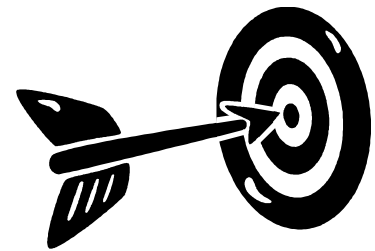


## **Lesson #10 – Gifts of Leadership – to equip the saints!**

*<sup>11</sup> So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, <sup>12</sup> to equip his people for works of service, so that the body of Christ may be built up. Ephesians 4:11-12*

Some gifts do not merely manifest through people – *but as people!* God gives certain types of leaders to His Church in order to equip His people for the work of the ministry. These individuals tend to possess a variety of gifts that complement one another and allow them to exercise a particular type of leadership in the Body of Christ. We believe in “the priesthood of all believers;” that every Christian is called to ministry. Thus, these leaders not only do ministry, but mobilize all of God’s people – a royal priesthood – to exercise their own ministry!

**Leadership**  
**Teaching**  
**Worship**  
**Pastor**  
**Apostle**  
**Missionary**  
**Evangelism**



### **The Gift of Leadership**

*“...if it is to lead, do it diligently;”* Romans 12:8

*“Leadership is influence.”* - John Maxwell

***Evidence that you may have the gift of Leadership-  
Ask yourself...***

- Do you naturally motivate others to become involved in ministry projects?
- Are you often asked to serve in leadership roles?
- In situations of confusion, do you feel obliged to step in and provide direction?
- Do you think about the “Big Picture?”
- Do you feel comfortable making decisions?
- Do you feel an urge to “change the world?”
- Are you unafraid to take a risk?
- Do speak with conviction and confidence.
- When you take on a project, do you see it through to completion?

***Perhaps you have the gift of leadership!***

***Definition:*** A special anointing to influence and mobilize others to complete a mission in the kingdom of God.

***Purpose:*** To direct and multiply the effectiveness of the efforts of others to advance specific goals in the kingdom.

## ***Christian leadership is different from leadership in “the world”***

- ***Christian leadership is based in the calling of God, and not human competence or a dominating temperament***

**Example:** *The call of David* was based on his heart more than other considerations

<sup>7</sup> *But the LORD said to Samuel, “Do not consider his appearance or his height, for I have rejected him. The LORD does not look at the things people look at. People look at the outward appearance, but the LORD looks at the heart.”* 1 Samuel 16:7

- ***Christian leadership requires giving an example of the values of the Kingdom of God, especially integrity***

**Example:** *Paul* made an effort to live “above reproach”

<sup>7</sup> *For you yourselves know how you ought to follow our example. We were not idle when we were with you,* <sup>8</sup> *nor did we eat anyone’s food without paying for it. On the contrary, we worked night and day, laboring and toiling so that we would not be a burden to any of you.* <sup>9</sup> *We did this, not because we do not have the right to such help, but in order to offer ourselves as a model for you to imitate.* 2 Thessalonians 3:7-9

- ***Does not depend on a particular temperament***

Various types of personalities and temperaments can lead others in distinctive ways. Some of the greatest leaders are “phlegmatic” in temperament and serve reluctantly, out of a sense of duty.

- ***Expresses itself first and foremost through service***

**Example:** *Jesus washed the feet of the disciples*

*“You call me ‘Teacher’ and ‘Lord,’ and rightly so, for that is what I am.”* <sup>14</sup> *Now that I, your Lord and Teacher, have washed your feet, you also should wash one another’s feet.* John 13:13-14

*Jesus called them together and said, “You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them.”* <sup>43</sup> *Not so with you. Instead, whoever wants to become great among you must be your servant,* <sup>44</sup> *and whoever wants to be first must be slave of all.* <sup>45</sup> *For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.”* Mk 10:42-45

## ***Potential pitfalls related to the gift of leadership***

***Watch out! If you have this gift, be careful...***



- Not to be bossy!
- Not to be brusque as you tackle a project; forgetting courtesy and diplomacy
- Not to be so “task oriented” that you step over others to achieve a goal
- Not to underestimate the importance of more “low key” methodical approaches

- To submit to spiritual authorities over you, even if they are less competent than you are
- Not to abuse your power to “get your own way” at the expense of relationships
- To be humble and gentle, as was Moses!

### *Questions*

There are many ways to serve as a leader in any church context. Every ministry has various “layers” of leadership. Mention some different ways to serve as a leader in your church.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

Define the gift of leadership? \_\_\_\_\_

\_\_\_\_\_.

What is the purpose of the gift of leadership? \_\_\_\_\_

\_\_\_\_\_.

Mention three distinctive qualities of Christian leadership.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Mention some potential pitfalls for a person who possesses this gift.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Mention someone you know, (besides pastors), whom you suspect have this gift.

\_\_\_\_\_.

## The Gift of Teaching

*To them God has chosen to make known among the Gentiles the glorious riches of this mystery, which is Christ in you, the hope of glory. <sup>28</sup> He is the one we proclaim, admonishing and **teaching** everyone with all wisdom, so that we may present everyone fully mature in Christ.*  
Colossians 1:27-28

<sup>19</sup> *Therefore go and make disciples of all nations, baptizing ....<sup>20</sup> and **teaching them** to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”*  
Mat. 28:19-20

### ***Evidence that you may have the gift of teaching***

***Ask yourself...***

- Do you enjoy studying the word and sharing the insights you have learned?
- Are you able to organize your thoughts in a clear and concise fashion?
- Do you express yourself well before groups of people?
- Do people enjoy your teaching and want more?

### ***Perhaps you have the gift of teaching!***

***Definition:*** A special anointing to communicate the truths of scripture in a clear, interesting and memorable way which impacts the daily lives of your listeners.

***Purpose:*** To instruct and equip God’s people to live a mature and productive Christian life.

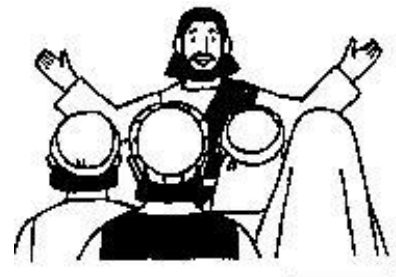
### ***How did Jesus Teach?***

- *Sermons* (eg. Sermon on the Mount)
- *Biblical exposition* – (Conversation on the road to Emmaus)
- *His own example as a model to follow*

Name a moment when Jesus “taught” by providing a clear example to follow.

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- *Observations on life experiences*
  - The generous widow
  - Placing a child before the disciples
- *Miracles as “object lessons”*
  - Multiplying the loaves and the fishes – “*I am the bread that came down from heaven....*” (John 6)
  - Healing the blind man – “*I am the light of the world.*”
  - Raising Lazarus “*I am the resurrection and the life...*”
- *Parables* – comparing spiritual truths to daily life



***Let's play "name that parable!"***

A parable based on family life. \_\_\_\_\_.

A parable based on the workplace. \_\_\_\_\_.

A parable based on money. \_\_\_\_\_.

A parable based on nature. \_\_\_\_\_.

***The Holy Spirit is our constant "teacher."***

*<sup>26</sup> But the Advocate, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you. John 14:26*



***Potential pitfalls related to the gift of teaching***

***Watch out! If you have this gift, be careful...***

- Not to presume to teach if your life is in disarray spiritually.

*Not many of you should become teachers, my fellow believers, because you know that we who teach will be judged more strictly. James 3:1*

- To adapt your teaching to the practical needs of your hearers
- To resist esoteric "rabbit trails" that do not enrich the teaching
- Not to become enamored of being before others
- Not to neglect to cultivate spiritual anointing in your teaching through fasting and prayer
- To adapt your teaching to the age and culture of the audience
- If you teach children, not to underestimate the importance of thorough preparation, fasting and prayer.
- Not to consider teaching children as in any way less important than teaching adults.
- If you teach children, not to treat other adults as if they were children



***Questions:***

Define the gift of teaching.

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What is the purpose of the gift of teaching?

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List the variety of Jesus' teaching techniques.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

Mention some specific ways this gift can be put to use at Lion of Judah.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

## The Gift of Worship Arts

***Evidence that you may have the gift of worship arts***

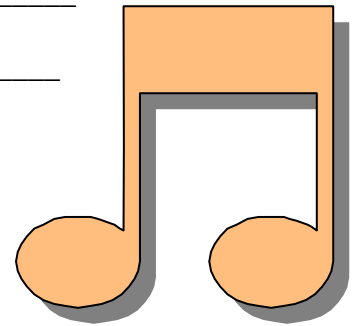
***Ask yourself...***

- Do you feel passion to express yourself in praise and worship in God's presence?
- Do you possess artistic or musical skill?
- Do people tell you that they feel God's presence when you sing or play an instrument?
- Do worship leaders recognize your talent and spiritual sensitivity and ask you to join worship teams?

***Perhaps you have the gift of worship arts!***

***Definition:*** A special anointing to enrich the worship of God's people through song, musical instrument, dance, or some other artistic expression.

***Purpose:*** To use artistic creativity to stimulate and guide God's people to glorify God in a Spirit filled worship experience.



### ***Testimony of a Worshiper***

A certain associate pastor once provided transportation for Marco Barrientos, a famous Mexican worship artist, who had led a lengthy worship experience that evening. Realizing the exhaustion that Brother Marco must have felt, the young pastor put some soft jazz on the radio as they traveled in silence, but then noticed that his guest was humming a worship song to himself right there in the passenger seat. He turned down the music in as discreet a manner as possible, and enjoyed the personal concert God had orchestrated for him that night. Brother Barrientos' team members say they "can't shut him up!" He sings in the shower, at meals, and as he walks along the street. Not a performer, he worships in "spirit and in truth!" Let it always be so.



### ***Texts and Examples -- Read Psalm 150***

Mention some different ways to worship God mentioned in this Psalm.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_



### ***Potential pitfalls associated with the gift of worship arts***

***Watch out! If you have this gift, be careful...***

- To distinguish between human talent and spiritual anointing
- Not seek attention, applause, nor adulation from "the crowd"
- Not to view the congregation as "an audience" to be entertained, but worshipers to be stimulated and guided.
- To worship *with* the congregation, and not *for* them.
- To remember that artistic talent does not guarantee spiritual maturity.
- Not to be overly sensitive to suggestions or criticisms.
- To submit to the directives of the leader who presides over the service (about volume, duration of songs, etc.)
- Not to be a perfectionist! Quality matters, but the heart is always more important.
- To view God as the one who receives your ministry.
- Not to view your ministry as a "gig" but a spiritual offering.
- To be sure to attend sermons and to worship, even when not serving in a formal role.
- To be exceptionally careful with the ministry of worship dance, which can so easily have sensual overtones.



## ***Questions:***

Define the gift of worship arts. \_\_\_\_\_

\_\_\_\_\_.

What is the purpose of the gift of worship arts? \_\_\_\_\_

\_\_\_\_\_.

Mention some different ways to use the gift of worship arts in the church. Be specific.

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

Mention some warnings for a person with this gift to consider.

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

## **The Gift of Pastor**

***Evidence that you may have the gift of pastor***

***Ask yourself...***



- Do you enjoy helping others grow in their relationship with Christ
- Do you possess the gift of exhortation and teaching?
- Do people tend to seek you out for spiritual counsel and support?
- Do you have good interpersonal skills?
- Do you express yourself soberly and know how to listen to others?
- Are you discreet and able to keep a confidence?
- Do you sincerely love God's people?
- Do people easily trust you and open up to share private issues?
- Do you generally maintain a stable and balanced life?
- Are you patient with human struggles and failures in the long process of change?
- Do you have an eye for how God is working in peoples' lives at certain key moments, such as illnesses and bereavement, and also positive moments such as weddings and graduations?



***Perhaps you have the gift of pastor!***

***Definition:*** A special anointing to assume responsibility for the spiritual growth of a group of believers.

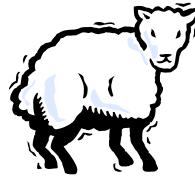
***Purpose:*** To provide care, direction, spiritual nurture, discipline and teaching that promote Christian maturity in a group of believers.

***Note:*** ***This gift is not only for formal pastors over a church, but small group leaders, discipleship teachers, certain types of ministry leaders, and counselors.***



### ***What does a pastor do?***

- *Watch over and feed the flock* (Juan 21:17; Acts 20:28; 1 Pedro 5:2)
- *Guide* (Isa. 40:11; John 21:16)
- *Protect* (Acts 20:28-29)
- *Teach* (1 Timothy 3:2; Ephesians 4:11)
- *Comfort* (Ps. 23:3)
- *Exhort (encourage)* (Titus 1:9)
- *Equip* (Ephesians 4:12-13)
- *Provide a good example* (1 Peter 5:1-3)
- *Give one's self* for the well being of others (John 10:11)



### ***Potential pitfalls associated with the gift of pastor***

***Watch out! If you have this gift, be careful...***

- *Not to seek to "please" everyone and be universally liked.*
- *Not to be possessive, but rather "let people go" when God calls them to make changes.*
- *To set appropriate limits. You are not the Christ!*
- *To care for your own mental, emotional and spiritual health.*
- *Not to attempt to solve everyone's problems*
- *Not to be "parental!" Adults are responsible for their own decisions*
- *Not to neglect personal prayer and the study of God's word!*
- *To refer!!* Do not try to "play psychologist" or "social worker." While any pastor will certainly address psychological health and provide practical guidance, he or she should not exchange the spiritual calling of pastor for the role of certain specialized professionals.



### ***Question***

Define the gift of pastor. \_\_\_\_\_

\_\_\_\_\_

What is the purpose of this gift?

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List some characteristics of the person who has this gift.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_

Excluding the official roles of head pastor and associate pastors, what are some other ways to exercise this gift in your church?

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What does a pastor do?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_



## The Gift of Apostleship

### *Evidence that you may have the gift of apostleship*

*Ask yourself...*

- Do you possess an exceptional and universally recognized gift of leadership?
- Does the Lord use you to do miraculous signs? (2 Corinthians 12:12)
- Do other pastors and leaders seek out your counsel and guidance?
- Has the Lord broken you in profound ways? (1 Cor. 4:1-21; 2 Cor. 12:1-10).
- Do you easily see the “big picture?”
- Do you have a vision for revival that drives you to seek the extension of the kingdom beyond your local congregation?

**Definition:** *A special anointing to provide spiritual leadership over a number of pastors and Christian leaders to promote the extension of God’s kingdom at a regional, national or international level.*

**Purpose:** *To promote the extension of God’s kingdom at a regional, national, or international scale through strategic and generalized leadership.*

**Note:** There is a difference between the first 12 Apostles (Capital “A”) and other apostles (lower case “a”) who still minister today

**Authority to write Scripture:** The original twelve Apostles knew Jesus in the flesh and possessed unique authority to write scripture. Modern day apostles do not have this authority and cannot legitimately contradict or add new writings to the authoritative canon of scripture. Joseph Smith, who lived in New York State in the early 19<sup>th</sup> century, wrote down his visions, which became the “Book of Mormon” the basis for the modern day cult of Mormonism. This provides an excellent example of “false apostleship.”

### *Potential Pitfalls associated with the gift of apostleship*

**Watch out! If you have this gift, be careful...**



- Not to abuse your authority
- Not to become corrupted by money or fame
- Not to promote your own reputation. Let God validate your ministry.
- To stay humble (or the Lord will provide a “thorn in your flesh” to do the job!)
- To cultivate a “confidant” with whom you can share your private struggles
- To use discernment in your connections with other spiritual or political leaders, who may seek to take advantage of your ministry for ulterior motives
- To set appropriate limits. You are not the Christ!
- Not to be a Super-Star! (like the false, “super apostles” in Jesus’ day)
- Not to found a “personality cult!”

### ***Review Questions:***

Define the gift of apostleship?

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What is the purpose of the gift of apostleship?

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List some characteristics of a person with this gift.

1. 

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2. 

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3. 

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4. 

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What is the primary difference between the authority of the 12 Apostles and modern day apostles.

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## **The Gift of Missionary**

*<sup>20</sup> It has always been my ambition to preach the gospel where Christ was not known, so that I would not be building on someone else's foundation. Romans 15:20*

### ***Evidence that you may have the gift of missionary***

#### ***Ask yourself...***

- Do you adapt easily to different cultures (and enjoy the learning process?)
- Do new languages come easily to you?
- Would you describe yourself as a flexible person?
- Are you at ease being the only ethnically different person in a large group?
- Do people of other cultures seek out your friendship?
- Are you creative in adapting your presentation of the gospel in culturally different contexts?
- Do you enjoy a good adventure or would you prefer a predictable routine?

***Perhaps you have the gift of missionary!***

***Definition:*** A special anointing to minister effectively in other cultures.

***Purpose:*** To extend the kingdom of God internationally.



### ***Varieties of Missionary Service***

- ***It is possible to be a “home missionary”*** – A missionary can minister to the needy or culturally different in one’s native city or country.
- ***It is possible to be a missionary supporter***; using the gift of helps to provide administrative or financial support.
- ***It is possible to be a missionary with a “secular” profession (Tent-maker)***
  - Allows them to be self-sustaining, flexible, and not dependent on support
  - Allows the missionary to become more deeply integrated into the new society

### ***Potential pitfalls for the gift of missionary***



***Watch out! If you have this gift, be careful...***

- *To adapt your methods to each cultural context.* Paul did not preach the same way in Athens as he did in Jerusalem. The pagan intellectuals needed the gospel explained differently than devout Jews.
- *Not to confuse discipleship for imperialism.* Careful not to seek to change people to adapt to your own cultural sensibilities, which may not be rooted in scripture.
- *To be humble.* Do not try to “civilize” the “uncultured” pagans to your way of life.
- *To be wise in your ways of serving the needs of the people, not creating unhealthy dependencies.*
- *To respect and cultivate local, indigenous leadership.*
- *Not to use missions as an excuse for tourism.*
- *Not to underestimate the ministry of the local believers.*
- *To teach to fish, rather than simply provide fish when trying to help others!*

### ***Questions:***

Define the gift of missionary. \_\_\_\_\_

\_\_\_\_\_.

What is the purpose of the gift of missionary? \_\_\_\_\_

\_\_\_\_\_.

List some different ways one could serve in missions.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

What are some warnings for a person with this gift to consider?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

## The Gift of Evangelism

*“...he that winneth souls is wise.”* Prov. 11:30

### *Evidence that you may have the gift of evangelism*

#### *Ask yourself...*

- Do you feel an exceptional concern for the salvation of unbelievers?
- Do you find yourself talking about your faith just about every day? (with the hairdresser; with co-workers; with random people in the elevator ...etc.)
- Do you enjoy meeting new people?
- Do you easily earn the trust of others?
- Do you find it easy to direct the conversation naturally towards spiritual topics?
- Have you led others to accept Christ as their personal Lord and Savior?
- Do you enjoy helping other believers “break the ice” and learn to share their faith?

#### *Perhaps you have the gift of evangelism!*

**Definition:** *A special anointing and wisdom to win souls to Christ and mobilize and train believers in evangelism.*

**Purpose:** *To help unbelievers to know Jesus and to mobilize the church in the work of proclaiming the gospel effectively to unbelievers.*



**Note: *There are many forms of evangelizing!***

- *Service* – Demonstrating the gospel by doing acts of kindness
- *Invitations* – Bringing people to church
- *Testimonies* – Sharing what God is doing in your life
- *Intellectual dialog* – Answering intellectual questions
- *Miraculous signs* – Praying especially for healing
- *Friendship* – Simply being friends with unbelievers
- *Food!*

*Not every evangelist need be super-extroverted! There are many ways to win souls!*

**Example: *Philip the Evangelist*** (Acts 21:8)

**Read Acts 8:4-8 – *an evangelist in Action***

Philip fled persecution, and made the most of the situation by preaching the gospel in new places. What does this teach us about the evangelistic heart and journey?

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The Samaritans were hated by the Jews, but Philip was the first to preach the gospel to them. What does this fact illustrate about an evangelist's heart?

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How do we observe the power of the Holy Spirit in Philip's evangelism?

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**Read Acts 8:26-40 – *Evangelism and the gift of knowledge***

How do we observe the gift of evangelism and the gift of knowledge combine in this story?

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***Potential pitfalls for the gift of evangelism***  
***Watch out! If you have this gift, be careful...***



- *Not to criticize believers* who are not as motivated as you are. Your responsibility is to encourage and motivate them, not scold them.
- *To be patient.* Winning souls is a long process at times which requires wisdom, perseverance, and a long-term perspective.
- *To work with others.* Perhaps you will sow and another will reap.
- *To adapt your approach to the personality and culture of the person.* A direct style may not function with every person.

***Questions:***

Define the gift of evangelism. \_\_\_\_\_

\_\_\_\_\_.

Which is your favorite way to share your faith?

\_\_\_\_\_

\_\_\_\_\_.

True or False. An evangelist must be outgoing and extroverted? Explain.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_.