

Jesus On Leadership

Becoming A Servant Leader

*Whoever wants to become great among you **must be your servant**, and whoever wants to be first must be **slave of all**. For even the Son of Man did not come to be served, **but to serve**. Mark 10:43-45 (NIV)*

Christ-Like Leadership

Leadership in the **Kingdom of God** is different from leadership in the **world**:

- Life under the lordship of _____ has different values than life under the lordship of _____
- Kingdom leaders are people who lead like _____
- _____, not _____ is the goal of a leader who has Christ as his master.
- True servant leadership begins by _____ to Jesus as master, and _____ following His teachings and lifestyle.
- People prefer to follow those who _____ and _____ them, not those who _____ them.

⇒ *When a church chooses to follow a **biblical model of servant leadership** for all its leaders, God will work in **amazing ways** through those leaders. G. Gene Wilkes*

⇒ *True greatness, **true leadership**, is achieved not by reducing men to one's service, but in **giving oneself in selfless service** to them. J. Oswald Sanders*

Jesus' Teachings On Leadership

Down From the Head Table (Luke 14:1,7-11, NKJ)

Now it happened, as He went into the house of one of the rulers of the Pharisees to eat bread on the Sabbath, that they watched Him closely.....

*So He told a parable to those who were invited, when He noted how they chose the best places, saying to them: "When you are invited by anyone to a wedding feast, **do not sit down in the best place**, lest one more honorable than you be invited by him; and he who invited you and him come and say to you, 'Give place to this man,' and then you begin with shame to take the lowest place.*

*But when you are invited, **go and sit down in the lowest place**, so that when he who invited you comes he may say to you, 'Friend, go up higher.' Then you will have glory in the presence of those who sit at the table with you. For whoever exalts himself will be humbled, **and he who humbles himself will be exalted.**"*

- The true place of Christ-like leadership is out in the _____, not at the _____
- In too many churches today, the head table has replaced the _____ and the _____ as the symbols of leadership.

Principles of Servant Leadership

1. Servant leaders _____ themselves and wait for God to _____ them.

⇒ *Humility comes before honor.* Proverbs 15:33 (NIV)

⇒ *All of you be **submissive** to one another, and be clothed with humility, for "God **resists the proud**, But gives **grace to the humble.**"* 1Peter 5:5 (NKJ)

An Attitude Like Jesus

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!*

*Therefore, **God exalted Him** to the highest place
and gave him the name that is above every name,
that at the name of Jesus **every knee should bow,**
in heaven and on earth and under the earth,
and every tongue confess that Jesus Christ is Lord,
to the glory of God the Father.
Philippians 2:5-11 (NIV)*

- Jesus _____ Himself and _____
humanity in _____ to God.
- We should humble _____ and serve _____ in
obedience to _____

⇒ “**Minister**” is the same word for “**servant**” as used by Jesus in Mark 10:44
“*Whoever wants to become great among you must be your **servant**.*”

- No one can be a _____ without a _____
- No one can serve _____

⇒ *Either he will **hate the one and love the other**, or he will be devoted to the
one and despise the other. **You cannot serve both God and money.** Mat-
thew 6:24 (NIV)*

Principles of Servant Leadership

2. Servant leaders _____ Jesus rather than seek a

Attaining Greatness

Read Mark 10:33-45 and then answer the following questions:

1. In your own words, what did James and John ask Jesus? _____

2. Why did James and John ask this question? _____

3. What was Jesus' reply? _____

4. How did James and John respond to Jesus' challenge? _____

5. What reason did Jesus use to refuse their request? _____

6. Why did the other ten disciples become indignant with James and John? _____

7. What does it take to become a great leader? _____

Principles of Servant Leadership

3. Servant leaders give up _____ to find greatness
in _____ to others.

Suffering For Jesus

- Any follower of Christ who seeks to _____ like Jesus must be willing to _____ like Jesus
- _____ like Jesus comes before _____ with Jesus.

⇒ *All who desire to **live godly** in Christ Jesus will suffer **persecution**.* 2Timothy 3:12 (NKJ)

The Ministry of The Towel

Read John 13:1-3 and answer the following question:

What three things did Jesus know about Himself that gave Him confidence to wash his disciples' feet?

a) _____

b) _____

c) _____

Principles of Servant Leadership

4. Servant leaders can risk serving others because they _____ that God is in _____ of their lives.

⇒ *And we know that **all things** work together for **good** to those who love God, to those who are the called according to His purpose.* Romans 8:28 (NKJ)

Read John 13:4-11 and answer the following questions:

1. Why did Peter resist having his feet washed by Jesus? _____

2. How did Jesus respond? _____

3. Why did Jesus want to wash his disciples' feet?
 - a) _____
 - b) _____

Principles of Servant Leadership

- 5. Servant leaders take up the _____ of servanthood in order to meet the _____ of others.**
- Meeting needs does not necessarily mean _____ to people's wishes.
 - Leaders must sometimes _____ a need before meeting it.
 - Your greatest test of servant leadership is to wash the feet of those you know will _____ you.

Read John 13:12-17 and answer the following questions:

1. After acknowledging Himself as Teacher and Lord, what did Jesus tell the disciples to do? _____
2. What principle did Jesus state about servant-master relationships? _____

3. What promise did Jesus make at the end of His lesson? _____

Sharing Responsibility and Authority

After Christ ascended to heaven, He poured out His Spirit on His people at Pentecost. Read Acts 2:42-47 and then answer the following questions:

1. After being baptized by the Holy Spirit, what did the three thousand new believers devote themselves to? _____

2. What did the apostles do? _____

3. What kept the new believers together? _____

As the church grew, its needs grew. People were grumbling, which sometimes means that there is a need to address. Read Acts 6:1-6 to see how the apostles met the need and then answer the following question:

1. What three things did the twelve apostles do to meet the widows' needs?
 - a) _____
 - b) _____
 - c) _____
2. What did the apostles see as their primary role? _____

Principles of Servant Leadership

6. Servant leaders _____ their responsibility and authority with others to meet the needs of the flock.

⇒ *Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit. Matthew 28:19*

The Lesson of Moses

After the Exodus, Moses was responsible for leading the people of Israel to the Promised Land. One of Moses' responsibilities was to make decisions regarding disputes between the people. Since there were millions of people, Moses sat from morning to evening settling arguments.

Read Exodus 18:17-27 to see how Moses' father-in-law Jethro solved this problem and then answer the following questions:

1. What was Jethro's observation about how Moses was leading the people? _____

2. What three suggestions did Jethro make to enable Moses to carry out his responsibility as a leader and meet the people's needs?
 - a) _____
 - b) _____
 - c) _____

3. What did Jethro say the results of his recommendation would be? _____

Principles of Servant Leadership

7. Servant leaders _____ the impact of their leadership by _____ others to lead.
 - **Owning responsibility** for a task does not mean that _____ can or should do the job.
⇒ **Jesus multiplied His leadership** by empowering His disciples with the Holy Spirit (Acts 1:8)

Review:

Principles of Servant Leadership

1. Servant leaders _____ themselves and wait for God to _____ them.
2. Servant leaders _____ Jesus rather than seek a _____
3. Servant leaders give up _____ to find greatness in _____ to others.
4. Servant leaders can risk serving others because they _____ that God is in _____ of their lives.
5. Servant leaders take up the _____ of servanthood in order to meet the _____ of others.
6. Servant leaders _____ their responsibility and authority with others to meet the needs of the flock.
7. Servant leaders _____ the impact of their leadership by _____ others to lead.

Servant Leaders Are Leaders Who S.E.R.V.E.

World View of Leadership

1. The world says you should use all that you are for _____
2. The world says you should use your skills and gifts to _____
3. The world says that success leads to _____
4. The world says that happiness is the _____ highest goal.

God's View of Leadership

1. God says that He has prepared you for _____
2. God says you should use your skills and gifts to _____
3. God says that serving Him and others leads to _____
4. God says that peace and joy are the _____ highest goal.

Prepared for Service

Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms. 1Peter 4:10 (NIV)

- As a servant leader, we are _____ of God's grace in this world.

Surely you have heard about the administration of God's grace that was given to me for you. Ephesians 3:2 (NIV)

- As a servant leader, the apostle Paul's mission as given by God was to _____ to the Gentiles.

Paul's Outlook on Leadership

Whatever was to my profit, I now consider loss for the sake of Christ.
Philippians 3:7 (NIV)

Paul's Resume

Read **Philippians 3:4-6, Acts 22:3 and Galatians 1:13-14:**

In the space below, list Paul's **personal attributes and experiences** prior to his miraculous conversion:

Now read **2Corinthians 11:24-27**

In the space below, list the **ways in which Paul suffered** as a direct result of his obedience to Christ in preaching the gospel to the Gentiles:

Finally, go back and read **Philippians 3:7-8:**

Despite suffering many hardships, Paul nonetheless considered that:

1. Everything that came by his _____
was in the **loss** column.
2. Everything that came from _____
was in the **profit** column.

Prepared To S.E.R.V.E.

In the spaces below, write in what you think were Paul's particular gifts, experiences, relational style, vocational skills and what got him enthused:

Spiritual Gifts

Experiences

Relational Style

Vocational Skills

Enthusiasm

Developing the Leader Within You

The Key to Success

Can the blind lead the blind? Will they not both fall into the ditch? Luke 6:39 (NKJ)

- The key to success in any endeavor is the ability to _____ others successfully.
- Everything rises and falls on _____
- The effectiveness of your work will never rise above your ability to _____
- Your _____ skills determine the level of your success

Leadership Can Be Taught

- Leadership is **not** an exclusive club for those who were _____
- The **traits** that are the raw materials of leadership can be _____
- Leadership is _____, not _____
⇒ _____% of leadership skills are gifted, while _____% are developed
- Leadership is _____ from a leader; therefore, a _____ of effective leadership is essential
- A _____ plus _____ equals growing leadership

Leadership versus Management

There is a great deal of **confusion** over the difference between “**leadership**” and “**management.**”

- **Management** is the process of assuring that the _____ of the organization are _____
- **Leadership** is the process of _____ people to reach higher levels of performance or to turn a new _____ into a reality.

⇒ People don't want to be _____, they want to be _____

⇒ If you want to manage somebody, manage _____

5 Differences Between Leadership and Management

1. **Leaders** are _____ thinkers;
Managers are _____ oriented.
2. **Leaders** are constantly _____ beyond their specific objectives;
Managers focus only on the _____ of their assigned goals.
3. **Leaders** emphasize _____ and _____
Managers emphasize _____ and _____
4. **Leaders** have strong _____ skills.
Managers rely on _____.

5. Leaders don't accept _____

Managers don't accept _____

Leader: inspires others to do better work

Manager: assures that the work gets done

Teacher: shows others how to do the work

Laborer: knows how to do the work

Definition of Leadership

There are numerous definitions of leadership -- ask ten different people to define it and you'll get ten different answers. But what it all boils down to is:

Leadership is _____

- Most people define leadership as the ability to achieve a

- True leaders know that leadership is the ability to obtain

⇒ Both **Jesus** and **Hitler** were **outstanding leaders** although they employed different _____ based on different

Everyone Influences Someone

- Sociologists estimate that even the most introverted individuals will influence
_____ people during their lifetimes

- Each one of us is constantly influencing _____ even as we are being influenced _____

- In any given situation within any given group, there is a
_____ influencer

- The issue is not whether you influence someone but rather _____ of an influencer will you be?

Five Levels of Leadership

1. **Position:** The position itself confers the _____ of authority
 - People follow because they _____
 - Eventually leads to high turnover, low morale

2. **Permission:** Strong _____ build a foundation of trust
 - People follow because they _____
 - People will follow you **beyond** your specified authority level

3. **Production:** _____ build a strong sense of success
 - People follow because of what you've _____
 - People like you and value what you're doing

4. **Personnel Development:** _____ the level of the group by
_____ the people in the group
 - People follow because of what you've done _____
 - This level fosters long-term growth

5. **Personhood:** Tremendous _____ yields loyal followers
 - People follow because of _____
and _____
 - Few make it to this level -- those that do are "bigger than life"

Axioms About the 5 Levels of Leadership

- Each level is _____ upon the previous level.
⇒ If you skip a level without establishing the previous one, you will eventually _____ back to where you started.
- You never _____ the lower levels
⇒ As _____, they must be retained and maintained or else they will crumble beneath you.
- The higher you go, the _____ it is to lead
⇒ Each level provides another reason why people will _____ follow your lead.
- The higher you go, the higher the level of _____
⇒ In order to reach the next higher level, greater commitment is required of both _____ and your _____.
- The higher you go, the greater the _____
⇒ Effective _____ becomes easier because people will allow and even assist in making the needed modifications
- You will be on a _____ level with respect to each follower.
⇒ Therefore, you will not be able to have each person _____ in the same way to your leadership.
- It is essential that you take others within the group of followers with you to _____ levels of leadership.
⇒ Then the _____ influence of the entire group will be raised.

Level 1: Position

The Door to Leadership

- The position itself confers _____, but real leadership is much more than merely having _____.
- Positional leaders often lead by _____ and depend upon a rigid _____.
- People will **not follow** a positional leader _____ their defined authority level, only doing what they _____.
- The difference between a positional Boss and a true Leader is:

<u>Boss</u>	<u>Leader</u>
Depends on _____	Depends on _____
Inspires _____	Inspires _____
Says _____	Says _____
Fixes _____	Fixes _____
- Positional authority approaches don't work well with _____ because they **don't have to** continue working in the group or organization.

What to do to be successful at this level:

1. Know your _____ thoroughly.
2. Be aware of the _____ of the organization.
3. Accept _____.
4. Do _____ than expected.
5. Strive for _____ and _____.
6. Offer _____ for improvement.

Level 2: Permission

The Foundation

- This is the most often _____ level.
- True leadership begins with the _____ not the _____
- People don't care how much you _____ until they know how much you _____
- You can love people without _____ them, but you cannot truly lead people without _____ them.
- Permissional leadership is getting people to do work for you when they are not _____ to do so.
- The agenda of the Permissional Leader is not the _____ but people _____.
- Leaders who are unable to build solid, lasting _____ soon discover that they are unable to sustain effective _____
- Relationships are the _____ that holds the _____ together.

What to do to be successful at this level:

1. Possess and express a genuine _____ for people.
2. Care for _____ more than _____.
3. Help those who work with you to _____ and be _____.
4. Try to view things through _____ eyes.
5. Seek _____ in dealing with difficult people.

Level 3: Production

The Growth Stage

- Instead of getting together just to get together, people come together to _____ a _____.
- Everyone on the team is _____.
- Information is freely _____.
- _____ is high and _____ is low.
- _____ are being realized and _____ are being met.
- _____ are solved with minimum effort.
- Leadership is _____.

What to do to be successful at this level:

1. Develop and follow a statement of _____ and _____
2. _____ the purpose and vision of the organization.
3. Establish _____ for results, beginning with _____
4. Make the _____ decisions that will make a _____
5. Become an agent of _____.
6. Focus on the _____ of the organization and the _____ of the people.
7. Keep everyone, including the _____, involved at all times in all major decisions.

Level 4: People Development

Superior Performance

- Leaders can only be judged by the _____ of their people.
- Great leaders produce great _____ who produce _____ results.
- Leaders are great not because of their _____, but because of their ability to _____ and _____ others.
- At this level, the leader's primary responsibility is to _____ the abilities of others.
- Loyalty to the leader reaches its highest peak when people have personally _____ through the mentorship of the leader.

What to do to be successful at this level:

1. Realize that _____ are your most valuable asset.
2. Make your first priority _____ others.
3. Be a _____ for others to emulate.
4. Expose key leaders to _____ opportunities
5. Attract other _____ and _____ to help accomplish your long-term vision.

Level 5: Personhood

Respect and Adulation

- Only a lifetime of _____ leadership enables someone to attain this level.
- The Level 5 leader _____ the organization.
- Followers are not only _____, they are _____
- _____ and _____ exhibited these qualities in Biblical times.

⇒ Who do you think has achieved this level in the world today?

—

—

—

What to do to be successful at this level:

1. Spend _____ of leadership at Levels 1-4.
2. Follow the seven principles of _____ leadership.
3. _____ and _____ others into leaders.

4. _____ yourself and wait for God to _____
you.

The Foundation for Successful Leadership

You cannot be **truly** successful without:

- _____ as the foundation
 - ⇒ *This **Book of the Law** shall not depart from your mouth, but you shall **meditate on it day and night**, that you may observe **to do** according to all that is written in it. For then you will make your way **prosperous**, and then you will have **good success**.* Joshua 1:8

- _____ as the focus
 - ⇒ *If this **plan** or this **work** is of **men**, it will come to **nothing**; but if it is of **God**, you cannot overthrow it.* Acts 5:38-39 (NKJ)
 - ⇒ *And Moses said, “Why are you **disobeying the Lord’s command**? This will **not succeed!** Do not go up, because the Lord is not with you. You will be **defeated by your enemies**.”* Numbers 14:41-42 (NIV)
 - ⇒ *“**Woe to the rebellious children**,” says the Lord, “Who take counsel but not of Me, and who **devise plans**, but not of My Spirit.”* Isaiah 30:1 (NKJ)

- _____ in your heart
 - ⇒ ***Be obedient** in sincerity of **heart**, as to **Christ**; not with eyeservice, as men-pleasers, but as **bondservants of Christ**, doing the **will of God** from the **heart**, with goodwill **doing service, as to the Lord**, and not to men.* Ephesians 6:5-8 (NKJ)
 - ⇒ *Many are the plans in a **man’s heart**, but it is the **Lord’s purpose that prevails**.* Proverbs 19:21 (NIV)

- _____ an integral part of everything you do.
 - ⇒ *Then the churches throughout all Judea, Galilee, and Samaria had **peace** and were **edified**. And walking in the **fear of the Lord** and in the **comfort of the Holy Spirit**, they were **multiplied**.* Acts 9:31

The Key to Leadership

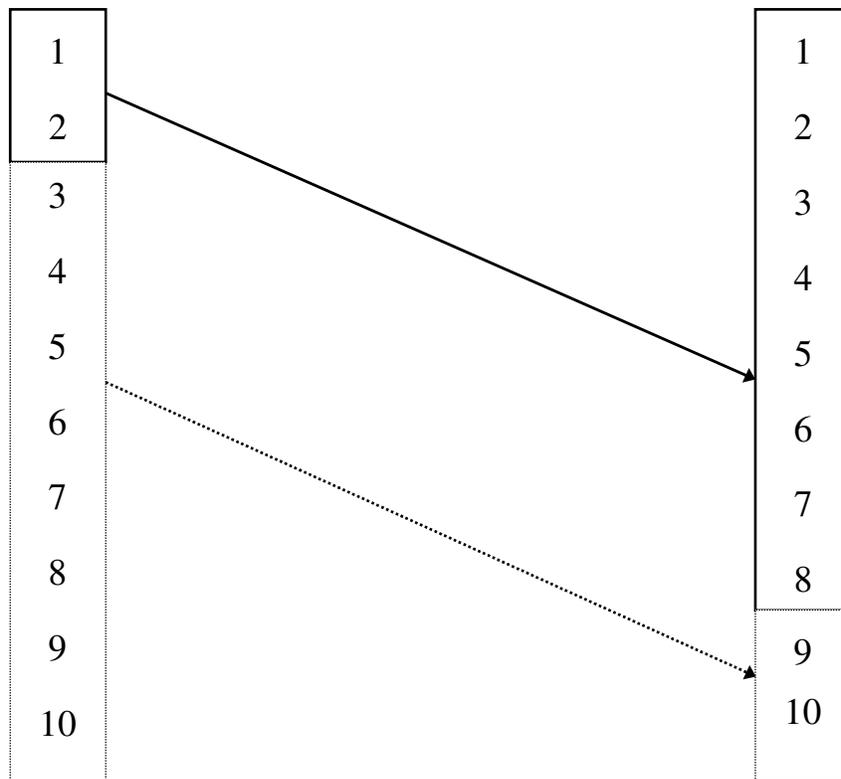
- The **primary key** to successful leadership is _____
- The **Pareto Principle** tells us that _____% of your priorities will yield _____% of your productivity

Priorities

1
2
3
4
5
6
7
8
9
10

Productivity

1
2
3
4
5
6
7
8
9
10



- If you spend your time on the top 20% of your priorities you will attain 80% of your productivity --- a _____% return on your time (solid line above).
- If you spend your time on the bottom 80% of your priorities you will attain 20% of your productivity --- only a _____% return on your time (dotted line above).

Examples of the Pareto Principle

Time: _____% of our time produces _____% of the results.

Work: _____% of the people do _____% of the work.

Managing: _____% of the people take up _____% of your time.

Leadership: _____% of the people will make _____% of the decisions.

Success: _____% of the people are responsible for _____% of the success.

Application of the Pareto Principle

1. Determine which 20% of the work will yield 80% of the return.

⇒ Spend _____% of your time on the _____% top priorities.

⇒ Assign others to work on the _____% lowest priorities.

2. Determine which 20% of the people will produce 80% of the work.

⇒ Spend _____% of your management time with the top _____% producers

⇒ Assign the top workers to do on-the-job training for the other _____%

Organize or Agonize

- It's not how _____ you work, it's how _____ you work .
- Every person is either an _____ or a _____ when it comes to **planning**.
- Decide what _____ and do it; then decide what _____ and don't do it..
- Priorities never _____, they continually _____ and demand _____

Setting Priorities

Place each **potential project** in one of the following categories:

- _____ **Importance** _____ **Urgency:** Tackle these projects **first** and devote the majority of your time to these.
- _____ **Importance** _____ **Urgency:** Set feasible **deadlines** for completion and work into your **daily routine**.
- _____ **Importance** _____ **Urgency:** Find **quick, efficient ways** to get this work done and **delegate it** to a “can do” assistant.
- _____ **Importance** _____ **Urgency:** This is usually “busy” or repetitive work. Either don’t do it at all or schedule a small amount of time each week to do it; or assign it to someone else.

Use the Three R’s to Set Priorities

Evaluation of priorities is often not black or white, but many **shades of gray**. In order to help you set priorities, consider the following questions:

1. _____
 - What is _____ of you in your position?
 - What needs to be done that only _____ can do?
 - What tasks can be _____ to others?

2. _____

- Which tasks yield the highest _____?

- Determine whether your people are being _____

Abuse: Too _____ are doing too _____

Disuse: Too _____ are doing too _____

Misuse: Too _____ are doing the _____ things

3. _____

- Are you doing what you do _____?
- Are you doing what you _____ to do?
- When you are doing something you love to do and do well, it's not _____, it's _____!

Priority Principles

- Too many priorities cause _____
- The art of being wise is the art of knowing what to _____
- _____% of achievement is knowing what you want.
- When _____ priorities demand too much of us, _____ problems arise.
- _____ is the foundation for survival.
- _____ is the foundation for success.

The Most Important Ingredient of Leadership

- _____ is the most important ingredient of leadership
 - ⇒ *....in all things showing yourself to be a pattern of **good works**; in doctrine showing **integrity**, reverence, incorruptibility.* Titus 2:7 (NKJ)
- Integrity is defined as “the state of being _____”
 - ⇒ *I [Paul] beseech you to **walk worthy of the calling** with which you were called, with all lowliness and gentleness, with longsuffering, bearing with one another in love, **endeavoring to keep the unity of the Spirit** in the bond of peace.* Ephesians 4:1-3 (NKJ)
- When you have integrity your _____ and your _____ match up.
 - ⇒ You are who you are no matter _____ you are, _____ you are doing, or _____ you are with.
- The lack of integrity leads to a lack of _____, which further leads to a lack of _____ and _____
 - ⇒ *“**Integrity is a vanishing commodity today; personal standards are crumbling** in a world that has taken to hot pursuit of personal pleasure and shortcuts to success.”* John Maxwell
- A person with integrity does not have _____ loyalties.
 - ⇒ *If a kingdom is **divided against itself**, that kingdom **cannot stand**. And if a house is divided against itself, that house cannot stand.* Mark 3:24-25 (NKJ)
 - ⇒ *Seek **first the kingdom of God and His righteousness**, and all these things shall be added unto you.”* Matthew 6:33 (NKJ)

Who You Are

- **Integrity** is not so much what we _____ as much as who we _____

⇒ It is **who you are** that determines what you do.

- **Image** is what people _____ we are;
Integrity is what we _____ are.

- If what you say and do are the **same**, the results are _____

⇒ What people _____ they understand;
What people _____ they believe.

You say:

“Be on time!”

“Be positive!”

You do:

Arrive late
Arrive on time

Exhibit a negative attitude
Exhibit a positive attitude

They will:

Arrive late
Arrive on time

Exhibit a negative attitude
Exhibit a positive attitude

tude

- **Integrity** has high _____ value

⇒ The more _____ you are, the more
_____ people will place in you

- must live by higher _____ than followers.

⇒ Too many people are ready to assert the _____ of
leadership, but not to assume the _____ of
leadership.

⇒ In **servant leadership**, _____ decrease and _____
increase as you climb the ladder in an organization.

Integrity versus Image

Use the questions below to determine whether you are an **image-builder** or an **integrity-builder**:

Consistency: Are you the same person no matter you who are with? ___Y ___N

Choices: Do you make decisions that are best for others when another decision would benefit you? ___Y ___N

Credit: Are you quick to recognize others for their efforts and contributions to your success? ___Y ___N

- **Integrity** means _____ it yourself _____ leading others.
- A **charismatic** person will _____ people to a cause, but only _____ will **keep them**.
⇒ The only way to keep the **goodwill and high esteem** of the people you work with is to _____ it.
- **Leaders** who are _____ don't have to **advertise** the fact.
⇒ It's _____ in **everything** they do
- **Integrity** is a product of your _____
⇒ "**Integrity** is the **glue** that holds our way of life together. We must constantly strive to keep our integrity intact." Rev. Billy Graham
⇒ "When **wealth** is lost, nothing is lost; when **health** is lost, something is lost; when **character** is lost, **all is lost**." Rev. Billy Graham

The Indispensable Quality of Leadership

The indispensable quality that all **effective** leaders have is a _____ of what must be accomplished.

⇒ *Where there is **no vision**, the people perish.* Proverbs 29:18 (KJV)

- **With vision**, the team is _____ and _____ invigorated with a _____ excitement.
- **Without vision**, _____ fades, _____ falls, and _____ agendas begin to surface.

All **great leaders** possess two **qualities**:

- Then **know** _____ they are going.
- They are able to _____ others to **follow**.

Four Vision Levels

1. _____ **never see it**.
 2. _____ see it but **never pursue it** on their own.
 3. _____ **see it and pursue it**.
 4. _____ **see it, pursue it, and impart it** to others.
- People do not follow a _____ -- they follow a _____ who has a vision and the ability to _____ it effectively.

⇒ *Thanks be to God who always **leads us in triumph in Christ**, and **through us** diffuses the fragrance of His knowledge in every place.* 2Corinthians 2:14 (NKJ)

What You See Is What You Get

- We see what we are _____ to see, not what _____
⇒ Your _____ is the _____
- What you see represents the _____ of what you **can be**.

Successful leaders see on three levels:

1. Recognition: seeing what **is now** through the eyes of _____

2. Probability: seeing what **will be** through the eyes of _____

3. Possibility: seeing what **can be** through the eyes of _____

- A _____ lives only on Level 1
- A _____ lives only on Level 2
- A _____ lives only on Level 3

⇒ A _____ lives on Level 3, _____ on Level 2, and _____ on Level 1

Church Leaders Must Also See on a Higher Plane

1. Pray to _____ for direction and guidance in formulating your vision
2. Look through the eyes of _____
3. Listen to the _____
4. Read _____ for confirmation

Hindrances to Vision-Casting

1. _____ -- lack vision and/or the ability pass it on
2. _____ -- ask Why? instead of Why Not?
3. _____ -- know everything; closed-minded
4. _____ -- are afraid to risk failure
5. _____ -- seek to preserve the status quo
6. _____ -- “that’s the way we always do it here”
7. _____ -- seek to fade into the crowd
8. _____ -- see a problem in every solution
9. _____ -- selfishly live only for themselves
10. _____ -- sow the seeds of pessimism

Setting the Proper Environment

1. Let people see your _____ before they see your _____
 - Cultivate trust; build strong relationships
2. _____ the picture for them -- don’t leave it to chance
 - A leader’s vision allows people to see the heights of their possibilities
3. Put the things people _____ into the picture
 - As a church leader, cast every vision around God’s Love and God’s Will

Where to Look for Vision

1. Look _____ you -- what do you feel?

- Visions come from an inner _____ that must ignite an inner _____
- There is a **vast difference** between a leader **with a vision** and **without a vision**:

With a vision

_____ little, does _____

Strength from inner _____

_____ when problems arise

Without a vision

_____ much, does _____

Strength from outward

_____ when the road gets difficult

2. Look _____ you -- what have you learned?

- A person without experience sees a vision _____
- The _____ of a vision is established by the leader
- The _____ of a vision is determine by the time and effectiveness of its communication.
- The _____ of a vision is determined by the energy and direction it fosters.

3. Look _____ you -- what resources are available?

- The experienced leader is always looking to _____ others to make the dream come true.
- The experienced leader is always _____ the vision, knowing that excitement is contagious
- The experienced leader doesn't hesitate to _____ the commitment levels of those around them to know where everyone stands.

4. Look _____ you -- what's happening to others?

- A _____ idea becomes _____ idea when people are ready
- The leader who is _____ with people will be ineffective
- If we run too far ahead, we lose our power to _____

5. Look _____ of you -- what's the big picture?

- Leaders look _____ the horizon
- Leaders are not _____ with the "nuts & bolts"
- Leaders are concerned with the organization's overall _____ (i.e. why it exists and what it should accomplish)

6. Look _____ you -- what does God expect of you?

- God's gift to us is our _____ -- our gift to God is what we do with it.
- Great leaders sense a _____, one that lifts them above themselves
- Great visions are _____ than the person who dreams them
- Great visions come from:
 - _____ God and His Will for you
 - _____ the guidance of the Holy Spirit
 - _____ seeds that benefit others

Relating to Others

There are **four basic relational styles** (see pages 38-42 of 302: Personal Ministry)

Profile	Type 1	Type 2	Type 3	Type 4
Personality Puzzle	Choleric	Sanguine	Melancholy	Phlegmatic
LEAD Inventory	Leader	Expressor	Analyst	Dependable
DISC	Dominant	Influencing	Cautious	Steady

The following sections assume that you have already determined your personality type. If not, use the two-page handout entitled **Relational Survey (DISC)**.

Relational Styles

- Every person has a _____ relational style..
- Each person has **characteristics of all four relational styles**, but typically just one of them is _____.
- **Each style** has its _____ and _____
- To know your **relational style** is to know how _____ **molded you to serve**.
- **God** can use _____ relational style to serve **His purposes**.
- **Servant leaders** must know how they _____ to others -- as well as how _____ relate to them.
- Your **natural style** does not _____ determine your behavior in every relationship and situation

- Your **natural style** is not an excuse for _____ behavior!

Definition of DISC Styles

Dominant: Works toward **achieving goals and results**; the “boss”;
Functions best in an **active, challenging** environment.

Influencing: Works toward **relating to people** through verbal **persuasion**;
Functions best in **friendly, positive** environments.

Steady: Works toward **supporting & cooperating** with others;
Functions best in **supportive, harmonious** environments.

Conscientious: Works toward **doing things right**; focuses on **details**;
Functions best in a **structured, orderly** environment

	Strengths	Weaknesses
Dominant	Direct, active, decisive	Too controlling, hates details and hates routine
Influencing	Gregarious, enthusiastic, extremely flexible	Loses sight of goals, poor follow-through; overlooks details
Steady	Cooperative, deliberate, supportive	Fails to confront, dislikes change, too compromising
Conscientious	Detailed, conscientious, cautious	Inflexible, rigid, indecisive

- **Each strength** out of control becomes a _____
- A **weakness** is not an excuse for _____ -- **instead**, we must learn to _____ our weaknesses.
- The **diversity** of relational styles may produce _____, but they provide an important _____ that enables us to **accomplish what God needs** us to do as a _____.

Dominant Choleric Leader

Likes & Dislikes	Interaction
<p>Likes: Goals, action, results, being in charge, the Big Picture, work is their entertainment</p> <p>Dislikes: Dormancy, laziness, carefree attitudes, lack of effort and lack of progress</p>	<p>Dominant Leader: problems if the two leaders are headed in different directions; if not, they validate and support one another; will eventually bump heads and need to know how to work that out.</p> <p>Influencing Expressor: likes their enthusiasm, but not their disorganization; leader needs to keep their feet on the floor; leader sees expressor as being too emotional, but can use their optimism and gregariousness to sell ideas and projects; leader must avoid being impatient.</p> <p>Steady Dependable: needs the dependable to do the work; lack of decisiveness can be a problem; must sell the dependable on changes in direction, but once sold they become strong supporters; if not, dependables will revert to passiveness and indifference.</p> <p>Conscientious Analyst: does the job right, but misses deadlines; helps leaders get organized, but can drive the leader crazy with too many details; leader must move the analysts along but avoid being too critical or they will drive an analyst into a defensive shell.</p>

Dominant leaders must, in general:

- Resist the urge to _____
- Not jump in new directions too _____ too _____
- Recognize that there is more to life than _____
- Be more _____ with their followers

Influencing Sanguine Expressor

Likes & Dislikes	Interaction
<p>Likes: To be inspired and fired up; interacting with others; to entertain and be entertained; group activities</p> <p>Dislikes: Rules & regulations; paperwork; criticism; methodical jobs; is never satisfied</p>	<p>Dominant Leader: Expressors like to work with people who take charge; they like being the team motivator, but they sometimes see leaders as too pushy; leaders need to give expressors deadlines and check often; expressors need to be more straight-forward with leaders.</p> <p>Influencing Expressor: There’s a real camaraderie among expressors; they fire each other up; however, together they can become too loud and overbearing; they seldom, though, form close relationships.</p> <p>Steady Dependable: Expressors see dependables as boring; they try to get them fired up and then get annoyed if they won’t cooperate; as a team, the dependable helps the expressor give focused attention to tasks; expressors help dependables make decisions.</p> <p>Conscientious Analyst: Analysts help expressors to be more precise; however they constantly question everything the expressor says; the expressor likes to “shoot from the hip” which drives the analyst nuts.</p>

Influencing expressors must, in general:

- Know when to _____ and when to keep _____
- Focus more on the _____
- Not _____ from one topic or one job to another before the first is finished.
- Recognize that they need followers who can _____ the work

Steady Phlegmatic Dependables

Likes & Dislikes	Interaction
<p>Likes: Acceptance, appreciation, tradition, security, controlled environment, task-oriented.</p> <p>Dislikes: Conflict, rapid change, criticism, multiple tasks, risks, making decisions, the spotlight</p>	<p>Dominant Leader: Dependables like to follow a dominant leader because they know where they’re going; however, dependables don’t like it when the leader suddenly changes direction; leaders often take advantage of dependables and pile the work on.</p> <p>Influencing Expressor: Dependables find expressors to be inspiring; however, they’re cautious about being led astray; they would rather work than talk, even when discussion is necessary; dependables see expressors as superficial; both are “huggers” but expressors are social-oriented, and dependables are people oriented.</p> <p>Steady Dependable: Dependables make good work partners, each encouraging the other; as a team, though, neither will take the lead or make decisions until absolutely forced too; they prefer to leave the decision-making to the leader and the selling to the expressor.</p> <p>Conscientious Analyst: Dependables see analysts as too closed-minded and detail oriented; dependables focus on getting the job done on time while analysts want to get the job done right regardless of the deadline; analysts, however, provide the dependable with the order and controlled environment they desire.</p>

Steady dependables must, in general:

- Be willing to take more _____ and make key _____
- Focus on the _____ instead of the individual _____

- _____ more with other team members
- Provide more _____ to their followers

Conscientious Melancholy Analyst

Likes & Dislikes	Interaction
<p>Likes: Accuracy, organization, research, detailed plans, high standards, rules, authority</p> <p>Dislikes: Confusion, disorder, lack of details, quick decisions, rapid change, risks, foolishness</p>	<p>Dominant Leader: Analysts don't like how leaders change direction and bend the rules; analysts will sacrifice deadlines for accuracy which frustrates leaders; however, analysts help leaders get organized and "toe the line" which often keeps them out of "hot water"</p> <p>Influencing Expressor: Analysts see expressors as "wishy-washy" and imprecise; expressors, however, help analysts to "loosen up" and have fun; analysts help expressors to focus on the details, while expressors keep analysts motivated when they get down.</p> <p>Steady Dependable: Analysts and dependables work well together; the dependable helps the analyst to be more friendly and encouraging; however, the analyst sees the dependable as gullible.</p> <p>Conscientious Analyst: Analysts work well together and are very supportive of each other -- as long as they can segment the work into separate components; otherwise, they will each try to rearrange what the other has done.</p>

Conscientious analysts must, in general:

- Be more _____ and _____
- Recognize the importance of _____
- Not lose sight of the _____ for the _____
- Be less _____ and more _____ with their followers

Biblical Models of Leadership Styles

Dominant Leader Relational Style

Apostle Paul:

Read Galatians 2:11-21

- Who was Paul addressing in this passage?

- What was the overall tone of his message?

- Was there any room for compromise in his comments?

Read Acts 15:36-41

- Who did Barnabas want to take with them on Paul's proposed second missionary journey?

- Why did Paul refuse to take John Mark with him?

- What did Paul decide to do?

What **characteristics of a Dominant Leader** did Paul exhibit in these two examples?

Strengths

Weaknesses

Influencing Expressor Leadership Style

Barnabas:

Read Acts 4:36-37

- Why was Joseph called Barnabas?

- What other characteristic is revealed about Barnabas in this passage?

—

Read Acts 9:26-28

- What did the believers in Jerusalem think of Paul (whom they knew as Saul)?

—

- What did Barnabas do to influence the believers to accept Paul?

—

Re-read Acts 15:36-41 from Barnabas' perspective.

- Why did Paul and Barnabas make such a good team?

—

- Why did they break up their ministry team?

—

What **characteristics** of an **Influencing Expressor** did Barnabas exhibit in these three examples?

Strengths

Weaknesses

Steady Dependable Leadership Style

Abraham:

Read Genesis 12:10-20

- What did Abraham suggest that Sarah do?

—

- What characteristic of Abraham's relational style did this episode reveal?

—

Read Genesis 16:1-2

- What was Abraham's response when Sarah suggested he father a child by Hagar, the Egyptian maidservant?

- What was Abraham's response when Sarah complained about Hagar's attitude?

—

Read Genesis 22:1-19

- What was Abraham's response when God told him to sacrifice his son Isaac?

—

- What was Abraham's response when God told him **not** to sacrifice Isaac?

—

What characteristics of a **Steady Dependable** did Abraham exhibit in these examples?

Strengths

Weaknesses

Conscientious Analyst Leadership Style

Moses:

Read Exodus 2:11-20

- What characteristic of Moses is revealed by these two separate incidents (killing the Egyptian and rescuing the priest's daughters)?

—

Read Exodus 32:19-29

- What characteristic of Moses is revealed when he came down off the mountain and saw the people worshipping the golden calf?

—

Read Exodus 35:1 to Exodus 40:38 and all of Leviticus

- What characteristic of Moses is revealed by the enormous amount of information conveyed to him by God and then conveyed to the people by Moses?

—

What characteristics of a **Conscientious Analyst** did Abraham exhibit in the examples above?

Strengths

Weaknesses

⇒ **God chose** each of these four Biblical “heroes” because their **personalities** were _____ to the **job** that God had for them to do.

Jesus: The Perfect Leader

Which relational style do each of the Scriptural passages below reveal?

Scriptural Reference

Relational Style

John 4:6-26

- Jesus displayed **sensitivity and persuasiveness** in his conversation with the woman at the well.

Mark 11:15-17

- Jesus **confronted** the religious leaders in the temple when he **forcefully** dealt with the money-changers.

Matthew 22:23-46

- In debating with the Pharisees and Sadducees, Jesus **clearly stated** God's intentions through Scriptural references and **strictly adhered** to God's standards of holiness.

John 8:2-12

- Jesus **defused** the angry mob who wanted to stone the adulteress by **relating** directly to their own imperfections.

⇒ Jesus displayed all the _____ of each relational style with none of the _____

⇒ Jesus never _____ God's law as he modeled each of these relational styles.

Go Thou and Do Likewise

- With _____ as our **model** and the _____ as our **helper**, we too can learn to **overcome our weaknesses** and even change our underlying personality.

How To E.Q.U.I.P. Others

*And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the **equipping of the saints for the work of ministry**, for the edifying of the body of Christ. Ephesians 4:11-12 (NKJ)*

⇒ **Jesus** spent three years _____ His disciples for the ministry.

⇒ A primary task for **all church leaders today** is to _____ others so that they can continue to carry out the Great Commission.

Five Steps for Equipping Others for Service

E	_____	others to serve.
Q	_____	them for service.
U	_____	their needs.
I	_____	them to do the work.
P	_____	for them.

Step 1: Encourage Them to Serve

Equipping others for service follows the **sixth principle** of servant leadership:

- Servant leaders _____ their **responsibility** and **authority** with others to meet a greater need.
 - ⇒ Servant leaders know it is their _____ to **equip** others for service
 - ⇒ Servant leaders **do not think** that they are the _____ leaders capable of serving the church.
 - ⇒ Servant leaders know that people who are **not involved in ministry** are missing out on _____ for their lives.
 - ⇒ Therefore, it is the servant leader's **job** to _____ and _____ people who are **ready for service**.

The church (or any other organization) functions best when two things occur:

1. Members know how **God** has _____ them.
2. Members are _____ for the ministries they have been shaped to perform.

Jesus Encouraged His Disciples

Read **John 14:1-4**. What did Jesus say to encourage His followers?

—

Read **John 14:5-7**. How did Jesus' response to Thomas' question provide encouragement?

Read **John 14:12-14**. What did Jesus promise His followers?

—

Barnabas - The “Son of Encouragement”

Read Acts 11:19-24:

- What did Barnabas do when he saw the **evidence of the grace of God** upon the church in Antioch?

—

Read Acts 11:25-26:

- Why did Barnabas then go to get Paul to come to Antioch? _____

—

- What did Paul and Barnabas do for the next year?

—

Paul the Encourager

Read 1Thessalonians 4:18 & 5:11:

- What did Paul encourage the Thessalonians to do?

—

The Holy Spirit - Our Helper and Encourager

To *encourage* literally means to _____, just as Jesus did with His disciples.

Who can church leaders turn to for encouragement?

⇒ ***Do not worry*** about how or what you should answer, or what you should say, for the ***Holy Spirit*** will teach you in that very hour what you ought to say. Luke 12:12 (NKJ)

⇒ ***But the Helper, the Holy Spirit***, whom the Father will send in My name, He will teach you all things, and bring to your remembrance all things that I said to you. John 14:26 (NKJ)

Step 2: Qualify Them for Service

- Encouragement without _____ is like enthusiasm without _____
- Servant leaders _____ those they have encouraged to join them in ministry.

Qualify has two meanings in this context:

1. The person must meet certain _____ related to being a **follower of Christ**.
 - These primarily include the person's _____ **condition** and their **willingness** to be a _____ to others.
2. The person must possess a certain level of _____ for the ministry **that you have encouraged them to enter**.
 - This relates directly to the person's **spiritual** _____ that is covered in the 302: Personal Ministries course.

Jesus qualified His followers by holding up **high standards of discipleship**.

- Read **Luke 14:26-33** -- What was Jesus' primary qualification for being one of His disciples?

—

⇒ Jesus risked **losing many followers** by holding up such high standards in order to retain those that He could _____ to carry out His mission.

⇒ As a leader who follows Jesus' example, you too should make the _____ **of service** clear to those you **encourage to serve**.

Important Note: No one is _____

- Seek a **loving balance** between _____ standards and the reality of human _____

Paul mentored Timothy until he was **qualified** to be a leader **on his own**.

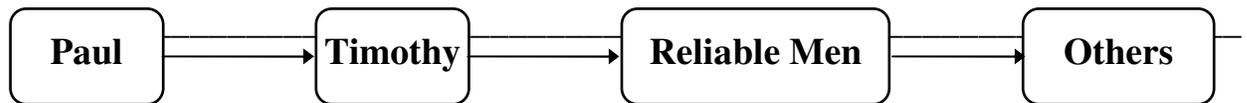
- Read **Acts 16:1-5** -- How did Paul prepare Timothy for service?

-

- Read **1Timothy 1:3** -- When Timothy was ready, what did Paul encourage Timothy to do?

-

- Read **2Timothy 2:2** -- After Timothy was more experienced, what did Paul then encourage him to do?



The pattern of sharing the responsibilities of leadership in the above scriptures can be represented as follows:

⇒ A servant leader qualifies others by knowing their _____ and _____ related to the ministry they are asked to perform.

⇒ One way to determine a person's qualifications for a particular job is to compare their _____ profile with the _____

⇒ Another way is to spend _____ with them and begin to understand their _____ and _____ to serve the Lord.

“Too many churches suffer because those recruited to serve are not **biblically qualified** to serve.” C. Gene Wilkes, *Jesus On Leadership*

Step 3: Understand Their Needs

⇒ The third step to **E.Q.U.I.P** others is to understand their needs and then _____ to them.

Read **Matthew 17:14-21** and **Mark 9:28-29** to see how Jesus equipped His disciples by understanding their needs:

- What two reasons did Jesus give to explain why the disciples were unable to heal the boy?

- What did Jesus do to respond to the disciples' need?

—

⇒ By observing the _____ of the disciples' ministry, Jesus understood their need for greater faith and prayer.

⇒ One good way to understand the needs of those you equip for service is to _____ them in their ministry.

⇒ To equip others means to spend _____ with them.

Read **Luke 11:1-4** to see a second way in which Jesus understood and responded to His disciples' needs:

- What need did the disciple express?

- How did Jesus respond to this need?

⇒ Jesus understood His disciples' needs because he _____ to them.

⇒ Thus, another good way to understand the needs of those you equip is to _____ with them and _____ what they have to say.

Step 4: Instruct Them

*I will **instruct** you and **teach** you in the way you should go.* Psalm 32:8

- Leaders often make the mistake of neglecting to _____ those they recruit.
- _____ **always** surface when workers go untrained.
- Training keeps everyone on the same _____.
- Workers need to know what is _____ of them and how to do the _____ assigned to them.

Jesus' Example:

Jesus constantly taught his disciples:

- Jesus trained them about the nature of the **Kingdom of God** (Matthew 13)
- He explained His **mission** (Mark 10:32-33)
- He performed a **miracle** in order to **teach** a lesson (Mark 4:35-41)

Read **Mark 4:33-34** and fill in the blanks below:

- Jesus spoke to the crowds in _____, but to the disciples He _____ everything.

Read **Luke 17:7-10**

- What was this lesson about?

—

Read **Mark 10:42-45**:

- Jesus often made the same _____ in several different ways, which is an excellent way to _____ the lesson without resorting to _____

Paul Instructed Timothy

The apostle Paul always instructed those he recruited to ministry. The clearest example of this is found in his letters to Timothy.

Read **1Timothy 4:11-16** and list Paul's instructions to Timothy below:

v.11

v.12

v.13

v.14

v.15

v.16

- Paul _____ Timothy by teaching him how to _____ to those in his care.
- Paul's instructions were _____ and _____
- Paul's instructions came out of Paul's _____ and _____

Step 5: Pray For Them

*Therefore we also **pray always for you** that our God would count you worthy of this calling, and fulfill all the good pleasure of His goodness and **the work of faith with power**, that the name of our Lord Jesus Christ may be glorified in you, and you in Him, **according to the grace of our God and the Lord Jesus Christ.***

2Thessalonians 1:11-12 (NKJ)

- Up to this point, each of the **4 Steps** can be done using _____ means.
- However, one thing would be lacking -- the _____ of God in their efforts.
- Even Jesus' disciples could not cast out a demon due to a lack of _____ and _____

Jesus' Example:

In Jesus' final hours with His disciples, He prayed for them. Read **John 17:6-19:**

- **v.6-10:** Jesus summarized his _____ of the Disciples and expressly prayed for _____ in this prayer, not for the _____
- **v. 11-12:** Jesus prayed for his disciples' _____ and they would remain _____ with God.
- **v13:** Jesus prayed that the disciples would have the full measure of His _____
- **v14-16:** Jesus prayed that the disciples not be taken from the world, but rather be protected from the _____
- **v17-20:** Jesus prayed that the disciples be _____ by the _____ that He brought to them.

Paul's Example:

Paul also **prayed regularly** for those he set aside for ministry (see **Philippians 1:3-6** and **Ephesians 3:14-19** for examples).

Read **Ephesians 6:18-20**:

- Paul taught that _____ is our most powerful weapon in the ongoing spiritual conflict.
- Who did Paul ask them to pray for? _____
- Who else did Paul ask them to pray for? _____

Leadership Prayers

- Servant leaders should never _____ to lead until they _____ to pray.
- Servant leaders know that their power comes from _____ and not from _____.
- The effectiveness of equipping others is not in technique, but in _____
- Prayer gives _____, _____ and _____ to those who lead.
- Prayer is God's answer to our _____
- And always remember that we are most effective when _____ support us in their _____

How to Serve in T.E.A.M. Ministry

Calling the Twelve to Him, He sent them out two by two and gave them authority over evil spirits. Mark 6:7, NIV

- Servant leaders _____ **with others** to serve.
- Servant leaders know that **leadership** is a _____
- Jesus' earthly ministry revolved around building a _____ of close followers.

T.E.A.M. Ministry

T	_____
E	_____
A	_____
M	_____

- Leaders are not _____, they involve others to reach a _____ goal.
- Servant leaders are _____ coaches.

Jesus on Team Ministry:

Jesus **modeled** team ministry -- He seldom ministered by Himself.

- Jesus was **Master** and needed no one else, yet no matter what He was doing, He usually had at least _____ disciples with Him wherever He went.
- Jesus did not need a **ministry team**, but He built one so that ministry would _____ when He returned to the Father.
- Jesus also **sent his disciples** out _____ by _____ -- i.e. a **team!**

The Disciples Also Teamed Together

Paul almost always had another team member with him on his missionary journeys. Read **Acts 13:1-5**

- After prayer and fasting, who told the Antioch church to send out Paul and Barnabas as a team? _____
- Who also helped them? _____

Together

- A **team** is a group of people bound **together** by a _____ to reach a _____ goal.
- **Team ministry** enables servant leaders to _____ their effectiveness and accomplishments.
- **Team ministry starts** when those on the team sense they are **together** for a reason _____ than themselves.
- **Team ministry flourishes** where there is a sense of _____ to the team.

Unity is the Key to Success

Read **Matthew 12:30**. What were the **two requirements** Jesus specified for being on His team?

1. _____

2. _____

- This **sense of unity and purpose** is the _____ that holds the team together until it has attained its goal.

Read **Matthew 16:21-23**. Why did Jesus rebuke Peter?

—

- _____ within a team can **destroy** it.

Read Mark 6:7-13:

- **Another sign** of how Jesus fostered **togetherness** is that He shared His _____ and _____
- Why do you suppose Jesus instructed His disciples to take nothing with them?

- What were the results of the disciples' first missionary journey without Jesus?

As a servant leader, always remember the words of **Ecclesiastes 4:9-12**:

Two are better than one, Because they have a good reward for their labor. For if they fall, one will lift up his companion. But woe to him who is alone when he falls, For he has no one to help him up. Again, if two lie down together, they will keep warm; But how can one be warm

alone? Though one may be overpowered by another, two can withstand him. And a threefold cord is not quickly broken.

Empowerment

- To empower someone means to give others _____ and _____
 - ⇒ Servant leaders _____ members on their team to reach a _____ goal.
 - ⇒ If team members are not empowered, the _____ does all the _____
 - ⇒ Often a church or other organization consists of a few _____ leaders and a great many _____ followers.

- It is the leader's responsibility to _____ and _____ followers to participate.
 - ⇒ The purpose of a team is to make the _____ of each person effective and their _____ irrelevant.
 - ⇒ Participation means that every team member is _____ and feel that they are _____ to the team's goal.
 - ⇒ It takes _____ and _____ to empower someone

Read 1Corinthians 12:14-26

- What two **harmful thoughts** can potentially destroy the church?

1. _____
—

2. _____
—

Jesus Empowered His Disciples

Read Matthew 28:18-20

- What two points did Jesus stress to His disciples?

1. _____
—

2. _____
—

Read Acts 1:8

- What did Jesus say the disciples would receive?

- How would they receive it?

Paul Empowered His Team

Read Acts 18:1-4

- What did Paul do to empower Aquila & Priscilla?

—

Read Acts 18:18

- Who traveled with Paul on his next mission?

Read Acts 18:19-21

- What did Paul do with Priscilla & Aquila?

Read Acts 18:24-26

- How did Priscilla's and Aquila's response to Apollos demonstrate their maturity as servant leaders?

To follow **Paul's example**, you must:

1. _____ and _____ the gospel as you work with others.
2. _____ others to join ministry teams.
3. _____ them to take on servant leadership roles themselves.

Accountability

- Accountability means that you are held _____ for your words and deeds.
- Accountability is the _____ that keeps team members working _____ toward the same goal.
- With accountability, team members can _____ others to do what they say they will do.
- Jesus taught that everyone must _____ for their words and deeds to _____.
 - ⇒ *“But I tell you that men will have to **give account** on the day of judgment for every careless word they have spoken.”* Matthew 12:36
 - ⇒ *“Each of us will give **an account of himself** to God.”* Romans 14:12
- Servant leaders are accountable for their _____ and their team's _____

Read Hebrews 13:17

What two reasons are given for team members to obey their leaders?

1. _____

2. _____

Read Mark 8:31-33

- Why did Jesus rebuke Peter so harshly?

—

Team Accountability

- The team is accountable to the _____ and each

⇒ Team ministry means making yourself accountable to the _____ of the team.

⇒ The Bible says relatively little about _____ and a great deal about _____

⇒ Servant leaders know how to _____

⇒ Servant leader organizations are more fluid than worldly organizations, with _____ becoming _____ and _____ becoming _____ from time to time depending on their gifts and skills.

Mentoring

- A mentor is a _____
- Mentors _____ what they want their followers to do/be.

Jesus on Mentoring

- When Jesus called His disciples to follow Him, He meant for them to follow His _____ as well as literally following Him from place to place

Record below ways in which **Jesus mentored** His disciples:

Matthew 5:1-2

Mark 6:32-44

Luke 6:12

John 13:3-5

Paul on Mentoring

Paul mentored disciples in every church he started. **Read 1Corinthians 4:17**

- How did Paul describe Timothy? _____

Read 1Timothy 4:12

- What did Paul tell Timothy to do? _____

- Timothy was to model for the church what a life in Christ was like in _____, _____, _____ and _____

Everyone Needs a Mentor

We all need:

1. A _____ -- a guide who's been there before
2. A _____ -- a partner who encourages you and holds you accountable

3. A _____ -- a protégé who's growth you are guiding

⇒ Unless there are _____ leaders, there is no
