

# *Leadership Tips*

A publication of  
**Leadership Development and Church Ministries**  
Open Bible Churches  
Compiled by Dr. Paul Leavenworth

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## LEADERSHIP QUOTES

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### Mentoring

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*“Therefore go and make disciples of all nations...”* Matthew 28:19

*“And the things you have heard me say in the presence of many witnesses entrust to reliable men who will be qualified to teach others.”* II Timothy 2:2

*“Mentoring is a lifelong relationship, in which a mentor helps a protégé reach his or her God-given potential.”* Bobb Biehl, consultant and author

*“Mentoring is a process of opening our lives with others; a process of living for the next generation.”* Ron Lee Davis, pastor and writer

*“A mentor...provides modeling, close supervision on special projects, individualized help in many areas – discipline, encouragement, correction, confrontation, and a calling to accountability.”* Ted. Engstrom, leader and author

*“Mentoring is a relational experience in which one person empowers another by sharing God-given resources.”* J. Robert Clinton, teacher and author

*“But Barnabas took him [Paul] and brought him to the apostles...”* Acts 9:27

*“Come, follow me,” Jesus said, “and I will make you fishers of men.”* Matthew 4:19

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## LEADERSHIP DEVELOPMENT

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### Introduction to Leadership Development and Training

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**“In this time of unprecedented opportunity and plentiful resources, the church is actually losing influence. The primary reason is the lack of leadership. *Nothing is more important than leadership.*” (Barna)**

#### I. Biblical Overview of Leadership

##### A. Old Testament

1. Leader of a tribe (nasi) – Numbers 2:3, Joshua 9:15, I Kings 8:1
2. King [“chosen by God”] (nagid) – I Kings 14:7, Isaiah 55:4
3. Military leader (qasin) – Judges 11:6, Isaiah 3:6

4. Worship leader (ros) – Nehemiah 11:17
  5. Elder (sar) – Nehemiah 4:16
- B. New Testament
1. Guide [“a leader on the way”] (hodegeo) – Matthew 15:14, Luke 6:39
  2. Leader [“rule over”] (hegeomai) – Hebrews 13:7
  3. Principal men [“first”] (protos) – Luke 19:47, Acts 25:2
  4. Ruler [“founder, author, leader”] (archegos) – Acts 3:15
  5. Elder [“old man”] (presbuteros) – Acts 20:17, Titus 1:5

## II. General Definitions of Leadership

- A. “Leadership is... doing the right things.” (Bennis and Nanus)
- B. “Leadership is getting others to want to do something that you are convinced should be done.” (Packard)
- C. “Leadership is influence.” (Sanders)
- D. “Leadership is mobilizing others toward a goal shared by the leader and the followers.” (Wills)

## III. Biblical Definition of Leadership

### A. Assumptions

1. Jesus is the ultimate model of Biblical leadership
2. The Bible is the ultimate model of Biblical leadership
3. True Biblical leadership flows out of a discipleship relationship with Christ
4. Biblical leadership involves influencing people for God’s purposes and glory

### B. Definition (from Clinton’s The Making of a Leader)

1. “Leadership is a dynamic process in which a man or woman with God-given capacity and God-given responsibility influences a specific group of God’s people toward God’s purpose for that group.” (Clinton)
  - God-given capacity
  - God-given responsibility

**INFLUENCES**

  - God’s people
  - God’s purposes

## IV. Characteristics of Leadership – Elders (I Timothy 3:2-7 and Titus 1:6-9, headings from Sanders’ Spiritual Leadership)

### A. Social

1. “Above reproach”
2. “Good reputation with outsiders”

### B. Moral

1. “Blameless”
2. “Loves what is good”
3. “Temperate... not given to drunkenness”
4. “Self-controlled”

### C. Mental

- A. “Able to teach”
- B. “Encourage others by sound doctrine”
- C. “Refute those who oppose [sound doctrine]”

### D. Personal

1. “Gentle, not quarrelsome”
2. “Not overbearing”

3. “Not a lover of money”
  4. “Hospitable”
- E. Domestic
1. “Husband of but one wife”
  2. “Manage his own family well”
  3. “See that his children obey him with proper respect”
- F. Maturity
1. “Must not be a recent convert”
- V. Calling to Leadership
- A. Personal Call – gradual or dramatic encounter(s) with God
- B. Preparation for Call –
1. Spiritual formation – establishing intimacy and integrity
  2. Ministry formation – identifying and developing gift mix and ministry skills
  3. Strategic formation – developing a personal ministry philosophy and becoming intentional in ministry
- C. Confirmation of Calling – through sovereign circumstances and by established leaders
- VI. General Functions of Leadership
- A. Service – “You know that those who are regarded as ruler [or leaders] of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you [disciples]. Instead, *whoever wants to become great among you must be your servant...*” Mark 10:42-44
- B. Equipping – “It was he [Holy Spirit] who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, *to prepare God’s people for works of service...*” Ephesians 4:11-12
- C. Shepherding – “*Be shepherds* of God’s flock that are under your care, serving as overseers...” I Peter 5:2
- D. Loving – “*Love must be sincere*. Hate what is evil; cling to what is good. *Be devoted to one another in brotherly love*. Honor one another above yourself...” Romans 12:9-10
- E. Oversight - “Keep watch over yourself and all the flock of which *the Holy Spirit has made you overseers*. Be shepherds of the church of God...” Acts 20:28
- VII. Skills and Competencies of Effective Leaders (Barna’s Leaders on Leadership)
- Able to effectively communicate
  - Able to motivate self and others
  - Able to process information
  - Able to initiate and maintain strategic action
  - Able to resolve conflicts
  - Able to celebrate successes
  - Able to build a team of leaders
  - Able to live under and give accountability
  - Able to plan and implement plans according to Biblical principles
  - Able to manage finances according to Biblical principles
  - Able to identify, articulate, and cast Godly vision
  - Able to identify and empower emerging leaders
  - Able to persuade people
  - Able to make hard decisions
  - Able to lead by example
  - Able to take criticism and learn from mistakes

- VIII. Criteria for Selecting and Characteristics of Emerging Leaders (Richard Clinton's Selecting and Developing Emerging Leaders)
- A. Appetite for the Word of God
  - B. Orientation toward application of the Word of God
  - C. Orientation toward holiness and righteousness
  - D. Orientation toward prayer (and spiritual disciplines)
  - E. Orientation towards hearing from God
  - F. Self-starting orientation
  - G. Others: faithful and able to follow through; teachable and willing to be accountable; servant orientation and willing to do the "dirty" work; passion for the Great Commission

## Existing and Emerging Training Models \_\_\_\_\_

- I. Formal Training Models – planned classroom training that tends to focus on gaining factual information for "theoretical" learning (Elliston's Home Grown Leaders)
  - A. Existing – Bible Colleges and Seminaries
  - B. Emerging – Extension campuses and/or courses, distances learning models, Bible/career curriculums
- II. Informal Training Models – planned and/or unplanned relational based training that tends to focus on gaining information for "life application" learning (Elliston's Home Grown Leadership)
  - A. Existing – church based training (Master's Commission, INSTE), YWAM DTS, short-term missions (GOU), internship and apprenticeships
  - B. Emerging – mobile training teams, transgenerational mentoring, church planting teams
- III. Nonformal Training Models – planned out-of-classroom training that tends to focus on exposure to successful ministry leaders and/or effective ministry models for "skill development" learning (Elliston's Home Grown Leaders)
  - A. Existing – seminars, workshops, conferences, conventions
  - B. Emerging – resource leaders and churches, reading resources, consulting

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## CHURCH MINISTRIES

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## Empowering Emerging Leaders Through Mentoring \_\_\_\_\_

- I. Definition of Mentoring (Clinton's Connecting)
  - A. "Mentoring is a relational experience in which *one person empowers another* by sharing God-given resources."
- II. Characteristics of Effective Mentors (Clinton's Connecting)
  - A. Ability to see potential in others
  - B. Tolerance with mistakes, brashness, abrasiveness, etc. in others to see potential developed

- C. Flexibility in responding to people and circumstances
- D. Patience, knowing that time and experience are needed for a person to develop potential
- E. Perspective, having vision and ability to see down the road
- F. Gifts and abilities to build up and encourage people

### III. Mentoring Categories (Clinton's Connecting)

#### A. Intensive Mentoring

- 1. Discippler – establishing basics of following Christ
- 2. Spiritual Guide – establishing spiritual disciplines
- 3. Coach – motivation and ministry skill development

#### B. Occasional Mentoring

- 1. Counselor – Biblical perspective and advise for relationships, circumstances, and ministry
- 2. Teacher – knowledge and understanding of particular subject
- 3. Sponsor – career guidance, protection, and promotion

#### C. Passive Mentoring

- 1. Divine Contact – person, word, and/or circumstances used to confirm God's will
- 2. Contemporary Model – living model for life and ministry
- 3. Historical Model – dead model for life and ministry

### IV. Mentoring Relationships (Clinton's Connecting)

- A. Downward Mentoring – developing the capacity, capability, commitment, and values that will enable younger and/or less developed leaders to serve God faithfully
- B. Peer Mentoring – accountable and empowering relationships among peers:
  - 1. internal – within your organization
  - 2. external – outside your organization
- C. Upward Mentoring – provides perspective, accountability, and resources to keep growing and learning

### V. Initiating a Mentoring Relationship

#### A. Downward Mentoring

- 1. Identify gift mix and ministry effectiveness
- 2. Pray about and for perspective mentorees
- 3. Watch for emerging leaders
- 4. Initiate relationship with emerging leaders
- 5. Test emerging leaders to see if they are faithful and teachable
- 6. Initiate mentoring relationship
- 7. Define relationship and scope of mentoring relationship (type of mentoring, expectations, time frame)
- 8. Hold mentorees accountable

#### B. Peer and Upward Mentoring

- 1. Identify and define your need(s)
- 2. Pray about and for (a) perspective mentor(s)
- 3. Initiate relationship with (a) perspective mentor(s)
- 4. Define relationship and scope of mentoring relationship (type of mentoring, expectations, time frame)
- 5. Submit to mentor and follow through

## *Mentor Training*

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Larry Kreider, International Director of DOVE Christian Fellowship International (a worldwide network of cell-based churches) and author of The Cry for Spiritual Fathers and Mothers, will be leading a one-day seminar on “Spiritual Mentoring” on Monday, June 27, 2005, in Dayton, OH following our National Convention.

Larry is a friend of Open Bible (he spoke at the 2004 Mountain Plains Spring Conference) and has a special calling and anointing to teach and impart to leaders the mantle of spiritual mentoring. I know Larry personally and have attended his “Cry for Spiritual Fathers and Mothers” seminar (which is the material that he will be presenting in Dayton). Larry is a proven spiritual leader and powerful communicator.

Although I appreciate Larry and believe that his seminar is excellent, there is another reason that I am excited about his coming to Convention to share with us. You may remember the prophetic word that Paul Johansson, President of Elim Bible Institute, gave to us on June 23, 2001 at the National Convention in Des Moines, IA about “spiritual fathers [and mothers].” He said,

*“I have been wrestling for a few moments about being here this evening and especially tonight and I feel that the Lord had a word for us all together and I would give it to you and ask you to receive it, to judge it... that’s entirely your prerogative.*

*“But the Lord would say that He has heard your prayer and has seen the concerns that you have expressed to Him with regard to the ongoing purposes of your fellowship. He has said that the cry has been for leaders and [He has heard your cry], but He would say to you tonight the cry is for fathers. For He would raise up this day fathers that would father the generation that shall carry on the message. In the day in which we live, we see that God has followed the pattern that He has used before and His pattern has been even with the man of faith, Abraham, to wait until he was older before he was able to produce seed. And so it is in this day that those of you, who are older within this fellowship, will find that it is not the time to say we are impotent but that God by the Spirit would give you new life and you will impart into another generation and release them to do what God calls them to do. For this generation is waiting even for the spiritual blessings of a spiritual fatherhood that they may be blessed. And in your fellowship there are those that are waiting to be released and God has raised many of you and you have lead, and in your leading God has prepared you. But He would say to you tonight that I am taking away that mantle of leadership and I am replacing it with a mantel of fatherhood, and that fatherhood shall be the guarantee of what shall go on even in the days to come. May God bless His word as we receive it together.”*

I believe that this is a word for Open Bible that is still unfolding. I also believe that Larry Kreider can not only teach us more about spiritual mentoring but that he can impart to us and our movement a mantle of spiritual fathering/mothering that will assist us significantly in fulfilling the prophetic word given by Paul Johansson.

Larry Kreider states that, “People today are longing for spiritual family relationships that are connected, fulfilling, and real. They want someone they can sit down with and talk to, someone with whom they can be entirely open and honest concerning the questions they have and the problems they face. **There is a cry for spiritual fathers and mothers!** The Lord wants to raise up spiritual parents who are willing to nurture spiritual children and help them grow up in their Christian lives. This is a fulfillment of the

Lord's promise in the last days to 'turn the hearts of the fathers to the children, and the hearts of the children to their fathers...' (Participant's Manual, p. 5)

Larry Kreider's seminar will be on Monday, June 27, 2005, right after the completion of National Convention the night before. The seminar is one day and will be held in the same hotel as Convention. The schedule will be:

9 a.m. – Noon	Session 1: The Restoration of Spiritual Fathering and Mothering Session 2: Hindrances to Spiritual parenting
1:30 – 4:30 p.m.	Session 3: What Does a Spiritual father or Mother Look Like? Session 4: How Does Spiritual Parenting Work Practically?
7-9 p.m.	Session 5: Fathering Within Your Field Session 6: Is God Calling You to Become a Spiritual Parent?

The cost is \$39 per person, which includes registration fee, participant's manual, and a copy of Larry's book The Cry for Spiritual Fathers and Mothers.

Registration information is included in the National Convention brochure. Or, you may contact Linda Dixon in the national office at 515.288.6761.

I look forward to seeing you at National Convention and encourage you to prayerfully consider staying an additional day to participate in this important seminar. If you have any questions, please feel free to contact me.

Dr. Paul Leavenworth, Director  
Leadership Development  
Open Bible Churches  
515.288.6761

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## LEADER'S READING RESOURCES

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### Discipleship

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Barna, George. Growing True Disciples  
Bonhoeffer, Detrich. The Cost of Discipleship  
Hull, Bill. The Disciplemaking Pastor  
Ortiz, Juan Carlos. Disciple  
Rabney, Steve and Lois (Editors). Side by Side

### Mentoring

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Clinton, J. Robert and Stanley, Paul. Connecting  
Coleman, Robert. The Master Plan of Evangelism  
Elmore, Tim. Mentoring: How to Invest Your Life in Others  
Kreider, Larry. The Cry for Spiritual Fathers and Mothers  
Reese, Randy and Anderson, Keith. Spiritual Mentoring