



LEADERSHIP





How not to Lead

1

Do not lust for leadership.

2

Do not rely on your skill.

3

Do not exploit people.

4

Do not promote yourself.

5

Do not show partiality.

6

Do not go after money.

7

Do not be a loner.

8

Do not burn yourself out.

9

Do not neglect your personal life.

10

Do not delay preparing nextliners.



How not to Lead

Introduction

- Leadership is one of the most popular subjects both in the religious circles and the secular world. Leadership Training, Leadership Seminars and Management Courses abound. Let's look afresh what the Bible teaches on this subject. The Bible is not primarily a book on leadership; but everything one needs to know about leadership is there in this Old Book.
- There's no area of life which is not affected by leadership —
Isa 24:2 ... five areas
 - people & priest* ... Religious circles
 - servant & master* ... Civil society
 - maid & mistress* ... Domestic set-up
 - buyer & seller*
 - borrower & lender* ... Business world
 - creditor & debtor* ... Banking sectori.e. every kind of relationship has something to do with “leadership” and “followership.”
- While speaking on leadership, Jesus pointed out how NOT to lead—
Mt 20:25,26 ... *Gentiles ... NOT so among you ...*
So also Apostle Peter—
1 Pet 5:2,3 ... *NOT ... NOT ... NOT ...*

- Apostle Paul, a distinguishable leader, has given 3 lists of qualification for leaders —
 - 1 Tim 3:1-7 ... 9 virtues, 6 vices
 - 3:8-12 ... 5 virtues, 3 vices
 - Tit 1:7-9 ... 8 virtues, 5 vices

i.e. Not only what a leader should be,
but also what he should **not** be.
- Leadership: privilege & responsibility
There will be chaos and corruption if these two aspects are not properly balanced.
- Leader= One who knows where he goes,
and who knows how to take people there
In this sense, every Christian is a leader —
1 Pet 2:5,9 ... *kings ... priests ...*
- Godly leadership produces godly people;
corrupt leadership corrupts the people (Zeph 3:1-4)

How not to Lead

1. Do not lust for leadership.

- The Bible presents the biographies and autobiographies of so many leaders who were successful in their mission.

None of them ever “lusted” for leadership —

- Moses (Ex 3:10,11) ... *Who am I?* ...
- Gideon (Judg 6:15,16) ... *weakest ... least ...*
- David (1 Sam 16:1,13)
Even after being anointed, he went back for shepherding!
v19; 17:20a ... He came to face Goliath
from among the sheep only!
- Jeremiah (Jer 1:5-7) ... *cannot speak ... youth ...*
- The supreme example is Jesus Himself —
He did not consider His equality with God
as something to be “grabbed” — Phil 2:6

Yes, the first disqualification for leadership is the lust for leadership, especially in the Church and Christian ministries.

Lust for leadership usually leads to competition
and manipulation.

This is what we see in the election of Bishops
and Church Committee members.

This is outrightly unscriptural.

- Then, what does 1 Tim 3:1 mean?

... desires ... position of a Bishop ...

It's "desire" and not "lust!"

"Lust" is selfish; it is to feed the ego;

whereas the "desire" mentioned here

is for "service" = "*good work!*"

- The rat race for leadership is not a modern phenomenon—

It was there even among the close disciples of Jesus:

Jesus chided and corrected them on two occasions:

Mk 9:33-35 ... *dispute on the road ...*

They "*kept quiet*" — i.e. trying to hide

their craze for power

Very next chapter —

Mk 10:35-38 ... *left and right seats ...*

They had a fanciful desire without counting the cost.

- Even if you count the cost,

leadership position is decided by **God** (v40).

Whether it's Church or State, it's **God**

who appoints leaders and gives them authority —

Church: Acts 20:28 ... *Holy Spirit made you overseers ...*

State: Rom 13:1 ... *no authority except from God*

We may succeed in manipulation of appointment

of elders/leaders, but God will not endorse it —

Hos 8:4 ... *they set up kings ... not by Me ...*

- Those who are genuinely interested in just serving or blessing people will not lust for leadership:

A parable: Judg 9:7-15

Olive — oil; Fig — fruit; Vine — wine:

All committed to serve people

Thornbush: a desire to be authoritative —

“Come **under** my shade”

Where is shade for thornbush?

Otherwise “fire!”

Powermongers make poor leaders.

At any situation their supreme desire is to

somehow hold their position of power.

■ Instead of lusting for leadership,

let’s be “helpers” of those in leadership.

— “Helps” come before “administration” in the gifts list.

1 Cor 12:28

— “Giving” and “showing mercy” sandwich “leading”

Rom 12:8

Examples—

□ Joshua

Ex 24:13 ... “Assistant” to Moses

Num 27:18 ... *Ordain Joshua!*

□ Elisha

1 Ki 19:19-21 ... “served” Elijah

2 Ki 3:11b... “poured water” on the hands of Elijah

2:12 ... served Elijah as a “son”

(my father ... my father)

□ David

1 Sam 18:5 ... Went wherever sent by Saul,

and Saul set him over soldiers.

□ Timothy

Phil 2:22 ... served Paul *"like a son"*

Promise: Promotion of those who serve well —

1 Tim 3:13

But wait for **God's** time —

1 Pet 5:5a ... *youngsters to elders*

:6 ... *exalt in due time*

■ Today's condition:

Too many leaders; too few helpers.

When helpers are not ready to wait for God's time
for their elevation, all sorts of troubles creep in.

They become the trouble-makers in the Church:

Don't we frequently hear of Assistant Pastors leading splits?

They normally don't listen to godly counsel —

eg) Diotrophes (3 Jn 9,10)

When the assistants leave the leaders,

they try to form another congregation;

but not all of them are successful.

The result? "Sheepless shepherds"

rather than "shepherdless sheep!"

Then there comes the practice of "stealing of sheep!"

■ Leadership is more a responsibility than a privilege.

Don't envy the leaders; pity them and support them!

Over 1500 Christian ministers quit every week in USA.

■ Do not lust for leadership;

at the same time accept it humbly when God calls you to it—

Moses: Ex 4:13,14a ... *anger of the Lord*

How not to Lead

2. Do not rely on your skill.

- Stature, talents, education, training, personality, experience—
all such things are advantages for a leader, no doubt.
But if he relies on any of these without absolute and ultimate
dependence on God, he would be a failure.
- A basic realisation, that **God** is the ultimate leader,
is indispensable for a leader —
 - Col 1:15,16,17 ... *over all creation ...*
thro' Him ... for Him ... in Him ...
 - Jer 5:30,31 ... *horrible thing ... by their own power ...*
 - Dan 4:17b ... *The Most High rules ...*
 - It was to make King Nebuchadnezzar understand
this truth, he was driven away from men to become
like an animal —
Dan 5:21
 - The most famous Psalm has this truth tucked in it —
Psa 103:19 ... *His Kingdom rules over all*
 - That's why Jesus is called the King of kings
and the Lord of lords —
Rev 19:16 ... *On His thigh!*
i.e. Leader of leaders!
 - Gideon's heart was full of this truth —
Judg 8:22,23 ... *I will not rule over you ...*
The Lord will ...
Offer: *You ... your son ... your grandson*

- The authority of God as the ultimate leader is taught as a doctrine in the NT by Paul: Rom 13:1,2
 - A double stress: **No** authority except by God
All authority exists by God.
 - Even though Moses & Aaron were leaders of God’s people, the Director was God! (Psa 77:20)
 - “You led ... by Moses and Aaron”
 - Jesus depended on the Father for everything.
 - eg) Jn 4:34; 5:30; 5:32,37; 6:37,44; 6:57
 - Let’s look at some of the things leaders tend to rely on —
 - Stature/Physical appearance
 - Even prophet Samuel was about to make a mistake here—
 - 1 Sam 16:6,7 ... Eliab, one of the sons of Jesse ...
the eldest son ...
 - Education and Training
 - Moses’ education and training in Egypt
 - Acts 7:22 ... “all” the wisdom of Egypt ...
mighty in words and deeds ...
 - 3 stages of his life:
 - First 40 years — He learnt he was somebody (v23)
(killed an Egyptian)
 - Second 40 years — He learnt he was nobody (v30)
 - Final 40 years — He learnt that God was everything (v36)
- The people rejected him; but God sent him to be a “ruler!”
God emptied him before empowering him!

Mere education will leave you with stuffed heads
but hollow (shallow) hearts.
i.e. Overdeveloped heads and underdeveloped hearts.

□ Background and Experience

God can use our background but we cannot depend on it!

My Testimony:

I was holding so many leadership responsibilities
in my student days —

Class Pupil Leader, Sergeant in NCC,
Prayer group leader, etc.

But when God made me the first leader of a Mission,
I had to unlearn a lot and learn afresh many lessons.

□ We cannot even depend on our age.

Hear the words of an youngster, Elihu:

Job 32:9,8 ... *aged men are not always wise ...*
only the Almighty gives wisdom

□ Institutional strength

Praise God for prestigious institutions;
but we cannot rely on them for fulfilling our calling as leaders.

Leaders must have a good office set-up;
but they must not be puffed up by the
space and sophistication of the office rooms.

A challenge in God's Word —

Jer 22:14,15a ... *panelling ... painting ... reigning*

What is important is —

Not how big your office is; but how large your heart is!

Not how costly your table/chair is;

but how Biblical your value system is!

□ Influential Contacts

Enjoying the favour of men is a blessing
besides the favour of God;
but depending upon the influential status of friends
may be detrimental.

eg) King Asa (2 Chr 16:7-9)

Relied on the King of Syria rather than the Lord
who had given him great victories (v7).

God calls it *“foolishness”* (v9)

Referring to some influential or powerful person,
one may boast that “he is my right hand!”

But the Bible calls us to put our confidence in the
Lord’s “right hand” —

Psa 118:15b,16 ... *“right hand”* (mentioned thrice)

The same Psalm crystallizes this truth —

Psa 118:8,9 ... *better to trust in the Lord than to
put confidence in “man” and “princes”*
(influential persons)

- It’s not wrong to have any of the above advantages,
but we must not rely on them.

This truth is best illustrated by the following examples —

- Zerubbabel — huge task of rebuilding the Temple
destroyed by the Babylonians

He was a leader — *“Governor of Judah”* (Hagg 1:1)

God’s Word to him: Zech 4:6-10

Neither by might nor by power but by My Spirit ...
“might or power” — men power, muscle strength,
financial abundance, technical know-how, etc.

□ Nehemiah — tremendous task of rebuilding
the walls of Jerusalem

He depended so much on God and made his coworkers
to do the same that even the enemies said,

*“This work is done by **God!**”* (Neh 6:16)

■ That’s why in the early Church,
even the table-servers had to be *“full of the Holy Spirit”*
(Acts 6:3)

■ May be you are not bestowed with any skill or talent;
but if you rely on God you have a promise:
Isa 41:14,15 ... *Jacob ... worm ... mighty weapon!*

How not to Lead

3. Do not exploit people.

- One of the earliest complaints of God against the Shepherds of His people —

Ezek 34:2,3 ... feeding themselves
with the fat and wool of the sheep
Instead of “*feeding*” the sheep,
they were “*feeding on*” the sheep!

Leaders are not to extract from people,
but empower them,
enable them,
equip them,
energise them, and so on.

- That’s how Jesus set a model for leadership —
Jn 10:11 ... *Good Shepherd gives his **life**.*
“*life*” = To sacrifice anything
to bless the people

- We can learn so much from the Bible examples
of good and bad leaders.

- Moses was ready to forego even Heaven for the people —
Ex 32:32 ... “*Forgive them or forget me!*”
Even though God promised “good” to him:
v10 ... “*I will make you a great nation!*”

- Joseph
Pharaoh was an unreasonable leader —
He ordered the people of Israel to make bricks
even without supplying straw!
(Ex 5:15-19)

He made Joseph the Secretary for the collection of grains during the years of plenty, and distribution of food during the years of famine.

Joseph bought all the land of Egypt for Pharaoh.

Look at his kindness: Gen 47:23,24

Harvest: only 1/5 (20%) for Pharaoh; 4/5 (80%) for people

□ David

From his childhood he had a Shepherd's heart —

Otherwise it sounds foolish to fight with a lion and a bear just to save a lamb (1 Sam 17:34-36)

That's why God made him the best King of Israel:

2 Sam 7:8 ... *Shepherding ... Ruler!*

David's associates were willing to die for him

because he was ready to die for them!

The people said,

"We are your bone and your flesh!" (2 Sam 5:1)

They recognized this spirit in him

even when Saul was the King! (v2)

Once he longed for the water of the well of Bethlehem.

2 Sam 23:15-17 ... *It's their "blood!"*

Yes, a godly leader never exploits

the obedience or sacrifice of people.

□ Nehemiah

Neh 5:14,15 ... A Governor for 12 years in Judah

Unlike the former Governors,

he did not take even the legitimate provisions.

Why? Because of the condition of the "people!"

— 1 Thess 2:11 ...As a **father** exhorting and comforting ...

Will any “mother” or “father” exploit their children?

— 2 Cor 1:24 ... *Not exercising dominion over believers
but working for their joy!*

— 2 Cor 7:2 ... “defrauded” = taken advantage of no one

— 2 Cor 13:10 ... The God-given authority is for your
edification, not destruction.

Yes, a leader is to

build people, not break them
quicken people, not quench them
enable people, not exhaust them
teach people, not tease them
uphold people, not undermine them

People will “trust” such a leader —

Mt 12:20,21

Apostle Paul had respect for individuals —

In Romans 16, he mentions 27 names.

In Colossians 4, he mentions 10 names.

This is what Jesus meant when He said,

“I know My sheep; My sheep know Me!” (Jn 10:14)

Not too official but friendly & brotherly relationship!

■ One very bad example was King Rehoboam—

1 Ki 12:6 ... He consulted the elders

who had known his father Solomon.

:7 ... *“Be servant to them;*

they will be servants to you!”

:10c ... *“My little finger shall be thicker than*

my father’s wrist!”

Kingdom divided!
The rest of history is sad story!
All because of leadership failure.

■ A question:

Cannot a shepherd drink of the milk of the flock? (1 Cor 9:7b)
He can; but over-milking will result in bleeding!

■ A concluding exhortation:

Whether you are a male leader or a female leader,
you must not take advantage of the closeness of
any associate for sexual advancement —
(1 Thess 4:3-6)

This applies to work-place as well as worship-place.

■ A hymn by Charles Wesley (1707-1788):

*Enlarge, inflame, and fill my heart
With boundless charity divine;
So shall all my strength exert,
And love them with a zeal like Thine;
And lead them to Thine open side,
The sheep for whom their Shepherd died.*

How not to Lead

4. Do not promote yourself.

- There's a challenge regarding self-promotion in the Book of Jeremiah —

Jer 45:5a ... *Do you seek great things for you?*

These words were spoken to Baruch who was a scribe (writer) for Prophet Jeremiah.

He was influential because it was what he wrote that was taken by the King's counselors to the King!

- This was a **qualification** prescribed for a King —

Dt 17:20a ... *not to lift himself above his brothers*

- It's **pride** that begets self-promotion techniques—

- Jesus specified “humility” as **the** condition for leadership

Mt 20:25-28 ... *servant ... slave ...*

This is **not** the Gentile method!

The only thing Jesus said that He was leaving an example was “footwashing” —

Jn 13:13-15

You cannot stand on a pedestal

and stoop down to wash the feet of those below!

- Jesus our King is “*meek and lowly*” as opposed to the Rulers of this world —

Mt 21:5

- It's pride that brings down a leader —

Ezek 28:17

- King Uzziah (2 Chr 26:16a,21a - leper)
To start with, he was humble.
- King Nebuchadnezzar learnt this lesson the hard way
Dan 4:37 ... *walk in pride ... abase ...*
- This is where King David scored!
He remained humble till his last years
(2 Sam 7:18) ... *Who am I?*
It's easy to say so in the beginning !!!

How was it possible for David to remain so?
He always remembered that it was God's "gentleness,"
and not his own smartness, which made him great!
2 Sam 22:36b
- Let's look at the traits of a self-promoting/self-projecting leader so we may avoid them —
 - He is harsh with people.
Harshness is warned against in the Law (Lev 25:43,46)
Psa 45:1,2 ... A prophecy about King Jesus
"grace poured on His lips"
This is the first in His beauty list!
People marvelled at the "*gracious*" words of Jesus —
Lk 4:22

Mordecai was promoted to be next only to the King,
but he *spoke "kindly" with people* —
Esth 10:3
 - He is too legalistic.
A leader must be strict but must not lose
"mercy" and "kindness" —
Prov 20:28; Isa 16:5 ... *Throne is established by "mercy"*

A pictorial lesson:

Ex 25:21 ... “*Law*” inside the ark;

but “*mercy seat*” **above** it!

□ He is autocratic.

He will consider it below his dignity to consult others
and seek their opinion.

There were so many outstanding Kings in Israel;
but Jesus was called the Son of **David!**

Even this most famous warrior-King consulted others —

1 Chr 13:1-3 ... (especially *every “leader”*)

“Bringing back the ark”

— even for a good thing, not a questionable thing!

The Book of Proverbs repeatedly points out,
there’s safety in consulting others —

Prov 12:15; 13:10; 15:22; 19:20; 24:6

An autocratic leader is not willing to learn from others.

He suffers from a know-it-all attitude.

Many powerful “Rulers” had not been good “Leaders”
because they were autocratic.

□ A self-projecting leader is more conscious of his strengths
than his weaknesses —

In the Jewish religion, the High Priest was the supreme.

It’s required that he stays aware of his own weaknesses—

Heb 5:1,2

This is what makes him to respect others and be kind to them.

Even though God is all-powerful and all-knowing,

He despises no one — Job 36:5

- He hunts for praise/popularity.

It's alright to graciously acknowledge the appreciations and applause from folks.

But hunting for it is unseemly for a leader.

Jesus has taught us how to handle applause —

Lk 17:10 ... *unprofitable ... just duty ...*

The apostles discouraged hero-worship:

1 Cor 1:12,13 ... *Paul ... Apollos ... Cephas ...*

3:21-23 ... *just your servants*

Hunting for praise of men is serious in the sight of God —

eg) King Herod (Acts 12:21-23)

... **because** *he did not give God the glory*

i.e. he took it all for himself.

Do not seek glory **today**;

await the Crown of Glory on the day of rewards!

(1 Pet 5:4)

- He builds his own empire rather than the Kingdom of God.

— When God began to bless the endeavours of

Dr. Ida Scudder (1870-1959) while she was establishing the Medical College & Hospital in Vellore,

she wrote in a letter to her friend:

“We are not building a medical school or hospital,

but the Kingdom of God!”

Yes, we must not become narrow-minded,

but get a broader vision.

eg) Don't just see your Church/Institution in the world;

but see the world in which God has put your

Church/Institution.

- When King Saul got out of step with God,
he “*built a monument for himself*” (1 Sam 15:12)
i.e. after his disobedience to the Word of God
- He does not share the victories with his associates.
He will get inflated and go on boasting
of his accomplishments.
- Joshua as the Captain of the Lord’s army
presents a challenging example:
Josh 10:24,25 ... *Put your feet
on the necks of the 5 kings of Amorites.*
- This character culminates in Christ:
12 thrones to the Apostles (Lk 22:28-30)
Not only to the Apostles, even to the Laodicean Christians
if they would overcome! (Rev 3:21)
- A concluding thought:
As per history, self-promoting leaders
finally come under demonic influence like Hitler and Stalin!
(2 Thess 2:4; Rev 13:2; Js 3:14,15)

How not to Lead

5. Do not show partiality.

- The Bible points out several detestable characters of leadership; the foremost among them perhaps is —
“partiality”
 - Moses to the leaders of various tribes —
Dt 1:16,17 ... Note the stress on partiality
(importance of patient hearing)
16:19 ... bribery blinds and twists ...
 - When God gave laws to the people of Israel,
He emphasized that “*they*” and the “*strangers*”
must be treated alike —
Dt 24:17,19,20,21 ... Note the repeated mention.
These — “*strangers, fatherless and widows*” —
are the people to whom justice is generally denied.
 - God said that the law was the same for all —
Num 15:15 ... “*throughout all generations*”
 - Prophet Samuel’s testimony was that he was
just in his dealings, and never took any bribe —
1 Sam 12:2c,3c,4 ... This was a character developed
from his “*childhood.*”
But his sons failed in this area —
1 Sam 8:1,3 ... sold out to corruption
 - The summary of David’s rule as a King —
2 Sam 8:15 ... *justice to all ...*

After years of leadership, his dying words —

2 Sam 23:1a,3b ... *“just ... in the fear of God”*

Yes, it’s the fear of the all-seeing God that will keep us
from partiality —

Eph 6:9 ... *Knowing that your own Master is in Heaven*
“with whom there’s no partiality.”

This is an oft-repeated character of God in the Bible —

Acts 10:34,35 ... The sermon text of Peter
in Cornelius’ house

Rom 3:29,30 ... *God of the Gentiles also!*
Even if not circumcised ...

Rom 10:12 ... *He is “rich” (liberal) towards all ...*
“Jew” or “Greek”

■ Do not overlook partiality simply as a “mistake.”

It’s a serious “sin” in the sight of God —

— Js 2:1, 2-4, 9-11 ... like *adultery* or *murder* ...

— It angers God and provokes Him
to bring down judgment and destruction.

Ezek 22:27,30 ... This is why He looks for a man
to stand “in the gap!”

Justice denied to *“poor ... needy ... strangers”*

— When a city is full of leaders who love *“bribes,”*
God calls it a *“harlot”* (Isa 1:21a,23)

When it repents, He calls it a *“faithful”* city (v26)

— That’s why John the Baptist specifically called people
to repent from this sin ...

Lk 3:12-15 ... To tax-collectors and soldiers:
“Do not take bribes”

- It is with this background, Apostle Paul literally “*charged*” the young leader Timothy not to do anything with partiality—
1 Tim 5:21,22

This is relating to the appointment of leaders.

See the seriousness of this charge:

“... before God, Jesus Christ, elect angels ...”

Partiality and bribery in Churches are appalling —
eg) for appointment & transfer of teachers in Mission Schools...
casteism, regionalism ...

- Our country is rocked by scams.

There’s corruption at every level.

People have become bold in committing this sin,

because they say, “Everybody is doing it!”

What should be the Christian’s attitude?

Psa 26:10 ... *sinister scheme ... bribes*

:11 ... *But as for me ... integrity ...*

Let’s make it a regular **prayer** —

“Lord, let me never be partial!” (Job 32:21,22)

- Let’s look at a few other practical aspects of partiality:

- **Parents** as leaders in the family must not show partiality between children.

It will always bring chaos:

— Gen 25:28 ... Isaac loved Esau ... Rebekah loved Jacob
There were ongoing conflicts between Esau & Jacob.

— Gen 37:3,4 Jacob loved Joseph more than the other sons
It created enmity between them.

— Even Christian parents show partiality between
sons and daughters.

- Weightage must be given to age and experience;
but youngsters/young leaders must not be despised:

— Paul desired that Timothy was respected
1 Cor 16:10,11

— Joseph became the Prime Minister of Egypt
when he was just 30!
Gen 41:46

- A leader concerning his subordinates must ask,
“If this were my son/daughter, what would I do?”

■ **Conclusion**

Let’s throw away partiality and take up the “*plumbline*”
in our hand to gladden the heart of God (Zech 4:10).

(See also Pages 202-205)

How not to Lead

6. Do not go after money.

- There are 3 lists of qualifications for leadership given by Paul—

1 Tim 3:1-7

3:8-12

Tit 1:7-9

In all these three, there's a warning against "*greed for money.*"
The same is the case in Peter's list also —

1 Pet 5:2,3

Because this attitude of a leader towards money is not properly addressed,
there are simply too many "businesses" in the name of ministry.

If it's a ministry, it aims to bless people;

If it's a business, it aims to make profit.

- No Christian should go after money;
and if he is a leader, he must *flee away from it* —

1 Tim 6:10,11 ... *But you, **man of God!***

Unless a leader "*flees*" away from the love of money,
he cannot teach people not to be material-minded —

1 Tim 6:17 ... Timothy is **first** to *flee*;

then he is to *command* others.

— This is how Apostle Paul was able to speak so much
against material-mindedness —

Acts 20:33 ... "*I coveted no one's silver*"

"*You yourselves know*" (v34)

This is more than testifying before “people;”
he was talking to “fellow-leaders!” (v17)

This was actually a farewell speech (v38)

— Very similar to what Prophet Samuel said
in his farewell address: 1 Sam 12:2,3

It’s easy to testify so at the **beginning** of the ministry;
but many leaders fall for money in the later years.

- Unfortunately,
money-minded leaders and preachers outnumber
those who walk with a heavenly vision —
Phil 3:17-21 ... **many** ... *citizenship ... mortal bodies ...*
Not only in Paul’s time,
but this has been so throughout history —
Mic 3:11 ... *heads ... priests ... prophets ...*
all in the “*Name of the Lord!*”
i.e. political heads, religious heads, moral heads!
God is so angry with such leaders that He calls them
“*greedy dogs*” — Isa 56:11

- One of the divine requirements for Kings was that
they must not multiply “*wives*” and “*wealth*” —
Dt 17:17

See how seriously God views this!

That’s why God was so pleased with the prayer of Solomon—

God points out what he did **not** ask:

1 Ki 3:10,11 ... *health and wealth!*

Whether it’s a programme or a project,
our prayers are mostly around the material needs.

This is where we lose eternal perspective.

Leadership Seminars deal with so many subjects;
but why is there no talk against money-mindedness?

- Judas was an important leader in the core group of Jesus.
He was the Treasurer.

But it was the “love of money” that caused his downfall:

Mt 26:14-16 ... *What will you **give** me?*

Peter’s comment on Judas:

Acts 1:17 ... *numbered with us*

:18 ... *wages of **iniquity***

(Selling Jesus for money is very prevalent today.)

The world points out three things (traps) responsible
for the fall of any leader —

gold ... girls ... glory

The first of these three: “covetousness!”

The “root” of all evil! (1 Tim 6:10)

- Practical guidelines for leaders/preachers w.r.t. covetousness—

- Maintain accountability both *before God and man*:

2 Cor 8:20,21

- If you are a leader as well as a preacher,
delegate money matters to others —

Acts 6:3 ... *servicing of tables* ...

But beware of associates like “Gehazi” —

2 Ki 5:20...*A servant of Elisha “the man of God”*

- Do not soft-pedal while preaching
because of your coin-consciousness —
2 Cor 2:17 ... *adulterating the Word* ...

Beware of superficial healing —

Jer 6:13,14 *“peace ... peace ...”*

Apostle Peter calls them *“false prophets & false teachers”*—

2 Pet 2:1,3

- Do not attach price tags for operating the Gifts of Grace—

Mt 23:14 ... *widows ... fake prayers*

In all your dealings don't show partiality to people

according to the size of their offerings.

You may miss a poor widow who gets all the appreciation
from Jesus! (Mk 12:41-44)

- For common causes,

give sacrificially from your own resources —

eg) David: 1 Chr 29:3... *over and above ... my own...*

Only to that extent you can challenge and
inspire people to give—

vv 5b,6 ... *Who THEN is willing?*

eg) Ezr 2:68,69 ... *heads ... offered freely ...*

- Do not keep all the blessings and profits to yourself.

Share them with your coworkers.

eg) David: 1 Sam 30:26 ... *to elders and friends ...*

He gave equally to the frontliners and supplyliners (vv 24,25)

How not to Lead

7. Do not be a loner.

- There's always a tendency and temptation for skilled and successful leaders to do it all alone.

But this is not a Scriptural pattern —

eg) God Himself

Each of the three Persons in the Godhead is
all-powerful and all-knowing;
yet they operate as a Team:

- Creation (Gen 1:26) ... *Let **us** make man ...*
- Destruction of Babel (Gen 11:7) ... *Let **us** go down ...*
- Missionary Commission (Isa 6:8) ... *Who will go for **us**?*
- Life and ministry of Jesus (Jn 8:29) ... *not alone ...*
- Salvation:

Initiated by the Father (Eph 1:4)

Accomplished by the Son (Eph 1:7)

Sealed by the Holy Spirit (Eph 1:13,14)

- Believer's privilege:

(Jn 14:23) ... ***We** will come and dwell ...*

- Final victory (Consummation)

(Acts 2:34,35) ... *Sit at My right hand ...*

- Leadership in the NT is always plural —

eg) Teams of Apostles

Paul & Barnabas/Paul & Silas (Acts 14:14; 15:39,40)

Teams of Prophets

Judas & Silas (Acts 15:32)

Teams of Teachers

5 of them in Antioch (Acts 13:1)

Teams of Pastors/Elders

In Ephesus (Acts 20:17,28)

Teams of Missionary-Evangelists (70)

“two by two” (Lk 10:1)

- This does **not** mean that a leader should never do
anything in solitude —
 - **Moses** was alone in the burning bush encounter (Ex 3:2)
(Vision);
but he was to work with the *“elders of Israel”*
for delivering Israel (v16) (Mission)
 - Most of the lessons on leadership in the OT
are from the Book of **Nehemiah**.
Nehemiah knew when to be alone,
and when to work with others —
Alone in the initial survey (Neh 2:16)
Then he mobilized the leaders (Neh 2:17,18)
*“Let **us** arise and build!”*
 - There were times when Jesus sought solitude;
but these times were followed by fellowship —
Mt 14:23 vs. 25 ... *To the disciples*
Mk 1:35 vs. 38 ... *To the next towns*
Lk 5:16 vs. 17 ... *To teach groups*
- Let’s look at some of the perils of being a loner:
 - All leaders have blind spots, eccentricities and deficiencies.
These fatal flaws can deceive us and destroy us.
We need the correcting and balancing influence of
close associates.

eg) Laodicean leadership (Rev 3:14,17)

- When you are a loner, you do not have the strength and safety of accountability —

Easy to *fall* (Eccl 4:9,10)

If you are a loner, you will simply be doing what you **want** to do, and not what you **should** do!

This explains why leaders fail or deviate.

Going by their whims and fancies,

they become shifty without consistency —

No one to check them!

One reason why God allows failures in our lives is to make us more interdependent.

- Loners in course of time become pessimists.
They lose vision, challenge, boldness, faith, etc.
They grow cold without the **warmth** of fellowship (Eccl 4:11)
They finally die of self-sympathy.
- Lone leaders become **less productive** even though they may not be aware of it.

eg) There's not a single person in the world who can make a **pencil!**

Woodcutters must bring wood;

Miners must bring graphite;

Rubber-planters must bring rubber for the eraser.

- Lone leaders buckle in crises
when they try to handle them all by themselves.
You don't always need professional genius;
very ordinary people can help you —

eg) David (1 Sam 22:1,2) ... *distressed ... indebted ...*
discontented

Into the cave of Adullam for fear of the King of Gath!

Did not Jesus seek the company of His unsteady disciples
in Gethsemane? Mt 26:36-38

Even the bottommost person can help
the topmost leaders —

Head to feet (1 Cor 12:21b,22)

- When we talk against a leader being a loner,
we must not forget the “Cross of Loneliness”
every leader will have to carry some time or other —
 - Moses must have felt so lonely when even his closest
associates, Aaron and Miriam, campaigned against him—
Num 12
His immediate response was to “*humbly*”
accept the situation (v3).
 - David was blamed for the city of Ziklag burned with fire
by the Amalekites — 1 Sam 30:3,4,6
When people spoke of stoning him,
he encouraged “himself” in the Lord!
 - Jesus carried the Cross of Loneliness —
Mt 26:56b ... *all the disciples fled Him*
Isa 63:3a ... *“I treading the winepress alone!”*
 - Everyone left Paul in Asia —
2 Tim 1:15
All forsook him (4:16)
No bitterness ... *“May it not be charged against them!”*
Strengthened by God (v17a).

■ A warning:

A leader may deceive himself by thinking that he is bearing the “Cross of Loneliness,” while the fact may be that he has chosen to be a loner!

In the first case, others leave you;

In the latter, you leave others!

Beware!

■ A hymn by S.C. Lowry (1855-1932):

*Ye who are banded as comrades and brothers,
Ye who confess that to Christ ye belong;
Bear, like your Master, the burden of others;
Flinch not from duty, be gentle and strong.*

(See also Pages 59-61, 303-306, 350-351, 380-384, 517-519,
546-549)

— This was the apostolic pattern also:

Rom 12:3 ... *“measure” of faith*

2 Cor 10:13,14 ... *measure ... limits ... sphere*

It is necessary to maintain high level of enthusiasm in work,
but over-ambitiousness will kill us.

Mega projects are not God’s will for everyone.

God chooses a few men and women exclusively for such tasks.

This is not a general pattern for everyone to follow.

When we violate this principle, we tend to spread too thin.
Instead of getting “deeper” we simply get “broader!”

— Jesus did not allow Himself to be simply dictated
by the demands of people.

Mk 1:35-38 ... *Everyone looking for You ... but ...*

Learn to say “no,” otherwise you’ll burn out.

□ We burn out when we don’t take periodic rest
and be refreshed.

It is not God’s design for man to keep on working
without a break.

He has taught this by His own example —

Gen 2:2 ... *God rested*

Does this mean He became tired?

No! Isa 40:28 ... *The Creator does not grow weary!*

He simply “spoke,” and the world was created!

God rested mainly to teach us to rest —

Ex 20:8-11 ... *Rest **because** God rested!*

Perhaps the longest commandment!

Keeping a day of rest today is **not** for ceremonial reasons;
it’s for our physiological and psychological need.

That's why Jesus said,

"Not man for Sabbath,

but Sabbath for man!" (Mk 2:27)

Japan tried a 10-day week schedule but failed!

"Annual" vacation is not enough;

we must have **periodic** rest "weekly."

eg) When the disciples kept talking about what all they "taught" and "did,"

Jesus called them to *come apart and rest awhile*

(Mk 6:30,31)

Keep your body fit by balanced diet, regular exercise,

sufficient rest and periodic medical check-up.

□ Poor time-management is another reason for burn-out.

The best prayer any leader can make with respect to time-management —

Psa 90:12 ... A prayer by Moses

"Teach us to number our days,

that we may gain a heart of wisdom"

Thro' "knowledge" & information we can **schedule** our time; but it's "wisdom" that teaches us how to spend time!

Understanding the brevity of life, and finding out

what God wants us to do during that period is true wisdom—

Eph 5:15-17 ... *redeem the time ... be wise ...*

what the will of the Lord is ...

We oftentimes complain, "There's no time!"

Yes, time is short but sufficient!

This is the meaning of the question of Jesus —

Jn 11:9a ... *Are there not 12 hours in the day?*

Let's do some arithmetics —

(10 hrs for work + travel) x 6 days = 60 hrs
(3 hrs for meals + chat) x 7 days = 21 hrs
(8 hrs for sleep) x 7 days = 56 hrs
137 hrs

Total hours God has given per week —
24 x 7 = 168 hrs

So we are left with 31 hours.

How we use this time is what determines the quality of our life!

Time management cannot effectively be done
without setting **priorities** —

- Distinguish between what's important and
what's indispensable.
- Choose between not good & bad, but good & best.
- Learn to say “no” to certain things.
- Ask, “Is this what I must do or someone else can do?”
“Should this be done now or something else
must be given preference at this time?”

■ A warning:

The enemy can attack you easily when you are burnt out!

David — 2 Sam 3:1 ... *grew stronger and stronger*
(Last verse) :39 ... “*I am weak.*”

Ahithophel planned an attack on David
when David was “weary and weak” (2 Sam 17:1,2)

■ God's Promises:

- *Heavy laden, come to Me ... I will give rest!*
Mt 11:28-30
- *God will not quench the smoking flax, but trim it!*
Isa 42:3

How not to Lead

9. Do not neglect your personal life.

- Generally leaders are overloaded/overworked.

They do not get sufficient time to look after
their personal lives.

Such leaders spend the end of their career and life
simply mourning.

There are at least three pictures in the Bible to stress the
importance of the personal lives of leaders—

- a) A farmer/gardener (SS 1:6b)

... but my own vineyard

- b) A physician (Lk 4:23) ... A Proverb quoted by Jesus

“Physician ... heal yourself”

- c) A teacher (Rom 2:21a)

“Do you not teach yourself?”

- As someone used by the Lord in leadership for over
three decades,
let me offer some practical guidelines
on maintaining a healthy personal life —

a) Spend sufficient time with the Bible.

— One of the earliest prescriptions for Kings:

Dt 17:18 ... To write a personal copy!

— The Bible is the Sword of the Spirit.

The leader should be so soaked in the Word
that he must be able to say,

“The Sword of the Lord is my own sword!”

eg) Judg 7:18 ... *Sword of the Lord and of Gideon!*
(Camp against Midianites)

- The Bible presents practical lessons on leadership both thro' teaching and examples—

eg) Moses & Joshua
Judges
Kings
Priests & Prophets
Reformers
Jesus
Apostles

Read the Book of Proverbs frequently for practical wisdom.
Read also the biographies of Church Fathers and Revivalists.
Read widely—

eg) John Wesley used to ride 50 to 90 miles on horseback each day. That was the time for his reading. He told the Methodist pastors: "Read or get out of ministry!"

- Read the newspapers regularly —

It was those "*who had the understanding of times*" who made David the King —

1 Chr 12:32,38

This must be the "ultimate goal" of every leader:
To make Jesus the King in the hearts of people!

No wonder oaths are taken on the Bible
for the high offices in the world.

b) Seek God's face continually.

A leader should be a man of prayer.
He must not neglect his quiet time with God.

- Moses & Aaron (Lev 9:23) ...
 - First before God and then before the people
- If you must be a King, you must be a Priest also —
 - “*Royal*” *priesthood* (1 Pet 2:9; Ex 19:5,6)
 - i.e. “Priesthood” & “Kingship” are interconnected —
 - First, stand before God for the people (as priests)
 - Next, stand before people for God (as kings)
- Ask God for the spirit of discernment as Solomon prayed—
 - (1 Ki 3:5-13)
 - When a leader does not seek the face of God,
 - he will become dull — (Jer 10:21)
 - ... *shepherds ... dull hearted ... not sought the Lord*
- Daniel did not hesitate to “*kneel*” before God
 - even after he became a Governor — (Dan 6:3,10)
 - He who falls before God will stand bold before men;
 - he who does not will fall before men!
 - I must be “led” by the Spirit if I am to “lead” others!
- In every difficult situation, Moses *turned to the Lord* —
 - Ex 5:22 ...When Pharaoh became hard on people
 - 15:25 ...When they could not drink the waters of Marah
- Moses maintained a close “friendly” relationship with God
 - Ex 33:11a
- This kind of relationship is what makes a leader successful.
- Every time a leader waits before God, he gets a fresh anointing—
 - a) *Oil of gladness* (Psa 45:7) x heaviness
 - b) *Oil of holiness* (Psa 89:20) x ungodliness
 - c) *Oil of freshness* (Psa 92:10) x dullness/weakness

c) Subject yourself to frequent self-examination.

Dirt and filth accumulate in our soul
when we are not regular in this exercise.

Only a leader who loves righteousness
and hates lawlessness will excel others —

Psa 45:6,7 ... *anointing ... above companions*
Dt 28:13 ... *head ... not tail ... obey commandments*

The most important requirement for leadership
is a good “heart” —

1 Sam 13:14 ... Saul rejected ... David chosen ...
Acts 13:22 “*a man after God’s own heart!*”

When a leader loses the “integrity” of heart,
he plays **hypocrisy** —

A hypocrite should not rule (Job 34:30)
Jesus came heavily on the religious leaders of His day
mainly for hypocrisy — Mt 23:13-33 ... *7 woes!*

A leader must walk in obedience to God’s authority;
only then he can exercise authority over others—

eg) Jesus (Mt 17:5) ... “*I’m well-pleased ... **Hear Him!***”

About a British Marshall it was said,
“He feared men so little, because he feared God so much!”

d) Take care of your family.

Failure to spend quality time with the family,
especially the children, has weakened many a leader.

God’s great confidence in Abraham was that he would
“*teach*” God’s ways to his children (Gen 18:19).

As a good father at home, he was promoted
to be the father of all believers! (Rom 4:16; Js 2:21)

This is what Apostle Paul stressed —

1 Tim 3:4,5 ... *“house ... children ... Church”*

e) Handle criticism objectively.

Prov 27:5,6 ... *open rebuke ... wounds ... kisses ...*

Set things right.

Learn from mistakes.

Because Daniel as a Governor maintained
a good conscience before God and man,
he was least bothered about the conspirators —

Dan 6:22

■ **Additional thoughts**

- It's the Lord's presence that makes a leader
bold in adversity and rebellion
Josh 1:17,18
- *“Do as I do!”*
Gideon (Judg 7:17,18)
Paul (Phil 3:17; 4:9)
- People submitted to David because of his personal integrity
Psa 18:20-24, 43-47
- *“heart ... hands ... head”* (Note the order)
Psa 78:70-72
- *“Shepherds according to God's heart”*
Jer 3:15
- God's secrets are with prophetic leaders
Am 3:7
Hos 12:13
- No hypocrisy: King Hezekiah
2 Chr 31:20,21

- *David encouraged himself in the Lord*
How? Psa 42:11
- Weeping before whipping others
Jeremiah (Jer 13:17; 9:1)
Jesus (Lk 19:41,45)
- It's by entering the presence of God
a leader can overcome the temptation to quit.
Psa 73:14-17,22-24
- A leader's humility is seen when his position is challenged
Num 12:3
- Response to rebuke:
David to Nathan's rebuke — Right
Herod to John's rebuke — Wrong
- Rule yourself before ruling others (Prov 16:32)
- *Not lording but being an "example"* (1 Pet 5:3)

(See also Pages 68-70, 259-262, 385-388, 691-695, 735-737)

How not to Lead

10. Do not delay preparing nextliners.

- “He who leads without leading others to lead is no leader!”
“Without a successor there’s no success!”

- There are a number of examples of those who prepared the nextliners; but Jesus excelled them all.

We will begin with Him —

Jesus had so many circles of associates —

Outermost circle: multitudes of disciples

Outer circle: 70 disciples

Inner circle: 12 disciples (apostles)

Innermost circle: 3 disciples (Peter, James & John)

He spent considerable time with these three —

eg) Mount of Transfiguration & Garden of Gethsemane

They became the “*pillars*” of the Church (Gal 2:9)

Jesus recruited them in the beginning of His ministry itself
(Mt 4:17-22)

Even among them, Jesus identified the “first among equals!”
i.e. Peter

— Peter comes first in all the 4 Gospels of the list of Apostles,
especially Mt 10:2 ... “*Peter the first!*”

— It is to Peter that Jesus gave the keys
of the Kingdom of Heaven (Mt 16:19)

— Jesus commissioned him to *strengthen the brothers*,
i.e. the other disciples (Lk 22:32)

— It is to Peter Jesus said,
“*Feed My lambs ... Tend My sheep!*”

If Jesus had not been patient with the imperfections
of His disciples, He could not have developed them.

Even towards the end, they were far from being perfect —

□ They “*did not believe*” (Mk 16:10-14)

Mentioned thrice! (Mary ... 2 disciples ...)

But He said, “*Go into all the world!*” (v15)

□ They had the habit of poking their noses into
other men’s affairs—

Jn 21:21,22 ... Peter asked about John

□ When Jesus was talking about global evangelisation,
the apostles were asking about national liberation —

Acts 1:6,7

Therefore, no leader should delay preparing nextliners saying
they are not yet fit enough to assume responsibilities.

■ People grow when they are trusted.

— Simon Peter

“*Simon*” the reed became “*Peter*” the rock!

— Apostle John

He was once aspiring for a seat

next to the Throne of Jesus —

Later he became a *patient sufferer* for Jesus (Rev 1:9)

■ By way of preparing the nextliners,
Jesus **prayed** much for them —

eg) Jn 17 ... The **entire** prayer was for the apostles.

See vv 6, 8, 9, 12, 13, 17, 18 etc.

It was after this long prayer Jesus went into the
Garden of Gethsemane “*with His disciples*” (Jn 18:1)

It is said that Bishop Azariah (1874-1945), the Founder of
Indian Missionary Society (IMS) and National Missionary Society
(NMS), prayed daily by name for 30 years
for his fellow-leaders!

- When God told Moses that he would not “enter”
the Promised Land but would simply “see” it,
the first thing he did was to pray for the nextline leadership—

Num 27:12-14 ... God’s verdict

:15-17 ... Moses’ prayer ... “*a man to shepherd*”

:18-20 ... God nominates Joshua

Moses gracefully accepted his “retirement” —

Dt 31:2 ... *I am old ... God also told me ...*

- Do not wait for a calamity to strike you;
and then think about the nextline leadership —

— **Moses** took up Joshua as his assistant

in the beginning itself (Ex 24:13)

He did not think of him **after** God gave him the verdict

that he would not enter Canaan.

— **Elijah** did not wait until the eve of his rapture
to appoint Elisha as his successor —

Very early *he threw the mantle on him*

1 Ki 19:19

After he was taken up, the mantle was “**picked**” up

by Elisha (2 Ki 2:13)

— **Paul** started training Timothy and Titus quite early

in his ministry (Acts 16:1-3; Gal 2:1)

— My personal testimony:

Sudden diagnosis of heart disease (1996, age 50)
No panicking on the eve of the critical surgery.
I had nothing crucial to tell my associates
when they met with me.

■ While choosing the nextliners, don't be influenced by —

□ Casteism or regionalism

Paul was a pure-blooded Jew (Phil 3:5);
but Timothy was a half-Jew (Acts 16:1),
and Titus was a non-Jew, Greek (Gal 2:3)

□ Nepotism (blood relative)

Dynasty is not the general principle for Christian leadership.

The OT has too many bad examples —

Eli the Priest and his wicked sons
Samuel the Prophet and his corrupt sons
So many Kings

There can be exceptions, but the leader should seek the mind
of the Lord very specifically in this matter.

It's easy to pass on the "baton;"

but the "mantle" has to fall from Above! (2 Ki 2:10)

■ Even during the active years of your leadership,
let the first associates do some important jobs.

— Elisha let one of his trainees to do the anointing of
King Jehu—

2 Ki 9:1 ... *"one of the sons of the prophets"*
:4 ... *"the servant of the prophet"*

— Jesus let His disciples do the baptizing

Jn 4:2 ... *Jesus did not baptize ...*

— Paul let Titus settle things in Crete —

even appointing the “*pastors*” (*elders*)—

Tit 1:5

- Do not feel threatened by the growth of skilled/gifted associates.

Jesus: “*Greater works than Me!*” (Jn 14:12)

Relax! No man can lift us to a place

God has not designed for us, nor can anyone bring us down
from where God has placed us!

A leader should be a ladder for others.

- 4 stages in developing nextliners:
 - a) I do; you watch.
 - b) I do; you help
 - c) You do; I help.
 - d) You do; I watch.

■ **Conclusion**

Whether you are a leader or a follower,
if you overcome ungodliness, and live faithfully,
you will be made to sit with Jesus on His Throne
as Jesus sat with His Father on His Throne!

Rev 3:21

(Additional thoughts, next page)

■ **Additional thoughts**

- Do not belittle the previous leader (Josh 22:1-6)
There may be some negative things;
but appreciate the positive side.
Hebrews 11 appreciates not only Gideon
but also Samson (v32)
- Novices in leadership —
Do not appoint anyone just because of education
1 Tim 3:6; Eccl 10:16
- A spiritual leader's passion must be the perfection
of each of his followers
Col 1:28,29
- David's 37 mighty men (2 Sam 23:8,39)
Even though Joab was efficient, he could not be fully trusted.
David discerned it and so did not include him
even though he was David's General in the Army.
- Jesus spent the previous night in prayer
before choosing the twelve
Lk 6:12,13
- Saul felt insecure before David
1 Sam 18:5-9; 2 Sam 5:1,2
- *"It's for your good I go away"* — Jesus (Jn 16:7)
Sometimes physical withdrawal helps.
- A good shepherd transforms the sheep into shepherds.
The ministry of every minister is to make every believer
a minister
Eph 4:11-13

- Mordecai groomed Esther to become the Queen
for the good of God's people (Book of Esther)
- Leaders : Born or made?
Both : Born — foreordained by God
Made — trained and developed
- Rejoice over the victories of team members
Lk 10:17-21
- Nextliners must be connected to the Lord
besides following the first leaders
1 Thess 1:6a
- Seniority is not necessarily maturity.
- Explain to nextliners:
“Why we do what we do”
- Read my book:
“*Youth Revival Letters*” (1024 pages)
