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# **Organizational Leadership**

by  
**Duane L. Anderson**



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# Organizational Leadership

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Updated March 2023

# Organizational Leadership

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# I. Personal Preparation for Organization Leadership

## A. Am I growing in spiritual maturity?

### 1. Understanding the spiritual newborn

#### The physical newborn

**Luke 2:12, 16**

“And this *will be* the sign to you: You will find a Babe wrapped in swaddling cloths, lying in a manger. ...And they came with haste and found Mary and Joseph, and the Babe lying in a manger.”

**Luke 18:15**

“Then they also brought infants to Him that He might touch them; but when the disciples saw *it*, they rebuked them.”

**Acts 7:19**

“This man dealt treacherously with our people, and oppressed our forefathers, making them expose their babies, so that they might not live.”

#### The spiritual newborn

**2 Timothy 3:15**

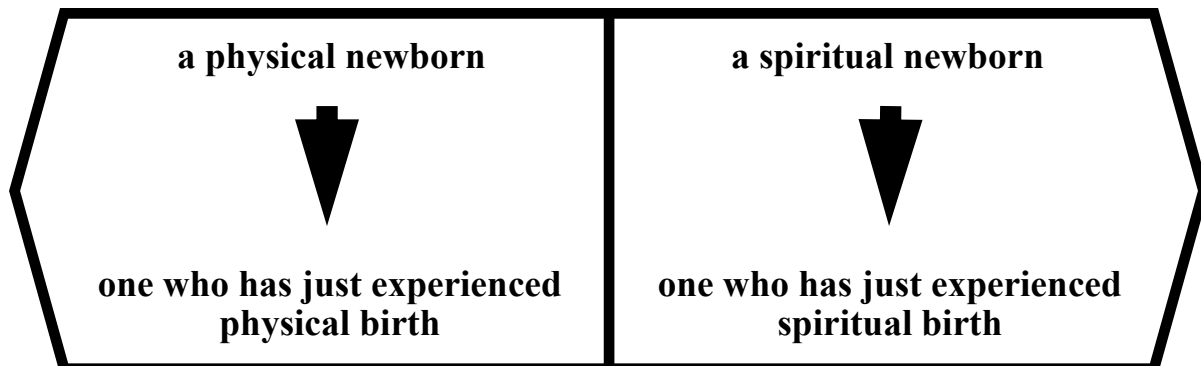
“And that from childhood you have known the Holy Scriptures, which are able to make you wise for salvation through faith which is in Christ Jesus.”

**1 Peter 2:2**

“As newborn babes, desire the pure milk of the word, that you may grow thereby.”

**John 3:3-7**

“Jesus answered and said to him, ‘Most assuredly, I say to you, unless one is born again, he cannot see the kingdom of God.’ Nicodemus said to Him, ‘How can a man be born when he is old? Can he enter a second time into his mother's womb and be born?’ Jesus answered, ‘Most assuredly, I say to you, unless one is born of water and the Spirit, he cannot enter the kingdom of God. That which is born of the flesh is flesh, and that which is born of the Spirit is spirit. Do not marvel that I said to you, “You must be born again.”’”



**Focus of the spiritual infant: FOOD**

## 2. Understanding the spiritual toddler

### The physical toddler

Matthew 21:15-16

“But when the chief priests and scribes saw the wonderful things that He did, and the children crying out in the temple and saying, ‘Hosanna to the Son of David!’ they were indignant and said to Him, ‘Do You hear what these are saying?’ And Jesus said to them, ‘Yes. Have you never read, “Out of the mouth of babes and nursing infants You have perfected praise”?’”

### The spiritual toddler

1 Corinthians 3:1-3

“And I, brethren, could not speak unto you as to spiritual *people* but as to carnal, as to babes in Christ. I fed you with milk and not with solid food; for until now you were not able *to receive it*, and even now you are still not able; for you are still carnal. For where *there are* envy, strife, and divisions among you, are you not carnal and behaving like *mere men*?”

1 Corinthians 13:11

“When I was a child, I spoke as a child, I understood as a child, I thought as a child; but when I became a man, I put away childish things.”

Ephesians 4:14

“That we should no longer be children, tossed to and fro and carried about with every wind of doctrine, by the trickery of men, in the cunning craftiness of deceitful plotting.”

Hebrews 5:11-14

“Of whom we have much to say, and hard to explain, since you have become dull of hearing. For though by this time you ought to be teachers, you need *someone* to teach you again the first principles of the oracles of God; and you have come to need milk and not solid food. For everyone who partakes *only* of milk *is* unskilled in the word of righteousness, for he is a babe. But solid food belongs to those who are of full age, *that is*, those who by reason of use have their senses exercised to discern both good and evil.”

**The Greek word “nepios” means:**

**A babe or young child (toddler) who cannot speak clearly.  
It also refers to one who is childish, untaught or unskilled  
and can refer to one who stopped growing or went backward.**

**Focus of the spiritual toddler: MY NEEDS, MY PROBLEMS**

### 3. Understanding the spiritual child

#### The physical child

**Luke 1:80**

“So the child grew, and became strong in spirit, and was in the deserts till the day of his manifestation to Israel.”

**Luke 2:40**

“And the Child grew, and became strong in spirit, filled with wisdom: and the grace of God was upon him.”

#### The spiritual child

**John 21:5**

“Then Jesus said to them, ‘Children, have you any food?’ They answered him, ‘No.’”

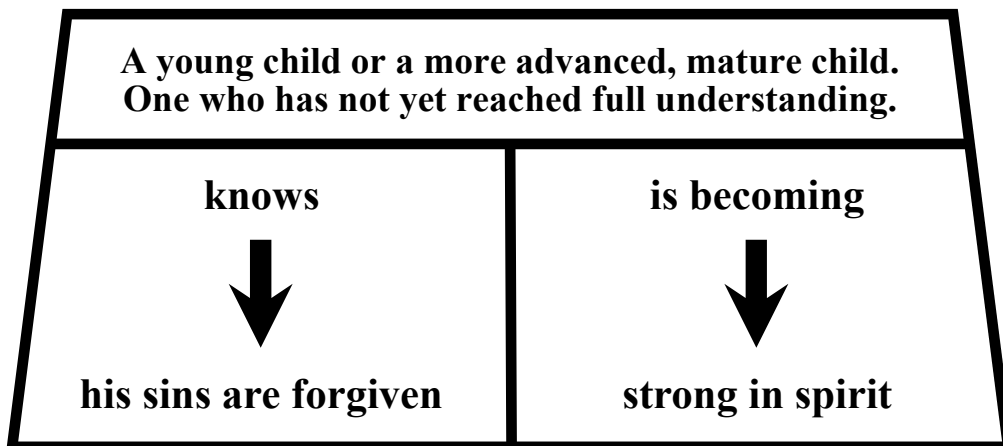
**1 John 2:12-14**

“I write to you, little children, because your sins are forgiven you for His name's sake. I write to you, fathers, because you have known Him *who is* from the beginning. I write to you, young men, because you have overcome the wicked one. I write to you, little children, because you have known the Father. I have written to you, fathers, because you have known Him *who is* from the beginning. I have written to you, young men, because you are strong, and the word of God abides in you, and you have overcome the wicked one.”

**1 John 2:18**

“Little children, it is the last hour; and as you have heard that the Antichrist is coming, even now many antichrists have come, by which we know that it is the last hour.”

**The Greek word “paidion” means:**



**Focus of the spiritual child: GROWTH**

## 4. Understanding the spiritual young man

### The physical young man

**Matthew 19:20-22**

“The young man said to Him, ‘All these things have I kept from my youth. What do I still lack?’ Jesus said to him, ‘If you want to be perfect, go, sell what you have and give to the poor, and you will have treasure in heaven; and come, follow Me.’ But when the young man heard that saying, he went away sorrowful, for he had great possessions.”

**Mark 14:51**

“Now a certain young man followed Him, having a linen cloth thrown around *his* naked *body*. And the young men laid hold of him.”

**Acts 5:10**

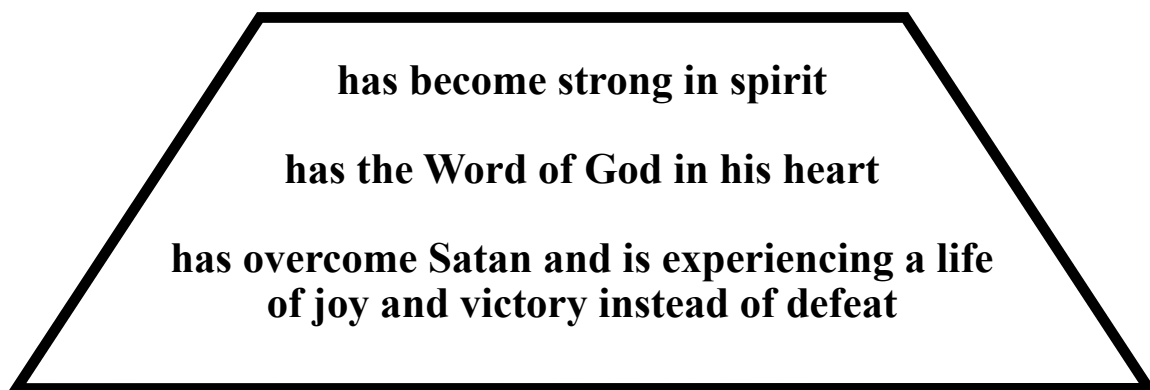
“Then immediately she fell down at his feet and breathed her last. And the young men came in and found her dead, and carrying *her* out, buried *her* by her husband.”

### The spiritual young man

**1 John 2:12-14**

“I write to you, little children, because your sins are forgiven you for His name’s sake. I write to you, fathers, because you have known Him *who is* from the beginning. I write to you, young men, because you have overcome the wicked one. I write to you, little children, because you have known the Father. I have written to you, fathers, because you have known Him *who is* from the beginning. I have written to you, young men, Because you are strong, and the word of God abides in you, and you have overcome the wicked one.”

### A spiritual young man:



**Focus of the spiritual young man: SERVICE**

## 5. Understanding the spiritual parent

### The physical parent

#### 2 Timothy 1:5

“When I call to remembrance the genuine faith that is in you, which dwelt first in your grandmother Lois, and your mother Eunice, and I am persuaded is in you also.”

### The spiritual parent

#### 1 Corinthians 4:14-17

“I do not write these things to shame you, but as my beloved children I warn *you*. For though you might have ten thousand instructors in Christ, yet *you do not have many fathers*; for in Christ Jesus I have begotten you through the gospel. Therefore I urge you, imitate me. For this reason I have sent Timothy to you, who is my beloved and faithful son in the Lord, who will remind you of my ways in Christ, as I teach everywhere in every church.”

#### 1 Thessalonians 2:7-12

“But we were gentle among you, just as a nursing mother cherishes her own children. So, affectionately longing for you, we were well pleased to impart to you not only the gospel of God, but also our own lives, because you had become dear to us. For you remember, brethren, our labor and toil; for laboring night and day, that we might not be a burden to any of you, we preached to you the gospel of God. You *are* witnesses, and God *also*, how devoutly and justly and blamelessly we behaved ourselves among you who believe; as you know how we exhorted, and comforted, and charged every one of you, as a father does his own children, that you would walk worthy of God who calls you into His own kingdom and glory.”

#### 1 John 2:12-14

“I write to you, little children, because your sins are forgiven you for His name’s sake. I write to you, fathers, because you have known Him *who is* from the beginning. I write to you, young men, because you have overcome the wicked one. I write to you, little children, because you have known the Father. I have written to you, fathers, because you have known Him *who is* from the beginning. I have written to you, young men, Because you are strong, and the word of God abides in you, And you have overcome the wicked one.”

### Spiritual parents:

**lead by love and example**

### Focus of the spiritual parent: CARE OF SPIRITUAL CHILDREN



## 6. Understanding the spiritual parent with Timothy

### The spiritual parent with Timothy

#### Acts 15:40

“But Paul chose Silas and departed, being commended by the brethren to the grace of God.”

#### Acts 16:1-3a

“Then he came to Derbe and Lystra. And behold, a certain disciple was there, named Timothy, *the* son of a certain Jewish woman who believed, but his father was Greek. He was well spoken of by the brethren who were at Lystra and Iconium. Paul wanted to have him go on with him.”

#### Acts 17:14-15

“Then immediately the brethren sent Paul away, to go to the sea; but both Silas and Timothy remained there. So those who conducted Paul brought him to Athens; and receiving a command for Silas and Timothy to come to him with all speed, they departed.”

#### Acts 18:18, 26

“So Paul still remained a good while. Then he took leave of the brethren and sailed for Syria, and Priscilla and Aquila were with him. He had *his* hair cut off at Cenchrea, for he had taken a vow. ...So he began to speak boldly in the synagogue. When Aquila and Priscilla heard him, they took him aside and explained to him the way of God more accurately.”

#### Acts 20:4

“And Sopater of Berea accompanied him to Asia—also Aristarchus and Secundus of the Thessalonians, and Gaius of Derbe, and Timothy, and Tychicus and Trophimus of Asia.”

### A spiritual Timothy:

**is a Christian who is already exercising some spiritual leadership**

**was recommended by others**

**was chosen by Paul**

**traveled with Paul**

**Focus of a spiritual parent with Timothy:  
GODLY LEADERSHIP DEVELOPMENT**

## 7. Understanding the spiritual parent with Timothys who are leading faithful men

### 2 Timothy 2:2

“And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.”

### 1 Corinthians 4:17

“For this reason I have sent Timothy to you, who is my beloved and faithful son in the Lord, who will remind you of my ways in Christ, as I teach everywhere in every church.”

### 1 Thessalonians 3:1-2

“Therefore, when we could no longer endure it, we thought it good to be left in Athens alone, and sent Timothy, our brother and minister of God, and our fellow laborer in the gospel of Christ, to establish you and encourage you concerning your faith.”

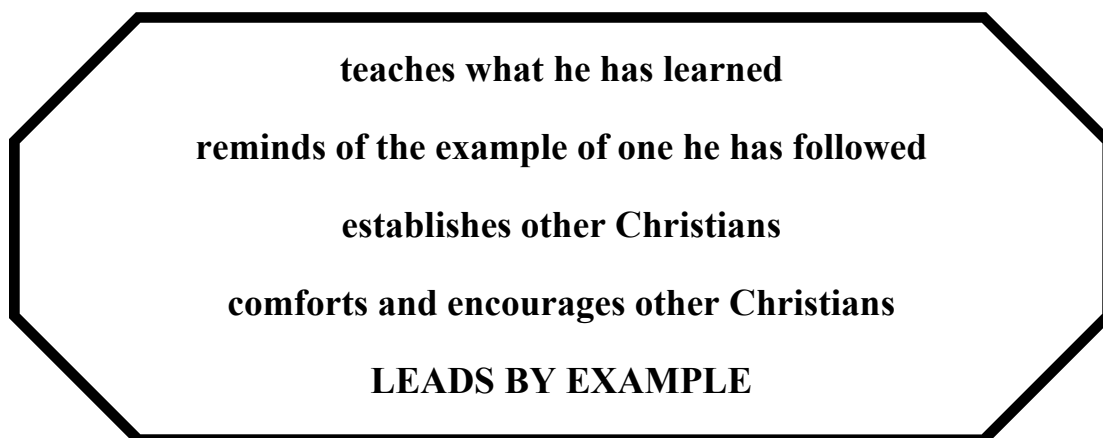
### Philippians 2:19-20

“But I trust in the Lord Jesus to send Timothy to you shortly, that I also may be encouraged when I know your state. For I have no one like-minded, who will sincerely care for your state.”

### 1 Timothy 4:11-16

“These things command and teach. 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. Till I come, give attention to reading, to exhortation, to doctrine. Do not neglect the gift that is in you, which was given to you by prophecy with the laying on of the hands of the eldership. Meditate on these things; give yourself entirely to them, that your progress may be evident to all. Take heed to yourself and to the doctrine. Continue in them, for in doing this you will save both yourself and those who hear you.”

### A spiritual Timothy with faithful men:



**Focus of a spiritual parent with Timothys who are leading faithful men:  
GODLY LEADERSHIP REPRODUCTION**

**8. Understanding the spiritual parent with Timothys who are leading faithful men who are able to teach others also**

**2 Timothy 2:2**

“And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.”

**Acts 11:20-24**

“But some of them were men from Cyprus and Cyrene, who, when they had come to Antioch, spoke to the Hellenists, preaching the Lord Jesus. And the hand of the Lord was with them, and a great number believed and turned to the Lord. Then news of these things came to the ears of the church in Jerusalem, and they sent out Barnabas to go as far as Antioch. When he came and had seen the grace of God, he was glad, and encouraged them all that with purpose of heart they should continue with the Lord. For he was a good man, full of the Holy Spirit and of faith. And a great many people were added to the Lord.”

**Acts 13:1-2**

“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.’”

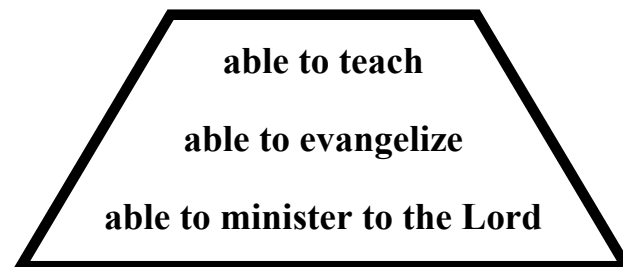
**Colossians 2:1**

“For I want you to know what a great conflict I have for you and those in Laodicea, and for as many as have not seen my face in the flesh.”

**Colossians 4:12-13**

“Epaphras, who is one of you, a bondservant of Christ, greets you, always laboring fervently for you in prayers, that you may stand perfect and complete in all the will of God. For I bear him witness that he has a great zeal for you, and those who are in Laodicea, and those in Hierapolis.”

**Faithful men who are teaching others also:**



**Focus of a spiritual parent with Timothys who are leading faithful men who are teaching others also:**

**GODLY LEADERSHIP MULTIPLICATION**

## 9. Am I growing in my level of spiritual maturity?

If I am a:	I am able to:	My spiritual leadership
new born babe	evangelize	will quickly bring division to a group if given a position of spiritual leadership
spiritual toddler	evangelize	will quickly bring division to a group if given a position of spiritual leadership
spiritual child	evangelize, do follow-up, and teach	able to lead an unstable group for a period of time; can cause a stable work to become unstable
spiritual young man	evangelize, do follow-up, teach, and equip	able to lead a stable group and help it mature
spiritual parent	all of the above plus develop godly leaders	able to produce a stable growing group with godly leadership
spiritual parent with Timothys	all of the above plus train leaders who can develop other godly leaders	able to produce a stable growing group with godly leaders who are also developing godly leaders
spiritual parent with Timothys who teach faithful men	all of the above plus develop godly leaders who can start new ministries	able to produce a stable growing group that is sending out leaders to start new ministries
spiritual parent with Timothys who equip faithful men to teach others also	all of the above plus develop godly leaders for reproducing ministries	able to develop reproducing ministries that are producing godly leaders and reproducing themselves

**The above list shows the critical importance of continuing to grow in our spiritual maturity if we want to see the Lord use our lives to make a growing impact!**

## **B. Am I growing in love?**

### **1. Do I have a growing love for Christ?**

**Commanded  
1 Corinthians 16:22**

“If anyone does not love the Lord Jesus Christ, let him be accursed. O Lord, come!”

**We are to take root in the love of Christ  
Ephesians 3:17-19**

“That Christ may dwell in your hearts through faith; that you, being rooted and grounded in love, may be able to comprehend with all the saints what *is* the width and length and depth and height—to know the love of Christ which passes knowledge; that you may be filled with all the fullness of God.”

**We are to be motivated by the love of Christ  
2 Corinthians 5:14-15**

“For the love of Christ compels us, because we judge thus: that if One died for all, then all died; and He died for all, that those who live should live no longer for themselves, but for Him who died for them and rose again.”

**We are to love others as Christ loves us  
John 13:34-35**

“A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another.”

**Love for Christ**



**is commanded**

**causes us to take root in His love**

**becomes what motivates all we do**

**makes it possible for us to love as Christ loved**

## 2. Do I have a growing love for my partner?

### Comanded Ephesians 5:25

“Husbands, love your wives, just as Christ also loved the church and gave Himself for her .”

### We are to love our partner as we love ourself Ephesians 5:33

“Nevertheless let each one of you in particular so love his own wife as himself, and let the wife *see* that she respects *her* husband.”

### Love defined 1 Corinthians 13:4-8a

“Love suffers long *and* is kind; love does not envy; love does not parade itself, is not puffed up; does not behave rudely, does not seek its own, is not provoked, thinks no evil; does not rejoice in iniquity, but rejoices in the truth; bears all things, believes all things, hopes all things, endures all things. Love never fails.”

### Love contrasted 1 John 4:18

“There is no fear in love; but perfect love casteth out fear: because fear hath torment. He that feareth is not made perfect in love.”

LOVE	FEAR
<ul style="list-style-type: none"><li>* is patient</li><li>* is kind</li><li>* does not envy</li><li>* does not boast about self</li><li>* is not proud</li><li>* does not behave rudely</li><li>* does not demand its own way</li><li>* is not provoked</li><li>* does not keep an account of past wrongs</li><li>* does not rejoice in evil</li><li>* rejoices in the truth</li><li>* bears all things</li><li>* believes all things</li><li>* has a quiet hope and confidence</li><li>* perseveres in all things</li><li>* never fails</li></ul>	<ul style="list-style-type: none"><li>* is impatient</li><li>* is unkind</li><li>* desires what others have</li><li>* boasts about self</li><li>* is proud</li><li>* behaves rudely</li><li>* demands its own way</li><li>* is easily provoked</li><li>* keeps an account of past wrongs</li><li>* thinks, feels and does evil</li><li>* is not concerned about truth</li><li>* talks about the failures of others</li><li>* is controlled by doubts</li><li>* is without hope</li><li>* does not persevere</li><li>* fails</li></ul>

### **3. Do I have a growing love for my family?**

**Parents are to love their children by not provoking them**

**Ephesians 6:4**

“And you, fathers, do not provoke your children to wrath, but bring them up in the training and admonition of the Lord.”

**Parents are not to stir up their children**

**Colossians 3:21**

“Fathers, do not provoke your children, lest they be discouraged.”

**Parents are to instruct their children**

**Deuteronomy 6:6-7**

“And these words which I command you today shall be in your heart. You shall teach them diligently to your children, and shall talk of them when you sit in your house, when you walk by the way, when you lie down, and when you rise up.”

**Parents are to lead their children**

**1 Timothy 3:4-5**

“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?).”

**Parents are to develop faithful children**

**Titus 1:6**

“If a man is blameless, the husband of one wife, having faithful children not accused of dissipation or insubordination.”

**Love for our family will cause us to:**

**model godly behavior**

**avoid stirring up evil in our family**

**teach both by instruction and training**

**teach our family at every opportunity**

**lead our family to become submissive**

**lead our family to become faithful**

#### **4. Do I have a growing love for my spiritual children?**

##### **Spiritual children need the care of a nurturing mother**

**1 Thessalonians 2:7-9**

“But we were gentle among you, just as a nursing *mother* cherishes her own children. So, affectionately longing for you, we were well pleased to impart to you not only the gospel of God, but also our own lives, because you had become dear to us. For you remember, brethren, our labor and toil; for laboring night and day, that we might not be a burden to any of you, we preached to you the gospel of God.”

##### **Spiritual children need the godly example of a father**

**1 Corinthians 4:14-17**

“I do not write these things to shame you, but as my beloved children I warn *you*. For though you might have ten thousand instructors in Christ, yet *you do not have* many fathers; for in Christ Jesus I have begotten you through the gospel. Therefore I urge you, imitate me. For this reason I have sent Timothy to you, who is my beloved and faithful son in the Lord, who will remind you of my ways in Christ, as I teach everywhere in every church.”

##### **Spiritual children need the encouragement of a father**

**1 Thessalonians 2:10-12**

“You *are* witnesses, and God *also*, how devoutly and justly and blamelessly we behaved ourselves among you who believe; as you know how we exhorted, and comforted, and charged every one of you, as a father *does* his own children, that you would walk worthy of God who calls you into His own kingdom and glory.”

**Love for our spiritual children will cause us to:**

**cherish them with tender love**

**long for them in love**

**share our lives with them**

**be available to them**

**provide an example for them**

**encourage them in their growth**



## **5. Do I have a growing love for my church?**

### **Growing love causes us to love one another as Christ has loved us**

**John 13:34-35**

“A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another.”

### **Growing love causes us to treat one another as friends**

**John 15:15**

“No longer do I call you servants, for a servant does not know what his master is doing; but I have called you friends, for all things that I heard from My Father I have made known to you.”

### **Growing love causes us to share our lives together**

**Acts 2:42-47**

“And they continued steadfastly in the apostles’ doctrine and fellowship, in the breaking of bread, and in prayers. Then fear came upon every soul, and many wonders and signs were done through the apostles. Now all who believed were together, and had all things in common, and sold their possessions and goods, and divided them among all, as anyone had need. So continuing daily with one accord in the temple, and breaking bread from house to house, they ate their food with gladness and simplicity of heart, praising God and having favor with all the people. And the Lord added to the church daily those who were being saved.”

### **Growing love for our church causes us to:**

**follow the example of Christ in our love**

**become friends who share what we are learning**

**have Bible studies together**

**spend time in fellowship together**

**worship and pray together**

**share with one another**

**spend time in the homes of one another**

**praise God together for what He has done**

## **6. Do I have a growing love for other churches?**

### **Growing love causes us to share leaders with other churches**

**Acts 8:14-15**

“Now when the apostles who were at Jerusalem heard that Samaria had received the word of God, they sent Peter and John to them, who, when they had come down, prayed for them that they might receive the Holy Spirit.”

**Acts 11:22-23**

“Then news of these things came to the ears of the church in Jerusalem, and they sent out Barnabas to go as far as Antioch. When he came and had seen the grace of God, he was glad, and encouraged them all that with purpose of heart they should continue with the Lord.”

### **Growing love causes us to prepare everyone to share the Gospel**

**Acts 8:1, 4**

“Now Saul was consenting to his death. At that time a great persecution arose against the church which was at Jerusalem; and they were all scattered throughout the regions of Judea and Samaria, except the apostles. ... Therefore those who were scattered went everywhere preaching the word.”

### **Growing love causes us to start other churches in our Judea and Samaria**

**Acts 9:31**

“Then the churches throughout all Judea, Galilee, and Samaria had peace and were edified. And walking in the fear of the Lord and in the comfort of the Holy Spirit, they were multiplied.”

### **Growing love for other churches causes us to:**

**share leaders with new churches to help them grow**

**share leaders who are able to encourage younger Christians**

**share leaders who can focus on our purpose in life**

**prepare every Christian to share the Word of God**

**prepare Christians who can build up other churches**

**prepare leaders who can multiply churches**

## **7. Do I have a growing love for churches in other cultures?**

### **Growing love causes us to recognize other cultures in our own church**

**Acts 6:1-4**

“Now in those days, when *the number of* the disciples was multiplying, there arose a complaint against the Hebrews by the Hellenists, because their widows were neglected in the daily distribution. 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.”

### **Growing love causes us to evangelize other cultures in our area**

**Acts 6:9-10**

“Then there arose some from what is called the Synagogue of the Freedmen (Cyrenians, Alexandrians, and those from Cilicia and Asia), disputing with Stephen. And they were not able to resist the wisdom and the Spirit by which he spoke.”

### **Growing love causes us to reach out to other cultures in nearby areas**

**Acts 10:28-29**

“Then he said to them, ‘You know how unlawful it is for a Jewish man to keep company with or go to one of another nation. But God has shown me that I should not call any man common or unclean. Therefore I came without objection as soon as I was sent for. I ask, then, for what reason have you sent for me?’”

### **Growing love for people of other cultures causes us to:**

**become aware of the needs of other cultures in our church**

**develop leaders among the various cultures in our church**

**focus on our priorities to develop every Christian to maturity**

**share the Gospel with the other cultures in our neighborhood**

**visit people of other cultures in other nearby areas in their homes**

**share the Word of God with people of other cultures in their homes**

## **8. Do I have a growing love for churches in other cultures and other languages?**

### **Growing love causes us to be willing to go to people of other languages**

#### **Acts 13:1-3**

“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 16:1-3a**

“Then he came to Derbe and Lystra. And behold, a certain disciple was there, named Timothy, *the* son of a certain Jewish woman who believed, but his father *was* Greek. He was well spoken of by the brethren who were at Lystra and Iconium. Paul wanted to have him go on with him.”

### **Growing love causes us to seek out places to meet people of other languages**

#### **Acts 17:16-17**

“Now while Paul waited for them at Athens, his spirit was provoked within him when he saw that the city was given over to idols. Therefore he reasoned in the synagogue with the Jews and with the *Gentile* worshipers, and in the marketplace daily with those who happened to be there.”

### **Growing love causes us to develop multicultural, multilingual outreach teams**

#### **Acts 20:4**

“And Sopater of Berea accompanied him to Asia—also Aristarchus and Secundus of the Thessalonians, and Gaius of Derbe, and Timothy, and Tychicus and Trophimus of Asia.”

### **Growing love for churches around the world causes us to:**

**be willing to go wherever God chooses to send us**

**begin adding multicultural team members to your team**

**take time to understand the religions of the people**

**meet people in the places where they are comfortable**

**begin building multicultural, multilingual teams**

## **C. Am I growing in serving?**

### **1. Am I growing in my serving of Christ?**

#### **Service for Christ must flow from love for Christ**

**John 21:15-17**

“So when they had eaten breakfast, Jesus said to Simon Peter, ‘Simon, *son* of Jonah, do you love Me more than these?’ He said to Him, ‘Yes, Lord; You know that I love You.’ He said to him, ‘Feed My lambs.’ He said to him again a second time, ‘Simon, *son* of Jonah, do you love Me?’ He said to Him, ‘Yes, Lord; You know that I love You.’ He said to him, ‘Tend My sheep.’ He said to him the third time, ‘Simon, *son* of Jonah, do you love Me?’ Peter was grieved because He said to him the third time, ‘Do you love Me?’ And he said to Him, ‘Lord, You know all things; You know that I love You.’ Jesus said to him, ‘Feed My sheep.’”

#### **Service for Christ is based on presenting ourselves to Christ**

**Romans 12:1**

“I beseech you therefore, brethren, by the mercies of God, that you present your bodies a living sacrifice, holy, acceptable to God, *which is* your reasonable service.”

#### **Service for Christ happens as we are renewing our minds**

**Romans 12:2**

“And do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what *is* that good and acceptable and perfect will of God.”

#### **Service for Christ happens as our inner man is renewed daily**

**2 Corinthians 4:16**

“Therefore we do not lose heart. Even though our outward man is perishing, yet the inward *man* is being renewed day by day.”

### **Service for Christ**

**is only effective if we love Christ first**

**is possible as we present ourselves to Christ**

**happens as we are transforming our minds**

**happens as we are being renewed daily**

## **2. Am I growing in my serving of my partner?**

**Serving our partner is based on submitting to one another  
Ephesians 5:21**

“Submitting to one another in the fear of God.”

**Serving our partner requires avoiding bitterness  
Colossians 3:19**

“Husbands, love *your* wives and do not be bitter toward them.”

**Ephesians 4:29-32**

“Let no corrupt word proceed out of your mouth, but what is good for necessary edification, that it may impart grace to the hearers. And do not grieve the Holy Spirit of God, by whom you were sealed for the day of redemption. Let all bitterness, wrath, anger, clamor, and evil speaking be put away from you, with all malice. And be kind to one another, tenderhearted, forgiving one another, even as God in Christ forgave you.”

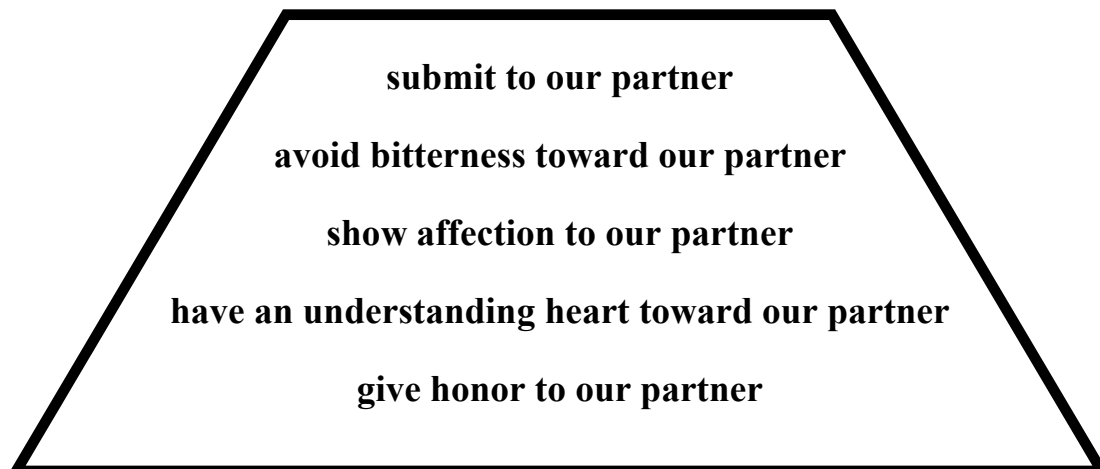
**Serving our partner means meeting needs  
1 Corinthians 7:3**

“Let the husband render to his wife the affection due her, and likewise also the wife to her husband.”

**Serving our partner includes understanding and honoring  
1 Peter 3:7**

“Husbands, likewise, dwell with *them* with understanding, giving honor to the wife, as to the weaker vessel, and as *being* heirs together of the grace of life, that your prayers may not be hindered.”

**Serving our partner will cause us to:**



### **3. Am I growing in my serving of my family?**

#### **Serving our family will help them become faithful**

**Titus 1:6**

“If any man is blameless, the husband of one wife, having faithful children not accused of dissipation or insubordination.”

#### **Serving our family will help them become submissive**

**1 Timothy 3:4-5**

“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?).”

#### **Serving our family will help them avoid discouragement**

**Colossians 3:21**

“Fathers, do not provoke your children, lest they be discouraged.”

#### **Serving our family will help them to understand the love of God**

**1 John 4:7-8**

“Beloved, let us love one another: for love is of God; and everyone who loves is born of God and knows God. He who does not love does not know God, for God is love.”

#### **Serving our family will help them become strong in spirit**

**Luke 2:39-40**

“So when they had performed all things according to the law of the Lord, they returned to Galilee, to their *own* city, Nazareth. And the Child grew and became strong in spirit, filled with wisdom; and the grace of God was upon Him.”

#### **Serving our family will cause us to:**

**provide them an example of godly living**

**provide them an example of submission to Christ**

**provide them an example by not stirring up anger**

**provide them an example of the love of God**

**provide an example of being strong in spirit**

#### **4. Am I growing in my serving of my spiritual children?**

##### **Serving spiritual children will help them learn to walk in the truth**

###### **3 John 3-4**

“For I rejoiced greatly when brethren came and testified of the truth *that is* in you, just as you walk in the truth. I have no greater joy than to hear that my children walk in truth.”

##### **Serving spiritual children will give them an example to follow**

###### **1 Corinthians 4:15-16**

“For though you might have ten thousand instructors in Christ, yet *you do not have* many fathers; for in Christ Jesus I have begotten you through the gospel. Therefore I urge you, imitate me.”

###### **1 Thessalonians 2:10-12**

“You *are* witnesses, and God *also*, how devoutly and justly and blamelessly we behaved ourselves among you who believe; as you know how we exhorted, and comforted, and charged every one of you, as a father *does* his own children, that you would walk worthy of God who calls you into His own kingdom and glory.”

##### **Serving spiritual children will teach them to apply the Word to daily living**

###### **Titus 2:3-7**

“The older women likewise, that they be reverent in behavior, not slanderers, not given to much wine, teachers of good things—that they admonish the young women to love their husbands, to love their children, *to be* discreet, chaste, homemakers, good, obedient to their own husbands, that the word of God may not be blasphemed. Likewise, exhort the young men to be sober-minded, in all things showing yourself *to be* a pattern of good works; in doctrine *showing* integrity, reverence, incorruptibility.”

##### **Serving our spiritual children will cause us to:**

**help them to focus on Biblical truth**

**have the care and concern of a father**

**give them a godly example to follow**

**help them develop a worthy walk**

**teach them how to apply the Word to daily living**



## 5. Am I growing in my serving of my church?

**Serving my church provides them with sound teaching, provides them with examples to follow, and provides them with opportunity for ministry**

**Titus 2:1-10**

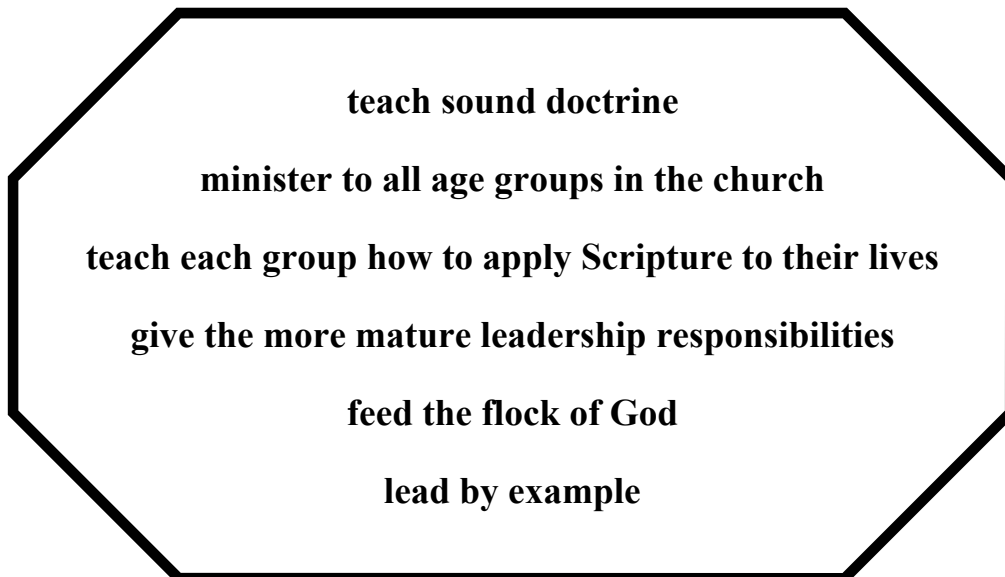
“But as for you, speak the things which are proper for sound doctrine: that the older men be sober, reverent, temperate, sound in faith, in love, in patience; the older women likewise, that they be reverent in behavior, not slanderers, not given to much wine, teachers of good things—that they admonish the young women to love their husbands, to love their children, *to be* discreet, chaste, homemakers, good, obedient to their own husbands, that the word of God may not be blasphemed. Likewise, exhort the young men to be sober-minded, in all things showing yourself *to be* a pattern of good works; in doctrine *showing* integrity, reverence, incorruptibility, sound speech that cannot be condemned, that one who is an opponent may be ashamed, having nothing evil to say of you. *Exhort* bondservants to be obedient to their own masters, to be well pleasing in all *things*, not answering back, not pilfering, but showing all good fidelity, that they may adorn the doctrine of God our Savior in all things.”

**Serving my church will cause me to lead the flock and be an example**

**1 Peter 5:1-3**

“The elders who are among you I exhort, I who am a fellow elder and a witness of the sufferings of Christ, and also a partaker of the glory that will be revealed: Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; nor as being lords over those entrusted to you, but being examples to the flock.”

**Serving our church will cause us to:**



## **6. Am I growing in my serving of other churches?**

### **Serving other churches happens as I pray for them Ephesians 3:14-19**

“For this reason I bow my knees to the Father of our Lord Jesus Christ, from whom the whole family in heaven and earth is named, that He would grant you, according to the riches of His glory, to be strengthened with might through His Spirit in the inner man, that Christ may dwell in your hearts through faith; that you, being rooted and grounded in love, may be able to comprehend with all the saints what *is* the width and length and depth and height—to know the love of Christ which passes knowledge; that you may be filled with all the fullness of God.”

### **Serving other churches happens as I visit and share with them Acts 15:35-36**

“Paul and Barnabas also remained in Antioch, teaching and preaching the word of the Lord, with many others also. Then after some days Paul said to Barnabas, ‘Let us now go back and visit our brethren in every city where we have preached the word of the Lord, *and see* how they are doing.’”

### **Serving other churches happens as I share to meet their needs Acts 11:28-29**

“Then one of them, named Agabus, stood up and showed by the Spirit that there was going to be a great famine throughout all the world, which also happened in the days of Claudius Caesar. Then the disciples, each according to his ability, determined to send relief to the brethren dwelling in Judea.”

### **Serving other churches happens as I write to them 1 Thessalonians 1:1**

“Paul, Silvanus, and Timothy, to the church of the Thessalonians in God the Father and the Lord Jesus Christ: Grace to you and peace from God our Father and the Lord Jesus Christ.”

### **Serving other churches will cause us to:**

**pray for their spiritual growth and development**

**visit other churches and share the Word with them**

**be aware and concerned about the needs of other churches**

**write to other leaders and their churches**

## **7. Am I growing in my serving of churches in other cultures?**

### **Serving other cultures will cause me to share the Gospel with them**

**Acts 8:5**

“Then Philip went down to the city of Samaria and preached Christ to them.”

**Acts 11:19-21**

“Now those who were scattered after the persecution that arose over Stephen traveled as far as Phoenicia, Cyprus, and Antioch, preaching the word to no one but the Jews only. But some of them were men from Cyprus and Cyrene, who, when they had come to Antioch, spoke to the Hellenists, preaching the Lord Jesus. And the hand of the Lord was with them, and a great number believed and turned to the Lord.”

### **Serving other cultures will cause me to be concerned for their spiritual growth**

**Acts 8:14**

“Now when the apostles who were at Jerusalem heard that Samaria had received the word of God, they sent Peter and John to them.”

**Acts 11:22**

“Then news of these things came to the ears of the church in Jerusalem, and they sent out Barnabas to go as far as Antioch.”

### **Serving other cultures will lead me to make disciples in other cultures**

**Acts 14:21-23**

“And when they had preached the gospel to that city and made many disciples, they returned to Lystra, Iconium, and Antioch, strengthening the souls of the disciples, exhorting *them* to continue in the faith, and *saying*, ‘We must through many tribulations enter the kingdom of God.’ So when they had appointed elders in every church, and prayed with fasting, they commended them to the Lord in whom they had believed.”

### **Serving churches in other cultures will cause us to:**

**share the Gospel with people of other cultures**

**be concerned for the spiritual growth of churches in other cultures**

**make disciples in churches of other cultures**

**develop leadership in churches of other cultures**

## **8. Am I growing in my serving of churches in other cultures and languages?**

**Serving other languages means I do not always understand their language**

**Acts 14:11**

“Now when the people saw what Paul had done, they raised their voices, saying in the Lycaonian *language*, ‘The gods have come down to us in the likeness of men!’”

**Serving other languages requires much discussion**

**Acts 17:16-17**

“Now while Paul waited for them at Athens, his spirit was provoked within him when he saw that the city was given over to idols. Therefore he reasoned in the synagogue with the Jews and with the *Gentile* worshipers, and in the marketplace daily with those who happened to be there.”

**Serving other languages requires good observation**

**Acts 17:22-23**

“Then Paul stood in the midst of the Areopagus and said, ‘Men of Athens, I perceive that in all things you are very religious; for as I was passing through and considering the objects of your worship, I even found an altar with this inscription: TO THE UNKNOWN GOD. Therefore, the One whom you worship without knowing, Him I proclaim to you.’”

**Serving churches in other languages is best done by a multilingual team**

**Acts 20:4**

“And Sopater of Berea accompanied him to Asia—also Aristarchus and Secundus of the Thessalonians, and Gaius of Derbe, and Timothy, and Tychicus and Trophimus of Asia.”

**Serving churches in other cultures and languages will cause us to:**

**be willing to serve even when we do not understand**

**be willing to listen to understand their beliefs**

**be willing to find common points of contact**

**be willing to observe what is going on around us**

**be willing to build multilingual teams**

## **D. Am I growing in leadership?**

### **1. Am I growing in my submission to Christ's leadership?**

**Leadership for Christ has its basis in submission to Christ**

**1 Corinthians 11:1**

“Imitate me, just as I also *imitate* Christ.”

**Leadership for Christ means following His example**

**John 13:13-15**

“You call Me Teacher and Lord, and you say well, for *so* I am. 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.”

**Leadership for Christ requires abiding in Him**

**John 15:5**

“I am the vine, you *are* the branches. He who abides in Me, and I in him, bears much fruit; for without Me you can do nothing.”

**Leadership for Christ requires loving Him**

**John 21:15-17**

“So when they had eaten breakfast, Jesus said to Simon Peter, ‘Simon, *son* of Jonah, do you love Me more than these?’ He said to Him, ‘Yes, Lord; You know that I love You.’ He said to him, ‘Feed My lambs.’ He said to him again a second time, ‘Simon, *son* of Jonah, do you love Me?’ He said to Him, ‘Yes, Lord; You know that I love You.’ He said to him, ‘Tend My sheep.’ He said to him the third time, ‘Simon, *son* of Jonah, do you love Me?’ Peter was grieved because He said to him the third time, ‘Do you love Me?’ And he said to Him, ‘Lord, You know all things; You know that I love You.’ Jesus said to him, ‘Feed My sheep.’”

**Growing in spiritual leadership will cause us to:**

**demonstrate a growing submission to Christ**

**grow in following the example of Christ**

**grow in learning to abide in Christ**

**grow in our love for Christ**

## **2. Am I growing in my leadership in my marriage?**

### **Leadership in marriage grows with good listening**

**James 1:19-20**

“So then, my beloved brethren, let every man be swift to hear, slow to speak, slow to wrath; for the wrath of man does not produce the righteousness of God.”

### **Leadership in marriage grows as we complete rather than compete**

**Genesis 2:24**

“Therefore a man shall leave his father and his mother and be joined to his wife, and they shall become one flesh.”

### **Leadership in marriage grows as we discuss the Scripture together**

**Ephesians 5:25-27**

“Husbands, love your wives, just as Christ also loved the church and gave Himself for her, that He might sanctify and cleanse her with the washing of water by the word, that He might present her to Himself a glorious church, not having spot or wrinkle or any such thing, but that she should be holy and without blemish.”

### **Leadership in marriage grows as we honor and pray for one another**

**1 Peter 3:7**

“Husbands, likewise, dwell with *them* with understanding, giving honor to the wife, as to the weaker vessel, and as *being* heirs together of the grace of life, that your prayers may not be hindered.”

### **Growing in spiritual leadership will cause us to:**

**grow in learning to listen to our partner**

**grow in making decisions together instead of competing**

**grow in our sharing of the Word with our partner**

**grow in our spiritual and physical protection of our partner**

**grow in our commitment to honor our partner**

**grow in our commitment to pray for our partner**

### **3. Am I growing in my leadership in my family?**

**Leadership in our family grows as we nurture and admonish our children**

**Ephesians 6:4**

“And you, fathers, do not provoke your children to wrath, but bring them up in the training and admonition of the Lord.”

**Leadership in our family grows as we model godly faith**

**2 Timothy 1:5**

“When I call to remembrance the genuine faith that is in you, which dwelt first in your grandmother Lois and your mother Eunice, and I am persuaded is in you also.”

**Leadership in our family grows as we avoid provoking our children**

**Colossians 3:21**

“Fathers, do not provoke your children, lest they become discouraged.”

**Leadership in our family grows as we teach our children the Word**

**2 Timothy 3:15-17**

“And that from childhood you have known the Holy Scriptures, which are able to make you wise for salvation through faith which is in Christ Jesus. All Scripture *is* given by inspiration of God, and *is* profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work.”

**Growing in spiritual leadership will cause us to:**

**raise our children with loving discipline**

**raise our children with plenty of encouragement**

**model godly faith for our children**

**avoid stirring up anger in our children**

**teach our children the Scriptures**

**teach with a balance of doctrine, reproof, correction  
and training in righteousness**

**focus on bringing our children to spiritual maturity**

#### **4. Am I growing in my leadership of my spiritual children?**

##### **Leadership of spiritual children grows as we become spiritual parents**

**1 Corinthians 4:14-17**

“I do not write these things to shame you, but as my beloved children I warn *you*. For though you might have ten thousand instructors in Christ, yet *you do not have* many fathers; for in Christ Jesus I have begotten you through the gospel. Therefore I urge you, imitate me. For this reason I have sent Timothy to you, who is my beloved and faithful son in the Lord, who will remind you of my ways in Christ, as I teach everywhere in every church.”

##### **Leadership of spiritual children grows as we invite them to follow us**

**1 Corinthians 11:1**

“Imitate me, just as I also *imitate* Christ.”

##### **Leadership of spiritual children grows as we restore them in gentleness**

**Galatians 6:1**

“Brethren, if a man is overtaken in any trespass, you who *are* spiritual restore such a one in a spirit of gentleness, considering yourself lest you also be tempted.”

##### **Leadership of spiritual children grows as we bear burdens with them**

**Galatians 6:2**

“Bear one another’s burdens, and so fulfill the law of Christ.”

#### **Growing in spiritual leadership will cause us to:**

**avoid shaming spiritual children when we warn them**

**have the concern of a father for the development of spiritual children**

**provide an example to follow for spiritual children**

**teach both by our ways and by our words**

**restore spiritual children with a spirit of gentleness**

**provide an example of how to follow Christ**

**bear the burdens with spiritual children**



## **5. Am I growing in my leadership in my church?**

**Leadership in our church develops as we have a good report**

**Acts 16:2**

“He (Timothy) was well spoken of by the brethren who were at Lystra and Iconium.”

**Leadership in our church develops as we are a blameless example**

**1 Timothy 3:2**

“A bishop then must be blameless, the husband of one wife, temperate, sober-minded, of good behavior, hospitable, able to teach.”

**Leadership in our church develops as we show and teach**

**Acts 20:20**

“How I kept back nothing that was helpful, but proclaimed it to you, and taught you publicly and from house to house.”

**Leadership in our church develops as we feed the flock**

**1 Peter 5:2-3**

“Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; nor as being lords over those entrusted to you, but being examples to the flock.”

**Leadership in our church develops as we submit to others**

**1 Peter 5:5**

“Likewise you younger people, submit yourselves to *your* elders. Yes, all of *you* be submissive to one another, and be clothed with humility, for ‘God resists the proud, But gives grace to the humble.’”

**Growing in spiritual leadership will cause us to:**

**realize others are watching our example**

**realize others are following our example**

**show people how to serve the Lord**

**make sure the flock is adequately fed**

**lead with a willing heart**

**submit to the leadership of others**

## **6. Am I growing in my leadership in other churches?**

### **Leadership in other churches develops as we develop their leaders**

**Acts 14:21-23**

“And when they had preached the gospel to that city and made many disciples, they returned to Lystra, Iconium, and Antioch, strengthening the souls of the disciples, exhorting *them* to continue in the faith, and *saying*, “We must through many tribulations enter the kingdom of God.” So when they had appointed elders in every church, and prayed with fasting, they commended them to the Lord in whom they had believed.”

### **Leadership in other churches develops as we serve their leaders**

**Acts 15:32-34**

“Now Judas and Silas, themselves being prophets also, exhorted and strengthened the brethren with many words. And after they had stayed *there* for a time, they were sent back with greetings from the brethren to the apostles. However, it seemed good to Silas to remain there.”

### **Leadership in other churches develops as we serve their congregations**

**Acts 11:21-26**

“And the hand of the Lord was with them, and a great number believed and turned to the Lord. Then news of these things came to the ears of the church in Jerusalem, and they sent out Barnabas to go as far as Antioch. When he came and had seen the grace of God, he was glad, and encouraged them all that with purpose of heart they should continue with the Lord. For he was a good man, full of the Holy Spirit and of faith. And a great many people were added to the Lord. Then Barnabas departed for Tarsus to seek Saul. And when he had found him, he brought him to Antioch. So it was that for a whole year they assembled with the church and taught a great many people. And the disciples were first called Christians in Antioch.”

**Growing in spiritual leadership will cause us to:**

**become involved in starting other churches**

**become involved in training leaders for other churches**

**become involved in teaching the congregations in other churches**

**become involved in training the congregations in other churches**

## **7. Am I growing in my leadership in churches in other cultures?**

### **Leadership in churches of other cultures develops as we become multicultural**

#### **Acts 6:1-7**

“Now in those days, when *the number of* the disciples was multiplying, there arose a complaint against the Hebrews by the Hellenists, because their widows were neglected in the daily distribution. 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.’ 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. Then the word of God spread, and the number of the disciples multiplied greatly in Jerusalem, and a great many of the priests were obedient to the faith.”

#### **Acts 13:1**

“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.”

### **Leadership in other cultures develops as we develop multicultural teams**

#### **Acts 16:1**

“Then he came to Derbe and Lystra. And behold, a certain disciple was there, named Timothy, *the* son of a certain Jewish woman who believed, but his father *was* Greek.”

### **Growing in spiritual leadership will cause us to:**

**recognize the needs of other cultures in our congregations**

**keep our focus on our priorities of prayer and ministry of the Word**

**develop leadership from within those other cultures**

**develop a multicultural leadership team in our church**

**develop multicultural outreach teams**

**8. Am I growing in my leadership in churches in other cultures and languages?**

**Leadership in churches of other languages develops as we expand our focus**

**Acts 13:46**

“Then Paul and Barnabas grew bold and said, ‘It was necessary that the word of God should be spoken to you first; but since you reject it, and judge yourselves unworthy of everlasting life, behold, we turn to the Gentiles.’”

**Leadership in churches of other languages develops as we develop a multilingual leadership team**

**Acts 20:4**

“And Sopater of Berea accompanied him to Asia—also Aristarchus and Secundus of the Thessalonians, and Gaius of Derbe, and Timothy, and Tychicus and Trophimus of Asia.”

**Leadership in churches of other languages develops as we send team members out to develop churches in areas with other languages**

**Colossians 2:1**

“For I want you to know what a great conflict I have for you and those in Laodicea, and *for* as many as have not seen my face in the flesh.”

**Colossians 4:12-14**

“Epaphras, who is *one* of you, a bondservant of Christ, greets you, always laboring fervently for you in prayers, that you may stand perfect and complete in all the will of God. For I bear him witness that he has a great zeal for you, and those who are in Laodicea, and those in Hierapolis. Luke the beloved physician and Demas greet you.”

**Growing in spiritual leadership with cause us to:**

**develop a vision for people of other languages and cultures**

**develop a multilingual leadership team**

**develop vision in the multilingual leadership team**

**develop outreach through the multilingual team**

**develop ongoing contact with those reached by the team**

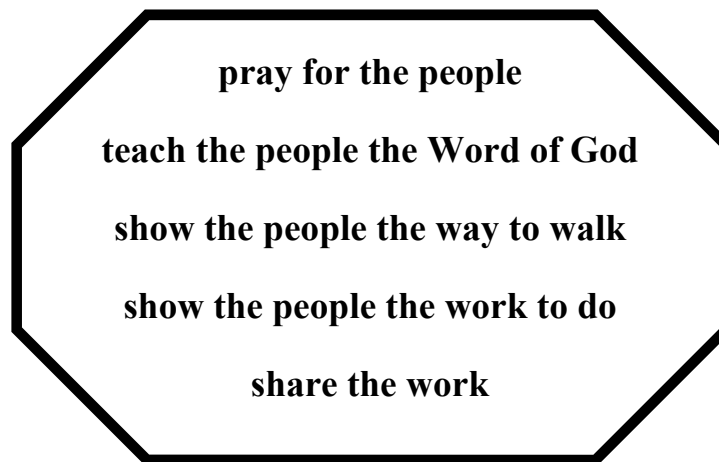
## II. Personal Priorities for Organizational Leadership

### A. A summary of Biblical priorities

#### Five priorities for spiritual leadership in the Old Testament

##### Exodus 18:19-21

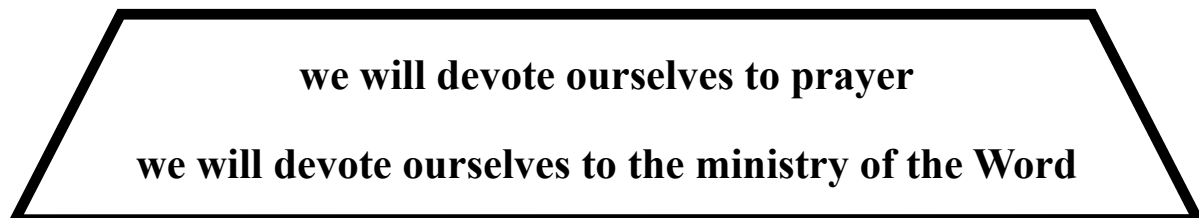
“Listen now to my voice; I will give you counsel, and God will be with you: Stand before God for the people, so that you may bring the difficulties to God. And you shall teach them the statutes and the laws, and show them the way in which they must walk and the work they must do. Moreover you shall select from all the people able men, such as fear God, men of truth, hating covetousness; and place *such* over them *to be* rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens.”



#### Priorities for spiritual leadership in the New Testament

##### Acts 6:1-4

“Now in those days, when *the number of* the disciples was multiplying, there arose a complaint against the Hebrews by the Hellenists, because their widows were neglected in the daily distribution. 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.’”



## **B. Pray for the people**

### **Empowered people for leadership**

#### **Paul's prayer for the Ephesians Ephesians 1:16-19**

“Do not cease to give thanks for you, making mention of you in my prayers: that the God of our Lord Jesus Christ, the Father of glory, may give to you the spirit of wisdom and revelation in the knowledge of Him, the eyes of your understanding being enlightened; that you may know what is the hope of His calling, what are the riches of the glory of His inheritance in the saints, and what *is* the exceeding greatness of His power toward us who believe, according to the working of His mighty power.”

#### **Ephesians 3:14-19**

“For this reason I bow my knees to the Father of our Lord Jesus Christ, from whom the whole family in heaven and earth is named, that He would grant you, according to the riches of His glory, to be strengthened with might through His Spirit in the inner man, that Christ may dwell in your hearts through faith; that you, being rooted and grounded in love, may be able to comprehend with all the saints what *is* the width and length and depth and height—to know the love of Christ which passes knowledge; that you may be filled with all the fullness of God.”

**Paul prayed that God would:**

**give the spirit of wisdom and revelation  
cause their understanding to be enlightened  
cause them to know the hope of His calling  
cause them to know the exceeding greatness of His power**

**Paul prayed that the Ephesians would:**

**be strengthened with might by His Spirit in the inner man  
have Christ dwell in their hearts by faith  
be rooted and grounded in love  
know the love of Christ  
ne filled with all the fulness of God**

## **C. Teach the Word of God**

### **Biblical principles of leadership**

#### **Paul's principles for a Biblical leader**

##### **1 Timothy 4:11-16**

“These things command and teach. 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. Till I come, give attention to reading, to exhortation, to doctrine. Do not neglect the gift that is in you, which was given to you by prophecy with the laying on of the hands of the eldership. Meditate on these things; give yourself entirely to them, that your progress may be evident to all. Take heed to yourself and to the doctrine. Continue in them, for in doing this you will save both yourself and those who hear you.”

#### **lead by your example**

**be an example of the faithful in word**

**be an example of the faithful in your conduct**

**be an example of the faithful in your love**

**be an example of the faithful in your spirit**

**be an example of the faithful in your faith**

**be an example of the faithful in your purity**

**lead by sharing the Word**

**lead by exercising your spiritual gift**

**lead by effective meditation**

**lead by examining yourself**

**lead by teaching sound doctrine**

**Lead by focusing on your teaching of the Word**

## **D. Show the people the way to walk**

### **Godly character in leadership**

#### **Character is the basis for godly leadership**

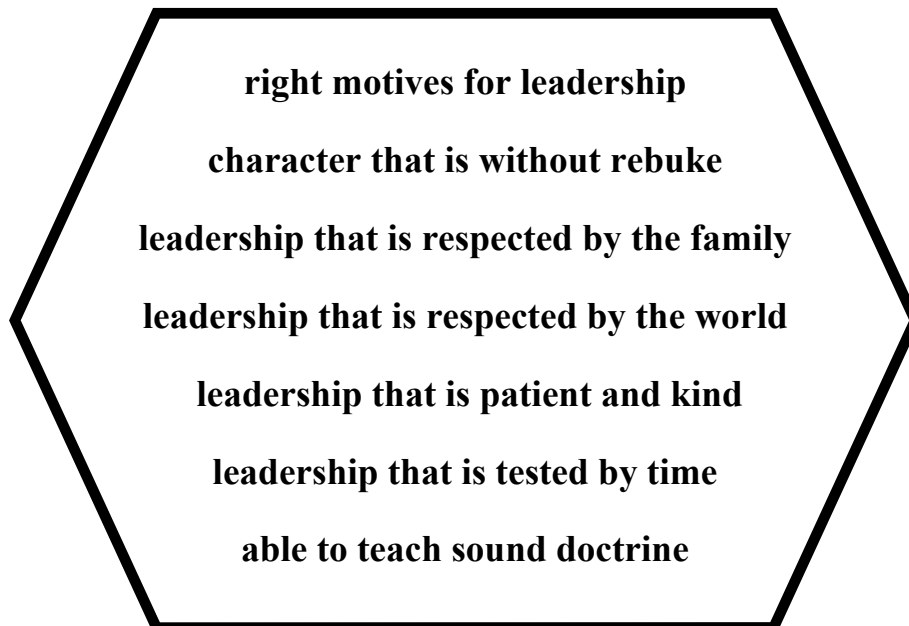
##### **1 Timothy 3:1-7**

“This *is* a faithful saying: If a man desires the position of a bishop, he desires a good work. A bishop then must be blameless, the husband of one wife, temperate, sober-minded, of good behavior, 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. Moreover he must have a good testimony among those who are outside, lest he fall into reproach and the snare of the devil.”

##### **Titus 1:5-9**

“For this reason I left you in Crete, that you should set in order the things that are lacking, and appoint elders in every city as I commanded you— if a man is blameless, the husband of one wife, having faithful children not accused of dissipation or insubordination. For a bishop must be blameless, as a steward of God, not self-willed, not quick-tempered, not given to wine, not violent, not greedy for money, but hospitable, a lover of what is good, sober-minded, just, holy, self-controlled, holding fast the faithful word as he has been taught, that he may be able, by sound doctrine, both to exhort and convict those who contradict.”

#### **Character qualities for effective leadership:**





## **E. Show the people the work to do**

### **Practical skills for leadership (notice the order that Christ followed)**

#### **Show people how to build relationships (Come and see)**

**John 1:39**

“He said to them, ‘Come and see.’ They came and saw where He was staying, and remained with Him that day (now it was about the tenth hour).”

**John 13:34-35**

“‘A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another.’”

#### **Show people how to evangelize (Come and grow)**

**Matthew 4:19**

“Then He said to them, ‘Follow Me, and I will make you fishers of men.’”

#### **Show people how to minister (Come and serve)**

**Mark 3:13-15**

“And He went up on the mountain and called to Him those He Himself wanted. And they came to Him. Then He appointed twelve, that they might be with Him and that He might send them out to preach, and to have power to heal sicknesses and to cast out demons.”

#### **Show them how to shepherd (Come and shepherd)**

**John 21:15-17**

“So when they had eaten breakfast, Jesus said to Simon Peter, ‘Simon, *son* of Jonah, do you love Me more than these?’ He said to Him, ‘Yes, Lord; You know that I love You.’ He said to him, ‘Feed My lambs.’ He said to him again a second time, ‘Simon, *son* of Jonah, do you love Me?’ He said to Him, ‘Yes, Lord; You know that I love You.’ He said to him, ‘Tend My sheep.’ He said to him the third time, ‘Simon, *son* of Jonah, do you love Me?’ Peter was grieved because He said to him the third time, ‘Do you love Me?’ And he said to Him, ‘Lord, You know all things; You know that I love You.’ Jesus said to him, ‘Feed My sheep.’”

#### **Show people by your example how to develop others**

**show people how to build relationships**

**show people how to share the Gospel**

**show people how to minister to others**

**show people how to shepherd others**

## **F. Share the work**

### **Biblical delegation and leadership multiplication**

#### **To whom do we delegate responsibilities**

##### **Exodus 18:21**

“Moreover you shall select from all the people able men, such as fear God, men of truth, hating covetousness; and place *such* over them *to be* rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens.”

**people whose abilities have been developed**

**people who fear God**

**people of truth**

**people who hate coveteousness**

##### **Acts 6:3-4**

“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.”

**people who are respected**

**people who are filled with the Holy Spirit**

**people who are filled with wisdom**

#### **Levels of spiritual maturity and delegation**

**newborn babes and toddlers - can learn to build relationships**

**spiritual children - are effective in sharing the Gospel**

**spiritual young men - can carry out effective ministry**

**spiritual parents - make effective shepherds**

### **III. Developing the people who will share leadership**

#### **A. Selecting the people to be a part of the leadership team**

##### **Christ selected men who had a learner's attitude**

**John 1:37-39**

“The two disciples heard him speak, and they followed Jesus. Then Jesus turned, and seeing them following, said to them, ‘What do you seek?’ They said to Him, ‘Rabbi’ which is to say, when translated, Teacher), ‘where are You staying?’ He said to them, ‘Come and see.’ They came and saw where He was staying, and remained with Him that day (now it was about the tenth hour).”

##### **Christ selected men who were workers**

**(in the book of Mark, all were chosen while they were working)**

##### **Christ selected men who were responders**

**Mark 2:13-14**

“Then He went out again by the sea; and all the multitude came to Him, and He taught them. As He passed by, He saw Levi the *son* of Alphaeus sitting at the tax office. And He said to him, ‘Follow Me.’ So he arose and followed Him.”

##### **Christ selected men who had a servant's heart**

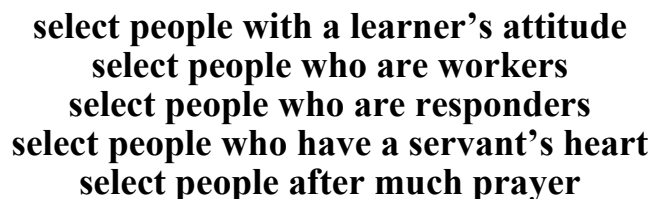
**Mark 10:42-45**

“But Jesus called them *to Himself* and said to them, ‘You know that those who are considered rulers over the Gentiles lord it over them, and their great ones exercise authority over them. Yet it shall not be so among you; but whoever desires to become great among you shall be your servant. And whoever of you desires to be first shall be slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.’”

##### **Christ selected men after much prayer**

**Luke 6:12-13**

“Now it came to pass in those days that He went out to the mountain to pray, and continued all night in prayer to God. And when it was day, He called His disciples *to Himself*; and from them He chose twelve whom He also named apostles.”



**select people with a learner's attitude**  
**select people who are workers**  
**select people who are responders**  
**select people who have a servant's heart**  
**select people after much prayer**

## **B. Imparting vision to the people on the leadership team**

### **Christ developed vision by showing compassion for the multitudes**

**Matthew 9:36-38**

“But when He saw the multitudes, He was moved with compassion for them, because they were weary and scattered, like sheep having no shepherd. Then He said to His disciples, ‘The harvest truly *is* plentiful, but the laborers *are* few. Therefore pray the Lord of the harvest to send out laborers into His harvest.’”

### **Christ developed vision by sending the disciples to their own people**

**Matthew 10:1, 5-6**

“And when He had called His twelve disciples to *Him*, He gave them power *over* unclean spirits, to cast them out, and to heal all kinds of sickness and all kinds of disease. ...These twelve Jesus sent out and commanded them, saying: ‘Do not go into the way of the Gentiles, and do not enter a city of the Samaritans. But go rather to the lost sheep of the house of Israel.’”

### **Christ developed vision by helping the disciples see other cultures**

**John 4:35**

“These twelve Jesus sent out and commanded them, saying: ‘Do not go into the way of the Gentiles, and do not enter a city of the Samaritans. But go rather to the lost sheep of the house of Israel.’”

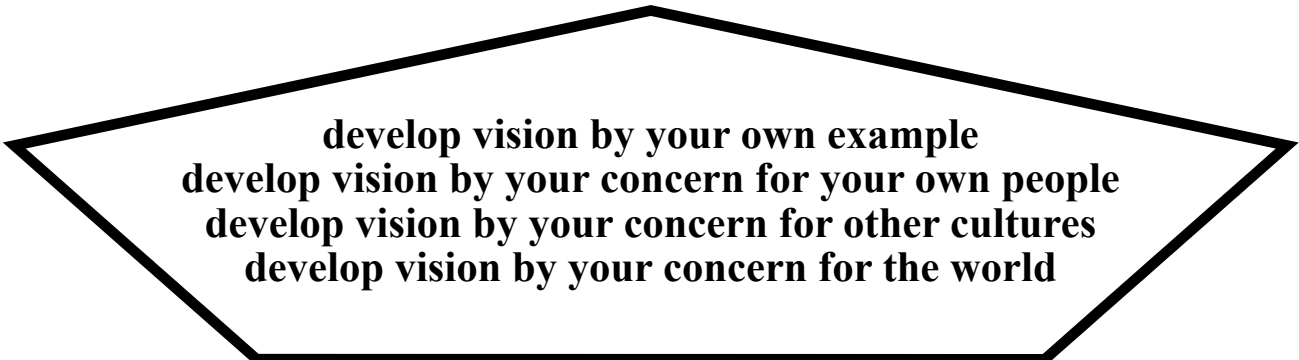
**Matthew 15:21-23, 28**

“Then Jesus went out from there and departed to the region of Tyre and Sidon. And behold, a woman of Canaan came from that region and cried out to Him, saying, ‘Have mercy on me, O Lord, Son of David! My daughter is severely demon-possessed.’ But He answered her not a word. And His disciples came and urged Him, saying, ‘Send her away, for she cries out after us.’ ...Then Jesus answered and said to her, ‘O woman, great *is* your faith! Let it be to you as you desire.’ And her daughter was healed from that very hour.”

### **Christ developed vision for the world**

**Matthew 28:19-20**

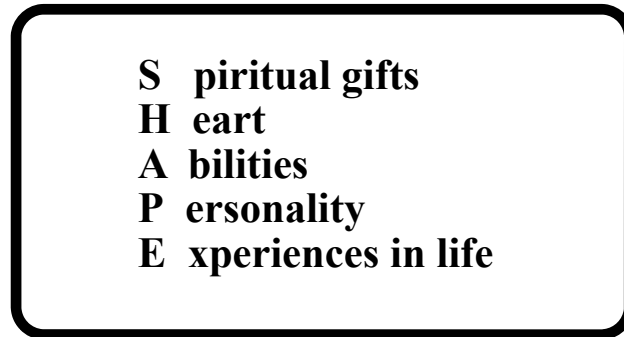
“Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you; and lo, I am with you always, *even* to the end of the age.’ Amen.”



**develop vision by your own example  
develop vision by your concern for your own people  
develop vision by your concern for other cultures  
develop vision by your concern for the world**

## C. Determining the spiritual gifts of the leadership team

### 1. Understanding our SHAPE



**Every Christian has been given spiritual gifts**  
**Romans 12:6, see 12:3-8**

“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.”

**Every growing Christian has a heart (passion) for some ministry**  
**Colossians 4:12-13**

“Epaphras, who is *one* of you, a bondservant of Christ, greets you, always laboring fervently for you in prayers, that you may stand perfect and complete in all the will of God. For I bear him witness that he has a great zeal for you, and those who are in Laodicea, and those in Hierapolis.”

**Every Christian has been given different abilities**  
**Acts 14:12**

“And Barnabas they called Zeus, and Paul, Hermes, because he was the chief speaker.”

**Every Christian has a different personality**  
**John 11:16**

“Then Thomas, who is called the Twin, said to his fellow disciples, ‘Let us also go, that we may die with Him.’”

**Every Christian has had different experiences in life**  
**2 Corinthians 11:24-26**

“From the Jews five times I received forty stripes minus one. Three times I was beaten with rods; once I was stoned; three times I was shipwrecked; a night and a day I have been in the deep; *in* journeys often, in perils of waters, in perils of robbers, in perils of my own countrymen, in perils of the Gentiles, in perils in the city, in perils in the wilderness, in perils in the sea, in perils among false brethren.”

**What is your SHAPE?**

## 2. Understanding the purpose of the sign gifts

### sign gifts were to confirm the message of the apostles

#### Hebrews 2:3-4

“How shall we escape if we neglect so great a salvation; which at the first began to be spoken by the Lord, and was confirmed to us by those who heard *Him*, God also bearing witness both with signs and wonders, with various miracles, and gifts of the Holy Spirit, according to His own will?”

#### 2 Corinthians 12:11-12

“I have become a fool in boasting; you have compelled me. For I ought to have been commended by you; for in nothing was I behind the most eminent apostles, though I am nothing. Truly the signs of an apostle were accomplished among you with all perseverance, in signs and wonders and mighty deeds.”

### sign gifts will be misused in the future

#### 2 Thessalonians 2:8-9

“And then the lawless one will be revealed, whom the Lord will consume with the breath of His mouth and destroy with the brightness of His coming. The coming of the *lawless one* is according to the working of Satan, with all power, signs, and lying wonders.”

### sign gifts were needed to confirm the message of the resurrection

#### Acts 1:21-22

“Therefore, of these men who have accompanied us all the time that the Lord Jesus went in and out among us, beginning from the baptism of John to that day when He was taken up from us, one of these must become a witness with us of His resurrection.”

### sign gifts were demonstrated by the men who wrote the New Testament

#### 2 Peter 1:19-21

“And so we have the prophetic word confirmed, which you do well to heed as a light that shines in a dark place, until the day dawns and the morning star rises in your hearts; knowing this first, that no prophecy of Scripture is of any private interpretation, for prophecy never came by the will of man, but holy men of God spoke as they were moved by the Holy Spirit.”

### signs gifts include:

speaking in tongues - Acts 2:1-8, 11:15-17

signs and wonders - Acts 5:12; Hebrews 2:3-4

### 3. Understanding the purpose of equipping gifts

#### equipping gifts are to equip the saints for ministry

##### Ephesians 4:11-13

“And He Himself gave some *to be* apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ.”

#### apostles and prophets provide our foundation

##### Ephesians 2:19-20

“Now, therefore, you are no longer strangers and foreigners, but fellow citizens with the saints and members of the household of God, having been built on the foundation of the apostles and prophets, Jesus Christ Himself being the chief *cornerstone*.”

#### evangelists, pastors and teachers equip us to obey our Great Commission

##### Matthew 28:19-20

“Go (ing) therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you; and lo, I am with you always, *even* to the end of the age.’ Amen.”

#### evangelists, pastors and teachers equip us to obey our new commandment

##### John 13:34-35

“A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another.”

**in this commission and command, every Christian has three responsibilities:**

as we are going, we are to **preach the Gospel** - Mark 16:15  
as we love one another, we are to **minister to one another** - Galatians 6:2  
as we make disciples, we are to **teach the Word of God** - Matthew 28:20

equipping gift:	equips the Saints to:
evangelists pastors teachers	preach the Gospel minister to one another teach the Word of God

**4. Understanding the purpose of the serving gifts listed in:  
Romans 12:3-8; 1 Corinthians 12:1-14:40; 1 Peter 4:7-11**

**the first seven gifts are listed in:**

**Romans 12:6-8**

“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; <sup>7</sup> 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.”

**the gift of prophecy**

Since the prophets gave us the completed written Word of God, the gift of prophecy does not speak about giving new revelation as that is clearly forbidden in Revelation 22:18-19. Instead, the one with the gift of prophecy is to prophesy what has already been written down in the Word of God. Key passages:

**1 Corinthians 14:3**

“But he who prophesies speaks edification and exhortation and comfort to men.”

**1 Peter 1:10**

“Of this salvation the prophets have inquired and searched carefully, who prophesied of the grace *that would come* to you.”

**Jude 14-15**

“Now Enoch, the seventh from Adam, prophesied about these men also, saying, ‘Behold, the Lord comes with ten thousands of His saints, to execute judgment on all, to convict all who are ungodly among them of all their ungodly deeds which they have committed in an ungodly way, and of all the harsh things which ungodly sinners have spoken against Him.’”

**the gift of prophecy: to quote the Word of God: to edify, exhort and comfort; to announce the grace which is provided in salvation; and to warn of judgment for ungodly deeds.** The person with this gift will often quote the Scripture, without explaining it, as Peter did in his sermon in Acts 2.

**the gift of ministry (serving)**

The Christian who has the gift of serving will usually emphasize practical ways to help other Christians. This will involve many different kinds of ministry but the purpose will be to serve other Christians. Key passages:

**1 Corinthians 16:15**

“I urge you, brethren—you know the household of Stephanas, that it is the firstfruits of Achaia, and *that* they have devoted themselves to the ministry of the saints.”



### **Romans 16:1-2**

“I commend to you Phebe our sister, who is a servant of the church in Cenchrea, that you may receive her in the Lord in a manner worthy of the saints, and assist her in whatever business she has need of you; for indeed she has been a helper of many and of myself also.”

### **Acts 6:1-2**

“Now in those days, when *the number of* the disciples was multiplying, there arose a complaint against the Hebrews by the Hellenists, because their widows were neglected in the daily distribution. 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.’”

### **2 Corinthians 8:1-4**

“Moreover, brethren, we make known to you the grace of God bestowed on the churches of Macedonia: that in a great trial of affliction the abundance of their joy and their deep poverty abounded in the riches of their liberality. For I bear witness that according to *their ability, yes, and beyond their ability, they were* freely willing, imploring us with much urgency that we would receive the gift and the fellowship of the ministering to the saints.”

**the gift of serving: to serve the saints by helping, serving, sharing and devoting our time to the ministry of the saints.** The gift will often involve manual projects and short-term goals.

### **the gift of teaching**

The Christian who has the gift of teaching will tend to emphasize purity of doctrine and the importance of much study in order to make certain that there is purity of doctrine. The concern of one who has this gift is for sound doctrine in all teaching and the application of that teaching so that it produces obedience and godly living. Key passages:

### **1 Timothy 4:16**

“Take heed to yourself and to the doctrine. Continue in them, for in doing this you will save both yourself and those who hear you.”

### **Titus 2:7-8**

“In all things showing yourself *to be* a pattern of good works; in doctrine *showing* integrity, reverence, incorruptibility, sound speech that cannot be condemned, that one who is an opponent may be ashamed, having nothing evil to say of you.”

### **Titus 1:9**

“Holding fast the faithful word as he has been taught, that he may be able, by sound doctrine, both to exhort and convict those who contradict.”

**the gift of teaching: to spend much time in study so that there will be purity of doctrine in all teaching. This teaching will include both teaching those who want to learn and refuting those who contradict.**

### **the gift of exhorting**

The Christian who has the gift of exhorting will tend to emphasize growth toward spiritual maturity so that the Word of God will not be blasphemed. He will urge others to pursue a course of conduct which is always prospective, looking toward the future. Key passages:

#### **1 Thessalonians 4:9-10**

“But concerning brotherly love you have no need that I should write to you, for you yourselves are taught by God to love one another; and indeed you do so toward all the brethren who are in all Macedonia. But we urge you, brethren, that you increase more and more.”

#### **1 Timothy 6:1-2**

“Let as many bondservants as are under the yoke count their own masters worthy of all honor, so that the name of God and *His* doctrine may not be blasphemed. And those who have believing masters, let them not despise *them* because they are brethren, but rather serve *them* because those who are benefited are believers and beloved. Teach and exhort these things.”

#### **Titus 2:15**

“Speak these things, exhort, and rebuke with all authority. Let no one despise you.”

#### **Titus 2:4-5**

“That they admonish the young women to love their husbands, to love their children, to be discreet, chaste, homemakers, good, obedient to their own husbands, that the word of God may not be blasphemed.”

**the gift of exhorting: to encourage the saints to love, good works, and godly living by giving specific steps so that the Word of God will not be blasphemed.** The person with this gift will often encourage individuals to take small, specific steps which will help them to work toward spiritual development and goals.

### **comparing the three speaking gifts**

#### **2 Timothy 3:16-17**

“All scripture *is* given by inspiration of God, and *is* profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work”

**the one who has the gift of teaching will emphasize: doctrine**

**the one who has the gift of prophecy will emphasize: reproof**

**the one who has the gift of exhorting will emphasize: correction**

### **the gift of giving**

The Christian who has the gift of giving tends to emphasize giving to needs which are often not recognized by others. There will also often be an emphasis on giving to missions so that the Word of God can be carried worldwide. Key passages:

#### **Romans 12:8**

“He who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.”

#### **Romans 1:11-12**

“For I long to see you, that I may impart to you some spiritual gift, so that you may be established—that is, that I may be encouraged together with you by the mutual faith both of you and me.”

#### **Ephesians 4:28**

“Let him who stole steal no longer, but rather let him labor, working with *his* hands what is good, that he may have something to give him who has need.”

#### **1 Thessalonians 2:8**

“So, affectionately longing for you, we were well pleased to impart to you not only the gospel of God, but also our own lives, because you had become dear to us.”

**the gift of giving: to give generously so that faith may be strengthened, needs may be met, and others may be able to minister because we have given of our own souls.** The person with the gift of giving will often encourage other Christians to share in the ministry of giving so that his or her giving is multiplied.

### **the gift of leading**

The word translated “lead” means *to stand before or lead*. In order to lead effectively, God has given the person with this gift the ability to see what a church or other ministry needs to do to accomplish the work of God in the future. The Christian who has the gift of leading (ruling) tends to take a long-range view and make long-range plans so that the work of God can be completed smoothly and efficiently. Key passages:

#### **1 Thessalonians 5:12**

“And we urge you, brethren, to recognize those who labor among you, and are over you in the Lord and admonish you.”

#### **Titus 3:8**

“This is a faithful saying, and these things I want you to affirm constantly, that those who have believed in God should be careful to maintain good works. These things are good and profitable to men.”

#### **Titus 3:14**

“And let our *people* also learn to maintain good works, to *meet* urgent needs, that they may not be not unfruitful.”

**the gift of leading: to lead under the leadership of the Lord so that the good works of all will be profitable and fruitful.** The person with this gift will often be given insight by the Lord to help that person see what a group needs to do to move forward and make progress in their ministry.

### **the gift of showing mercy**

The Christian who has the gift of showing mercy tends to be more sensitive to the inner feelings of others and demonstrates loving concern to those who are in inner distress. The person with this gift is usually effective at offering comfort to those experiencing inner distress. Key passages:

#### **Matthew 20:30-34**

“And behold, two blind men sitting by the road, when they heard that Jesus was passing by, cried out, saying, ‘Have mercy on us, O Lord, Son of David!’ Then the multitude warned them that they should be quiet; but they cried out all the more, saying, ‘Have mercy on us, O Lord, Son of David!’ So Jesus stood still and called them, and said, ‘What do you want Me to do for you?’ They said to Him, ‘Lord, that our eyes may be opened.’ So Jesus had compassion and touched their eyes. And immediately their eyes received sight, and they followed Him.”

#### **2 Corinthians 1:3-4**

“Blessed *be* the God and Father of our Lord Jesus Christ, the Father of mercies and God of all comfort, who comforts us in all our tribulation, that we may be able to comfort those who are in any trouble, with the comfort with which we ourselves are comforted by God.”

#### **Romans 12:8**

“He who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.”

**the gift of showing mercy: to feel such sympathy with the misery of another that it produces comfort and thankfulness for the opportunity to show mercy.**

In addition to the gifts listed in Romans 12, a number of other gifts that are not included in any of the previous groups are also given in 1 Corinthians 12 and 1 Peter 4. These include:

### **the gift of word of wisdom**

The word that is translated “wisdom” in the New Testament is used most often to speak of the ability to understand God’s will and apply it obediently. The Christian who has this gift is able to apply the Word of God to the situations that people face in life and to apply God’s Word to the problems and questions that people bring. Key passages:

#### **Acts 6:10**

“And they were not able to resist the wisdom and the Spirit by which he spoke.”

#### **James 3:13**

“Who *is* wise and understanding among you? Let him show by good conduct *that* his works *are done* in the meekness of wisdom.”

#### **1 Corinthians 2:13**

“These things we also speak, not in words which man's wisdom teaches but which the Holy Spirit teaches, comparing spiritual things with spiritual.”

#### **Colossians 1:28**

“Him we preach, warning every man and teaching every man in all wisdom, that we may present every man perfect in Christ Jesus.”

**the gift of the word of wisdom: to share the wisdom of God by showing godly wisdom in living and by applying spiritual wisdom to life so that Christians can make progress in their growth to spiritual maturity.**

### **the gift of word of knowledge**

The word that is translated “knowledge” in the New Testament means *to know through inquiry and investigation*. The Christian who has this gift is able to understand through study the meaning of the text and the related passages so that he can in turn explain the Word of God and make it clear to others. Key passages:

#### **1 Corinthians 2:9-10**

“But as it is written: ‘Eye has not seen, nor ear heard, Nor have entered into the heart of man The things which God has prepared for those who love Him.’ But God has revealed *them* to us through His Spirit. For the Spirit searches all things, yes, the deep things of God.”

#### **1 Corinthians 2:13-14**

“These things we also speak, not in words which man's wisdom teaches but which the Holy Spirit teaches, comparing spiritual things with spiritual. But the natural man does not receive the things of the Spirit of God, for they are foolishness to him; nor can he know *them*, because they are spiritually discerned.”

#### **Colossians 2:3**

“In whom are hidden all the treasures of wisdom and knowledge.”

**the gift of the word of knowledge: the ability to discover through study the full meaning of the text, context, words, phrases, related passages and truths and then help provide that understanding to others.**

### **the gift of faith**

The gift of faith is different than saving faith and speaks of the ability to trust God in difficult and demanding ways. This faith is strong in spite of overwhelming obstacles and human impossibilities. This gift is primarily exercised through prayer to God in asking and trusting God to do what is beyond His normal provision. Key passages:

#### **Matthew 17:20**

“So Jesus said to them, ‘Because of your unbelief; for assuredly, I say to you, if you have faith as a mustard seed, you will say to this mountain, “Move from here to there,” and it will move; and nothing will be impossible for you.’”

#### **Hebrews 11:1**

“Now faith is the substance of things hoped for, the evidence of things not seen.”

#### **James 5:16-18**

“Confess *your* trespasses to one another, and pray for one another, that you may be healed. The effective, fervent prayer of a righteous man avails much. Elijah was a man with a nature like ours, and he prayed earnestly that it would not rain; and it did not rain on the land for three years and six months. And he prayed again, and the heaven gave rain, and the earth produced its fruit.”

**the gift of faith: the ability to trust God in difficult and demanding ways in spite of overwhelming obstacles and human impossibilities. It is exercised through prayer to God as a person asks and trusts God to do what is beyond His normal provision. The person with this gift is the kind of person who makes the ministries of others effective through fervent prayer and the assurance that God is able to and will do the impossible.**

### **the gift of discerning of spirits**

**Because young and immature Christians often cannot discern between the true and the false, God has given this particular gift to certain Christians to give them the ability to discern what is not in agreement with Scripture and actually has its source from Satan, the father of lies. Key passages:**

**John 8:44**

“You are of *your* father the devil, and the desires of your father you want to do. He was a murderer from the beginning, and *does not* stand in the truth, because there is no truth in him. When he speaks a lie, he speaks from his own *resources*, for he is a liar and the father of it.”

**Hebrews 5:13-14**

“For everyone who partakes *only* of milk *is* unskilled in the word of righteousness, for he is a babe. But solid food belongs to those who are of full age, *that is*, those who by reason of use have their senses exercised to discern both good and evil.”

**Acts 20:19-21**

“Serving the Lord with all humility, with many tears and trials which happened to me by the plotting of the Jews; how I kept back nothing that was helpful, but proclaimed it to you, and taught you publicly and from house to house, testifying to Jews, and also to Greeks, repentance toward God and faith toward our Lord Jesus Christ.”

**1 Corinthians 14:29**

“Let two or three prophets speak, and let the others judge.”

**the gift of discerning of spirits: the special ability to recognize those ideas, philosophies and teachings which are not in agreement with Scripture but have their source in Satan, the father of lies, and correct those false teachings with the Word of God.**

**the gift of helps**

The gift of helps is similar to the gift of serving in that it speaks of helping and serving others. However, it is different in the sense that the word translated “helps” means *to take the burden off someone and place it on oneself*. It has the special thought of helping the poor, weak and needy. Key passages:

**Acts 20:35**

“I have shown you in every way, by laboring like this, that you must support the weak. And remember the words of the Lord Jesus, that He said, “It is more blessed to give than to receive.””

**1 Thessalonians 5:14**

“Now we exhort you, brethren, warn those who are unruly, comfort the fainthearted, uphold the weak, be patient with all.”

**Philippians 2:25**

“Yet I considered it necessary to send to you Epaphroditus, my brother, fellow worker, and fellow soldier, but your messenger and the one who ministered to my need.”

**1 Corinthians 16:15**

“I urge you, brethren—you know the household of Stephanas, that it is the firstfruits of Achaia, and *that* they have devoted themselves to the ministry of the saints.”

**the gift of helps: the special ability to help other Christians, especially the poor, weak and needy, by taking the burden off someone and placing that burden on oneself.**

### **the gift of administration**

**The word that is translated “administration” comes from the same root word as the word for the pilot of a ship. It has the thought of one who steers the ship and guides it to the harbor. The gift of administration speaks of those who have been given the special ability to make wise decisions and to mobilize, motivate and direct others toward an objective. Key passages:**

#### **Acts 27:11**

“Nevertheless the centurion was more persuaded by the helmsman and the owner of the ship than by the things spoken by Paul.”

#### **Acts 8:4**

“Therefore those who were scattered went everywhere preaching the word.”

#### **2 Timothy 4:11-12**

“Only Luke is with me. Get Mark and bring him with you, for he is useful to me for ministry. And Tychicus I have sent to Ephesus.”

**the gift of administration: the ability to make wise decisions and to mobilize, motivate, direct others, and delegate responsibilities to help a group of Christians accomplish a purpose, fulfill objectives, and reach the goals that they have been led of the Lord to establish. It may be helpful to distinguish between the gift of leading and the gift of administration. The person with the gift of leading is the person who can make long-range plans and lead a group toward those goals. The person with the gift of administration organizes all of the details and delegates the responsibilities to various individuals to help the group reach those goals.**

### **the gift of hospitality**

**The gift of hospitality is the special gift of being able to make people feel comfortable and at home both in the church and in the home. Christians with this gift are especially effective at making others feel comfortable. Key passages:**

#### **1 Peter 4:8-9**

“And above all things have fervent love for one another, for ‘love will cover a multitude of sins.’ *Be hospitable to one another without grumbling.*”



### **Romans 12:13**

“Distributing to the needs of the saints, given to hospitality.”

### **Hebrews 13:2**

“Do not forget to entertain strangers, for by so *doing* some have unwittingly entertained angels.”

### **Acts 16:15**

“And when she and her household were baptized, she begged *us*, saying, ‘If you have judged me to be faithful to the Lord, come to my house and stay.’ So she persuaded us.”

**the gift of hospitality: the ability to make people feel comfortable and at home so that there will be the opportunity to have an effective ministry to them.**

## **commandments and gifts**

Actually, each Christian is commanded to do each of the things that have been mentioned in these spiritual gifts. Obedience will cause us to do each of these things as we have opportunity. However, the gifts we have been given allow us to be able to minister in a way beyond that of most Christians. They also cause us to see needs other Christians do not see. In addition, we can exercise our spiritual gifts for an extended period at any one time.

There are two attitudes that we must avoid in order to be effective in the use of our spiritual gifts. First, we must not be proud because we have been given those gifts. Second, we must not be critical of other Christians because they do not see the same needs we see. We see those needs because we have been given spiritual gifts to meet those needs. The fact that we see those needs gives us the opportunity to exercise our spiritual gifts without being critical of others.

## **understanding how we use our gifts**

### **1 Peter 4:10-11**

“As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God. If anyone speaks, *let him speak* as the oracles of God. If anyone ministers, *let him do it* as with the ability which God supplies, that in all things God may be glorified through Jesus Christ, to whom belong the glory and the dominion forever and ever. Amen.”

**We are to use our gifts to serve one another so that  
God will be glorified!**

## Equipping Gifts and Serving Gifts

As we look at the gifts we have listed from the various passages, we see that there are three equipping gifts for today and a whole variety of serving gifts. The spiritual leaders who have been given the equipping gifts are to equip each Christian to use his or her gifts to serve the Lord. We may have several serving gifts. Let's look at these gifts in a diagram form and see the wide variety of possible combinations of gifts we may have.

	Evangelists	Pastors	Teachers
<b>Prophecy</b>			
<b>Ministry (Serving)</b>			
<b>Teaching</b>			
<b>Exhorting</b>			
<b>Giving</b>			
<b>Leading</b>			
<b>Showing Mercy</b>			
<b>Word of Wisdom</b>			
<b>Word of Knowledge</b>			
<b>Faith</b>			
<b>Discerning of Spirits</b>			
<b>Helps</b>			
<b>Administration</b>			
<b>Hospitality</b>			

## **D. Training the team for leadership multiplication**

### **Train the team by your example of taking a team with you**

**Acts 20:4**

“And Sopater of Berea accompanied him to Asia—also Aristarchus and Secundus of the Thessalonians, and Gaius of Derbe, and Timothy, and Tychicus and Trophimus of Asia.”

### **Train the team by showing them how to select potential leaders by prayer**

**Luke 6:12-13**

“Now it came to pass in those days that He went out to the mountain to pray, and continued all night in prayer to God. And when it was day, He called His disciples to *Himself*; and from them He chose twelve whom He also named apostles.”

### **Train the team by helping them learn to look for a learner’s attitude**

**John 1:37-39**

“The two disciples heard him speak, and they followed Jesus. Then Jesus turned, and seeing them following, said to them, ‘What do you seek?’ They said to Him, ‘Rabbi’ (which is to say, when translated, Teacher), ‘where are You staying?’ He said to them, ‘Come and see.’ They came and saw where He was staying, and remained with Him that day (now it was about the tenth hour).”

### **Train the team by helping them learn to look for a servant’s heart**

**Mark 10:42-45**

“But Jesus called them to *Himself* and said to them, ‘You know that those who are considered rulers over the Gentiles lord it over them, and their great ones exercise authority over them. Yet it shall not be so among you; but whoever desires to become great among you shall be your servant. And whoever of you desires to be first shall be slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.’”

## **Training the team for leadership multiplication**

**training happens by example**

**training is effective if it is God-centered**

**training will focus on a learner’s attitude**

**training will focus on a servant’s heart**

## IV. Developing the Structure of the Organization

### A. Developing relationships with the supporters

#### **Focus on the need for prayer support** **Ephesians 6:19-20**

“And for me, that utterance may be given to me, that I may open my mouth boldly to make known the mystery of the gospel, for which I am an ambassador in chains; that in it I may speak boldly, as I ought to speak.”

#### **Focus on the need for encouragement** **2 Corinthians 7:5-6**

“For indeed, when we came to Macedonia, our bodies had no rest, but we were troubled on every side. Outside *were* conflicts, inside *were* fears. Nevertheless God, who comforts the downcast, comforted us by the coming of Titus.”

#### **Focus on the opportunities for participation by going** **Acts 18:18**

“So Paul still remained a good while. Then he took leave of the brethren and sailed for Syria, and Priscilla and Aquila *were* with him. He had *his* hair cut off at Cenchrea, for he had taken a vow.”

#### **Focus on the opportunities for participation by giving** **2 Corinthians 8:1-2**

“Moreover, brethren, we make known to you the grace of God bestowed on the churches of Macedonia: that in a great trial of affliction the abundance of their joy and their deep poverty abounded in the riches of their liberality.”

#### **Help people learn to become partners**

**people can be partners by praying**

**people can be partners by encouraging**

**people can be partners by going**

**people can be partners by giving**

## **B. Developing relationships with the staff**

### **Christ prayed for the disciples**

**Luke 6:12-13**

“Now it came to pass in those days that He went out to the mountain to pray, and continued all night in prayer to God. And when it was day, He called His disciples to *Himself*; and from them He chose twelve whom He also named apostles.”

### **Christ spent lots of time with the disciples**

**Christ also gave them new ministries**

**Mark 3:13-14**

“And He went up on the mountain and called to *Him* those He Himself wanted. And they came to Him. Then He appointed twelve, that they might be with Him and that He might send them out to preach.”

### **Christ helped the disciples clarify their thinking**

**Matthew 16:13-16**

“When Jesus came into the region of Caesarea Philippi, He asked His disciples, saying, ‘Who do men say that I, the Son of Man, am?’ So they said, ‘Some *say* John the Baptist, some Elijah, and others Jeremiah or one of the prophets.’ He said to them, ‘But who do you say that I am?’ Simon Peter answered and said, ‘You are the Christ, the Son of the living God.’”

### **Christ stretched the thinking of the disciples**

**John 6:5-6**

“Then Jesus lifted up *His* eyes, and seeing a great multitude coming toward Him, He said to Philip, ‘Where shall we buy bread, that these may eat?’ But this He said to test him, for He Himself knew what He would do.”

### **Build your staff by:**

**praying for the staff**

**spending much time with the staff**

**giving the staff new opportunities for ministry**

**helping the staff clarify their thinking**

**stretching the staff to handle new situations**

## **C. Developing the fields where we work**

### **Paul spent time visiting each of the fields**

**Acts 15:36**

“Then after some days Paul said to Barnabas, ‘Let us now go back and visit our brethren in every city where we have preached the word of the Lord, *and see* how they are doing.’”

### **Paul spent time developing the leadership team in each field**

**Acts 14:21-23**

“And when they had preached the gospel to that city and made many disciples, they returned to Lystra, Iconium, and Antioch, strengthening the souls of the disciples, exhorting *them* to continue in the faith, and *saying*, ‘We must through many tribulations enter the kingdom of God.’ So when they had appointed elders in every church, and prayed with fasting, they commended them to the Lord in whom they had believed.”

### **Paul spent time strengthening all the disciples in each field**

**Acts 18:23**

“After he had spent some time *there*, he departed and went over the region of Galatia and Phrygia in order, strengthening all the disciples.”

### **Paul took others with him as he visited each field**

**Acts 20:4**

“And Sopater of Berea accompanied him to Asia—also Aristarchus and Secundus of the Thessalonians, and Gaius of Derbe, and Timothy, and Tychicus and Trophimus of Asia.”

### **Paul regularly communicated with the fields**

**2 Thessalonians 1:1**

“Paul, Silvanus, and Timothy, To the church of the Thessalonians in God our Father and the Lord Jesus Christ.”

### **Principles for developing our fields of ministry:**



**an effective leader regularly visits each field**  
**an effective leader develops leadership in each field**  
**an effective leader ministers to the people in each field**  
**an effective leader builds team relationships with each field**  
**an effective leader maintains communication with each field**

## **D. Developing the support services needed to carry out the work**

### **Christ developed both a leadership team and a support services team**

**Luke 8:1-3**

“Now it came to pass, afterward, that He went through every city and village, preaching and bringing the glad tidings of the kingdom of God. And the twelve *were* with Him, and certain women who had been healed of evil spirits and infirmities—Mary called Magdalene, out of whom had come seven demons, and Joanna the wife of Chuza, Herod’s steward, and Susanna, and many others who provided for Him from their substance.”

### **Christ helped the support services team develop priorities**

**Luke 10:40-42**

“But Martha was distracted with much serving, and she approached Him and said, ‘Lord, do You not care that my sister has left me to serve alone? Therefore tell her to help me.’ And Jesus answered and said to her, ‘Martha, Martha, you are worried and troubled about many things. But one thing is needed, and Mary has chosen that good part, which will not be taken away from her.’”

### **Christ took time to minister to the support services team**

**John 11:35-38**

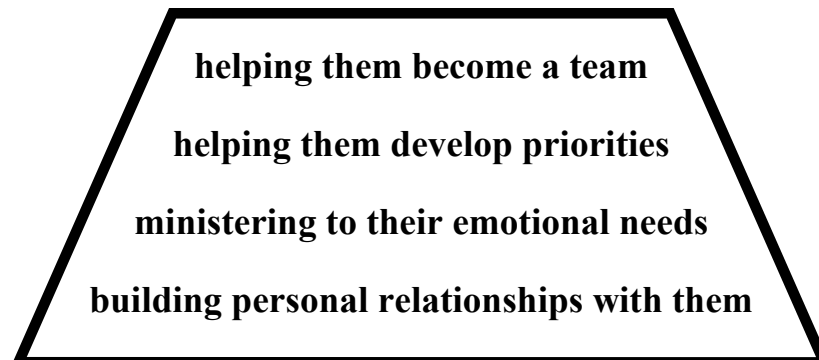
“Jesus wept. Then the Jews said, ‘See how He loved him!’ And some of them said, ‘Could not this Man, who opened the eyes of the blind, also have kept this man from dying?’ Then Jesus, again groaning in Himself, came to the tomb. It was a cave, and a stone lay against it.”

### **Christ spent time in the homes of the support services team**

**John 12:1-2**

“Then, six days before the Passover, Jesus came to Bethany, where Lazarus was who had been dead, whom He had raised from the dead. There they made Him a supper; and Martha served, but Lazarus was one of those who sat at the table with Him.”

### **Build your support staff by:**



## **V. Developing the people who are a part of the organization**

### **A. Developing their spiritual maturity**

#### **1. Helping them determine their level of spiritual maturity**

**Our goal is to bring every person to spiritual maturity**

**Colossians 1:28-29**

“Him we preach, warning every man and teaching every man in all wisdom, that we may present every man perfect in Christ Jesus. To this *end* I also labor, striving according to His working which works in me mightily.”

**Our goal is to equip every person for effective ministry**

**Ephesians 4:11-13**

“And He Himself gave some *to be* apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ.”

**Where am I at in my growth to spiritual maturity?**

**is my greatest concern for food? - a spiritual infant**

**is my greatest concern to meet my needs? - a spiritual toddler**

**is my greatest concern to grow spiritually? - a spiritual child**

**is my greatest concern to serve effectively? - a spiritual young man**

**is my greatest concern for spiritual children? - a spiritual parent**

**is my greatest concern for godly leadership development?**

**is my greatest concern for godly leadership reproduction?**

**is my greatest concern for godly leadership multiplication?**



## **2. Helping them determine how to grow to the next level of maturity**

### **Paul explains his goal for his own spiritual growth**

#### **Philippians 3:10-11**

“That I may know Him and the power of His resurrection, and the fellowship of His sufferings, being conformed to His death, if, by any means, I may attain to the resurrection from the dead.”

### **Paul says that he has not yet arrived but must press on**

#### **Philippians 3:12-14**

“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. Brethren, I do not count myself to have apprehended; but one thing *I do*, forgetting those things which are behind and reaching forward to those things which are ahead, I press toward the goal for the prize of the upward call of God in Christ Jesus.”

### **Paul became a spiritual parent to guide Christians in their growth**

#### **1 Corinthians 4:14-17**

“I do not write these things to shame you, but as my beloved children I warn *you*. For though you might have ten thousand instructors in Christ, yet *you do not have* many fathers; for in Christ Jesus I have begotten you through the gospel. Therefore I urge you, imitate me. For this reason I have sent Timothy to you, who is my beloved and faithful son in the Lord, who will remind you of my ways in Christ, as I teach everywhere in every church.”

### **Paul helped Christians focus on transforming the inner man**

#### **2 Corinthians 4:16**

“Therefore we do not lose heart. Even though our outward man is perishing, yet the inward *man* is being renewed day by day.”

### **Help Christians grow to the next level of spiritual maturity by:**

**sharing the ideal of what God wants us to become**

**sharing the reality of where we presently are**

**sharing the goal of pressing on**

**sharing a model for their continuing growth**

**sharing principles of inner transformation**

## **B. Developing their love**

### **1. Helping them grow in their relationship with Christ**

#### **Christians need to be shown how to take root in Christ**

**Colossians 2:6-7**

“As you therefore have received Christ Jesus the Lord, so walk in Him, rooted and built up in Him and established in the faith, as you have been taught, abounding in it with thanksgiving.”

#### **Christians need to learn to deal with fear by responding to the love of Christ**

**1 John 4:18-19**

“There is no fear in love; but perfect love casts out fear, because fear involves torment. But he who fears has not been made perfect in love. We love Him because He first loved us.”

#### **Christians need to be shown how to take root in the love of Christ**

**Ephesians 3:17-19**

“That Christ may dwell in your hearts through faith; that you, being rooted and grounded in love, may be able to comprehend with all the saints what *is* the width and length and depth and height—to know the love of Christ which passes knowledge; that you may be filled with all the fullness of God.”

#### **Christians need to be shown that relationship with God develops through yielding**

**Romans 6:13, 16**

“And do not present your members *as* instruments of unrighteousness to sin, but present yourselves to God as being alive from the dead, and your members *as* instruments of righteousness to God. ...Do you not know that to whom you present yourselves slaves to obey, you are that one’s slaves whom you obey, whether of sin *leading* to death, or of obedience *leading* to righteousness?”

**We help Christians grow in their relationship with Christ by:**

**helping them learn to walk in Him and take root in Him**

**helping them learn to move from fear toward Christ’s love**

**helping them learn to take root in the love of Christ**

**helping them learn to grow through yielding**

## **2. Helping them grow in their relationship with their family**

### **Christ gives us His example of how to love one another**

**John 13:34-35**

“A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another.”

### **Christ calls us to be good listeners to one another**

**James 1:19-20**

“So then, my beloved brethren, let every man be swift to hear, slow to speak, slow to wrath; for the wrath of man does not produce the righteousness of God.”

### **Three characteristics of healthy listening and understanding**

<b>quick to hear</b>	<b>to listen carefully so that there is full understanding of what is being said</b>
<b>slow to speak</b>	<b>to be slow to answer so that we can think through what the person has said</b>
<b>slow to wrath</b>	<b>anger which causes us to become agitated or seek to punish</b>

### **Christ calls us to learn to forgive one another**

**Ephesians 4:32**

“And be kind to one another, tenderhearted, forgiving one another, even as God in Christ forgave you.”

**As we yield to the Holy Spirit, He give us the power to:**

**Be Kind to One Another - to be useful and good toward another**

**Be Tenderhearted toward One Another - to show compassion**

**Forgive One Another - to no longer hold the past against a person**

**Follow the example of the Father who forgave us because of Christ**

### **3. Helping them grow in their relationship with other Christians**

#### **The early church focused on spiritual families that cared**

**Acts 2:41-47**

“Then those who gladly received his word were baptized; and that day about three thousand souls were added *to them*. And they continued steadfastly in the apostles’ doctrine and fellowship, in the breaking of bread, and in prayers. Then fear came upon every soul, and many wonders and signs were done through the apostles. Now all who believed were together, and had all things in common, and sold their possessions and goods, and divided them among all, as anyone had need. So continuing daily with one accord in the temple, and breaking bread from house to house, they ate their food with gladness and simplicity of heart, praising God and having favor with all the people. And the Lord added to the church daily those who were being saved.”

**We develop love between Christians by providing opportunities to:**

- ◆ **study the Word of God together**
- ◆ **fellowship together**
- ◆ **break bread together (share in communion)**
- ◆ **pray together**
- ◆ **be together in one accord**
- ◆ **share to meet the needs of one another**
- ◆ **eat meals together**
- ◆ **praise God together**
- ◆ **share the Gospel with others as they are together**

#### **The early church focused on ministering to all Christians**

**Acts 6:1-4**

“Now in those days, when *the number of* the disciples was multiplying, there arose a complaint against the Hebrews by the Hellenists, because their widows were neglected in the daily distribution. 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.’”

**We develop love between Christians by seeing that:**

**problems are solved and needs are met**

**the ministry of prayer and the Word are not neglected**

#### **4. Helping them grow in their relationship with non-Christians**

##### **Building relationships in Jerusalem, Judea, Samaria and the uttermost**

**Acts 1:8**

“But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all Judea and Samaria, and to the end of the earth.”

##### **Barriers which must be crossed to reach to people in each area**

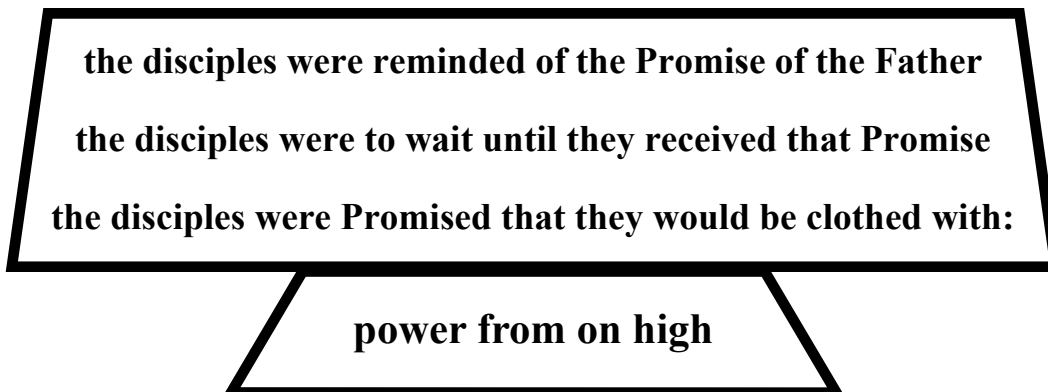
<b>Jerusalem</b>	<b>the barrier of our own fear</b>
<b>Judea</b>	<b>the barrier of getting acquainted with strangers</b>
<b>Samaria</b>	<b>the barrier of understanding a different ethnic group, culture or religion</b>
<b>the end of the earth</b>	<b>the barrier of learning another language or going to another part of the world</b>

##### **Building relationships in our Jerusalem (among the people we know)**

**We need to help people realize we have no power to witness on our own**

**Luke 24:46-49**

“Then He said to them, ‘Thus it is written, and thus it was necessary for the Christ to suffer and to rise from the dead the third day, and that repentance and remission of sins should be preached in His name to all nations, beginning at Jerusalem. And you are witnesses of these things. Behold, I send the Promise of My Father upon you; but tarry in the city of Jerusalem until you are endued with power from on high.’”



**We need to help people understand the source of our power is the Holy Spirit**

**Acts 1:8**

“But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all Judea and Samaria, and to the end of the earth.”

**We need to help people understand that they received the Holy Spirit at salvation**

**Acts 2:38**

“Then Peter said to them, ‘Repent, and let every one of you be baptized in the name of Jesus Christ for the remission of sins; and you shall receive the gift of the Holy Spirit.’”

**We need to help people understand we are powerless in our own strength**

**John 15:5**

“I am the vine, you *are* the branches. He who abides in Me, and I in him, bears much fruit; for without Me you can do nothing.”

**We need to help people realize they can witness with boldness in the power of the Holy Spirit**

**2 Timothy 1:7**

“For God has not given us a spirit of fear, but of power and of love and of a sound mind.”

**Acts 4:31**

“And when they had prayed, the place where they were assembled together was shaken; and they were all filled with the Holy Spirit, and they spoke the word of God with boldness.”

**We help people build relationships in their Jerusalem by:**

**helping them understand they need power to witness**

**helping them understand the Holy Spirit is the source of power**

**helping them understand they received the Holy Spirit at salvation**

**helping them understand their own lack of strength**

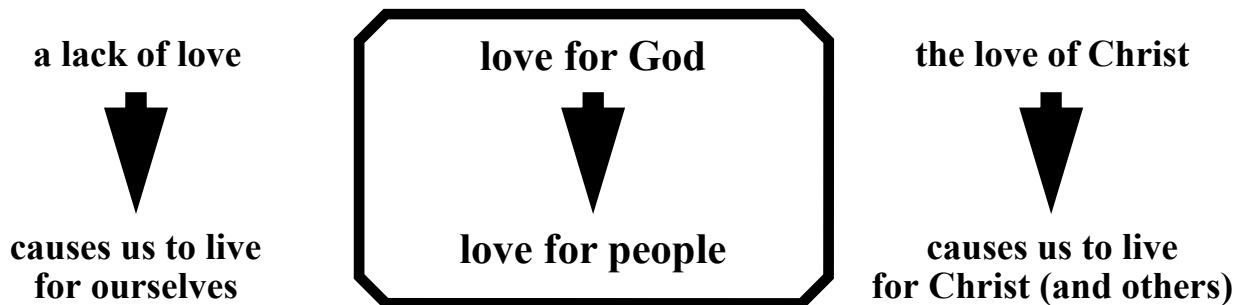
**helping them understand the Spirit we have been given**

**helping them understand how to witness with boldness**

**Building relationships in our Judea  
(among strangers of our own culture)**

**We are motivated to get acquainted with strangers by the love of Christ  
2 Corinthians 5:14-15**

“For the love of Christ compels us, because we judge thus: that if One died for all, then all died; and He died for all, that those who live should live no longer for themselves, but for Him who died for them and rose again.”



**We are motivated to get acquainted with strangers as we are moved  
with compassion  
Matthew 9:36-38**

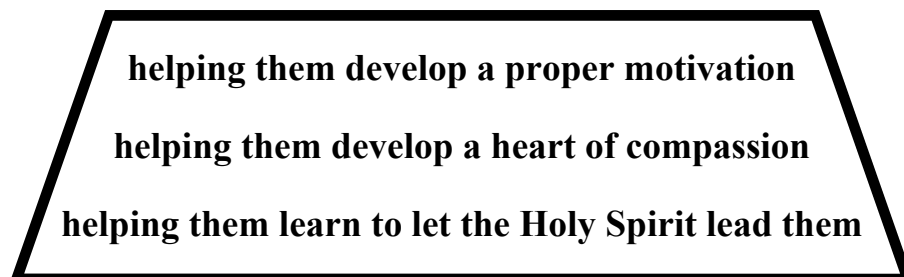
“But when He saw the multitudes, He was moved with compassion for them, because they were weary and scattered, like sheep having no shepherd. Then He said to His disciples, ‘The harvest truly *is* plentiful, but the laborers *are* few. Therefore pray the Lord of the harvest to send out laborers into His harvest.’”

**We are motivated to get acquainted with strangers as we let the Holy Spirit lead  
Acts 8:4**

“Therefore those who were scattered went everywhere preaching the word.”  
**Acts 11:19**

“Now those who were scattered after the persecution that arose over Stephen traveled as far as Phoenicia, Cyprus, and Antioch, preaching the word to no one but the Jews only.”

**We help people build relationships in their Judea by:**



**Building relationships in our Samaria  
(among people of another culture or religion)**

**Relationships are built as we see other cultures**

**John 4:35**

“Do you not say, “There are still four months and *then* comes the harvest”? Behold, I say to you, lift up your eyes and look at the fields, for they are already white for harvest!”

**Relationships are built as we initiate contacts**

**John 4:5-7**

“So He came to a city of Samaria which is called Sychar, near the plot of ground that Jacob gave to his son Joseph. Now Jacob’s well was there. Jesus therefore, being wearied from *His* journey, sat thus by the well. It was about the sixth hour. A woman of Samaria came to draw water. Jesus said to her, ‘Give Me a drink.’”

**Relationships are built as we accept hostility without feeling personally rejected**

**John 4:9**

“Then the woman of Samaria said to Him, ‘How is it that You, being a Jew, ask a drink from me, a Samaritan woman?’ For Jews have no dealings with Samaritans.”

**Relationships are built as we accept defensiveness about sin**

**John 4:15-18**

“The woman said to Him, ‘Sir, give me this water, that I may not thirst, nor come here to draw.’ Jesus said to her, ‘Go, call your husband, and come here.’ The woman answered and said, ‘I have no husband.’ Jesus said to her, ‘You have well said, “I have no husband,” for you have had five husbands, and the one whom you now have is not your husband; in that you spoke truly.’”

**We help people build relationships in their Samaria by:**

**showing them how to see and accept other cultures**

**showing them how to initiate contacts with other cultures**

**showing them how to accept hostility without feeling rejected**

**showing them how to accept defensiveness about sin**



**Building relationships to the end of the earth  
(among people of other cultures and languages)**

**Relationships are built as we understand three types of people we may meet  
Acts 17:16-17**

“Now while Paul waited for them at Athens, his spirit was provoked within him when he saw that the city was given over to idols. Therefore he reasoned in the synagogue with the Jews and with the *Gentile* worshipers, and in the marketplace daily with those who happened to be there.”

<b>the three groups</b>	<b>their beliefs</b>	<b>where we meet them</b>
<b>Jews</b>	<b>believe in the Old Testament</b>	<b>in the synagogue</b>
<b>devout persons</b>	<b>believe in the existence of God</b>	<b>in a place of worship or the marketplace</b>
<b>everyone else</b>	<b>believe in their own gods and philosophies</b>	<b>in the marketplace, their homes or any other place that they might gather</b>

**Relationships are built as people are shown how to make contacts  
Acts 17:18**

“Then certain Epicurean and Stoic philosophers encountered him. And some said, ‘What does this babblor want to say?’ Others said, ‘He seems to be a proclaimer of foreign gods,’ because he preached to them Jesus and the resurrection.”

**We help people build relationships in their world by:**

- showing them how to recognize people who have a Bible background**
- showing them how to recognize people who are searching for God**
- showing them how to build bridges to those following other gods**
- showing them how to make contacts with every form of background**

## C. Developing their service

### 1. Helping them expand their service for Christ

**Service is effective when it is motivated by love for Christ**

**2 Corinthians 5:14-15**

“For the love of Christ compels us, because we judge thus: that if One died for all, then all died; and He died for all, that those who live should live no longer for themselves, but for Him who died for them and rose again.”

**Service is effective when we have a learner’s attitude**

**Acts 9:5**

“And he said, ‘Who are You, Lord?’ Then the Lord said, ‘I am Jesus, whom you are persecuting. It *is* hard for you to kick against the goads.’”

**Service is effective when it comes from a servant’s heart**

**Acts 9:6**

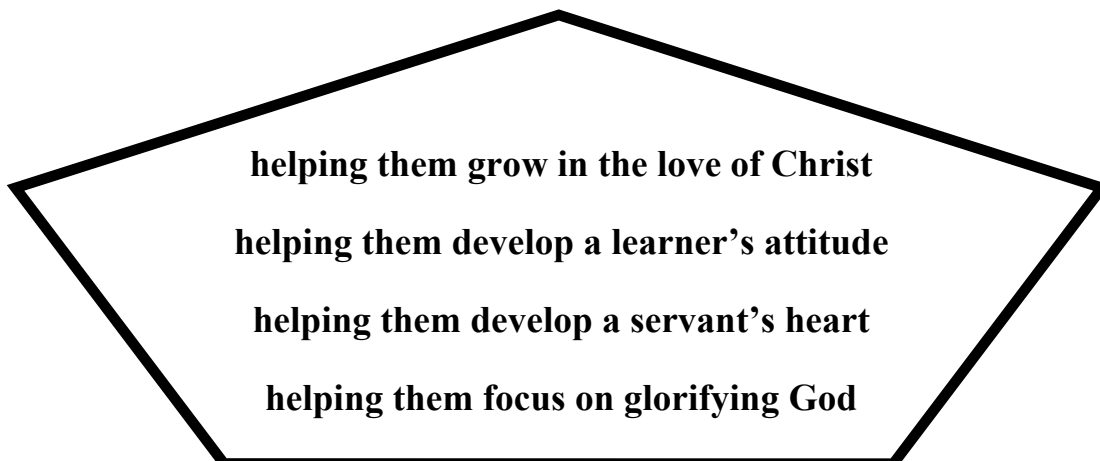
“So he, trembling and astonished, said, ‘Lord, what do You want me to do?’ Then the Lord *said* to him, ‘Arise and go into the city, and you will be told what you must do.’”

**Service is effective when it is to glorify God**

**1 Peter 4:10-11**

“As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God. If anyone speaks, *let him speak* as the oracles of God. If anyone ministers, *let him do it* as with the ability which God supplies, that in all things God may be glorified through Jesus Christ, to whom belong the glory and the dominion forever and ever. Amen.”

**We help people learn to serve effectively when we are:**



## **2. Helping them expand their service to their family**

**Service is effective as we show them how to teach their children**

**Deuteronomy 6:6-7**

“And these words which I command you today shall be in your heart. You shall teach them diligently to your children, and shall talk of them when you sit in your house, when you walk by the way, when you lie down, and when you rise up.”

**Service is effective as we show them how to train their children**

**Proverbs 22:6**

“Train up a child in the way he should go, And when he is old he will not depart from it.”

**Service is effective as we show them how to model faith for their children**

**2 Timothy 1:5**

“When I call to remembrance the genuine faith that is in you, which dwelt first in your grandmother Lois and your mother Eunice, and I am persuaded is in you also.”

**Service is effective as we show them how to listen to their children**

**James 1:19-20**

“So then, my beloved brethren, let every man be swift to hear, slow to speak, slow to wrath; for the wrath of man does not produce the righteousness of God.”

**Service is effective as we show them how to encourage their children**

**Colossians 3:21**

“Fathers, do not provoke your children, lest they become discouraged.”

**We help people learn to serve effectively when we show them how to:**

**teach their children in a variety of ways**

**train their children by their example**

**train them how to model faith for their children**

**train them how to listen to their children**

**train them how to encourage their children**

### **3. Helping them expand their service to other Christians**

**Service is effective if we seek wise counsel from others**

**Philippians 2:3**

“*Let nothing be done* through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself.”

**Service is effective if we are concerned for the best interests of others**

**Philippians 2:4**

“Let each of you look out not only for his own interests, but also for the interests of others.”

**Service is effective if we stimulate love and good works in others**

**Hebrews 10:24-25**

“And let us consider one another in order to stir up love and good works, not forsaking the assembling of ourselves together, as *is* the manner of some, but exhorting *one another*, and so much the more as you see the Day approaching.”

**Service is effective if we equip others for ministry**

**Ephesians 4:11-12**

“And He Himself gave some *to be* apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ.”

**Service is effective if we equip people to serve in the strength God provides**

**1 Peter 4:11**

“If anyone speaks, *let him speak* as the oracles of God. If anyone ministers, *let him do it* as with the ability which God supplies, that in all things God may be glorified through Jesus Christ, to whom belong the glory and the dominion forever and ever. Amen.”

**We help people learn to serve effectively when we show them how to:**

**be quick to learn from the counsel of others**

**be concerned for the best interests of others**

**be effective in stimulating the love of others**

**be effective in equipping others for ministry**

**be dependent on God’s strength rather than their own**

#### **4. Helping them expand their service to non-Christians**

##### **Service is effective as we show our compassion for non-Christians**

###### **Matthew 9:36-38**

“But when He saw the multitudes, He was moved with compassion for them, because they were weary and scattered, like sheep having no shepherd. Then He said to His disciples, ‘The harvest truly *is* plentiful, but the laborers *are* few. Therefore pray the Lord of the harvest to send out laborers into His harvest.’”

##### **Service is effective as we show them how to build bridges to non-Christians**

###### **John 4:27**

“And at this *point* His disciples came, and they marveled that He talked with a woman; yet no one said, ‘What do You seek?’ or, ‘Why are You talking with her?’”

##### **Service is effective as we show them how to accept non-Christians**

###### **Matthew 9:10**

“Now it happened, as Jesus sat at the table in the house, *that* behold, many tax collectors and sinners came and sat down with Him and His disciples.”

###### **Luke 19:5**

“And when Jesus came to the place, He looked up and saw him, and said to him, ‘Zacchaeus, make haste and come down, for today I must stay at your house.’”

##### **Service is effective as we show them how to lead people to repentance**

###### **John 8:9-11**

“Then those who heard *it*, being convicted by *their* conscience, went out one by one, beginning with the oldest *even* to the last. And Jesus was left alone, and the woman standing in the midst. When Jesus had raised Himself up and saw no one but the woman, He said to her, ‘Woman, where are those accusers of yours? Has no one condemned you?’ She said, ‘No one, Lord.’ And Jesus said to her, ‘Neither do I condemn you; go and sin no more.’”

**We help people learn to serve non-Christians when we show them how to:**

**have compassion for non-Christians**

**build bridges to non-Christians**

**accept non-Christians**

**lead non-Christians to repentance**

## **D. Developing their leadership**

### **1. Helping them grow in submission to Christ's leadership**

**Show them submission by your example of submission to Christ**

**1 Corinthians 11:1**

“Imitate me, just as I also *imitate* Christ.”

**Show them submission by presenting your body to Christ**

**Romans 12:1**

“I beseech you therefore, brethren, by the mercies of God, that you present your bodies a living sacrifice, holy, acceptable to God, *which is* your reasonable service.”

**Show them submission by renewing your mind**

**Romans 12:2**

“And do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what *is* that good and acceptable and perfect will of God.”

**Show them submission by your obedience to Christ**

**James 1:22**

“But be doers of the word, and not hearers only, deceiving yourselves.”

**Show them submission by bringing your thoughts into obedience to Christ**

**2 Corinthians 10:3-5**

“For though we walk in the flesh, we do not according to the flesh. For the weapons of our warfare *are* not carnal but mighty in God for pulling down strongholds, casting down arguments and every high thing that exalts itself against the knowledge of God, bringing every thought into captivity to the obedience of Christ.”

**We show people how to submit to Christ's leadership by:**

**becoming an example of submission to Christ**

**becoming an example of presenting our body to Christ**

**becoming an example of renewing our mind in Christ**

**becoming an example of obedience to Christ**

**becoming an example of bringing our thoughts into obedience to Christ**

## **2. Helping them grow in leadership in their family**

### **Leadership in the family is gained by showing love Colossians 3:19**

“Husbands, love your wives and do not be bitter toward them.”

### **Leadership in the family is gained by showing godly character Titus 1:6-9**

“If a man is blameless, the husband of one wife, having faithful children not accused of dissipation or insubordination. For a bishop must be blameless, as a steward of God, not self-willed, not quick-tempered, not given to wine, not violent, not greedy for money, but hospitable, a lover of what is good, sober-minded, just, holy, self-controlled, holding fast the faithful word as he has been taught, that he may be able, by sound doctrine, both to exhort and convict those who contradict.”

### **Leadership in the family is gained by showing patience Colossians 3:21**

“Fathers, do not provoke your children, lest they become discouraged.”

### **Leadership in the family is gained by teaching them by your words 2 Timothy 3:15**

“And that from childhood you have known the Holy Scriptures, which are able to make you wise for salvation through faith which is in Christ Jesus.”

### **Leadership in the family is gained by training them by your example 2 Timothy 1:5**

“When I call to remembrance the genuine faith that is in you, which dwelt first in your grandmother Lois and your mother Eunice, and I am persuaded is in you also.”

**We help people develop leadership in their family by:**

**showing them how to lead with love**

**showing them how to lead with godly character**

**showing them how to lead with patience**

**showing them how to lead by teaching**

**showing them how to lead by training**

### **3. Helping them grow in their leadership among Christians**

#### **Leadership is gained by building relationships based on trust**

**John 1:46, 49**

“And Nathanael said to him, ‘Can anything good come out of Nazareth?’ Philip said to him, ‘Come and see.’ Nathanael answered and said to Him, ‘Rabbi, You are the Son of God! You are the King of Israel!’”

#### **Leadership is gained by becoming a spiritual parent**

**1 Corinthians 4:15-17**

“For though you might have ten thousand instructors in Christ, yet *you do not have* many fathers; for in Christ Jesus I have begotten you through the gospel. Therefore I urge you, imitate me. For this reason I have sent Timothy to you, who is my beloved and faithful son in the Lord, who will remind you of my ways in Christ, as I teach everywhere in every church.”

#### **Leadership is gained by helping people grow in godliness**

**1 Timothy 6:11**

“But you, O man of God, flee these things and pursue righteousness, godliness, faith, love, patience, gentleness.”

#### **Leadership is gained by helping people grow in ministry skills**

**Matthew 4:19-20**

“Then He said to them, ‘Follow me, and I will make you fishers of men.’ They immediately left *their* nets, and followed Him.”

#### **Leadership is gained by giving people opportunities to minister**

**Colossians 4:7-8**

“Tychicus, a beloved brother, faithful minister, and fellow servant in the Lord, will tell you all the news about me. I am sending him to you for this very purpose, that he may know your circumstances and comfort your hearts.”

#### **We help people develop their leadership among Christians by:**

**showing them how to build relationships based on trust  
showing them how to become a spiritual parent  
showing them how to help people grow in godliness  
showing them how to help people develop ministry skills  
showing them how to delegate ministry to others**



#### **4. Helping them grow in their leadership among non-Christians**

**Leadership is gained by accepting people as they are**

**Mark 2:14-15**

“As He passed by, He saw Levi the *son* of Alphaeus sitting at the tax office. And He said to him, ‘Follow Me.’ So he arose and followed Him. Now it happened, as He was dining in *Levi’s* house, that many tax collectors and sinners also sat together with Jesus and His disciples; for there were many, and they followed Him.”

**Leadership is gained by offering people hope for the future**

**John 4:10**

“Jesus answered and said to her, ‘If you knew the gift of God, and who it is who says to you, “Give Me a drink,” you would have asked Him, and He would have given you living water.’”

**Leadership is gained by helping people understand true worship**

**John 4:23-26**

““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.’ The woman said to Him, ‘I know that Messiah is coming’ (who is called Christ). ‘When He comes, He will tell us all things.’ Jesus said to her, ‘I who speak to you am *He*.’”

**Leadership is gained by leading people to Christ**

**John 6:66-69**

“From that *time* many of His disciples went back and walked with Him no more. Then Jesus said to the twelve, ‘Do you also want to go away?’ But Simon Peter answered Him, ‘Lord, to whom shall we go? You have the words of eternal life. Also we have come to believe and know that You are the Christ, the Son of the living God.’”

**We help people develop their leadership among non-Christians by:**

**showing them how to accept people as they are**

**showing them how to offer people hope for the future**

**showing them how to lead people to understand true worship**

**showing them how to lead people to Christ**

5. Helping them move from worldly leadership to godly leadership  
Mark 10:35-45

Servant  
Leadership

Worldly  
Leadership

**power or position**

*rights*

**people follow you because they have to**

Mark 10:42b "...You know that those who are considered rulers over the Gentiles lord it over them, and their great ones exercise authority over them."

**production**

*results*

**people follow you because of what you have done for the organization**

Galatians 1:13-14 "For you have heard of my former conduct in Judaism, how I persecuted the church of God beyond measure and *tried to* destroy it. And I advanced in Judaism beyond many of my contemporaries in my own nation, being more exceedingly zealous for the traditions of my fathers."

**permission**

*relationships*

**people follow you because they want to**

John 6:66-68 "From that *time* many of His disciples went back and walked with Him no more. Then Jesus said to the twelve, 'Do you also want to go away?' But Simon Peter answered Him, 'Lord, to whom shall we go? You have the words of eternal life.'"

**personal development**

*reproduction*

**people follow you because of what you have done to develop them**

Mark 10:44 "And whoever of you desires to be first shall be slave of all."

**personhood**

*respect*

**people follow you because of who you are and what you represent**

Mark 10:44-45 "And whoever of you desires to be first shall be slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many."