



APOSTOLIC FAITH ONLINE

BIBLE INSTITUTE

Instructor
Pastor Watson Kondowe



CHRISTIAN LEADERSHIP & GOVERNANCE

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**Authored by:
Pastor Watson Kondowe.
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1. WHAT IS CHRISTIAN LEADERSHIP?

The Church is an Institution placed by God through His Son Jesus Christ on the earth for His people. It is a spiritual home for those that have come to God through the Messiah. This spiritual home is one that is sacred and founded on Christ Jesus. This is a place where Christians come to dedicate themselves to the servants' of God's teaching, fellowship, prayer and breaking of bread. This is another place where lives are being transformed into the image and or character of Christ Jesus our Lord and Savior. It is a place of identifying and operating in the unique gifts and calling of God.

Having said that we need to see the leadership and governance operate according to the Biblical standard. The Word of God is our mirror, hence, the need to learn from its application of leadership and governance. Leadership and governance are two different words. Leadership is talking about the men and women in the leading roles and, governance is covering the way these servants of God run the show.

We see God starting the role of leadership on the earth by the way He talks to Adam after being made. Genesis 2:8-20. God tells man to till the land, name all the animals, and organize the whole thing. In short man is given the role of leadership on the earth. To define Christian leadership would well be covered by looking at who a Christian leader is.

WHO IS A LEADER?

1. A leader is one who takes the people to the teachings of Christ.
2. One who shepherds the flock to greener pasture and can lay down his life for them.
3. One who is exemplary and Christ like in all his/her dealings, and others can emulate him.
4. One who takes the lead in vision formulation and implementation for the common good.

2. LEADERSHIP STYLES

There are many types of leadership styles. I will delve into some and compare them to each other and see which ones are workable in the church setting.

a) Dictatorial type of leadership

This is a master-servant type of leadership. What the master says is what goes and is final. The leader has absolute power. He leads by fear, intimidation and manipulation. He is usually a power drunkard. This type of leadership has failed wherever it has been used. The leader becomes unpopular thereby attracting uproars to oust them from office. This in a political set-up or church it always breeds uprisings. And once the people move in that dimension they are labeled rebellious. Serious casualties follow the debacle. It is not the best trend in leading the people.

Examples of dictators in the Bible are:

- I) Nimrod- he was very arrogant, Genesis 10:8-9.
- ii) Nebuchadnezzar, Daniel 2:1-13; 3:1-4:33.
- iii) The Caesar, he chased Jews from Rome, Acts 18:2.

Sometimes the church has been faced with dictatorial tendencies by their leadership in the name of spiritual parenting even when it is clear they are abusing their authority. They apply military style when it comes to their leadership style. This type of leadership makes a leader not answerable to his/her own people. In short there's no accountability. They end up with people rebelling, church splits, and etc, etc. Many hunger for control and power which becomes autonomous and makes those under them start feeling abused, unloved, and marginalized. When the devil sees that loop-hole he capitalizes on it and brings disharmony and hinders church growth because hurts out-weigh the love side of the kingdom.

b) Laissez-fa-ire type of leadership

This one is where the leader leads by being care-free. Meaning he lets issues handle themselves without him initiating solutions, saying, "Things solve by themselves." The leader does not take the lead in his role. The people following him/her are given the free reign to do what they desire. And the other thing is that they have no time to develop their people. This is a leader who is afraid of confrontations, facing issues head on and staying put is the only thing he would settle for. This type of leadership is another worst kind because no issue solves by itself especially when it requires the leader's attention. This leader abdicates his/her responsibilities by not taking his position to attend to his/her functions. The leader fails to lead and, therefore, leadership roles are taken by those who are to be led by default. When the leadership role is taken over by the led ones, there begins a move of anarchy, confusion, in-orderly manner, and no much progress. Once prolonged, casualties take place.

EXAMPLES OF LAISSEZ-FA-IRE LEADERSHIP

- a) Eli could not handle his sons' sinful life. And he had to pay for it. 1 Samuel 3- 4.
- b) Adam allowed this flow to take place in his life in the garden when he could not stop the wife being entertained by the serpent about the fruit of the tree. We know the story, man fell. Genesis 3.
- c) David made a similar mistake when he could not do anything when his daughter, Tamar, was raped by her half brother. Instead, Absalom took upon himself to do something, and it ended up disastrous. 2 Samuel 13:20-39. Isaiah 3:12.

c) Democratic type of leadership

This is leadership embracing the thought that people must be involved in decision making by using the power to vote. It is taken as government of the people, for the people, by the people and through the people. The Western world has been promoting this type of governance in the nations of the world. The church has somehow adopted the element of democracy due to many issues of human rights. This type of leadership has its own pros and cons. Democracy originates from the Greek theory.

EXAMPLES OF DEMOCRACY IN THE BIBLE

- 1) Korah, Dathan, and Abiram were challenging Moses due to feelings that all could participate in what Moses was doing. "Not only Moses should do what he was doing" was their statement. So they came up with something to say that even others should have a say and a part, which is purely acknowledging democratic tendencies. The end result was so bad because they fought something bigger than Moses.
- 2) For men to serve the tables we see voting rights in Acts 6:1-6; 15:22.
- 3) Peter and the disciples in choosing a replacement for Judas, Acts 1:15-26.
- 4) Saul chosen as King, 1 Samuel 8 & 9.
- 5) We see rules being laid out for those to be chosen as kings in Deuteronomy 17:14-20.

Some issues of the church need consensus agreement for them to be implemented. This is because once issues are taken arbitrary by the leader the people fail to own or become part of the decision. When it is agreed upon by all or the majority there's buying of the thing and fulfilling it becomes paramount by all involved. Democracy has its own problems. It has a strong inclination to human rights and freedom which sometimes produces serious issues of anarchy and sinful behavior. The good side of democracy is that it enhances right and fair judgment, promoting laws that do not discriminate people, common goals for people, and in a way order because of the law formulation being done by all concerned parties.

d) Combination of Democracy and Dictatorial leadership

In this type a leader applies the two concepts according to cases and situations brought on his table. According to the case, the leader might choose to say let us go for the consensus or, he might arbitrary make a final decision as a set man. This type is based on the belief the leader has in the deliberation of the case at hand and its way forward.

e) Biblical type of Leadership

One must know that all the above types of leadership are not based on anything else other than results to be derived from the process and the benefits there of. Now the Bible brings in a thorough different approach to the whole thing. And this leadership is compelled by LOVE. The Christian leadership is there to ground people in the way of the Master and develop them into what God has assigned them to fulfill on earth. Without love this role is contaminated with ambition, competition and self-fulfilling.

Church leaders serve by love, Galatians 5:13.

They serve the Lord by attending to needs of the people, Colosians 3:24; Hebrews 9:14.

THEOCRACY- what is the meaning?

Dictionary.com defines it as:

1. a form of government in which God or a deity is recognized as the supreme civil ruler, the God's or deity's laws being interpreted by the ecclesiastical authorities.
2. a system of government by priests claiming a divine commission.

3. a commonwealth or state under such a form or system of government.

Bible Dictionary defines Theocracy as:

a word first used by Josephus to denote that the Jews were under the direct government of God himself. The nation was in all things subject to the will of their invisible King. All the people were the servants of Jehovah, who ruled over their public and private affairs, communicating to them his will through the medium of the prophets. They were the subjects of a heavenly, not of an earthly, king. They were Jehovah's own subjects, ruled directly by him (comp. 1 Sam. 8:6-9).

Cultural Dictionary defines Theocracy as:

“A nation or state in which the clergy exercise political power and in which religious law is dominant over civil law.” Like in Iran where the Ayatollah has more power than the civil government (2009.)

MY OWN TWO CONCEPTS OF LEADERSHIP

I have developed two concepts about Christian leadership and I want to bring this to your attention.

i) The Boxer Concept

- a) This type of leadership is a one man show.
- b) The only one to face the battle is the boxer in the ring.
- c) The team of trainers and helpers are in the background as spectators, only whispering at break time.
- d) The Boxer is the hero. Others are easily replaceable and declared redundant if boxer is not satisfied.
- e) The boxer enters the ring for self glory and grandeur.
- f) His courage is drawn from self-fulfillment.
- g) And only one man, a boxer, is celebrated.
- h) Once a winner he becomes showy, a hero and champion by his own rights.
- I) His winning of bouts is dependent on his own strength alone once in the ring.
- j) No one enters in the ring to help in case he is slacking.

What does the Kingdom of God say about the Boxer concept?

The Bible addresses us as a body of Christ, and each one given gifts according to the will of the Father. These gifts put together they produce and advance kingdom dimensions and growth. The kingdom concept has no lone-rangers. We all work together according to the calling given us. 1 Corinthians 12:12-28; Romans 12:4-5.

If the church moves in this type of leadership dynamic we begin to build characters in the church other than Jesus Christ our Lord and Savior. We are not supposed to have leaders who are seen as Hollywood stars in the church. All the glory is to be taken to God, but honor should, yes, be accorded to the deserving leadership. And not made into heroes. Humble yourself before God and He will lift up in due time. What you do and have become should not make you start thinking it has been by you and your personal abilities alone. If you do that you rob God of His glory. In part, yes, because God chose to use you as a vessel.

ii) The Football Team Concept

- a) This concept displays a team at work.
- b) Each member of a team has a position and function to fulfill the common goal of winning.
- c) All team members are indispensable, meaning they are important. You cannot do without them.
- d) Their aim as a team is, together, to win, fight together, have same mind and celebrate together.
- e) The team sees itself as, “WE ARE THE WE.” Meaning together we make it.

- f) Different skills and gifts are brought on the board and calibrated to achieve the desired goals.
- g) As a team they believe in each other, hence, making courage being drawn from team members.
- h) Two are better than one.
- I) No child is an Island.
- j) The team spends time together in training and when playing games.
- k) To win they depend on each other as they get on the pitch.
- l) Relationships are built.
- m) Encouragement, excitement and joy of working together improves.
- n) Weaknesses of the team are addressed as a family.
- o) Trust is built for one another.
- p) The other best attribute of team work is that communication is improved.

What does the Bible say about the Football team Concept?

This is the best concept of all time, A TEAM.

1 Corinthians 12:12-28; Romans 12:4-5; Ephesians 4:

- a) The body of Christ is one and cannot be divided into isolated parts. And these parts function according to their purposes. If one part does not function the body becomes weak. If a leg does not function the body is weak. The same goes with the eye. If it does not perform the body is weakened. It is very important to know that all born again Christians have a part to play in the body of Christ.
- b) United we are strong, divided we fall.
- c) As a team we conquer the enemy.
- d) Ministry is advanced together for it is never built on man but Christ.
- e) Each member's weakness is supplemented by another's strength.
- f) A team builds family-hood.

3. LEADERSHIP QUALITIES & ETHICS

The church leader's life is under a microscope no matter where one is found. Therefore, the qualities displayed are cardinal in their role as such. The qualities displayed will determine how the leader is appreciated and imitated. Here are some of them:

- a) Righteous living (above reproach). God fearing and morally pure. Galatians 2:20; 2 Corinthian 5:21; Titus 2; 12-14.
- b) Family oriented man/woman and able to rule well their home. 1 Timothy 3;4.
- c) The Bible carries the final authority in his/her life and home. Joshua 1:8.
- d) Not vulgar and insolent. Micah 2:6; James 3;1-12.
- e) Humble. James 4:6, 10.
- f) Caring and compassionate. Luke 10:25-37; 2 Corinthian 7:12; 1Peter 3:8.
- g) Able to teach the Word of God. 1Timothy 3:2; Matthew 28:20.
- h) Prayerful. Mark 13:33; Luke 18:1; 22:46.
- i) Patience. 1Timothy 6:11; 1Thessalonians 5:14.
- j) Knowledge of the Word of God and not a novice. Psalm 119:11; Colosians 3:16; 2 Tim 2;15.
- k) Hard working at their work. Proverbs 10:16; 13:11; 14:23.
- l) Full of the Holy Spirit, faith and wisdom. Acts6:3.
- m) Not covetous. Proverbs 28:16; Luke 12; 15; Hebrews 13:5.
- n) No bribe taking. Do we have this as a problem in the church? Sometimes, Yes. Exodus 23;8; Deuteronomy 16:19; Ecclesiastic7:7; Proverbs 15:27.
- o) Truthful and not liars full of deceit. Philippians 4:8; Proverbs 19:5.
- p) Embracing justice and right and fair judgment. Hosea 12:6; 1Peter 1; 17.

1 Timothy 3:2-16; 5:17; Matthew 27:59; 1 Peter 5:2-3; Psalm 119:118; Mark 7:22; Exodus 18:21; Deuteronomy 1:16; 2 Samuel 23:3.

We have good examples in the Bible of leaders who did good and those who did evil before God. Both had consequences, good for the right, and bad for the evil. And these are the examples:

EXAMPLES OF BAD LEADERS

- 1) Saul committed unpardonable sin, 1 Chronicles 10:13-14
- 2) Solomon failed in women, idolatry, wealth, and changed his devotion from God to idols, 1 Kings 10:14-29; 11:1-3.
- 3) Ahab did evil and married Jezebel, 1 Kings 16:30-33.
- 4) Jeroboam was selfish, could not trust God, and full of jealous, 1 Kings 12:25-33; 13:1ff: 14:12.
- 5) Jehu, Zechariah, and Ahaz did evil, 2 Kings 10:31; 15:8-9; 17:2.

EXAMPLES OF GOOD LEADERS

- 1) David a man after God's heart, 1 Kings 11:33. Even when he sinned he repented before God.
- 2) Jehoshaphat, 1 Kings 22:43.
- 3) Uzziah, 1 Kings 15:3.
- 4) Hezekiah, 1Kings 18:3.
- 5) Josiah, 1 Kings 22:2

GOOD LEADERSHIP HAS BENEFITS

- i) Success and prosperity, Ecclesiastics 8:12.

- ii) Wisdom, Proverbs 1:7.
- iii) Peace and joy. Psalm 119:165; Nehemiah 8:10; Psalm 51:12; 1 John 1:4.
- iv) God's sustainability, protection and provision, Psalm 23:1-2; psalm 35:27; Joshua 1:8.
- v) Growth and successful. Malachi 4:2; Genesis 39:2.
- vi) Promise of longevity, Psalm 91:16.
- vii) Blessings coming upon their posterity. Exodus 20:5-6; Proverbs 20:7.
- viii) Many sons and daughters in the faith. Psalm 128:6; Isaiah 60:4.
- ix) Stability, maturity and anointing. Isaiah 33:6; 1 Chronicles 16:22; 1 John 2:20.

4. SKILLS AND FUNCTIONS OF LEADERS

Knowledge of the functions of a leader is very important. A leader who does not do his/her functions is dangerous. You do not know what they will do next. As a leader, one must be well versed with his/her role to perform better and bring out the desired results in their obligations as they shepherd the flock.

- a) Being example for the flock in Christian walk of life. 1 Corinthians 11:1; 2 Thessalonians 3:9.
- b) Shepherding the flock. 1 Peter 5:2; Acts 20:28.
- c) Teaching and comforting the flock. Hebrews 5:12; Colosians 1:28; 1Thessalonians 4:18; 5:11.
- d) Disciplining the flock. Matthew 28:18-19.
- e) Protecting the sheep. 1 Samuel 17:37.
- f) Caring for the sheep. Matthew 18:12.
- g) Managing the flock and the assembly in a godly way. John 10:2-5.
- h) Organizing the church services set-up in an orderly way. 1 Corinthians 14:40.
- I) Conducting leadership development and discipleship training. Acts19:9-10.

1 Peter 4:10; 5:2-3; 1 Timothy 3:2-16; Titus 1:5-16.

5. PRINCIPLES & ETHICS OF CHRISTIAN LEADERSHIP

a) A leader must handle himself/herself well spiritually so that he/she does not die spiritually.

Their personal spiritual life is paramount to serve as God's servants among the flock. They should have their own time of devotion besides the church program. Your spiritual life as a leader is your responsibility, not anyone else. 2 Timothy 2:15. Also looking at your body is your responsibility. Never out grow your body beyond your actual age. Keep it alive and well for the sake of your functioning properly without worrying about it. Keep it in shape, never let it go. 1 Corinthians 9:27.

b) Team building. A leader should not build lone rangers, but a team. No one has performed better and to their full potential alone. It takes support from others to achieve great works. We all belong to the body of Christ. We all make up God's building as laborers. Segregation and racial profiling should not be entertained in the Kingdom of God. 1 Corinthians 3:9; 12:12-31, Hebrews 10:25; 2 Corinthians 6:1. Many tend to think when they are alone they can be effective, to an extent, yes. But when we look at the overall picture, it does not yield many results.

Bible Examples of Team Building

I) Jesus had a team of twelve, Matthew 10:2-4.

II) Noah had a team when building the ark, Genesis 7.

III) Gideon had three men for war, Judges 7.

IV) Moses had Aaron and the seventy elders, Genesis 4:27-31; Numbers 11:16-17.

V) David had a team of four hundred men, 1 Samuel 22:1-4 and officials in 2 Samuel 20:23-26; 1 Chronicles 11 & 12.

VI) Solomon building the temple he had a team, 1 Kings 5; 2 Chronicles 2.

VII) Nehemiah had a team when rebuilding the walls, Nehemiah 2.

When building a team never forget to take into considering that you need to recruit even those that are better than you in their area of expertise. They bring to the table the flavor of excellence, experience and maturity. Do not feel intimidated by such calibers. They will take you far in your vision.

c) Unity promoting. As a leader one is to be seen promoting oneness, avoiding antagonism, strife, malice, and work towards the fulfillment of Christ's prayer in John 17: 20-23. God wants us to be one no matter where we are or what we do. Every Christian leader should strive hard for unity. There should be no antagonism or polarizing emanating from those who lead. There will be no unity without strong leadership on this issue. Christian leaders should create bonds of love and unity among the saints. We see David uniting with Jonathan, 1 Samuel 18:1-4; 19:1-7; Ruth and Naomi in Ruth 1:1-17; even the early church had to unite according to Acts 2:44-45. Then we see others failing to unite such as: Esau and Jacob in Genesis 25 & 28; Joseph and his brothers and look at what they did to him in Genesis 37 & 42, even the Corinthians brethren had serious problems in 1 Corinthians 6:1-8.

d) No sarcasm against other ministers no matter what they do or have done. Because of envy, jealous and pride the church has suffered herself in this category. Name calling and demeaning one another has been made a norm in our church fraternity by the enemy. And as a leader we must work hard that we begin to appreciate one another and accept gifts and ministries given to others. Not all are called the same way. We are given gifts differently and they operate not the same. So if no body does what you do, please, do not judge them. God's grace is apportioned to them in that format. Rom 12:6

e) Counseling ethics. Never share what you discuss in private to the public unless you have permission from the counseled. When someone comes to you in privacy it means he/she trusts you with their lives and information availed to you. When this counseling session is taken out for public ears it erodes

confidence in you in the ears of those counseled and those who hear about it. Privacy is cardinal. It shows that you are mature and that you respect your people. As a church leader being trustworthy is paramount. Proverbs 12:20; 24:3-6. Develop a listening ear when counseling. Do not rash or conclude before the one being counseled has finished narrating their story.

f) Never have preference of your people in public. Having favorites and openly showing it divides the flock. In the eyes of every one treat them with same care and love. Let them know and say that our leader is no respecter of persons. Some make mistakes of loving the affluent, or those with material wealth much more than those who do not have. Jacob made the same mistake by loving Joseph more than the other ten of his sons in Genesis 37:3. Let there be brotherly love among us. Hebrews 13:1.

g) Never look shabby and uncaring of yourself. As a leader your looks appeal a lot to your followers and outsiders. Therefore, display an image of cleanliness, tidiness, which is the result of righteousness. Try hard to work out your own appearance even when you haven't what it takes to have the best looks. Please, do not start to live beyond your means to look good. Cleanliness does not mean shopping every day to out match all those within your circles. Cleanliness is attached to righteousness. 2 Samuel 22:25. The body is the temple of the Holy Spirit, 1 Corinthians 3:16; 6:19.

h) Kingdom mindedness. God has ordained leadership in the church to spearhead the kingdom not our small names. The bigger picture of ministry is the kingdom of God. We as leaders are just part of the process. With what we are doing, are we producing soldiers in the army of the Lord whom we send out there to depopulate hell and populate heaven? Never fall for how big your name should become than how Jesus is acknowledged as Lord and Savior by the masses of the earth. Leaders are here to do the will of the Father. Matthew 6:10.

I) Sacrifice and servant-hood. Church leaders are not stars like the way Hollywood treats its actors. In the church we have no actors but real people carrying out the mandate of our Lord Jesus Christ. Sacrifice in the kingdom of God is life-style. We are called to deny self, and say YES to our Master Jesus Christ. The position of a leader is of a servant. Leaders are not supposed to be heroes but mere servants who have sacrificed their lives to do the will of our Creator. Leaders in this category have chosen to serve rather than to be served first. As a leader do not look forward to being served but look for opportunities of how you can help the sheep. Drop your ego, empty yourself and say "it is no longer I living in me but Christ." John 12:26; Matthew 20:25-28.

j) The ability to perform as a leader is obtained from on high. You have the God-given ability and with the empowerment of the Holy Spirit you can fulfill your destiny. Our educational backgrounds and experiences we have indeed help us to forge ahead. As a leader continue to develop yourself by studying. Never relent on the building of your spiritual growth. Leaders who do not read and study become irrelevant with time because they are failing to cope with the trend of events. Listen to me, please. The Gospel does not change, and it will be the same through out. But methods of transmitting it are becoming more and more. In the time of Jesus there was no Television and Internet. This development to us is a major step to transmit the Gospel. And as leaders keep yourself abreast with the trends that might bring in cheaper methods to reach the unreached and advance the kingdom. Rely on God to breakthrough in what you have been assigned by Jehovah. Matthew 28:28b; Luke 10:19; 2 Timothy 2:15; Romans 8:26a.

k) Have around you saints and people you know will take you far. Saints that have gone before you are the best mentors and spiritual parents. You need to have them around you to pull you up into fulfilling your destiny. Those below you only milk from you as their spiritual parent. They feed from

you. But those mature grown ministers are there to feed from. Never make a mistake of thinking you can do without them. They are very important at every stage of ministry. Hebrews 7:7. Do not be in the company of downers, gossipers or slanderers, or big-mouth rappers. They will not take you far other than retard your growth.

l) The Three “G’s”. This stands for Glory, Gold and Girls. A Christian seeking glory has been the major setback in own ministries and life. Glory seeking springs forth from the spirit of pride. And pride caused the devil to be cast off heaven. It is a spirit that is directly identified with Satan. The moments you move into that realm of pride you make God fight you. For it reminds Him of Satan at the time of his fall and reason for being thrown out of His courts. And the Bible says pride goes before a fall. Proverbs 16:18. Prides brings nothing, Proverbs 13; 10. Therefore, we need to humble ourselves as we serve. God resists the proud and gives grace to the humble. James 4:6.

The desire for wealth has made many leaders fall. The enemy sets up a trap where as a leader he makes you start looking at just becoming rich at the expense of the church. May I say that as God’s children prosperity and success belongs to us. It is our promise from the Father because He takes pleasure in our prosperity. Never be the lover of money, but of the souls and souls. Our motive in ministry must not be money but souls being transformed. Leaders need to be content. 1 Timothy 6:6-10.

Girls have been another factor to look at in your leadership. Not just girls but any other sexual perversion. Samson was brought down by Delilah. And many ministries have been destroyed by the same. Be like Joseph when confronted with danger he did run. Don't start binding and loosing. Just do one thing, run. 1 Corinthians 6; 13, 18; 1 Thessalonians 4:3.

Do not let yourself destroy what God has given you by the above mentioned factors. Keep yourself pure even when you are alone. In fact when you are alone and nobody you know is there show Jesus. You are a man of God when you are alone.

m) Integrity

This is another strong point. Any leader’s uprightness is demanded. It is not asked for. As a leader you should know that this should be the hallmark of your conduct. What you portray to others really matters. You must know there are three types of groups watching you. First is God, who sees us all the time and in every place and situation. Second is our fellow church brothers and sisters. They watch us even when you are not aware they are observing you. Third is the group of the unbelievers. They know how you should behave as a Christian even when they are far from God.

So in the light of this, watch what you do, who you relate with and how, what and how you talk, your dressing, and generally your conduct. Do not say one thing and do another. In short do not lie to your people. Do not be a mere talker and no deliverer. Fulfill what you promise. Pay back what you owe. Do not still. Do not covet. Work hard and do not be lazy. Practice what you preach. In fact, as a leader, you are to live above your people's weaknesses. Integrity starts with the heart and, walk in it. Develop a godly character. Be consistent in what you do. This is because your character determines your level or quality of leadership. Integrity guides a man. Genesis 20:5-6; Psalm 26:1, 11; Proverb 11:3.

Leadership is influence and action of which you cannot do without. What influence are you having on your people? What action are they seeing from you? Are theses things portraying that you are a man of God or a carnal leader? You are a spiritual leader, hence, demonstrate the nature of God.

n) Relationships

This is one of the leadership principles so cardinal not to bypass. Relationships can either push you further or pull you down depending on how you take them. David's relationship with Jonathan took him further. Samson's relationship with Delilah pulled him down. Every Christian has three levels of relationships. And these are:

- i) Those younger in the faith to you. These saints are there to be fed by you spiritually. Your jobs are to disciple and mentor them. This is not your peer in the faith. It does not matter what age one is as long as they are young in the Lord your job is to feed them the Word. Many leaders have made mistakes by considering such a group as their same level and exposed their weaknesses and lost respect. Their only mistake was to make themselves too familiar with the sheep forgetting that they are spiritual mirrors. Example is Jesus and the disciples. Jesus told Peter three times to feed the sheep. John 21:15-17; 1 Corinthians 4:17.
- ii) Second are those saints of your level. These are for sharpening each other. This is peer at the spiritual level of encouraging and building each other. This is iron sharpening iron. You cannot take the first level at this second level. The younger in the faith might be used to sharpen you but that's not always the case. Know that this level is to be there for sharing challenges and solutions as friends and buddies in the offices you hold. These are mature and stable friends you have trusted and known that can keep your back and never let you down to fall down and break your neck no matter how weak they might be sometimes. You are there for each other, protecting and advising each other. Your lives are like the same though you may have different gifts. Example is a relationship of Joseph and Jonathan in the Bible. They are your "BROTHER'S KEEPER." Proverbs 27:17.
- iii) The third group is those who are grown more than you in the faith. Those who have gone before you and the only thing you can do is to learn from them. These are senior men and women in the Lord who are there to help, guide, advise, mentor and build you in your Christian walk of life. Your relationship with them is to draw from them counsel and wisdom and strength. Because they have been there they pull you up to your next level. The first stage of relationship cannot pull up because they are just milking from you as their spiritual parent. You need to know every leader needs to have someone at this level. Example in the Bible is Prophet Samuel to Saul and David. If you have no spiritual father or mentor find one. This relationship will take you far beyond your imagination. The Bible says the lesser is blessed by the greater. Hebrews 7:7.

o) Respect or Fear

This is another important point. The way you treat your people will result in them either respecting you or fearing you. If you are a tyranny definitely they will be scared of you each time they see you. Many leaders think to be arrogant, hard and ruling with iron fist is the best way to handle people. The more this method is applied the more people resent their leader. They start doing things out of fear and not out of love and respect for the leader. In the end people start to live the church or ministry looking for father/mother figure in their spiritual lives. The fear of man is a snare according to Proverbs 29:25. Christian leadership is not built on iron fists but love and care. The sheep needs to see and know that they are loved, appreciated and cared for. This will build respect for the leader.

Examples of people feared in the Bible are:

- I) Ahab and Jezebel, 1 Kings 19; 21:15-16.
- II) Herod who beheaded John the Baptist, Matthew 14:1-14.
- III) Pharaoh, Exodus 1:15-19.

Examples of leaders who were loved and supported by their people are:

- I) David, 1 Samuel 18:7; 2 Samuel 2:1-4; 5:1-6.
- II) Solomon when building the temple, 1 Kings 5.
- III) Asa, 2 Chronicles 14 & 15.
- IV) Jehoshaphat, 2 Chronicles 20.

p) Healthy leader, healthy church

The spiritual health of any leader is so important to the spiritual health of the church/ministry. Imagine a church/ministry being run by a novice? That ministry will have serious problems because its leader is not grown yet not even sound in Christian foundational basics. Therefore, the leader's soundness in general Biblical doctrinal issues are to be rendered with seriousness they deserve. Many churches/ministries are not health not because of the members who could be young in the faith, but the leader's spirituality. Every leader is supposed to be a student of the Bible at all times. Never stop studying or educating yourself by self study and or attempting courses that develop you. An immature leader will reproduce immature sons and daughters. It is very important that a leader is growing into maturity both mentally and spiritually. Imagine having a leader who behaves like a child? Guess the answer. The church's atmosphere of spirituality is dependent somehow on the leader's level of spiritual and mental growth. Never get cheated you can only release and impart that which you have. What you do not have will never come from and through you. So levels of maturity in the members is derived from somehow the leaders level. The anointing starts from the head. Many preachers, because they are not at that level, tend to fight those who have gone far by them. They become insecure and not trusting. So they resort to control and manipulation to prove their point they are the leaders. And this breeds wrong vices which might even destroy the ministry. What happens when the leader is spiritually healthy?

- I) The church is sound in doctrinal foundational basics.
- II) Saints are matured both mentally and spiritual.
- III) The church is strong in the community.
- IV) Gifts are developed and fully become operational to edify the church.
- V) Family-hood is built which eliminates wrong vices to a greater degree.
- VI) Discipleship and mentoring is developed in a right way to reproduce the leader's mantle upon the saints sitting under the leader.
- VII) A healthy leader develops a healthy church.
- VIII) Ministries develop and grow in the church setting and beyond because of the leader's spirit coming upon them. The saints catch the leader's spirit and spread it around.
- IX) Love and unity becomes the hall mark of the organization/church/ministry.
- X) There's team work, and strife, gossip and malice are put away or controlled.
- XI) Wise and understanding.
- XII) The church is strong and stable.
- XIII) The enemy cannot have room in the midst of the mature and stable saints.

1 Corinthians 2:6; 14:20; Philippians 3:15; Ephesians 6:10; 1 John 2:14; Proverbs 24:5.

q) Higher Calling

A spiritual leader's position is not made up by man but God. These positions carry the authority and mandate of the throne of God. The moment one is a leader his/her life, conduct and dealings have the expectations of the Kingdom of God. The saints and other people begin to look to him/her for many reasons. Now, since this calling is higher it means it has higher expectations. The Lord and his Kingdom expects certain demands and the world at large does the same. You cannot just be anywhere at any time and doing all crazy stuff. Your life is a life of a diplomat. You abide by the rules of whom

and what you represent. You do not dwell at the plain ground and do all what others are doing. Yours is strictly Bible led. If you happen to break it you stumble many. You cannot be every body else. You are called by the highly exalted Jehovah God.

- I) Samson failed in this area. He knew his call was a higher one he began to dwell at a lower level sleeping around. And for this he paid the price. Judges 14-16.
- II) Solomon did the same lowering himself so much by having a lot of women in his life which turned his heart to idols. 1 Kings 11:1-13.
- III) Jesus accomplished His higher calling to the end. Luke 23 & 24.
- IV) Joshua also kept his higher calling into the Promised Land. Joshua 24:15.
- V) Paul talks about higher calling expectations in. 1 Timothy 4:6-8; 2 Timothy 2:14-26; James 4:4.

r) Prayer

A Christian leader is called by God to serve. And because of this a leader must know that God has called them to Himself first. To seek, serve and look to Him as their Master (God). You cannot do ministry without seeking God in prayer. Prayer is where we commune with God and God shares His heart with us. To do away with prayer in your leadership is doing away with God's help, wisdom, strength and direction. It is like telling God "I do not need you." Christian leadership is built on God Himself and not our human abilities and understanding. Therefore, we need God in everything we do. One man said "a day without prayer makes one weak." If you do not pray and seek God, who gives you strength to do anything, you are making yourself spiritually weak. And the enemy, who prowls around seeking whom he may devour, might jump on you and destroy you. Develop a relationship with God by prayer. Prayer is a dual interaction with our Jehovah God. It is not mono dialog. As we talk to Him He also talks to us. In the Bible we see men and women who sought God because they understood that their calling is first God then take what God gave them to man. What do you give your people if you cannot have a relationship with the Jehovah Omniscient- one who knows everything? As a leader draw from Him every day. Set a time table when you need to have that time with Him. This is very important.

The primary call of a minister is prayer, communing with God. Let us look at the servants of God in the Bible who did seek God all the time in their ministries and were successful;

- I) Moses, a look at the first five books of the Bible demonstrates this fact about Moses.
- II) Joshua, in the Book of Joshua.
- III) Gideon, Judges 6 – 8.
- IV) Elijah, 1 Kings 17 & 18.
- V) Hezekiah, 2 kings 19.
- VI) Nehemiah, Nehemiah 1.
- VII) Esther, Esther 4.
- VIII) Jesus Christ, Matthew 4:1-11; 17:1; 26:36-43;
- IX) Apostles and saints, Acts 1:12-14; 6:1-4.
- X) Peter and John, Acts 4:23-31.
- XI) Paul and Barnabas with others, Acts 13:1-3.

6. THE LEADER'S GOVERNANCE

The major part of any type of leader is to govern their domicile. Each leader has an area they over-see and the way they govern it will determine whether their work will grow or retard backwards. Some are good at management and administering, and others are not all that good. But for those who do not have the acumen, they can learn from many resources. In this topic I will delve into talking about general matters in management and administration.

There are major general rules which are applied in this category from whichever angle you look at. In fact I would say that the circular world has adopted the Biblical styles to a measure that it has worked for them. And the church is wondering where such concepts came from when it is right enshrined in the Word of God. And these are:

1. **Vision:** Every thing done starts with a vision. A leader must have a vision clearly stipulated, written in a way that it can be easily understood and adhered to. A man without a vision is one who does not know what he/she wants. And when you have a vision share it with your people so that they understand it and buy into it. How can one run an Institute and expect results if he has no vision? The vision will comprise what is to be attained, which is the main picture. It is the basis of what you do. Habakkuk 2:2-3
2. **Plans:** When you have a vision, then you begin to plan of how and when you shall meet the vision or dream. One man says, "A MAN WITHOUT A PLAN IS A MAN WITHOUT A FUTURE." In fact in this instance you are planning to fail. The church has a serious problem in this regard. They do want to plan even for their calendar year. They think living by faith is short of planning. God gave us brains to reason and plan. Many Christian organizations have failed due to failure in planning and not because of resources. There was no plan, hence, there were no resources. Plans are made from now and the future, with an expected target/end. Let us say you want to hold an open air crusade you cannot just go and pitch up on a street and begin to perform. You need to look at who is to be involved, instruments to be used, rent of space, transport, singers, preacher, how many days to carry the program, what to do with the harvest. The same applies with the church. Do you just wake up one morning and say, well I am going to do this with the church? Unless moved by God. Plan your way through the church programs. Do not be an unwise leader who does not plan. If you do that you are planning to fail. And I can tell you now that do not blame God or people if you fail. If you do not plan your life or ministry someone will. And their plans will be far from achieving your goals. Planning has to be continuous. Every department of the church should be able to have plans for them to work out. Proverbs 20:18.
3. **Organize:** After planning you get the gear lever into motion by organizing and or looking for ways to meet the intended plans or targets. You begin to look at who should do what, resources available, work to be done, finances needed to meet the plans, and which way would be the best to carry the goals. I would not want to sound negative, but this is true. The church lags behind in many of these things. This is because we have neglected them or have blinded our selves to them. We have thought they are not part of what we do. False. Even the Old Testament wars were planned and organized. They never went to battle just anyhow. NO.
4. **Direct:** This is one way of a leader taking his/her position of supervising those carrying out and participating in the achievement of the set goals. At this stage the work is in progress and communication should be at its best. Instructions and feedback are the keys to any success. Let there be no one way flow of information, just from the top. The people doing the job could be those below hence, the need to have a feed back from them. Develop a two way line of communication. The church needs this. WHY? Because we need to know how our people are

doing; growing or not; sick or well; financially sound or not; discovering their potential and gifts and tap into them; Mentoring and training, sending them into the fields and assigning them work to do, etc.

5. **Control:** This is usually the last stage of management. Control is not about pushing people to do certain things. NO. This, now, is the level of coming to know the results of the intended plans from the beginning. What results are we having? Or how did we fare? Reports should be made to show these details. Why? Because this will show whether you managed to accomplish what you had planned, and whether you needed to do more or not. Many leaders are on a cruise mission. Meaning they do not have time to check their own work. They can't tell whether they are doing well or not. And if they are not performing well, what are the reasons to that effect? If the church is not growing what are the reasons? This stage gives you parameters to come up with corrective and preventive measures.

If you a senior leader of the church you need also to have reports at your table of what has been happening according to the plans tabulated. Even those leading sections in the church ministries should have something to show as reports of their endeavors in those departments.

Let us look at the Biblical perspective of the above five.

Battles Israel won: The above principles were applied in the organization of warring against their enemy whom they defeated. Just observe the following:

- a) Joshua and the destruction of Jericho, Joshua 6.
- b) Prophetess Deborah against the Canaanites, Judges 4.
- c) David had to plan of how to eliminate Goliath after he heard the reward for doing it, 1 Samuel 17.

Christian Financial Approach

The responsibility of the church finances lie on the leader and those assigned to oversee that. Money has been a major issue in the church, other than sexual orientation. This is because money management is not taught to many Christians. The only thing mentioned is faith and faith, and meanwhile, misuse of money is not tackled to benefit the leadership and the people. Emphasis should be made in stewardship, budgeting, savings, tithes and other gift giving.

a) Stewardship: One should know that what we have is God's and that we are just custodians. And God expects us to use what we have with care and acknowledgment of Him in the dispersion of it. Do not use money carelessly. Be responsible and accountable.

b) Budgeting: This is important. Just as we talked about planning, you need to do the same with money in your hands. Never allow a situation of hand-to-mouth to dominate your life. This means whatever comes into your hands is used as soon as it touches them. Then, it goes on and on. What a bad cycle? To live within your means you need to begin to budget. The church should budget. Many church leaders are on the gospel highway and fail to budget their finances and when there's no money tomorrow they get depressed and want to quit ministry. Your budget should be within your income, unless you are planning to borrow or fund-raise. Failure to budget has made many leaders wallow in debt and worry, stressing all the time.

c) Savings: Plan to start saving of whatever amount comes into your bosom. Savings are meant for the future use. I said earlier on that a man without a plan has no future. Savings could be for your retirement, children's inheritance, church's future projects and expansion. Imagine you have a church without reserves? What are you doing to your vision?

d) Tithing and Offerings: The church is to be taught to tithe their income to God. This is Biblical and needs no debate. God, in fact, is first in our money matters. Therefore, tithe should be first to be taken out of our income and given to God through our spiritual homes.

Let me say something important here. The leadership of the church should separate themselves with church money. Church money is not yours. It belongs to God and you are just a steward. So, the way you use it should be with care. Never take it as yours and run it the way you feel like. You will be held accountable by God for every penny you use. Separate your own from church money. The church has really suffered in this area because some leaders have thought church money is theirs and they handle it their own way. And God is watching.

That's why the leader should choose who to handle church resources, such as a Finance committee. This usually minimizes financial scandals and sometimes even internal in-fighting over the use of money. Sometimes splits have occurred due to the same misuse of church resources. Of which is not the best. Money management is needed in the church. To manage money you need to work within budgets. Budgets determine the out flow of money to its intended use. Anything outside the budget will be checked and approved. This protects the clergy and any other involved in cash disbursement.

Also open a church or ministry bank accounts, and that all the income should be taken there. If you want to have available cash start a cash box account which can be reimbursed weekly or monthly depending on how you use it. Bank accounts should have several or more signatories for accountability and checks and balances. Never carry and use church money in secrecy as if it is yours. Allow transparency to be the norm. It will bless you as a leader. Appoint a treasurer to handle in-coming money and deposits. Allow, as well, audits for the church finances to be sure of your records and, for presentation to the members who might ask for them.

7. ORGANIZATIONAL STRUCTURE

Nothing has ever been built here on earth without a structure. Even God in His creation of the earth He set a structure by placing man in the garden to be in charge. Any organization without a structure has never managed much other than frustration, hopelessness, stressfulness and not much fruitfulness. Organizational structures give way to order in managing the vision, and provide excellence because every function is carried out by people who understand their roles. In fact the process was started in the Bible when Jethro came to Moses and saw how the latter was handling his people's grievances. So Jethro advises him on the best way to do it. Exodus 18.

Even Jesus Christ had a structure. First the three, the twelve, and then the seventy. The church is not an exception. If the church is to produce excellence and be productive in what they envisioned they need to build a structure. One leader or a pastor cannot do everything by him and expect tangible results. He needs to build a team and give them responsibilities knowing that they will all be reporting to you. Never be fearsome in releasing and assigning people work.

WHY HAVE AN ORGANIZATIONAL STRUCTURE?

- a) Because you cannot accomplish the Great Commission alone or the vision God has give you.
- b) You cannot have all the experience and expertise for everything you do. As a leader you cannot possibly usher properly but somebody with that grace will perform better.
- c) The structure brings on the table men and women with experience and education than you in their field of expertise; computer genius, sound people, accountants, administrators, etc.
- d) For the organization to be strong you need men and women who are gifted differently. These men and women, together with you the visionary, will build the vision as the structure is strong.
- e) God has already people in mind who are part of the vision He has given you. Moses had Aaron, Miriam, and the seventy elders; Elijah had Elisha; and Jesus had the twelve, and so on.
- f) Sharing of the burdens is spread equally, therefore, making light the pressure of the call on the set man.
- g) This builds a team that trusts one another and has shoulders to lean on when faced with challenges. The principle of "MY BROTHER'S KEEPER" is reinforced.
- h) To pull down a structure by the enemy is not easy for there are many players interested in the achievement of the set goals.

HOW SHOULD THE STRUCTURE LOOK LIKE?

The organizational structure is there for combined efforts in achieving the set goals. Because no man achieves much without support. The structure has the capacity to contain the pressure and work through the desired results. It brings in DELEGATION OF DUTY. Meaning, to bring the reality of the vision, all the fields are to be considered and man-power allotted those positions to carry the responsibilities. Can we call it specialization of duty? No one man can do all things by himself. Otherwise you will be stressful, discouraged, easily giving up, and might even break your own neck.

The leader should have leader/s under who have others under them just like in the Moses structure. Genesis 18:13-26.

8. COMMUNICATION

Communication is part of the tools to success. Even the church needs to know that good transmission of the Word of God and whatever you do is very important. Even God had to communicate His redemptive message through His Son to mankind. Our God is a God of communication from Genesis to Revelation. He communicates through His Word and His saints. Every Christian leader's success is dependent on how he/she communicates the message out. Having a church ministry that does not know how to communicate is like a having a thing that does not exist. It has no plans or future. So, why talk about it to others. But every church ministry is alive because Jesus Christ rose from the dead. Communication is a process of moving or conveying a message/s to other people. Imagine having a leader who does not communicate? He keeps all stuff to himself. It should only be him to know and do it even when he has people around him. By this one begins to slow down the process of growth.

In this topic I am not going to talk about the art of preaching, Homiletics. Subjects and courses have been developed in this regard. And those who want to learn about the art of preaching should check it out somewhere not in this book. Here, I am dealing with the church leader and his people in regard to communication.

Know that communication is to be in two ways. One from the top to the bottom and, from the bottom to the top. Every effective communication has both levels. You discard one you affect growth, stability and the sense of belonging. And you cannot take your people for granted thinking they will know what you want if you do not communicate. Or they will just understand your message however it comes to them. People's understanding is very different from one to another just as listening is. Therefore, communication for every leader is so special for effective delivery of and response to the message.

How does a leader communicate?

- I) Understand the level of understanding and spirituality of your people.
- II) Look at what is the best method of communicating? Is it fliers, newsletter, announcements, etc?
You can use brochures, magazines, emails, letters, the media to take the message out to your people and other interested groups.
- III) What language will they understand better? Is it English or their local language?
- IV) What barriers will you face in the way of your conveying the message? Try to eliminate as much as you can the barriers that will make the flow of the message distorted or misunderstood.
- V) In your communication respect is the key. Do not be antagonistic in your messaging.
- VI) Always expect or promote feedback from the group the message went to. This is important because you want to know whether it worked or not, understood or not, results achieved or not. A leader who does not want to have feedback is one with an "I don't care attitude," one asking for failure, lack of people management skills, and or does not also understand the message.
- VII) Never communicate in an angry mood. As a Christian leader never behave like that to your people. Be firm but not a bully. Be in charge but not seen as being a control freak.
- VIII) Organize meetings for briefings to your people for what ever you are thinking is to be done. Many fail in this area. They think people will be doing and moving at the same pace in doing what has been assigned. Meetings help to forge ahead togetherness, reasoning together, planning together, and provoking one another in the spirit of love and unity.

Job 15:3; Colosians 4:6; 2 Thessalonians 2:2; 2 Corinthian 10:10-11.

9. PEOPLE SKILLS

In every organization assets are very important. And these are land, manpower, equipment and money. But the greatest asset is people. And because of this the asset is needed to be looked at very critically. Otherwise nothing happens. Is man in the vision of God an asset? Without any doubt we can say YES. All these people who run big corporations have made it because of people. The CEO is in the office and his teams, who make up the organization, provide their services and abilities to realize the vision of the corporation. How he handles them matters. They can make the firm excel or not.

The Christian leader needs to know that when God gives you the vision He will also bring people to help you fulfill the vision. For every man and woman God raises He has also brought them people to support the vision. No one man in the bible was strong by themselves. There was always somebody God attached to them. Adam had Eve; Noah had his family; Elijah had Elisha; Moses had Aaron, Miriam and the seventy elders; David had the great generals and soldiers; Jesus had disciples.

The way you treat those brought into the vision really matters. You can either push forward or otherwise. People are the greatest asset. That is why even God the father had to send Jesus to die for us, people. Why not trees or animals? In God's sight we are the most precious because we were made in His image. Do you want your ministry to succeed? Start developing people skills. You cannot do without that no matter how spiritual or prayerful you are. Man management is critical. Where the leadership fails to handle people so well they allow the breeding of misunderstandings, dis-unity, people crashing, lack of good relationships and communication, strife, competition, and lack of drive, in short no motivation.

Man Management

What qualities should a leader have to manage his/her people?

- I) Understanding and good acumen (judgment).
- II) Empathy and compassionate (caring for the flock).
- III) Loving and patient with people. People do not move at the same pace in dealing with matters.
- IV) Motivational; a leader should be able to inspire his/her people.
- V) Not quarrelsome and creating conflicts but tender at heart.
- VI) Exposing and promoting his/her people's gifts and calling to a higher level of growth.
- VII) Good communicator to his people which is seasoned with grace. Do not take your people for granted. They have feelings as well.
- VIII) Always be seen to be consistent, not wish-wash, unstable and uncommitted.
- IX) Taking all the responsibilities on your shoulder and not passing the buck when things are wrong.
- X) Be seen to be a team player, having no favorites openly who might divide your people.
- XI) Be the example you want them to be. Your life and words should be teaching and revealing something that will encourage them and perform better.

What should he/she be doing in the overseeing of the people?

- I) Be a good listener; give your people a rendering ear. Do not be unreachable or not caring. And do not conclude, even if you have heard something, without listening to them.
- II) Let your YES be YES and your NO be NO. Do not say one thing and do another.
- III) Do not be quick tempered among your people. This will make them lose respect for you. In fact it is said that when a leader is angry he/she should not communicate. Why? You might say something wrong and regrettable. If this is a serious problem with the leader he/she must do anger management.

- IV) Develop interest in what your people do. This demonstrates your mentoring skills and that it is not just about you all the time.
- V) Be a stopper to the spirit of gossip and malice, and promote truthfulness.
- VI) When dealing with your people never display yourself as super hero who they cannot reach. Know that they are not at your spiritual level; hence, you pick them from where they are to where you want to take them spiritually. Identify with them at their level.
- VII) Be warm, tender and understanding in case of them facing challenges than bullying them.
- VIII) When you are the one wrong, do not play: Mr. Good Man,” just humble yourself and apologize.
- IX) Do not complain or shout at your people in front of every one when they are wrong. Show them respect. Take them aside and help or rebuke them unless they do not want to change.
- X) Your people, as a great asset, should be considered important, and not nothing at all. One who knows he is considered as such they even go extra miles in achieving goals. Do not forget to appreciate them.
- XI) Develop fatherly/motherly traits with them, where you are their source of comfort, encouragement, guidance, advice, and a place of solace. They should be able to relate with you without thinking they will be despised when in your presence.

Conflict Resolving.

One of the skills a leader must have is how to handle conflicts among his people. Where we have a group of people expect squabbles. Sometimes conflicts could be handled by those involved, or might need the attention of the leader. Do not major in minor issues. Leave them to others. But, the leader must have the acumen to handle conflicts using godly principles. How do you resolve conflicts?

- I) Before you do anything pray to the Almighty God to give you wisdom. Have your Bible as your guidance in the deliberations and a note book for notes.
- II) Then open the floor for the aggrieved to start their side of the story. Each party should be given time to explain their sides as you listen and possibly jolt down notes so you do not forget what they have said. This is the level of knowing the actual problem. Respect should be accorded to the parties concerned.
- III) As they narrate their stories, please listen. This is your major job in the beginning to listen and listen. Do not interject or stop them unless they become violent. As they finish their stories if you have questions ask to make sure all is tabled before you come in with your full counsel.
- IV) The actual approach to the deliberations is to handle one case at a time if several of them have been raised. See to it that you focus on one point then you move on to the next. This helps you solve the issues objectively and as according to the Word of God. The Bible is your basis for the resolutions.
- V) When reaching the conclusion, the Bible is the final authority. Go for what it says in the given scenario. This will help the parties involved because they are Christians who should adhere to the word of God. Never condemn anyone but those found weak in the case help them as a spiritual leader. No nagging or degrading them. The parties involved should be cared for so that no one sees himself ridiculed other than being helped and coming out strong from the whole thing.
- VI) If no agreement is reached schedule another time of meeting to resolve the issue/s.