

LESSON

6 Churches Train Leaders

David and John are discouraged as they visit Brother Eyo. “I’m sorry to say that the church at Gane is not growing as fast as it was in the beginning,” said David. “We have three more young people, but no other families have joined us this month. The new believers need more of our time, and we cannot find much time to win new people as we did before.”

“I think the answer to your problems can be said in one word, leadership,” said Brother Eyo. “We have talked about how to organize the church and develop a self-governing church. No church can depend on one or two leaders only. Now is the time you must train believers for responsibilities of leadership within the church. As you teach them to help people in the church, they will also learn how to reach people outside the church. This will help to keep the church growing.”

If you are now working with a growing church or plan to in the future, this lesson will help you understand methods of developing leaders who can take responsibilities in the church. You will study principles from Scripture that will be a guide for the selection and training of leaders in the local church.

lesson outline

Reasons for Leaders

Qualifications for Leaders

Preparation for Leaders

lesson objectives

When you finish this lesson you should be able to:

1. Explain the value of training leaders within the church.
2. Identify the New Testament standard for the selection of church leaders.
3. Identify Christian qualities necessary for effective church leadership.
4. Identify methods by which effective leaders may be developed.

learning activities

1. Study the lesson outline and lesson objectives. Read all Scripture texts given in the lesson and answer all study questions. Check your answer to each question after you have written your answer.
2. Take the self-test at the end of the lesson and check your answers.

key words

extension class	short-term school
resident school	temperate
seminar	

lesson development

REASONS FOR LEADERS

Objective 1. *Explain the value of training leaders within the church.*

Scriptural Reasons

After a church is established, the church planter may move on to plant new churches in other areas. For the church to continue to grow and expand its ministries, the leadership must be in the hands of local people within the church body. Examples of this principle are clear in Scripture.

During the years of Jesus' earthly ministry, He preached to thousands of people and healed many hundreds, but He chose and trained only a few disciples (the Twelve) to lead the new church and to train others to become leaders. Jesus cared greatly for the crowds of people. He wept with compassion for them (Luke 19:41). While He wanted to win them, He would reach the multitudes best with a few correctly trained disciples. Those same disciples, together with those they brought to the Lord, did reach the multitudes. Their influence was felt "all over the world" (Acts 17:6).

When Jesus gave His final instructions to His disciples, He did not tell them to find great crowds to whom they should preach. He told them to make disciples. This was the key that would enable them to take the gospel to the whole world (Matthew 28:19–20).

The apostle Paul understood this principle well. In 2 Timothy 2:2 he wrote, "And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others." The early church leaders dedicated themselves to the task of training faithful men to continue the process by teaching others also. By training faithful workers the church planter can multiply the results of the work more effectively.

Application

- 1** (Choose the better answer.) According to the teaching in 2 Timothy 2:2, how may a church planter help a church to grow and expand its ministry?
- a)** He will systematically teach God's Word and pray for the church.
 - b)** He will train leaders in the local church, being sure they learn how to teach others.
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Practical Reasons

That leaders must come from within the church body is evident for both natural and spiritual reasons. People in the church usually respond better to a person who is familiar with their way of life. People who live in a small village, for example, may find it hard to accept a person from a large, cosmopolitan city as their leader.

Spiritually, a church has a great problem if it must always depend on leadership from an outside source. This does not mean that workers within a local church may not leave their area, but that one of the important ministries of the church is to produce local leaders. The development of leaders within the church is a result of responsible self-government. The church is assuming responsibility for its own stability and the obligation to take the gospel to the surrounding community. Usually, this will naturally result in spiritual and numerical growth.

It is a blessing to all the church when a pastor has the vision, as Paul did in training Timothy and Titus, to develop leaders within the church. Such pastors know how to inspire others and delegate responsibility without fear of losing their own authority. These pastors know that members put to work will produce a united, happy, healthy church. A pastor who tries to do everything and keep everything under his control will have to struggle to prevent discontent. He will also stifle the growth of the church. He needs to allow other qualified believers to take responsibility so that they, too, can build up the body of Christ (Ephesians 4:12).

Application

- 2** In your notebook list three practical reasons why leaders should be developed in the local church.
- 3** Which of these are TRUE statements concerning the necessity of developing leaders in the local church?
- a)** A community can be evangelized better when the responsibility for the task is in the hands of local leaders.
 - b)** Because the early church was immature and unprepared, Paul took on himself all the responsibility for teaching new believers.
 - c)** A pastor strengthens his ministry when he delegates leadership tasks to others in the church.
 - d)** Developing leaders within the local church is part of obeying the Lord's command to make disciples of all nations.
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QUALIFICATIONS FOR LEADERS

Objective 2. *Identify the New Testament standard for the selection of church leaders.*

In Lesson 3 we studied about church government and the need for certain leaders and committees in the church. These are needed for the stability and effective service of the church. There are certain leaders who will be chosen for the official board of the church. These will assist the pastor in the work of the church. They do not rule the church or the pastor; their function is to serve the church with the pastor.

Scriptural Standards

First Timothy 3:1 reads, "If anyone sets his heart on being an overseer, he desires a noble task." The qualifications for an overseer and deacon are in 1 Timothy 3:2–10 and Titus 1:5–9).

1. He must be above reproach; that is, no one can find a reason to accuse him of improper behavior.

- 2. He must be the husband of one wife. This was an important statement in a society where men frequently lived with more than one woman. Paul made it clear that the Christian marriage standard was this: Each man was to have one wife, and he was to be faithful to her.
- 3. He is to be temperate. He is not to be extreme in any activity. He practices self-control and moderation in each area of life.
- 4. He is to be self-controlled. He is not quick-tempered, does not give in to excessive appetites, nor is in bondage to himself.
- 5. He is to be respectable. He has an orderly life. His acquaintances respect him.
- 6. He is to be hospitable; that is, he will share his home and time with others.
- 7. He is able to teach. He must be able to tell others the good news and to exhort them concerning Christian living.
- 8. He is not to be given to much wine.
- 9. He is to be gentle and not quarrelsome.
- 10. He is not to be a lover of money.
- 11. He manages his own house and family well. He keeps his children under control with dignity.
- 12. He is not to be a new convert.
- 13. He has a good reputation with those outside of the church.
- 14. He must not be quick-tempered or violent.
- 15. He must love what is good.
- 16. He must encourage others with sound doctrine and refute those who oppose it.

Application

4 Read 1 Timothy 3:2–7 again. What is the emphasis in this list of qualifications?

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The requirements for leadership in the New Testament church stress qualities, not deeds. This is true not only in the verses we have just read but also in other incidents where spiritual leadership is being chosen. When Paul needed a traveling companion, he chose Timothy who was a man of whom “the brothers at Lystra and Iconium spoke well” (Acts 16:2). The Men selected for the task of serving tables in Jerusalem were men “known to be full of the Spirit and wisdom” (Acts 6:3). When Paul wrote his instructions to Timothy and Titus about leaders in the local churches, he emphasized qualities, not tasks.

Paul knew that tasks would change from culture to culture. He knew that a man who could manage his family well could encourage and direct the church family. In every culture and time people need to be prayed for, taught, and encouraged. Having the ability for these ministries was more important than saying how the tasks should be performed.

Paul did not give rigid patterns for leadership. In Ephesus and Philippi he talked about overseers (bishops) and deacons; to Titus he mentioned overseers (or elders) but not deacons. Perhaps he did this to ensure creativity. He knew that different times and different cultures would need a variety of methods to accomplish the same spiritual purpose.

One fact was clear in the New Testament church: There was always a plurality of leadership. No individual served alone, although some had more responsibility than others. Paul points out that “the elders who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching” (1 Timothy 5:17).

6 Read 1 Timothy 3:2–6 and Titus 1:7–9. Beside each description write the quality of character it describes.

	Quality
John works regularly at his job, spends time in recreation, and eats a balanced, moderate amount of food.	
William has been married to Sarah, his only wife, for ten years. He is faithful and loving to her.	
Hiram is pleased to invite needy people for a meal or to stay in his home.	
Matthew gives offerings regularly, earns enough money to care for his family, and does not take part in “quick money” schemes.	
James was accused falsely by his neighbor, but he answered kindly and was not angry.	
When there was a theft at David’s workplace, his employer knew David was not guilty.	
Robert has been faithful to church for five years, and is a good Bible teacher.	
Peter’s children come to him for counsel and spiritual advice. They regularly attend church with him.	

7 Put an X beside those qualities of character that need to be developed more in your life. Ask the Holy Spirit to help attain these qualities.



Identify Recognized Leaders

Objective 3. *Identify Christian qualities necessary for effective church leadership.*

In every village, town, or city are leaders who may be rich, poor, or in-between. But they are recognized leaders because the people respect their opinions and value their judgment. In the event of a local argument, the people expect these leaders to settle it. When a representative is needed to speak to officials the recognized leader will be asked to speak for the people.

The apostle Paul knew that recognized leaders usually make the best spiritual leaders. He knew that these leaders, if truly converted and consecrated to the Lord, could influence people in their whole area to become believers. That is why Paul used every opportunity to witness to such leaders as the chief of Malta, the governors Felix and Festus, King Agrippa, and even to the household of the Emperor of Rome (Acts 24–26, 28; Philippians 4:22).

The church planter is advised to use the same principle that Paul used. He should be bold to proclaim the gospel to all, but be sure that local leaders in each community are given an opportunity to become believers. When there is a group of believers in one place, the church planter should be careful to find the recognized leaders among the new believers. The new believers will respect and follow their leadership. Non-believers will also have more respect for the gospel because they see that these recognized leaders have become believers.

When Paul left his disciple, Titus, to work on the island of Crete, he told him to ordain “elders” in every church. These were to be mature believers with high moral qualifications (Titus 1:5–9). Paul told Titus there were to be such leaders “in every town” (v. 5). The church planter must be careful not to neglect anyone who is a potential leader just because the person may be older or younger than himself. A mature believer may be young in years and an older person may not be spiritually mature. The important fact is this: A potential leader should be respected by the community and mature in his or her spiritual life and conduct.

Application

8 Which are TRUE statements concerning the characteristics of recognized leaders which show they have potential as spiritual leaders?

- a) The community people respect their opinions and advice.
 - b) They are usually the rich people of the town.
 - c) They are influential for the good of the community.
 - d) The community people feel they judge problems fairly.
 - e) They must be the older men of the community.
 - f) They are respected for their high moral standards.
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PREPARATION FOR LEADERS

The New Testament Approach

Objective 4. *Identify methods by which effective leaders may be developed.*

SPIRITUAL PREPARATION

To meet the challenge of evangelizing the lost we can learn from New Testament methods. The book of Acts shows that the methods of evangelism and training church leaders were flexible. This tells us that the New Testament church leaders were open to the guidance of the Holy Spirit. This also indicates that the emphasis in training leaders to continue the work of the church was first on spiritual preparation rather than intellectual preparation. The apostles trusted the Holy Spirit to guide the new leaders.

Jesus' first preparation for His disciples was that they would "be with Him" (Mark 3:14), and after that they would go out to preach and to heal the sick. Frequently Jesus spent time alone with His disciples to give them spiritual teaching (Mark 4:10; 6:31; Luke 11:1–13; and John 3:22). Spiritual preparation was so important to the disciples' training that even after they had been with Jesus throughout His ministry, in Gethsemane, and

at Calvary, He told them to wait in Jerusalem to be “baptized with the Holy Spirit” (Acts 1:5).

Spiritual preparation comes from studying God’s Word, and learning how to intercede in prayer. With study and prayer that is not superficial, one learns to be taught and led by the Holy Spirit. This learning begins when one’s life is committed to Christ and continues throughout the Christian experience.

PREPARATION BY EXPERIENCE

Jesus helped His disciples learn the work of the ministry by doing the tasks of the ministry. His approach could be called on-the-job training. The church planter or pastor should train leaders like Jesus did. Give workers the opportunity to minister in the church. They can lead evangelism groups, visit and pray for the sick, teach Bible study classes, and lead prayer meetings. We read in Matthew 17:17–20 that the disciples failed in the healing of the epileptic son, but Jesus took them aside and gave them further teaching. Paul had teaching discussions in a hall in Ephesus for two years (Acts 19:9–10), but these were not just lectures. Many workers went out from that class to minister, because in those two years “all the Jews and Greeks who lived in the province of Asia heard the word of the Lord” (Acts 19:10). This was no small task. Obviously Paul did not visit many places in person. There is evidence that other workers established the church in Colossae, Hierapolis and Laodicea (Colossians 2:1; 4:13). The province was so completely evangelized that it became a center of Christianity for many years.

MANY WORKERS INVOLVED

Jesus sent out twelve disciples for preaching, then He “appointed seventy-two others” (Luke 10:1). These workers went out preaching what they had learned from Jesus and they returned with joy (10:17). Jesus said, “The harvest is plentiful, but the workers are few” (10:2). The great harvest requires many workers, and every believer should have a part in the work of the harvest. Not all are called to be preachers and teachers, but the whole body of Christ is part of the team

of witnesses that has a responsibility to take the gospel. A new convert can witness to the unsaved, a seasoned convert can help the new, the pastor can teach the deacons, and the deacons can become lay workers who may start daughter churches. In the New Testament after the death of Stephen, persecution scattered the believers throughout Judea and Samaria (Acts 8:1). Only the apostles stayed in Jerusalem, but the scattered believers preached the Word wherever they went (8:4). The same principle operates today. As more lay workers are involved, the expansion of the church will be greater.

Application

9 In your own words list three principles that were followed for training workers in the early church. Use your notebook for your answer.

Train Leaders by Example

SHOW A DESIRE TO SERVE

Jesus said, “No servant is greater than his master” (John 13:16). The church planter cannot expect those he trains to develop greater dedication, vision, and spiritual maturity than he demonstrates by his life. The people will see his example more than they will hear his words. Peter advised, “Be shepherds of God’s flock that is under your care, serving as overseers—not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock” (1 Peter 5:2–3).

Our great example of desiring to serve is the Lord Jesus himself. The apostle Paul sums this up very well: “Your attitude should be the same as that of Christ Jesus: Who, being in very nature God, . . . made himself nothing, taking the very nature of a servant, . . . he humbled himself and became obedient to death” (Philippians 2:5–8). In Luke 22:14–30 is an incident that describes a wrong attitude of the disciples. John 13:1–17

records the happenings of the same evening and tells how Jesus taught the disciples by His example. Read these passages of Scripture thoughtfully and prayerfully. If a church planter follows the principle of serving those he is leading, then people will follow his leadership.

Application

10 Review Luke 22:14–30 and John 13:4–17. What incident prompted Jesus’ action in John 13:4–5?

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11 Briefly explain Jesus’ teaching in John 13:12–17.

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12 Why is the teaching in these Scriptures so important to us today?

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BE AN EXAMPLE IN FAITHFULNESS AND FAITH

Jesus taught His disciples, “Whoever can be trusted with very little can also be trusted with much” (Luke 16:10). For a Christian who is doing the Lord’s work, especially the church planter or pastor, no job is unimportant. We demonstrate our faithfulness by our attention to the small details of work. Do not promise to be at a meeting unless you can be there and be there on time. If you promise to do a task by a certain time, do it. If you are faithful in the little things, those you are leading will have confidence in you. They will learn by your example what it means to be faithful.

The great importance of faith is taught in Hebrews 11:6, “Without faith it is impossible to please God.” If there is a key

to success in service to God, it is faith. One person can look at an area where there are no believers and say it is impossible to start a church there. Another will see it as a great opportunity for a church. Faith in God's power means we believe we can accomplish work that appears humanly impossible. Demonstrating faith in the midst of problems and difficulties is the best way to help others learn to exercise faith in God's power.

Application

13 Circle the letter of each TRUE statement below.

- a) Jesus showed the meaning of ministry by washing the disciples' feet.
 - b) Jesus said that one who rules is the same as one who serves.
 - c) Teaching the truth of being willing to serve is the most important task of the church planter.
 - d) Sweeping the church is a useful ministry to the church.
 - e) A pastor who shepherds a church mainly because he feels he must has the right attitude.
 - f) Faith in God's power can best be learned by trusting God in very difficult situations.
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Advanced Training

Occasionally there are pastors who make the mistake of wanting to keep good leaders tied to their local churches too long. It is true that the local church is where the development of leaders begins and is nourished. However, the ultimate goal of training leaders in the local church is to produce not only local leaders, but also leaders for every ministry of the church worldwide. Evangelists, teachers, pastors, and executives for the church organization must be developed. God has given the ministry of gifts of governing, the word of knowledge, and the word of wisdom to various believers in the church (Romans 12:8; 1 Corinthians 12:28). For new churches to be planted and expanded, pastors must recognize and encourage those whom the Lord is calling to full time ministry.

The apostle Paul recognized the sincere faith and gift of God that was in Timothy (2 Timothy 1:5–6). It is evident that Timothy was with Paul in the ministry for a short time, perhaps only a few months (Acts 16:2–4). Then Timothy was sent to Ephesus and other churches to fulfill his work as a pastor-teacher. Titus, Tychicus, Artemas, and others had contact with the apostles, but they were sent out to their own ministries in the various churches of Asia. Paul refers to them in Colossians, Ephesians, and Philippians not as “apprentices” but as “fellow ministers.”

Short-term or extension Bible schools are useful present-day systems that train believers in centers at or near their local churches. These schools may have courses that run from one week to several months. The classes may meet in intensive weekend seminars or at night for many weeks. This process enables those who have church or job responsibilities to have the advantage of advanced Bible training without having to leave their daily work. The schools may use materials from a resident Bible school. Some schools are taught by experienced teachers or pastors using Global University courses in a seminar method. These schools are effective middle-level systems of Bible training because they allow for many more people to receive training. This increases the ministry of the local church.

Resident Bible colleges provide an excellent place for the training of future teachers, pastors, and national church executives who are needed to provide leadership for the advancement of the church. These schools are for those who have already proved themselves as leaders and show evidence of God’s call on their lives.

The years in a Bible institute or college expose a student to a variety of ministries from qualified, experienced teachers. It is valuable for full-time study in God’s Word, further development of a strong devotional life, and benefit from the experience of working and ministering with others who are called to the ministry of the gospel.

Application

14 Circle the letters of the TRUE statements which express correct ideas related to the purpose and method of training church leaders.

- a) The local church is a good place for a person who desires to be a pastor to prove his ministry and leadership potential.
 - b) Paul's method of training leaders shows that potential leaders should serve many years as apprentices.
 - c) The flexibility of short-term or extension Bible schools allows more people to study Bible courses than a regular resident school program.
 - d) Resident Bible colleges are the best places to identify possible church leaders.
 - e) Bible college provides the advantage of exposure to teaching by qualified, experienced teachers.
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Each local church should be like a seedbed. After the plants sprout in a seedbed and begin to grow tall, there is no more space for them in the bed. The farmer carefully transplants them to the fields where they will have room to grow and produce good crop.

A good church planter will train people in the new churches. As they grow spiritually and become good leaders, he will not try to keep them all working in the same local church. Spiritual leaders bear much more fruit out in the field than they do in the seedbed. There are still many places in the world today where “the harvest is plentiful, but the workers are few” (Luke 10:2). A wise leader will help new leaders develop and then send them out to new places in the harvest field.

self-test

MULTIPLE CHOICE. Circle the letter of the correct answer.

- 1** Leaders are needed within the membership of the local church
 - a)** to give members a sense of belonging.
 - b)** to insure the stability, continuity, and expansion of the ministry of the church.
 - c)** for the encouragement of the members.
 - d)** because this is the principle taught by the apostle Paul.

- 2** A church planter who tries to do all the work of the church himself
 - a)** will be sure that the work is done correctly.
 - b)** will teach the new believers by his example.
 - c)** will cause discontent and limit the growth of a church.
 - d)** should bring in an assistant from a neighboring established church.

- 3** The qualifications for church leaders
 - a)** will vary according to the needs and standards of the local community.
 - b)** are specifically stated in Scripture and are applicable to all times and cultures.
 - c)** are too difficult for new Christians to attain.
 - d)** are specifically stated in Scripture as well as how each task should be performed.

- 4** On-the-job training for the ministry may be described as
 - a)** workers who learn by doing the task.
 - b)** observing experienced preachers as they minister.
 - c)** reading books about effective soul-winning.
 - d)** the method suitable only for those without formal schooling.

- 5** Which of these statements best describes the responsibility of the body of Christ to take the gospel to the world?
 - a)** Every believer has a part in taking the gospel of Christ to the lost.
 - b)** Certain believers are called to witness to the lost.

- 6** In the New Testament the first principle of training church leaders was
- a)** intellectual preparation.
 - b)** extensive practice in preaching.
 - c)** training in church administration.
 - d)** spiritual preparation.
- 7** The significant point of Jesus teaching that whoever can be trusted with very little can be trusted with much is that
- a)** few people can be trusted with much.
 - b)** faithfulness is a quality of character seen under all circumstances.
 - c)** a person may appear righteous but be untrustworthy.
- 8** The apostle Paul's method of training church leaders was to give them
- a)** detailed directions and personal oversight at all times.
 - b)** encouragement to exercise their gift of ministry and opportunities to do so.
 - c)** extensive periods of close supervision and frequent letters giving instructions.
- 9** All of the following are correct statements regarding the advantages of short-term Bible schools EXCEPT:
- a)** People with work responsibilities can more easily attend classes at short-term schools.
 - b)** They are less costly than most residence schools.
 - c)** One can receive a Bible degree in less time at a short-term school.
 - d)** Such schools make it possible for more people to take Bible training courses.

10 Match the qualities required of a deacon (right) with the evidence of the quality (left).

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|--------------|---|-----------------------|
| ... a | His employer leaves him in charge of the shop. | 1) Self-controlled |
| ... b | He continues teaching a study class in spite of unjust criticism. | 2) Hospitable |
| ... c | He returns a kind answer to an angry accusation. | 3) Not greedy |
| ... d | He is contented when not thanked for his work at church. | 4) Of good reputation |
| ... e | Even when busy or tired, he invites lonely people to his home. | 5) Mature Christian |
| ... f | He is happy to deny himself so he can give extra offerings. | |

answers to study questions

- 8 a** True
b False
c True
d True
e False
f True
- 1 b)** He will train leaders in the local church, being sure they learn how to teach others.
- 9** Your answer should include: 1) the workers were given spiritual preparation, 2) preparation by experience, and 3) many workers were trained.
- 2** Any three of the following or similar answer:
1) A local leader is more acceptable to the church.
2) Producing leaders is a ministry of the church.
3) It is a means of strengthening the church.
4) The church will be happy and united when members are working together.
- 10** In Luke 22:24 the disciples were disputing about which of them was the greatest.
- 3 a** True
b False
c True
d True
- 11** The disciples had been wanting to exalt themselves. Jesus showed them that to minister or teach they must take the role of a servant.
- 4** The emphasis is on what the man is, rather than on what he does. This emphasizes that if he has the qualities of Christian character, then his actions will be Christ-like.
- 12** If we are to reach people successfully, we must be like Jesus. If we are to minister and lead, we must serve in love.

5 Your answer. For example, you know a man has a good reputation and is respected because the people of the town come to him for advice. Obviously they will trust him to take care of the offerings they give to the church.

13 a True

b True

c False. Being a servant is most important.

d True

e False. He should serve as pastor because he is willing.

f True

6 Your answer may be similar to these:

Temperate

Husband of one wife

Hospitable

Not a lover of money

Not quarrelsome, self-controlled

A good reputation

Not a new convert

Manages his home and family well, is respected

14 a True

b False

c True

d False. The local church is the best place.

e True

7 Your answer