

Duties and Character of a Spiritual Leader

The Big Picture: Ministry Map

Qualifications and Duties

- Small Group Facilitators
- Sunday School Teachers
- Servant Leader Board
- Elders
- Women Leadership Board

I. Expectations of a Spiritual Leader

Life and Doctrine

“Keep a close watch on your life and doctrine” 1 Timothy 4:16

(See material in Intro to Spiritual Leadership Training for qualities of a leader).

- You should be an example in godliness and proficient in understanding orthodox Christianity.
- You aren’t perfect in life or doctrine, but your whole life (even failings) should demonstrate a reliance on the gospel of repentance and faith.

Commitment Level

James 3:1 “not many of you should presume to be teachers, my brothers, because you know that those who teach will be judged more strictly.”

The description of the qualifications of elders and deacons in the Pastoral Epistles reminds us that one should not enter into leadership lightly. The high calling takes ministry seriously and believes it is worthy of our best effort and highest priority.

While this always means sacrifice, it also means blessing (1 Tim 5:17). You will grow far more through serving Christ’s body as a leader than you will standing on the sidelines.

Serving the Overall Mission of the Church

Leaders are not just committed to their particular area of service, but to support the overall mission of the church. Part of what this means is working with other leaders, being attentive to the greater body. This will impact scheduling, recruiting, and problem solving just to name a few.

Attending Key Events

A big part of leadership is just showing up. It encourages leaders; it legitimizes the program or event; it makes visitors comfortable and welcome; and, we trust, the event or program has value in itself. Please see a list of Key Leader Events in the leadership handbook.

Transitions

Please plan a transition strategy now! We hope you love your leadership position and feel called to it, but your call can change. As a small church it is very difficult to have pastors spend time trying to fill last minute vacancies. Each leader should be training an apprentice even when he or she isn't intending to leave the position. Also, please discuss transitions at the first sign of fatigue or change of call.

Be wary of leaving leadership all together. Life tends to fill all voids rather quickly, and it is difficult for leaders to be motivated to come back once they pull out entirely.

Communication

Church Community Builder (CCB) is not perfect, but it is a big help in facilitating ministry. Its usefulness really relies on leaders actively using it for ministry. Please use it to communicate with your groups, keep records of policies/procedures/mission statements, and an accurate roll of your team members.

II. The Team Dynamic

A. Cultivating a Team Mentality

It will **always be a struggle** to think team rather than personal ingenuity. You will need to self-consciously plan to think team and plan ways to work a project through a team.

1. Benefits of the team approach:

- More people involved means more gifts
- Not only more gifts but gifts used appropriately: no Christian is a foot and an eye, etc.
- It only seems more efficient in the short term. Teams do lighten the load once roles are defined.
- Added stability
- Leadership development

2. Problems when you avoid a team approach:

- We tend to think of our own strengths and weaknesses (missing out on solutions that are clear to others)
- Fewer gifts are involved in the project
- It becomes much harder to transfer leadership

Working with teams is a biblical non-negotiable. Every part of serving at CPC involves a team. Ministry Teams (worship administration, nursery, café, décor, etc.) report to the Servant Leader Board (SLB); teachers, small groups, youth and adult ministries report to session. Session works with Presbytery which works with General Assembly which works with the Church universal.

B. Recruitment

1. Recruitment with a purpose

- Your greatest asset in recruiting is your excitement about the necessity of your team. Leaders must constantly remind themselves of the value of their team to the mission of Christ.
- Personal invitations/challenges are key in recruiting. Very few will respond to generic announcements.

2. Use new member information (but don't wait for it!)

3. Invite members to serving for a trial period without a long commitment.

4. Establish goals for recruitment to fit a vision. Understand the difference between goals and vision: Vision is the desire to have 10 people in your team. A goal is forming a plan to recruit. Work toward goals (within your control) and pray for the vision (which is outside of your control).

C. Team Distribution of Responsibilities

1. Delegate with a plan

- Observations
- Participation
- Supervision
- Delegation

2. Obstacles to Delegation

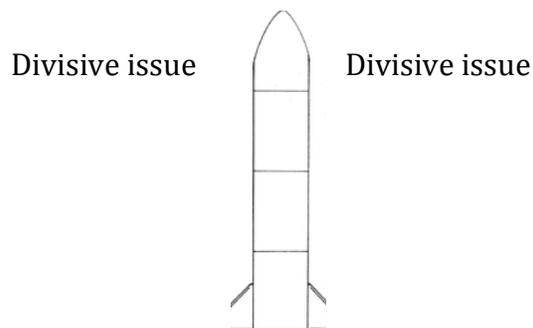
- The Job will not be done the way I would do it.
 - As long as this is the case your vision is limited to your time and abilities
- They lack adequate training to perform the job well
- The team leader should delegate responsibilities in order to train

IV. Issues in Leading Teams

A. Keeping it Focused

A healthy church is focused upon the gospel. All teams no matter what their function ultimately serve a gospel purpose, whether it is direct discipleship or supporting and facilitating gospel ministry.

We need to guard against polarizing issues that can divide the teams and undermine gospel ministry. RUF uses the model of a rocket ship. The nose of the rocket is the gospel mission and the divisive issues push it off course.



B. Dealing with Antagonism

Without a doubt, one of the greatest obstacles to biblical leadership is mishandling antagonism. “Antagonists are individuals who, on the basis of substantive evidence, go out of their way to make insatiable demands, usually attacking the person or performance of others.” (Kenneth Houck, *Antagonists in the Church*)

Dangers:

- To fall into a ‘persecution complex’
- To allow a few dissenting voices to color your perception
 - Leading to discouragement of your mission
 - Or, cause you to be suspicious about everyone
- To lose confidence in your calling

Dealing with antagonism:

- You need good friends that you trust and that believe in your calling
- You need “cover” from solid church leadership
- You will need to plan

Plan to Respond to an Antagonist (from Houck)

- a. Meet in a place of your choosing (not in your home or over lunch).
- b. Meet at a time of your choosing. If the antagonist asks, ‘Can I come over right now? Answer, “This is not a good time.”
- c. Begin on time. If they arrive early wait until the scheduled time.
- d. Greet them with a simple “Hello.” Ask, “How can I help you?” or “What is it that you want to talk with me about?”
- e. Take notes
- f. Avoid challenging an antagonist. Do not use public meetings to confront an antagonist

C. Good Arguments supported by Biblical Wisdom

Good leadership will need to make many decisions that might seem like “subjective” calls. Yet, leaders must rely on biblical wisdom and check that they use sound arguments. We must be careful that our decisions are not based on selfish desires or problematic logic (like the slippery-slope argument).

D. Measuring Success

“Whether you realize it or not, you have a specific definition of personal success. And that definition of success greatly affects your life. It affects what you worry about, your stress levels and your sense of personal fulfillment. False views of success are usually quantitative not qualitative and built around things like career achievement and professional recognition.” Steve Childers

What is the most common criteria for success in ministry?

False Views of Success:

1. Popularity
2. Money
3. Numbers
4. Other?

Biblical view of Success:

Acts 16:15 [15] *And after she was baptized, and her household as well, she urged us, saying, "If you have judged me to be faithful to the Lord, come to my house and stay." And she prevailed upon us.*

1 Corinthians 4:17 [17] *That is why I sent you Timothy, my beloved and faithful child in the Lord, to remind you of my ways in Christ, as I teach them everywhere in every church.*

Ephesians 6:21 [21] *So that you also may know how I am and what I am doing, Tychicus the beloved brother and faithful minister in the Lord will tell you everything.*

Colossians 1:7-8 [7] *just as you learned it from Epaphras our beloved fellow servant. He is a faithful minister of Christ on your behalf [8] and has made known to us your love in the Spirit.*

Colossians 4:7-8 [7] *Tychicus will tell you all about my activities. He is a beloved brother and faithful minister and fellow servant in the Lord. [8] I have sent him to you for this very purpose, that you may know how we are and that he may encourage your hearts,*

Revelation 2:10 *Do not fear what you are about to suffer. Behold, the devil is about to throw some of you into prison, that you may be tested, and for ten days you will have tribulation. Be faithful unto death, and I will give you the crown of life.*

Definition of Success for a Spiritual Leader: Faithfully pleasing God with the resources and responsibilities that He has given you in conformity to the teachings and practices of Christ as related to a particular vocation/service for the ultimate good of Christ and his church.

Principles that Lead to a Faulty View of Success:

1. Primitivism: Successful Christianity is a return to the past
2. Modernism: Newer is truer or better
3. Populism: Popularity is confused with truth or best practice
4. Pragmatism: "What Works" is confused with "What is Right"
5. Isolationism: Personal interest pushes the agenda regardless of the whole community

E. Time Management

1. Warning signs of time management problems

- Lack of quality in personal relationships with significant others
- Lack of contentment at the end of day/week/year.
- Busyness without accomplishment
- Tyranny of the urgent
- Late to or missing appointments
- Emotional instability

- Constantly talking about “time”
- Inability to control “time robbers”
 - Procrastination
 - Interruptions by people without an appointment
 - Poor delegation
 - Paper shuffling: false sense of productivity
 - Time spent on praise related accomplishments rather than value related accomplishments

2. How to Manage Time

1. Create a personal life statement
2. Establish proper balance between work and leisure (1 and 7)
3. Know your rhythm of maximum effectiveness (best time of day)
4. Have realistic expectations
5. Discern good versus best in priorities
6. Remember that relational goals will never impose a deadline until it is too late.
7. Evaluate your productivity in light of biblical values