



Developing Spiritual Leaders

Insights from a Long Time

Marketplace Leader

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Spiritual Leadership

- The Bible is our guide
- Jesus is our model
- The principles are the same whether for pastors, workplace leaders, or any other person who influences others spiritually
- Position is not necessary but normally is used by God in the training process
- The ultimate gauge is **influence** in both the breath and depth of other lives over a long term.



*Who are the people who have most impacted **your life** as a spiritual leader?*

- Write down two or three of their names...



*Who are the people who have most impacted **my life** as a spiritual leader?*

- My Father (discipled me in business and money)
- A business man who led a small group and mentored and encouraged me (equipped)
- A bible teaching pastor (taught)
- A business leader who modeled ministering in the workplace (encourager)
- My father-in-law who modeled servant leadership to me (role model)



Some Processes to Preparing Leaders

- These are different types of assistance that we can give to another person to help them grow spiritually.



Establishing

- Laying a spiritual foundation for them in the basics of the Christian life.

*For I long to see you so that I may impart some spiritual gift to you, **that you may by established**; that is, that I may be encouraged together with you while among you, each of us by the other's faith, both yours and mine.*

Romans 1:11-12 (NASU)



Discipling

- Helping another believer become all that Christ wants them to be

*“We dealt with each of you **personally**, like a father with his children, **stimulating** your faith and courage and giving instruction. Our only object was to **help you**.”*

I Thessalonians 2:11-12 (Phillips)

*“Showing you **step-by-step** how to live well before God.”*

I Thessalonians 2:11-12 (Message)



Exhorting

- Motivating them to action

*“We were **exhorting** and encouraging and imploring each one of you as a father would his own children, so that you would walk in a manner worthy of God.”*

I Thessalonians 2:11-12 (NASU)



Teaching

- Impacting how they think (knowledge)

*“Wise men and women are always **learning**, always listening for fresh insights.”*

Proverbs 18:15 (Message)

*“We **teach** everyone we can, all that we know about Him.”*

Colossians 1:28 (Phillips)



Training

- What they do (activities)

*“All Scripture is inspired by God and profitable for teaching, for reproof, for correction, for **training** in righteousness; so that the man of God may be adequate, equipped for every good work.”*

2 Timothy 3:16-17 (NASU)



Admonishing

- Warning or challenging them

*“**admonish** the unruly, encourage the fainthearted, help the weak, be patient with everyone.”*

I Thessalonians 5:14 (NASU)



Counseling

- Helping them with a specific problem

*“We urge you, brothers **counsel** the idle, encourage the timid, support the weak, be patient with everyone.”*

I Thessalonians 5:14 (JA)



Encouraging

- Uplifting and inspiring them

*“Day by day...**encourage** on another.”*

Hebrews 3:13 (NEB)

*“Let’s see how inventive we can be in **encouraging** love and helping out.”*

Hebrews 10:24 (Message)

*“**Encourage** the stragglers, and reach for the exhausted, pulling them to their feet.”*

I Thessalonians 5:14 (Message)



Mentoring

- Assisting in a specific area

*“we were well-pleased to impart to you not only the gospel of God but also **our own lives**, because you had become very dear to us.”*

I Thessalonians 2:8



Transformational Mentoring

Stacy Rinehart

“Taking the initiative to join someone’s life journey and become one of God’s instruments to help that person become all that God wants them to become and to do all that He wants them to do.”



Modeling

- Being a living example for them...our heart, our mind and our motives come forth

*“The health of the apple tells the health of the tree. You must begin with your own life-giving lives. **It’s who you are, not what you say or do that counts. Your true being** brims over into true words and deeds.”*

Luke 6:44, 45 (Message)



Influencing

- Impacting them through what we write or speak

*“Go now, **write it on a tablet** for them, inscribe it on a scroll, that for the days to come it may be an everlasting witness.”*

Isaiah 30:8 (NIV)

*“Then they said to Moses, “**Speak to us** yourself and we will listen; but let not God speak to us, or we will die.”*

Exodus 20:19 (NASU)



Equipping

- Last process that we do not understand very well today.
- It is the process that must be used in preparing leaders...**equipping**

*“The things you have learned and received and heard and seen in me, **practice** these things.”*

Philippians 4:9 (NASU)



Equipping...

- Successful Asian pastor
 - “Our pastors do not know **how to equip others** because they themselves have not been equipped.”
- This process of equipping is **caught**, not taught

“A disciple is not above his teacher, but when he is fully trained he will be like his teacher.”

Luke 6:40 (Phillips)



Equipping...

- Developing the ministry skills of leaders, using the model of Jesus Christ

*“Now, may the God of peace, who brought again from the dead our Lord Jesus, **equip you with all you need** for doing His will. May He produce in you, through the power of Jesus Christ, all that is pleasing to Him.”*

Hebrews 13:20 (NLT)



Equipping...

- We teach followers
- We train workers
- **We equip leaders**

- Equipping of leaders is a long-term process that takes time and cannot be mass produced; it is “life-on-life”.



Equipping...

- 1) Therefore, we must have devotional time **alone with God** and a time of individual study
- 2) An **Inner Circle** of 2 or 3 others who care about our soul
- 3) An **Accountable Community** where we can have Intentional Relationships



Equipping...

- This process cannot be done in a large group, but requires a deeper **relationship**.
- It is **initiated by God**, and He uses “one-on-one” relationships and small groups to carry out the process.
- That is why we **fail to equip leaders** in our churches. Leaders are being equipped through ministries outside the local church and through other one-on-one relationships.



Equipping...

- 1) Yes, leaders are born with certain valuable qualities: genetics, talents, personality, and spiritual gifts at conversion.
- 2) Yes, leaders are impacted by their environment, particularly their home.
- 3) Most of the qualifications of leadership are determined not by their past but by how they respond to the challenges of life.



Leaders Require 3 Things

- 1) **Knowledge** (what they know)...teaching
- 2) **Skills** (what they can do)...training
- 3) **Character** (who they are)...equipping

Therefore, character development is a fast track to **Spiritual Leadership**. God determines the path, and we affect the timing.



Character

- God allows character to be **developed** in us through **adversity** and suffering. This has always been the method.
- God has created the **potential** in raw form.
- **Suffering** produces the character over time.
- The results are that God does what is necessary to get a good return on His investment into our lives. Long-lasting **fruit** is the result of character produced by an intimate relationship with Christ.



Scriptural Examples

- 1) Abraham (giving up control and Isaac)
- 2) Moses (backside of the desert for 40 years)
- 3) Joseph (13 years in prison and pain)
- 4) Peter (denial and constant failures before becoming the leader of the early church)



Character

*“We also rejoice in our **sufferings**, because we know the suffering produces; **perseverance**; **perseverance**, **character**; and character, **hope**.”*

Romans 5:3, 4

adversity...perseverance...character...hope...

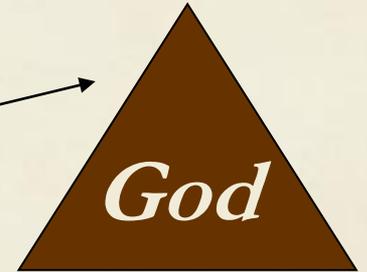
Example: Mayor after class five tornado!!

Heart's Focus

“Bad & Ugly”



“Best”

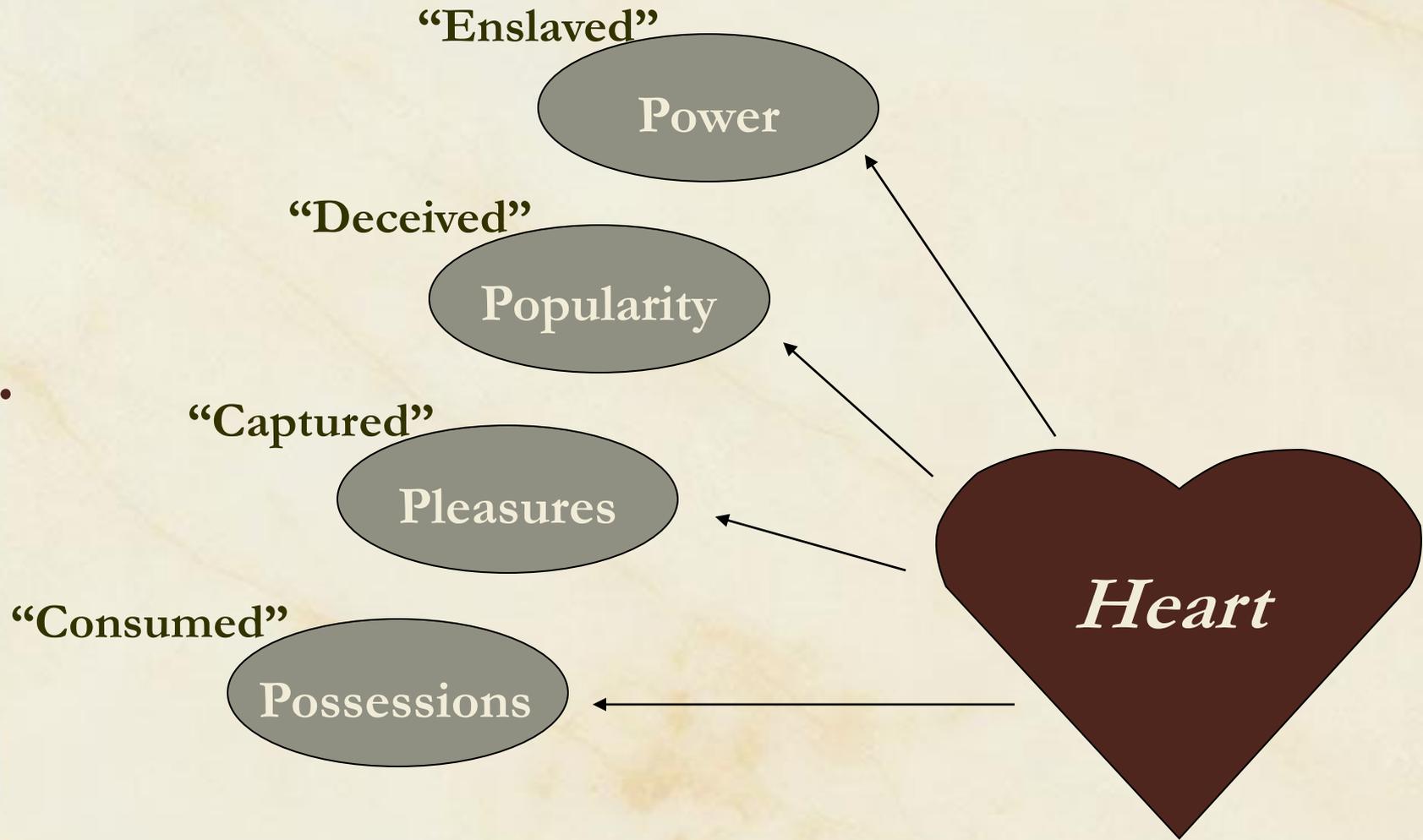


Things

“Good”

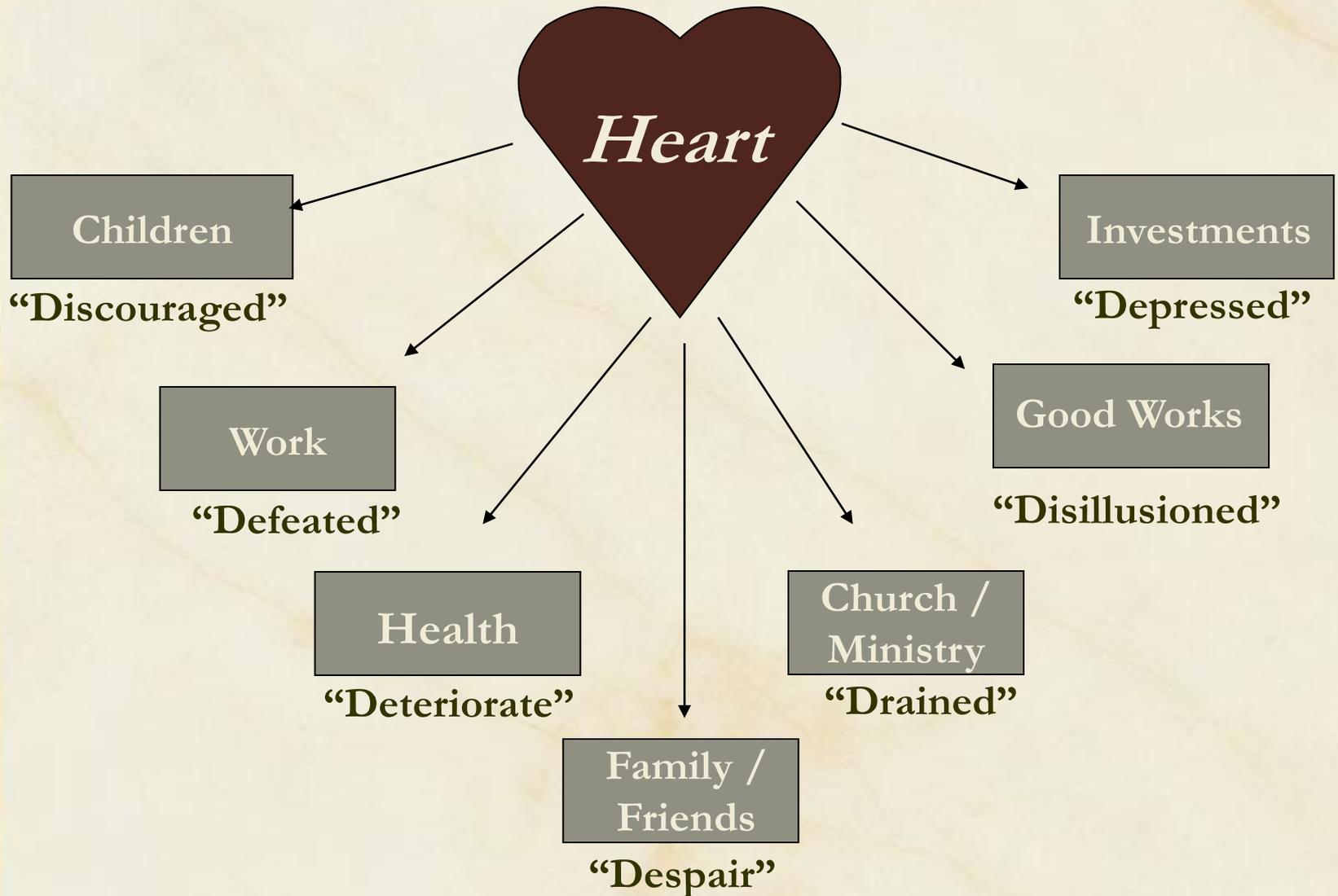
Job 22:23-26

Heart's Focus : "World"

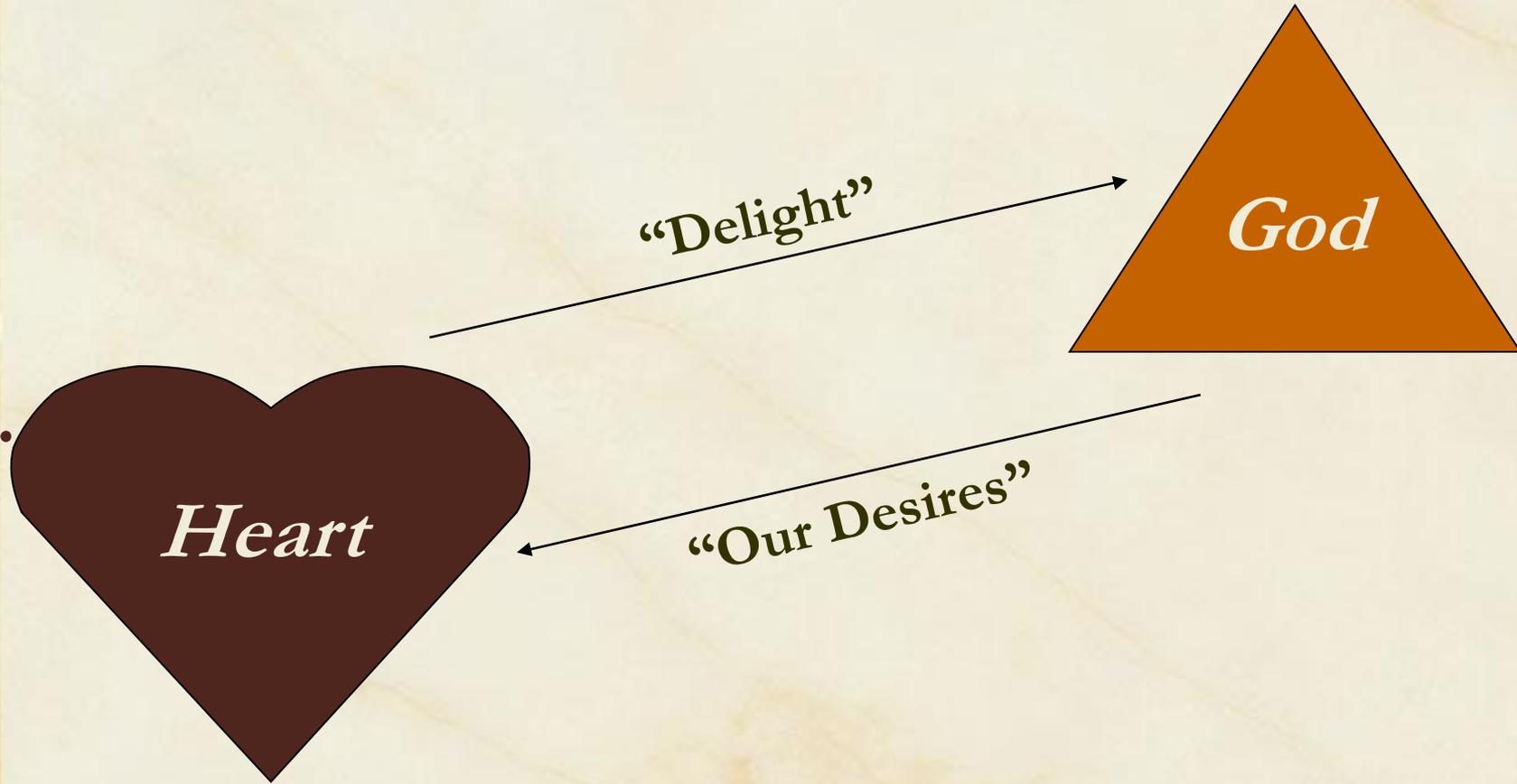


Mark 4:19 (L)
John 2:15,16

Heart's Focus : "Good Things"



Heart's Focus : "God"





Effective Leaders

Build Trust Through...

...Relationships



How Do We Learn to Do It?

- The Model of Jesus
- The Example of Others
- Stories from the Bible and from Life
- Failures
- Trial and Error



World's Ways vs. Jesus' Ways

- Power
- Position
- Dominance
- Authority
- Manipulation
- Control
- Self-Centered
- Self-Sufficient
- Lone Ranger
- Empire Building
- Dependence on God
- Brokenness
- Weakness
- Humility
- Servitude
- Relationship
- Love
- Community
- Accountability
- Kingdom

Doing It

- Telling is not teaching
- Listening is not learning
- We learn to do...by doing!





Building Relationships is a Basis for...

- Sharing a Common Vision
- Valuing People and Their Gifts
- Team Building
- Holding People Accountable



Survey Results

- All the characteristics in the following teaching come from a real survey of my leadership team in a survey taken in 1998, which I took while preparing to speak at a conference.
- Over the last few years I have constantly tested them against scripture, my own experience, and the examples of others.



A Good Leader has...

- Integrity
- Accessibility
- Leadership



Integrity

The integrity of the upright guides them, but the unfaithful are destroyed by their duplicity.

Proverbs 11:3 NIV

*Every good and perfect gift is from above, coming down from the Father of the heavenly lights, who **does not change** like shifting shadows.*

James 1:17



Integrity

- Example: God the Holy Spirit
- Example: Joseph is a foreign culture
- God is the same, He does not change.
This gives us security. We seek this in a father, an employer, or a friend.



Accessibility

*In him and through faith in him we may
approach God with freedom and confidence*

Ephesians 3:12 NIV

*For through him we both have **access** to the
Father by one Spirit.*

Ephesians 2:18



Accessibility

- Example: Jesus Christ the Son with the twelve and at God's right hand today.
- Example: King David
- This is the one characteristic that we never hear talked about, but is the key to establishing relationships with those that you serve.



Leadership

*You **led** your people like a flock by the hand of Moses and Aaron.*

Psalms 77:20 NIV

Enabling

I can do everything through him who gives me strength.

Philippians 4:13



Leadership

Encouraging

But Jesus immediately said to them: "Take courage! It is I. Don't be afraid."

Matt 14:27 NIV

Supportive

So do not fear, for I am with you; do not be dismayed, for I am your God. I will strengthen you and help you; I will uphold you with my righteous right hand.

Isaiah 41:10



Leadership

Confidence Building

*So we say with confidence, "The Lord is my helper; **I will not be afraid.** What can man do to me?"*

Hebrews 13:6

Seeing Co-Workers as People not Assets

*For you are a people holy to the LORD your God. Out of all the peoples on the face of the earth, the LORD has **chosen you** to be his treasured possession.*

Deuteronomy 14:2



Servant Leadership

- Example: God the Father
- Example: Daniel
- The more that we spend time with and get to know God the Father, and become like Him, then the better leader that we will become.



Integrity vs. Instability

The opposite is **Instability**, example: **Saul**

*He who doubts is like a wave of the sea,
blown and tossed by the wind. That man
should not think he will receive anything from
the Lord; he is a **double-minded** man,
unstable in all he does.*

James 1:6-8



Accessibility vs. Withdrawn

The opposite is **Withdrawn**, example: **Elijah**

Elijah was afraid and ran for his life. He came to a broom tree, sat down under it and prayed that he might die. "I have had enough, LORD," he said. "Take my life; I am no better than my ancestors."

1 Kings 19:3-4



Servant Leadership vs. Prideful

The opposite is **pride**, example is
Nebuchadnezzar

All the peoples, nations and men of every language fell down and worshiped the image of gold that King Nebuchadnezzar had set up.

Daniel 3:7 NIV



Followers Want a Leader of

- Integrity vs. Instability
- Accessibility vs. Withdrawn
- Servant Leadership vs. Proud



A Leader Desires from His Followers

- Allegiance (example: Caleb)
- Honesty (example: Abraham)
- Submission (example: Joshua)



Allegiance

- Example: Daniel
 - First to God and then to those in authority over him.

But Daniel resolved not to defile himself with the royal food and wine, and he asked the chief official for permission not to defile himself this way.

Daniel 1:8 NIV



Allegiance, cont.

Personal example: Selling our
distribution firm

One Manager was fearful vs. H/R
director Kathy “I will trust you”



Honesty

Root words are **integrity** and **truth**

Synonyms are sincerity, genuineness, authenticity, unaffectedness, realness, reality, naturally



Honesty, cont.

Example: Daniel

"Are you able to tell me what I saw in my dream and interpret it?"

*Daniel replied, "No wise man, enchanter, magician or diviner can explain to the king the mystery he has asked about, **but there is a God** in heaven who reveals mysteries.*

Daniel 2:26-28 NIV



Submission

Submitting to leaders who are not godly or are not servant leaders

Synonyms are obedience, yielding, deference, surrender, flexibility, **humility**, attentiveness, compliance, to take orders, to do as you are told, loyal, faithful, devoted, servant



Submission, cont.

Example: Daniel, submitted to both God and the king.

Daniel 6:20-22

"Daniel, servant of the living God, has your God, whom you serve continually, been able to rescue you from the lions?" "... I was found innocent in his sight. Nor have I ever done any wrong before you, O king."



Relationships with Peers

- Integrity-----**Love**-----Consideration
- Accessibility---- **Hope**-----Communication
- Leadership----- **Faith**-----Cooperation



Relationships with Followers

- **Consideration-----Sensitivity---Dignity**

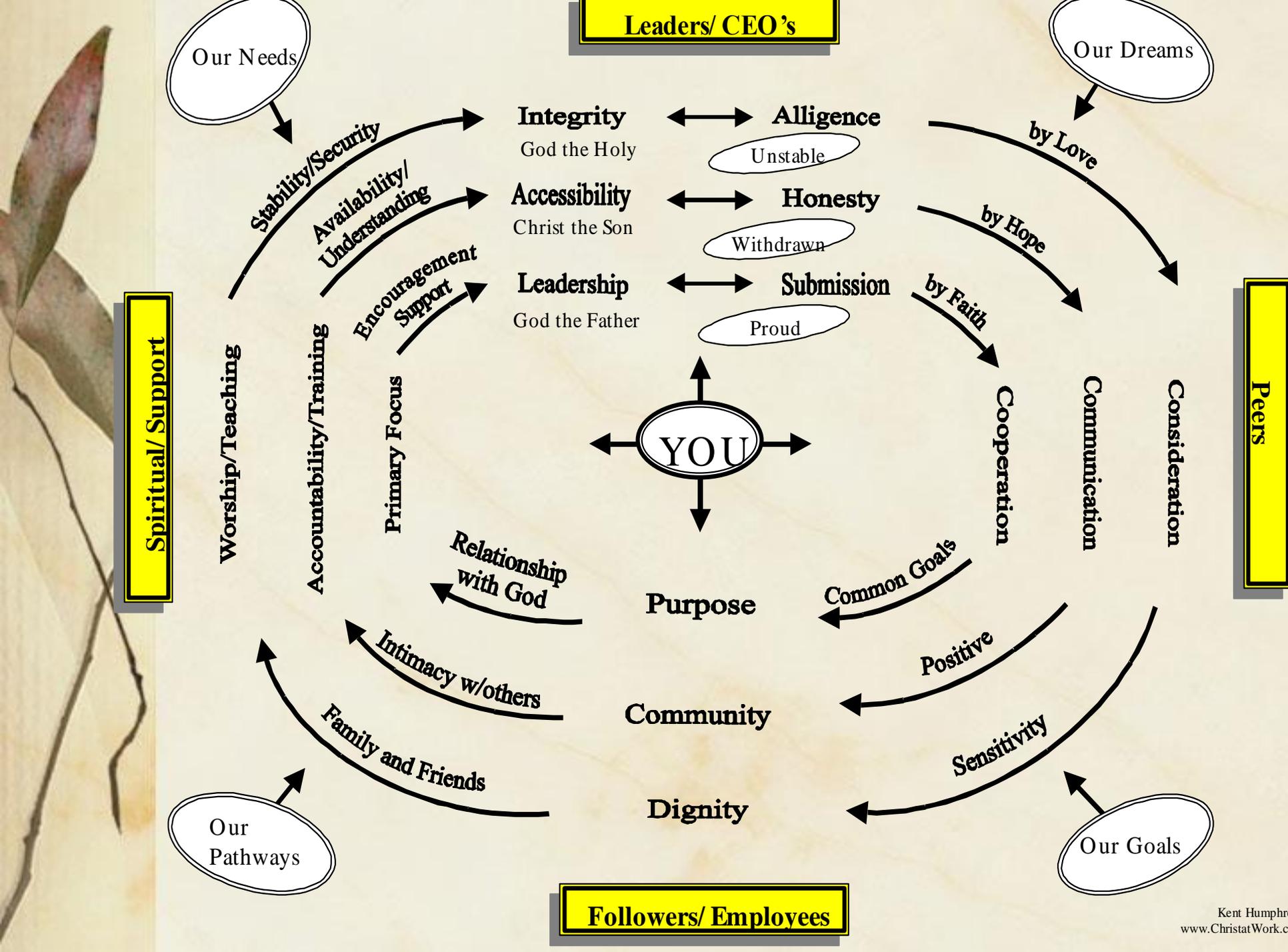
Romans 12:6,9,10

- **Communication----Positive----Community**

John 17

- **Cooperation--Common Goals-Purpose**

Romans 12:1





We Build Long-Term

Relationships of Trust

in the Workplace



Through

...Integrity,

...Accessibility,

... Leadership



Through

...Being Real,

...Spending Time Together

...Serving Others



Conclusion

- Jesus Christ **transformed** the world by **building relationally** with a few.
- It is **hard work** and it will cost you your Life
- The only things that will last for eternity are the **relationships** that you have built.



Leaders Must...

- 1) Get **times apart** for developing their character, not just their knowledge or skills: seminary, retreats, cabin time
- 2) Expect adversity!
- 3) Seek accountable community for the rest of your life!
- 4) Develop a deepening devotional life!



Seminaries Should...

- 1) Continue to provide strong biblical teaching.
- 2) Understand that equipping, modeling, and mentoring should be part of the process; establish alliances now!
- 3) Help other students develop relationships with other real life leaders in accountable community.
- 4) Help students understand that true leaders are broken, humbled, surrendered servants of those that they influence.

“To Do List”

- Small groups...accountable community
- Mentoring relationships of both pastors and marketplace leaders
- Frequent models in classes
- Understanding the different factors in the development of leaders and make them part of the education process
- Begin patterns for future life habits
- Elevate vulnerability



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