

*Our Core Value*  
**Session 1, Leadership 301**

*I want you to know, beloved that what has happened to me has actually helped to spread the gospel, so that it has become known throughout the whole imperial guard and to everyone else that my imprisonment is for Christ; and most of the brothers and sisters, having been made confident in the Lord by my imprisonment, dare to speak the word with greater boldness and without fear... It is my eager expectation and hope that I will not be put to shame in any way, but that by my speaking with all boldness, Christ will be exalted now as always in my body, whether by life or by death. Philippians 1:12-20*

**Introduction:** A core value is that which is central and of utmost importance, governing the goals and objectives we establish for our lives. Without core values, our lives are rudderless ships with no direction or purpose.

- A. Our core values are those things for which we are willing to **die**
1. How we spend our **time** & **money** is a measure of these core values

We can't play games with God... if our checkbooks and calendars do not reflect the pre-eminence of God, then God is not at the core of our lives.

2. Many Christians pays lip service to Christ, but fail to follow with commitment. There are four levels of commitment:
  - a. **check**-out: a person with no **passion**
  - b. **cop**-out: want someone else to do it
  - c. **drop**-out: find following Christ too **difficult**
  - d. **all**-out: commits and is willing to pay the price of following Christ

*The young man said to him, "I have kept all these; what do I still lack?" Jesus said to him, "If you wish to be perfect, go, sell your possessions, and give the money to the poor, and you will have treasure in heaven; then come, follow me." When the young man heard this word, he went away grieving, for he had many possessions. Matthew 19:20-22*

For what are you willing to die? If nothing is worth dying for, there is nothing worth living for, and nothing is at the core of your life.

B. When we recognize that God is the **source** of all life and blessings and the one to whom we will ultimately be accountable, then God will be at our core and will be the value around which the rest of our life centers.

1. Many people establish core values by creating a shopping list of **priorities**

First is **God**

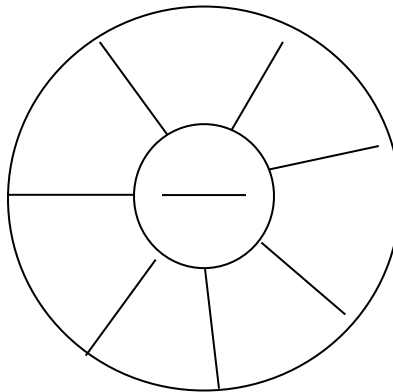
Second is **family**

Third is **job**

2. A core value is not a priority, but a **focus** around which our goals and objectives for life are centered.

*Therefore do not worry, saying, 'What will we eat?' or 'What will we drink?' or 'What will we wear?' For it is the Gentiles who strive for all these things; and indeed your heavenly Father knows that you need all these things. But strive first for the kingdom of God and his righteousness, and all these things will be given to you as well. Matthew 6:31-33*

C. A Map of the Christian Life



1. Choose the core: What is worth dying for?
2. Choose the spokes
  - a. none of these can bring us complete **fulfillment**
  - b. we need more than one spoke to create a stable **wheel**
  - c. Our spokes need to be firmly rooted in the core.
3. Prioritize our use of time and money to reflect our core and to support our spokes
  - a. Those things that are not pleasing to God should not be on our list
  - b. Every dime that we spend and every breath that we take is a gift of God. They should be used wisely, always considering the following:

### **What Would Jesus Do?**

4. Be **committed** to our priorities
  - a. Starts in the **heart**
  - b. Is tested by our **actions**
  - c. Opens the door to great **accomplishments**
5. Do not focus on the **cost**, but on what God wants us to achieve.
  - a. Those who concentrate on the cost :
    - wallow in self-**pitty**
    - become **bitter**
    - fail to finish the **race**
  - b. Those who focus on the prize, which is at the core of the Christian life, see the cost as an **opportunity**

### **Paul: an example of the Christian whose core is Christ**

1. Paul faced:
  - False **accusations**
  - Mob **violence**
  - Stripping, stretching, and **torture**
  - Trials filled with **false** accusation
  - A **shipwreck** in his travel to Rome
  - Confinement in **prison**
  - Uncertainty as to whether he would live or \_\_\_\_\_
2. Yet, Paul saw this as an opportunity to serve his core and tell others about **die**.
3. Paul's Core (Christ), established his spokes (the Church), which determined his priorities (telling others about Christ)

# A Leader Serves Others

## Session 2: Leadership 301

**Jesus called them together and said,** *"You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whomever wants to be first must be slave of all. For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."* Mark 10:42-44

**Theme:** *The true leader serves. Serves people. Serves their best interests, and in so doing will not always be popular, may not always impress. But because true leaders are motivated by loving concern rather than a desire for personal glory, they are willing to pay the price.*

--Eugene B. Habecker, Author—

### Review of Core Values

A Christian places **Jesus** at the core of his life

- There is no **room** for another
- God cannot be subject to a **priority** list
- Whatever is at the core is of **utmost** importance

*"No servant can serve two masters. Either he will hate the one and love the other, or he will be devoted to the one and despise the other."* Luke 16:13

### Establishing the spokes

1. Once we have established our core, we can then choose the spokes
2. The spokes are the **people** in our lives whom God has chosen us to serve.
3. Always remember: we are in the **people** business!

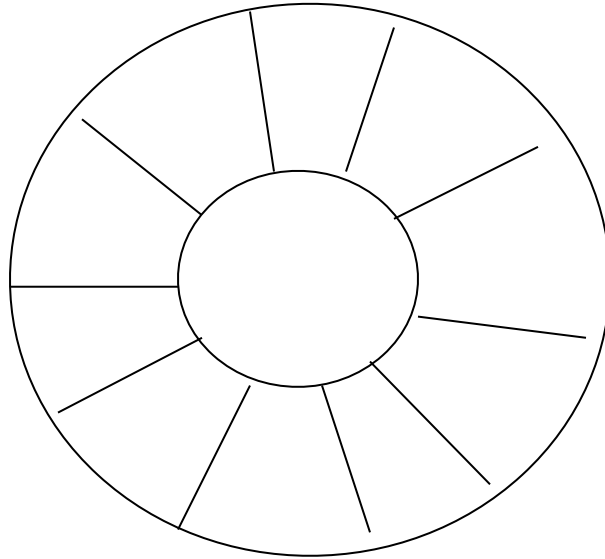
### Who should be our spokes?

1. Our **family**
2. Our **friends**
3. Our **church**
4. Our **selves**
5. Our **neighbors**

Jesus defines them by **need** not proximity

The need IS the **calling** of God.

Luke 10:29-37



A true Christian Leader frames their life around those whom God has called them to serve. We never lose sight of our purpose: **People**.

Servanthood is not about **how** we serve, **what** position we hold, **what** job we work. It is about an attitude.

A true Christian leader is a **Leader/Servant**:

1. A Leader/Servant puts others ahead of their own **agenda**
2. A Leader/Servant **initiates** service, seeing the need of another as their calling
3. A Leader/Servant serves out of **love**
4. A Leader/Servant is not position **conscious**

*Your attitude should be the same as that of Christ Jesus: Who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself and became obedient to death-- even death on a cross! Philippians 2:5-8*

### **If you want to be a Leader/Servant**

Stop lording over people, and start listening to them.

Stop role-playing for advancement, and start risking for other's benefit.

Stop seeking your own way, and start serving others.

--John Maxwell—

### **If you are not currently serving others...**

1. Perform small acts of **kindness**, starting in your home

2. Focus on the **people**, not the task

3. Start **serving**

### **When do we get to priority lists?**

1. We prioritize our **time** and money depending upon the needs of others (next two week's lessons)

2. We will make some **short** term commitments, others are long term

3. Some require our time in **generous** portions, others in **smaller** portions, and all according to the need.

Those who compartmentalize their faith separately from their relationships may have a **saved** soul, but are living a **wasted** life. All of our relationships ought to be governed by what is at the core of our life... Jesus Christ.

# Redeeming Our Time

Session 3—Leadership 301

*Be careful then how you live, not as unwise people but as wise, making the most of the time, because the days are evil. So do not be foolish, but understand what the will of the Lord is. Ephesians 5:15-17*

**Theme:** Each of us has been given enough time to accomplish all of those things which God has given us to accomplish, whether we have one day or 100 years, as long as we say “Yes” to God by daily walking in our relationship with Him.

## In your lifetime, you will spend....

<u>21</u> years sleeping	<u>4</u> years learning
<u>14</u> years working	<u>3</u> years in meetings
<u>7</u> years bathroom basic	<u>2</u> years returning calls
<u>6</u> years eating	<u>1</u> years searching for lost items
<u>6</u> years traveling	<u>22</u> months in worship
<u>5</u> years waiting in line	<u>8</u> months opening mail

## Redeeming our Time

1. We must first know who is at our core, **Jesus**
2. We need to know who God has called us to **serve**
3. We need to know what it means to “redeem” our time
  - a. to get **back**
  - b. to free **up**
  - c. to **change** for the better

Time is our most precious commodity. We are called to redeem our time so that we might become effective servants of Christ. The problem is not that we don't have enough time, but that we use it foolishly.

But I said, *"I have labored to no purpose; I have spent my strength in vain and for nothing. Yet what is due me is in the Lord's hand, and my reward is with my God."*  
Isaiah 49: 4

## What do I need to know in order to use time wisely?

1. Know what our **purpose** is: who are the people God has placed in your life to serve
2. Know what you **want**: do not be indecisive

3. **Push** yourself: don't wait for someone to move you. Get out of your **comfort** zone, making it a regular practice.
4. Take **risks**  
*"There are risks and costs to a program of action, but they are far less than the long range risks and costs of comfortable inaction"* John F. Kennedy
5. Make more **mistakes**  
*"The way to succeed is to double your failure rate"* Thomas J. Watson, IBM founder

**A Christian will take initiative so as not to waste their time on meaningless activities.**

1. Change your **mind**-set  
 Don't be discouraged by **failures**  
 Be willing to pay the **price** of taking initiative that includes: financial costs, criticism, failure, and more.
2. Don't wait for **opportunities**, make them!  
 When you find a need, serve it.  
*"Whoever watches the wind will not plant; whoever looks at the clouds will not reap."* Ecclesiastes 11:4
3. Take the **first** step  
 Everyone has great ideas, but few are willing to do something about it.  
*"Success seems to be connected with action. Successful people keep moving. They make mistakes, but they don't quit."* Conrad Hilton, Hotel Executive

**Why does God care about how we use our time?**

1. It is a mark of **wisdom**
2. It is an act of **stewardship**

**3 Ways to better manage time, according to Paul**

1. **Analyze** our LIFESTYLE (vs. 15)  
 Keep a time log of how you spend your time  
 The time we waste is often wasted in the same way every day. Get rid of wasted time.
2. **Utilize** our TIME (vs. 16)  
 Yesterday is gone, tomorrow is not even promised. Today is all we have.  
 Don't waste time on physical, mental or emotional clutter. If a relationship is broken, FIX it. If you are carrying a hurt, get rid of it. This clutter will keep you from using your time wisely.
3. **Prioritize** our SCHEDULE (vs. 17)



*“The best time to plant a tree was 25 years ago. The second best time to plant a tree is today.”*

### **How do we know how best to use our time?**

1. Developing a close walk with God through daily Bible study and prayer
2. Discover the needs of others
3. Don't do anything in which God cannot be included

### **Getting Practical**

1. Time for myself
  - daily** prayer and devotions
  - Time for chores
  - Time for work
  - Time for personal care
  - Time for **recreation**
2. Time for family
  - The average couple spends 4 **minutes** per day talking
  - The average parent spends 30 **seconds** per day talking with their children.
3. Time for Friends
4. Time for Church
  - Worship, Bible study with faith family
  - What need is God **calling** me to fulfill?
  - Better to choose one area of service and do it well,  
than several, and not accomplish any of them
5. Time for Neighbors
  - What neighbor is in **need**? (Remember, a neighbor is defined by need, not proximity. Someone you may have never met but who is in need is your neighbor)
  - How can I share Jesus with them? Address their physical, spiritual, emotional needs.
  - Some neighbors require a large amount of care for a short time, others a small amount of care for a long time.
  - Be realistic about what you can **accomplish**

To be an effective Servant/leader, the Christian must continually evaluate how their time is being spent, discern how God intends their time to be used, and learn to effectively distribute their time to reflect God's calling.

# Stewards of Our Treasures

Leadership 301, Session 4

*And now, brothers, we want you to know about the grace that God has given the Macedonian churches. Out of the most severe trial, their overflowing joy and their extreme poverty welled up in rich generosity. For I testify that they gave as much as they were able, and even beyond their ability. Entirely on their own, they urgently pleaded with us for the privilege of sharing in this service to the saints. And they did not do as we expected, but they gave themselves first to the Lord and then to us in keeping with God's will.*

## II Corinthians 8:1-5

**Theme:** A Servant/leader is one who knows that they have been richly blessed so that they might be a blessing. A generous person is not controlled by their treasures, but they control their treasures, using them as a resource for others.

### *Every day, Americans spend:*

\$2.5 m. washing <b><u>cars</u></b>	\$5.5 m. in <b><u>parking meters</u></b>
\$40 m. on auto <b><u>rust</u></b>	6,700 <b><u>pistols</u></b>
313 m gallons of <b><u>fuel</u></b> (26 trucks tanks/min.)	4,000 <b><u>rifles</u></b>
\$8 K/second on <b><u>entertainment</u></b>	300 <b><u>shotguns</u></b>
\$300 m. on <b><u>clothes</u></b>	200 machine <b><u>guns</u></b>
\$125 K on <b><u>Elvis</u></b> merchandise	52 m <b><u>aspirins</u></b>
4 m. <b><u>pencils</u></b>	2,250 <b><u>cattle</u></b> @ McD's
426 bushels of <b><u>paper clips</u></b>	17 m. gallons of <b><u>coffee</u></b>
100 m. <b><u>checks</u></b>	75 acres of <b><u>pizza</u></b>
	69,000 gallons of <b><u>mouthwash</u></b>

*“No person was ever honored for what he received. Honor has been the reward for what he gave” Calvin Cooidge*

### Paul's 5 Principles of Giving (II Corinthians 8:1-5)

1. God is the **prime** giver
  - a. Everything we have is a gift of God's **grace**
  - b. We cannot **outgive** God
2. Our giving is a **response** to God's grace
  - a. Giving is a way of saying **thank you**
  - b. God does not need our money, but we need to give.
3. Called to give generously
  - a. sometimes beyond our **means**

- b. How we spend our money is an indication of our relationship with Jesus Christ

*Jesus sat down opposite the place where the offerings were put and watched the crowd putting their money into the temple treasury. Many rich people threw in large amounts. But a poor widow came and put in two very small copper coins, worth only a fraction of a penny. Calling his disciples to him, Jesus said, "I tell you the truth, this poor widow has put more into the treasury than all the others. They all gave out of their wealth; but she, out of her poverty, put in everything--all she had to live on." Mark 12:41-44*

4. Give of our own **initiative**
  - a. We should not have to be asked
  - b. We give because another is in **need**
  - c. Giving is our way of showing that **people** are important
  - d. Shows that we have control over **money**

*For the love of money is a root of all kinds of evil. Some people, eager for money, have wandered from the faith and pierced themselves with many griefs. I Timothy 6:10*

5. Giving is a **privilege**
  - a. We share in the blessings of the **receiver**
  - b. To whom much is given, much is **required**

### **How Can I become a better steward of my Treasures?**

1. Be **grateful** for what we have
  - a. If we are not content with what we do have, we will not be content if we have more
  - b. Not generous with a little, we are not generous with much

When asked how much money is enough money, Rockefeller answered, *"Always a little more than you have"*

2. Money is a resource to be spent on People
  - a. People are **first**
  - b. We are in the people business, not the money business
  - c. Hold money **loosely**

*“I have held many things in my hands and have lost them all...but whatever I placed in God’s hands, that I still possess.” Martin Luther*

3. Don’t allow possessions to control us

*Now a man came up to Jesus and asked, "Teacher, what good thing must I do to get eternal life?" "Why do you ask me about what is good?" Jesus replied. "There is only One who is good. If you want to enter life, obey the commandments." "Which ones?" the man inquired. Jesus replied, "'Do not murder, do not commit adultery, do not steal, do not give false testimony, honor your father and mother,' and 'love your neighbor as yourself.'" "All these I have kept," the young man said. "What do I still lack?" Jesus answered, "If you want to be perfect, go, sell your possessions and give to the poor, and you will have treasure in heaven. Then come, follow me." When the young man heard this, he went away sad, because he had great wealth. Matthew 19: 16-24*

4. Develop the **habit** of giving

- a. We will never appreciate what we have until we let go of it.
- b. Build giving into our budget

**How much does God expect me to give?**

- 1. In one word: **generously**
  - a. As we have been blessed, we are called to bless
  - b. There is no standard formula
  - c. Each of us is to give proportional to the blessings we have received
- 2. Giving in the Bible
  - a. The tithe, or **10%** of ones income is a benchmark of giving (Malachi 3:10)
  - b. A good Jew would give one-sixth of his income away
  - c. Zaccheaus gave **50%** of his income
  - d. The rich young ruler was asked to give **everything**
- 3. **Quick Formula:** My Giving = Entertainment Spending (dining out, Movies, Vacations, etc.)

## The Character of a Leader

### Leadership 301, Lesson 5

*If then there is any encouragement in Christ, any consolation from love, any sharing in the Spirit, any compassion and sympathy, make my joy complete: be of the same mind, having the same love, being in full accord and of one mind. Do nothing from selfish ambition or conceit, but in humility regard others as better than yourselves. Let each of you look not to your own interests, but to the interests of others. Let the same mind be in you that was in Christ Jesus, who, though he was in the form of God, did not regard equality with God as something to be exploited, but emptied himself, taking the form of a slave, being born in human likeness. And being found in human form, he humbled himself and became obedient to the point of death-- even death on a cross. Philippians 2:1-11*

**Theme:** A Christian Leader/Servant's character is demonstrated by their actions.

#### A. St. Paul & the Church at Philippi

1. Paul was a prisoner in **Rome**
  - a. Chained to a guard 24 hours per day
  - b. Everything has been taken from him
  - c. He soon faces **death**
2. Yet, Paul's **joy** is nearly complete?????
  - a. How can this be?  
He has a **servant's** attitude
  - b. What would complete his joy?  
That the Philippians share the same **love**

#### B. **Right Attitudes**                      **Wrong Attitudes**

1. **LOVE** ←————→ **selfish** ambition
  - a. nothing wrong with ambition
  - b. the desire to **achieve** is important
  - c. Christ is to be the **source** of our ambition
2. **Humble** in spirit ←————→ **Conceit**
  - a. Christ is the **uniting** factor
  - b. Conceit leads to **arrogance, brokenness, & self-deception**
  - c. A leader does not care who gets **credit**
3. consider others as **better** ←——→ self-**servicing**
  - a. This is not false **humility**
  - b. Can look to own needs, too; however, not to the exclusion of others.

C. Jesus expressed these attitudes through His actions

1. Jesus let go of His **godly** status (vs. 6)  
*...though he was in the form of God...*
2. Jesus let go of His **earthly** status (vs. 6)  
*...taking the form of a slave...*
3. Jesus let go of His **living** status (vs. 8)  
*...became obedient to the point of death...*

One's Character is demonstrated by one's actions. While talent is a gift of God, character is a choice. A leader cannot rise above the limitations of their character.

D. Character that leads to action?

1. **Passion**

- a. Each of us is given a passion to follow in service to our Lord.
- b. How long has it been since you have been so excited about the call of Christ on your life that you could not sleep?
- c. You will never be an effective leader until you have passion.
- d. Remember what our calling is? We are in the **people** business!!!

2. **Courage**

- a. It begins with an **inner** battle
- b. It means taking a stand for a conviction (passion) about **Christ**
- c. The choice to act courageously makes you a **enemy** of : **conceited**, lazy **selfish**, those without **passion**
- d. The **opportunities** of our life expand in proportion to our courage
- e. Desire for security and **ease** stands in the way of true greatness and any noble enterprise: YOU MUST BE WILLING TO RISK EVERYTHING!
- f. Those who have courage and those who don't have the same amount of fear: however, those without courage are afraid of the **known**, and those people of courage fear the difficult **challenges**. Make your life count! Face the difficult challenges.

*"Courage is doing what you're afraid to do. There can be no courage unless you're scared"* Eddie Rickenbacher

3. **Positive** spirit

- a. Our attitude is a **choice**
- b. Our choices determine our **actions**
- c. The more negative we are, the harder it is to turn our attitudes around.

- e. We need to consume positive “food” and surround ourselves with positive people.

*“Many of life’s failures are people who did not realize how close they were to success when they gave up.” Thomas Edison*

Leaders accept the difficult challenges because of their passion for Christ and because of their desire to serve others. The risk of accepting the difficult challenge is failure, and the reward is success. The result of not accepting the difficult challenge is failure, with no opportunity for success. Action defines character.

## Communicating our Passion

### Leadership 301, Session 6

*For though I am free with respect to all, I have made myself a slave to all, so that I might win more of them. To the Jews I became as a Jew, in order to win Jews. To those under the law I became as one under the law (though I myself am not under the law) so that I might win those under the law. To those outside the law I became as one outside the law (though I am not free from God's law but am under Christ's law) so that I might win those outside the law. To the weak I became weak, so that I might win the weak. I have become all things to all people, that I might by all means save some. I do it all for the sake of the gospel, so that I may share in its blessings. I Corinthians 9:20-23*

**Theme:** As Servant/Leaders we Christians are called to communicate our passion and our faith. Whether we are called to lead a country, a congregation, or one person to Christ, we must be able to effectively express our faith.

### **Servant/Leaders must be able to effectively communicate their passion**

1. To communicate means to:

Make something in **common**

There is an obligation on the part of the speaker to communicate in words and symbols that are **understandable** to the listener

2. St. Paul & communication

- a. Paul became all **things** to all people

- b. This does not mean that Paul was **wishy-washy**

- 1) Paul did not compromise his **faith**

- 2) He was able to distinguish between the message and the **method**

- a) The message must never be **compromised**

**85%** of Americans claim to be Christians

**65%** of Americans claim that Jesus was a sinful man, not God.

We have allowed the Good News to lose its uniqueness and power whenever we water it down so as not to offend.

- b) The method is a **wine**-skin

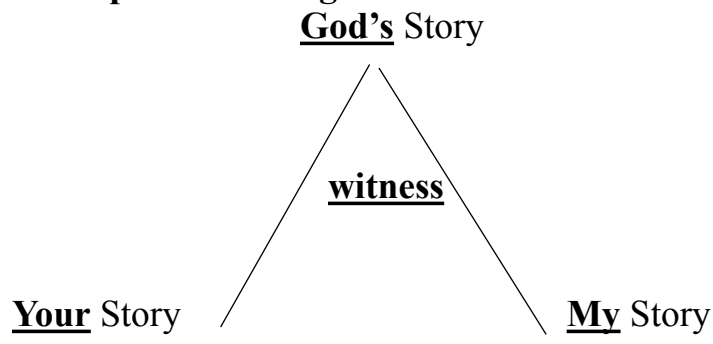
...our traditions, committees, methods, etc. which may work for a season, but must be modified or changed depending upon the particular

**circumstances**.

**Jesus said,** “Neither is new wine put into old wineskins; otherwise, the skins burst, and the wine is spilled, and the skins are destroyed; but new wine is put into fresh wineskins, and so both are preserved.” Matthew 9:17



## Principles of leading others to faith



### Communicating faith is the coming together of 3 stories

1. In order to share faith we must be close to the listener
  - a. Know the language of the person
  - b. Know what motivates them
  - c. We are required to listen
2. We need to know God's story
  - a. reading the scriptures daily is critical
  - b. How does God's story affect mine?
3. Once we have listened we need to be ready to:

*Finally, all of you, have unity of spirit, sympathy, love for one another, a tender heart, and a humble mind. Do not repay evil for evil or abuse for abuse; but, on the contrary, repay with a blessing. It is for this that you were called--that you might inherit a blessing. For "Those who desire life and desire to see good days, let them keep their tongues from evil and their lips from speaking deceit; let them turn away from evil and do good; let them seek peace and pursue it. For the eyes of the Lord are on the righteous, and his ears are open to their prayer. But the face of the Lord is against those who do evil." Now who will harm you if you are eager to do what is good? But even if you do suffer for doing what is right, you are blessed. Do not fear what they fear, and do not be intimidated, but in your hearts sanctify Christ as Lord. Always be ready to make your defense to anyone who demands from you an accounting for the hope that is in you; yet, do it with gentleness and reverence. Keep your conscience clear, so that, when you are maligned, those who abuse you for your good conduct in Christ may be put to shame. I Peter 3:8-16*

- a. Share (I Peter 3:15)  
Not tell or beat over the head;  
But, to share how God's story has affected my story.
- b. Care (I Peter 3:16)  
The Gospel is most clearly heard through our actions.

Our actions always stand as a testimony to our faith...What do our actions say about our faith?

**To communicate Christ effectively...**

1. Love Life

No one wants to be around someone who is **moody**, a **perfectionist**, or a **cynic**

Are you an **attractive** Christian, and does anyone want to be a Christian because of how you live your life?

2. Expect the **best** in others

Stop seeing only the **negative**

Listen to another, and make them the **subject** of your conversation

3. Give **hope**

This comes from Christ

4. Share **yourself**

People will not follow a person if they do not know your **passions** and if they don't know where you are **going**.

5. Seek a **response**

Communication leads to **action**

Ask people if they would like to make a commitment to **Christ**

**Homework:** Choose 2 People who are unbelievers

- 
1. Pray for them every day
  2. Listen to them tell the story of their lives
  3. Share the story of your life
  4. Share how God's story has changed your life!

## A Leader Serves

### Leadership 301, Session 7

*Also a dispute arose among them as to which of them was considered to be greatest. Jesus said to them, "The kings of the Gentiles lord it over them; and those who exercise authority over them call themselves Benefactors. But you are not to be like that. Instead, the greatest among you should be like the youngest, and the one who rules like the one who serves. For who is greater, the one who is at the table or the one who serves? Is it not the one who is at the table? But I am among you as one who serves. Luke 22:24-27*

**Theme:** A Servant/Leader is called to minister to those in need. The purpose of this ministry is to unite Christians as one, so that we might better reflect the Kingdom of God.

### The Pattern of Jesus' Ministry

A. Jesus:

1. went
2. saw
3. cared

B. The requirements of a servant

1. A heart of compassion Acts 16:9-39
  - a. Paul was beaten and imprisoned illegally
  - b. An earthquake opened all of the doors of the prison
  - c. The guard was ready to commit suicide
  - d. Rather than run away, Paul and Silas stayed and prayer with the guard.
2. A heart of forgiveness
  - a. Un-forgiveness destroys me
  - b. Forgiveness is not dependent up the receiver asking for it or receiving it.
  - c. It is our Christian calling to give it.
  - d. In the Lord's Prayer, Christ's forgiveness presupposes that we are in turn taking that forgiveness to others.

*Then Peter came to Jesus and asked, "Lord, how many times shall I forgive my brother when he sins against me? Up to seven times?" Jesus answered, "I tell you, not seven times, but seventy-seven times. Matthew 18:21-22*

3. A heart for **Christ**

- a. Our affection for others has as it's source **Jesus**, the one sitting at the core of the Christian life
- b. The word affection is translated from a word meaning the **bowels**, or the intestines, heart, lungs a liver.
- c. This was seen as the source of passion and feeling.

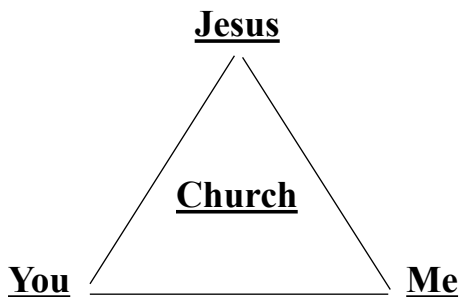
*God can testify how I long for all of you with the affection of Christ Jesus. And this is my prayer: that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless until the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ--to the glory and praise of God. Philippians 1:8-11*

**The Purpose of Service**

*"My prayer is not for them alone. I pray also for those who will believe in me through their message, that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me. I have given them the glory that you gave me, that they may be one as we are one: I in them and you in me. May they be brought to complete unity to let the world know that you sent me and have loved them even as you have loved me. John 17:10-23*

A. That we may be **One**

- 1. No Christian can be a **Lone Ranger**



*(Looks suspiciously like the triangle used in Session 6, expressing how we share a testimony with others. Hmmm... Maybe that's intentional?)*

- 2. We need others to:  
**challenge** us

hold us **accountable**  
help us **grow**  
reflect Christ's **kingdom**

**The solitary Christian, who needs no one else in his or her lives, is a contradiction. The purpose of the Christian life is to live out the Christian faith in the context of God's church. Christ's kingdom is present in the church, though not perfectly.**

B. Before you can lead a person, you must touch their **heart**

1. **Listen** to them

*"I remind myself every morning: nothing I say this day will teach me anything. So if I'm going to learn, I must do it by listening."* Larry King

2. **Serve** their needs

**Prayer of the Servant:**

*"Lord, give me a heart of compassion, especially for those I tolerate the least. Help me to overcome my arrogance and pride that keeps me from being a servant. Give me a passion to be one with your people, the church, so that we might reflect the love of Christ to unbelievers in the world."*

## **Resolving Conflicts**

### Leadership 301, Session 8

*In those days when the number of disciples was increasing, the Grecian Jews among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. So the Twelve gathered all the disciples together and said, "It would not be right for us to neglect the ministry of the word of God in order to wait on tables. Brothers, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them and will give our attention to prayer and the ministry of the word." This proposal pleased the whole group. They chose Stephen, a man full of faith and of the Holy Spirit; also Philip, Procorus, Nicanor, Timon, Parmenas, and Nicolas from Antioch, a convert to Judaism. They presented these men to the apostles, who prayed and laid their hands on them. So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith.*

Acts 6:1-7

**Theme:** Conflict should be an anticipated component of our daily walk. How we deal with conflict is an expression of our character and determines whether that conflict will be a growth opportunity or a problem in our lives. Christian servant/leaders take the lead in responding to conflict positively and with love.

### **Conflict in the Early Church**

1. Conflict was a **daily** challenge for the church
2. Many issues created conflict:  
**racism, ageism, status,**  
**size, theology, money,**  
**leaders, vision, first-ism**
3. How were the conflicts addressed?
  - a. **directly**
  - b. Without personal **animosity**
  - c. Keeping in mind the **purpose** of the church

*"The most important single ingredient in the formula of success is knowing how to get along with people." Theodore Roosevelt*

### **What Causes Conflict?**

1. **change**
  - a. all growth is precipitated by a change

- b. If you want life without conflict, you will have to wait until you **die**
- 2. Differences**
- a. **Race**
  - b. How people **think**
  - c. Our different **values**
  - d. How we are brought **up**
  - e. How we **talk**
    - 1) Mis-**communication** is the burial ground of many great ideas
    - 2) Don't assume that, just because you've communicated a message once, that the receiver understands what you said.
- 3. Circumstances**
- a. These are things over which we have no **control**
  - b. Includes our **community, location, sociology**

*We are a congregation full of conflict, and that is a sign of growth. A congregation with no conflict has either entered into the kingdom to come, or soon will be.*

- A **challenge** is a conflict which a servant/leader confronts and resolves
- A **problem** is a conflict which is ignored

### **How can Conflicts be Resolved?**

1. **Anticipate** that conflicts will be a regular challenge.
2. Take **stock** of the conflict
  - a. Is it a **personal** beef; or, does it affect the needs of **others**
  - b. How do I contribute to the conflict, and how can I contribute to the **solution**?
  - c. Don't fight someone else's **battles**
  - d. Don't fight **every** battle.

*"Smart leaders believe only half of what they hear. Discerning leaders know which half to believe"* Rev. John Maxwell

**Remember:** If you have no intention of being a constructive and positive part of the resolution to the conflict, you have no business taking the next steps.

3. Keep an eye on the **BIG** picture  
Remember what your **purpose** is, and don't lose sight of it.

*“The majority see the obstacles, the few see the objectives; history records the successes of the latter, while oblivion is the reward of the former”* Alfred Armand Montopert

4. Confront the **challenge**
  - a. Other people are our **partners** in resolving the conflict, even if they are the ones with whom we disagree. Never attack the people (except in cases of outright evil, i.e. Adolph Hitler; however, this type of evil is rare since Satan and his demons are limited in resource)
  - b. Unless we confront the conflict, it will only grow old and mildew and rot in the grave with our bodies.

*Winners deal with new and different conflicts every year, because they are finding creative and positive resolution to the conflicts of last year. Whiners are STILL talking about the same conflicts from last year.... and the year before ...and the year before that...and...*

5. Confront conflict in **love**
  - a. Remember, we are working with our **partners**
  - b. The resolution to a conflict is what is in **OUR** best interest
  - c. Talk in “**I**” messages  
Speak for yourself  
Express your concerns, not the issues you have of the other

**REMEMBER:** NEVER assign motive to another person. You will likely be wrong!

6. Brain-**storm**  
Let the solution come from the partnership  
Come up with a **mutual** solution

**Assignment:** Find a broken relationship in your life and take the initiative to heal it. Do not use the excuse that “It’s that person’s fault.”



## **Responsibility**

### Leadership 301, Session 9

*Then the man and his wife heard the sound of the LORD God as he was walking in the garden in the cool of the day, and they hid from the LORD God among the trees of the garden. But the LORD God called to the man, "Where are you?" He answered, "I heard you in the garden, and I was afraid because I was naked; so I hid." And he said, "Who told you that you were naked? Have you eaten from the tree that I commanded you not to eat from?" The man said, "The woman you put here with me--she gave me some fruit from the tree, and I ate it." Then the LORD God said to the woman, "What is this you have done?" The woman said, "The serpent deceived me, and I ate." Genesis 3:8-13*

**Theme:** The greater freedom one enjoys in Christ, the greater one's responsibility. As Christians, we have been given great liberty, but this implies that we need to live our life with great responsibility.

*"Liberty means responsibility. That is why men dread it."* George Bernard Shaw

#### **Adam & Eve began the blame game**

1. Adam blamed Eve for his sin
2. Eve blamed the serpent for her sin
3. Yet, they were responsible for their own sin
4. Who do we blame today for our sin and failures?  
**economy, environment, government, employers, parents, spouse**
5. The problem with the blame game:
  - a. focuses on my rights, but not my responsibilities
  - b. embraces the "victim" mentality

Failure to hit a target is never the fault of the target but of the shooter.

*Therefore, my dear friends, as you have always obeyed--not only in my presence, but now much more in my absence--continue to work out your salvation with fear and trembling, for it is God who works in you to will and to act according to his good purpose. Do everything without complaining or arguing, so that you may become blameless and pure, children of God without fault in a crooked and depraved generation, in which you shine like stars in the universe as you hold out the word of life--in order that I may boast on the day of Christ that I did not run or labor for nothing. But even if I am being poured out like a drink offering on the*

*sacrifice and service coming from your faith, I am glad and rejoice with all of you.*  
Philippians 2:12-17

### **For what are we called to be responsible?**

1. For our **faith** development
  - a. called to work out our **salvation**
  - b. does not mean that we **earn** it
  - c. our faith is a process of growth
  - d. we are to **explore** and discover our potential
  - e. Luther used the phrase: “**SIN BOLDLY**”
    - 1) Be conscientious of your actions, but
    - 2) Don’t be too **timid**
    - 3) Live life with boldness and without fear, knowing God is working in you.
  
2. For our **behavior**
  - a. We have been freed from **sin**
  - b. Freedom means greater responsibility for how we **live**
  - c. Stop using the excuse, “I’m only **human**”
  - d. You are a **redeemed** child of God!!!!

*What shall we say, then? Shall we go on sinning so that grace may increase? By no means! We died to sin; how can we live in it any longer? Or don't you know that all of us who were baptized into Christ Jesus were baptized into his death? Romans 6:1-3*

3. For **others**
  - a. We are called to shine like the **stars**
  - b. We are called to be responsible so that we might hold out the Word of **life** to others
  - c. Paul says to do so with out complaining or arguing—this means without “intellectual **rebellion**” and without self-**pity**
  - d. Hold your life out as an example of what God can do.
  
4. For the **church**
  - a. Paul **pours** himself out for the church so that they might grow in their faith.
  - b. We are called to take responsibility for the growth of our brothers and sisters in Christ.

## Developing responsibility

1. You may **delegate** responsibility, but you can NEVER give it away

a. A leader accepts responsibility for **failures**

b. A leader gives credit to **others** for successes

*“A leader can give up anything except final responsibility.”* Rev. John Maxwell

2. Develop those to whom you are **accountable**

3. Remember: It’s God’s **mission**, and you are but a **steward**

a. *“It’s not my job”* should not be in a Christian’s vocabulary.

b. A steward is someone who tends to and cares for the property of someone else

c. God has given you the responsibility for the work of the church on earth.

1) If your neighbor dies without knowing or having heard of Jesus Christ, you will be held accountable

2) You are God’s ambassador: How well are you representing God?

4. Raise your **standard**

a. We will never reach maximum **potential** on minimum effort

b. *“Stress comes from doing less than you can.”* Jim Rohn, success expert

c. Remember who you represent!!!

5. Find better **tools**

a. When, not if, you **fail**, use it as a growing opportunity

b. Find better ways to accomplish the task

6. Be **persistent**

**Signs on President Harry S. Truman’s Desk in the oval office:** *“Always do right. This will gratify some people and astonish the rest.”* AND, *“The buck stops here.”*

## Leaders Develop Friendships

### Leadership 301, Lesson 10

*I hope in the Lord Jesus to send Timothy to you soon, that I also may be cheered when I receive news about you. I have no one else like him, who takes a genuine interest in your welfare. For everyone looks out for his own interests, not those of Jesus Christ. But you know that Timothy has proved himself, because as a son with his father he has served with me in the work of the gospel. I hope, therefore, to send him as soon as I see how things go with me. And I am confident in the Lord that I myself will come soon. But I think it is necessary to send back to you Epaphroditus, my brother, fellow worker and fellow soldier, who is also your messenger, whom you sent to take care of my needs. For he longs for all of you and is distressed because you heard he was ill. Indeed he was ill, and almost died. But God had mercy on him, and not on him only but also on me, to spare me sorrow upon sorrow. Therefore I am all the more eager to send him, so that when you see him again you may be glad and I may have less anxiety. Welcome him in the Lord with great joy, and honor men like him, because he almost died for the work of Christ, risking his life to make up for the help you could not give me.*

Philippians 2:19-30

**Theme:** True Christian Servant/Leaders are never alone. They always have a friend to share their burdens, encourage their dreams, and cover each other's backs.

**There is an old saying: "It's lonely at the top."**

1. This saying was not written by a **leader**
2. An old Chinese proverb says, "If you are leading and no-one is with you, you are only taking a long walk."
3. A Servant/Leader understands the necessity of friendships and **nurtures** them.

**Why Do we need friends?**

1. We are **created** for companionship (Genesis 2:18)
2. Friendship is at the **heart** of the Christian life
  - a. Jesus' prayer is that we might be **one** (John 17:20-26)
    - ...Jesus had many disciples, but...
    - ...Jesus only had 12 in his inner **circle**
  - b. The word "together" is used **18** times in the first two chapters of the book of Acts
  - c. The early Christians were together in:
    - ...**prayer** (Acts 1:12-15, 2:1-13, 2:4)

...**priorities** (Acts 1:6-8; 2:14-41)

...**patience** (Acts 1:4-5)

...**possessions** (Acts 2:43-45)

...**praise** (Acts 2:46-47)

4. It is the only way for us to make a positive **impact** on the world
  - a. We cannot do it by ourselves
  - b. 2 can carry a greater **burden**
  - c. Because of the unity of their friendships, the early church was able to stand together and turn the world upside down. (Acts 2:42-47, 4:32-33; 6:1-7)
5. Congregations that die do so because they are a...
  - a. **caustic** environment
  - b. Friendships are neglected

One-ness is the...  
Choice of Jesus...  
...Challenge of the Church...  
...Changing of the World.

### The 3 marks of a Christian friendships

#### 1. Genuine **love**

- a. Timothy was **different**, but this did not keep them separate
  - 1) Timothy was **racially** different
  - 2) Timothy was **un-circumcized**, and caused great consternation amongst Jewish Christians
- b. Paul says most friends are motivated by self-**interest**
- c. Friendship is the best way to pass on **Christ**  
*We make friends because we are interested in others, and because we are interested in others we want to tell them about Jesus*

*“You can make more friends in two months by becoming interested in other people than you can in two years by trying to get other people interested in you.” Dale Carnegie*

#### 2. Common **interests** (vs. 21)

- a. Christian friends are united by their passion for **Christ**
- b. Christian friends are united by their common **vision**
  - 1) Our desire to work together is what binds us and draws us closer **together**

- 2) The professionalization of the clergy has **destroyed** the ministry of lay people

*“...people who simply ‘want friends’ can never make any. The very condition of having friends is that we should want something else besides friends... Friendship must be about something, even if it were only and enthusiasm for dominoes or white mice.” C.S. Lewis*

3. Share **risks** & **battles** (vs. 25)

- a. Paul uses the word **soldier**

1) Indicates toil and **suffering**

2) Our Christian faith is often ridiculed

3) We need someone to cover our **backs**

- b. Epaphroditus was willing to **risk** his life for his work with Paul

- c. For Jesus, being a friend means...

...being **vulnerable**

...giving up one's **life**

...which is exactly what Jesus did....

(John 15:13, Acts 15:26)

*“Strange is our situation here upon earth. Each of us comes for a short visit, not knowing why, yet sometimes seeming to divine a purpose. From the standpoint of daily life, however, there is one thing we do know: that man is here for the sake of other men.” Albert Einstein*

## Growing As A Leader

### Leadership 301, Session 11

*When Moses' father-in-law saw all that he was doing for the people, he said, "What is this that you are doing for the people? Why do you sit alone, while all the people stand around you from morning until evening?" Moses said to his father-in-law, "Because the people come to me to inquire of God. When they have a dispute, they come to me and I decide between one person and another, and I make known to them the statutes and instructions of God." Moses' father-in-law said to him, "What you are doing is not good. You will surely wear yourself out, both you and these people with you. For the task is too heavy for you; you cannot do it alone. Now listen to me. I will give you counsel, and God be with you! ... You should also look for able men among all the people, men who fear God, are trustworthy, and hate dishonest gain; set such men over them as officers over thousands, hundreds, fifties and tens. Let them sit as judges for the people at all times... So it will be easier for you, and they will bear the burden with you. If you do this, and God so commands you, then you will be able to endure, and all these people will go to their home in peace."*

Exodus 18:14-23

### The 5 Steps of Leadership

1. Know where you are **going**
  - a. Moses had the **word** from God as a guide
  - b. Christian leaders must be devoted in prayer and **Bible Study** if they are to know where they are going
  - c. People will only follow you if they know you have a clear **direction**
2. **Go** there
  - a. Moses had been in the **presence** of God
  - b. We need **credibility**

People will only trust you as far as your credibility  
Credibility is like **money**: we only have so much to spend.  
Therefore, be careful what you spend it on  
Not everyone will buy into your **dream**: concentrate on those that do
  - c. Steps 1 & 2 are necessary **pre-requisite** of being a leader, but you are not a leader until someone follows
3. Take others **with** you
  - a. Moses looked for God-fearing and **honest** men to learn God's will
  - b. **Evaluate** the strengths of those who follow
  - c. Give them ...

...direction, but also give them

- ...**ownership** and the opportunity to be creative
- d. Place a “10” on the forehead of all those who follow...
  - ... Think the best, and expect the best from them
  - ... Even if they are only a “2”, they will grow up to your expectations if you treat them like a “10”
- 4. Train others to take others with **them**
  - a. Moses trained his leaders so that they might show others God’s will...
    - ... This kept Moses from being worn **out**
    - ... This kept Moses’ followers from being **frustrated**
    - ... The choosing of other leaders multiplied Moses’ ability to lead
    - ... The people lost direct access to **Moses**, but easier access to the will of God
  - b. The Praeto Principle, or the 80/20 rule, states that 20% of the people in any organization are **leaders**  
The prime leader should spend **most** of his/her time training these leaders
  - c. It is difficult to develop leaders because...
    - ... leaders are hard to **find**
    - ... leaders often do not **play** well together
    - ... leaders are hard to keep **together** since they have their own vision and dreams
  - d. Yet, while it is easier to just lead followers, one reason congregations are failing...
    - ... the pastor’s and leaders are not training leaders, they are spending most of their time with the followers.
    - ... This will wear out the leaders and frustrate the followers, since the leader will run short of time to satisfy the desires of all of those who follow

*“If you develop leaders, you will always have followers. If all you do is develop followers, you will never have leaders” Rev. John Maxwell*

- 5. Train others to **train** others to take others with them  
Leaders always work themselves **out** of a job

### **What must we do to grow in these 5 steps**

- 1. **Show** up every day, ready to play
- 2. keep **growing, learning, improving**
  - a. Never be **satisfied** with the status quo
  - b. Those that follow you will only grow as big as your own **learning**, therefore you should never stop growing.



*“If you don’t like the crop you are reaping, check the seed you are sowing.”*

3. Follow through with **excellence**
  - a. Excellence is a **choice**
  - b. Don’t take **short-cuts**
4. accomplish more than is **expected**

*“If what you did yesterday still looks big to you, you haven’t done much today.”*

Rev. John Maxwell

5. **Inspire** others

*“The Leader knows the way.*

*Therefore the leader needs knowledge*

*The leader goes the way.*

*Therefore the leader should have a deep commitment to Christ and the ministry*

*The leader shows the way.*

*Therefore, the leader should also be the example to others.*

Rev. John Maxwell

**Congratulations, You Are Now A Leader!**  
**What's That Target on Your Back?**  
Leadership 301, Lesson 12

*Now the people complained about their hardships in the hearing of the LORD... The rabble with them began to crave other food, and again the Israelites started wailing and said, "If only we had meat to eat! We remember the fish we ate in Egypt at no cost--also the cucumbers, melons, leeks, onions and garlic. But now we have lost our appetite; we never see anything but this manna!" ... The LORD became exceedingly angry, and Moses was troubled. He asked the LORD, "Why have you brought this trouble on your servant? What have I done to displease you that you put the burden of all these people on me? Did I conceive all these people? Did I give them birth? Why do you tell me to carry them in my arms, as a nurse carries an infant, to the land you promised on oath to their forefathers? ...I cannot carry all these people by myself; the burden is too heavy for me. If this is how you are going to treat me, put me to death right now--if I have found favor in your eyes--and do not let me face my own ruin." Numbers 11:1-15*

*On hearing (the sayings of Jesus), many of his disciples said, "This is a hard teaching. Who can accept it?" Aware that his disciples were grumbling about this, Jesus said to them, "Does this offend you? ... This is why I told you that no one can come to me unless the Father has enabled him." From this time many of his disciples turned back and no longer followed him. John 6:60-66*

When You become a Leader You become a **target**

A. Stay **focused**

1. Remember your **purpose**

a. We are called by God to bring in the **harvest**

b. Every day we waste is another soul **lost**

c. Concentrate on those things you do **well**

1) Focus **70%** of your time on your strengths

2) Focus **25%** of your time on new things

3) Focus only **5%** of your time on your weaknesses... In the church, God has gifted others to do the tasks you do not do well.

*"The great mystery isn't that people do things badly, but that they occasionally do a few things well. The only thing that is universal is incompetence. Strength is always specific. Nobody ever commented, for example, that the great violinist Jasch Heifetz probably couldn't play the trumpet very well." Peter Drucker*

2. Increase your **devotional** time
  - a. Leaders should spend:
    - 1) **1** hour in daily devotional time
    - 2) **3** hours in fasting and prayer per week
    - 3) **1** day devoted to prayer per month
    - 4) **1** week devoted to spiritual development per year.
  - b. These are goals, but not **legalisms**. However, there has never been a great Christian leader who has not devoted significant blocks of every day to prayer and spiritual development.
3. Stay **connected**
  - a. Don't try to do ministry **alone**
  - b. Partner with other Christians who have other **gifts**
  - c. **synergy** occurs—the whole is greater than the sum of its parts (Leviticus 26:8, Luke 5:6-7)

*“No man will make a great leader who wants to do it all himself or get all the credit for doing it.” Andrew Carnegie*

#### B. How to Deal with the Negativity

1. Remember that you are a **shepherd**
  - a. Sheep **bleat**, so our job is to lead the sheep out of negativity.
  - b. A wolf is always lurking, causing confusion, hoping to devour one of the sheep. The wolf we need to watch out for is **Satan**

*For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. Ephesians 6:12*

2. Change your **attitude!**
  - a. None of us face the type of suffering **Christ** did
  - b. Remember who you are...God's **child**  
You are, therefore, precious. Don't let someone else's opinion take precedence over God's
  - c. Don't let your **highs** be too high.
  - d. Don't let your **lows** be too low.
  - e. Expect it to be **difficult**
  - f. Expect that something will always go **wrong**
  - g. Expect that some of your followers will **fail**  
Yet, your job is to be **gentle** with them
  - h. Always create a **contingency**
  - i. Take the **long** view

- 1) We plant seeds in followers
  - 2) Seeds may lie **dormant** for years
  - 3) You may NEVER see the growth
  - 4) Jesus did not get disgusted with the rich young ruler  
(Mark 10:17-22)
  - 5) Nicodemus' faith developed over years, not  
all at once. (John 3:1-21, John 7:50-53, John 19:39-40)
- j. You will not be able to lead **everyone**
- 1) Some people have another **dream**
  - 2) Some are not **ready**, or the cares of life distract them
  - 3) Some people just do not **trust** you
  - 4) Some people need a **break**
- k. The only way to improve and grow is to risk **failure**  
Failure is an opportunity to grow
- l. The point of leading is to rally **others**
- 1) The destination is **secondary**
  - 2) Don't overlook the people to achieve the goal
- m. Don't get too big of a head because of what you do well.
- 1) **God** gave you that gift
  - 2) You are **incompetent** in just about every other area of your life.
  - 3) Therefore, be gracious to others **when** they  
fail. They may not have a gift or necessary  
training to do what is asked.
- n. Leaders make it possible for others to **succeed**
- o. Don't **panic**: every closed door is an opportunity
- p. If God can raise a valley of dry bones, no failure is  
too great for God to overcome Ezekiel 37:1-14