
Biblical Leadership in the Church

1. Purpose of Training
 - a. Study God's word together
 - b. Listen to what God is saying
 - c. Apply biblical truth to our lives
2. Break-up into groups of 2-3 and come up with what you (without using your bible) believe about pastors, elders, deacons in terms of:
 - a. What are they
 - b. What are their qualifications
 - c. What are their responsibilities
3. As we reflect on these areas of church leadership, we need to be evaluating our current practices or beliefs:
 - a. Cultural – This is what we do because this is what our people (whether or not they are born again believers) expect
 - b. Traditional – This is what we do because we have always done it this way
 - c. Biblical – This is what we do because God's Word tells us to do so
 - d. Romans 12:1-2
 - i. Vs. 1 - I appeal to you therefore, brothers, by the mercies of God, to present your bodies as a living sacrifice (servant leadership), holy and acceptable to God, which is your spiritual worship.
 - ii. Vs 2. – Do not be conformed to this world (cultural), but be transformed by the renewal of your mind (traditional), that by testing you may discern what is the will of God (biblical), what is good and acceptable and perfect.

What is the purpose of the church?

1. 2 Cor 4:1-7 – **Glory of Christ**

What is our primary mission as the church?

1. Matthew 28:19-20 – make disciples of all the nations by baptizing and teaching
2. A disciple is someone who:
 - a. **Knows** all of the things of his master
 - b. **Puts** those same things into regular practice in his own life
 - c. **Teaches** another person those same things and helps them to live them out
 - d. **Discipleship** is not complete until you have “spiritual grandchildren”
3. Acts 1:8 – making disciples is to be local, regional, and global all at the same time

Where does our authority come from to do all of this?

1. Matthew 28:18 – it comes from Jesus who has all authority in heaven and on earth. Go, therefore, and make disciples of all the nations ...

How is authority expressed in the church?

1. Ephesians 1:22 – **Christ** is the head of the church
2. Acts 14:23 – **Believers** appointing elders in every church through prayer and fasting
3. Acts 6:3 – **Believers** selecting deacons to serve the needs of the church

What is an elder?

- A role involving both **service** and **leadership**.
- The position of one who has responsibility for the care of someone – position of responsibility and oversight.

- The word for elder can also be expressed as pastor, overseer, bishop, shepherd, presbyter
- However, it carries a **different** meaning from apostle, prophet, evangelist, and teacher

What are the qualifications of an elder?

1. Appointed

- Exodus 18:21 – Selected by the **current leader**
 - Acts 14:23 – Appointed in every **church**
 - Acts 20:28 – **Holy Spirit** made them overseers
 - Titus 1:5 – Appoint elders in every **city**
2. Exodus 18:21
- Men of **truth**
 - Hate **dishonest** gain
3. 1 Tim 3:1-7
- Verse 1
 - Aspire** to the office
 - Verse 2
 - Above **reproach**
 - Husband** of one wife
 - Elders are men exclusively
 - No NT examples of women elders, although there are women prophets
 - Women are equal in terms of salvation, adoption, and heirs but have a different role/function in the church
 - Ephesians 5:23 – Husband is the head of the wife just as Christ is the head of the church
 - Sober-minded**
 - Self-controlled**
 - Respectable**
 - 1 Timothy 5:19 – Do not admit a charge against an elder except on the evidence of two or three witnesses
 - Hospitable**
 - Able to teach**
 - Verse 3
 - Not a **drunkard**
 - Not **violent**
 - Gentle**
 - Not **quarrelsome**
 - Not a **lover of money**
 - Verse 4-5
 - Manage his own **household** well
 - With all dignity
 - Keeping his **children** submissive
 - If he cannot manage his own household, how will he care for God's church?
 - Ministry begins at home with his wife, then his children.
 - Verse 6
 - Not a recent **convert**
 - He may become puffed up with conceit
 - Fall into condemnation of the devil
 - Verse 7
 - Well thought of by **outsiders**
 - So that he may not fall into disgrace, a snare of the devil

4. Other qualifications found in Titus 1:5-16
 - a. Verse 6
 - i. Children are ***believers***
 1. Entire household attends and is engaged in the same church together
 - ii. Not open to the charge of being ***wild*** and ***disobedient*** – v6
 - b. Verse 7
 - i. Blameless – v 7
 - ii. Not over ***bearing*** – v7
 - iii. Not quick ***tempered*** – v7
 - iv. Not ***greedy*** for gain – v7
 - v. Lover of ***good***– v8
 - vi. ***Upright*** – v8
 - vii. ***Holy*** – v8
 - viii. ***Disciplined*** – v8
 - ix. Holds ***firmly*** to the trustworthy word as taught – v9
 1. This implies that an elder must also be a continual student of God’s word
5. Basic Assumptions
 - a. ***Alive***
 - b. Willingness to be ***taught***
 - c. ***Growing*** in your faith, relationship with Christ, and your biblical knowledge
 - d. ***Spiritually*** mature
 - e. ***Active*** in ministry
 - f. Must have the time to ***invest*** in the ministry of the church
 - g. ***Willingness*** to lead – not coerced
 - h. Have active/present ***relationships*** with believers and non-believers
 - i. Ability to share his ***faith***
 - j. Hold one another elder ***accountable***, including anyone who preaches/teaches
 - k. Appointment was for ***life***.
 - i. Exceptions would be if the elder resigns, dies, or because of moral failure.

What are the responsibilities of an elder?

1. ***Govern*** – from the elder’s perspective
 - a. Exodus 18:13-23 –
 - i. Verse 15-16 – Sometimes leaders believe they must do ***everything***
 - ii. Verse 17 – This is not ***good***
 - iii. Verse 18 –
 1. Both the leader and the people will become ***worn out***
 2. Task is too great for one ***person***
 - iv. Verse 19 – The leader will ***represent*** the people before God
 - v. Verse 20 – Train them in God’s word, how to live accordingly, and about their work
 - vi. Verse 21 – Place them over ***smaller*** groups of people
 - vii. Verse 22 – Let them care for the people
 1. ***Major*** issues – brought to the top elder, i.e. Pastor
 2. ***Minor*** issues – taken care of by others, i.e. the other elders or possibly deacons
 - viii. Verse 23
 1. Able to ***endure***
 2. The people will go to their place in ***peace***
 - b. Acts 6 – leaders are to be empowered, elected, and equipped.
 - i. Preaching the word of God is a priority.
 - ii. Select people who have good repute, full of the Spirit and of wisdom, and appoint them for those duties (i.e. Deacons/ministry leaders).
 - iii. Elders are to stay devoted to prayer and to the ministry of the word.
 - iv. Pray for the deacons and lay hands on them.

- c. Acts 20:28 – guard, shepherd
 - i. Pay careful attention to **yourself**
 - 1. God → Self → Wife → Children → Church → Community → World
 - 2. Any other way can potentially lead towards ministry adultery
 - 3. You cannot give 100% effort to the ministry of the church or else you will break because you will have nothing left for yourself, your family, or for God.
 - 4. Ministry **Adultery**
 - ii. Pay careful attention to all the flock
 - d. 1 Thessalonians 5:12 – **respectable**
 - e. 1 Timothy 3:4-5 – **manage**
 - f. 1 Timothy 5:17 – **rule**
 - g. Titus 1:7 – manages God’s **household**
 - h. Hebrews 13:17 – obedient, submissive **followers**
 - i. Hebrews 13:17 – watching over **souls**
 - j. Hebrews 13:17 – give an **account**
 - k. 1 Peter 5:2 – shepherd
 - l. 1 Peter 5:3 – Not domineering but being **examples**
- 2. Teaching**
- a. Acts 6:2
 - i. Not **neglecting** the word of God
 - b. Acts 6:4 – devoted to **prayer**
 - i. James 5:1 – praying for the sick
 - c. Acts 6:4 – devoted to the **ministry** of the word
 - d. Ephesians 4:12 – **Equipping** of the saints for the work of service
 - i. James 5:16 – prayer of a righteous person is powerful. A righteous person is anyone who has received Christ as their personal Savior.
 - ii. 1 Peter 2:9 – A royal priesthood – all believers are priest of God and have direct access to God through Christ.
 - iii. Jude 1:3 – Contend earnestly for the faith which has been handed down to the saints
 - iv. A church planter often starts out doing everything because there is no one else. But it ought to be his goal to train others and release them into ministry. If this does not happen, it is often an issue of pride (sin).
 - v. It is not the pastor’s responsibility to do all the work in the church. If he does, he will not have the time or energy to devote himself to the study and preaching of God’s word.
 - vi. The work of ministry can only be effectively multiplied when it is released into the responsibility of the members of the church
 - vii. Luke 10:1- Jesus appointed 70 others and them out
 - 1. **Able**
 - 2. **Believers**
 - 3. **Chosen**
 - 4. **Discipled**
 - 5. **Entrusted**
 - 6. **Free**
 - e. Ephesians 4:12 – Building up of the body of Christ
 - i. **Developing** next generation of leaders who will one day **lead** ministries or become an elder or pastor
 - f. 1 Timothy 3:2 – Able to teach
 - g. 1 Timothy 5:17 – Labor in **preaching** and **teaching**
 - h. 2 Timothy 4:2 – Preach the word, reprove, rebuke, and exhort
 - i. Titus 1:9 – hold firm to the sure **Word** as taught
 - j. Titus 1:9 – give instruction in sound **doctrine**
 - k. Titus 1:9 – Rebuke those who **contradict** it
 - l. James 3:1 – Those who teach will incur **stricter** judgment

What is a deacon?

1. One who serves with responsibility to ***care*** for the needs of ***believers***
2. Greek word can also be translated as the word ***servant*** or ***minister*** in the Greek language
3. They are the ones who are ***willing*** to serve whenever and whenever help is needed

What are the qualifications of a deacon?

1. Acts 6:3
 - a. ***Selected*** by the people
 - b. Men of good ***reputation***
 - i. Romans 16:1 – Phoebe who is a servant in the church
 - c. Full of the ***Spirit***
 - d. Full of ***wisdom***
 - e. Put in ***charge*** of the task
2. 1 Timothy 3:8-13
 - a. Verse 8
 - i. Men of ***dignity***
 - ii. Not double tongued
 - iii. Not ***addicted*** to much wine
 - iv. Not pursuing of ***dishonest*** gain
 - b. Verse 9
 - i. Holding to the mystery of the ***faith*** with a clear conscience
 - c. Verse 10
 - i. Must be tested
 - ii. Then let them ***serve*** as deacons if they are beyond reproach
 - d. Verse 11
 - i. Wives must be dignified
 - ii. Not malicious ***gossips***
 - iii. Temperate
 - iv. Faithful in ***all*** things
 - e. Verse 12
 - i. Husband of only 1 wife
 - ii. Good managers of their children and their household
 - f. Verse 13
 - i. For those who serve well obtain high ***standing*** and great ***confidence*** in the faith that is in Christ Jesus.

What are the responsibilities of a deacon?

1. Acts 6:2 – put in charge of various ***tasks***
2. Often deacons are the lead person in a ***ministry***

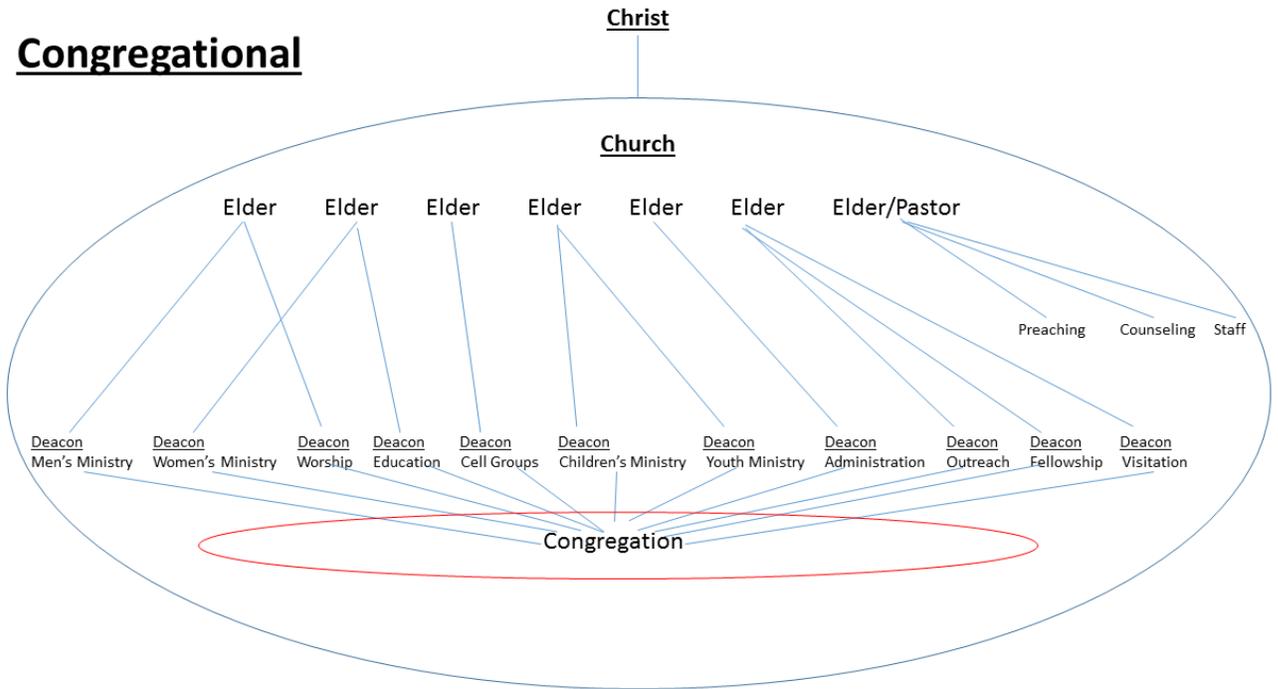
Typical Church Leadership Structure

1. Christ is the ***head*** of the church. Everything is under his authority.
2. The ***Elders***
 - a. Compromise the governing body within the church.
 - b. Have final authority on all decisions.
 - c. Have fiduciary responsibilities in managing the finances of the church.
 - d. Develop and take personal ownership of the mission, vision, objectives, goals and strategies.
 - e. Have responsibility to ensure the church is moving forward in fulfilling the Great Commission.
 - f. Must present a unified voice to the entire congregation.
 - g. Every elder is responsible for the oversight of one or more aspects of the church. They should know the current status, future goals and challenges for their responsibility area. These include:

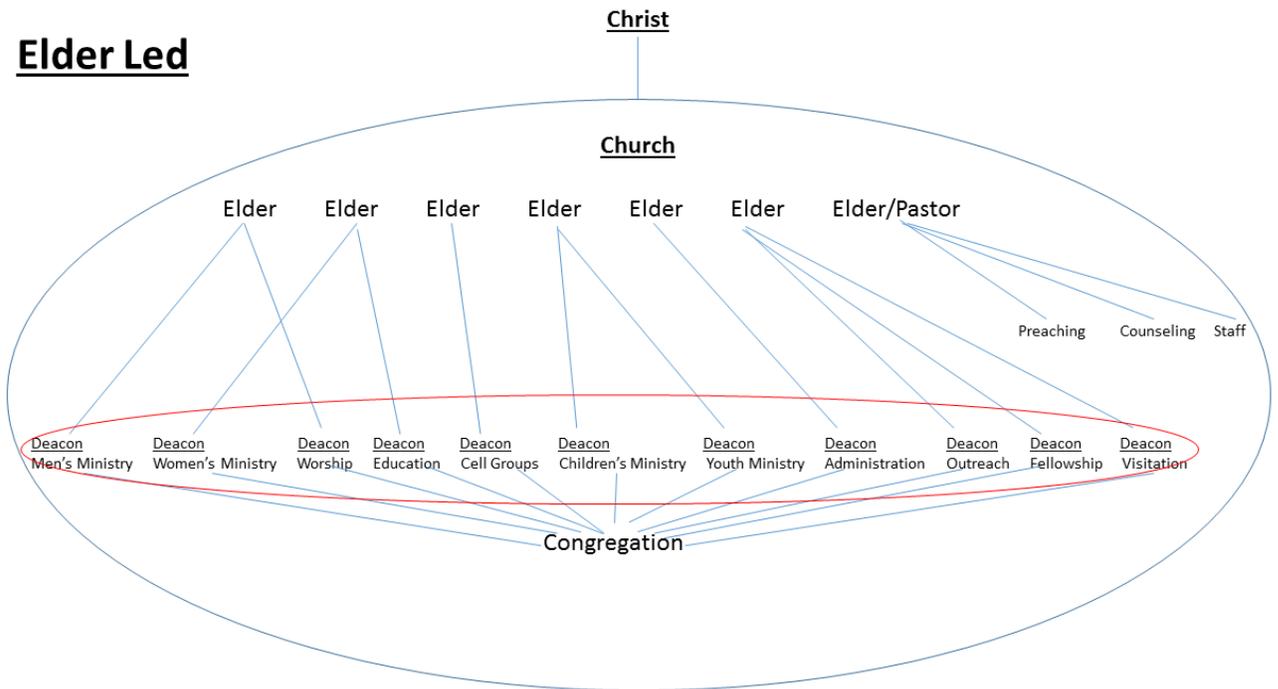
- i. Deacons
- ii. Staff
- iii. Men's ministries
- iv. Women's ministries
- v. Youth's ministries
- vi. Children's ministries
- vii. Senior's ministries
- viii. Worship/Music
- ix. Finances/Budget
- x. Facilities/Building/Grounds
- xi. Evangelism/Mission/Outreach
- xii. Ushers/Greeters
- xiii. Fellowship/Kitchen
- xiv. Cell Groups
- xv. Education/Bible Study
- xvi. Sick/Shut-in Visitation
- xvii. Membership/Baptism
- h. The **Senior Pastor**
 - i. One of the elders who has the main responsibility of preaching.
- 3. The **Deacons**
 - a. Willing servants to do whatever is needed to help the church fulfill its mission.
- 4. The **Congregation**
 - a. Believers and unbelievers
 - b. Being taught the word of God
 - c. Growing in faith
 - d. Being equipped for works of service
 - e. Serving in ministries according to their spiritual gifts

Common Church Models

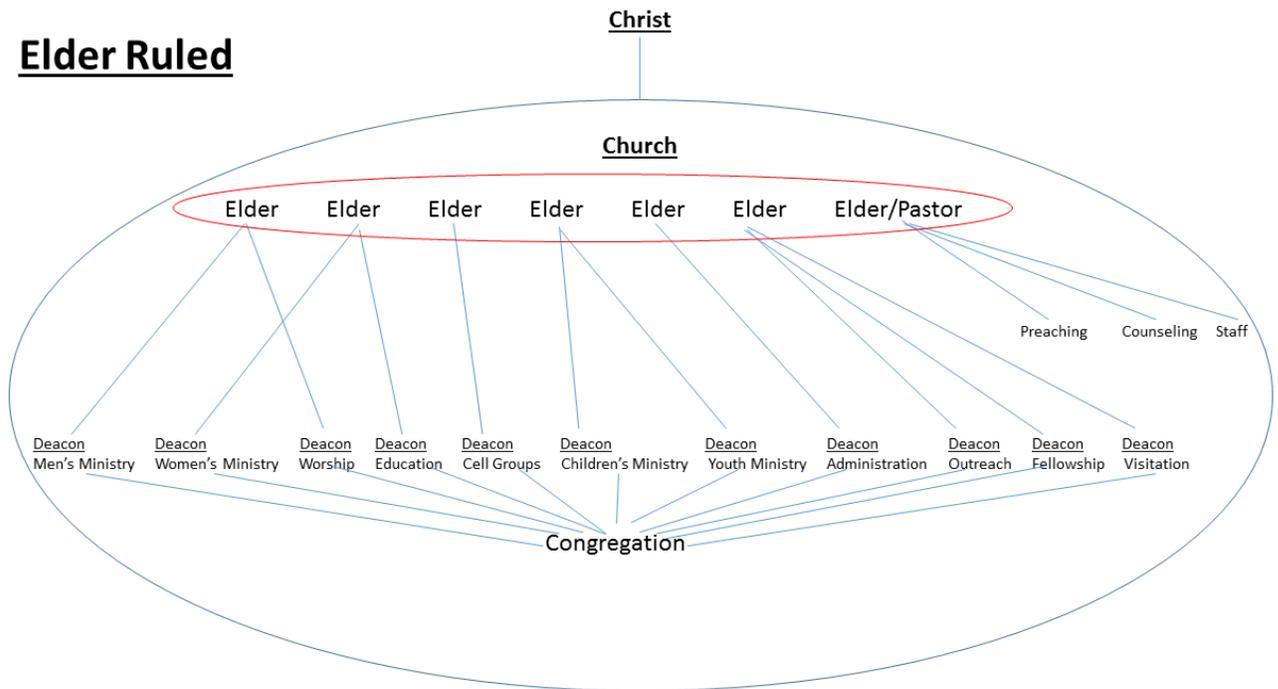
Congregational



Elder Led



Elder Ruled



-
1. What is at least one thing that God has clearly spoken to you today?
 - a. Have each person share
 2. What is your NEXT STEP based on what God has shown you today?
 - a. Step down – looked at the qualifications and responsibilities and realized that either you don't belong here because God has called you to do another work in the kingdom of God where the Lord Jesus Christ will be glorified.
 - b. Stand still – pray that the Lord would soften your heart and open your eyes to see what He is doing in your midst
 - c. Step up – looked at the qualifications and responsibilities and realized that this is the place where God wants you to serve. You probably have room to grow, but you are willing to commit to growing in Christ and serve the church to the full extent of your leadership responsibilities supporting and encouraging one another so that the Lord Jesus Christ is glorified in all that we think, say, and do.
 3. When will you take this NEXT STEP?
 - a. It has been repeatedly shown that once a decision is made, that it needs to have some action on it within the next 3 days or else there is a growing probability that no action will be taken.
 4. Closing Prayer