



LEADERSHIP

BOOTCAMP

PROGRAMME

SESSION 1: 9.00AM – 10.00AM

SESSION 2: 10.00AM – 11.00AM

MORNING TEA: 11.00AM – 11.30AM

SESSION 3: 11.30AM – 12.30PM

SESSION 4: 12.30PM – 1.00PM

“And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.”

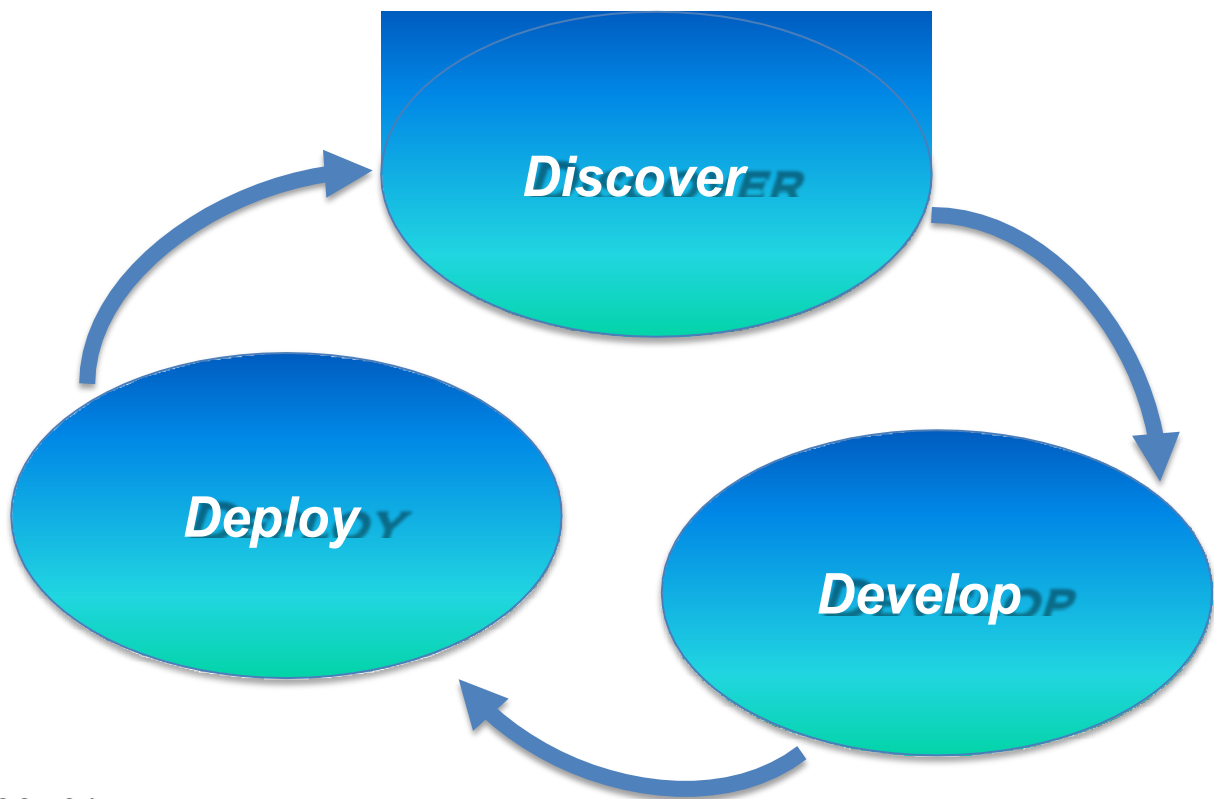
2 Timothy 2:2

TABLE OF CONTENTS

THE LEADERSHIP PATHWAY AT LIFESOURCE	4
THE JOURNEY TO CHRISTIAN MATURITY	5
THE CORE VALUES OF A CHRISTIAN LEADER	6
LEADERSHIP DEVELOPMENT	21
IDENTIFYING POTENTIAL LEADERS	24



THE LEADERSHIP PATHWAY AT LIFESOURCE



Discover

Identify those with leadership potential.

Develop

This stage involves both formal teaching and personal mentoring.

1. Bootcamp.
2. Meet with Senior Leadership to discuss next step in development – placement as leader in training.
3. Leader-in-training.

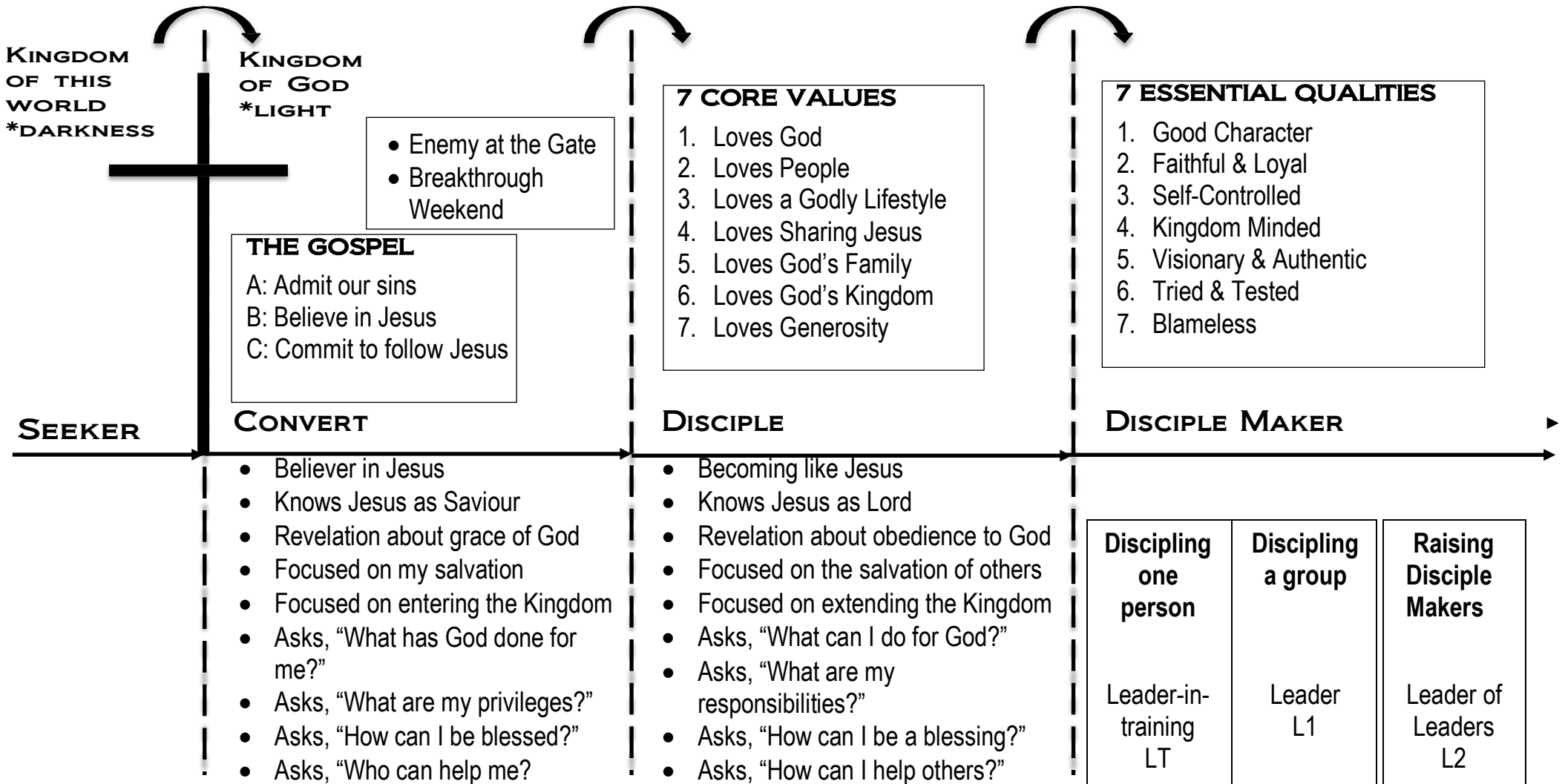
Deploy

Lead a group of people.

Formal teaching and personal mentoring continues in this stage.

THE JOURNEY TO CHRISTIAN MATURITY

HOW TO BECOME A GREAT COMMISSION CHRISTIAN. MATTHEW 28:19: "GO AND MAKE DISCIPLES OF ALL NATIONS."





THE CORE VALUES OF A CHRISTIAN LEADER

Introduction

The purpose of this teaching is to outline the essential qualities the Apostle Paul believed were needed in Christian Leaders. It is taken from 1 Timothy 3:8-10.

Every church needs good quality leaders for it to achieve its God-given purpose.

- Some churches are blessed with great leaders whilst others feel they are lacking.
- I believe every church can have great leaders if someone is willing to pay the price to raise them up.
- Many people are willing to become leaders if they are given a vision of what good leadership looks like.
- Paul gave clear indications of what he expected in a leader. HE EVEN GAVE LEADERS A SPECIAL TITLE – DEACON.
 - Deacon = GK DIAKONOS (1249) = A servant, one who helps in the church and assists the Pastor/Bishop in his duties.
 - Paul's expectations of deacons ought to be our expectations of leaders as the definition of Christian Leadership in the church is the same as Paul's definition for a deacon.

Text: 1 Timothy 3:8-10 “Likewise deacons must be reverent, not double-tongued, not given to much wine, not greedy for money, holding the mystery of the faith with a pure conscience. But let these first be tested; then let them serve as deacons, being found blameless.”

THE 7 CORE VALUES OF A CHRISTIAN LEADER

1. The Good Character Leader

Reverent = Gk SEMNOS (4586) = honourable and respected

Zodiahtes defines this word as worthy of respect, dignified. He implies that a person who carries this quality represents not only earthy dignity but also a heavenly dignity. It is a quality that is both majestic and awe- inspiring. It doesn't repel people but rather it does the opposite. It invites and attracts people. The simple definition is what we would describe as "good character".

Good character can be seen in the following four descriptions:

1. Integrity

(i) You can't have good character without integrity. Dwight D. Eisenhower once said: "The supreme quality for leadership is unquestionably integrity. Without it, no real success is possible."

(ii) Integrity will cause others to speak well of you:

- What do others say about you?
- What do people who know you say about you?
- What character references do you have and from whom?

(iii) Integrity refers to wholeness, oneness and no major flaws. It is a reference to our moral togetherness.

2. No Character Flaws

(i) A character flaw should not be confused with our humanity. We all have moments of weakness that cause us to feel embarrassed and remorseful which ought to lead us to address the weakness through:

- Repentance.
- Changed thinking, retraining.
- Accountability.

(ii) A Character flaw flows out of a lack of integrity and will show up on various occasions but especially when the person is placed under pressure. It manifests through:

- Unaccountability.
- Deceitfulness.
- Blame shifting (shifting blame by making excuses).
- Self-righteousness.

(iii) The only way to deal with a character flaw is through brokenness.

Illus: The potter and the clay (Jeremiah 18:1-6). The potter has to remake the pot removing the flaws.

The road to recovery is possible as long as one is willing to follow these four steps:

- Humility.
James 4:6 "...God gives GRACE to the humble." (He resists the proud.)
- Repentance.
Judas was only remorseful not repentant. Matthew 27:3-5. True repentance creates genuine brokenness, willingness to make restitution and a desire to become whole.
- Restoration through retraining.
Peter was repentant and willing to confess his love for Christ after his denial.
John 21:15-19
- Accountability.
Allowing someone into your inner world who will walk the journey of restoration with you. Galatians 6:1-2, James 5:16.

(iv) Billy Graham once said

When wealth is lost – nothing is lost

When health is lost – something is lost

When character is lost – all is lost.

3. **Trust**

(i) Trust is something that can never be demanded, it can only be earned.

(ii) Trust is not earned by what you say but by what you do.

1. Every time you DO what you SAY you build more trust and your Trust Bank increases.
2. Every time you DON'T DO what you SAY, you destroy trust and your Trust Bank decreases.

(iii) Never place people into leadership with no trust in the trust bank.

4. **Honour**

(i) Once trust reaches a certain level, it changes to HONOUR.

(ii) As with trust, honour can never be demanded, it is earned.

(iii) The questions to ask about any leader are:

- What do people say about them?
- What do their work colleagues say about them?
- What does the family say about them?
- Do they know how to give honour? (Note: you can't receive honour if you don't know how to give honour.)

2. **The Faithful and Loyal Leader**

not double tongued Gk not DILOGOS (1351)

Someone who is double-tongued says one thing one day and another the next day. We call this type of behaviour two faced and deceitful.

A Christian Leader needs to do the following three things:

1. **Say What They Mean**

(i) No leader should be able to get away with saying something to your face and doing something else behind your back.

(ii) Jesus gives an example of this in the parable of the two sons. Matthew 21:28-31.

2. **Be Consistent**

(i) Every leader must be consistent in the way they do life.

(ii) They cannot be a Christian on Sunday and something else on Monday to Saturday.

(iii) They need to be pillars in the church. Every pillar in a building has a “load rating”. The load rating determines what weight the pillar can hold. There is no good reason to appoint a leader that cannot carry any weight, or has a very low load rating. They will end up sooner or later letting you down.

3. **Be Loyal to Key Leaders and to Key Relationships**

(i) To God

(ii) To Church

(iii) To Pastor

(iv) To Spouse

(v) To Children/family

(vi) To Boss

(vii) To Friends

Question: Who would you take to war? Who would you like in the trenches with you? Who would protect your back and would not desert you when the going gets tough?

3. **The Self Controlled Leader**

Not given to much wine

In Paul’s day, and even today, drinking too much was a sign of lack of self-control. This comment covers much more than excessive drinking, it deals with the issue of self-control. Self-control is one of the fruit of the Spirit Paul mentions in Galatians 5:23.

1. **Self Control**

Self-control would also cover, but is not limited to the following:

(i) Gambling

(ii) Over eating

(iii) Anger

(iv) Pornography and other areas of illicit sexuality

2. **Ruling Your Spirit**

Proverbs 16:32 "... he who rules his spirit (is better) than he who takes a city". Ruling your spirit involves:

- (i) Having a transformed mind
- (ii) Living a disciplined lifestyle
- (iii) Submitting to the Lordship of Christ
- (iv) Having accountability partners

3. **The 40 Day Challenge**

The 40 day challenge involves taking 40 days to address an undisciplined area in your life. This is done by increasing your devotion to God and by decreasing the undisciplined area in your life. For example:

- (i) Fast TV for 40 days.
- (ii) Fast fatty foods for 40 days.
- (iii) Fast going to bed late.

If you can do something for 40 days, you establish a new pattern in your life.

4. **The Kingdom Minded Leader**

Not greedy for money

In order to become Kingdom minded and break the hold of money and materialism over our lives, we need to do the following three things:

1. **Trust in God**

Being greedy for money shows lack of trust in God.

- (i) 1 Timothy 6:10 "The love of money is a root of all evil."
- (ii) Once money begins to take control of your life, there is no room for God's miraculous provision.
- (iii) Matthew 6:33 "Seek first the Kingdom of God and His righteousness and all these things shall be added to you."

2. Place Money and Materialism into Right Perspective

- (i) Getting right Kingdom Priorities places the money issue in its right place. Illustration: The rich young ruler couldn't come to grips with this (Luke 18:18-30).
- Jesus wasn't telling everyone to sell their possessions.
 - He wanted this young man to get his priorities in order. Jesus wanted him to understand the blessing principle. If you put God first, you shall "...receive many times more in this present age and in the age to come eternal life." Luke 18:30
- (ii) Keep money out of your heart and God will keep it in your pocket.
- If you spend all your energy and time making money, there is little time and energy left for pursuing the Kingdom of God.
 - Your priorities are out of order.
 - Can't really be a great leader in the CHURCH OF GOD.

3. Have the Mind of Christ

Our greatest example of being Kingdom minded is Jesus.

- (i) We are encouraged to have the mind of Christ.
- (ii) 1 Corinthians 2: 14-16, Philippians 2:5, Romans 12:12.
- (iii) A leader must be
- A GIVER not a TAKER
 - GENEROUS not STINGY
 - PASSIONATE FOR THE KING not PASSIONATE FOR POSSESSIONS
 - OTHERS FOCUSSED not SELF CENTRED

5. The Authentic Visionary leader

"Holding the mystery of the faith with a pure conscience."

This verse holds two important truths about a leader:

- (i) A leader needs to be a visionary. One who is able to see what THE FAITH is all about (holding the mystery of the faith).
- (ii) A leader needs to be authentic in their Christian walk (a pure conscience).

1. The Visionary Leader

(i) A visionary is someone who:

- can see what is ahead
- has a revelation of the cause
- can inspire others
- is able to encourage others with the big picture.

(ii) A Christian visionary is someone who:

- can see what the gospel is all about
- has a revelation of God's purposes
- can inspire people by enabling them to see where they fit in God's big picture
- is able to encourage people who feel discouraged by sharing with them a message of hope.

2. The Authentic Leader

There are at least three things we need to keep in mind if we want to be authentic. We need to:

(i) Live with a clear conscience

The only way to get a CLEAR CONSCIENCE is to live an authentic life

- Once we have known the truth, we need to live the truth.
- We can't have leaders who know the truth and live a lie.

(ii) Be Christ Like

Our faith is all about BECOMING LIKE JESUS

- Ask WWJD: What would Jesus do?

We have wrist bands with WWJD reminding us to live authentic lives.

Illustration: We have a Christian bookstore in Sydney and recently, when doing an inventory of their stock, they discovered that their most stolen item was this wristband.

- Ask this question: "Will this action cause me to reflect the character of God?"

(iii) Not be a stumbling block.

- The biggest problem unchurched people have with the church is unauthentic Christians.
- How often has the word hypocrite been used?
- Gandhi once said: “I like your Christ. I do not like your Christians. They are so unlike your Christ.”
- What are we really like when no one is watching?
- All colleges and universities (Bible colleges) have included a clause on plagiarism – you cannot download anything from the Internet and use it as your own without giving credit to the author.
- James Peterson and Peter Kim wrote a book called “When America Told the Truth”.
 - 87% don’t see the 10 commandments as binding.
 - 91% lie regularly.
 - 50% of workers admit to having a sickie when not sick at all.
- When asked, “What would you do for \$1 million?”
 - 25% would abandon their families.
 - 23% would prostitute themselves for 1 week.
 - 7% would kill a stranger.

6. The Tried and Tested Leader

Let them first be tested then let them serve as deacons (leaders).

Tested = Gk DOKIMAZO (1381) = To make trial of something, to put it to the proof, examine it to see what it really is.

Paul tells us not to place people into leadership until they are first thoroughly examined.

7 TESTS OF LEADERSHIP

1. **Commitment to God Test**

- (i) How committed are they to God?
- (ii) Do they come to church regularly because God is a priority?
- (iii) Do they do regular devotions because they love spending time with God?
- (iv) Do they worship God with passion?

2. **Commitment to People Test**

- (i) We can't lead people if we don't love people.
- (ii) To love people means that we are available for them, show them compassion and listen to them.
- (iii) How well do you treat the everyday person (not just your friends)?
- (iv) All good leaders have a high EQ (emotional quotient). This means they know how to read people well and relate well to people.

3. **Loyalty Test**

- (i) The Kingdom of God has a chain of command (its not egalitarian). Not everyone has the same authority and responsibility.
- (ii) We can't be in a church where we don't respect leadership.
 - 1 Corinthians 12:28: God has appointed these in the church, 1st Apostles, 2nd Prophets, 3rd Teachers.
 - Hebrews 13:17: "Obey those who lead you and be submissive, for they watch out for your souls."
- (iii) If you don't respect and honour the leadership in your present church you have two options.
 - Go somewhere you can. Just remember, God has never given us A PERFECT LEADER except for one – Jesus - and they crucified Him.
 - Change your attitude.

4. **Servant Leader Test**

- (i) The model we follow is the Jesus' model
Mark 10:45 "For even the Son of Man did not come to be served, but to serve and to give His life a ransom for many."

1 Peter 5:2-3 "Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly: nor as being lords over those entrusted to you, but being examples to the flock."

- (ii) Jesus told His disciples to be a servant leader and not to be a Lording Leader – Mark 10:42-45.

Servant Leader

1. Leads by Inspiration
2. Leads by Motivation
3. Leads through Respect
4. Leads by Vision
5. Corrects privately, Praises Publically
6. Inspires people to action through Cause
7. Accepts responsibility
8. Uses power to release people
9. It's all about others

Lording Leader

1. Leads by Intimidation
2. Leads through Manipulation
3. Leads through Position
4. Leads by Fear
5. Praises privately, Corrects Publically
6. Bullies people to action through Domination
7. Blame Shifts
8. Uses power to control
9. It's all about me

- (iii) Every leader will make followers very similar to himself.
Do you want a church full of servants or a church full of lords?

5. **Teachability Test.**

- (i) Because we are not perfect yet, we all need to be teachable;
- (ii) I have discovered that there are three types of people:
 - Those who are teachable
 - Those who are unteachable
 - Those who are hard to teach.
- (iii) Those with a teachable spirit have a humble and sweet spirit.

6. **Wise Decision Making Test.**

- (i) Do they make wise decisions for their own life?
Or is their life a legacy of bad decisions.
- (ii) If a person cannot make wise decisions for themselves how can they make wise decisions for others?
- (iii) If a leader cannot get order into their own house, their own business, their own personal dealings, then they cannot get order into the house of God.
- (iv) Simply ask these questions. Have they made wise decisions in their
 - Personal life
 - Family life, children
 - Work
 - Finances

7. **Look Who's Following Test.**

- (i) If no one is following, it's a sure sign the person is not a leader.
- (ii) If someone is following, then leaders can only produce what they are. We pass on our DNA to others.
- (iii) What you are on the inside is what you attract on the outside.
 - If you are positive on the inside, you attract positive people.
 - If you are a whinger on the inside, you'll attract whingers.
 - If you are negative on the inside, you'll attract negative people.

(iv) You become a magnet to what you really are.

- If you are DISORDERED – you will attract DISORDER
- If you are ORDERED – you will attract ORDER
- If you have a POVERTY MENTALITY – you will attract POVERTY
- If you have a PROSPERITY MENTALITY – you will attract PROSPERITY

(v) Three Simple Questions to ask about a potential leader

1. Who's following?
2. How would I feel if everyone they lead became like them?
3. How would I feel if I had another 100 of them?

7. The Blameless Leader

Being found blameless

Blameless = Gk ANEGKLETOS (410) unaccusable in court. Free from any legal charge, beyond reproach, blameless.

1. It Doesn't Say a Leader Must Be Perfect, But Blameless

- (i) We are allowed to make mistakes.
- (ii) However we should not continue to walk through life with uncertified mistakes.
- (iii) A blameless person will do everything within their power to fix a mistake that is brought to their attention.

2. Don't Give the Enemy an Accusation Against You

- (i) Revelation 12:10: "...for the accuser of our brethren who accused them before our God day and night ..."
- (ii) The Bible is clear about not giving the enemy an opportunity, a foothold, a way to be able to accuse us. Ephesians 4:27.
- (iii) The only way an accusation can be removed is by
 - Repentance
 - Restitution (if at all possible)
 - Calling on the blood of Jesus
 - Closing the door to the enemy

3. **Don't Grieve The Holy Spirit**

- (i) Ephesians 4: 30 tells us not to grieve the Holy Spirit. To grieve the Spirit is to do something that contrary to His will.
- (ii) 1 Thessalonians 5:19 tells us not to quench the Holy Spirit. To quench the Spirit is to ignore His promptings.
- (iii) Every leader needs to walk in the Spirit, living a life submitted to the direction of the Holy Spirit.

4. **Live Life Beyond Reproach**

- (i) Many translators interpret blameless as "beyond reproach".
- (ii) Don't look to how close you can get to the line of error. Live life so far away from the line so that no one can reproach you.
- (iii) It is dangerous to use liberty and trust as license to flirt with questionable grey areas. Everything is less complicated when the leader chooses to live life blameless, beyond reproach and always accountable.

5. **Live Life the Simple Way**

- (i) Have a delicate conscience and clear accountability.
- (ii) Live a life of daily repentance.
- (iii) Keep short accounts – Practice forgiveness.
- (iv) Keep your spirit sweet.
- (v) Live a life of worship, devotion and fellowship with God.

Conclusion

In the language of today, the Apostle Paul told Timothy when choosing a leader, look for these 7 essential qualities. A Christian Leader therefore:

1. Has Good Character
2. Is Faithful and Loyal
3. Is Self-Controlled
4. Is Kingdom Minded
5. Is Visionary and Authentic
6. Has been Tried and Tested
7. Is found to be Blameless

- A. Imagine for a moment if every leader in every church demonstrated the above 7 qualities.
- Don't worry if they don't score 100% in every area. The important thing is that they at least get a PASS. Then we can help them get better through focus and leadership development.
- B. People that fail in achieving the above qualities disqualify themselves from leadership. What it simply means is that they have either: a bad character or are not faithful and loyal, or are not self-controlled, or don't have a kingdom mind, or it means they don't have vision and don't live life authentically or they have been tested but failed and found to be in reproach. How can such a person be placed into Christian Leadership? Alternatively, any church that can produce this type of leader who exhibits these 7 qualities will be strong, healthy and moving toward achieving their God-given destiny.



LEADERSHIP DEVELOPMENT

The strength of a church is reflected in the strength of its leadership. The more effective leaders a church has, the more effective a church will be in accomplishing its vision. It is therefore imperative for every church to have a detailed plan of how it goes about developing its leaders.

Leadership needs to be developed on many levels. The bigger the church, the more leaders it needs and added to that, they also need more levels of leadership to keep it effective.

I believe that one-leader-for-every-seven people is a good gauge from which to work. I call this the 1:7 principle. (Note: this is an approximate number; it doesn't have to be exactly 7)

To take this up another level, we also need one level 2 leader for every seven level 1 leaders we develop. And to follow on, we also need one level 3 leader for every seven level 2 leaders we develop.

In a church of 50-60 people, that means we need to raise up seven level 1 leaders and one level 2 leader to keep it effective.

In a church of 200 people, we need at least 27 level 1 leaders, 4 level 2 leaders and 1 level 3 leader.

In a church of 500 people, we need at least 70 level 1 leaders, 10 level 2 leaders and 2 level 3 leaders.

Too many people make the goals for their churches revolve around the number of people they want without fully understanding that the goal-setting ought to first be directed towards leadership development.

Level 1 Leader (L1) - Leader

An L1 leader is someone who is involved on the frontline of leading a group of people. It may be in ministry, in service, in volunteering, or any ministry that involves imparting to people. A Sunday School teacher, a home group leader, a youth group leader, a host who leads a team of other hosts are all L1 leaders.

The qualities that need to be imparted and to look for in L1 leader are as follows.

1. A Disciple. They need first to be a disciple before they can become a leader. A disciple is a follower of Christ who obeys all of Christ's commands and reflects the DNA and culture of the church.
2. A Son/Daughter of the House. They need to be loyal and a role model of the values of the church, firmly planted and flourishing in the House of God.
3. A Servant. They need to understand that leadership is about serving people not lording over people.
4. Helping Others. High up on their agenda must be a desire to help others and be a blessing to others.
5. Impartation. Also high on their agenda must be a desire to impart into others what they know, what they have, what they have discovered and the life they have in Christ. They don't need to be miles in front of the people they lead; they only need to be ahead of them. A 10 year old doesn't yet know everything but they know more than a 5 year old. This makes them eligible to lead 5 year olds.

Level 2 Leader (L2) - Supervisor.

An L2 leader is someone who leads L1 leaders. They are supervisors and help other leaders become more effective. A Sunday School superintendent who supervises Sunday School teachers is an L2 leader. A regional leader who supervises connect groups in their region is an L2 leader.

The qualities that need to be imparted and to look for in L2 leaders are as follows.

1. Experienced. To be an effective L2 leader, one must first be an experienced L1 leader. Experience adds to credibility.
2. A Coach. Coaching is about drawing out of others what is already within them.
3. A Mentor. Mentoring is about imparting to others what you have but they don't yet have. Sharing knowledge, experience and wisdom.
4. Innovative. The problem solver. Able to see the challenges as they are approaching but even more importantly knows where to find the solutions to the challenges.
5. Accessible. Available to answer questions, follow up and follow through. Understanding that their success is connected to the success of the L1 leaders they lead. They see themselves as the "Go To" person for L1 Leaders.

Level 3 Leader (L3) - Director.

An L3 Leader is a department leader who has responsibility for all the leaders in the department. They hold the leaders accountable for effectively ministering to the people in that particular department. Their main focus is strategy, systems and leadership development. They have transitioned from focusing on day-to-day ministry to people to overseeing the effective running of a department. In a growing church all department leaders ought to have the qualities of a L3 Leader.

The qualities that need to be imparted and to look for in L3 Leaders are as follows.

1. A Strategist. One who is able to think and plan at least 2-3 years ahead.
2. An Architect. A designer and implementer of systems. One who has an ability to put the pieces together so that everything works toward a common goal.
3. A Problem Solver. Someone who has the ability to fix any problem that arises in the system. Able to maintain and keep the system running well.
4. A Recruiter. Someone who is able to recruit people and grow the organization. They can recruit because they are able to cast a convincing vision that excites people.
5. A Developer of Leaders. Has an ability to identify, develop and empower leaders to be effective in ministry. Isn't content with just maintaining but is passionate about growing the department.

Leader-in-Training (LT).

A Leader-in-Training is someone who is showing signs of potential leadership and with training could easily become a Level 1 Leader.

The qualities to look for in a leader-in-training are as follows.

1. A Disciple. Before anyone can become a leader, they must first show evidence that they are a follower of Christ committed to obeying all His commands.
2. A Contributor. Is keen to not only be blessed but to become a blessing to others. Sees the vision of helping others as important and necessary.
3. Motivated. Shows signs of wanting to get involved. Not happy to just sit on the fence. Wants to get into the game and not just spectate.

There is a detailed questionnaire that is attached to help you begin identifying potential leaders.



IDENTIFYING POTENTIAL LEADERS

	0 = Never	1 = Seldom	2 = Sometimes	3 = Usually	4 = Always			
1.				0	1	2	3	4
2.				0	1	2	3	4
3.				0	1	2	3	4
4.				0	1	2	3	4
5.				0	1	2	3	4
6.				0	1	2	3	4
7.				0	1	2	3	4
8.				0	1	2	3	4
9.				0	1	2	3	4
10.				0	1	2	3	4
11.				0	1	2	3	4
12.				0	1	2	3	4
13.				0	1	2	3	4
14.				0	1	2	3	4
15.				0	1	2	3	4
16.				0	1	2	3	4
17.				0	1	2	3	4
18.				0	1	2	3	4
19.				0	1	2	3	4
20.				0	1	2	3	4

- 70-80 Great Leader. Should already be in leadership.
- 60-69 Good Leader. Filled with leadership possibilities.
- 50-59 Emerging Leader. Ideal candidate for training for leadership.
- 40-49 Potential Leader. Needs to be noted as a candidate for training for leadership.
- Below 40 Not quite ready. Needs more understanding of basic leadership principles.