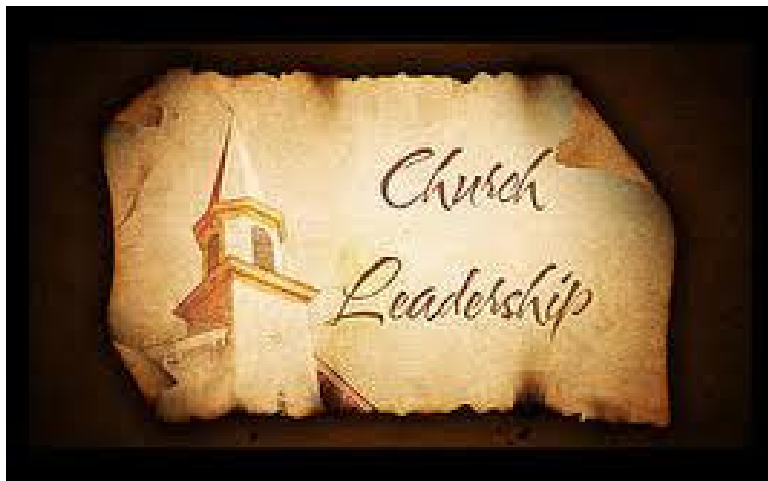
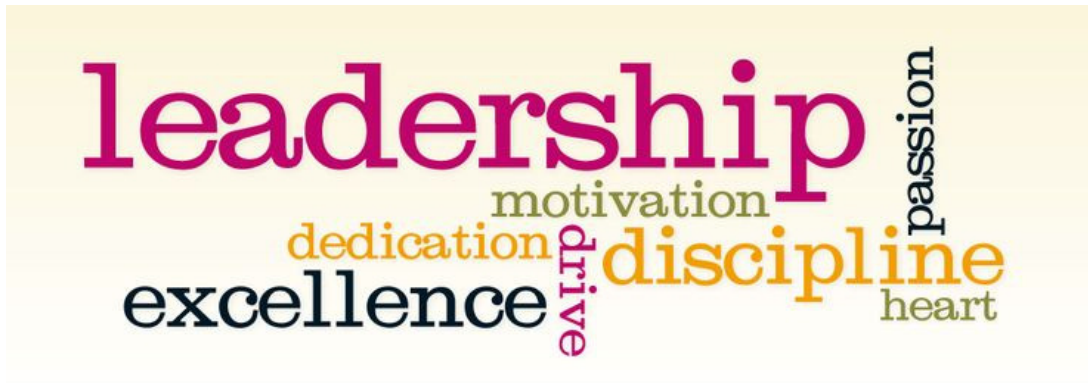


*Footprints*



CHRISTIAN RESOURCES



Footprints into Africa

# **LEADERSHIP**

## **STUDY 1**

### **THE NEED**

#### **BIBLIOGRAPHY**

Spiritual Leadership - Oswald Sanders  
Jesus: The transforming leader - Leighton Ford

#### **INTRODUCTION**

There is a massive death of leaders in the world today, all over the world we face enormous problems, E.g.;

##### **1. ON A SOCIAL LEVEL THERE IS UNEMPLOYMENT**

There is the huge challenge of Aids - in South Africa there are 1800 new cases every day.

##### **2. MORALLY**

There are forces undermining moral standards, the divorce rate around the world is very high, girls falling pregnant before marriage is high, premarital sex is high.

##### **3. SPIRITUALLY**

Things have never been as low as they are today around the world and so people are confused and alienated. And into these situations there is a desperate need for courageous, humble, dedicated leaders. What is true in the world is true in the church.

#### **THERE ARE FIVE ESSENTIALS FOR LEADERSHIP**

##### **A. VISION**

The Bible says: Where there is no vision the people perish. A leader is never content with second best or with the status quo. The leader has a vision, a dream, a strategy. This vision begins with dissatisfaction over the present and it grows into a great quest for the future. There must be a vision of what you ought to do, e.g.; Moses – had a vision to lead the people out of Egypt. Nehemiah – rebuild (walls, doors, people). Paul – had a great vision to reach the Gentiles for Christ. But the greatest visionary was our Lord Jesus Christ.

##### **B. INDUSTRY**

Dreamers have to turn into planners and workers and that takes hard work. To achieve your dreams it is 1% inspiration and 99% perspiration. Behind every great leader there is hard work, if you are not prepared to work you will never be a leader.

##### **C. PERSEVERANCE**

It is one thing to dream dreams, it is another thing to put a plan into action, but it is another thing to keep going when you have opposition because a leader will always have opposition, not every one will agree with you. A true work of God thrives on opposition.

##### **D. SERVICE**

Christian leadership is totally different from non-Christian understanding of leadership (**Mk 10:42-45**). For Jesus the leader's greatness is seen in his willingness to serve others.

Leadership does not mean lordship, we are not to be bosses but slaves. The Christian leads not by power but by love, not by force but by example. We are called to be servant leaders. **Oswald Sanders**: “True greatness, true leadership, is achieved not by reducing men to one’s service but in giving one’s self in selfless service to them.”

**E. DISCIPLINE**

Every vision has a tendency to fade. Every leader is prone to discouragement therefore we need to be disciplined so that we do not fall. E.g.; Noah got drunk, Abraham lied about his wife, Moses lost his temper, David committed adultery, and Jeremiah was filled with self-pity. We need to be disciplined and to wait upon God.

**CONCLUSION**

In order to become an effective leader there are two sins to stay away from:

1. **Pessimism** - we cannot be pessimistic.
2. **Mediocrity** - we are never to be satisfied with mediocrity.

Don’t be satisfied with anything less than your God given potential.

**LEADERSHIP**  
**STUDY 2**

**THE QUALIFICATIONS**

**INTRODUCTION**

The need for Christian leaders is truly a great one. But the price is not cheap. To qualify for leadership in the churches requires a very high standard.

**1. PAULINE GUIDELINES (1 Timothy 3:2-7)**

**A. Marital qualifications (v.2)**

He must be the husband of but one wife. First view he could never have been divorced. In order to hold office in the church there must be no record of divorce or marital unfaithfulness even before their conversions. Even though he is forgiven and restored it would disqualify this person from leadership. Second view, a leader must be a one woman man, must not have a reputation of being flippant or flirtatious with women. You cannot lead in the church if you are sexually immoral.

**A. Personal qualifications (v.2)**

- i) He must be temperate (wise and cautious)
- ii) Self controlled
- iii) Respectable
- iv) Hospitable
- v) Able to teach

**B. Social Qualifications**

- i) He cannot love alcohol
- ii) He must not be violent - physically or verbally.

**C. Family Qualifications (v.4-5)**

- i) He is not greedy for money
- ii) He must be gentle
- iii) He must manage his family well - E.g.; house must be neat and tidy, children respect him.

**E. Spiritual qualifications (v.6-7)**

- i) He must not be a new convert. He must be mature
- ii) They must have a good reputation from the outside

**2. PETRINE QUALIFICATIONS (1 Peter 5:1-4)**

**A. The leader must have a Vital Personal Experience with Christ (v.1)**

- i) Shows itself in humility
- ii) As a witness in Christ's sufferings
- iv) We share in the glory of Christ

**B. This person must have a Loving Concern for God's People (v.2-3)**

- i) They will act as a shepherd. A shepherd leads.
- ii) Take oversight - Because you are willing and eager to serve.
- iii) Become a model - Be an example to the flock.

**C. A leader has a longing to Please Christ Alone (v.4)**

Not here to please people.

**LEADERSHIP**  
**STUDY 3**

**THE COST**

**BIBLIOGRAPHY**

Spiritual Leadership - J. Oswald Sanders

**INTRODUCTION**

We have seen that the greatest need in the church all over the world is for godly leadership.

**1. HIS PRAYING**

In **1 Tim 2:1** we are reminded that the priority is prayer. In nothing should the leader be ahead of his followers more than in the realm of prayer. And yet sadly, it is in prayer where many leaders fail.

To become a man or woman of prayer takes time and it takes discipline.

Every great missionary or pastor has been a man or woman of prayer.

E.g.; Charles Simeon would pray every day from 6am to 8am or, Martin Luther, “Work from early to late, in fact I have so much to do that I will need to spend the first three hours in prayer”.

But the greatest example of a life of prayer was Jesus.

**Luke 5:16** - Sometimes he would spend the whole night in prayer. “**But Jesus often withdrew to lonely places and prayed.**”

**Luke 6:12** - “**One of those days Jesus went out to a mountainside to pray, and spent the night praying to God.**”

**Mark 1:35** - “**Very early in the morning while it was still dark Jesus got up, left the house and went off to a solitary place, where He prayed.**”

It also was true of the apostle Paul:

**Col. 4:12** - “**Epaphras: He is always wrestling in prayer for you, that you may stand firm in all the will of God, mature and fully assured.**”

**1 Cor. 9:25** - “**Everyone who competes in the games goes into strict training. They do it to get a crown that will not last, but we do it to get a crown that will last forever.**”

**2. TIME**

**Eph. 5:16** - “**Make the best of your time.**” J.B. Phillips.

Time has been described as a stretch of duration in which things happen.

The quality of a person’s leadership is going to be revealed in what happens during that stretch of time. A sentence which will never be heard from the lips of a godly leader is, “I don’t have time”. They will never say that.

Sanders says “those words are the refuge of a small and inefficient person.”

If you want something to be done, who do you ask? The busiest person. Because the busy people know how to manage their time.

Therefore it is very important for a leader that his day is carefully planned.

The greatest example again is our Lord Jesus.

Everything gets done. He always had time for people; and so through prayer the leader discovers how to arrange his day.

One great leader said. **“I don’t get time for it - I take it.”**

### 3. **HIS READING**

**2 Tim. 4:13** - **“When you can, bring the cloak I left with Carpus at Troas, and my scrolls, especially the parchments.”**

Readers make leaders. Above everything else we love to read the bible, but in addition the Leader reads.

**John Wesley used to say to his younger ministers - “either read or get out of the ministry.”**

#### **A. WHY?**

- i) They keep you spiritually ON FIRE!
  - ii) For your mental stimulation.
  - iii) To cultivate your style.
  - iv) To acquire information.
- It is critical to read.

#### **B. WHAT?**

Our reading ought to cover different areas.

E.g.; Biographies, Doctrine, Church History and on the Spiritual life, we ought to read as much as we can.

#### **D. HOW?**

“In reading your motto should be much, not money.”

Read carefully, and master the books you read - don’t just skim read.

## **SPIRITUAL LEADERSHIP**

### **THE COST - CONTINUED**

#### **INTRODUCTION**

To be a Christian leader today means that there is a cost that you will have to pay, and the greater the effectiveness, the greater the cost will be.

#### **4. HIS LOT**

##### **A. SELF-SACRIFICES**

It is not easy to be a leader. A cross stands in the way of Spiritual Leadership. Willingness to renounce personal preferences, to sacrifice legitimate desires for the sake of the Kingdom will always make a leader. The Lord Jesus was stoned, had nails through His hands, and His side pierced - the scars of His work.

##### **B. LONELINESS**

Even though the leader is the friendliest of people, he must never-the-less walk a lonely road. Everybody comes to the leader for help and encouragement; but the leader is on his own.

##### **C. FACTIGUE**

The demands of being a leader are great, and they drain the nervous resources of a leader, but he knows where to be strengthened.

The leader will wake up earlier, go to bed later, study more, and still work harder than those around him. This will all lead to fatigue.

##### **A. CRITICISM**

No leader is free from criticism, and his humility will be seen in the way he accepts and reacts to criticism.

##### **B. REJECTIONS**

The leader who keeps high spiritual standards may sometimes walk on a pathway of rejection. In the same way that Jesus did.

The sad truth is that sometimes a people do not recognize a leader until he is gone.

##### **C. PERSEVERE**

Preparing sermons, leading Bible Studies, visiting the sick, burying the dead, making sure there are necessary finances; all bring great pressure.

**D. COST TO OTHERS**

Often the cost of leadership will be paid by those who are closest to a leader e.g.; Wife, etc.

These seven points clearly state that there is a cost to being a leader.

**5. HIS RESPONSIBILITIES**

There are five responsibilities which the leader undertakes:

**A. TO SAVE**

**2 Cor. 11:28** - “Besides everything else, I face daily the pressure of my concern for all the churches.”

To serve was Jesus’ definition of leadership. The true leader will always put his people first. He is not the BOSS, he is the SERVANT.

**B. DISCIPLINE**

**Gal. 6:1** - “Brothers if someone is caught in a sin, you who are Spiritual should restore him gently. Look to yourself, or you may be tempted.”

**2 Thes. 3:15** - “Yet do not regard him as an enemy, but warn him as a brother.”

This is one of the hardest tasks of a leader.

If there has been blatant sin there must be discipline.

**C. TO GUIDE**

**John 10:4** - “When he has brought out all his own, he goes on ahead of them, and his sheep follow him because they know his voice.”

**1 Cor. 11:1** - “... follow my example, as I follow the example of Christ.”

The spiritual leader knows where he is going, and he goes ahead of this sheep.

**D. TO INITIATE**

The leader will need to come in with new ideas.

**E. TO UNDERTAKE RESPONSIBILITY**

Whatever happens comes back to the leader.

If you are not prepared to do that then you do not lead.

**6. HIS TESTS**

The leader is going to face testing.

**A. TO COMPROMISE**

Just as Moses was tempted to compromise with Pharaoh.

**Ex. 8:25** - “Then Pharaoh summoned Moses and Aaron and said ‘Go sacrifice to your God here in the land.’”

**Ex. 10:11** - “No! Have only men go and worship the Lord, since that is what you have been asking for.” Then Moses and Aaron were driven out of Pharaoh’s presence.”



**B. AMBITION**

Is my ambition to build a big empire, or do I want to honour Jesus?

**C. IMPOSSIBILITIES**

Every leader will face what appears to be impossible. Will you see it through trusting in God.

**E. FAILURE**

Sometime every leader will fail, and that will be the test for the character of the leader.

**F. JEALOUSY**

Sometimes the great danger is that the leader becomes jealous of another leader, preacher etc.

**G. DELEGATION**

It is absolutely vital that the leader learns to delegate.  
Share the load. Many leaders want to keep everything themselves.

**7. HIS REPUTATION**

Above every thing else the leader must long for a reputation for being a humble man or woman of God. Someone who loves Jesus, and loves his people.

## **STUDIES IN LEADERSHIP**

### **STUDY 4**

## **AN EXEMPLARY LEADER**

### **INTRODUCTION**

One of the most striking Biblical examples of inspiring and authoritative leadership was Nehemiah. He was used of God to achieve spectacular reforms in a very short space of time.

### **1. HIS CHARACTER**

From a Biblical perspective the one requirement is a godly character. And there are eight aspects to Nehemiah's character.

#### **A. A MAN OF PRAYER**

Right at the beginning when he hears of their problems in Jerusalem, before anything else he turns to prayer.

**Neh. 1:4** - "When I heard these things, I sat down and wept. For some days I mourned and fasted and PRAYED before the God of heaven."

**Neh 1:6** - "... let your ear be attentive and your eyes open to hear the prayer - ... your servant is praying before you day and night ..."

**Neh. 2:4** - "... I prayed to the God of heaven ..."

**Neh. 4:4** - "Hear us, O our God."

**Neh. 5:19** - "But we pray to our God."

**Neh. 6:14** - "Remember Tobiah and Sanballat, O my God."

**Neh. 13:14** - "Remember me for this, O my God."

**Neh. 13:22** - "Remember me for this also, O my God, and show mercy to me according to your great love."

**Neh. 13:29** - "Remember them, O my God, because they defiled the priestly office and the covenant of the priesthood ..."

Nothing is more important to a leader's followers, than the leader's realm of prayer.

#### **B. A MAN OF COURAGE**

**Neh. 6:11** - "Should a man like me run away? Or should one like me go into the Temple to save his life, I will not go."

He displayed great courage in the face of huge danger, and his courage encouraged his discouraged people.

#### **C. A MAN OF GENUINE CONCERN**

**Neh. 2:10** - "They were very much disturbed that someone had come to promote the welfare of the Israelites."

He lead his people, he cared for his people, and he always put his people first.

#### **D. A MAN OF FORESIGHT**

**Neh. 2:8** - "And may I have a letter ... so he will give me timber ... for the residence I will occupy."

He was always a step ahead of his people; planning for the wood and the letters from the King. A man of foresight and vision.

**E. CAUTION**

**Neh. 2:11-12** - “ I set out during the night with a few men. I had not told anyone what my God had put in my head to do for Jerusalem.”

When he arrived in Jerusalem he never started the work straight away. He made a survey of the wall and city.

**F. HE MADE CLEAR DECISIONS**

**Neh. 4:10, 13-14** - “Therefore I stationed some people behind the lower parts of the wall ... After I looked things over I stood up and said to the nobles ... And the rest of the people. Don’t be afraid ... remember the Lord ... and fight.”

A leader cannot procrastinate. Make a decision!

**G. IMPARTIAL**

**Neh. 5:7** - “I pondered them in my mind and then accused the nobles and the officials ...”

He never had favourites. He rebuked the rich.

**H. HE ACCEPTED RESPONSIBILITY**

**Neh. 4:9** - “... we prayed to our God and posted a guard day and night to meet this threat.”

He never evaded what needed to be done. He took responsibility to finish the wall.

**2. HIS METHODS**

**A. RAISED THE MORALE OF HIS COLLEAGUES**

When he arrived the walls were down, the gates were burnt, and the morale was low. Straight away “fired” them up and encouraged them.

**Neh. 2:20** - “The God of ...”

**Neh. 4:20** - “Our God will fight for us.”

**B. WAS GENEROUS IN APPRECIATION AND ENCOURAGEMENT**

**C. DEALT PROMPTLY WITH POTENTIAL CASES OF WEAKNESS**

He fixed two weaknesses.

**i) DISCOURAGEMENT**

**Neh. 4:10-16** - “Do not be afraid of them. Remember the Lord who is great and awesome.”

He encouraged them to keep their thoughts on the Lord. And he made sure that they were properly protected and rested.

ii) **DISILLUSIONMENT**

Sadly, the rich were buying up the land. Some people to cover costs, would sell their children into slavery, and Nehemiah dealt with the problem.

**Neh. 5:1-5** - "... but we were powerless, because our fields and our vineyards belong to others."

D. **RESTORED THE AUTHORITY OF GOD'S WORD**

**Neh. 1:8** - "... all the people assembled ... Ezra ... brought the Lord before the assembly ... read it aloud from day break for ± 11 hours ... and all listened attentively to the Book of the Law."

He restored the Feast of Tabernacles.

**Neh. 8:14** - "They had written in the law, which the Lord had commanded ... that the Israelites were to live in booths during the feast of the 7<sup>th</sup> month."

He restored tithing.

**Neh. 13:5** - "... He had provided him with a large room formerly used to store the grain offerings and incense, and temple articles and also the tithes of grain ..."

He forbid intermarriage.

**Neh. 13:23** - "Moreover, in those days I saw men of Judah who had married women from Ashdod, Ammon and Moab ..."

God's Word was now the rule.

D. **SKILFUL IN ORGANIZATION**

**Neh. 2:11-16** - "I went to Jordan, I set out during the night with a few men ... I had as yet said nothing to the Jews or the priests or nobles or officials or any others who would be doing the work."

Everything was well organized.

E. **HIS ATTITUDE TO OPPOSITION**

**Neh. 4:9** - "But we prayed to our God and posted a guard day and night to meet this threat."

**Neh. 4:16** - "... the other half were equipped with spears, shields ... the officers posted themselves behind all the people of Judah."

When he was criticized or insulted, he prayed and persevered.

3. **RESULT**

**Neh. 6:15** - "So the wall was finished."

**LEADERSHIP**  
**STUDY 5**

**JESUS -- THE TRANSFORMING LEADER**

**THE TRAINING OF THE TWELVE**

**INTRODUCTION**

No study on the theme of “Spiritual leadership” is ever complete without a careful examination of the leadership of Jesus. And especially of how He trained the twelve disciples.

He only had three short years of public ministry, and during that time He concentrated His time and His energy into the training of the twelve.

For us today, with its great need for leaders, this study is critical.

**1. HE CALLED AND CHOSE THEM**

In **Matt. 4:19**, “Follow me”, and he called Peter, James and John.

**Luke 5:27**, He called Matthew.

The twelve did not volunteer for service, they were hand picked by Jesus, and He called them after spending a night in prayer.

**Luke 16:12-16** - “One of the days Jesus went out to a mountain to pray, and spent the night praying to God. When morning came, he called his disciples to himself and chose the twelve.”

They were a mixed bunch.

So the first principle of Jesus leadership was to take the initiative in spotting and recruiting workers.

**2. HE SPENT TIME WITH THEM**

**Mark 3:14** - “He appointed twelve - designating them apostles - that they might be with Him and that He might send them out to preach.”

Jesus wanted His disciples to be with Him. They lived and travelled with Him, and they worked with him.

For three years the disciples and Jesus were never separated. He answered all their questions. In fact He spent more time with His disciples than with everyone else put together.

**Invest time and resources into people.**

**3. HE TAUGHT THEM**

The content of His teaching is found in **Mat. 5-7**, and **John 13-16**.

The Lord Jesus poured His life into those twelve.

And so today this is critical. Jesus’ emphasis on teaching should be ours.

#### 4. **HE REVEALED HIMSELF TO THEM**

Jesus did not begin His ministry openly, declaring His deity and Messiahship;  
It was a gradual process - slowly He grounded them in the truths.

A great lesson for today! Slowly we share with those we are training. It does not come all at once.

#### 5. **HE ASSIGNED THEM PRACTICAL TASKS**

At the feeding of the 5000 the disciples seated the people in groups.

**Mark 6:39** - “Jesus directed them to have all the people sit down in groups on the green grass.”

And afterwards they cleaned up.

**Mark 6:63** - “... the disciples picked up twelve baskets of broken pieces of bread and fish.”

Having taught them, having spent time with them, the Lord Jesus then sent them on a short term preaching trip.

**Matt. 10** - “... He called His twelve ... and gave them authority to drive out evil spirits and to heal disease and sickness.

Again the lesson is a great one. People learn by on-the-job training.

#### 6. **HE EVALUATED THEIR WORK**

After the twelve returned from their trip, they reported to Jesus all that they had done and taught.

**Mark 6:30** - “The apostles gathered around Jesus and reported to him all they had done and taught.”

**Luke 10: 1** - “After this the Lord appointed seventy-two others and sent them two by two ahead of Him to every town and place where He was about to go.

And afterwards He extended their work. They were not to exult over their successes, but rather to rejoice that their names were written in the Book of Life.

We need to evaluate those we train.

#### 7. **HE REBUKED THEM**

**Mark 4:38** - “Jesus was in the storm, sleeping on a cushion. The apostles woke Him and said to Him, “Teacher, don’t you care if we drown? ...”

**Matt. 16:16-17** - “Simon Peter answered, ‘You are the Christ - the son of the living God’. Jesus replied, ‘Blessed are you, Simon son of John, for this was not revealed to you by men, but by my Father in heaven.’”

There were times when Jesus, with love, rebuked His disciples. Because sin must be confronted - we must not remain silent.

**Eph. 4:15** - “Instead, speaking the truth in love, we will in all things grow up into Him who is the Head, that is Christ.”

We must speak the truth in love.

**8. HE PRAYED FOR THEM**

**John 17** is a record of Jesus prayer for His disciples.

- a) He gave thanks for them (17:6-10)
- b) He prayed for their protection (v.11-12)
- c) He prayed for their sanctification (v.17)
- d) He prayed for their unity (v.11, 22)
- c) He prayed for their glory (v.24-26)

A leader prays for those he trains.

**9. HE COMMISSIONED THEM**

Just before He returned to the Father, He gave them a very clear mandate.

**Matt. 28:18-20** - “... go and make disciples of all nations.”

Their task was to go and make disciples. It was a powerful missionary mandate.

**10. HE LEFT THEM**

He had trained them well, and now it was time for them to take over.

Every teacher must know when they can leave their new leaders to get on with the job.

**CONCLUSION**

The Lord Jesus is the master trainer, the main priority of every leader is to train up leaders like Jesus.