

# **Adult Bible Study**

## **Sunday, January 23, 2005**

### **Leaders are responsible for developing leaders**

Leadership is essential to the success of the work of businesses and the work of the church. We have leaders all around us: political leaders, CEOs, military and church leaders, parents, coaches, teachers, pastors and many others. Some are exemplary; others, not so.

Recall your experiences as a follower. Name three or four people whom you believe exhibited the best kind of leadership toward you and others. What traits or characteristics did they have that made them attractive to you? Name three or four people who exhibited the worst kind of leadership toward you and others. What are these characteristics? Why did they affect you in this way? What are the differences between the two types of leaders?

#### **Definition of Leadership**

John Maxwell (*21 Irrefutable Laws of Leadership*) summarizes the many definitions of leadership with this:

*“Leadership is influence; nothing more or nothing less.”*

Leadership is an art that can be learned. It is 90% common to all organizations; the remaining 10% pertains to distinctiveness of their particular business or organization.

#### **Examples of leadership from the Scriptures:**

1 *Moses* receives good advice. Who gave it to him and what did he do? (Ex. 18:13-23)

2 *Nehemiah* has a vision of rebuilding the walls of Jerusalem (Nehemiah 1:1-4, 2:1-5);

3 *Paul* is delighted in the growth of young churches (2 Thess. 1:3-4).

4 The best example of leadership is that of *Jesus* Himself. Around the world, there are two billion people who look to Jesus as their model. What is his direction for leadership? See Luke 22:24-26; Matt. 20:24-27. How would you define the leadership of Jesus? Jesus’ leadership style is always at the heart of Christian leadership in the church. What underpins servant leadership in Jesus or those who follow him? (1 Cor. 13)

#### **Leaders are in the best position to develop leaders.**

A pastor and leaders in the church must be *servant leaders*.

Having servant leadership in mind, and using Kouzes and Posner’s (*The Leadership Challenge*) five practices of exemplary leadership listed below, how can the pastor and congregation take a leadership role in the essential task of recruitment of men for the office of the pastoral ministry as well as other essential leadership roles in the congregation?

### 1. **Challenge the process:**

Choose the best answer:

When recruiting for service among God's people:

- a) leave it up to God,
- b) simply allow teens and/or adults to "catch the call" and follow through on their own,
- c) new and creative methods of recruitment may be necessary to be successful in recruitment,
- d) a well-thought out vision or plan is necessary to be an effective recruiter,
- e) c and d of the above.

Discuss the reason you chose your answer. (Jeremiah 29:11)

### 2. **Inspire a shared vision:**

Pastors and God's people need to earnestly consider visioning for the recruitment of future pastors and leaders. People are energized by *an* attractive **vision** to which they are prepared to commit themselves. Without a clearly stated and well-communicated vision, the recruitment of workers in God's vineyard will falter. Within that vision must be a well thought out **strategy** as to how the recruitment will be accomplished. **Implementation** of the strategy must follow. **Reflection** on the process will reveal how the plan is working.

a) What do the Scriptures say about visioning? (Proverbs 15:22; 16:3; 29:18; Matt. 28:18-20)

b) What kind of vision or plan does your congregation have for the important task of recruiting church workers? Identify your vision.

### 3. **Encouraging the heart:**

Everyone appreciates recognition and commendation. God's people play major roles in encouraging men and women for ministry (Proverbs 25:11).

a) What ways should the local church continue to encourage specifically the candidate for the ministry when he (and his family) is at university and/or the seminary? (Hebrews 11:1-2, 5)

b) How might we better show our appreciation of those leaders among us in the church?

### 4. **Model the way:**

If leadership is influence, then pastors and significant others play major roles in influencing worthy candidates for the responsibility of the various offices of ministry in the church, including that of pastor. a) Think for a moment where your influencing opportunities are. Jot down a list of the times and places where you come into contact with other people. Are there unrealized opportunities?

b) Which may be the best three opportunities to influence others?

c) How might you model or influence God's people to consider service among God's people? (Matt. 5:13-16; Titus 2:7-9)

**5. *Enable others to act:***

One of the congregation's important tasks is to develop future leaders for the church. God's people, including pastors, are models of servant leadership. They are also teachers and trainers. Jesus was always about developing leaders. He spent three years with his disciples teaching, training and developing their abilities.

a) What are some of the ways Jesus used to teach and/or train his followers? (Matt. 5-7; Mark 6:7; John 3:3-8; John 6:1-11; John 10:1-10; Luke 15)

Throughout all these intentional activities, one must bind them together with an active prayer life. Without prayer, we cannot know God's call or direction, and we are left to our human desires. What does Jesus urge us to do with respect to recruitment of church workers? (Matt. 9:37; Luke 10:2; John 14:13-14)



**RSVP'05** is a recruitment initiative of Lutheran Church–Canada which asks members of congregations to identify men and women whom they believe have the gifts and talents for church work vocations and local service.