Introduction

Leadership is ministry and servanthood. Jesus said he did not come to be served, but to serve (Matthew 20:28). As a tree that has roots and branches, so our ministry practice is nurtured by the state of our inner spirit. The foundation of ministry is character, and the foundation of character is the spirit.

The purpose of these lessons is to understand the meaning of leadership (lesson 1), the character of the leader (lesson 2), the spiritual life of the leader (lesson 3), and the practice of leadership (lessons 4-10). The lessons look at examples of leaders in the Bible and teachings of the Bible about leadership.

My prayer is that these lessons will strengthen understanding and practice of leadership, and the church will be built on its firm foundation.

Joseph Bontrager, writer

For no one can lay any foundation other than the one already laid, which is Jesus Christ.
1 Corinthians 3:11
Lesson 1. Nehemiah – Leading Renewal

1) Call. And those he predestined, he also called... (Romans 8:30)
   - Nehemiah did not hear a voice from God (as Moses heard – Exodus 3:4-10), and he did see God (as Isaiah saw God – Isaiah 6:1).
   - Nehemiah felt called by knowing the condition of his people in Jerusalem. What was their condition? (1:3)
   - His call was confirmed by the king and the king sent him to Jerusalem (2:6)

   All believers are called to faith and to service. As servants, they are called to a particular ministry. The call to ministry is normally according to the person’s ability and the needs around him. The call is confirmed by other believers and by God in his spirit.

   How were you called to ministry?

2) Faith. Now faith is being sure of what we hope for... (Hebrews 11:1)
   - Nehemiah saw the cause for their trouble was sin. What sin did he repent of? (1:6)
   - What had God promised about scattering and gathering his people? (1:8-9)
   - What did Nehemiah believe about the people of Israel being gathered again? (1:9)

   Successful leadership comes from believing that God will act. Sometimes this is called vision, which is looking ahead to what is possible.

   What is your vision for your ministry?

3) Implementation. Continue to work out your salvation, ...for it is God who works in you to will and to act according to his good purpose. (Philippians 2:12-13)
   - What did Nehemiah do when he heard the trouble of the people in Jerusalem? (1:4)
   - Who did Nehemiah consult about the trouble he saw? (2:4-6)
   - Notice the steps he took to respond to his call:
     o He estimated the time it will take (2:6)
     o He requested permissions to travel (2:7)
     o He gathered necessary supplies to build the gates, the wall, and a house (2:8)
     o He inspected the condition of the wall of Jerusalem (2:11-17)
   - Nehemiah gathered a team of the leaders of Israel:
     o He informed them of his plans. What did he want to build? (2:17-18)
     o He organized workers. What were they to build? (3:1-32)
     o What did he do when threatened by an enemy? (4:9)
     o What did he say to encourage the leaders? (4:14)

   Implementation is to fulfill the vision. Implementation is weak without a plan. Leadership considers the need, consults with others who are affected, estimates and gathers resources, and enables the team of workers.

   What is the first step for you to follow your vision for your ministry?

4) Facing opposition. For our struggle is not against flesh and blood... Therefore put on the full armor of God, so that when the day of evil comes, you may be able to stand your ground. (Ephesians 6:12-13)
• Nehemiah recognized the enemy’s scheme. In each of these verses below, what did the enemy do to stop Nehemiah’s work? Nehemiah 2:19; 4:1; 4:11; 6:13; 13:4-5.
• Nehemiah was sure of his call and trusted God; he finished the work he was called to do without being intimidated by the enemy.

It is normal to meet resistance in any program to build people, or to bring change. Some who study leadership say that when we introduce change, it is normal for 1 person in 5 to support the change, 1 in 5 will oppose the change, and the other 3 will wait to see the outcome.

**Good leadership:**
- **Certainty of call** – to know you have been sent.
- **Faith-based vision** – to see the desired outcome
- A **plan** that includes steps of sharing leadership and implementing the plan
- Recognize and respond to **opposition and schemes** of enemies without leaving the plan

**Questions for discussion:**

1. What are some different ways God calls into service?
2. If someone tells you, *This work is of God, so a plan is not needed, God will lead us.* Will you agree? How will you answer him?
3. Of these four words, *call, faith, strategy,* and *opposition,* which one is the biggest problem among our church leaders? Which do you feel is your weakest area?
4. What kind of opposition have you experienced in your ministry? How did you respond?
Lesson 2. Saul – Unfaithful King

To obey is better than sacrifice, and to heed is better than the fat of rams. For rebellion is like the sin of divination, and arrogance is like the evil of idolatry. 1 Samuel 15:22-23

1. Saul began his reign under the call and power of God. 1 Samuel 10:1-6-9
   • What signs showed that God chose Saul to be king. (6-7)
   • Explain the meaning of God changed Saul’s heart. (9)
   • In 1 Samuel 11, what power gave Saul victory over the Ammonites? (1 Samuel 11:6)

   When God calls, he empowers. Saul was given the Holy Spirit, his heart was changed, and he was able to defeat the Ammonites.

   Successful leadership is by the power of the Holy Spirit in a heart that has been changed.

2. Saul offered a sacrifice even though he was commanded to wait for the prophet Samuel. 1 Samuel 13:5-14
   • Why did Saul offer the sacrifice instead of waiting for Samuel? (11-12)
   • What was the result of Saul’s impatience? (14)

   Fear causes haste. When Saul saw the enemy he was fearful. He believed the power of the sacrifice was greater than the power of obedience. He disobeyed the covenant with God, and the result was that the kingdom was taken from him.

   Successful leadership respects and keeps the covenant with God. Sacrifice without obedience has no power.

3. Saul foolishly bound his people with an oath and brought a curse on them. 1 Samuel 14:24-30,43-46
   • What oath did Saul bind the Israelites with? (24)
   • What effect did the oath have on the fighting men? (24,30)
   • Why did Jonathan break the oath? (25-27)
   • Why did the Israelites begin to reject Saul’s leadership? (45)

   Command without counsel weakens leadership. Saul thought his oath would strengthen the fighting men, but it weakened them physically. Then they refused his decision to judge Jonathan. When Saul asked counsel from God, he did not get an answer (1 Samuel 14:37).

   Curses are not from God, and they bring fear. God’s word brings redemption and life.

   Successful leadership consults with others to discern God’s wisdom.

4. Saul did not obey God’s command to destroy the Amalekites. 1 Sam 15:1-3,7-9,19-26
   • What did God command Saul regarding the Amalekites? (3)
   • What did Saul do after he defeated the Amalekites? (8-9)
   • What was Saul’s excuse for not destroying the king and the sheep and cattle? (20-21)
   • Why did God reject Saul as king over Israel? (26)
God is holy and commands his people to remove evil among them. In the Bible, the Amalekites are a symbol of evil. Rebellion is like witchcraft (1 Samuel 15:22). Many of the pagan kings practiced divination. Saul tried to strengthen his authority by pagan practices. But divination is not compatible with the power of God, and is offensive to God. Saul broke the covenant with God, he thought he could conquer through the power of divination.

Successful leadership keeps covenant with God and obeys God’s commands. Victory is by removing evil and depending on God’s power, not mixing it with traditional powers.

5. The Spirit of God left Saul. 1 Samuel 15:26; 16:14,21-23

Note: In the Hebrew language, “an evil spirit from God” could mean “God allowed a bad spirit.” The Spirit of God is not an evil spirit, but an evil spirit can be given permission by a person’s choice to disobey God.

- Why did the Spirit of God leave Saul? (15:26)
- How did the evil spirit from God affect Saul? (18:8-12;19:1)

Refusing God permits a spirit of evil to enter and change the heart. Because of Saul’s disobedience, the Spirit of God left him and the devil entered (Ephesians 4:26-27)

Successful leadership denies the works of the flesh (Galatians 5:19-21), and strengthens the fruit of the Spirit (Galatians 5:22-23). We should have the mind of Jesus, which is forgiveness, humility, and servanthood, according to Jesus’ example (Philippians 2:1-8)

6. Saul consulted a medium for guidance and protection. 1 Samuel 28:5-18

- Why did God command against divination? (Deuteronomy 18:10-13)
- Why did Saul seek a person who is a medium? (5,6,15)
- What were the results of Saul’s divination? (17-19)
- In the end, how did Saul die? (1 Samuel 31:4)

Divination is an abomination to God and forbidden by God’s command to his people. But instead of returning to God, Saul looked for a medium. Saul broke the covenant, he looked for victory through divination, Israel was defeated and Saul killed himself.

Successful leadership keeps the covenant with God. Wisdom is from God, who protects our soul, so we grow in grace and knowledge of Jesus Christ (2 Peter 3:17-18).

Questions for discussion:

1. What character flaws do see in Saul?
2. How can we guard our spirits, so we have the Spirit of God, not an evil spirit?
3. What is the benefit when leaders consult together?
4. Why do some Christians practice divination?
5. How is the leadership of Saul different from the leadership of Nehemiah?
Lesson 3. Character – Foundation of Leadership

Be all the more eager to make your calling and election sure. For if you do these things, you will never fall. 1 Peter 1:10

Leadership is based on character. The foundation for leadership is spirituality: love, faith, obedience, and walking with Jesus, as Jesus walked, character that is rooted and grounded.

Teachings of the Bible about character

- To know Christ. Philippians 3:8-11
- To dwell in Jesus. John 15:1-5
- To be rooted and established in love. Ephesians 3:14-19
- To live by the cross of Jesus Christ. Galatians 6:14

The foundation for our faith and life is Jesus Christ (1 Corinthians 3:11) – to know him, to live with him, to suffer with him, to follow the example of his character.

What kind of character is wanted for servants of God?

Building character. 2 Peter 1:5-10; 2:1-3; 3:11-18

- Add these qualities (1:5-7). What are the qualities mentioned?
- The results of adding these qualities (1:10). What are the results of adding?
- False prophets we will meet (2:1). What kind of people are these?
- Godliness and hope protect us from error (3:11-13). What is our hope?
- Guard ones spirit and grow in grace (3:17-18). What does this mean?

The servant of God must put forth effort to strengthen character. By building character, he will protect himself from evil and demonstrate Christian behavior.

How can the servant of God guard his character and grow spiritually?

Fruit of the Spirit and desires of the flesh. Galatians 5:16-25

- Do not follow the desires of the flesh (5:16). How can we resist these desires?
- Desires of the flesh (5:19-21). What are these desires?
- Fruit of the Spirit (5:22-23). What are these fruit?

The signs of Christian character is the fruit of the Spirit. The fruit of the Spirit is the result of our relationship with Jesus, to live by the Spirit, which gives strength to overcome the flesh.

What does it mean to crucify the sinful nature with its passions and desires? (Galatians 5:24)

Questions for discussion:

1) What did Jesus teach about our relationship with him? (John 15:5)
2) What kind of lives are holy and godly lives? (2 Peter 3:11)
3) What is the meaning of grow in grace? (2 Peter 3:18)
4) What is the meaning of being rooted and established in love? (Ephesians 3:17)
5) How can the servant of God strengthen the fruit of the Spirit in his life?
Lesson 4. Ministry of Giving Reports

Fix your thoughts on Jesus, the apostle and high priest whom we confess. He was faithful to the one who appointed him, just as Moses was faithful in all God’s house. (Hebrews 3:1-2)

Servants must be faithful to the one who appointed him, as Jesus and Moses were faithful to God. Following procedures in responsible ways is normal in the Bible. The faithful servant gives reports of his ministry to his leader. Faithfulness is a fruit of the Spirit (Galatians 5:22).

The church and its programs is of and for all believers, and they should be given reports.

Read the following examples in the Bible of responsible ministry and their interpretation:

<table>
<thead>
<tr>
<th>Bible:</th>
<th>Interpretation:</th>
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<tbody>
<tr>
<td>But everything should be done in a fitting and orderly way. 1 Corinthians 14:40</td>
<td>• Paul advises orderly worship</td>
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<tr>
<td>He must manage his own family well. 1 Timothy 3:4-5</td>
<td>• Church leaders should know how to manage.</td>
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<tr>
<td>Keep your head in all situations, ...discharge all the duties of your ministry. 2 Timothy 4:5</td>
<td>• Paul advises Timothy to be faithful in his ministry</td>
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<tr>
<td>After a long time the master of those servants returned and settled accounts with them. Matthew 25:19</td>
<td>• The master required a report from each servant how he used the master’s property.</td>
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<tr>
<td>On arriving there, they gathered the church together and reported all that God had done. Acts 14:27</td>
<td>• After his ministry journey, Paul gave a report to the church.</td>
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Kinds of reports in the church: (to be given to the congregation, district, or diocese)

- Report of worship – attendance, offering, worship leaders, etc.
- Financial report – income, expenses, budget
- Church committee reports – attendance, meeting agenda, decisions
- Project reports – goals, progress, needs
- Other reports – what other reports are needed?

Benefits of reporting:

- To show progress in reaching goals
- To clarify how God is blessing his work and his people
- To maintain accountability of the persons doing the ministry
- To confirm decisions made in the past and to measure implementation
- To build trust and remove doubt about the use of money and leadership in general
- The church is body of Christ. Therefore, when you give a report to the church, you are reporting to Jesus.

Supplies to have for reporting:

- Worship record book or notebook
- File cabinet or box to store minutes, financial reports, etc.
- A safe place to store the reports, protected against water, termites, etc.

Questions for discussion:

1. Why is it important to give reports of your ministry to the church?
2. What reports are required in your church, district, and diocese?
3. In your ministry, who are you responsible to? What reports should he receive from you?
Lesson 5. Ministry of Preaching and Teaching

Jesus ...went on from there to teach and preach in the towns of Galilee. Matthew 11:1

How then can they call on the one they have not believed in? And how can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them? Romans 10:14

We have been given the ministry of preaching and teaching the gospel of Jesus Christ.

- Teaching is to explain and give information, so that listeners know and understand.
- Preaching is to announce, to give testimony, and to speak the word of God and his acts.

What the Bible says about teaching and preaching:

1. The heart and foundation of our preaching is Jesus Christ. 1 Corinthians 1:23; 3:11
2. Our preaching and teaching stands on the Bible. 2 Timothy 3:14-17
3. Our daily life must support our teaching and preaching. 1 Timothy 4:12,16
4. A leader should be able to teach. 1 Timothy 3:2; 2 Timothy 2:24
5. The purpose of our teaching is to strengthen faith in the hearer. 2 Timothy 3:16-17
7. Teaching and preaching are gifts of the Spirit. Romans 12:8; Ephesians 4:11

In the Bible, prophecy is the same as preaching, it is to give a message that has been revealed by God. Sometimes it is foretelling something in the future, other times it is a word of counsel or warning. Prophets and preachers all receive their word by revelation from God.

Preparation for teaching or preaching:

The first principle for preaching and teaching is preparation – of the spirit, life, and mind.

1. Prepare your spirit – be quiet before God; repent, give thanks, pray for God’s leading as you prepare.
2. Prepare your life – walk in the light, truth, and humility before people; commit to practice what you preach, that is, to do yourself what you are telling others.
3. Prepare your mind
   a. Choose the subject of your teaching or preaching – verses or a topic
   b. Study to understand the verses or topic that you are presenting
   c. Read what others have written on the topic to expand your understanding
   d. Divide your topic into the main sub-topics – not more than 3 or 4 sub-topics
   e. Find other verses that relate to your topic
   f. Choose examples or stories that interpret your topic
   g. Write and outline of the topic you are teaching or preaching
   h. If you are teaching, write questions that lead students to discover the truth in the lesson. There are 3 kinds of questions:
      i. Information questions (What? When? Who?)
      ii. Interpretation questions (Why? What does it mean?)
      iii. Application questions (What does it mean for me? What should I do?)
4. Pray for the blessing of God on your teaching and preaching, for boldness and humility, in the attitude of a servant and of love.

Exercise: how will you begin to prepare for preaching or teaching one of the following?

Verses: Joshua 1:1-9 or Philippians 3:7-11
Topic: The love of God for all people or Victory in Jesus Christ
Lesson 6. Ministry of Leading Worship

*Hear, O Israel: the Lord our God, the Lord is one. Love the Lord your God with all your heart, and with all your soul and with all your strength.* Deuteronomy 6:4-5

**Purpose of worship:**
- To thank and praise God
- To remember God’s acts
- To draw near to God, to better know God and his heart
- To hear warnings and counsel

The first believers met for worship of teaching, fellowship, prayer, and to praise God. Acts 2:42-47

**Order of worship** – according to the practice of Tanzania Mennonite Church
1. Song by the congregation or choir
2. Welcome to worship
3. Silent prayer followed by prayer by the worship leader
4. First reading – normally a Psalm of Old Testament reading
5. Sing *Holy, Holy, Holy* followed by the Apostles’ Creed
6. Second reading – normally on the sermon topic
7. Kneel for prayer led by the worship leader or pastor followed by the Lord’s Prayer
8. Announcements by church secretary
9. Songs by the choir or a special song
10. Sermon
11. Testimony to the sermon by worship leader
12. Opportunity for congregation to give thanks, to believer, or to repent
13. Song while the offering is collected
14. Prayer of thanks for the offering
15. Closing worship followed by *The Grace of Our Lord Jesus Christ*...

**Leading worship needs preparation**
1. Choose leaders and readers:
   a. Lead worship
   b. Read the readings – they should read the verses before they enter worship
   c. Song leaders – should choose the songs before they enter worship
   d. Lead prayers
2. Preaching – usually planned by the church district
3. Remind the leaders during the week before gathering for worship

**Suggestions for public leading**
- Announce songs and readings so you are heard and understood
- Read the readings together, not too fast, so all can read together
- The choir is singing to glorify God, not to impress others
- Use the amplifier wisely; to turn it too loud distorts the sound and makes it difficult to understand, and may damage ears

**Questions for discussion:**
1. What makes worship meaningful to you?
2. What makes worship less meaningful to you?
3. What can be changed to make worship better in your church?
Lesson 7. Ministry of Pastoral Care

Let us consider how we may spur one another on toward love and good deeds. Heb 10:24

The Lord is our Shepherd – Psalm 23:1-6
What acts of pastoral care are mentioned in Psalm 23?

Pastoral care in the church – Ephesians 4:12-16
What acts of pastoral care are mentioned in Ephesians 4:12-16?

Jesus is the best example of pastoral care

- Jesus taught about abundant life of the Kingdom of God. Matthew 4:23
- Jesus had compassion on the crowd, and healed the sick. Matthew 14:14
- Jesus healed the whole person, body, soul, and spirit. Mark 1:32-34
- Jesus received strength through prayer and fasting. Mark 1:35
- Jesus did not condemn those with needs. John 8:11
- Jesus reconciled the sick with their community and customs. Matthew 8:4

The ministries of pastoral care

- Pastoral care builds up the church, the body of Christ, in faith, unity, and love.
- Pastoral care is spiritual ministry of mercy, comfort, counsel, and healing to persons with doubts, fears, or emotional wounds.
- Leaders are called to build up the believers to comfort and counsel each other.
- All believers may serve by providing care, counsel, and comfort to each other.
- Serious problems are too great for many believers, and should be addressed by leaders with more training and experience.
- God is the Healer, we point people to God the Merciful.

Important qualities in pastoral ministry

- Compassion – recognize problems of people and seek their health and peace
- Listening – carefully listen and understand the person before giving guidance
- Counsel – wisdom to strengthen and guide the person with a problem
- Confidentiality – to guard what has been shared, not share with others not involved
- Prayer – pastoral care should be covered by prayer, before, during, and after

Different kinds of pastoral needs require different kinds of care. We should understand what we can do, and what is beyond our ability. Some different kinds of needs are:

- Normal problems of life and family in general. Believers counsel, comfort, and pray for each other – carry each other’s burdens. Galatians 6:2
- Significant life events, such as death, divorce, serious illness, spirits, or spiritual doubts and questions are beyond the ability of the average believer; the caregiver should have additional training and experience, along with prayer – I asked your disciples to drive out the spirit, but they could not. Mark 9:18; James 5:14-16
- Mental and physical illness need prayer as well as medical care by specialists – use a little wine because of your stomach. 1 Timothy 5:23

Questions for discussion:
1. In your own words, explain the main purpose for pastoral care.
2. How can leaders build up believers so they can carry one another’s burdens?
3. What are some of the most common life problems experienced by believers?
Lesson 8. Ministry of Reconciliation and Peacemaking

*The fruit of the Spirit is …peace.* Galatians 5:22  
*Let the peace of Christ rule in your hearts.* Colossians 3:15  
...*and gave us the ministry of reconciliation.* 2 Corinthians 5:18

God’s people are people of peace
- Isaiah 16:3. God promised perfect peace to those who do what?  
- John 14:27. Why did Jesus say, “Do not let your hearts be troubled?”  
- Philippians 4:7. What will God’s peace do in our hearts?

God’s people are peacemakers
- Matthew 5:9. What will the peacemakers be called?  
- Romans 12:18; 14:19. What kind of relationships should we have among us?

Reasons for conflict
- James 4:1-3. According to these verses, what causes conflicts?  
- Galatians 5:19-21. What words in these verses describe conflict?  
- Matthew 20:20-24. Why were the ten disciples angry at the two brothers?

Ministry of reconciliation
The world has many conflicts and wars, between people and between nations.
- 2 Corinthians 5:18. What ministry has God given to us?  
- Matthew 5:23-24. What did Jesus say to do, if we are at the alter and remember that we have offended our brother?  
- Matthew 18:15-17. Describe the 3 steps to reconcile with an offender.

**Levels of conflict**

**Level 1. Differences** in habits, customs, preferences
- Show patience and continue to live and work together  
- Resolution is to respect and agree on the benefits of different customs  
- If differences are not resolved, differences escalate to argument

**Level 2. Arguments** between persons or groups
- Insist on our preferences and resist the other  
- Resolution is to agree how to move forward and respect each other  
- If not resolved, arguments escalate to confrontation

**Level 3. Confrontation**
- See the other as an enemy, efforts to defeat and remove him  
- Resolution is through a mediator to help find a way forward agreeable to all  
- If not resolved, confrontation escalates to hostility

**Level 4. Hostility**
- Efforts to eliminate and remove the enemy  
- Resolution is only through a mediator, but is difficult and may be impossible

Understanding conflict
- Differences are normal in life. Differences should not divide us, but expand our thinking and views. Differences are opportunities to increase understanding.  
- The problem is not differences; the problem is not knowing how to resolve them.  
- Most important is to maintain relationships. Trust is the basis for resolving conflict.
Steps for reconciliation

1. Agree on the importance of strengthening our relationship and respect.
2. Discuss the differences or the problem. Each one is given time to explain how he sees the problem. Try to understand the viewpoint and the feelings of the other.
3. Where someone has been offended, ask each other’s forgiveness.
4. Look for interests and goals you share. Although there are differences, there are also areas of agreement. The areas of agreement are the basis for resolving the conflict.
5. Try to resolve the conflict in a way that respects all who are involved and helps you reach the goals you share.
6. Agree to respect each other and to keep what you agreed to do.

Questions for discussion:

1) How did traditional Africans resolve conflict? How is it similar to the teachings of the Bible? How is it different from the teachings of the Bible?

2) Have you seen conflict in the family or church? How was it resolved? What were the results?

3) In your life, what have you learned about living with people from a different tribe and culture?
Lesson 9. Leadership Temptations and Traps

Set an example for the believers in speech, in life, in love, in faith and in purity....

Watch your life and doctrine closely. 1 Timothy 4:12,16

The leader’s life is an example for believers. If the leader lives by sinful cravings, the lust of the eyes and boasting (1 John 2:16), his poor example will destroy his leadership.

Temptations in the leader’s life

1. Idleness and irresponsibility
   - John 9:4. Why should we be doing God’s work?
   - 1 Timothy 4:13-16. What advice did Paul give to Timothy?
   - The leader should be diligent and responsible in his ministry.
   - Why do some leaders fail to do their ministry?

2. Seeking greatness
   - 1 Peter 5:6. Why did Peter write that we should we humble ourselves?
   - Matthew 20:25-28. What attitude should the leader have?
   - The leader should have an attitude of humility and servanthood.
   - How can the leader avoid attitudes of pride and greatness?

3. Loving possessions
   - 1 Timothy 6:6-10. What should we be content with?
   - 1 Peter 5:2. What should a leader not be greedy for?
   - A leader should be content and welcoming.
   - How can a leader avoid the desire for possessions and wealth?

4. Favoritism and discrimination
   - James 2:1-9. What kind of thoughts lead to favoritism? (verse 4)
   - A leader should be a person of respect and justice for all.
   - Where is the source of favoritism? Tribalism? Economy? Education? What?

5. Sexual immorality
   - 1 Corinthians 6:18-20. Why are we told to flee sexual immorality?
   - Galatians 5:19. In the list of sinful acts, which are sexual immorality?
   - A leader should have a pure life fitting for a representative of Jesus Christ.
   - Why are sexual temptations so powerful, even to leaders?

6. Witchcraft
   - Deuteronomy 18:10-13. How does God see the person who practices witchcraft?
   - 1 Corinthians 10:18-21. Why should a believer have no fellowship with demons?
   - How does witchcraft destroy the church?

Questions for discussion:

1) What temptations present the greatest danger to church leaders today?

2) In the life of Jesus, how did Jesus overcome these temptations?

3) Are there other temptations to church leaders today?

Suppose one of you wants to build a tower. Will he not first sit down and estimate the cost to see if he has enough money to complete it? Luke 14:28

God works according to purpose. The purpose of God is redemption; the vision is abundant life of the Kingdom of God; the strategy and implementation are to make Israel a nation, to prepare for the coming of the Redeemer Jesus, and to gather us in the New Jerusalem.

Our programs are built on vision, by steps of strategy and implementation.

The steps of implementation are undergirded first by prayer, because it is spiritual work; second by consultation, to gain wisdom. What does Proverbs 15:22 say about advisors?

Step 1. Mission statement
- Clearly state our faith, our core values, and our purpose.
- What is God’s will and call for this program?
- In your words, describe the mission of your church.

Step 2. Vision statement
- Clearly describe goals, where we intend to be after 5 or 10 years
- In your words, describe the vision of your church.
- The SWOT analysis is helpful to identify purpose and goals

| Strengths: what are our strengths and resources? |
| Weaknesses: where do we lack strength? |
| Opportunities: where can we add services or ministry? |
| Threats: what threatens to decrease or hinder our efforts? |

Step 3. Strategies
- Describe the plans that will help you fulfill your mission and vision
- Build strategy on Strengths and Opportunities; consider Weaknesses and Threats.
- Describe one action that can help your church reach its goals
- Evaluate your goals, they should be SMART:
  - Specific – goals should be clear, related clear vision
  - Measurable – progress and results can be measured
  - Achievable – goals can be reached
  - Reasonable – goals relate to vision and mission, and are within our ability
  - Time-limited – state a time when the goal will be reached

Step 4. Implementation
- Decide who will be responsible for each goal, and when it should be completed.
- Each one implementing is responsible to do the task and bring a report.

Step 5. Evaluation
- After a determined time, receive reports and evaluate progress
- Review the SWOT analysis and SMART goals to adjust the strategy
- Update the strategy for the next phase.

Questions for discussion:
1. What are the benefits of planning in this way?
2. What is the benefit of occasional evaluation of progress?
Examples: tools for strategy, implementation, and evaluation

**Suggestion:** Some churches identify a *Key Bible Verse* or *Key Word* for the year, that will guide their planning and strategies, including sermon and teaching themes, for the year ahead. For example:
- Announce the Key Verse to the congregation.
- Make a banner of the Key Verse and hang it in front of the church as a reminder.
- Plan sermons according to the various aspects of the Key Verse or Key Word.
- All the church departments and committees explain how they will follow the Key Verse in its programs.
- At the end of the year, each department gives a report how they followed the Key Verse.
- Choose another Key Verse or Key Word for the coming year.

**SWOT Analysis** – write a description of your church or program in each area (some examples are given)

<table>
<thead>
<tr>
<th>Strengths:</th>
<th>Weaknesses:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Good building</td>
<td>• Few have Bible training</td>
</tr>
<tr>
<td>• Good leadership</td>
<td>• Members live far away</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Opportunities:</th>
<th>Threats:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Neighbors live nearby</td>
<td>• Spiritually weak</td>
</tr>
<tr>
<td>• Many youth</td>
<td>• Temptations of the world</td>
</tr>
</tbody>
</table>

**Implementation:** for each goal, write the following:

<table>
<thead>
<tr>
<th>Goal</th>
<th>Step</th>
<th>Who is responsible</th>
<th>Date for completion</th>
<th>Date completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
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<tr>
<td>2.</td>
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<td>3.</td>
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