Take It Home

Personal Growth

Growing in the characteristics of godly leadership is a lifelong process. "Scriptural Principles Pertaining to the Heart of a Leader" offers additional study into other scriptures than what were covered in this lesson. We encourage you to make a project of carefully reading the sections of scriptures in this appendix and answering the questions. As you do, you will see how the Bible offers great insight into the thinking of humans versus the thinking of God.

Personal Service: Analyzing Motives

Since you are already serving in the Church in various capacities, take time to revisit the core issue of godly service: our motives. Questions such as these may be helpful:

- What is my motive for serving?
- Is it because it's expected?
- Is it to be seen?
- Would I still be motivated if no one knew I was serving in this capacity?
- What do I want to gain from my service?

Book/Article(s) Assignment

• "A Heart of Service" (Discern, September-October 2014)

Key Scriptures Cited

Psalm 78:70-72	Matthew 18:1-5	Luke 22:23-30
Philippians 2:1-8	Matthew 20:20-28	1 Peter 5:1-8

Further Reading

- Think Like Jesus by George Barna.
- Jesus on Leadership by C. Gene Wilkes.
- The Leadership Style of Jesus by Michael Youssef.
- Servants Not Celebrities by Nelson L. Price.

Scriptural Principles Pertaining to 'The Heart of a Leader'

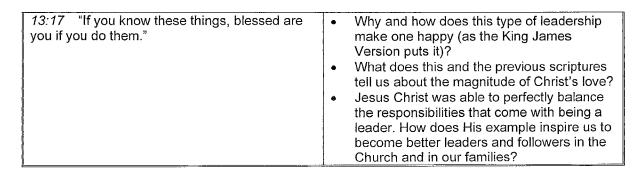
Jesus Christ's Example

Scriptures	Questions to Ponder	
Philippians 2:1-11		
2:1-4 Therefore if there is any consolation in Christ, if any comfort of love, if any fellowship of the Spirit, if any affection and mercy, fulfill my joy by being likeminded, having the same love, being of one accord, of one mind. Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself. Let each of you look out not only for his own interests, but also for the interests of others.	These are extremely high ideals, virtually unreachable for humans, yet Christ exemplified all these qualities. How does having a servant mind-set such as His impact us in each of the following areas? Consolation in Christ. Comfort of love. Fellowship of the Spirit. Affection and mercy. Likemindedness. Same love. Of one accord. Of one mind. Nothing done through selfish ambition or conceit. Lowliness of mind. Esteem others better than oneself.	
2:5 Let this mind be in you which was also in Christ Jesus	 Why does Paul say "let"? Why is it hard and what keeps us from allowing the mind of Christ to be in us? The study of the heart of a leader begins with a study of the mind of Christ. How do we discover the way He thought, discerned and approached people; what motivated Him; etc.? With the mind of Christ, what can we learn about His approach to handling people from every walk of life? 	
2:6-7 who, being in the form of God, did not consider it robbery to be equal with God, but made Himself of no reputation, taking the form of a servant, and coming in the likeness of men.	 Christ knew where He came from. Where did we come from? How does keeping our origin in mind help us stay humble and in the form of a servant? How did He make Himself of no reputation? How do we make ourselves of no reputation? How are we humans humbled by His humility? What is the difference between "serving" and "taking the form of a servant"? How are we expected to be "taking the form of a servant"? 	
2:8 And being found in the appearance as a man, He humbled Himself and became obedient to the point of death, even the death of the cross.	How can practicing true servant leadership lead us to obedience in the midst of trials?	

- 2:9-11 Therefore God also has highly exalted Him and given Him the name which is above every name, that at the name of Jesus every knee should bow, of those in heaven, and of those on earth and of those under the earth, and that every tongue should confess that Jesus Christ is Lord to the glory of God the Father.
- Christ died to "bring many sons to glory" (Hebrews 2:10), and God has highly exalted Him. How do you think Christ will view those who likewise seek to help others reach their God-given potential?

John 13:3-17

- 13:3 Jesus, knowing that the Father had given all things into His hands, and that He had come from God and was going to God ...
- "Knowing that" indicates that His sense of past, present and future served as His motivation. How did this knowledge tie into what He was about to do?
- If we are to "let this mind" be in us, how do we apply this verse to our own lives, and how will that shape our perspective of servant leadership?
- 13:4-5 ... rose from supper and laid aside His garments, took a towel and girded Himself. After that, He poured water into a basin and began to wash the disciples' feet, and to wipe them with the towel with which He was girded.
- How did washing the feet of His disciples affect the position of Jesus Christ as leader? Did they think less or more of Him because of His lowly service?
- Through this example, how was Jesus preparing His apostles for roles of leadership?
- 13:6-9 Then he came to Simon Peter. And Peter said to Him, "Lord, are You washing my feet?" Jesus answered and said to him, "What I am doing you do not understand now, but you will know after this." Peter said to Him, "You shall never wash my feet!" Jesus answered him, "If I do not wash you, you have no part with me." Simon Peter said to Him, "Lord, not my feet only, but also my hands and my head!"
- What are some of the reasons why Peter could not accept Jesus washing his feet?
- How would you describe the approach Jesus used to get the point across to Peter?
- What does this say about Jesus' ability to see where others are in their thinking and His capacity to react to them according to their needs?
- What does this reveal about the patience and mercy of Jesus?
- 13:10-11 Jesus said to him, "He who is bathed needs only to wash his feet, but is completely clean; and you are clean, but not all of you." For He knew who would betray Him; therefore He said, "You are not all clean."
- How would human leaders tend to deal with a situation of betrayal?
- As servants of Jesus Christ, how are we to deal with those who by either ignorance or intent treat us unjustly?
- 13:12-13 So when He had washed their feet, taken His garments and sat down again, He said to them, "Do you know what I have done to you? You call Me Teacher and Lord, and you say well, for so I am."
- Jesus was in effect showing the disciples He was still their Lord and Master but that washing their feet (serving as a slave) by no means placed His authority in danger. What can we glean from this example for our own lives?
- 13:14-16 "If I then, your Lord and Teacher have washed your feet, you also ought to wash one another's feet. For I have given you an example, that you should do as I have done to you. Most assuredly, I say to you, a servant is not greater than his master; nor is he who is sent greater than he who sent him."
- What do we learn about Christ's mind here?
- What does this say about not asking anything of others that we would not first do ourselves?
- What does the last sentence mean? How does it amplify the preceding thoughts?
- How and why does sacrifice make one great in God's sight?



Humility

Scriptures

Questions to Ponder

Matthew 18:1-5; Mark 9:33-37; Luke 9:46-48

Mark 9:33-34 Then He came to Capernaum. And when He was in the house He asked them, "What was it you disputed among yourselves on the road?" But they kept silent, for on the road they had disputed among themselves who would be the greatest. Matthew 18:1 At that time the disciples came to Jesus saying, "Who then is the greatest in the kingdom of heaven?" Luke 9:46 Then a dispute arose among them as to which of them would be greatest.

- This was the first of three recorded instances where Jesus addressed this same issue. What does this say about the disciples' perception of leadership?
- Why did they sense this was wrong and keep silent?
- What would make them dispute about this issue? (A review of the events preceding this might hold a clue. For example, three of them had been allowed to see the transfiguration. and all 12 had been sent out, given power and authority. Could such events have caused comparisons among themselves?)
- Do we ever do this, perhaps not openly, but silently in our own minds?

Mark 9:35 And He sat down, called the twelve, and said to them, "If anyone desires to be first, he shall be last of all and servant of all." Mark 9:36-37 Then He took a little child and "Whoever receives one of these little children

- set him in the midst of them. And when He had taken him in His arms, He said to them, in My name receives Me; and whoever receives Me, receives not Me but Him who sent Me."
- Matthew 18:2-3 Then Jesus called a little child to Him, set him in the midst of them, and said, "Assuredly I say to you, unless you are converted and become as little children, you will by no means enter the kingdom of heaven. Therefore whoever humbles himself as this little child is the greatest in the kingdom of heaven. Whoever receives one little child like this in My name receives Me." Luke 9:47-48 And Jesus, perceiving the thought of their heart, took a little child and set him by Him, and said to them, "Whoever receives this little child in My name receives Me; and whoever receives Me receives Him who sent Me. For he who is least among you will be great."
- Though they served a great deal, do you think the disciples understood the concept of true service? Why or why not?
- What is the level of importance attached to our becoming like little children?
- If we will "by no means enter the kingdom of heaven" unless we are converted, how important is it to really study what He was telling them to make sure we comprehend it?
- In using a child as a role model, what is the point Jesus is trying to make with regard to becoming more like Him in the way we treat people?
- What does it mean to "receive little children" and what does "in My name" mean?
- How does a lack of humility interfere with keeping the Christ-like servant mind-set?
- What does it mean to be "least among you"? "Least" in what? How? When?
- How will that person be great? What does God value and show to be marks of greatness? Why?
- How do you think Jesus was defining "great"? How, when, where, why and in what way?

Matthew 20:20-28; Mark 10:35-45

Matthew 20:20-21 Then the mother of Zebedee's sons came to Him with her sons. kneeling down and asking something from Him. And He said to her, "What do you wish?" She said to Him, "Grant that these two sons of

- What would motivate either the mother or the sons to ask such a question?
- What did they have to gain or lose? Did they consider what others would gain or lose?

mind may sit, one on Your right hand and the Jesus obviously saw the problem to which other on the left, in Your kingdom." they were blind. How did He respond to the Mark 10:35-37 Then James and John, the request made by the mother of James and sons of Zebedee, came to Him, saying, John? "Teacher, ... grant us that we may sit, one on This was the second time the problem had Your right hand and the other on Your left, in reared its head, and they obviously needed Your glory." help. How was His response aimed at serving their needs? Matthew 20:22 But Jesus answered and Why did Jesus engage them with these two said, "You do not know what you ask. Are you thought-provoking questions? able to drink the cup that I am about to drink. What was He really asking? and be baptized with the baptism that I am What would have happened if Jesus had baptized with?" They said to Him, "We are granted their request in the midst of the other able." disciples? Mark 10:38-39 Matthew 20:23 So He said to them, "You Why was it necessary that Jesus point out that will indeed drink My cup, and be baptized with one day they would drink from His cup and be the baptism that I am baptized with; but to sit baptized with the baptism He would receive? on My right hand and on My left is not Mine to Why were they not ready at this time? What give, but it is for those for whom it is prepared does this say about the authority of the Father by My Father." and Jesus Christ? Mark 10:39-40 "... but to sit on My right hand and on My left is not Mine to give, but it is for those for whom it is prepared." Matthew 20:24 And when the ten heard it, Why was this a threat to the other 10, but not they were greatly displeased with the two to Jesus? Why did this anger them? brothers. Why did this simple, albeit improper, request Mark 10:41 And when the ten heard it, they set off such a bad chain reaction in the began to be greatly displeased with James thinking of the entire group? and John. What does this reveal about their view? What does self-serving typically do to relationships among people, even brethren? Jesus suddenly had another problem to deal with. What do we learn about godly leadership in observing how He handled them? What was His perspective on the whole situation? Matthew 20:25 But Jesus called them to Why, on at least three occasions, did Jesus Himself and said, "You know that the rulers of draw from the example of the gentile form of the Gentiles lord it over them and those who leadership and authority? are great exercise authority over them. They were Jews, and we know the Jewish Mark 10:42 But Jesus called them to rulers around them were generally terrible Himself and said to them, "You know that examples. What, then, did Christ mean by those who are considered rulers over the talking about the "rulers of the Gentiles"? Gentiles lord it over them, and their great What was the disciples' perception of the use ones exercise authority over them." of power and authority? In what ways is authority exercised? Is Jesus diminishing or advancing the concept Matthew 20:26 "Yet it shall not be so among you; but whoever desires to become great of leadership in this verse? among you, let him be your servant. And He doesn't condemn greatness or the desire, whoever desires to be first among you, let him but He certainly redefines the path. What are be your slave." all the qualities of greatness in God's sight? Mark 10:43-44 "Yet it shall not be so among Once those are defined, how critical is "taking you; but whoever desires to become great the form of a servant (or slave)" to attaining among you shall be your servant. And that godly type of greatness?

From what type of attitude did Jesus want

their greatness to flow?

slave of all."

whoever of you desires to be first shall be

Matthew 20:28 "Just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many."

Mark 10:45 "For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many."

- From this scripture, what do you think is the heart and soul of godly leadership?
- Did Christ's servant leadership come only in His dying for mankind, or also in the way He lived every day? How do we see Him giving His life in service besides in His dying for our sins?

Luke 22:23-30

22:23-24 Then they began to question among themselves, which of them it was who would do this thing [betray Jesus]. Now there was also a dispute among them, as to which of them should be considered the greatest.

- This is the third instance the "who is greatest" issue reared its head. Why was it so hard for humans to learn this lesson?
- How do you think the conversation moved from who would betray Him to who was the greatest?
- How did this come to consume their thoughts mere hours before Christ's death?
- What does this tell us about the subtlety and power of self-serving thinking?
- What can we draw from this to help better serve those in our congregations?

22:25-27 And He said to them, "The kings of the Gentiles exercise lordship over them, and those who exercise authority are called benefactors. But not so among you, on the contrary, he who is greatest among you let him be as the younger, and he who governs as he who serves. For who is greater, he who sits at the table, or he who serves? Is it not he who sits at the table? Yet I am among you as One who serves."

- Facing the emotional and spiritual strain of the greatest trial of His life, Jesus once again has to turn His attention to the spiritual needs of His followers. What does this say about His patience?
- When we face the pressure of tests and trials, how does the self-serving thinking process compare to the servant-minded thinking process?
- Had Jesus turned self-centered Himself, how might this scenario have played out otherwise?
- How does self-serving lead to sin in thought and/or action?
- What did He see they needed? How did the servant mind of Christ affect the way He analyzed the situation and guide His response?

22:28-30 "But you are those who have continued with Me in My trials. And I bestow upon you a kingdom, just as My Father bestowed one upon Me, that you may eat and drink at My table in My kingdom, and sit on thrones judging the twelve tribes of Israel."

- What else did He see besides their problems?
- Why did He offer them this encouragement and vision, especially at this time?
- What does this tell us about principles for dealing with people?
- How do we see the leadership principles affecting our rule in the Kingdom of God?

Matthew 23:11-12

23:11-12 "But he who is greatest among you shall be your servant. And whoever exalts himself will be humbled, and he who humbles himself will be exalted"

This was spoken "to the multitudes and to His disciples" (verse 1), emphasizing that the standards of servanthood are for all people. How might these principles change our views of marriage, child development, business, civic government, education, etc.?

Old Testament Instruction & Example

Scriptures

Questions to Ponder

Deuteronomy 17:14-20

17:14-15 "When you come to the land which the LORD your God is giving you, and possess it and dwell in it, and say, 'I will set a king over me like all the nations that are around me,' you shall surely set a king over you whom the LORD your God chooses; one from among your brethren you shall set as king over you; you may not set a foreigner over you, who is not your brother."

- Knowing human nature, God foresaw the inevitable. Though He knew they would someday reject Him as their king, how did God wish His people to be ruled?
- What are some reasons why people would be disgruntled enough to want a leadership change?
- What examples do we see in Israel's history where this came to pass?
- How would it affect his thinking and benefit the king to know he was "from among his brethren"?
- What is the principle in that for leaders today?
 Why is it important to remember where one comes from?

17:16-17 "But he shall not multiply horses for himself, nor cause the people to return to Egypt to multiply horses, for the LORD has said to you, 'You shall not return that way again.' Neither shall he multiply wives for himself, lest his heart turn away; nor shall he greatly multiply silver and gold for himself.

- "For himself" seems to be the operative phrase—the key leadership principle. What are the personal dangers to a leader who is doing things for himself?
- What are the dangers for others when a leader is doing things for himself?
- Why is the heart of a servant critical for preventing the "for himself" syndrome?
- What are the spiritual parallels for today regarding
 - Multiplying horses?
 - Causing people to return to Egypt to multiply horses?
 - Multiplying wives?
 - Multiplying silver and gold?

17:18-20 "Also it shall be when he sits on the throne of his kingdom that he shall write for himself a copy of this law in a book, from the one before the priests, the Levites. And it shall be with him, and he shall read it all the days of his life, that he may learn to fear the LORD his God and be careful to observe all the words of this law and these statutes, that his heart may not be lifted above his brethren, that he may not turn aside from the commandment to the right hand or the left, and that he may prolong his days in his kingdom, and he and his children in the midst of Israel.

- What do we learn from here that God considers the major responsibilities for a king?
 Are these essentially the same for all godly people in any capacity of leadership?
- What was the style of leadership God wanted the monarchs to develop?
- Why the emphasis on writing for himself the law?
- What would be a modern application of "writing for himself the law" for godly leaders today?
- How would a continual study of God's law prevent one's heart from being lifted above his brethren?
- What happens among people when one's heart is lifted above others?
- How does maintaining the proper heart of a leader affect that?

1 Kings 12:3-33

12:3-4 Then Jeroboam and the whole assembly of Israel came and spoke to Rehoboam, saying, "Your father made our yoke heavy; now therefore, lighten the burdensome service of your father, and his heavy yoke which he put on us, and we will serve you." So he said to them, "Depart for three days, then come back to me." And the people departed.

- Did they have a legitimate complaint?
- Do you think Rehoboam viewed this as a threat and, if so, a threat to what?
- Do you think Rehoboam was able to empathize with the plight of his subjects? Why or why not?

12:6-7 Then King Rehoboam consulted with the elders who stood before his father Solomon while he still lived, and he said, "How do you advise me to answer these people?" And they spoke to him saying, "If you will be a servant to these people today, and serve them, and answer them, and speak good words to them, then they will be your servants forever."

- Describe Rehoboam's leadership style.
- As king and leader of the nation, do you think Rehoboam had respect for the elders? How about the citizens? Why or why not?
- Do you think Rehoboam appreciated the input from the elders?
- Why did they distinguish between being a "servant" and "serving"—what is the difference?
- Why did they not give him an answer to his specific question? Why did they deal with the principle? What is the wisdom in that?
- What is the symbiotic nature of serving others while they, in turn, serve you? What did these elders understand about relationships among leaders and followers?
- How do we see this at work today? How does it work with Christ and us? How does it apply in our Church, nation, family, etc.?

12:8 But he rejected the advice which the elders had given him, and consulted the young men who had grown up with him, who stood before him.

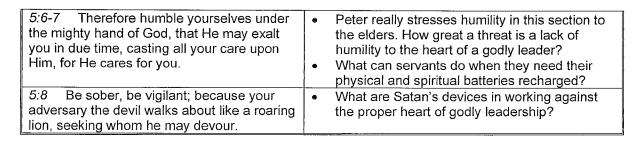
- Why would he be inclined to reject their counsel?
- What further lessons can we draw from this about the proper heart of a leader?

12:25-33 [read]

- Jeroboam provided no better leadership than Rehoboam. Is it possible that his poor decisions were under the guise of "serving" the people?
- How did both Rehoboam and Jeroboam fail to follow the principles of Deuteronomy 17?

The Admonitions to the Elders

Scriptures	Questions to ponder	
1 Peter 5:1-8		
5:1 The elders who are among you I exhort, I who am a fellow elder and a witness of the sufferings of Christ, and also a partaker of the glory that will be revealed:	 How would you describe the growth of Peter in this epistle versus the Peter you read about in the four Gospels? How did Peter view himself and his responsibilities vis-à-vis the other elders? Why did he mention his personal history with Christ—was it ego or other reasons? If other, then what reasons? What role does the "sufferings of Christ" play in the mind of a godly servant? 	
5:2 Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly	 Describe the type of leadership Peter is conveying to the rest of the elders. Describe why it is necessary to serve in this way, and what is the end result? "Serving as overseers" may seem to be an oxymoron to most people. Exactly what are elders to oversee? What authority has been given to the elders? How does the servanthood mind-set control the misuse of authority? Does this statement imply that elders can serve for the wrong reasons? What does it mean to serve by constraint? How does "dishonest gain" manifest itself, either directly or in principle? 	
5:3 nor as being lords over those entrusted to you, but being examples to the flock	 How does "lording it over" damage the flock? What is entrusted to elders? "Being examples"—of what? 	
5:4 and when the Chief Shepherd appears, you will receive the crown of glory that does not fade away.	Why was it important for Peter to introduce the reward for being a true godly leader? What does this say about a godly servant's view of rewards?	
5:5 Likewise you younger people, submit yourselves to your elders. Yes, all of you be submissive to one another, and be clothed with humility, for "God resists the proud, but gives grace to the humble."	 How do we see a more humble Peter here than the Peter we see in the Gospels? How important was his personal example (verse 3) for his credibility in this area of instruction? What effect do you think his example would have on the elders and the younger people? How does submission affect leadership, and vice versa? How can we best train the younger generation in the principles of Christlike service and leadership? (Note: see Barclay's for interesting commentary on being "clothed" with humility.) 	



The Results of Godly Leadership

Scriptures	Questions to Ponder	
Ephesians 4:11-16		
4:11 And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers	 When it comes to practicing godly leadership, does it make any difference what type of office or position one holds within the Church? Why or why not? How does the heart of godly leadership affect the way one carries out any of these duties? 	
4:12 for the equipping of the saints for the work of ministry, for the edifying of the body of Christ,	 What is the common purpose for these offices of service? What is required of a true leader to make sure each saint is equipped for the work of ministry? What does "equip" mean? What all does it involve? What does "ministry" mean in this scripture? 	
4:13 till we all come to the unity of the faith and the knowledge of the Son of God, to a perfect man to the measure of the stature of the fullness of Christ	When it comes to godly leadership versus human leadership, how does this verse take on a whole new meaning when the mind and approach of Jesus Christ is applied?	
4:14 that we should no longer be children tossed to and fro and carried away by every wind of doctrine by the trickery of men in the cunning craftiness of deceitful plotting	How can leaders with a godly mind and heart help galvanize and anchor people so they will not be drawn away by false gospels?	
4:15-16 but, speaking the truth in love, may grow up in all things into Him who is the head—Christ—from whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which every part does its share, causes growth of the body for the edifying of itself in love.	 With the application of true godly leadership, true harmony can be achieved. What can we glean from this to practice in our own congregation, workplace and home? How did Christ work with His disciples to develop their effectiveness? How important is the heart of a leader for this to actually be accomplished? To what degree can we attain this ideal without the mind of a servant? 	