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**Introduction**

This training will give you insight into church leadership based upon biblical principles and foundations found in scripture.

 We will discuss leadership styles, conflict resolution, spiritual gifts, and evangelism.

 I will present ideas and tools needed to strengthen your current leadership skills.

Going forward your ability to lead and strengthen your church through effective communication will take your church to higher heights in ministry.

**LEADERSHIP OF THE CHURCH**

1. **Leadership Styles**

**Autocratic**

**Laissez-faire**

**Servant**

1. **Biblical Foundations of Leadership**

Church leaders and pastors are not merely administrators; they are the spiritual shepherds who guide, nurture, and shape the faith journey of their congregations.

 Biblical leadership emphasizes serving others.

**Core Principles of a Biblical Leader**:

* **Servant Leadership:**
* **Humility:**
* **Integrity:**
* **Love:**
* **Following God's Will:**
* **Leading by Example:**
* **Empowerment:**
* **Relational Process:**
* **Spiritual Foundation:**
1. **Characteristics of a Godly Leader**

Biblical principles is perhaps the most important thing a leader should aspire to follow God’s ways instead of our ways.

 An effective leader must be:

A **Visionary**.

The Bible says in **Proverbs 29:18**, ***“Where there is no vision, the people perish.”***

**Evangelistic & Mission Minded.**

 An effective leader must remain concerned with **Matthew 28:19**

**Passionate.**

As a leader you must care deeply about your ministry and be committed to it. (**Proverbs 16:3**)

 **Spirit-led.** The effective leader knows that ministry is a partnership between the leader and God. (**John 15:5**)

 **Servant**. As our Lord and Savior ***“did not come to be served, but to serve”*** (**Matthew 20:28**), we too must serve and not be served.  This runs contrary to what the world teaches leaders to be.  So, a leader is called to serve his followers and not be served by them. Consequently, a servant leader helps his followers grow & succeed.

 **Focused**. A leader often has many responsibilities and duties to carry out in their position. It is critical for a leader to avoid being distracted by issues unrelated to their vision and mission. When your vision and mission are clear it is easier to stay focused on the goals God wants you to accomplish for the Kingdom. (**Philippians 3:13-14)**

 **Courageous**. Courage is the ability to stick to one’s beliefs when they are under attack, and to lead with conviction. The world is full of leaders who pander to the wishes of their followers, which is not really true leadership at all. A leader with courage demonstrates that they are willing to step out in faith, and to rely on God to equip them and give them the strength they need to do what God has called them to do. (**1 Cor. 13:16**)

 **Trusting**. A leader trusts in God, who alone is faithful and true.  It can be said that faith is a measure of how much you trust God.  So an effective leader puts his trust in God and God alone, and relies on Him to do what His Word has promised. ***“Trust in the Lord with all your heart and lean not on your own understanding.” Proverbs 3:5***

 **Prepared**. A leader must expect the unexpected and be prepared to lead.

 **2 Timothy 4:2**

 **Opportunistic**. Successful leaders are those leaders who are able to navigate through difficult times as well as take advantage of new opportunities. (**1 Peter 3:15**)

1. **Basic/Minimum Requirements for Leaders of the Church**

1. Regular Worship Attendance -

*“And let us not neglect our meeting together, as some people do, but encourage one another, especially now that the day of his return is drawing near.” Hebrews 10:25 NLT*

2. Regular attendance at prayer service and bible study, Sunday school and other training

*“Work hard so you can present yourself to God and receive his approval. Be a good worker, one who does not need to be ashamed and who correctly explains the word of truth.” II Timothy 2:15 NLT*

3. Be a good Steward of time, talent and treasure. .

*“Bring all the tithes into the storehouse so there will be enough food in my Temple. If you do,” says the Lord of Heaven’s Armies, “I will open the windows of heaven for you. I will pour out a blessing so great you won’t have enough room to take it in! Try it! Put me to the test!” Malachi 3:10 NLT*

4. Willingness to Lead by Example. - A good leader will not ask followers to do anything that he/she has not already done or is doing.

*“Therefore I, a prisoner for serving the Lord, beg you to lead a life worthy of your calling, for you have been called by God.” Ephesians 4:1 NLT*

5. Support the programs of the church. - Ensure that the activities, objectives and goals of your group are in keeping with the mission of the church.

*“Above all, you must live as citizens of heaven, conducting yourselves in a manner worthy of the Good News about Christ. Then, whether I come and see you again or only hear about you, I will know that you are standing together with one spirit and one purpose, fighting together for the faith, which is the Good News.” Philippians 1:27 NLT*

**The Church Responsibility to Leaders**

Church leaders are dependent upon followers who are willing to respond positively to leadership. Leaders have a great responsibility to lead effectively and members of the church have a responsibility to the leaders to:

***Pray for church leaders***

 (Heb. 13:17, 18).

Even the Lord Jesus requested that His disciples.

***Treat Leaders with Love and Respect-*** The Bible says to give honor to whom honor is due (Rom. 13:7). First Timothy 5:17 says, “Let the elders who rule well be counted worthy of double honor, especially those who labor in the word and doctrine.” Be very, very careful about criticizing a spiritual leader. Churches honor themselves and present a positive witness to the community when leadership is treated with respect and admiration. This should include adequate compensation for those ministers who labor full-time for the Lord and the church (1 Tim. 5:18).

***Follow Spiritual Leaders****-*(Heb. 13:7). Paul admonishes his followers to “imitate me, just as I also imitate Christ” (1 Cor. 11:1). The sheep should follow a faithful shepherd. In Hebrews 13:17, believers are admonished to obey those who watch over their souls. Assuming the leader is godly and is leading according to the Word of God, the members of the church should lovingly and sincerely seek to follow the pastor and church leadership.

***Leaders Should Be Encouraged-***

The best way to encourage your pastor or spiritual mentor is by growing in your own Christian life and becoming an effective witness for Jesus Christ.

**The Importance of Leaders Understanding the Vision of the Bishop, Pastor**

Where there is no vision, the people perish

Every leader of the church must know the vision of the Overseer, Bishop and Pastor.

**Conflict Resolution in the Church**

 It is important for us to learn both the primary causes of conflict as well as the ways that people typically respond to conflict.

**Three Ways That People Respond to Conflict**

Escape Responses

Attack Responses

Peacemaking Responses

**Four Causes of Conflict**

***Conflicts resulting from a difference in values, goals, etc.***

***Conflicts started from competition***

***Conflicts are caused by sinful habits and attitudes***

***Understanding conflict is key to effectively resolving it.***

**Trusting God in Conflict**

Conflict is not only an opportunity for us to show our love for God by placing people first, but it is also an opportunity for us to trust God.

**To resolve church conflict:**

***Identify the Root Cause****:*

***Engage Proactively***: Take the initiative to address the conflict rather than waiting for it to resolve itself. Open communication is key.

***Follow Biblical Principles***: Refer to teachings from the Bible, such as Matthew 18:15-17, which provides guidance on addressing conflicts directly and privately.

***Promote Humility and Grace***: Approach the situation with humility, gentleness, and patience, as emphasized in Ephesians 4:2-3. This can facilitate constructive dialogue.

***Seek Common Ground****:* Focus on shared goals and values within the church community to foster understanding and collaboration.

These strategies can help create a healthier church environment and promote unity among members.

1. **Common Challenges You Will Encounter in Ministry**

**Challenges:**

**FRICTION**-is a common challenge you will encounter in ministry.

**REJECTION –** is a common challenge you will encounter in ministry

**OPPOSITION-** is a common challenge you will encounter in ministry.

**Overcoming the Challenges:**

**FRICTION- Stay Composed:**

**REJECTION- Stay Confident:**

**OPPOSITION Stay Connected:**

1. **Spiritual Gifts**

**God** has given every Christian certain gifts—spiritual gifts or, more accurately, gifts of grace. These gifts equip us to do the ministry that He has given the Church to do. Every believer has gifts and every believer is a minister. Knowing our gifts and the places they can be used increases our effectiveness as ministers in and through the Body of Christ.

1. **Five-Fold Ministry**

The five-fold ministry is found in Ephesians 4:11, and it refers to the five roles that God has called Christians to fill. **These roles are (1) apostles, (2) prophets, (3) evangelists, (4) pastors, and (5) teachers**

**Does Everyone Have An Office?**

**What are the Roles of the Apostles?**

An apostle is someone who is sent out by God to proclaim His message.

Apostles are also responsible to equip people to do the work of the ministry.

**What are the Roles of a Prophet?**

A prophet releases God's word and truth. Prophets often receive messages from God that they then share with others to prepare God's people.

**What are the Roles of an Evangelist?**

An evangelist is someone who is responsible for sharing the gospel message with those who haven't heard it yet

**What are the Roles of a Pastor?**

A pastor is someone who shepherd's the flock (local church).

**What are the Roles of a Teacher?**

A teacher is someone who is responsible for instructing others in the things of God.

**The five-fold ministry**

The five-fold ministry is an important part of what makes the Church function properly. Each member has a role to play, and when everyone is working together, great things can be accomplished for the [kingdom of God](https://www.ffministry.com/blog/what-is-the-kingdom-of-god)!

**Does Everyone Have A Five-Fold Gift?**

No, not everyone has a specific gifting that is listed in the five-fold ministry. The fivefold gifts are to equip and mature the body of Christ to function in the gifts.

**Gifts of the Father**

The gifts of the Father stay with us our whole lives; It is something we are born with. There are inherited gifts (grace gifts). To each has been given a measure of grace. This pertains to strengths in our lives.

**Gifts of Jesus Christ**

The gifts of Christ Jesus are the **five-fold ministry gifts**.

**Gifts of the Holy Spirit**

The gifts of the Spirit are for today and they are listed in I **Corinthians 12:7-11.** These gifts are given to us by the Spirit of God and they are meant to be used for building up the Church.

‍**The gifts of the Holy Spirit**

1. Word of Wisdom
2. Word of Knowledge
3. Gift of Faith
4. Gift of Healing
5. Miracles
6. Gift of Prophecy,
7. Gift of Discernment
8. Speaking In Tongues
9. Interpretation of Tongues

 **Mission Statement (Matthew 28:18-20 (Slide 31)**

Our Mission “To Make Disciples”

Our Vision “To Empower the Victorious Living in Christ”

 Our Three-Fold Function

 “Up-reach-Exaltation

 “In-reach-Edification

 “Outreach-Evangelism”

 By fulfilling our functions, our results will be

 Increase Numerical Growth

 Increase Spiritual Growth

 Increase Ministerial Growth

 **Core Value Statements**

A value statement is a declaration that communicates an organizations or individual core beliefs and guiding principles. They serve as a compass for decision making for the church or an individual’s culture or behavior. The value statements reflect what is important to the church, the leadership and the members. Core value statement should articulate clearly what a congregation most highly values. This lays the foundation for building ministry, leadership and accountability. Churches that take an internal look to discover and define its core values moves closer to discerning its unique mission. This definition can assist a congregation in shaping its vision and ministry for the future. It can also be helpful to persons looking to join the church and who seek to understand the very nature of the church and its priorities. Core values and the mission of a congregation (its purpose) should be in close alignment.

1. Biblical
2. Accountable
3. Ethical
4. Relational
5. Influential
6. Punctual
7. Exceptional
8. Radical
9. Instrumental
10. Liberal
11. Motivational
12. Practical

**Building Core Values. .**

**Reflect Uniqueness**

**Reflect Mission**

**Shape Ministry**

**Lay the Foundation for Vision**

**Touch**

**THE MANDATE OF EVANGELISM**

**Objective**

Explore a holistic approach to ministry based on biblical principle and the mandate of "The Great Commission".  The holistic approach removes the barriers of traditionalism; allowing congregations to effectively minister the Word of God. The holistic approach displayed in Acts 2 where the church ministers to the total man, meets people where they are and meet their needs.

**Scriptural References**

**Matthew 28:18-20** 18And Jesus came and spake unto them, saying, All power is given unto me in heaven and in earth. 19Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: 20Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, even unto the end of the world. Amen.

A**cts 1:15** 15And in those days, Peter stood up in the midst of the disciples, and said, (the number of names together were about a hundred and twenty.

**Acts 2:37-47** 37Now when they heard this, they were pricked in their heart, and said unto Peter and to the rest of the apostles, Men and brethren, what shall we do?38Then Peter said unto them, Repent, and be baptized every one of you in the name of Jesus Christ for the remission of sins, and ye shall receive the gift of the Holy Ghost.39For the promise is unto you, and to your children, and to all that are afar off, even as many as the Lord our God shall call.40And with many other words did he testify and exhort, saying, Save yourselves from this untoward generation.41Then they that gladly received his word were baptized: and the same day there were added unto them about three thousand souls.42And they continued steadfastly in the apostles' doctrine and fellowship, and in breaking of bread, and in prayers. 43And fear came upon every soul: and many wonders and signs were done by the apostles. 44And all that believed were together, and had all things common; 45And sold their possessions and goods, and parted them to all men, as every man had need. 46And they, continuing daily with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart, 47Praising God, and having favour with all the people. And the Lord added to the church daily such as should be saved.

**Our Greatest Commandment-TO MAKE DISCIPLES**

Leaders, Christian, church members and believers are MANDATED by the Savior to Make disciples. The goal is to growth the kingdom of GOD, to bring the lost into a relationship with Jesus Christ through EVANGELISM. The word of God leaves no doubt on the importances of evangelism as referenced in a few scriptures below

1. **Equipping Your Church-The role of the shepherd is to** *Equip the saints for the work of the ministry.* **(The shepherd is to LEAD and FEED and the sheep are to SWALLOW and FOLLOW)**

***Facts***

* **The church must be Evangelistic.**
* Your church can grow spiritually and numerically.
* The day of Pentecost there was no choir, no deacons, no trustees, no musicians
* The average size of an Anglo church is \_\_\_\_\_\_\_\_\_\_\_\_.
* The average size of an African American church is \_\_\_\_\_\_\_\_\_\_.
* Attraction rather that Promotion. The church must accept people where they are. The church must be exciting and friendly. (Greeters)
1. **Engaging Your Church (Get the people involved)**

**The Last Eight Words of a Dying Church that Fail to Do Evangelism**

**“We Have Never Done It That Way Before”**

* We don’t them kind of people in our church (Gangs, Alcoholics, Drugs Dealers, etc.)
* People resist change
* Alarming statistics because of neglect of evangelism
	+ Christian movement is on the down trend in the U.S.
	+ Churches are closing daily (40%)
	+ Non-Christian denominations are expanding(example-Islam)
1. **Holistic Ministry-Minister to the Total Man**
* Holistic means taking into consideration the whole body or person, considering the mind, body and spirit.
* Man is made of three components-Body, Spirit and Soul.
* Being Holistic move to the next level by offering ministries not auxiliaries (Example: recovery ministry, food pantry, clothing ministry, intercessory prayer team fitness ministry, etc.).
* People go where their needs are met.

**The Holistic Ministry of Jesus**

1. Jesus feeds 5000 men plus women and children with two fish and five loaves (St. John 6:1-14) Power and authority over hunger.
2. Jesus heals Jairus Daughter (Mark 5:35-43) Natural Healing-sickness and death
3. Heals the demon possessed man (Mark 5:1-20) (3000-600 demons) Jesus has power and authority over demons
4. Jesus Heals the Woman with issue of blood (Mark 5, 21-34)-Physical Healing
5. **The Purpose of Evangelism (Matthew 28:19)**
* Go into the world and preach the power of the Cross to win the lost. We are COMMISSIONED to evangelize the unbelievers.
* The role of the Pastor is to feed and lead/the role of sheep is to follows and swallow.
* As you go, MAKE DISCIPLES-followers of Christ (not church members).
1. **The Importance of Evangelism (Matthew 4:17*)***
* Jesus preached and said Repent (To turn away from sin-be godly sorry): for the kingdom of heaven is at hand.
* Build the kingdom of God.
* You are not a member of the church. You are a disciple of the kingdom.
* Jesus mentions the word church only a few times and he mentions the word kingdom 119 times
1. **The Method of Evangelism (Acts 2:37-47)**
* Develop a strategic evangelism team (people who LOVE GOD)
* Effective appeal/invitation/call to discipleship (effective alter workers) Christ, Church, Change
* Support global and local mission projects (food, clothing, medicine, etc.)
* Street Ministry (Out of the seats and into the streets, they will not come they must be sought)
* Become a soul winning body of believers. (The church has to be excited about winning souls to Christ.)
1. **Five Priorities of Evangelism in Your Church**
* **Discipleship**-Spend time developing new believers (mission statement, new members class, sharing your vision, spiritual gift assessment)
* **Fellowship** (Koinonia is a Greek word that occurs 20 times in the Bible. Koinonia’s primary meaning is “fellowship -Hanging out with other believers (deacon care ministry, family night, movie night, marriage counseling, couple ministry, single ministry, children’s, youth, college and career ministry)
* **Stewardship** (Accountability of leaders, including you as a pastor, having integrity, good stewards of resources
* **Worship**-Praising God without fear, not out of traditions, lively worship, good worship atmosphere
* **Relationships**-Getting along with church people, members and the body.

 **IV. Effective Steps to Evangelism**

 **(How to Lead a Person to Christ)**

* Identify
* Intercede
* Invest
* Invite

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