

THE FORMATION AND FUNCTION OF THE CHURCH

Taught by Thomas Hansz

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Father we thank you for this wonderful opportunity of coming together this morning. We know you are here in the midst of us and your spirit is present. We thank you for the opportunity we have to hear your Word and to learn of your way, and to make your ways our ways. We ask you to be with Fred and Fran, for a speedy recovery for Fred and for your grace upon Fran, for Terry, that he has someone that can take care of him now that he's lost his wife, and for this gentleman that Rich has mentioned. We pray your guiding hand be upon them, your grace be among them, and that your will be done in their lives. Be with Bruce while he's away from us. Guard him, guide him, and bring him back to us safely. We thank you for this privilege we have of coming together. We commit this time to you in the name of our Lord and Savior, Jesus Christ, the King of kings, the Lord of lords, who's coming again someday. Thank you. Amen.

We know that where two or three are gathered together someone's going to lead. That's kind of a basic nature, I think, of whenever we have a group, someone is either asked to or decides to lead. That's just human nature. So we become organized, which means then as soon as we come organized, we need to start delegating because that's the whole idea of people coming together to do things under the leadership of a person.

Today we want to talk about how do we train people to lead. If you look at what we've been looking at so far, the qualities...we're going get to this a little later on this morning...but we have this list of qualities of a leader from the world's standpoint, so what I thought I'd do also make a list of qualities of a leader from a spiritual standpoint. But there are some things I want to get to before we go down this list and look at that.

How do we develop people to lead? A natural leader is recognized by what he accomplishes or what they achieve or what they attain. What are they doing? If you look at the list that Bruce gave us in lesson 10, it's all these things that are active qualities, things that he's doing. But we don't see that in the list that we find of the qualities that are listed in Timothy and Titus. Those are things that are qualities of being, not of doing.

That's what we're going to look at today. How do we train people to be rather than to do? When you get back to the idea of leadership, what the world has been able to do, is to take the idea of leading people, to having power over them, controlling them. Bruce uses the example of two kids on a playground. One hits the other with a shovel or something in the sandlot. He's leading because he makes the other kid go away. That's the obscene way of using power. But yet, in the world, that's what so more are about.

I remember as a young man, I had started a business and was introduced to a very prominent businessman in Chicago who had started back in the prohibition days and was well known. It was a real privilege to meet him. When he knew I was starting a business, he just looked at me and he says, "Young man, remember two things. Power and money, and in that order," and that was it. That's the world. Power and money.

When we look at how we lead in the church, there's power, but not as the world sees it. That's what we'll look at today, too, using God's power. The spiritual leader does what God is accomplishing. He's not doing his thing or her thing, they're doing what God directs them do, which is a whole different thing, under his power, because without God, I can do nothing. We know that.

Worldly power is me working out who I think I ought to be. Spiritual power is recognizing God and who

he is. That's why I think one of the marvelous things about this class that we've been having for how many years, Dick?

Dick: [UNCLEAR]

We've learned, at least in the past four years, how much we know about God that we really didn't know before. Getting to know him, and getting closer to him, has just been a phenomenal thing that starts to build up to us the qualities that we all can lead.

Those 28 qualities that he's listed in lesson 10, talk about how we are to be and not what we are to do. To get to that point, I think there are three simple steps. I love the principles of God. They all seem very simple until you try to do them, and it involves so much. Like love your neighbor. It's not hard to comprehend. Try it sometime with all of your neighbors.

We want to look at how we study the Word, which is what we have here, how we use effectual prayer, and then what I've called mutual accountability, or mentoring. I think when you look at the leadership roles in the church, they really take three levels. There's the deacon, which is the servant, the assistant. There's the bishop, which is the overseer, the Presbyter or the deacon, bishop, same thing—they all simultaneously use the same name. But then there's also the word disciple. I think that's where we need to start. You can't lead unless you're a disciple of Christ. That's the first thing.

The definition of a disciple is one who listens. I think, wow, that's one of the hardest things to do. How many times do you get involved in the conversation either in church or at work or wherever you are and you're talking to somebody and they just don't want to listen. Or sometimes you're thinking, "While they're talking, I'm going to think of what I want to say next," and you're not listening.

I happen to be an architect, and I was fortunate enough to get to this largest, most successful architectural firm in the United States down in Houston, Texas. The whole firm was built on their ability to listen and to feed back to the client what they heard. That put them through international prominence. It was amazing. Very simple. Record what you heard, show it back to them, test it, then communicate it. Active listening. Again, something that's very simple, but how often do we do it? Because we're thinking about self. It's just the sin that is with us kind of has this control that we so often give into. That's why I think we start to be a disciple, someone who learns, then we can take that someone and grow them in the church to oversee others.

One of the things I put down on your outline is a quote from one of the most, I think, respected Christian businessmen is Maximum Depree, son of the Founder of Herman Miller Company, the big furniture company in Zeeland, Michigan. Max has written several books, the first of which was called Leadership Is An Art. He wrote it for the business world. He wasn't addressing it to the Christian church, although he is a very good Christian. It's all the principles that Jesus and Paul have put down in Scripture, put in every day terms because it does the whole thing which [UNCLEAR] the diagram does on your handout. It takes the organization chart saying the CEO is the top and he leads and everybody follows to turn it upside down. That's why red dots are the people that lead, and here under the spiritual organization, the leader is the bottom. He's the servant of all.

He talks about how the leader then owes things to his followers, to his organization. It's a whole different mindset than what we've been accustomed to in the world. I love what he says, "The first responsibility of a leader is to define reality. The last is to say thank you. In between the two, the leader must become a servant and a debtor." Well you can work on that for a long time.

What do you think about the idea of the job of a leader is to define reality? What I think makes the most

interesting part of that is spiritual reality is so different from what we see and hear, read, touch, and it takes a while to get tuned into understanding what the spirit is doing, where the church is going.

Audience Member: *I think often times we, we probably all made a comment [UNCLEAR] somebody else saying, "You're not dealing with reality."*

Yeah.

Audience Member: *[UNCLEAR] we talk about other people that way. [UNCLEAR] they're not dealing with reality, but often times we're the ones not dealing with reality, we're not dealing with truth. We're dealing with a fantasy world that we live and we're not dealing with truth, so when you're talking about spiritual leadership bringing us back to reality, bringing us back to truth.*

Because when you think of it, God is reality, and all that he is doing is real, so much of what we see is minutia, in terms of that, and its things that are contrary to his will. But also spiritual reality can be very opposite of what we actually see in circumstances. So often, we judge what we're going to do by circumstances, not by what we know God wants us to do. We'll talk about that a little later on this morning.

Any thoughts that you have as we go along, bring them up. I thought we would get into this, that I'll be honest with you, there are a lot of books that are on leadership, and there are good programs that you can get trained in leadership and so forth. I still think the best way is for mature Christians to teach immature Christians and show them the way. We'll look at this list of the natural leader and then look at what those Scriptures say about that.

On Bruce's list, the natural leader, the first thing of his characteristic is he's a visionary. My wife said here is, "Well, I think the natural or the spiritual leader is given God's vision." It's not always a dramatic vision like the prophets would get, or like what Peter got up on the roof and he sees this big cloth coming down with all the different animals in it. But we have so much of God's vision right in the Word. What else do we need? Sometimes we wait for things and we just won't look into his Word and apply his Word enough. I think the main vision of God of what we're supposed to do as a church is summed up in Matthew 16:18 where Christ says, "And I tell you, you are Peter, and upon this rock I'll build my church, and the gates of hell will not prevail upon it." Our mission, our vision, is to be used by Christ to build the church. Can you think of anything else? Have I forgotten something?

I remember once, as a young architect, I was asked to compete and I won this competition to design what they wanted to have is the biggest church of this denomination in Detroit, Michigan. That was their goal, to be the biggest of their denomination. They did everything they could to scuttle that, because that's not the mission of God, to be big; it's to bring to Christ those that he has chosen. He's not doing with numbers, he's doing with people. So our vision gets to be very simple. How do we build the church? We bring that down to working in a church, how do we build up that group of people? Any thoughts?

Dick: *[UNCLEAR] a negative sense of a visionary in the secular world, but there are visionaries in the spiritual world [UNCLEAR] concerning God's will and his guidance and they're sharing that, so they become a visionary in the spiritual sense, but it's a visionary through God's guidance and leading.*

Yes.

Dick: *I mean, a lot of times, just saying visionary has a negative connotation to it. It doesn't if it's discerning God's will and doing it God's way.*

Yeah, that's a good point. I didn't mean to say...I think sometimes we talk about we need to have this vision or we see certain groups talk about how they get this word of prophecy and these visions and so forth and you wonder, "Huh? Is that in parallel with what the Word teaches?" You're right. That's a good point.

Ted: You know, Tom, I would say that's a challenge [UNCLEAR] a vision because we're never absolutely certain that vision is from God.

Yeah. And how do we know it's certain.

Ted: And there are often people in the church who will try to interpret that as from God or not from God, not based on mature understanding of God's Word, but an immature understanding, a lot of barnacles and encrustations of worldly understanding of things.

And the way people feel.

Ted: That's right. I remember I did a campaign once at church down in Florida, and the pastor got up in front of the church and he says, "God needs another building." {LAUGHTER} I was stunned [UNCLEAR]. Of course, [UNCLEAR] was being paid to be stunned.

I think what you said, Ted, and what Dick has said, goes into God's action plan. The worldly leader has a plan of action, but the spiritual leader listens to God, applies Scripture, submits the plan, or the question, to the Lord in prayer while he considers circumstances. He's not bound them because he's listening to God and he seeks confirmation. He's not a lone ranger out there doing his thing or her thing. He's doing what his group of elders will confirm, or others the church, that have the gift, will confirm.

The natural leader has courage based on guts. A guy would go out there, he will take a chance. He'll risk it. Part of his vision, going after that. But the spiritual leader has courage based on faith. That's where I think Isaiah tells us, "For my thoughts are not your thoughts, and my ways are not your ways, so as high as the heaven are from above the earth, so are my thoughts above yours," and you think with all this knowledge we're getting recently from the Hubble telescope and everything, we can see how vast the universe is and we haven't even scratched the surface. That's how above God is from us. We are so small, and yet he's using us to accomplish his will.

A natural leader is energetic. I think the natural leader, while they can be very pressed upon and gets tired, but he gets his strength is a renewal from the Lord, "But they who will wait on the Lord shall renew their strength. They shall mount up with wings like eagles. They shall run and not be weary. They shall walk and not faint." Again, it's dependency on the Lord, not on what you can do yourself.

The natural leader is objective oriented. I think the spiritual leader is people oriented. Paul says in 1 Corinthians, "Let no one seek after his own good, but for the good of others." That's what we're here for. Not for ourselves. Again, it goes back to our upside down org chart. We're there to serve. That is the whole purpose. We are people oriented, looking out for their better interest, looking how to help them to exercise their gifts in the church and how to grow and mature. It's not a quest for numbers—how big can we grow the church. But I still looking for an organization that says, "Yeah, we're interested in how mature our members can be." That doesn't sell very well out in the marketplace. I think that's what God wants us to do—grow to maturity.

The natural leader is paternalistic, but on his terms. One of the terms I got from Max Deprey is that no, the spiritual leader is a coach. As far back as the early 80's, Herman Miller did not have department

heads anymore. They had coaches. “I’m the coach of commercial seating,” or “I’m the coach of conference tables.” Their staffs, they would coach. Again, just upside organization because it’s how you can get the best out of your people. Even Paul says that a little bit in Ephesians 4:11-14, “And he gave the apostles, the prophets and evangelists, the shepherds and teachers to equip the saints for the work of the ministry, for building up the body of Christ until we all attain to the unity of faith and of the knowledge of the Son God, to mature manhood, to the mature of the stature of the fullness of Christ so that we may no longer be children tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness and deceitful schemes.”

As a coach, we’re on a very aggressive playing field because we have this other team that’s trying to defeat us with deceitful schemes, with heresies, with craftiness, with cunning. The coach is there to not only instruct, but to encourage. Do we really see that as we lead? I think, from our standpoint, is one, to take these leadership characteristics into the church, how about we take it into or business? I think that’s where our mission begins is where we work to change how the leadership role is defined. Any thoughts?

***Ted:** I’m just thinking about the difference between a coach and a player. I think a coach is a player, but he doesn’t get on the field.*

A player who doesn’t get...

***Ted:** A coach is a player who doesn’t get on the field. A coach is an experienced and knowledgeable player [UNCLEAR]... That was pretty profound, wasn’t it? {LAUGHTER}*

I’m trying to work on that.

***Ted:** Dead silence here. I’m trying to think of the different...I think, really, a great coach is a great player, but...*

Or knows how to be.

***Audience Member:** Not always, Ted. Not always.*

***Ted:** Which direction? [UNCLEAR]...*

***Audience Member:** No, because take a guy like Ted Williams. He had greater skills than anybody else, but he had no patience for the young kid who was 20. He was 45, he hit a baseball better than the 20-year old kid.*

***Ted:** I guess I wasn’t thinking of baseball. {LAUGHTER}*

***Audience Member:** It’s the same way.*

***Audience Member:** I’m not sure that a great coach has to be a great player. I think he has to have feelings, to be able to have leadership skills, provide direction, provide planning. That doesn’t mean he needs to be the strongest or the fastest, but he needs to be able to communicate to his players and bring them together as a team, functioning as a team. I think that the coach is much deeper than just forming the physical skills.*

I think that’s a good point. The player focuses on his function. How am I to do my thing? But the coach is looking at how I can assist him in getting to be his best.

Audience Member: *And then say, if you use football, for example, I've got 11 players. Each one of them has a different function, different skills. How do I get that team cohesive...*

There you go.

Audience Member: *...understanding the linkage between them. If we were to think of that with Christ and his disciples, and how do you use those skills and talents of those he brought together, I think that would be an excellent example of a coach.*

I think that would be a pastor in a church, too, looking at how do I get the gifts of my members to work together.

Audience Member: *You mentioned reality. That's what you're really doing as a coach. You're taking the best that you have and putting it together because nobody's able to do everything.*

Audience Member: *[UNCLEAR] I see a coach as a player, the coach was a player, [UNCLEAR]...so now you're a coach. You've got to look back when you were a player to get the heart to know what's going on [UNCLEAR]. What's reality...where's the reality [UNCLEAR]. Reality is one thing, with one purpose, one cause, and that's it. When the coach recognizes that he was a player, then he can get in touch with what's going on instead of leading. Lead all you want and tell everybody your reality and they're going to get it, sure. I mean how many times [UNCLEAR] beat people over the head. Why don't you show, display what you're supposed be showing to these players [UNCLEAR]...as a player where you were, and then maybe you can reach [UNCLEAR].*

Audience Member: *I'm fascinating by this concept [UNCLEAR] a little bit off of the sports analogy. To me, the consequences of losing a game are nothing compared to the consequences of failure of leadership in business. My bent...*

Audience Member: *Can you say that again?*

Audience Member: *The consequences of failing in a game are miniscule compared to the consequences of failing as a CEO in business. One of the failures that I look at, that sticks in my head, just because of my experience, is Wall Street. I was around a lot of this in 2008, and so was Bruce. I would love to hear his take on this. Sometimes I ask him these questions. But to me, if I'm looking at that upside down org chart and I'm thinking about this from the standpoint of what would a person who is a CEO of one of those businesses looking into these [UNCLEAR], having someone in their office say, "Look, we're going to set up these systems that are going to trade these things," they don't actually know if the other side is going to have the money to do it, but they're just going to keep passing them off in the short term, we're going to make a bunch of money. What's interesting to me is to impose this framework of decision making on that methodology of thinking and I wonder what would have happened if you would have had somebody who thought of themselves as a servant of the people that they were talking to, would he have been a subservient individual? I don't think so. Would he have been someone who thought, "Look, if I'm a real servant of this person, in five years, they're all going to be out of a job," because this is going to implode. When you have that vision, [UNCLEAR] come to his mind, I'm so amazed by the lack of leadership that we've seen, especially in that area of business and how, in a lot of ways, you almost did something worse than killing somebody in what they did to some people, by making retirements disappear, by taking their money and, I'm just fascinated by this whole concept. I don't know if there's any thoughts that you might have on that. What you just said, imposing that on that kind of situation or analysis, I'm just fascinated by it.*

Audience Member: *I think, if we led in business in the world as we should lead in our families, you*

know, as a head of your household, you take huge responsibility. Your responsibility to your wife and your children. But to be a perfect husband or the best husband that Christ calls you to be is die as if Christ died on the cross. So if we would lay our own personal feelings on issues down and serve as Christ did, then people would follow and do that. If you looked at the people that you were leading in that regard that if they were your wife or your children, you took that responsibility that way, then those decisions, I think, would be easier to make, in whatever you're doing. If you know that people could be harmed from it, and they were close, personal friends, then you wouldn't allow that situation to go on. But in the business world, I think a lot of times, we lose focus on that, and it's about money and not about how it affects so many people in that chain reaction of what has gone on. If we were the leaders that we should be, I think we should lead as if we were leading our family. The first thing you're supposed to do is die as you die to Christ. You have to be humble and completely contrite to do that. There are not many people who are like that. That's why we're never going to be perfect and we're going to become more like Christ. I just think, in general, as leaders, that's where we fail. We're not doing what we should be doing at home. We treat it like it's a different situation. It's the world. If we lived our lives that way, that's what Christ [UNCLEAR].

Audience Member: *Keeping in mind what he just said, and what this gentleman was saying about the CEO leadership, I think the reality is to act as a leader like Christ probably would have meant that person, that leader, that would have spoken up about the things going on on Wall Street would have lost his job. But it would have been the right thing to do. I think the CEO of American Airlines had stepped down was a good example. He saw, we had a lot of money in the bank, we didn't need to go into the Chapter 11, and he, out of integrity, said, "No. I'm not doing this even when the board said we're going to do it anyway." He stepped down and he didn't even take a parachute with him. He just left. I think those are examples of leadership that do follow Christ, what you're talking about, correction, that we need to see more of, and I think he would have lost his job if he would have done that on Wall Street.*

Audience Member: *Another great point is that though, and it goes back to your entire, and Bruce's entire concept is what is the, what is the popular interpretation of what that man is right now. He's a failure. He's been tried and he won't get hired again. He didn't make the right business decision. But in another framework, he's successful, which then goes back to another comment Bruce made a long time ago about success and excellence. [UNCLEAR]...*

It is. And it think power aspect comes into play because a guy can do things like what you're saying because he has the power to do it. If he gets tossed out, he still can be influential as long as he can [UNCLEAR] power in the eyes of some people, and we've seen that, and go on to be more corrupt in other things.

Audience Member: *As Christian men, should we not be the same in every realm that we walk into? In other words, if we're in business, if we're dealing with our families, if we're dealing with our church, as part of the church, we shouldn't flip-flop back and forth to the world's way and to the Christian way and to the world's way, and we shouldn't be flip-flopping back and forth. As Christian leadership, talking about leadership here, shouldn't we be stable in the way we live our lives because we are Christians and we're following Jesus Christ?*

So why aren't we stable? Why do we fluctuate?

Audience Member: *The world cries out for, right now, I mean, I've heard in past years, how many times I've heard somebody say, "There's no leadership anymore in this country," because every man's for himself. Every man's self-centered. As Christians, shouldn't, we're other centered is what this is talking about, and we should be focusing on others, not just what's going to benefit me.*

For those of us that kind of fluctuate, we have one way of acting on Sunday and one way of acting in our home and another of acting in our business, maybe even another way of acting on the golf course. We're just immature. We haven't grown in faith as being consistent as Christ would want us to be.

Bill: *Let's get back to the church because that's [UNCLEAR] first has to begin with the house of God. We can't change the world and we can't change the church. There's a big problem I see...before the Reformation, the ministry of the church was in the priests. The priests conducted the ministry. The Reformation [UNCLEAR]...most people misunderstand what that means. Every member of the church has a part in the ministry of the church. [UNCLEAR]...paid professionals are the ministry of the church. We need help with [UNCLEAR], what's the first thing we do? We hire a professional. We pay [UNCLEAR]...then we sit back in the pews and pay our dues [UNCLEAR] the professionals. That's the reality of the church today. [UNCLEAR]...back to the Reformation principle? Frankly, I don't know. But until you do that, there's no use talking about [UNCLEAR] or anything like that because it's not going to happen. [UNCLEAR]...*

Do we reorganize the church or do we mature ourselves?

Audience Member: *Both.*

I think as we mature, then we can reorganize. But I think part of the problem is, as Bruce has mentioned many times, we've taken preaching of the Word out of the service. It's not part of worship. It's all these great songs being sung and great bands and so forth, and its performance oriented rather than Word oriented.

Audience Member: *We're agents of saving grace to reach individuals for Christ. We're agents of common grace to restore God's creation. So when we get back to this subject of Wall Street, what we have is a culture given over to power and money, as you started out, and it's a culture that is given over to [UNCLEAR], the ethics, obviously is a big key part of this. But the departure and dismissal of absolute moral values gets us back to this point of reality. Reality is the truth of how God perceives it, and this reality us the part of, and in that kind of a culture, I don't see that this model can work apart from our expression and restoring through the efforts of the church in reaching into the community. You know, these leaders today live by polls. We have the capacity as a church to influence public opinion, and I believe that's where the movement of the church needs to be in a grassroots movement to answer what everyone knows with catastrophic failure of moral values in performance, in government, Wall Street, in individual judgments. The church can step forward with the answers because obviously no one else has them. It's a moral departure.*

Good point.

Audience Member: *I want to get back to the coach thing because I think it's important. I like quoting people because I've had mentors that have built me, that have this vision. Landry, they asked Landry what his job was as a coach, and he said, "My job is to get grown men to do the things they don't want to do so they can achieve the things that they always wanted to achieve." The church is a lot like that. We want to be good Christians. Okay. We want to walk with the Lord. Jesus said, "Outside of me, you can do nothing." So we have to be followers, and Bruce teaches this, so all the time I've been coming here, I hear one common thing, that we have to rest in Him. So how do I convey that to men, to recognize that they don't have certain things? How do I convey that to somebody, and how do I get them to do those things that, let's admit it, we don't want to evangelize, we don't invite our neighbor in and talk about Jesus. We are the church. The church starts in my community. That's where it starts. If we're not successful with these small groups, the church will never be successful. You have to be the, you have to be a follower of Christ believer you'll ever lead. You have to be a follower.*

That's right. Start out as a disciple.

Audience Member: *And it has to be in my little community. Are our doors open to our neighbors? Jesus came to serve not to be served.*

And he showed us that on the evening of the Last Supper, where he washes the disciples' feet, and he says, "Now, I am your servant. Do as I do." That's the example. He's looking out for the betterment of others by placing himself under them. I think that brings it back to what I want to get at, is the role of a mentor as a leader in the church to help the younger disciples to grow in maturity, so then they can take on someone to mentor. It's like what Paul did to Timothy, then he tells Timothy, "Do as I've done to you." Grow. Because that's where it is. It's not a leadership program. It's time spent with mature—in our case men—that can demonstrate how to perform the role that God has asked you to perform, how to do all these things that we have listed on the 28 characteristics, but to see it.

I remember when I was joining this one organization called Christian businessmen. It used to be a really phenomenal evangelical outreach organization. The man who eventually became president of it spent quite a bit of time with me showing me how to do office calls and to talk to someone in a business surrounding about Christ and to open an opportunity for him to receive the Word. I was amazed. Every time we got in a cab, he would spend maybe three, four questions to get that cabbie talking about God in his life. He just had this knack of being able to...and he just had me sit with him and would show me how he would do this.

We don't grow unless we have someone to imitate, and we don't have Christ that we can visibly see, we have his Word and his spirit, but we also have that embodied in men who can go and show their talents that we might learn from them. Paul says, "Be an imitator of me, as I am an imitator of Christ." We need to find, to train men; we need to spend time with them. How many of these kinds of programs do you see in churches? No. You might have a, "We're going to have leadership training, and we have this book, and we're going to go through it in 12 easy steps, and then you'll all be qualified people to lead." That's not the way it works. There are good ideas in that, and I'm not trying to downplay them, but the real key to growing into a role of leadership is to be mentored, to see how Christ works in more mature men who do lead.

The true leader, even though in the world, they value self, a spiritual leader values other people and what they have. That's why I get to back to gifts in the church. We use so little of the gifts that God has provided for each of the members. In a big church, you'll find...they always talk about the 80/20 principle. You've got 80% of the people that just attend; they're not doing, they're not functioning.

The natural leader tolerates underachievers, but the spiritual leader builds up others. I think the other thing, too, is important, is one of the things we do in the role of leadership, and it's kind of a caution, is we need to avoid what we call "presumptive" faith. I'll give you an example with King Saul. If you'll go to 1 Samuel 15, Samuel approaches King Saul after they have this battle, and the Lord told Saul, "Kill everybody. Don't leave anything living. Kill every man, woman, child, animal, flock, whatever. Destroy the whole community," and he doesn't. He takes the best of what was there and keeps it for himself, but kills let's say 95%, thinking, "That's okay. I can presume that I'm worth keeping the good stuff for myself." And Samuel says, "Has the Lord a great delight and burnt offerings and sacrifices as obeying the Lord? Behold, to obey is better than sacrifice, and to listen than the fat of rams, for rebellion is as the sin of divination and presumption is as iniquity and idolatry. Because you have rejected the Word of the Lord, he has also rejected you from being king" He presumed that he knew better than God.

Moses did the same thing. Remember they're out in the desert. They don't have any water. God say,

“Okay Moses. You go over and talk to this rock and tell it to give water.” So what does Moses do? Yep, gets the staff, goes over and he hits the rock with the staff. Oddly enough, water does come out, but the Lord scolds him and says, “Wait a minute. I told you to speak to the rock. You hit the rock. You’re not going to go into the Promise Land because you presumed to know more than what I tell you. It was you thinking you were doing my will, but doing it in your own way.” I think as a leader we have that to guard against as we deal with members.

***Audience Member:** I think that analogy, or that story, is analogous to us in the business world thinking that we can always apply Christian principles as a means to succeed, like we know better than God would. I think the rough edge for me is in the business world, you’ve got to make a sale, you’ve got to show a profit, and sometimes people get let go in the process and organizations get rearranged and lives are changed, and so, but we think we can apply these principles in the business world and it’ll work. The real challenge is, like in your diagram, the person that’s leading has to serve, but what’s he ultimately serving? If the company doesn’t make money...that’s where [UNCLEAR] attention is that what are we really trying to achieve in a business...and I know there are principles that can still be applied, it’s just that it’s hard for me to always translate what am I doing in the work world and how do I honor God and still make a buck, without too, you know, it’s funny, and say, “Well why are you doing this?” “Well, the guy’s paying me to do it.” “I thought you didn’t like that guy?” “Well, yeah, but then someone else hired me to work with him, so I’m going to work for him.” “But you don’t like him, though. You don’t like his principles.” “Yeah, but I’m making a living. It’s a business.”*

That’s why I think it’s very tough to be a Christian leader in a business because you have to make money, you have to turn a profit or the company goes out of business. But at the same time, you don’t make a profit at all expenses. You do it according to what God has told you to do as a leader and how to serve, but I think we get confused about success in our Christian walk. I like what...Mother Theresa responded to a CNN interviewer a number of years ago. This lady interviewer says, “Did you ever think you would be so successful?” She says, “God never called me to be successful. God called me to be faithful.” That’s reality. That’s where maybe circumstances are one thing, but she knew she had to do what God told her to do, how to be a Christian and be faithful to the Word, and God did everything else. It wasn’t her. But we get that turned around.

***Audience Member:** Earlier you had mentioned the [UNCLEAR] quote. I’d like to just back up one sentence, it said, “Simon Peter answered, ‘You are the Christ, the Son of the Living God,’ and Jesus replied, ‘Blessed are you Simon for this was not revealed to you by man, but by the Father in heaven.’” Recognizing that, I am just overwhelmed with gratitude that this God did this, that he revealed this to me. And then we get back to men and leaders. I’ve met a lot of leaders that shouldn’t be leaders. In college, we called it the Peter Principle, when people get elevated about above where their gifts are. Bruce had talked about this a few times, and I think this is a great piece of advice, that every man should have somebody to hold him accountable, spiritually accountable. Not to just talk about the good things, but to talk about the rubbish in their life, somebody that they can hold accountable. I can tell you I’ve blessed to be on both sides of that. It’s a blessing to be able to share that with somebody and it’s a blessing to have somebody bring that to you. I think that’s so important because as men, we are...as we’re growing up, we’re always told to stand on our own feet. It’s really against our nature to rely on another man let alone God, and we’re so dependent on our ourselves, our selfish nature. What an awesome gift.*

Because the sin in each one of us is going to take us astray it times or keep our focus off, and that’s, I think, a very important part of being a mentor is having this relationship of accountability, that you need to be accountable to somebody, and that person needs to be accountable as well. Somehow, as we grow in Christ, and we’ve learned a lot in this class...Bruce has just been phenomenal in opening up the Word to us, that we know more about God. But how do we take that knowledge and apply it then to growth

from a maturity standpoint and to spread into our churches? I think that's something.

There is a list I put up here. It wasn't part of the handout. There are several books that I think are helpful. If you want to learn more about spiritual leadership, I would advise you to get that book by Max DePree, *Leadership Is An Art*. It's a real easy read, but think this is right out of the Word. And then Ken Blanchard has done a pretty good job with picking up on that in *Servant Leader*. One of the classics of all times is J. Oswald Sanders' *Spiritual Leadership*. I think it's in about its 20th printing. It sets down a lot of good principles that are important.

Then the list I have are ten characteristics of a spiritual leader, taken out of the book by Robert Greenleaf, who is pretty much one of the most foremost imitated and built upon spiritual leaders. His book on spiritual leadership has become a classic. You'll see a lot of organizations—we have a couple here in Pittsburgh—pretty much based upon his stuff. These are good books. That's why I put them on the bottom of the handout.

You should look at those books. Read them. Hopefully grow by them. And then say where do we go? How does this group of, depending on the day, 30-70 men, that how do we lead? How do we transform ourselves from being attenders of a class to leaders in our church?

Any last comments?

***Audience Member:** I was thinking about Sig had mentioned [UNCLEAR] workplace. The word righteousness comes to my mind. No matter what we're doing, we need to live a righteous life. The other thing I wanted to say was being a CEO in company or if you're leading a lot of people in business, Scripture says in Romans 8:7, "The sinful mind is hostile to God. It does not submit to God's law, nor can it do so. Those controlled by the sinful nature cannot please God." I think just even in that, we know, are you talking about a believer or a non-believer? So this person who is a non-believer is going to be hostile to God, so I think having that mindset in the business world, and, for me, just thinking about what [UNCLEAR] to be obedient to God, so I think we have to look at ourselves and our, no matter where we are, we're being obedient to God. [UNCLEAR] obey him in everything that we think, say and do.*

And God showing us where we are off base, where we err, where we sin.

***Audience Member:** [UNCLEAR] listen to everything [UNCLEAR] not to try sum up in one word, but I think just as Christians, we're, especially Christian men, we confused with being a mature Christian that being a nice guy, but being passive. [UNCLEAR] the nice guy thing. We're just passive. We just have to, myself included, we just have to have the stones to go out and really do what we think we should do. I mean, God didn't create us to be passive. I think that's where we've been. We've allowed society to allow us to back up into a corner and be passive, and so now, we're in the middle of [UNCLEAR] and it's hard to get out, instead of staying the line from day one till now. So it's like now we're in the middle, so now we have to not be afraid to get muddy, not be afraid to get dirty, not be afraid to make mistakes, because I think you will have to say, "Gee, why would I want to be just this passive guy just doing his own little thing and not stepping up, not being bold, not being a warrior, not being that man that God has called us to be?"*

I think not being afraid to serve. With that, let's close. We thank you, Father, that we have the role of Christ as he served here on earth, and as your Spirit serves us in leading us and guiding us into maturity. We thank you for the role of Paul and how he served the churches. We ask you, Lord, to build us up in faith, strengthen us that we have the courage to act on the faith of doing your work in the world and that we're not worried about ourselves, but we take on the concern of others so that you will be glorified,

your church will be built up and increased in faith, and that we are used as you would want us to be used. I thank you for this day. Help us in our driving to be safe. We again ask you to be with Bruce and we look forward to his return next week. Thank you in the name of Jesus Christ. Amen.