



worldoutreach

SCHOOL OF LEADERSHIP

MODULE ONE: FOUNDATIONS OF CHRISTIAN LEADERSHIP



Outline Session 1 - 4

1. God's delegated authority
2. Models of leadership in the Old and New Testaments
3. Definitions of Christian leadership
4. Three Big Questions

SESSION ONE: GOD'S DELEGATED AUTHORITY

Understanding human leadership comes from understanding God's leadership.

By virtue of who he is as Creator of all things, God is the sovereign ruler of the universe (Colossians 1:16; Psalm 24:1; 66:4,7). He has authority over nature (Isaiah 40:12; Job 38), governments and rulers (Isaiah 40:23-24; Daniel 4:17, 34-35), and history (Acts 1:7; 17:24-31).

God is revealed in Scripture as Creator, Ruler, Sovereign King and supreme authority over all his creation – in heaven and on earth. He is the source of all authority and authority structures.

Four spheres of delegated authority in human society

In relation to humankind God chooses to delegate his authority in the four basic spheres of human society:

- In the *home* (Ephesians 5:22-6:4; cf. Colossians 3:18-21);
- In the *state* (Romans 13:1-7; 1 Peter 2:13-17);
- In the *workplace* (Ephesians 6:5-8; cf. Colossians 3:22-4:1 and Titus 2:9-10);
- In the *church* (Ephesians 2:20; 4:11; Hebrews 13:7,17,24).

1. God has instituted and delegated his leadership in the *home*.

- God has designated *husbands* to exercise spiritual leadership over the home as the spiritual 'head' of the union of marriage (Eph. 5:23).
- Parents (father and mother) are to lead their children and (Eph. 6:4) "*bring them up in the training and instruction of the Lord*".

2. God has instituted *government (the 'state')* to serve and regulate people's civic lives.

- Although God ordained the institution of government, governments and their leaders can sometimes be corrupted by their power and misuse or abuse their God-given responsibility and authority.

3. God has instituted leadership in the *workplace*.

- According to Colossians 4:1 and Ephesians 6:9, employers are accountable to God for how they have treated their employees. Likewise, employees' attitude toward their employer (boss or supervisor) should mirror their attitude toward the Lord himself.

4. God has instituted leadership in his *church*.

- Christ, as the Head of the Church, operates through human instrumentality to continue his ministry, extending his kingdom and building his Church.
- The Lord has established and gifted the fivefold 'ascension' ministries of apostles, prophets, pastors, teachers and evangelists (Eph. 4:11) to lead, equip, oversee, love, mobilise and direct the church.



- In addition, these 'gift' ministries appointed governing elders (Acts 14:23) to 'direct the affairs of the church' (1 Tim. 5:17) and 'deacons' to serve in the practical areas of church life (Acts 6:1-7).
- The apostles Paul & Peter outlined the character qualities for those who would serve as elders and deacons (1 Tim. 3:1-7; Titus 1:5-9; 1 Pet. 5:1-5).

Because God has established authority in the home, state, workplace and church, we have a responsibility to acknowledge, respect and respond to it. To use a biblical word, this means to 'submit'. The biblical notion of 'submission' is to rightly acknowledge and respond to those placed 'over' us under God, and to respect their position of authority accordingly.

- In the family, children are to submit to parents, wives to husbands and husbands to the Lord Jesus (Ephesians 5:23-6:4);
- According to Romans 13:1-7, we are to submit to the governing authorities;
- According to Ephesians 6:5-8 (cf. Colossians 3:22-4:1 and Titus 2:9-10), employees are to submit to our managers, employers and business owners;
- According to Hebrews 13:17, we are to submit to our spiritual oversight.



SESSION TWO: BIBLICAL MODELS OF LEADERSHIP IN THE OLD AND NEW TESTAMENTS

1. Leadership in the Old Testament (OT)

Throughout the OT, various types of leadership are seen:

- **Patriarchal** leadership – the ‘head’ of a family exercised an enormous amount of authority over an extended family group. Examples of this are Abraham (Gen. 12:1-5), Isaac (Gen. 27:1-4) and Jacob (Gen 35:1-7; 42:1-2). Within the 12 tribes were clans that also had designated leaders, normally determined by their birth order.
- **National** leadership – prior to establishing the monarchy, God would raise up leaders to lead his people out of oppression or threat. This leader would be over the tribal leaders and act as both a deliverer and a unifying mediator between the people and God. Examples are Moses (Ex. 3:10), Joshua, the Judges (e.g. Samson, Deborah, Gideon) and Prophets (e.g. Eli, Samuel).
- **Monarchical** leadership (kings) – Saul was the first king (1 Sam. 10:1), David the most prominent (2 Sam. 8:15), and Rehoboam their most divisive (1 Kings 12:15-20).
- **Prophetic** leadership – when certain kings had rejected God’s law and words, the Lord would raise up prophets to spiritually ‘lead’ the nation back to God. Examples of this are: Samuel during Saul’s reign (1 Sam. 16:1-13); and Elijah throughout Ahab’s kingship (1 Kings 18:16-46).
- **Military** leadership. As Israel became a ‘covenant-people’ (under Moses), then a ‘nation’ (under Joshua) they formed an army to engage their enemies. The army operated with hierarchy (leadership and command structure). Some prominent military leaders in Israel were Joshua (Ex. 17:8-13), Joab (2 Sam. 8:16), and Abner (2 Sam. 2:8).
- **Civil** (administrative) leadership – under Moses’ leadership people were delegated to administer the affairs (i.e. adjudication and facilitation) of the people (Exodus 18:24-26). Under the kings – most notably David – there was a civil service that administered the affairs of the state (2 Sam. 2:15-18; 1 Chron. 23-28).

The OT concept of leadership differs greatly from the leadership structures and institutions in most current democratic societies. Lawrence Richards commented that: ‘Our modern concept of government separates legislative, executive, judicial and military functions. In the OT world these were unified, and the leader...was viewed as the final authority’.



2. Leadership in the New Testament (NT)

Throughout the NT, the nature of spiritual leadership went through both an evolution and revolution.

Jesus – the model leader – radically redefined the nature of leadership by his own example of humble and selfless service (see Mark 10:43-45; John 13:14-15). Jesus regularly had to correct his disciples' misguided concept of leadership by teaching that the nature of spiritual leadership is the complete antithesis of secular leadership (Matt. 20:26-28).

On the Day of Pentecost, the 'church' was born. Within the 'church' the Lord has gifted men and women with leadership 'offices' (Eph. 4:11) and leadership 'gifts' (Romans 12:8). Here is a list of some leadership offices mentioned in Scripture:

- Apostles (Eph. 4:11; 2:20)
- Prophets (Eph. 4:11; Acts 13:1)
- Pastors (Eph. 4:11; Acts 20:28)
- Teachers (Eph. 4:11; Acts 13:1)
- Evangelists (Eph. 4:11; 2 Tim. 4:4)
- Elders (Acts 14:23; 15:6; 1 Tim. 5:17-20)
- Deacons (Acts 6:1-7)
- Leaders (Romans 12:8; Hebrews 13:7, 17, 24)

Numbers of passages record the character and personal qualities for spiritual leaders (1 Tim. 3:1-7; Titus 1:5-9 & 1 Pet. 5:1-5).

Scripture also teaches about the people's attitudes toward their leaders:

- Remember your leaders (Heb. 13:7)
- Consider the outcome of their way of life (13:7)
- Imitate their faith (13:7)
- Obey them (13:17)
- Submit to their authority (13:17)
- Pray for them (Heb. 13:25; Eph. 6:19)
- Respect them (1 Thess. 5:12)
- Hold them in the highest regard (1 Thess. 5:13)
- Meet their physical needs (Acts 28:10)
- Welcome them (Phil. 2:29)
- Honour them (Phil. 2:29)



SESSION THREE: DEFINITION OF CHRISTIAN LEADERSHIP

1. Definitions of leadership

Dictionary definitions of leadership:

- A person that leads; commanding or guiding head (i.e. as a group or activity)
- To guide by holding the hand (as leading a child)
- To guide or conduct by showing the way
- To command as a chief or commander (e.g. as a general leads his troops to battle)
- To govern
- To show the method of obtaining an object
- To influence; to exercise authority.

Popular quotes defining leadership:

- (Field-Marshal Lord Montgomery) 'The capacity and will to rally men and women to a common cause, and the character which inspires confidence.'
- (President Harry Truman) 'A leader is a person who has the ability to get others to do what they do not want to do, and like it!'

Definitions of leadership by classic Christian leadership authors

- (J Oswald Sanders) 'Leadership is influence, the ability of one person to influence others. One man can lead others to the extent that he can influence them.'
- (John Haggai) 'Leadership is the discipline of deliberately exerting special influence within a group to move it toward goals of beneficial permanence that fulfil the group's real needs.'

Definitions of leadership by other leadership authors

- (Aubrey Malphurs) 'A Christian leader is a servant with the credibility and capabilities to influence people in a particular context to pursue their God-given direction.'
- (Myles Monroe) 'Leadership is the capacity to influence others through inspiration motivated by passion, generated by vision, produced by conviction, ignited by a purpose.'
- (Banks and Ledbetter) 'Four ways by which leadership can be defined: (a) By the person of the leader and his personality and style, (b) by certain positions or status, (c) by the influence on those around the leaders or (d) by the results achieved by the leader.'

In this module, we'll use this definition:

- (Robert Clinton) '...in a biblical context, a person with a God-given capacity with a God-given responsibility to influence a specific group of God's people towards God's purposes for the group.'



2. Difference between natural/secular leadership to spiritual leadership

The concept of 'leadership' in the NT contrasts starkly with the notion of leadership in secular society. The differences are seen in the:

- Status of a leader's position
- Exercise of a leader's authority and power
- Motivation and ambition of a leader
- Purpose and performance of a leader
- Measure of success / greatness
- Price / cost of leadership
- Rewards and recognition

One of the foundational ways to understand spiritual leadership is by grasping the concept of 'Servant Leadership'. Servant leadership was modelled and taught by Jesus.

A key passage to understand 'servant leadership' is Matthew 20:25-28.

(Michael Green) 'Greatness in the world is determined by *status*; in the kingdom by *function*. In the world greatness is shown by *ruling*; in the kingdom by *servicing*.'

J Oswald Sanders wrote a comparison between what he classified as 'natural' to 'spiritual' leaders.

NATURAL

Self-confident
Knows people
Makes own decisions
Ambitious
Originates own methods
Enjoys commanding others
Motivated by personal considerations
Independent

SPIRITUAL

Confident in God
Knows God
Seeks to find God's will
Self-effacing
Finds and follows God's methods
Delights to obey God
Motivated by love for God and people
God-dependent



SESSION FOUR: THREE BIG QUESTIONS

The content of this session is drawn or adapted from Elijah Maswanganyi and Kevin Conner's book, 'Biblical Principles of Leadership'.

Question One: WHY is good and godly LEADERSHIP NEEDED?

- 1. Without Leadership there is Lawlessness (anarchy)**
 - When there was no leadership in Israel (e.g. time of the Judges) the result was '*...every man did that which was right in his own eyes*' (Judges 17;6: 18:1-19:1; 21:25).
 - Without godly leadership, the people will do their own thing.
- 2. Without Leadership there is Confusion**
 - Nimrod was the rebel leader in the building of the Tower of Babel. In the end result, God dealt with Nimrod and brought confusion of tongues and scattered the people. Without the leadership of Nimrod, there was confusion (Genesis 10-11).
 - Without godly leadership, the people won't know what to do.
- 3. Without Leadership, people are like sheep without a shepherd**
 - In Scripture, God's people are likened to sheep and their leaders likened to shepherds (Matthew 9:36; Numbers 27:17; 1 Kings 22:17).
 - This is why leaders are under satanic attack. The principle of Zechariah 13:7 is true: '*Strike the shepherd, and the sheep will be scattered.*'
 - Without godly leadership, the people won't know where to go or how to get there.
- 4. Without strong and Godly Leadership, weak leaders control**
 - If there is not strong and godly leadership, weak and immature leaders control.
 - Without godly leadership, the people will be vulnerable to unscrupulous leaders.

Question Two: What are the THREE KINDS of LEADERSHIP identified in Scripture?

The Bible shows that there are basically three kinds of leaders.

1. Self-Appointed Leaders

In Numbers 16, we see Korah and his self-appointed leaders rising up against Moses and Aaron. The apostle John also spoke of Diotrefes (3 John 9-10), who was a self-appointed leader in the church John wrote to. John strongly rebuked his activities of putting himself first.

2. Humanly-Appointed Leaders

Israel, in their backslidden moments, sought to set up their kind of leadership. They wanted to set up a leader who could take them back to Egypt when they became



discouraged in the wilderness (Numbers 14:4). King Jeroboam set up priests from the lowest of the people for his own counterfeit religion. These priests led the people into further idolatries (1 Kings 12:31).

3. God-Appointed Leaders

God called Moses to be leader of Israel (Exodus 3; Numbers 12), Aaron to be priest (Numbers 17), David to be a witness, leader and commander (Isaiah 55:3-4; Psalm 78:70-72), and Paul as herald, apostle and teacher (1 Timothy 1:1; cf. 2 Timothy 1:1, 11).

Question Three: HOW LEADERS LEAD?

1. Leaders Lead by What They believe

This has to do with doctrine, which determines a leader's beliefs, behaviour and teaching. Paul's major concern for Timothy and Titus was that they hold fast to 'sound (wholesome, healthy) doctrine' (1 Timothy 4:16).

2. Leaders Lead by What They Say

This has to do with our words. What we believe determines what we say, what we speak, what we preach, what we teach, what we counsel. Leaders lead by what they say (Acts 2:42-47; Psalm 119:4, 158; 2 Timothy 4:1-4).

3. Leaders Lead by what They Do

This has to do with our actions, our behaviour. Jesus told the people in his time to do what the Pharisees say, but not what they do, for what they said wasn't what they did. (Matthews 23:3; John 13:15; James 1:22-25; Philippians 4:9; 2 Thessalonians 3: 7-8). Leaders must practice what they preach; do what they tell others to do.

4. Leaders Lead By What They Are

This has to do with what we are, our example. Paul continually appealed to the believers to follow the example he gave them. Scriptures emphasises leaders being 'examples' to the people of God (Philippians 3:17; 4:9 and 1 Timothy 4:12).

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