



LEADERSHIP

Finally, Leadership — a quick-access guide to the heart, habits, and horizons of Christian leadership.

1. What Leadership *Is*

- **Influence with responsibility.** Leadership is not titles, charisma, or platform. It is shaping people, culture, and decisions in ways that honour Christ.
- **Service before status.** Jesus turned every model of leadership upside-down: *“The greatest among you will be your servant.”* Matthew 23:11
- **Stewardship, not ownership.** Leaders hold authority temporarily. They do not possess people, ministries, or outcomes.
- **A calling to form others.** Leadership is not primarily about achieving tasks but about developing people who can bear fruit.
- **Courage to face reality.** Leaders must see with clarity what others overlook—problems, patterns, trends¹, and opportunities.

2. What Leadership *Requires*

Character

- **Humility:** admitting limits, receiving correction, deflecting celebrity status.
- **Integrity:** consistency between public ministry and private life.
- **Resilience:** the ability to absorb pressure without transmitting it.
- **Self-awareness:** knowing how one’s presence and patterns affect others.

Competence

- **Making decisions:** confident, timely choices often before all the information is perfect.
- **Communication:** speaking simply, listening deeply, and repeating consistently.

- **Managing conflict:** not avoiding tension but transforming it.
- **Strategic thinking:** planning forward while holding plans lightly.

Conviction

- **Rooted in Scripture.** Leadership shaped by revelation rather than trends.
- **Gospel-centred motives.** Ministry driven by love, not ego, or fear.
- **Kingdom vision.** Leading with eternity in view changes how leaders treat people.

3. The Daily Habits of Healthy Leaders

- **Begin with prayer before planning.** Seek God's voice before anyone else's voice.
- **Ask more questions than you answer.** Curiosity creates clarity.
- **Learn something every day.** Reading, listening, observing—the posture of a disciple.
- **Review decisions weekly.** Debriefing sharpens discernment.
- **Guard silence.** Leaders who never stop talking rarely hear God.
- **Rest deliberately.** Sabbath rhythms are leadership's oxygen supply.

4. The People Leaders Need Around Them

- **Truth-tellers:** those unafraid to challenge you.
- **Encouragers:** those who speak courage back into your soul.
- **Strategists:** people who think further ahead than you.
- **Doers:** practical teammates who turn ideas into actions.
- **Intercessors:** those who carry the ministry and its leaders in prayer.
- **Successors:** potential leaders you are intentionally shaping for the future.

5. Common Leadership Hazards (and How to Avoid Them)

- **Isolation:** Remedy—build accountable friendships and share burdens early.
- **Busyness without fruitfulness:** Remedy—prioritise mission, not maintenance.
- **Micromanagement:** Remedy—delegate with clarity and trust.
- **Burnout:** Remedy—regular rest, realistic limits, and shared leadership.
- **Comparison:** Remedy—celebrate others, stay in your calling lane.
- **Over-reliance on talent:** Remedy—cultivate spiritual disciplines as deeply as skills.

6. Leading Through Change

- **Explain the 'why' before the 'what'.** People resist change they don't understand.
- **Move at the speed of trust.** Change that outpaces relationships rarely lasts.
- **Name losses honestly.** Every change involves letting go of something.
- **Celebrate small wins.** Visible progress keeps momentum alive.
- **Hold space for lament.** Some changes are painful even when necessary.
- **Keep communicating.** Silence breeds anxiety; clarity breeds confidence.

7. Leadership and Teams

- **Unity beats uniformity.** Diversity strengthens mission when anchored in shared values. Ephesians 4:11-13, speaks of different ministries but only one goal.
- **Define expectations.** Unresolved cluttered thinking erodes team health.
- **Give honour publicly; give correction privately.** Build trust, not fear.
- **Rotate responsibility.** Multiplying leadership develops maturity.
- **Review the culture regularly.** Teams drift—leaders steer them back.

8. Leading Volunteers

- **Thank them often.** Gratitude fuels longevity.
- **Make roles simple and clear.** Complexity reduces participation.
- **Celebrate contribution, not perfection.** Volunteers thrive when they feel valued.
- **Offer support and training.** The more you invest in them, the more they invest in the ministry.
- **Release them graciously.** Seasons change—bless people as they move on.

9. Leading Yourself (Your Most Important Task)

- **Know your strengths.** Maximise these—they are God-enhanced skills.
- **Know your weaknesses.** Ignored weaknesses damage your character.
- **Keep a Sabbath² rhythm.** Leaders who never stop eventually break.
- **Practise confession.** Repentance keeps the soul clean and the spirit sensitive.
- **Feed your mind and imagination.** Leaders who stop growing create ministries that stagnate.
- **Seek a wise counsellor/mentor.** Every leader needs someone further ahead on the road.

10. Leadership in the Church

- **Root leadership in Scripture, not corporate methodology.** Strategy matters, but Scripture shapes godly identity.
- **Lead from the presence of God.** Moses refused to move without God's presence—leaders today should seek that same conviction.
- **Equip the saints.** Leadership is not doing everything; it's enabling the body to function.
- **Encourage 'flat leadership' models.** Focus on stewardship and shared responsibility.
- **Cultivate a shepherd's heart.** People are not projects; they are souls.
- **Mission over maintenance.** It's what separates leaders from managers.

11. When Leadership Feels Heavy

- **You're not the Messiah.** Only Jesus carries the whole burden. Matthew 11:28-30
- **Ask for help.** Pride isolates; humility invites grace.
- **Return to the original calling.** Revisit the moment God first drew you into ministry.
- **Practise gratitude.** Notice God's fingerprints in the small things.
- **Keep eternity in view.** Today's pressures belong to a passing world; the fruit belongs to an eternal one.

12. The Goal of Leadership

- **Not success, but faithfulness.** God measures leaders differently than the world does.
- **Not empire building, but building God's Kingdom.**
- **Not creating followers of you, but followers of Christ.**
- **Not making a name but making disciples.**

13. Resources

- Anything by [John Maxwell](#) will be packed with wisdom and practical applications.
- Plus, checkout these seminar notes by [Jane Rennie](#), [Leadership Development](#). Though be warned, these handouts date back to when *clip art and Comic Sans were still in vogue!*

¹ To recognise – not necessarily to follow. Wisdom is essential in discerning the times.

² This may not be a literal Sabbath day; however, leaders must learn to guard time away from the frontline of ministry.