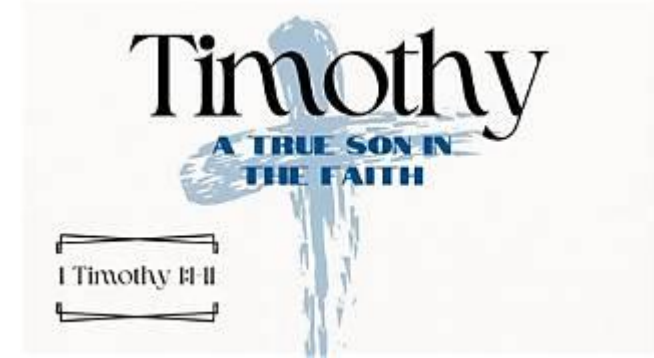
viii.All leaders that are appointed need to have a kindred spirit. It is important that God has drawn them to be part of the church leader's vision. (Psalm 127:1)



- Having unity of spirit in our leadership teams is such a great key to seeing God's blessing and favour upon our churches and to seeing God's tangible presence in all of our church meetings

King Solomon wrote, "Unless the LORD builds the house, they labour in vain who build it; Unless the LORD guards the city, The watchman stays awake in vain." (Psalm 127:1)

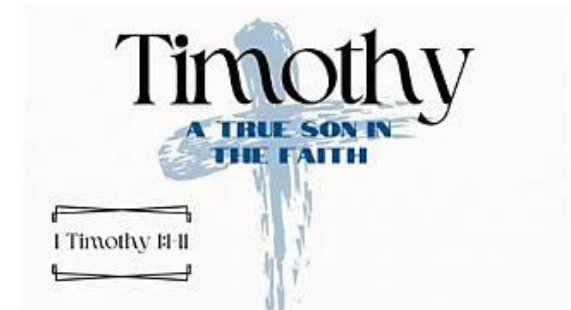
ix. All those who are in leadership should become Sons in the House



- **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

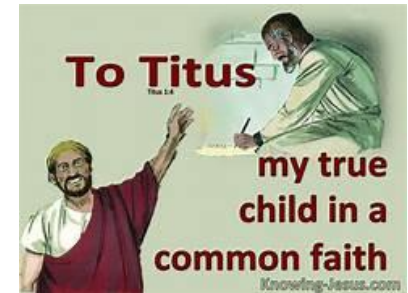


THERE ARE MANY DIFFERENCES BETWEEN A SON AND A WORKER



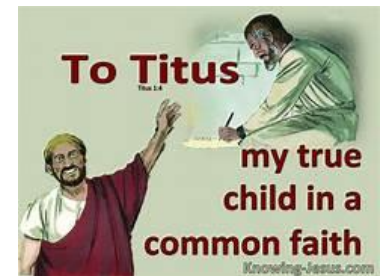
- **Sons** are faithful to the family. **Workers** are faithful to themselves.
- **Sons** flow with the vision. **Workers** want to change the vision.
- **Sons** bring peace and unity. **Workers** will split the family to better their cause.

- **Sons** have a sweet spirit. They have learnt to put their hurts behind them. **Workers** have a spirit that is either syrupey 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.
- **We will now look at an example that clearly 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 is 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.



The Psalmist wrote,

“For exaltation *comes* neither from the east
Nor from the west nor from the south.
But God *is* the Judge:
He puts down one,
And exalts another.” (Psalm 75:6-7)

In the book of Acts we read,

“Now in the church that was at Antioch there were certain prophets and teachers: Barnabas, Simeon who was called Niger, Lucius of Cyrene, Manaen who had been brought up with Herod the tetrarch, and Saul. As they ministered to the Lord and fasted, the Holy Spirit said, “Now separate to Me Barnabas and Saul for the work to which I have called them.” Then, having fasted and prayed, and laid hands on them, they sent *them* away.” **(Acts 13:1-3)**



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. The simple fact is that 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 Apostle Paul wrote,

“And I thank Christ Jesus our Lord who has enabled me, because He counted me faithful, putting me into the ministry, although I was formerly a blasphemer, a persecutor, and an insolent man; but I obtained mercy because I did it ignorantly in unbelief.” **(1 Timothy 1:12-13)**

- 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



11) 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)



In the book of Acts we read,

“Then the twelve summoned the multitude of the disciples and said, “It is not desirable that we should leave the word of God and serve tables. Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business; but we will give ourselves continually to prayer and to the ministry of the word.” **(Acts 6:1-4)**



“And the saying pleased the whole multitude. And they chose Stephen, a man full of faith and the Holy Spirit, and Philip, Prochorus, Nicanor, Timon, Parmenas, and Nicolas, a proselyte from Antioch, whom they set before the apostles; and when they had prayed, they laid hands on them.” **(Acts 6:5-6)**



- 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**



12) 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

The Apostle Paul wrote, “For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them.” (Ephesians 2:10)

- A good leader 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)**

The Apostle Paul wrote,

“For as the body is one and has many members, but all the members of that one body, being many, are one body, so also is Christ. For by one Spirit we were all baptized into one body - whether Jews or Greeks, whether slaves or free - and have all been made to drink into one Spirit”
(1 Corinthians 12:12-13)

“But now God has set the members, each one of them, in the body just as He pleased.” **(1 Corinthians 12:18)**



“And if one member suffers, all the members suffer with it; or if one member is honoured, all the members rejoice with it.”
(1 Corinthians 12:26)

“Now you are the body of Christ, and members individually. And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, variety of tongues.”

(1 Corinthians 12:27-28)



- The simple fact is that every believer has an important part to play in the body of Christ and we all need one another

The Apostle Paul also wrote,

“For as we have many members in one body, but all the members do not have the same function, so we, being many, are one body in Christ, and individually members of one another.” (Romans 12:4-5)



- **Good leaders help to encourage all believers to fully connect with their callings**

The Apostle Paul himself encouraged all believers to use their spiritual gifts. He wrote,

**“Having then gifts differing according to the grace that is given to us, let us use them: If prophecy, let us prophesy in proportion to our faith; or ministry, let us use it in our ministering; he who teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.
(Romans 12:6-8)**

AND



13) A LEADER MUST EXERCISE WISDOM IN WHOM HE CONFIDES IN (Not everyone has the ability to hold one's confidences)



In the book of Proverbs we read,

“He who guards his mouth preserves his life,
But he who opens wide his lips shall have destruction.”
(Proverbs 13:3)

“Whoever guards his mouth and tongue Keeps his soul
from troubles.” (Proverbs 21:23)

- Trust must always be earned. Leaders must ensure that they only confide in those who can be trusted and who are faithful.



In the book of Proverbs we read,

“Most men will proclaim each his own goodness, But who can find a faithful man?” **(Proverbs 20:6)**

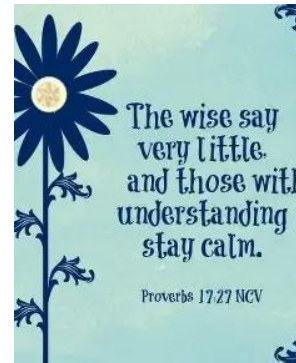
- All leaders should depend on the Holy Spirit to give them wisdom in what and when to share things with others

In the book of James we read, “So then, my beloved brethren, let every man be swift to hear, slow to speak, slow to wrath;”
(James 1:19)

In the book of Proverbs we read,

“He who has knowledge spares his words,
And a man of understanding is of a calm spirit.” (Proverbs 17:27)

Do not speak in the hearing of a fool,
For he will despise the wisdom of your words.” (Proverbs 23:9)



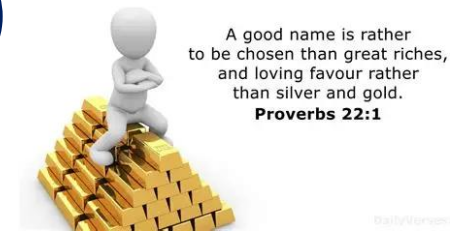
- To confide in people who are prone to gossip, or who have the habit of saying things spontaneously without giving much thought to what they are saying, is unwise **(Proverbs 16:28)**



- As leaders we need to have men and woman of mature faith in our life, who have a genuine interest in and concern for our wellbeing
- These people can be trusted and will not betray our confidences when we confide in them



- The Bible says much about the importance of maintaining a good reputation in life. (Acts 6:3)



In the book of Proverbs we read,

“A good name is to be chosen rather than great riches, Loving favour rather than silver and gold.” (Proverbs 22:1)

I will now conclude part three of the Leadership Training Manual PowerPoint with the words of King Solomon,

“A good name is better than precious ointment, ... “ (Ecclesiastes 7:1)