LEADING LIKE JESUS

[2] and what you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also.

2 TIMOTHY 2:2 ESV

AN INTRODUCTION TO LEADING LIKE JESUS

MentorLink exists to develop leaders who lead like Jesus. Mentoring is an important instrument God uses in developing Christlike leaders and can take place in one-to-one or peer group relationships. To accelerate mentoring in the worldwide body of Christ, MentorLink has developed mentor training seminars and other resources that assist pastors and ministry leaders grow in their heart, character, values, and motives of living and leading like Jesus.

Leading Like Jesus is the combination of three proven resources developed and refined for international use. These three resources are:

The Transformational Values: These five value shifts are the basis for transformation from leading in the flesh and following the patterns of the culture to leading in the Spirit and following the ways of Jesus. They focus on changing leaders from the inside-out.

The Leader's Covenant: Developed by MentorLink for the Lausanne Movement's Cape Town 2010 Congress, this tool provides a simple, yet profound description of true spiritual leadership in ten aspirational statements with Scripture passages.

The Leader's Covenant Discussion Guide: MentorLink's Philippine National Director, Herman Moldez, used the Leader's Covenant as a foundation and developed a discussion guide to help pastors and ministry leaders internalize the ways of Jesus in their own lives and leadership.

Pastor Doug Schmidt of Troy, Michigan, envisioned putting these three resources together to be used in small, peer-mentoring, discussion groups for pastors and other ministry leaders. He has mobilized groups that enthusiastically use these tools to help them in their walk with Jesus and their Kingdom ministry engagement. We are grateful that he took the idea several steps further by formatting and publishing this tool in booklet form and making it available to the Body of Christ without charge.

May ***Leading Like Jesus*** help you grow in the likeness of Jesus in the way you live and how you serve Him, His people, and His Kingdom.

Dr. Stacy Rinehart
Founder

All of the tools mentioned above and other resources are available in multiple languages to print and use without charge at www.mentorlink.org/resources

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THE TRANSFORMATIONAL VALUES OF LEADING LIKE JESUS

JESUS' WAYS ARE TO BE OUR WAYS

Leadership in first century Palestine took its cues from the power-backed Roman culture. Jesus' standards for leadership set Him at odds with the values and practices of His day. And so it is today. Existing Christian leaders often follow leadership models that are most dominant in their cultures—models that reflect the world's values of personal power and elite position: The business CEO of the U.S., the dictator of South America, the centralized power boss of the former Soviet Union countries, the distant strong man of Asia, the guru of India, or the tribal chief of Africa. Jesus says, "It's not going to be that way with you..." MentorLink focuses on changing leaders from the inside out and on the leader's character and heart. Our goal is to develop leaders to lead like Jesus.

TURNING FROM		MOVING TO
BUILDING PERSONAL SUCCESS Believing and acting as if God is primarily at work in the world through me, my ministry, or my organization; believing and acting independently of other Christians as if they are "less important."	▶	**BUILDING GOD'S KINGDOM** Having a personal and holistic understanding of the kingdom of God and a perspective that seeks the glory of Christ and the promotion of His Kingdom worldwide.
ENVIRONMENTS OF CONTROL Living and leading in a performance-based or controlling environment which may produce competitiveness, critical attitudes, self-righteous pride and/or burnout.	▶	**ENVIRONMENTS OF GRACE** Leadership based on the finished work of Christ; living and leading in humility, openness, and love; treating others with acceptance, forgiveness, honesty, and loving accountability.
POWER-BASED LEADERSHIP Leading primarily through position, power, and political influence; often relying on manipulation or organizational authority. A lack of trust, affecting my ability to empower others.	▶	**SERVANT LEADERSHIP** Leading and influencing others through authentic relationships, integrity, and service. Giving oneself to meet the needs of others and empowering them to succeed.
ELITISM AND SELF-SUFFICIENCY Attempting to be personally competent in every area of leadership responsibility. Living as a stressed and relationally distant leader; difficulty working together as part of the Body.	▶	**COLLABORATION AND COMMUNITY** Leading as part of a team that cooperates together to carry out God's work; influencing through relationships, mutual accountability, delegation, and the empowerment of others.
ACCIDENTALLY ADDING OTHER LEADERS Small and inadequate numbers of leaders are developed through a reliance primarily on formal or formulaic programs. This is rooted in a focus on the quantitative [numbers and visible results].	▶	**INTENTIONAL MENTORING OF LEADERS** Intentional leadership development through the mentoring of gifted, reproducing leaders whose hearts' desire and commitment is to humbly and strategically expand God's kingdom [qualitative].

OVERVIEW

THE LEADERS COVENANT

Then Jesus said to his disciples, "If anyone would come after me, he must deny himself and take up his cross and follow me. For whoever wants to save his life will lose it, but whoever loses his life for me will find it. What good will it be for a man if he gains the whole world, yet forfeits his soul? Or what can a man give in exchange for his soul? For the Son of Man is going to come in His Father's glory with His angels, and then he will reward each person according to what he has done.

Matthew 16:24-27

INTRO

I praise God who called me to serve Jesus Christ as a leader among his people. With all my heart I want to follow my Lord and leader, Jesus, in the way he lived, led and developed people. I affirm that I want to grow in Christlikeness as a leader and help others in my sphere of influence do the same. By his grace I commit myself to be and lead more like Christ.

[Note: A "leader" in this Covenant could be a pastor, apostle, elder, bishop, deacon, evangelist, teacher, missionary, para-church worker, prophet, marketplace leader, small group leader, educator, house church leader or anyone who wants to lead like Jesus. This includes men and women, young and old, vocational ministry workers and 'laity'.]

SECTION 1

I AM ACCOUNTABLE TO JESUS

I am responsible to Christ my Lord. He will evaluate and reward me. I have been called to a life of service, joy and sacrifice for my Lord, his kingdom and his people. I admire leaders around the world who make significant sacrifices, even giving their lives for the sake of my Lord. I take comfort that God rewards those who serve and sacrifice for him and his people. I grieve that some leaders act as though Jesus has nothing to say about their ministry, the way they treat people or the way they lead. They also do things to be noticed publicly and in so doing, have their temporal reward. Yet I know that my Father, who sees in secret, honors and rewards those who do the right thing even if no one sees it. I humbly ask for courage, boldness and faith to be pleasing to my Lord in the way I lead.

Matt. 6:1-6; Matt. 16:24-27; Luke 18:28-30; John 5:22-23; 1 Cor. 3:10-15; 1 Cor. 4:5;2 Cor. 4:11-18; 2 Cor. 5:9-10; 2 Cor. 10:12-18; 2 Tim. 4:1-8

THE EXPLANATION

1. I AM ACCOUNTABLE TO JESUS

"I am responsible to Christ my Lord. He will evaluate and reward me. I have been called to a life of service, joy and sacrifice for my Lord, his kingdom and his people." [LC-1]

"So we make it our goal to please him, whether we are at home in the body or away from it. For we must all appear before the judgment seat of Christ, so that each of us may receive what is due us for the things done while in the body, whether or good or bad."
[2 Cor 5:9-10]

Managing perception is very important to many leaders in today's world. The current thinking is that an image of a leader [how the public or those he serves perceive him] would determine success. Young-looking photos are used for publicity even if they were taken a long time ago. Impressive credentials, in terms of accomplishments in life and achievements in work are highlighted. Branded stuffs are the standard wear to increase the acceptability of the leader. Buying titles to show a good image and maneuvering for recognition and reward has become an art of leadership politics. Anything to show an appearance of success is placed in the forefront to attract followers and to gain personal mileage.

Focusing on the public image makes leaders work for a show to seek the favor of the public. In order to maintain their position, they feed on the ego of the people. They serve their clamor to be entertained and to feel good about themselves. Anything that will offend the followers must be minimized. Leadership decisions are geared towards

people's acceptance. Preaching of the Word of God is tempered to make it less offensive. It avoids naming sin as sin. It yields to popular demand to please people even to the extent of compromising biblical and moral integrity. Marketing the ministry promotes an image of success to win acceptance for support.

Popular leaders work for showmanship to gain the attention of the world. They are leaders that Paul described as those "who take pride in what is seen rather than in what is in the heart" [2Cor 5:12b]. They try to make impressive performance to impress people. They prioritize activities to increase church membership more than deepening maturity in Christ that calls for suffering and sacrifice, and pursuing holiness and humility. Investing to upgrade attractive facilities is where the money goes while giving less to missions and care of ministers. They receive their reward of being applauded and appointed to top leadership positions. They are honored with many sweet ego-inflating words of adulation while Christ's name is hardly mentioned.

The true Christian leaders are those who are fully accountable to God and solely focused on seeking His glory. They listen to feedback that will make them more centered on Christ and become pleasing in every way for the Lord. As Paul said, the goal of his ministry is to please Jesus Christ. He served consciously as one who was fully accountable to Christ before the throne of judgment. This was not a matter of lip service for Paul but truly inspired his heart to serve the Lord with utmost integrity. He served to seek Christ's reward and evaluation in all that he was and did in his ministry. The ultimate test of godly leaders is not what people say but how Christ will be seen in their personality and performance.

What does the commitment to be fully accountable to Jesus mean to Christian spiritual leaders today? It means choosing to be hidden so that Christ will be known more and more. It follows John the baptizer who said, "He must become greater; I must become less [Jn 3:30]. Christ's leaders will not fight for position and power [see Mk 9:33-37]. They will choose simplicity rather than showy activities to advance their name

and organization. They will pursue purity of life and work more than prosperity. They will never cow or be intimidated to speak against sin even if this means losing their job because they love to only please the Lord. They will let go of titles and trophies to uphold integrity and will follow the call of the Lord to serve in places where they are hidden. They are fully convinced that only one thing will last which is to seek the honor of Christ. They remain faithful in working for Jesus even if the place is not glamorous as long as it advances the glory of Christ. They are fully secure in being God's beloved.

PERSONAL CONTEMPLATION
Reading and Resonance
Read the article meditatively. Listen to words and phrases that speak to your heart. *What message makes you restless? What has encouraged you to be committed to Christ?*
Reflection
How will you balance submitting accountability to those you serve while seeking Christ's honor in your life and ministry?
Response
Write your reflection here:

PEER CONVERSATION	
Grasp to Connect	• In what instances in leadership and ministry were you tempted to seek the pleasure of people rather than to please the Lord? Describe your struggle and why.
Receive to Learn	Inspire and instruct one another by sharing your insights from the text and article: • How does the pursuit of a popular image corrupt a leader's integrity and his/her ministry? • What inspires you to be accountable to Christ rather than to seek acceptance of the crowd? • What leadership practices do you need to improve in your context to honor Christ alone? Why?
Obey in Context	• What leadership practices in your church or organizations must be changed to ensure that only Christ's honor is advanced? • How will you develop leaders who are fully accountable to Christ?
Walk to Change	Choose a leadership shift to start and share ways to develop accountability to Christ. • From showmanship leadership to simplicity of leadership. • From grooming a status-leader to growing a servant- leader. • From leadership popularity to leadership purity. • From pursuing impressive performance to practicing integrity of person. • From crowd's approval [works] to Christ's acceptance [grace].

Lord, how often have I yielded to please those I serve thereby disgracing your name? I keep quiet, when I am supposed to speak about the truth. I compromise my integrity just to maintain my popularity. I maneuver my way up even to the extent of stepping down on others. I lord it over others so that I can feel like a lord!

Lord, forgive my selfishness. Show me the way of humility and grace. Train my eyes to seek your heavenly reward. Let your judgment of my life and leadership make me afraid. Let Christ's honor be the only thing in who I am and what I do; to focus on what Christ says about me rather than what people tell me.

Amen!

THE RESPONSE

1. I AM ACCOUNTABLE TO JESUS

LEADERS COVENANT TOOL

1. **What is the statement saying that is important for me to hear at this stage of my life and ministry? [Come to grips with the meaning of the statement. Don't rush.]**

2. **In what ways is my life reflecting positive growth as I reflect on the statement? [Be encouraging.]**

3. **What are 1-2 key ways in which my life does not reflect the commitments expressed in the statement? [Focus clearly on some areas for improvement and/or growth.]**

4. **What are the 1-2 most important action steps [for each goal] that you could take as we work together to bring progress in your life and ministry toward fulfilling the commitment more completely? [Write specific mentoring steps to take to address the challenges for improvement.]**

Timeline

Timeline

SECTION 2

I WILL LIVE LIKE JESUS

Christ-like character is required for leadership, and maintained by walking in Jesus' ways. I want to avoid being like the Pharisees of Jesus' day, who gave significant attention to external indicators of their leadership roles but whose hearts and character were far away from the Father. I acknowledge that in our day, sexual temptations are all around, yet our Lord calls us to live a life of purity and godliness in thought and action. I grieve that sometimes leaders do not act with integrity or speak truthfully with those they seek to serve. I am saddened that leaders sometimes act out of envy or jealousy toward other leaders or ministries and slander them or work to cause and maintain divisions. I desire to be more like Jesus from the inside out and to reflect his character in heart and life.

Matt. 23:23-28; John 15:1-5; Phil. 1:15-17; Phil. 3:17-19; 1 Thess. 2:1- 12; 1 Tim. 3:1-13; Titus 2:11-15; 2 Peter 3:11-14; 1 John 2:6

THE EXPLANATION

2. I WILL LIVE LIKE JESUS

"I desire to be more like Jesus from the inside out and to reflect his character in my heart and life." [LC-2]

"Follow my example as I follow the example of Christ...I became your father through the gospel. Therefore I urge you to imitate me. For this reason I have sent to you Timothy, my son whom I love, who is faithful in the Lord. He will remind you of my way of life in Christ Jesus, which agrees with what I teach everywhere in every church."

1 Cor.11: 4:15b-17

One very disturbing observation being aired is that Christian leaders are the major hindrance to the growth and witness of the Kingdom of God. They might be doing a good job in increasing members of the church but it makes one wonder whether they are really maturing in Christ. They appear so devoted to Christ yet why are they so divided in the church? How can they preach the love of Christ with a clenched fist? How can they claim to be servants of Christ while behaving like superstars?

The religious leaders in Jesus' time emphasized the external indicators of religiosity to make them look great to the public. They attracted attention by seeking honorific titles and displaying fashionable robes. They mastered the art of showmanship to demonstrate their leadership success. Sadly, even if they appeared very religious they were far away in their relationship with God. They were experts in doing good things but their hearts were seedbeds of jealousy and pride, lust and envy, cruelty

and prejudice. They looked godly from the outside but were bad in their hearts. Jesus denounced them like whitewashed tombs, so beautiful on the outside, yet filled with skeletons on the inside [Matt.23:27]. **It's sad when impressive credentials rather than integrity of character measure Christian leadership.**

***Kingdom leadership* gives a high premium to a life that imitates the life of Jesus.** The leader's life is the primary tool for leadership. They lead by influence. They impact people by living like Jesus.

What the world needs to see today is not mega-churches but maturing Christ-like leaders. These are leaders who live like Jesus in a most ordinary way. They aspire to purity of life rather popularity in leadership. They serve in humility rather than seek honorary titles. They preach by serving more than speaking. They lead by their proven character rather than personal charisma. They aspire to grow like Jesus in every way and every day.

Spiritual leaders may easily take for granted their need to grow when people look up to them as spiritually mature people. They are seen actively doing spiritual teachings and serving to advance the works of Christ. They pray hard. They fast as much as they can. They speak the good things of the Lord, but can be easily deceived.

Every leader must carefully look in his heart. There are subtle temptations that are hidden when leaders do well. No one notices when they serve to be served. No one sees when they preach to be praised. No one considers that they pray to show piety. No one thinks that they share their great accomplishments to really seek applause. The danger is that when their works begin to look impressive there is underlying spiritual pride. Eventually, the tentacles show in lust for power and prestige, love for status and success. The self is served rather than Christ.

Godly leaders must exercise self-leadership if they are to live like Jesus. They need to pay attention to the practice of basic spiritual disciplines to let the Holy Spirit form

the life of Jesus, inside and out. They must submit to a small group of friends to whom they make themselves accountable in their lives. Leaders who make their own way tend to develop spiritual blinders. It will do them good if they have spiritual friends who can look straight into their eyes and ask the hard questions to ensure the integrity of their hearts. Leaders who live like Jesus take responsibility for their continuing spiritual growth. They are never afraid to become vulnerable. For in becoming weak, they find the inner strength of Christ as they learn to depend solely in God.

PERSONAL CONTEMPLATION
Reading and Resonance
Read the article meditatively. Listen to words and phrases that speak to your heart. *What do you feel comparing your life with Jesus? Why?*
Reflection
Why is the life of a leader essential to becoming an effective Christian leader?
Response
Write your reflection here:

PEER CONVERSATION	
Grasp to Connect	• How do you measure your life in relation to Christ? How do you feel about it? Why?
Receive to Learn	Inspire and instruct one another by sharing your insights from the text and article: • How do you respond to observation that leaders are the major hindrance to the cause of Christ? • Based on your reading and reflection, what is your insight to this statement: "Leaders with charisma but lacking character can result in catastrophe"? • Why is it not safe to assume that Christian leaders are growing in Christlikeness?
Obey in Context	• What aspects of your life need renovation for you to live like Jesus? • How can your Peer Mentoring Group [PMG] facilitate your spiritual growth towards Christlikeness?
Walk to Change	What must you improve to facilitate your spiritual formation in the life of Jesus? • Daily Bible reading and reflection. • Regular examination of the way you live. • Submitting to an accountability relationship. • Assess your character in relation to the image of Jesus. • Set your growth-goal to live like Christ and work for it. • What else...?

O my God, let me long more and more to be like Jesus. Let me learn His life and love as my way. Lead me to the Cross where Christ showed the way; to love and live like Him in every way.

O Lord Jesus, grow in me. Shape my mind to think as you would. Stir my heart with the passion of your love. Open my eyes to see your beauty. Empower me to obey you every day.

Amen!

THE RESPONSE

2. I WILL LIVE LIKE JESUS

LEADERS COVENANT TOOL

1. **What is the statement saying that is important for me to hear at this stage of my life and ministry? [Come to grips with the meaning of the statement. Don't rush.]**

2. **In what ways is my life reflecting positive growth as I reflect on the statement? [Be encouraging.]**

3. **What are 1-2 key ways in which my life does not reflect the commitments expressed in the statement? [Focus clearly on some areas for improvement and/or growth.]**

4. **What are the 1-2 most important action steps [for each goal] that you could take as we work together to bring progress in your life and ministry toward fulfilling the commitment more completely? [Write specific mentoring steps to take to address the challenges for improvement.]**

Timeline

Timeline

SECTION 3

I WILL SERVE JESUS

Jesus came preaching the kingdom of God – the rule and reign of God in the hearts and lives of his people. By contrast, human nature presses leaders toward building their own "kingdoms" or "empires". I am saddened that some leaders seek glory and accolades from people and in so doing replace a focus on Jesus with a focus on themselves. I affirm that my mission is to build Jesus' rule and reign in the hearts of his people. I also acknowledge that in serving Jesus, I am called to serve and nourish my family in a godly manner. I want to serve Jesus with all my heart.

Matt. 5:1-12; Acts 28:30-31; 2 Cor. 4:1-2; Phil. 2:9-13; 1 Tim. 3:1-5;
2 Peter 2:1-3; 3 John 9- 11

THE EXPLANATION

3. I WILL SERVE JESUS

"I affirm that my mission is to build Jesus' rule and reign in the hearts of his people. I also acknowledge that in serving Jesus, I am called to serve and nourish my family in a godly manner." [LC-3]

"I wrote to the church, but Diotrephes, who loves to be the first, will have nothing to do with us." [3 Jn 9]

It is a "selfie" generation. Selfie is a high-tech way to promote the self. The number of "likes" gives the thrill. Its underlying desire is acceptance and admiration. The advancement of the self is an age-long passion "to be the first." It is actually the sin of pride that Lucifer succumbed to by attempting to usurp the place of God. It was what seduced the first humans. Not content in their place as God's co-ruler, they desired the power to become like god.

Human nature ruled by sin keeps on pressing to seek towards empire-building. Religious leaders are eager to develop models of multiplication strategy to build mega-churches. As it is, there is really nothing wrong with developing growing churches. However, in a very subtle way, it could just be an ambition to be ahead of everyone. Success has its accompanying danger of pride. If we are not careful, we will be serving our own glory rather than seeking the glory of God alone. It is the Diotrephes syndrome; a leader "who loves to be the first".

I am not saying that we will not work hard to develop our ministries. What I propose is we check our hearts for lust and pride. Once we feel good from the accolade and

applause of people we serve, we are in danger of replacing the focus on Jesus with a focus on ourselves. We will tend to lord it over others instead of taking the lowest place to serve. The way to serve Jesus is to move down and not by climbing up to the top position of prestige and power.

Like Jesus, our primary calling is to establish the Kingdom of God. The Kingdom is the reign or rule of God in people's heart. It means letting Jesus take control of every area of life. **We build God's Kingdom by leading people to acknowledge Christ's Lordship. We guide people to surrender their hearts to Christ so He can claim all of our life and set up His reign.** This calls for denying the self of its right to control by surrendering it humbly to Christ as Lord.

What does it mean to serve Jesus only? Let's consider this challenge from the experience of Paul in the Corinthian church. In the city of Corinth people sought to follow those who could show impressive credentials. They gathered around the most influential people. They boasted about their leaders by comparing their status and skills. They were boasting about men [1Cor 3:21a]. Paul rebuked them for it is sheer carnality [3:1-4]. They were inspired by worldly practices rather than by godly principles. Christian leaders are irrelevant, no matter how popular and powerful they are. They "are servants only" whom God uses as instruments to accomplish His purpose. At the end of the day, all leaders fade in significance for God alone makes things happen to advance His Kingdom [3:6b-7].

In God's Kingdom, the heroes and heroines are ordinary people [1:26-28]. God called the ordinary people to serve Him. Not the strong but the weak. Not people with high credentials but common people. Not those who lord over others but the little people who love to serve. In God's wisdom He chose the lowly people of this world so they may serve only for His glory and not for their own agenda and ambition [cf. 1:28-29]. Indeed, it would be difficult to serve Jesus if we can't lay down our rights for status and success. We can't serve well unless we follow Jesus' example of emptying his privilege and

power to walk down below to embrace servant-leadership [see Phil 2:5-8]. If we are to serve Jesus only, then there is no other path but "the way of downward mobility".

In order to resist the "selfie" mentality of today's generation, we must walk in humility. This could mean serving in the hidden places. **We need to cultivate the joy of serving in the secret place for God's eyes only [cf. Matt 6:6; Col 3:23-24].** We should seek God's reward and not the recognition of people. So every time we share our work for the Lord, we must examine our heart. Is it to serve for the adoration of God or to seek admiration for what we do? If we are serving Jesus only we will be set free from envy of those who have greater work than us. Instead of working in competition for status we will celebrate their success. Instead of impressing people by our outside appearance, we will develop personal integrity by growing in the image of Christ in character and in conduct.

PERSONAL CONTEMPLATION
Reading and Resonance
Read the article prayerfully. What does God impress on your heart to serve Jesus only? *What do you realize about your motive of doing ministry?*
Reflection
What about being successful may make you forget to serve Jesus only?
Response
Write your reflection here:

PEER CONVERSATION	
Grasp to Connect	• What has been your struggle to seek the attention and applause of others? How does this show in an attitude of competition and comparison with other leaders?
Receive to Learn	Learn how to center your life and ministry on Jesus only by sharing your insights with one another: • In what ways can peer mentoring help protect pastors from "Diotrephes syndrome"? • How will the discipline of "self-denial" or "dying to self" promote serving Jesus only? • How can leaders who occupy top positions learn to serve Jesus in the lowest place?
Obey in Context	• What philosophy and practice of ministry will you embrace to serve Jesus only? • What must you give up to walk in humility?
Walk to Change	What spiritual disciplines do you need to cultivate to serve Jesus only? • Self-examination before going to sleep. • Regular reflection of my life and leadership practices. • Ask for feedback regarding my behavior as a leader. • Time for regular fasting to deny my selfish desire. • Read books to cultivate my passion for holiness. • What else...?

O Lord Jesus, you are the only one I love. I will only live for you and lead to serve your glory. My self's desire I fully deny for your Spirit to have its way. In all that I am and do may people see my Jesus only!

Let me die in self-serving ways and let me live in Jesus' way. To the Cross I come to be crucified with Christ. By God's grace, I will go down to where Jesus has served; hidden and humble in the lowly place.

Amen!

THE RESPONSE

3. I WILL SERVE JESUS

LEADERS COVENANT TOOL

1. **What is the statement saying that is important for me to hear at this stage of my life and ministry? [Come to grips with the meaning of the statement. Don't rush.]**

2. **In what ways is my life reflecting positive growth as I reflect on the statement? [Be encouraging.]**

3. **What are 1-2 key ways in which my life does not reflect the commitments expressed in the statement? [Focus clearly on some areas for improvement and/or growth.]**

4. **What are the 1-2 most important action steps [for each goal] that you could take as we work together to bring progress in your life and ministry toward fulfilling the commitment more completely? [Write specific mentoring steps to take to address the challenges for improvement.]**

Timeline

Timeline

SECTION 4

I WILL LEAD LIKE JESUS

When our Lord came to earth, he modeled and taught what he wanted leaders in his kingdom to be and do. He taught that we must operate in humility and meekness, take up our cross daily, and treat people with grace and gentleness. He did not force his authority on anyone. Jesus used his positional authority to guide, bless and benefit those he led. He calls us to lead in the same way. Many leaders use their positional authority to "lord it over" people and instead use the world's way of power leadership practices and values. I am saddened that some leaders, even while speaking accurate doctrine, do not live as Christ-like leaders. Their actions distort Christ's teaching on leadership, confusing those they are called to serve. I humbly ask for a heart to lead like Jesus.

Matt. 18:1-4; Matt. 23:1-12; Mark 10:42-45; 2 Cor. 11:12-21; 2 Tim. 3:1-13; Heb. 1:1-2; 1 Peter 5:1-5

THE EXPLANATION

4. I WILL LEAD LIKE JESUS

"I humbly ask for a heart to lead like Jesus." [LC-4]

Jesus said to them, "The kings of the Gentiles lord it over them; and those who exercise authority over them call themselves Benefactors. But you are not to be like that. Instead, the greatest among you should be like the youngest, and the one who rules, like the one who serves. For who is greater, the one who is at the table or the one who serves? Is it not the one who is at the table? But I am among you as one who serves. [Lk 22:25-27]

It is a common knowledge that many Christian leaders reflect the leadership path of the world. Competition and politicking are seen at the highest level. It goes with the hierarchical structure of religious governance similar to government and corporate leadership. Thus, it is just customary that corporate titles for leaders are also used for Christian leaders. Religious Titles like 'Bishop' or 'Senior Pastor,' although religious, support hierarchal leadership structures.

Great leaders who occupy top positions are accorded with titles to set them apart from the rest of their people. They feel like a star, although many are just "twinkling stars." What's wrong with titles? Nothing, if the title simply defines a leadership role in an organization. It helps distinguish position and authority. It shows who is in charge and who calls the shots. A title makes a leader distinct from the common people, but it also lures leaders to elevate themselves and look down on others. As Jesus said, those who call themselves kings and benefactors tend "to lord it over" [see also 2Cor 1:24]. There is an underlying seduction behind the titles that promotes pride and domination. It tempts leaders to use authority to oppress people or exert unnecessary stress upon others.

Jesus reversed the pyramid leadership structure. The position where the leaders operate is set below. It is the role of the servant leader. In Jesus' model, the greatest leader is no longer called the Chief Executive Officer [CEO] but the Chief Servant Officer [CSO]. Power is stewarded to serve the people rather than the people serving the leader. **If we want to lead like Jesus we become the servant of all.**

Servants serve without any expectation. They simply follow orders and do their tasks well to please their masters. They are lowly people. They discharge their duty in meekness and humility. Their only ambition is to make their master happy. Their ambition for greatness is not to aspire for position but to serve faithfully. Good servants are blessings.

Leaders of the world find greatness by occupying the top position and power, supported by structure and status. The problem with that view of greatness is it breeds competition and comparison, envy and rivalry. In fact the disciples started to compare themselves against one another and argued, "which of them was considered to be the greatest" [Luke 22:24; Matt.18:1; Mark 10:33-34]. Jesus rebuked them by pointing to the lowest place of the servant as the location of greatness in his Kingdom. The one who is great is not the one who sits at the table to be served but the one who serves. And Jesus said, "I am among you as one who serves." **Greatness finds significance where Jesus is, not in one's status.**

The more important thing is the servant spirit that operates in every leader, irrespective of position and title. Leadership of Jesus emanates from his character. He is the King of kings and Lord of lords yet he was willing to come down in humility to serve. He has no hang up of power and authority. He is secure as the Son of God. Serving like an ordinary servant did not compromise his identity nor change his being the beloved of God. His greatness comes from his humble obedience to the will of his Father, even if it means suffering and sacrifice of his life at the cross.

If we commit to lead as a servant-leader like Jesus, then people come first before position, service before status, simplicity before being showy. We will discharge power from the heart of compassion rather than let power control our head for comparison and competition. We will not be offended whoever gets the credit provided Christ gets the honor. We will seek to be faithful even in the little places where no one notices our service. We will persevere and be patient in time of suffering for the sake of our Lord. Suffering and sacrifice is part of the calling of a servant.

If a Christ-like leader is to be a servant, then all of us become a leader. Not to be above one another but to be relating with one another as fellow servants of Christ. As leaders who follow Jesus down below, we will no longer lord it over, but love others. Servant leadership operates most effectively in an environment where leaders can be safe and secure to serve one another.

PERSONAL CONTEMPLATION
Reading and Resonance
Read the article prayerfully. Pay attention to what resonates in your heart. *What do you feel: embracing or escaping Jesus' way of servant-leadership? Why?*
Reflection
What makes it difficult for leaders who operate from a top-down structure to lead with humility?
Response
Write your reflection here:

PEER CONVERSATION	
Grasp to Connect	• Evaluate your leadership perspective and practices. What do you admit that are not consistent with Jesus' way of servant-leadership? Share some examples.
Receive to Learn	Learn from one another's insights to integrate Jesus way of servant leadership. • How is servant-leadership compromised by Christian leaders in a hierarchical structure? • What is necessary for those in top leadership positions to remain faithful to lead like Jesus? • Why did Jesus consider the one who serves as greater than the one who sits at the table?
Obey in Context	• What will it take for you to practice servant-leadership in your a] team b] church c] family • What secular leadership style must you give up to lead like Jesus?
Walk to Change	Leading like Jesus requires a new set of values. What values must you integrate in your leadership? • People matter more than programs. • Relationship is the foundation for better results. • Character integrity is first before individual competency. • Reverence for all human beings as created in God's image. • Seeking significance is more meaningful than status. • To serve is greater than being served.

King of glorious majesty, adored for all eternity. You came down to the lowest place to serve the lowliest people of the earth. I praise You for showing us the way to lead is by serving and to live by sacrificing.

O Lord, clean my eyes to see in all purity. Train my hands to touch with care. Open my ears to hear the silent moaning. All that I am, consumed by Your love. Called to lead where no one wants to live.

Amen!

THE RESPONSE

4. I WILL LEAD LIKE JESUS

LEADERS COVENANT TOOL

1. **What is the statement saying that is important for me to hear at this stage of my life and ministry? [Come to grips with the meaning of the statement. Don't rush.]**

2. **In what ways is my life reflecting positive growth as I reflect on the statement? [Be encouraging.]**

3. **What are 1-2 key ways in which my life does not reflect the commitments expressed in the statement? [Focus clearly on some areas for improvement and/or growth.]**

4. **What are the 1-2 most important action steps [for each goal] that you could take as we work together to bring progress in your life and ministry toward fulfilling the commitment more completely? [Write specific mentoring steps to take to address the challenges for improvement.]**

Timeline

Timeline

SECTION 5

I WILL DEVELOP LEADERS

One of Jesus' top priorities was to develop leaders. He did not mass produce leaders but intentionally focused on a small number of them. I affirm that developing leaders as Jesus did calls me to build close, personal relationships with promising men and women, and to invest time in mentoring them. I affirm that the heart cry from many younger leaders around the world is for a spiritual mentor. I also acknowledge my calling to equip saints for ministry and to release them to serve as the Holy Spirit directs. I am aware that many leaders ignore this priority. I ask for grace and insight to intentionally equip saints and strengthen the hearts and lives of younger leaders.

Matt. 4:18-22; Matt. 28:16-20; Luke 6:12-16; John 17:6-19; Acts 11:22-26; Acts 15:39-16:5; Eph. 4:11- 16; Phil. 2:19-30; 2 Timothy

THE EXPLANATION

5. I WILL DEVELOP LEADERS

"I ask for grace and insight to intentionally equip saints and strengthen the hearts and lives of younger leaders." [LC-5]

"Don't let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith in purity. Until I come, devote yourself to the public reading of Scripture, to preaching and teaching. Do not neglect your gift, which was given you...Be diligent in these matters; give yourself wholly to them, so that every one may see your progress. Watch your life and doctrine closely. Persevere in them... [1 Tim 4:12-16b]

For about twenty-five years I have devoted my ministry to disciple and develop students to become future servant-leaders. Many of them remain faithful. They are now serving as pastors and denominational leaders, executives in government agencies and charitable organizations. They lead as educators and lawyers, politicians and business people. It is a joy to have come alongside their journey and contributed to their life-leadership growth.

Many great men and women became leaders from a young age. Most of our Filipino national heroes were in their early twenties when they led people to search for a free and just world. If Jesus started recruiting his disciples at age 30, then his circle of disciples was quite young. Paul also invested in recruiting younger men and had them watch his life and ministry. Investing in the leadership development of young men and women is a great need today.

The greater challenge is how to equip younger leaders to live and lead like Jesus. No doubt our young people are learning fast. We live in a highly instructed generation. The youth are highly informed but sadly they are not fully formed in wisdom to use their knowledge for godliness. Education has become the greatest miseducation of the youth. They are highly skilled but lack spiritual values. They are highly competent especially in the area of technology but lack the character that is shaped by the truth of God's Word. You see, godly leaders can't be mass-produced through big conferences and by quick-fix approaches of how-to-seminars and high tech video-conferencing. We must identify a few young men and women to intentionally invest in their life- leadership growth through life-on-life mentoring encounters.

Jesus' way of calling a few to form them around a leader, being an example and giving exhortation of life-leadership, is a strategic way to mentor younger leaders' hidden potential. In fact, "the heart cry from many younger leaders around the word is for spiritual mentors". William Deresiewicz, who taught at Yale, wrote in his book, *'Excellent Sheep: The Miseducation of the American Elite and The Way to a Meaningful Life,'* about the need for close-in mentoring relationships to train students. He said, "students crave emotional mentorship from their teachers that their parents can't give them...A teacher's job is to lead forth the powers that lie asleep within his students".

Many leaders don't take the time to mentor a few. It does not provide a platform for success. What leaders want is to speak before a cheering crowd; they want to be on the center stage communicating their ideas. What they don't realize is that after the people have gone home, very little remains in their memory. And once they settle in the reality of their world, they forget what they have heard. Similarly, the thousands of people who listened to Jesus did not continue in the hard course of following his way. Only the few disciples who gathered around Jesus, interacted with his teachings and imitated his way of life as they walked with him along the dusty road eventually turned the world upside down. They were just ordinary people who were shaped by the vision and values of the Kingdom yet they continue to impact the lives of many people today.

In mentoring, we focus on developing leaders who will lead by the integrity of their character. They influence by their example. We mentor them around the Word of God. We follow up their progress to be faithful and finish well. Paul follows the example of Jesus, who even at a distance mentors the young pastor Timothy by writing him a letter to support his leadership and strengthen his heart amidst suffering. Similarly, our lasting legacy is to mentor younger leaders today.

If we are to become leaders like Jesus, we must give priority to mentoring. Many younger leaders are looking for spiritual mentors to provide them example and encouragement, perspective and purpose. They are looking for those who care to listen and lead, show and share with them stories to sustain their hope and stir up imagination. Obviously, this requires time. Unless we believe in mentoring, we will not create a safe place and space to mentor the youth. **Our greatest calling as leaders is to leave a life-leadership legacy with a few who are ready to respond to mentoring.**

PERSONAL CONTEMPLATION
Reading and Resonance
Read the article prayerfully. *What excitement resonates in your heart about the challenge of mentoring younger leaders?*
Reflection
Why is mentoring younger leaders the key to sustaining strong churches?
Response
Write your reflection here:

PEER CONVERSATION	
Grasp to Connect	• In what ways have you ignored the priority of mentoring younger leaders? Share the reality of your struggle about developing younger leaders through mentoring.
Receive to Learn	Learn from one another's insights to learn how to develop younger leaders. • Why will the information model of training not develop godly leaders without mentoring? • All Christian leaders believe in the leadership development model of Jesus. Why is Jesus' style of mentoring future leaders not generally practiced in leadership training and development today? • What is so attractive to leaders who prefer speaking to a crowd more than mentoring a circle of friends? • What makes close-in mentoring effective in developing younger leaders?
Obey in Context	• What do you commit for the call to mentor younger leaders who will live and lead like Jesus? Share the vision growing in your heart now.
Walk to Change	Many leaders confess that the reason they don't mentor is they have never been mentored. Choose which discipline you will integrate to learn living a mentored life. • Do a bible study of mentoring leaders in the Bible. ex. Moses and Joshua, Paul and Timothy. • Read a biography of a godly leader. Find out how mentoring shaped his/her life-leadership growth. • Interview a senior leader who shows mentoring skills and leadership. Learn from his story. • Watch [You Tube] a mentoring movie like Finding Forester, Tuesdays with Morrie, Karate Kid. • Journal your journey with the Lord. Reflect on how God is shaping your life to become His leader. • Form a peer-mentoring group and submit to accountability relationships.

O Lord, slow me down, that I may sit with a few; who desire to know you from leaders who love you. I will tell them stories on how I follow You, learning to be strong while struggling to obey, and becoming wise by knowing to fear with awe.

Even with a handful band of friends and fellows, I commit to develop younger leaders to live and lead like You. The world may not hail me successful, but I hope I have become faithful. I want to leave a legacy of chosen people, committed to extending Your Kingdom in places no one dares to go!

Amen

THE RESPONSE

5. I WILL DEVELOP LEADERS

LEADERS COVENANT TOOL

1. **What is the statement saying that is important for me to hear at this stage of my life and ministry? [Come to grips with the meaning of the statement. Don't rush.]**

2. **In what ways is my life reflecting positive growth as I reflect on the statement? [Be encouraging.]**

3. What are 1-2 key ways in which my life does not reflect the commitments expressed in the statement? [Focus clearly on some areas for improvement and/or growth.]

4. What are the 1-2 most important action steps [for each goal] that you could take as we work together to bring progress in your life and ministry toward fulfilling the commitment more completely? [Write specific mentoring steps to take to address the challenges for improvement.]

Timeline

Timeline

SECTION 6

I WILL SEEK HIS FACE

Our Lord esteems and honors those who walk in humility and dependence on him and who seek his face in fellowship and communion. Jesus gave us a pattern of regularly spending time alone with the Father to seek his heart and commune with him in prayer. He did this even in the midst of many demands, pressures and even harsh circumstances. Following Jesus' model, I want to seek him regularly in personal communion and prayer. I know this will please him and enable me to more align myself with him, his ways and his will. I also want to live within my human limits by taking regular times of rest [Sabbath] to restore my soul. I know this will mean withdrawing from the pressures of my world for periods of time. My heart is to serve him in faithfulness all my days until he takes me home or returns in his glory. By his grace I want to seek his face.

Isa. 66:1-2; Matt. 14:23; Matt. 26:36-39; Mark 1:35-39; Luke 4:42-43; Luke 5:16; Phil. 4:5-7; 1 Peter 5:6-8

THE EXPLANATION

6. I WILL SEEK HIS FACE

"Following Jesus' model, I want to seek him regularly in personal communion and prayer...By his grace I want to seek his face." [LC-6]

"Very early in the morning, while it was still dark, Jesus got up, left the house and went off to a solitary place, where he prayed. Simon and his companions went to look for him, and when they found him, they exclaimed: "Everyone is looking for you!" Jesus replied, "Let us go somewhere else – to nearby villages – so I can preach there also. That is why I have come." [Mk 1:35-38]

Busyness in life and ministry is not really new. Even Jesus worked into the wee hours because people from different places came to be served by him [Mark 1:32-33]. At one occasion his disciples were working so hard that they did not even have the space to eat and to rest [Mk 6:31]. What is new in our time is that being busy in working for the Lord has become a status symbol. Leaders who travel from place to place to do ministry are regarded as very committed to the Lord. Those whose schedule is filled with speaking engagements show how in demand they are. It makes them feel good for they are doing these for the Lord.

But toiling hard for the Kingdom has its corresponding pitfalls. It sacrifices one's intimacy with the Lord. "Too busy to pray" has become a way to describe leaders who are on the go. And when there seems to be great success in what they are doing, there is a subtle temptation to forget how dependent they must be on the Lord. Great things happen anyway even if they don't pray hard. God seems to bless them even if they don't seek His face.

Seeking God's face is about being near God's presence to commune with His love. It expresses dependence on God. It is cultivating an abiding relationship with the Lord to be fruitful and fresh with God's passion and power [see Jn 15:1-8]. Leaders who follow the way of Jesus must intentionally cultivate the habit of seeking God in silence and solitude to enjoy lazily lingering with God in prayer and reading of God's Word. The busier they become in ministry the more they need to seek God's presence to strengthen their soul by the fullness of His love.

Jesus showed how important it is to seek God's face. It was his first order of the day. Working late into the night did not deter him from the discipline to withdraw to a solitary place to pray. The time he spent with God helped him to stay focused on his primary mission to preach the good news of the Kingdom. It enabled him to know when to move on and to resist the adoring crowd's clamor for his ministry. Seeking God in solitude sustained his soul to be accountable to God and enabled him to refuse the seduction of popularity.

It is important to find balance in seeking God and serving people, ministry and spirituality. Both are important. However, where we start spells the difference. The danger of simply doing work for the Lord and not really doing the work of the Lord is real. Many are doing great works for the Lord but it will make us wonder whether they are really serving for the Kingdom of God or just for their own pleasure to be known. It is in seeking God's face that we purify our desire and really seek God's direction. If we listen well, we will know whether our work is departing from our calling to serve God's glory.

Seeking God's face is what warms our heart with God's love. It keeps us refreshed and renewed in our spirit. We will serve not with dryness of soul but with the flaming presence of God warming our hearts. Our body will get tired but our spirit will remain steadfast in God's love. The state of our soul whether experiencing the burning love of God or suffering from burnout, will eventually spell the difference in the quality of our

ministry. And **the reason for suffering ministry burnout is the lack of devotion to seek God alone in prayer and meditation, silence and solitude.**

In seeking God's face, we wait on and for Him. We expect God alone. We desire His pleasure to satisfy our longing for love. If we don't seek God's face we will work harder to seek love from the attention of the adoring crowd. We will try to fill the emptiness of our soul by living a filled schedule of trying to be busy for the Lord. But we will remain empty and dry. Only in seeking God's face we will become truly passionate and find pleasure in God's love.

PERSONAL CONTEMPLATION
Reading and Resonance
Read the article prayerfully. *What has been awakened in your desire for intimacy with God? What message do you hear God speaking to you?*
Reflection
Why will too much busyness hinder spiritual growth and makes one cold in his/her relationship with God?
Response
Write your reflection here:

PEER CONVERSATION	
Grasp to Connect	• How have the challenges of ministry been preventing you from practicing a regular time of Bible reading and prayer? Share the impact of neglect of personal devotion on your life and ministry.
Receive to Learn	Share one another's insights to deepen your desire to seek God's face. Cite a passage from your reading • What is the difference between Jesus' busyness and contemporary busyness in the ministry? • How does the drive to success in ministry hinder the call to seek God's face? • How can one be actively doing work for the Lord but failing to do the work of the Lord? • What are the blessings of seeking God's face?
Obey in Context	• How will you order your life and ministry priorities so that seeking God's face becomes a regular practice?
Walk to Change	Seeking God's face cultivates intimacy with God—enjoying the pleasure of His presence. What must you do to practice the discipline of deepening your intimate love with God? • Commit to read the entire Bible once a year. • Use a devotional reading guide like *My Utmost for His Highest* by Oswald Chambers. • Read *Celebration of Discipline*, by Richard Foster, to learn more about spiritual disciplines. • Seek spiritual direction/mentoring to pay attention to the desires of your heart. • Ask an accountability partner to regularly check your faithfulness in seeking God's face.

O Lord, how beautiful and wonderful You are. Nothing compares with Your beauty for You are the fairest of all. Keep showing me Your glory that I may seek Your face daily. Let me drink from the fountain of Your life and love to find my greatest joy and deepest pleasure in daily seeking Your face.

Yes Lord, deep in my soul is a constant cry for Your presence. But I am too busy and ignore the pleading of my soul. Forgive me, O Lord. Show me Your mercy. Satisfy my desire in the pure pleasure of knowing You.

Amen!

THE RESPONSE

6. I WILL SEEK HIS FACE

LEADERS COVENANT TOOL

1. **What is the statement saying that is important for me to hear at this stage of my life and ministry? [Come to grips with the meaning of the statement. Don't rush.]**

2. **In what ways is my life reflecting positive growth as I reflect on the statement? [Be encouraging.]**

3. What are 1-2 key ways in which my life does not reflect the commitments expressed in the statement? [Focus clearly on some areas for improvement and/or growth.]

4. What are the 1-2 most important action steps [for each goal] that you could take as we work together to bring progress in your life and ministry toward fulfilling the commitment more completely? [Write specific mentoring steps to take to address the challenges for improvement.]

Timeline

Timeline

SECTION 7

I WILL SEEK SPIRITUAL FRUIT

I am chosen to bear fruit. Jesus taught and modeled that spiritual fruit comes from "abiding in him". I acknowledge that I cannot manipulate spiritual results or spiritual changes in the lives of people by means of my human wisdom or self-generated pressures. My role is to faithfully give myself to people through my gifts and calling and leave the results to God. My heart is to follow Jesus in his ways, walk in the Spirit and abide in him so that he works through me to bear much fruit for his glory.

Matt. 7:15-20; Matt. 16:21-23; John 15:1-11; 1 Cor. 3:5-9; 2 Cor. 1:12; 1 Tim. 4:6-16; 1 John 2:3-6

THE EXPLANATION

7. I WILL SEEK SPIRITUAL FRUIT

"I am chosen...to bear much fruit for his glory." [LC-7]

"Remain in me, and I will remain in you. No branch can bear fruit by itself; it must remain in the vine. Neither can you bear fruit unless you remain in me." [Jn 15:4]

Success as defined by the world has corrupted the biblical concept of fruitfulness. In the world, fruitful people are considered productive and fruitfulness is about performance. In some Christian circles this has become reproduction of members in the church. Those who can show glowing statistics in terms of people attending the religious meetings or people ushered in the church are regarded fruitful. But statistics do not determine the fruitful life that Jesus envisions for his disciples. You can be successful but not necessarily fruitful.

The kind of fruit we need to seek is the character of Jesus growing in our life. The fruit of the Spirit is a cluster of Christ-like virtues being formed in life and leadership [Gal 5:22-23]. So to seek fruitfulness is to become like Jesus. Fruitfulness is all about growing in the life of Jesus.

Seeking the fruitful life is the work of the Holy Spirit. It flows through an abiding relationship with Jesus Christ, which we nurture in our devotions of intimate love to him. Spiritual disciplines cultivate our hearts to receive and reflect the way of life of Jesus. Intimate communion with Jesus lets the Spirit change us inside and out. As we grow in fruitfulness, Christ is formed to shape our life and leadership, words and works for the Kingdom. It can never be manipulated.

It grows in total surrender to the spiritual shaping work of the Spirit, forming us in holiness by communion and commitment to follow Jesus. Seeking fruitfulness is faithfulness to live in the way of Jesus. We walk closely with him in an abiding relationship so that the Spirit can work in us to grow the fruits of Christ's life and love in all that we are and do. It is a slow process sustained by grace in a long journey of obedience.

Becoming a beautiful person will not always be a pleasant experience. It will involve brokenness. God the Father will prune our unfruitful lives to make them more beautiful [Jn 15:1-2]. A painful process of the Father's disciplining love is integral to fruitfulness [Heb 12:10-11]. A humble embrace of pain is a necessary means for the Father to purify our sinful self for us to bear the fruit of holiness. It requires dying to self to be fruitful.

In as much as we aspire to become fruitful, we must also passionately seek spiritual fruit in the lives of those we serve. Jesus sends us to go and bear fruit in our lives and make a lasting legacy of Christlikeness on others [Jn 15:16]. Our greatest challenge as Christian spiritual leaders is not to produce converts but to facilitate fruitfulness. **Spiritual leadership is not about gaining members for the church but growing mature believers in Christ.**

The pressure to seek success in terms of numerical growth has tempted many leaders to manipulate numbers and use worldly marketing strategies to accomplish statistical growth. Technology is a handy partner to ensure productivity to scale growth. However, growing fruitfulness in Jesus is a slow process and very unpredictable. It requires patience and prayer to cultivate the heart to become open and obedient to Jesus through the means of grace. It involves a mentoring relationship of a life-shapes-life process to model the example of Jesus.

It may mean staying away from the crowd in order to invest in a few to develop their lives. Instead of getting aggressively busy doing many good things for God, it may call us to do only one necessary thing and that is discipleship of a few. We can't mass-

produce fruitfulness or hurry spiritual growth by producing manuals and modules, conducting seminars and symposiums. But we can faithfully offer to serve through our life and love and humbly share stories of our experience and encounters with God to inspire faith in Jesus. Meanwhile we trust the Spirit's inner work to form people's hearts. Like a farmer, we wait for fruits to grow in quiet rest to let the Spirit develop Christlikeness in time and in God's way. Fruitfulness is the work of sheer grace for God's glory!

PERSONAL CONTEMPLATION
Reading and Resonance
Read the article prayerfully. Pay attention to what resonates in your heart. *What excites you about seeking spiritual fruitfulness in your life and others?*
Reflection
Why being successful in ministry may hinder fruitful spirituality?
Response
Write your reflection here:

PEER CONVERSATION	
Grasp to Connect	• In what ways have you equated performance with fruitfulness in your life? Share what you have realized upon reading and reflection of the article.
Receive to Learn	Learn insights from one another by responding to the questions and relating them to a passage from your reading: • Why will you seek spiritual fruit more than successful ministry? • What makes spiritual mentoring an important process of developing spiritual fruit? • How will you facilitate the Spirit's work to develop spiritual fruit in your life and leadership?
Obey in Context	• Evaluate your philosophy and practice of ministry. What will it require to facilitate the formation of spiritual fruit in your life and others you serve? • What secular leadership style must you give up to seek spiritual fruit?
Walk to Change	Choose what you must do to shift from seeking ministry success to spiritual fruitfulness: • Developing an intimate relationship with Jesus. • Investing in a few to disciple them intentionally. • Learning to wait for people to grow. • Inviting a few for spiritual retreat. • Choosing to be faithful rather than successful. • Embracing pain to be purified by the Holy Spirit.

O God, I am just a little branch united in the Vine. Nourished to live by abiding in Your Son's love. Pruned and purified through pain. Broken to grow a spiritual life.

O Jesus, You are a seed planted in the heart. Watered by prayer; Rooted in the Word. Formed by the Holy Spirit; Incarnated in a fruitful life.

Amen.

THE RESPONSE

7. I WILL SEEK SPIRITUAL FRUIT

LEADERS COVENANT TOOL

1. **What is the statement saying that is important for me to hear at this stage of my life and ministry? [Come to grips with the meaning of the statement. Don't rush.]**

2. **In what ways is my life reflecting positive growth as I reflect on the statement? [Be encouraging.]**

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4. What are the 1-2 most important action steps [for each goal] that you could take as we work together to bring progress in your life and ministry toward fulfilling the commitment more completely? [Write specific mentoring steps to take to address the challenges for improvement.]

Timeline

Timeline

SECTION 8

I WILL COLLABORATE

God the Father, God the Son and God the Holy Spirit are One, with each Person fulfilling unique roles, yet acting in perfect harmony. Their collaborative leadership operates in the context of mutual submission yet each with appropriate authority for their roles and functions. I want to follow collaborative leadership modeled by the Trinity as the standard for leaders. I ask for grace to grow in serving and collaborating harmoniously with my fellow leaders.

Matt. 28:16-20; John 5:22-23; John 16:13-15; John 17:21; Acts 13:1- 3; Rm. 8:14-17

THE EXPLANATION

8. I WILL COLLABORATE

"I want to follow collaborative leadership modeled by the Trinity as the standard for leaders." [LC-8]

"After all, who is Apollos? Who is Paul? We are only God's servants through whom you believed the Good News. Each of us did the work the Lord gave us. I planted the seed in your hearts, and Apollos watered it, but it was God who made it grow. It's not important who does the planting, or who does the watering. What's important is that God makes the seed grow. The one who plants and the one who waters work together with the same purpose. And both will be rewarded for their own hard work." [1 Cor 3:5-8 NLT]

Leaders who are driven to build their own kingdom are prone to work independently. They work with others only if they serve their agenda to advance their personal ambition for greatness. They may hide this by trumpeting doing great things for the Kingdom of God or seeking excellence for the glory of God. But in reality they are only consolidating powers around those who will subserviently support their cause. In the name of being focused they have no time to work with others for a common Kingdom purpose.

True Kingdom philosophy and practice of leadership is modeled in the triune nature of God. God the Father, Son and Holy Spirit operate in perfect unity while recognizing one another's diversity and respecting each other's unique role and responsibility. The Father initiates to create through the Son and executed by the Holy Spirit [Gen 1:1-3,26; see also Jn 16:13-15]. There is no jealousy and rivalry within the

Godhead. They work in mutual submission to fulfill the divine plan of creation and redemption. No one feels insecure where love is upheld in perfection.

Jesus Christ humbly embraced the nature of collaboration. He can't be born as a human person without Mary agreeing to be his human mother. And in growing up, the Son of God had to depend on the care of his human parents, Joseph and Mary, to care and protect him from those who sought to destroy him, like Herod [Matt 2:14-15]. Then he finally collaborated with his disciples to summon all the nations to enter into His Kingdom [see Matt 28:18-20]. God never intends that we work independently of one another but inter-dependently to fulfill the complex challenges of making disciples of all nations. We collaborate with one another even as we collaborate with God.

Global mission that expanded with colonialism was bred by competitive expansion. This was followed by denominationalism that promoted competition rather than complementation. This independent spirit spilled over even among para-church organizations like the campus ministries as each was thinking of being the best of its kind. Comparison and competition dominated the scene instead of collaboration. In the mid '90s, we buried the sheer arrogance of working alone. Many students remained unreached because of our uncooperative spirit. God demolished these worldly ways when Filipino national leaders of Campus Crusade for Christ, the Navigators, Youth With A Mission, Victory Christian Fellowship, Alliance Campus ministry and Inter Varsity Christian Fellowship, which I represented, formed the Youth Ministry Executive Network as a working group to collaborate together to disciple students.

Collaboration recognizes our being part of one Body that needs one another. It grows out of mutual respect and developing friendship among leaders. Among friends, it is easier to trust and collaborate without suspicion. Patrick Fung, OMF International Director, made the statement in the 2010 Lausanne Congress in South Africa about collaboration in mission. He noted that historically the Great Commission advanced well in relationship among friends. Collaboration requires a hard work of building trust for leaders to feel safe in working together.

An African Proverb says, "Walk alone and you can go faster. Walk together and you will go farther." Collaborating with others may slow us down. We need to learn patience and recognize the difference and diversity of people and organizations. But collaboration will eventually go a long way. We will be supported when we feel the task growing beyond our capacity and stirred up to rise when we feel like giving up. It gives us strength to win the battle. As the writer of Ecclesiastes says, "Two people are better than one, for they can help each other succeed...Three are even better, for a triple-braided cord is not easily broken." [4:9, 12].

PERSONAL CONTEMPLATION
Reading and Resonance
Read the article prayerfully. Pay attention to what resonates in your heart. *What feelings stir your heart by the word collaboration? How do you feel about working in competition?*
Reflection
How is God's work hindered by lack of collaboration among Christian leaders?
Response
Write your reflection here:

PEER CONVERSATION	
Grasp to Connect	• How has the ugly face of division and non-cooperation pained you in life and ministry? Share a story to highlight your longing for collaboration.
Receive to Learn	Learn insights from one another by responding to the questions and relating them to a passage from your reading: • How does the Triune God demonstrate collaborative leadership? • What makes it difficult for leaders to work in collaboration with others? • Why is friendship essential to building collaboration in doing the work of God?
Obey in Context	• In what areas of leadership do you need to collaborate with others to fulfill God's purpose? • What attitudes must you change to promote collaborative spirit in your ministry?
Walk to Change	Choose what you must do to shift from working in competition to collaboration: • Give up my small ambition for the larger vision of the Kingdom of God. • Work only to seek the glory of God. • Seek to lead for eternal rewards where God will fairly respect and recognize your faithfulness. • Learn to patiently work with others who differ from your work style. • Being willing to work to support the success of others. • Contribute generously for collaborative endeavor of the Kingdom of God. • Others....

O God, break my pride that drives me to ignore my need for others. Let me learn from my Lord, who humbly accepted people's support and care. Clothe me with humility in my utmost humanity. Let me see greatness that comes as I learn to recognize and respect others.

Greater things are waiting, O Lord, if your people work together. Open their eyes to see in You, Father, Son and Holy Spirit. Working in diverse ways but perfectly united in common purpose. Let your love bind us and lead us in collaboration to see Your Kingdom come.

Amen!

THE RESPONSE

8. I WILL COLLABORATE

LEADERS COVENANT TOOL

1. **What is the statement saying that is important for me to hear at this stage of my life and ministry? [Come to grips with the meaning of the statement. Don't rush.]**

2. **In what ways is my life reflecting positive growth as I reflect on the statement? [Be encouraging.]**

3. What are 1-2 key ways in which my life does not reflect the commitments expressed in the statement? [Focus clearly on some areas for improvement and/or growth.]

4. What are the 1-2 most important action steps [for each goal] that you could take as we work together to bring progress in your life and ministry toward fulfilling the commitment more completely? [Write specific mentoring steps to take to address the challenges for improvement.]

Timeline

Timeline

SECTION 9

I WILL FAITHFULLY STEWARD MONEY

Jesus and the Apostles regularly had others steward money entrusted to them. They taught and modeled stewardship and operated above reproach in the sight of God and people. I grieve that some leaders take financial advantage of people or fail to seek financial accountability of other godly leaders for funds given to the ministry. I acknowledge that the love of money corrupts and distorts a leader's ability to serve Jesus' kingdom and causes many leaders to fail the test of godliness. I also acknowledge that leaders need to support their families and can rightly expect support from those they serve. I humbly ask for grace to walk above reproach before God and people with the finances entrusted to me.

Matt. 6:25-34; Luke 16:14-15; Acts 4:32-5:11; Acts 6:1-7; Acts 20:25- 35; 1 Cor. 9:1-18; 2 Cor. 8:16-22; 1 Tim. 6:9-11; 1 Peter 5:2-3; Jude 11- 12

THE EXPLANATION

9. I WILL FAITHFULLY STEWARD MONEY

"I humbly ask for grace to walk above reproach before God and people with the finances entrusted to me." (LC-9)

10 For the love of money is the root of all kinds of evil. And some people, craving money, have wandered from the true faith and pierced themselves with many sorrows. 11 But you Timothy, are a man of God; so run from all these evil things. Pursue righteousness and a godly life, along with faith, love perseverance and gentleness. (Tim 6:9-11 NLT)

Money is an economic instrument which is important to meet our needs as well as to fulfill our ministry. A proper care of money is necessary to uphold godly leadership. We hear of many known and unknown leaders falling into the trap of "loving money". They have sold their birthright for a pot of porridge. Some leaders over-react that they have distanced in making money. But they live in mendicancy. Others have confused living by faith and taking financial advantage of believers' generosity. They help themselves to ministry funds without accountability.

Some pastors receive more financial remuneration especially those in big churches and industrialized countries. The disparity between the salary of mega church pastors and mini-church pastors is a bit scandalous. Some famous pastors do ministry with a lavish style which they excuse as excellence; ordinary believers are asked to give sacrificially to support their ministries. But the overwhelming majority of pastors and missionaries live sacrificially at what is considered below poverty living. They struggle to live decently and to provide adequately for their family. **Both rich pastors and poor**

pastors are vulnerable to the love of money. Proper and pure management of money is critical to Christlike leaders and the cause of the Gospel. Faithful stewardship requires both godly attitudes and actions.

Godly contentment on what God has given for our needs will make our heart pure. It is an attitude that regards everything we have as a gift of grace. We all come naked into the world [1Tim 6:6-8]. Godly leaders must learn to live simply. They must learn to celebrate with joyful gratitude the food, clothing and shelter that God gives. Desiring beyond what is needed opens up temptation. And poor pastors can be as materialistic as rich pastors. Contentment is learning when enough is already enough. This is the only way to resist the consumerism of the age.

Creation of wealth is an act of stewardship. Living by faith does not mean mendicancy [the condition of being a beggar]. God has given us different ways to make ourselves productive in relation to our talents and training. Some congregations just don't have enough to fully support their pastors. It is not lack of faith-commitment if pastors engage in bi-vocational ministry to add to their meager support. Engaging in livelihood activity to meet human needs is a healthy spirituality.

Adequate support is important to work full time for the gospel [1Tim 5:17-18]. Others may opt to relinquish their right of financial support if this hinders the gospel and they have other sources of income [1Cor 9:14-15]. Christian leaders of integrity must not be a financial burden to poor believers [1Thess 2:9]. Godly leaders must not use their ministry as a means to enrich themselves. Others may start working for their own financial support by finding part time work [Acts 18:3-5]. Pastoral leaders' spouses may seek gainful employment to balance the family income statement. There are different ways to meet one's material needs while doing ministry.

Character integrity is tested in handling of money. We make sure that we hold ourselves fully accountable for every penny entrusted to our care. We make proper financial

expenditures and submit our ministry to a credible financial audit. It is very wise for someone else to handle the money. We should avoid suspicion by being transparent with our team about how much monies come and what and where they are spent in relation to agreed plans and priorities.

Unless we live contently in the sheer pleasure of God's love, we will be tempted to find it in possession, prestige and power. Craving for attention eventually becomes the trap to mismanage funds and fail in stewardship. Godliness in money and ministry is not just a matter of what we show but what God sees in our hearts. Financial integrity is rooted on what we truly love: God or Money [Matt 6:24c]. It is learning to live in the Fatherly care of God to meet all our needs more than we have asked or imagined [Phil 4:19; Eph 3:20] that will purify our hearts.

PERSONAL CONTEMPLATION
Reading and Resonance
Read the article prayerfully. Pay attention to what resonates or makes you restless in your heart.
Reflection
Why will faithful stewardship of money require purity and priority of the heart?
Response
Write your reflection here:

PEER CONVERSATION	
Grasp to Connect	• What are your common struggles about money? In what ways have these tested your faithfulness to Jesus Christ or tempted you to fail the Lord?
Receive to Learn	Learn insights from one another to become faithful leaders of integrity: • How does godly contentment promote character integrity in relation to stewardship of money? • Share how creation and care of wealth are both integral to faithful Christian stewardship. • Why will you consider financial integrity a matter of loyalty to and loving God?
Obey in Context	• What financial safeguards will you practice to become faithful stewards of God's resources? • How will you behave towards consumer products to cultivate godly contentment?
Walk to Change	Choose what you must integrate in your practices to avoid the temptation to mishandle funds: • Share some of your stuff to bless other pastors and ministry workers. • Be sure to use ministry donations according to donor's intention. • Use a credit card and spend it like cash. • Purify your heart from the love of material things. • Find the joy of being beloved in the pleasure of God's love. • Be transparent in the way you use ministry funds. • Others....

O Lord, satisfy my desire with Your love. Open my eyes to see the true riches that will last, spread in the ordinary and shared in simplicity. Truly, nothing in this world can make me happy except Your goodness and generosity.

Celebrities parade their wares and wealth. But they never impress You a bit. You look for leaders with character not with cash. Help me to serve you faithfully and sacrificially, enjoying your sufficiency in the midst of scarcity.

Amen

THE RESPONSE

9. I WILL FAITHFULLY STEWARD MONEY

LEADERS COVENANT TOOL

1. **What is the statement saying that is important for me to hear at this stage of my life and ministry? [Come to grips with the meaning of the statement. Don't rush.]**

2. **In what ways is my life reflecting positive growth as I reflect on the statement? [Be encouraging.]**

3. **What are 1-2 key ways in which my life does not reflect the commitments expressed in the statement? [Focus clearly on some areas for improvement and/or growth.]**

4. **What are the 1-2 most important action steps [for each goal] that you could take as we work together to bring progress in your life and ministry toward fulfilling the commitment more completely? [Write specific mentoring steps to take to address the challenges for improvement.]**

Timeline

Timeline

SECTION 10

I WILL USE WINESKINS TO SERVE

Systems and organization ["wineskins"] are aspects of stewardship for churches and ministries. I am stunned that in Jesus' day the Pharisees and Scribes opposed Jesus by using their wineskins of traditions, organization, laws, credentials and theology against him. I am saddened that many leaders are similarly tempted and often succumb to drawing people's allegiance to themselves, their organization, methods, materials or theological systems rather than to Christ. I observe that sometimes leaders want to be the ones in charge and so they create hierarchies, positions and titles to enforce their control and dominance. It is easy to "lord it over" or abuse people by imposing plans, vision or organizational mandates on people. I long to purify myself and to serve my King in holiness and gentleness and draw those I serve into a closer walk with him.

Matt. 23:13-33; John 11:47-48, 53; Acts 20:18-35; Phil. 2:19-21; James 4:13-16; 1 Peter 5:2-3; 3 John 9-11

THE EXPLANATION

10. I WILL USE WINESKINS TO SERVE

"I long to purify myself and to serve my King in holiness and gentleness and draw those I serve into a closer walk with him." [LC-10]

20 I have no one else like Timothy, who genuinely cares about your welfare. 21 All the others care only for themselves and not for what matters to Jesus Christ. [Phil 2:20-21 NLT]

In my country, many foreign pastors and ministry leaders come promoting their ministry models, which they consider the best. They show statistics to back up their success. Some are a bit arrogant by disdaining those who have small churches and organizations. They impress their dazzled listeners. The message: if you don't use their models you are left behind. This is the fad of McDonald-ization of ministry. Through franchising of ministry brand, the modern religious colonizers expand their religious empire among gullible Christian leaders and pastors.

Success has the tendency to lord it over others. Success-oriented leaders move around to conquer small churches and struggling pastors to embrace their strategy. They make them believe to solve their ministry frustration. Others succeed. But most churches are still weak and pastors wounded by feeling betrayed, with no one to blame except themselves for failure to implement the proper system and strategy.

God be praised for the ministry models that extend the Kingdom across the globe. But no one can claim the best strategy. The Spirit of God can use any means or method when anointed by God's power. There are different contexts and challenges. God wants

to see new ways of appropriating His power and creating relevant practices to disciple the nations. He wants to see fresh innovations from different leaders who are willing to collaborate to advance God's Kingdom. What makes the multiplication is not the franchising of ministry. It is facilitating of mentoring of men and women, faithful and fit to train others to enter the Kingdom of God [2Tim 2:2]. The apostles did not push one model. There are diverse ways to organize the work of the Lord in the Body of Christ.

The danger of success-models is to draw attention to the organization and network, materials and methods, systems and strategy. These must be "cloned" on others to guarantee success. These ministry models become masters to be served rather than tools to supply on what is really needed. Their leaders make ministry branding to ensure market claim. They squeeze their way to control and compete. You can smell who will claim the glory.

Ministry wineskins are the models and brands, systems and strategies. They are only a means to an end. As water flows to different river paths, so God's Spirit will move through different ministry wineskins. **Our creative God hates worldly competition but desires holy collaboration of sharing and serving one another.** He desires respect and recognition of His work through different ministries. Leaders should exchange and explore new ways to learn from one another. They are the spiritual avengers to fight the common enemy and serve the world. But this is only possible if like Timothy, pastors and Christian leaders take genuine interest in people and Jesus Christ [Phil 2:20-21].

We need successful Christian leaders who will intentionally decrease their influence so that Christ may increase in prominence [cf. Jn 3:30]. Having Christ glorified may require successful leaders to take a back seat so that the ordinary leaders can stand on the platform to demonstrate God's power in their powerlessness and to display God's wisdom in their simplicity. Often, practitioners of the gospel are intimidated because those who have title and trophy, credential and charisma, seize the space reserved for ordinary people. It is really a disservice to the church if we don't hear the stories of

ordinary leaders who faithfully serve the Lord. I hear them from people in the little place where I go to mentor them. But most people don't care to hear them.

We don't want power leaders who control. We don't need celebrity leaders who are arrogant. We don't need credentialed leaders who don't care to listen. What we need are leaders who have crucified themselves with Christ. They are hidden in humility. They stand in the shadow so that we can see Christ alone.

PERSONAL CONTEMPLATION
Reading and Resonance
Read the article with an open heart and mind. What passage speaks to you? In what way are you refreshed or rebuked?
Reflection
Why does success in ministry carry a seed of potential downfall?
Response
Write your reflection here:

PEER CONVERSATION	
Grasp to Connect	• Which ministry models have you considered successful? What are the characteristics which made you decide that Jesus will recognize these as great in the Kingdom of God?
Receive to Learn	Learn insights from one another to explore the fresh innovation of the Spirit. • Why will you consider that a successful ministry model is appropriate for Kingdom work? • What are the possibilities of small and unknown ministries to become great in God's eyes? • What will it take for Christian leaders to express and experience God's creativity to fulfill the Great Commission?
Obey in Context	• What will you change in doing ministry to use new wineskins to serve your people? • What will you promote to balance tradition and innovation within your organization?
Walk to Change	Using the checklist below, what new ministry wineskins will you explore for effective ministry: • Consider the ministries relevant in your own contexts. • Check whether Christ is at the center of what they do. • Take a risk to try on something never done before. • It mobilizes ordinary people and not just strong leaders. • It recognizes and respects your contribution. • Willing to flex rather than working to a fixed method.

Lord, You did not let the world fossilize in time. We are called to explore and experiment, to innovate and invent. Your mind is holy-crafted in designing our brain. To develop a new work from the old and to see something that was never there before.

O, creative Spirit, release the wind of creative change. Let the ordinary leaders rise to succeed in their own ways. Let them discover God's power in their weakness and divine wisdom in their simple ways. For all to see the imprint of Your glory.

Amen

THE RESPONSE

10. I WILL USE WINESKINS TO SERVE

LEADERS COVENANT TOOL

1. **What is the statement saying that is important for me to hear at this stage of my life and ministry? [Come to grips with the meaning of the statement. Don't rush.]**

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Timeline

Timeline

CONCLUSION

I am standing on the shoulders of leaders who have gone before me. They were not perfect, and neither am I. They led based on what they had been taught, and the Lord, by his grace and kindness, advanced his kingdom through them.

I confess my own failings as a leader before my Lord Jesus.

I humbly commit myself in the name of the Father, Son and Holy Spirit to be more like Jesus and develop others who will also do the same. May God, by his grace and mercy, help me to be faithful to this covenant. Amen.

Joining with leaders around the world, I make this my personal covenant.

Signed _____

Witness _____

Witness _____

Date _____

You may find it helpful to spend devotional time going through the Scriptural references.

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