

# LEADERSHIP *Lifters*

INSIGHTS ON HOLINESS  
AND LEADERSHIP



LOUIE E. BUSTLE

 **HOLINESS** LEGACY

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## INTRODUCTION

*God is up to something!*

I've been part of some great things all my life, from movements of God to incredible church growth in many parts of the world. And recently I've been a part of something that's one of the most exciting things I've ever seen—the Holiness Summits.

The Holiness Summit phenomenon was started by a small committee who prayed and dreamed about propagating the holiness message. Along with my own denomination, ten other holiness denominations agreed to join in.

The palpable presence of the Holy Spirit and the attitude of submission and repentance among those who humbly gathered at one particular summit are still fresh in my mind. People streamed to the altars, and we all felt the presence of the Holy Spirit descend on the room. Believers crowded around the places of prayer and after a time, one man shouted, “Thank you, God, it's yours! It's all yours, Lord!” Many stood at their seats, with their hands raised heavenward as they sang, “How great is our God!” Sounds of repentant and joyful weeping echoed around the sanctuary.

Eventually silence settled across the room, but no one wanted to leave. Quietly, some began singing, “All to Jesus,

I surrender, all to Him I freely give; I will ever love and trust Him, in his presence daily live. I surrender all . . . !”

Another movement to the altars began; a father led his child. A voice cried out, “Hallelujah! Hallelujah!” One woman walked to the pulpit to testify of God’s work in her that day—an empowerment to surrender entirely to God, to stop carrying her burdens in her own power and instead, give them to Jesus. Someone called out, “This is my friend Patrick! He came to Jesus tonight!”

Through the unhurried and emotional final evening, six waves of people came to the altar to be entirely sanctified. The presence of God was so real that everybody went home recharged, re-fired and refilled—their hearts burning for God.

The fire is spreading. People shared what they experienced, and other summits were planned around the country and around the world. I think God is up to something really special in creating a renewal of the holiness movement of God. I’m praying that God will develop another world-wide revival through the Church.

As a Christian leader, you play a part in keeping the fire burning—but to do that you have to keep your passion alive as well. This book is a tool for you to stay in a place of revival as you lead others into the presence of the Holy Spirit. It is a series of discussions about Christian leadership that will take you just a moment to read and will stick with you all day.



It is my privilege to share some of the same working principles with you that I have presented to Christian leaders nationally and internationally. I pray that God's Spirit may revive a spirit of passion and excellence in us, so that Kingdom building will consume your heart and organizational skills will fill your thoughts.

~ Louie E. Bustle





# LEADERSHIP QUALITIES



## *Reflective*

### **1. Develop leadership qualities.**

True leadership isn't packaged; you can't subscribe to it or purchase it online. You may be born with leadership tendencies, but the raw material of leadership must be developed in the everyday of life.

Holy Spirit gifted and directed leadership will always have these developing character qualities:

- *Vision.* Without vision the executive can't succeed; the coach can't win; the administrator can't manage; and the missionary can't minister. For you, developing your vision includes seeing the finished vessel in a lump of clay.
- *Diligence.* The Bible speaks of keeping your hands on the plow. Leaders are not easily sidetracked from their purpose. For you, your drive to accomplish must be linked by your determination to see the job completed.

- *Passion.* True leaders are fueled by a private force that propels them toward their public objectives. For you, developing your passion will mean immersing yourself in the properties, personnel, and plans of your God-ordained work.
- *Integrity.* Personal weakness is the enemy of your purpose. For you, integrity comes in strengthening your weakest areas by the sanctifying power of the Holy Spirit.
- *Humility.* If you think you are a step above your team, you may still have a ways to go. For you, recognizing your personal flaws and inadequacies will help keep you grounded, realistic, and patient with others.
- *Grace.* The servant is not above the Master. Your developing attitude of accepting critique, instruction, and suggestions will determine the rise of your leadership.
- *Self-discipline.* Christ was the ultimate leader. Those who would lead others should follow His example of sacrifice, service, and self-denial. For you, developing your leadership will not be in dominating, but rather in inspiring.

We'll talk about these and many other qualities of a Christian leader in the pages to come. If you are a leader or

want to be one, you must be ready to see yourself clearly and to make changes where needed.

*List all the qualities you think a leader needs, and put a check mark by the qualities you know you need to develop in your own life.*

“Everything rises and falls on leadership, both in the corporate sector as well as the church community.”

— Ken Blanchard



## *Sanctified*

### **2. Allow God to cleanse you.**

We live in an antibacterial culture. In many cities around the world, shelves are stocked with gels guaranteed to destroy 99.99% of germs. As a society, we have declared war on uncleanness. Yet sin's bacteria has spread like an epidemic, leaving the spiritually sick and wounded in its wake. Leadership is not immune to the disease that has haunted our hearts since Adam's day. We only have to read the latest religious news to see the effects spiritual uncleanness has had on the ministry.

Heart purity has always been an important issue with God. There is no impurity near Him; He is 100% holy. As

His children, He wants us to share in His purity. He invites us to discover that He can wash away the stain of committed sin and also cleanse the heart of impure motives.

The Scripture refers to the cleansing work of God in Malachi 3:2 where He is described as a “refining fire,” or a strong soap. 1 John 1:9 declares that He will cleanse us from “all unrighteousness.”

Holiness is sharing in the purity of God. In personal surrender, we submit to His cleansing. The blood of Jesus keeps us clean as we walk in the power of His Spirit. The sin problem isn’t solved with an academic degree, as important as it may be. The sin problem doesn’t fade to the background with a promotion to a leadership position. The sin problem needs a solution; and Christ has provided it.

Let’s not preach it until we know for sure that we have experienced it. And once we have experienced it—heart cleansing, entire sanctification—let us not cease to proclaim it.

***Confess your sins to the Lord.***

“The cry of the human heart should  
be holiness unto the Lord.”  
— Jesse C. Middendorf



## *Devoted*

### **3. Love God with all your heart.**

Christian leadership that focuses on self will result in selfish decisions and a lack of allegiance—and ultimately failure. Wesley said, “God buries his workmen, but carries on His work.”

Singular love for God is necessary for holy living and Christian leadership. Leadership that focuses on God will result in a closer walk with Him and has the potential for a great influence on others. A person who is filled with the love of one holy God can have an eternal impact on many people.

God created man with the capacity for total devotion. It is a place meant for Him. But the self-ruled soul ironically displays plural devotion. Self-rule opens the heart to the control of numerous human passions—none of which result in holiness and all of which can impede leadership.

In the Old Covenant, God required total commitment from His people; Abraham’s singular devotion and total faith in God was accounted to him for righteousness (Genesis 15:6). In the New Testament, Jesus clearly taught the impossibility of having more than one master. As 21<sup>st</sup> century God-followers, our devotion to Him is still the main thing God requires of us.

Christ said the greatest command is to love Him with all of our hearts with a focused and singular love. God does not want partial devotion that is just a mere percentage of our allegiance. He asks for all.

*Acknowledge any selfish ambition you have to the Lord, and ask Him to remove it.*

“The love of Christ is the most compelling reason for heart holiness.”

— Louie E. Bustle



## *Blameless*

### **4. Seek only God's approval.**

*Blameless* is a description that rarely applies to those in the limelight. Many of today's icons of the athletic field, stage, or screen are found lacking in personal and professional ethics. Whatever their game, they play to win; but often they don't stay clean. Their hands reach for their trophies with a few stains, nicely hidden, of course, but soiling their integrity all the same.

Almost weekly, the headlines glaringly reveal the flaws of those who put personal gain ahead of character and value



ahead of values. The bright lights soon lose their glow and the famous soon are forgotten. The Christian leader is not immune from the glow of the limelight. They often long to hear the raving reviews of their peers or supervisors.

When God scours the field for a leader to use, He looks past the trophies gathered on a shelf; He peers into the soul. He looks for holiness: a cleansed and surrendered heart made blameless by the blood of Christ, and kept by the promised power of the Holy Spirit. His words to Abraham, that ancient leader and hero of the faith, expressed His criteria: “I am God Almighty; walk before me and be blameless” (Genesis 17:1).

Christian leaders know that all of the trophies aren’t handed out on earth. Winning the Big One is to hear our Lord say, “Well done, good and faithful servant” (Matthew 25:21).

***Do an act of righteousness for the Lord only; don’t let others find out about it.***

“Such as are your habitual thoughts, such also  
will be the character of your mind;  
for the soul is dyed by the thoughts.”

— *Marcus Aurelius*



## *Honorable*

### **5. Live uprightly.**

The news media thrives on the exceptions. The loopholes, the slip-ups of a Christian leader, and indiscretions of every sort have become way too common. Every fall casts an embarrassing shadow over the banner of the Kingdom. Every horrible headline mocks the name of the Christ whose name anchors the word “Christian.”

It’s like the classic story of the little boy who fell out of bed. When his mom asked what happened, the little boy replied, “I guess I was just too close to where I got in.” Christian leaders dare not get too close to “where they got in.”

God’s headliners must be honorable. Job was a headliner. His trials and traumas would certainly make the network news; but, troubles or not, the Bible says, “In all this, Job did not sin in what he said” (Job 2:10b). Through it all, he acted honorably.

God still looks for upright servants. Human mistakes are unavoidable, but deliberate deviance and deceit He will not tolerate. He expects purity *in us* because He provides purity *for us* through the cleansing work of Calvary.

Living uprightly in earth’s culture is rare; but in heaven’s realm, it’s required. I challenge you to be a headliner—full

of integrity in thought, word, or deed. It might not make the evening news but it will add to the luster of heaven.

*Name your area of temptation to an accountability partner so you won't get "too close to where you got in."*

"It doesn't make any difference how high you jump when you are in front of crowd; it's how straight you walk when your feet hit the ground!"

— Rusty Goodman



## *Full of Integrity*

### **6. Walk the talk.**

There was a little song from Sunday school that had a huge message: "What you are speaks so loud that the world can't hear what you say; they're looking at your walk not listening to your talk; they're judging by your actions every day."

Leadership isn't just about positive principles and powerful pep talks; it's also about living with integrity. Solomon's height wasn't just about physical stature.

Solomon let the wisdom of God invade his thinking, and subsequently his actions. God's Word teaches us some important principles about that kind of integrity.

- *Integrity comes from a pure heart.* Jesus said, “Out of the heart come evil thoughts, murder, adultery, sexual immorality, theft, false testimony, slander” (*Matthew 5:19*). A clean heart results in a holy life.
- *Integrity isn't bought, it's sought.* Remember Simon from Acts 2:18-20? “When Simon saw that the Spirit was given at the laying on of the apostles' hands, he offered them money and said, ‘Give me also this ability so that everyone on whom I lay my hands may receive the Holy Spirit.’ Peter answered: ‘May your money perish with you, because you thought you could buy the gift of God with money!’”
- *Integrity is contagious.* James wrote, “Brothers, as an example of patience in the face of suffering, take the prophets who spoke in the name of the Lord. As you know, we consider blessed those who have persevered (*James 5:10-11*). “A life above reproach” (*1 Timothy 3:2*) is still possible because even though societies have changed, God's promises and power haven't.

- *Integrity is a destination, not an arrival.* Psalm 119:45, “I will walk about in freedom, for I have sought out your precepts.” It is a daily walk. It comes from a daily seeking of the will of God, rather than someone else’s attention.

Dr. Billy Graham once said, “When wealth is lost, nothing is lost; when health is lost, something is lost; when character is lost, all is lost.” Seek to be leaders of integrity. Then you will be a leader after God’s own heart.

I have seen over the years many leaders who have risen to the top and fail miserably because they listen to Satan and take their eyes off the Lord. Always remember, Satan will let us get enamored with the heights of power and position, only to throw us harder to the bottom. Let’s keep our hearts clean!

***Add one thing to your to-do list today that would show what you say you believe.***

“A leader’s walk must always match their talk.”  
— Warren Bennis



## *Humble*

### **7. Know who you are.**

“Simple beginnings” would only start to tell the biography of the greatest leader of all time: The humblest of birth settings; the barest essentials to furnish the play or provisions of childhood; the roughest of tools to learn a trade that would result in the most common of living standards. It was hardly a place to groom the skills and graces of a king.

From a human standpoint, Jesus of Nazareth was relatively unknown in youth, and often misunderstood in adulthood. But God the Father had a long-range plan—one that would crown the obscure with the glory of heaven. The Holiest of all would walk the unfamiliar trails of time and provide a way to the certainties of heaven.

In earthly settings, we use the expression “feet of clay” to reference the human frailties of the great. Perhaps it would be more accurate to say “person of clay.” That’s what we are, after all—regardless of heritage, social status, or accomplishment. Made in the image of God, we are still only a faint replica of Him, fashioned of mud. Apart from the holiness He shares with us, we have nothing of which to boast.

Christian leaders do well to remember their fallibilities. Realizing that you are a “work in progress” will be a lasting reminder to your efforts.

In Jeremiah 18:3–4, the prophet learned a valuable lesson at the potter’s house: like the artist fashions the clay, so our God forms His likeness in us. When irregularities appear, or the clay is resistant, the potter lovingly remolds it. Since His work never stops, the leader who remains pliable in the Master’s hands will be a vessel He can use.

Celebrate the Nazarene’s humble beginnings. Follow His pilgrimage to the perfection of His earthly ministry. And long to be like Him in your character and conduct.

*Intentionally build real friendships with people you consider beneath you and above you—and recognize they both are peers.*

“To be humble to superiors is duty,  
to equals courtesy, to inferiors nobleness.”

— Benjamin Franklin



## *Loving*

### **8. Serve others.**

“Go.” “Do.” “Come.” “Be.” Christian leaders are familiar with the action verbs; it’s apparently built into our DNA. But to effectively lead, one must know how it feels to follow,



to receive orders as well as to issue them, to provide service in addition to giving commands.

Jesus, the ultimate leader, shepherded a group of men during His earthly ministry. They struggled with the details of leadership and struggled with the problem of self, trying to get top billing through doting mothers and petty arguing.

Christ gave them a simple formula—serving comes before leading. “The one who rules (should be) like the one who serves. . . I am among you as one who serves” (Luke 22:26). Prior to Pentecost it could be said that Christ’s inner circle was plagued with pettiness.

They needed an example, so He showed them how to give rather than worry about receiving. He wrapped a towel around His waist and served them; then He led the way to Gethsemane, and finally to Calvary. It was a humbling journey for the former fishers of fish. Each additional step took the “starch out of their collars.” Their politicking and positioning seemed empty now. The sinless Christ was making the ultimate servant sacrifice.

But Pentecost changed them. Their pride burned in the flaming fires of the Upper Room. Rushing wind breathed life into their souls—and filled their being, until there was no room for self-interest.

Do you want to become a better leader? Be filled with God’s Holy Spirit; let your heart beat with the rhythm of



His. Let your life be one of submission to His will and His Word. Pray for it until it happens—and praise God when it is accomplished.

And by the way, His towel is waiting.

*Do something for your spouse or employee or colleague or friend that goes beyond what you “owe” him or her.*

“Leaders move others by caring,  
inspiring and living out shared values.”

— Donald L. Phillips



## *Teachable*

### **9. Be willing to learn.**

Are there “born leaders?” Probably. At least, some people seem to be born with a clear focus and high motivation. But real leadership is not only the ability of being able to envision the future and delegate to others. A Christian leader shows the way with integrity and marks the path with Christ-filled actions, so that others are inspired and not coerced.

The classrooms in which leaders are trained are as varied as their abilities: Joseph’s classroom was a pharaoh’s



courtyard; Moses' classroom was a desert wilderness; David's classroom was a lonely cave; Esther's classroom was a besieged throne room; and Peter learned leadership on the wave-battered shores of Galilee. Notice that each of the class settings was far from comforting or comfortable.

Who can become a leader? Those whose devotion is as deep as their determination; those whom God puts in untenable circumstances in order to cause them to hold on a little longer, think a little higher, and dig a little deeper. Only when Christian leaders understand their limits can they guide others to the heights.

Dictators control. Tyrants rule. Monarchs reign. Leaders point the way by taking the first step. If you will lead, you must first learn to abandon the easiest way for the best way. If you will lead, you must learn to lean on the resources of the Divine instead of the whims of self.

You may not be a "born leader," but you can learn to lead like one. The class load is often heavy, and the class setting is often difficult, but the end result is a cadre of followers who will long to be holy leaders used by God.

***Consider what classroom God might have you in right now.***

“We must never forget that God-given dreams can come true when we partner with others who also need to grow, learn and be fulfilled.”

— Eugenio R. Duarte



## *Gracious*

### **10. Forgive others.**

The plan of redemption speaks in colors. Black can represent sin, which is dark. Like coal buried in the belly of the earth, it lies attached to the inner recesses of the heart. It results from a detestable mix of ingredients such as selfishness, disobedience, and disregard for the will of God in one's life. Its terrible grime can only be washed away with a sacrifice—nothing else is potent enough to destroy its power.

Red comes from the mix of colors such as cyan or shades of magenta. Blood is red. It is the stark, scandalous hue of death. Jesus' blood was the price of forgiveness—the color of forgiveness so to speak. Though He was without sin, Jesus bore our sins on the cross. The Bible says that iniquity was laid on Him, like a grimy coat.

White is purer than other colors because of the total absence of any other hues. Like a landscape of glittering



snow, or the milky fleece of a lamb, it is the color of purity, of new beginnings, and of innocence. Isaiah said, “Though your sins are like scarlet, they shall be as white as snow; though they are red as crimson, they shall be like wool” (Isa. 1:18).

Holiness of heart is a snow-white cleansing that frees the self from the grime of selfish sin. A heart set free from sin is a heart that is free to love, unconditionally. At the end of the day, Christian leadership is best served from a pure heart. The love of Christ does not leave out one person. That love, flowing through your heart, is a fountain of refreshment to those who serve alongside you.

***Make a plan now on how to respond in a gracious manner when someone disappoints you this week.***

“Forgiveness is the final form of love.”

— Reinhold Niebuhr



## LEADERSHIP TRAPS



### *Self-Will*

#### **11. Give control to Christ.**

Holiness is a natural step for any Christian walking in cadence with the Holy Spirit; and a holiness lifestyle is essential for those who would influence others to be their best for God.

After being born again into God's family, growth in grace exposes areas of the heart where shadows of self-will exist. Becoming holy is letting control of self shift from self to God. A life that is holy in its motive and attitude toward God and others is the condition that results from the experience of being entirely sanctified—of putting Christ in complete control.

If salvation is inviting Christ into the castle of your life to clean out the old and bring in the new (2 Cor. 5:17), then entire sanctification is giving Him the castle. Holiness is a second work of grace realized through faith in the merits

of the Cross. Hebrews 10:10 says, “We have been made holy through the sacrifice of the body of Jesus Christ once for all.”

What are the steps?

- Be born again (*Gal. 4:6*).
- Commit every known area of your life to God (*1 Thess. 5:23*).
- Ask in faith to be cleansed of your carnal nature and to be filled with the Spirit of Christ (*Acts 15:8-9*).
- Walk in obedience to the will of God as revealed through His Word and in prayer (*Galatians 5:25*).

***Fast from one meal this week as a reminder to yourself and a promise to God that you hunger for His leading in your life.***

“The spirit of devotion puts God in all things.

It puts God not merely in our praying and church-going, but in all the concerns of life.”

— E. M. Bounds



## *Idolatry*

### **12. Be devoted to God.**

Following Christ must be the constant aim of every serious Christian leader. Lingered over distractions in the lives of others or pausing to examine the temptations Satan puts in your path can lead to a life that is detoured by other interests. The Scripture calls that idolatry. When you hear that word, look beyond the cold statues and the petal-draped shrines of the world religions for understanding. Idolatry is simply devotion with an incorrect focus—and it's very much alive today.

God's Word describes the worship of wood, metal, or stone gods as spiritual adultery. For some, their worship resulted in instant death. For others it was a slow decay, a gradual but deadly unfaithfulness.

The struggle to guard one's self from idolatry knows no time boundary. Christian leaders understand how easy it is to lose spiritual focus. They know by personal experience or by observation that distraction often leads to disaster. A leader must be zeroed in on a clear target. Paul kept his eye on the prize, no matter the price: "To me, to live is Christ" (Philippians 1:21 *NIV*).

Christian leadership is an ideal place to put sanctified attitudes and actions in motion. Holiness in the boardroom

is just as important as holiness in the classroom or auditorium. Our love for God pervades everything we do or say, because it pervades everything we are. “But just as He who called you is holy, so be holy in all you do” (1 Peter 1:15).

*Remove from your life anything that is distracting you from devotion to God.*

“True strength lies in submission which permits one to dedicate his life, through devotion, to something beyond Himself.”

— Henry Miller



## *Change*

### **13. Ground yourself in the Lord.**

Life in our postmodern world is mobile, to say the least. Technology is changing faster than the coffee flavors on the menu board at Starbucks. The proliferation of new ideas, new gadgets, and new ways of communicating defines 21<sup>st</sup> century living. In some places, audience members are no longer taking sermon notes on the backs of worship folders, they’re making notes on their cell phone and tweeting responses to the speaker—in real time. Whatever happened to “Amen!”?



Some things will never change. For example, leading people in an ever-evolving society needs a never-changing source of inner strength—the power of the Spirit-filled life. And facing the shifting cultural values demands a core commitment to personal holiness. Inward purity and inner peace with the sovereignty of Christ will always be the mark of spiritual leadership.

We need to be centered in personal holiness. As we try to navigate cultural challenges and make investments in meaningful relationships, we bump up against our tendency to indulge our own desires, to live for the “now.”

While computer programs continue to demand upgrades, the biblical message of heart holiness always runs in “compatibility mode.” The choice to live in daily surrender to the Cross, to engage life with a pure motive and a selfless love, is the foundation of solid, Christ-centered living in fluid times.

- *Don't miss the spiritual moment.* Catch the breezes of the Holy Spirit in fresh and quiet daily devotional times.
- *Keep your eyes on the prize.* Earthly gains or losses cannot compare to the riches of eternity.

- *Don't rest in the shade of the world.* Satan draws us to the edges of morality. Resist his impulse to investigate the darker side of culture.

Some things will not change. Jesus is the same yesterday, today, and forever. The power of Pentecost is not a fading resource. Hold tight to the changeless.

*Spend time in prayer under the stars, reminding yourself of God's faithfulness.*

“We must be geared to the times,  
but anchored to the rock Christ Jesus.”  
— L.B. Hicks



## *Relativity*

### **14. Strive for perfection.**

“I’m not perfect; just forgiven.” It was once a popular slogan, a hip phrase for refrigerator magnets and bumper stickers. It sounded so humble and good. But was it? Was it merely an introduction to 21<sup>st</sup> century relativity, where anything goes and all will be forgiven someday?

Christian leaders are forced into an arena where the mention of holiness is often accompanied by the wink of

an eye. And outright skepticism accompanies the word “perfect.” After all, are we not to fill our auditoriums with “happy campers”—at the cost of biblical preaching?

Final answer: No.

God called His people to holiness, and He has called His preachers to proclaim that message in the power of the Holy Spirit. The calling hasn’t changed. God calls you to be holy and to be in a right relationship with Him and with others.

The holiness message has always been needed, but perhaps never more so than today. This is an age of “live-ins” and “sell-outs,” a time when our young are seeking a moral compass. Of course the church must be relevant, but at what price? In an age of “branding,” our brand should always be Christlikeness with a surrendered and obedient heart that is free from the tangles of sin.

Jesus died to give us more than forgiveness. He embraced the cross so that we might “participate in the divine nature” (2 Peter 1:4) and “be holy because [He] is holy” (1 Peter 1:16). Holiness summits are springing up all over the world. The reports on these holiness conferences give us hope that God is moving in the church to reclaim the message of heart holiness.

Preaching and teaching of holiness is absolutely vital to today’s evangelism. A holy heart is the way to personal peace,

daily empowerment, and the fulfillment of relationships. Don't neglect to share this life-changing message. Holiness is God's requirement and provision. That can never be rated too highly.

*Name the last time you justified an action rather than pushing yourself to do the hard thing. Go back and make it right.*

“Holiness preaching is transformational preaching. When the message of heart holiness penetrates the hearts of believers, revival will occur.”

— John R. Church



## *Self-reliance*

### **15. Seek power through surrender.**

Many cultures are consumed with power. “More strength,” “more energy,” or “more force” are themes that sell our products and motivate our purchases. Even our store shelves reflect our infatuation with power—we can buy “power bars.” Christian leaders many times are called “powerful leaders.”

Power is not bad; Jesus even promises to give it to us in abundance. The problem is that we try to acquire power

through our own strength. Pride convinces us to be self-sufficient; it feels more comfortable to rely on no one. But our power is limited; when we try to resist temptation in our own strength, we fail. Surrender of self enlists God's power on our behalf and promises victory in our daily life. "God resists the proud, but gives grace to the humble." (James 4:6 NKJ)

True power comes from surrendering to Him. Holiness grants us a power advantage, but we don't generate that power from within ourselves—it is Spirit-breathed. It doesn't come from claiming more—it comes from less: less of me; more of Him. And power is given to us to serve others, not self.

Even as you face new challenges, you will dream of victories. You will know that you have arrived when you are becoming more like Him.

My prayer for you: More power to you.

***Ask someone to help you with a task in which you are usually entirely self-reliant.***

"Our Heavenly Father wants to deliver us from all self dependence and cleanse us from the self life to the Christ life."

— John R. Church

## *Apathy*

### **16. Train yourself relentlessly.**

The 2008 Summer Olympic Games in China are all but forgotten, but for the athletes who competed for gold, the Games were a life-changing experience. The athletes shared one thing in common: they were willing to discipline themselves for the sake of being the best in their sport.

Where are they now? Some have retired from competition. Some have used their fame to build fortunes in product endorsements. Some have become apathetic. Many though may have faded from the spotlight, but not from the training fields. They have returned to their disciplined regimens—ready to once again pay the high price for another future gold medal.

The apostle Paul compared the holy life to the Games. “Everyone who competes in the games goes into strict training. They do it to get a crown that will not last; but we do it to get crowns that will last forever. . . . I beat my body and make it my slave so that after I have preached to others I myself will not be disqualified for the prize” (1 Cor. 9:25, 27 *NIV*).

The “crown” you seek as a Christian leader is invaluable and eternal. But it does not come without cost. You are in a competition for your soul; but unlike the Olympics, you

will win only as you suffer loss—especially the loss of self-rule. Even though the rebellious nature is crucified with Christ, the humanity of self seeks indulgence. The Holy Spirit beckons us to glad restraint, and those who are willing to pay the price will win the prize.

*Take up running or another sport to teach yourself the value of self-discipline.*

“I went on with my eager pursuit  
after more holiness and conformity to Christ.”  
— Jonathan Edward



## *Ambition*

### **17. Make sacrifices.**

Arguably, nothing describes the holiness lifestyle like sacrifice—purposeful surrender to the will of God. Paul said “I urge you, brothers, in view of God’s mercy, to offer your bodies as living sacrifices” (Romans 12:1 *NIV*). Whether in your personal life or in your public leadership, the sacrifice of self to the holy calling of God is paramount to ministry success. It is exemplified at Calvary, where God presented His only son as a “sacrifice of atonement” (Romans 3:25 *NIV*).

But what does that mean in the leadership setting? First, it means to sacrifice your *abilities* to the power of God. Second, it means to sacrifice your *plans* to the wisdom of God. Third, it means to sacrifice your *time* to the eternity of God. And fourth, it means to sacrifice your *convenience* to the service of God.

God's work will move forward in strength because men and women yield their lives to Him as a living sacrifice—not that they may die, but that they may have life in the Spirit. Self is stretched upon the altar. Pride and willful desires are consumed, enveloped in the purpose of God. The best of dreams, gifts, and ambitions are offered up for His use. Holiness is to daily embrace sacrifice. In obedience, in service, there is the imprint of Calvary.

In 1905, Elisha Huffman penned the familiar words, “O we never can know what the Lord will bestow of the blessings for which we have prayed; Till our body and soul He doth fully control, and our all on the altar is laid.” It's good advice for the 21<sup>st</sup> century as well.

***Do something for others that will not advance your career in any way.***

“The world will be saved when Christians become radically obedient and are willing to sacrifice everything for the cause of Christ.”

—Thomas E. Hermiz



## *Negativity*

### **18. Have a good attitude.**

J. Sidlow Baxter once said, “What is the difference between an obstacle and an opportunity? Our attitude toward it. Every opportunity has a difficulty and every difficulty has an opportunity.”

When it comes down to it, your attitude defines you. More than ambition, giftedness, experience, temperament, or circumstances, the attitudes you choose display your walk in the Spirit—and directly affect your leadership.

An attitude is like a garment. You can decide to put it on or take it off. Colossians 3:12 tells us, “As God’s chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience.” This verse suggests a deliberate, willful action. Those who believe entire sanctification creates robot-type Christians who automatically emanate positive moods are mistaken. A positive, healthy attitude is a choice that we must continually exercise. It is, however, a choice that the power of the indwelling Spirit helps us make.

The work of God in creating holiness within us empowers us to exercise our will in the attitudes we embrace and display. Self is stripped of command. A greater Captain now issues the orders. And, as we march in the direction

of the Holy Spirit's gentle leading, we grow more like Jesus every day.

J. A. Wood said, "Christian perfection removes all sin, and makes the soul perfect in love; but it is no part of its office to destroy personal distinctions or innocent peculiarities." You are who you are, but you can also be like He is!

*Identify a person who brings out your negative attitude and make a plan on how you will respond to him or her next time.*

"The only disability in life is a bad attitude."  
— Scott Hamilton



## *Greed*

### **19. Give thanks.**

Million dollar bonuses are not uncommon in today's financial markets; but when those bonuses are doled out by the very firms that brought financial failure and what is being called the "Great Recession," they seem irresponsible. Hasn't the financial world learned its lesson? Obviously not! Greed never spends much time doing its homework.

Greed is the very root of sin. It places the focus on self and its immediate gratification. No matter the measure of blessing, greed lunges for more. Satan epitomized its nature when he reached out for glory that was not meant for Him. And the human family followed his treacherous lead. “For you are the children of your father the devil, and you love to do the evil things he does.” (John 8:41 *NLT*)

Christian leaders must be alert to the threat of greed. Whether it involves position or possessions, always striving for more can lead to spiritual poverty. To be content requires the grace of God at work in us. It is the growing realization that whatever is not provided is not needed. Accepting this fact is the mark of a heart that is being made perfect in holiness. It is how we know Whose children we are.

Following the deadly earthquake in Haiti, news reporters recorded a long line of small children who were stepping up to receive a solitary bottle of water from rescue workers. As they held the precious commodity in their small hands, each child said, “Thank you.” Most of them hadn’t had a drop of pure water in five days. Patiently they waited and politely they received. Holiness receives from God’s hand whatever He determines is best. And then it says “Thank you.”

***Make a list of all that God has provided for you in your ministry.***

“Holiness is as necessary for the spiritual life as food is for the physical life.”  
— Richard S. Taylor



## *Extremes*

### **20. Balance justice and mercy.**

The words of the apostles seem paradoxical: Peter says, “Be shepherds of the flock that is under your care” (1 Pet. 5:2). Paul says, “Encourage and rebuke with all authority” (Titus 2:15). In fact, Christian leadership includes both the compassion of a shepherd and the toughness of an authoritarian. That marriage of management styles models the Master’s—and is reflected in the holiness lifestyle.

He taught, but He did not provoke. He rebuked, yet He loved. He commanded, and He served. He cast out demons, and He washed feet. His leadership profile was in perfect symmetry with His servant’s heart. Those of us in leadership are challenged to remember the balanced approach of Jesus Christ.

- Let love rule (authority without love is tyranny).
- Exhibit firmness without arrogance (have convictions, not attitudes).

- Take charge with a smile (make even the non-negotiable seem pleasant).
- Stand resolutely for your call, not your ego (fight for principles, not your comfort).

As you endeavor to implement these contrasting leadership principles, you soon realize that only through the sanctifying grace of God's Holy Spirit are you able to practice these values that Jesus modeled.

***Keep track of your activities for a week and determine whether you spend more time with people or doing tasks.***

“The virtue of justice consists in moderation,  
as regulated by wisdom.”  
— Aristotle



## *Ineffectiveness*

### **21. Wait for the Lord.**

Do you ever feel like you are not making a difference? Christian leadership without spiritual power is fruitless and frustrating.

Corrie ten Boom illustrated God's empowerment by holding up an empty glove and saying, "Without Jesus, we are like this—empty. But then He comes and fills us with His love, and we can do everything." That's what Paul suggested when he said, "I can do all things through Christ who strengthens me" (Philippians 4:13 *NKJV*).

Jesus told us that the filling of the Spirit would result in power. "But you will receive power when the Holy Spirit comes on you and you will be my witnesses" (Acts 1:8). He also told his disciples to wait for the Spirit to come.

Acting before the Spirit comes is like running on a treadmill; you won't go anywhere. Your ministry will be rewarding and God-honoring, dynamic and effective, when His power comes upon you. The mighty eagle can soar as it submits to the strength of the wind carrying it up into the clouds. The child of God can soar above the entangling power of sin as he or she submits the will to the mighty rushing wind of the Spirit. Then each of us will mount up with wings like an eagle.

Your most important meeting, then, is not a planning meeting; it is a prayer meeting. Time spent thinking about what you can do about a situation is not time well spent. Time spent thinking about what the Spirit of God can do through you is quality time and will result in victorious service to God and His church.

*Turn your next business meeting into a prayer meeting for at least half the meeting.*

“It is because of the hasty and superficial conversation with God that the sense of sin is so weak and that no motives have power to help you to hate and flee from sin as you should.”

— A. W. Tozer



## *Emptiness*

### **22. Invite others to experience Christ.**

John Wesley warned of a church that recruited people who had been “starched and ironed (with their abilities and learning) before they were washed.”

Holiness isn't in riveting sermons or impeccable suits; it isn't in emotional euphoria or flawless pedigrees. Focusing on appearances only creates an emptiness in yourself which spills over to the people you are leading. Holiness leadership is more than making marks on a whiteboard or changing slides in a PowerPoint presentation; it is living out the very life of Jesus in witness to others.



A heart impassioned and a hand extended is what creates excitement in ministry. True holiness weeps with the Savior over the lost. It lives and breathes to tell others of salvation, in the power of His Holy Spirit. Holiness gives wheels to leadership. A life emptied of self and filled with the Spirit cannot sit idly by and watch people live in mediocrity. It has a higher calling.

The experience of holiness is the embodiment of what Jesus called the two greatest commandments—loving God with all the heart, soul, and mind and loving others as one's self (Matthew 22:37-39). An inward work resulting from consecration and cleansing, perfect love births a desperate concern for the spiritual welfare of others.

True holiness and evangelism are inseparable. The Holy Spirit's fullness compels us to love others just as Jesus would, and proclaiming the gospel is where it all begins. Evangelism is the fulfillment of holiness—it is the pure love of God in action through human words and deeds.

***Find an activity that will help you to build relationships with unchurched people.***

“Evangelism is not an optional plan of the church,  
it is an essential priority.”

— Stan Toler



## LEADERSHIP TEAM



### *Partnership*

#### **23. Build your team.**

Mr. Moody wrote, “If God is your partner, make your plans big.” The history of missions is not only about great endeavors; it’s also about great teamwork. Mark 6:6–7 states, “Then Jesus went around teaching from village to village. Calling the Twelve to Him, he sent them out two by two and gave them authority over evil spirits.” Any church planting movement must have a team of leaders who will impact the world, using a multiplication of members and churches.

Admittedly, teamwork is often difficult. Personalities and abilities must merge to create possibilities. But it can be done—and has been done with a great harvest of souls throughout the history of the Church.

What distinguishes a team? Every team must have a leader. In fact, you don’t have a team if you don’t have a leader. Also, teams are individuals working together to

reach common goals, based on a common mission. As a leader, I'm often asked the question, "Why are some teams more successful than others?" In response to the question, I believe there are several noticeable factors.

- *Great team members are unified.* Successful teams focus on the same mission. They are of the same mind—not always in 100% agreement but always with 100% cooperation.
- *Great team members work at team building.* They seek to be a part of the solution, not the problem. They work on conflict resolution. They don't promote their own agenda or question the motives of others.
- *Great team members strive to build relationships.* They strengthen trust through communication. They understand and accept the strengths and weaknesses of others. They are constructive, always encouraging high performance.
- *Great team members effectively delegate.* They know that the linking of abilities is an advantage to the team. They recruit and train workers, giving them authority and taking responsibility for the outcome.

***Be sure that you have communicated the mission so your team can get on board.***

“Teamwork makes the dream work!”  
— Zig Ziglar



## *Communication*

### **24. Organize your team.**

You’ve heard it said of someone, “They couldn’t organize a one-car funeral procession.” Your job as a Christian leader includes organizing people—putting volunteer and paid team members in their right place.

It is your job to communicate well, so that your team knows:

- ***What they are doing:*** You could have a highly skilled person on your team that isn’t making any obvious progress, personally or organizationally, simply because they are out of their comfort zone. Your job as a leader is to make sure you match skills and tasks with the right person. To do that, a detailed, written job description is one of the most important tools your team members will ever hold in their hand.



- ***When they should do it:*** Tasks need timelines. Giving assignments without deadlines for completion is a prescription for disappointment. You need the deadline to insure completion of a project. Your team needs it for motivation and direction. Deadlines should be set carefully and prayerfully; and are usually fluid. They can be moved according to circumstances but they are always in place as a “road sign.”
- ***Why they are doing it:*** Purpose-driven tasks are meaningful tasks. Your team members should always know that their assignments have a God-honoring and Kingdom-building purpose. And they should know that it is a way for them to testify about their faith, exemplifying holiness.
- ***Who is responsible for what they do:*** Every boat needs a captain. Without someone taking responsibility for the trip, the shoreline may never come into view. Let your team know in a loving and firm way that you have been given the responsibility for their responsibilities. But also let them know that you are answerable to Christ. Periodic reporting gives team members both an opportunity for recognition and a sense of progress.

Former U.S. Secretary of State, Henry Kissinger, once said, “The task of a leader is to get his people from where they are to where they have not been.” And that is an exciting trip!

***Set up a meeting time with each of your key leaders to discuss objectives.***

“Structure does not cause growth,  
but your organizational plan will control  
the rate and size of your growth.”

— John C. Maxwell



## *Provision*

### **25. Resource your team.**

Can you imagine putting a driver into a racecar that didn't have an engine? The Pit Crew is standing by, ready to add fuel and change tires, but nothing will happen to the race team without a driving force—the engine. Christian leadership is the engine, the driving force. What happens to the team is dependent on the power provided to it.

- *Provide spiritual power.* If you do nothing more for your team than to convince them that they must depend on the power and direction of the Holy



Spirit, you have accomplished a great victory. The prophet said it is not human might or human power but Spirit-power that accomplishes God's will in earthly endeavors (*Zech. 4:6*).

- *Provide organizational power.* Isn't it amazing how layering pieces of paper adds to their strength, even to the point that they will soon be impossible to tear? Mentoring your team to add to their strength—and the strength of other team members—by adding layers of responsibility and accountability can only result in greater achievement.
- *Provide material power.* Skyscrapers begin with an idea that is fueled by capital funding, and then constructed by hired laborers—who have been supplied with resources to get the job done. Kingdom-building is far more important. But asking the team to do the job without ideas, funding, helpers, or supplies is the fault of leadership. Mix in a confident faith and you are on your way!
- *Provide emotional power.* Many of your team members have spent their entire lives in fear of taking risks in ministry. Family and friends may have convinced them that they lack the inspiration or ability to powerfully influence others for Jesus. Be the one to “plug” your team members into the

“outlet” of courage. A word. A task. An award.  
It doesn't take much to plug someone into the  
“current” that brings success.

You be the engine, the driving force, fueled by the  
anointing of the Spirit. Your team needs you, but most of  
all, our Leader has called you and me to show them way.

*Ask your team members if there is anything they need  
from you that you haven't provided.*

“Leaders who provide resources  
for training always lead at a higher level.”  
— Louie Bustle



## *Edificatron*

### **26. Teach your team.**

Howard Hendricks once wrote, “If you stop learning  
today, you stop leading tomorrow.”

You've heard it said, “He is a natural leader.” But most  
leaders are not born; they are trained. Leadership isn't  
genetic. It is learned, fine-tuned in the classroom and on the  
job. The Christian leader's education isn't for personal gain,

however. It is always for training a team of future leaders in Kingdom building. One of your primary assignments is teaching.

There are at least five teaching principles that every leader-teacher should adopt.

- *Teach the Word:* The most important knowledge your team will ever gain is an understanding of God's principles and promises. Administration is never more important than inspiration.
- *Teach by example:* Who you are is a better lesson than what you know. In every teaching situation, the spiritual character of the teacher will have more influence than anything else.
- *Teach with courage:* God didn't call us to bend to the ideologies of the world; He called us to brace ourselves against them. Holiness will never be a popular subject in this life; but holiness is a Kingdom prerequisite. Boldly call your team to godliness through your teaching.
- *Teach with patience:* Teaching is for the moment, but education is for a lifetime. It will take time for the seeds of truth to grow in the minds of your team; but the wait is worth it. The principles that team members may reject at first will be those that will sustain them later on.



- *Teach for transfer:* Teach your team in the classroom of your own experience. Let your team draw from the well of your own encounters with God's truth. Let the things you have learned become the game plan for your team members.

Just as the coach on the field leads his team through “drills” in order to strengthen and enlighten them, lead your team to understand and apply God's plan for the greatest contest of all: Kingdom building.

*Write down the main thing you want to teach your team today.*

“Teach to influence lives! I found Christ  
in a Sunday school class taught by a layman  
who touched my life!”  
— Elmer L. Towns



## *Empowerment*

### **27. Equip your team.**

St. Augustine said, “Pray as though everything depended on God. Work as though everything depended on you.” Serving God is a matter of relying on Him for everything;

but it still involves service. Christian leadership involves linking the *source* with the *service*.

It also includes providing some basic tools for that service.

- *It must have the light of God's Word.* The Psalmist said, "Your word is a lamp to my feet and a light to my path" (Ps. 119:105 *NKJV*). You wouldn't send a work crew out to a job in the middle of the night without providing a source of light. Night is upon us. In every meeting or training time, share the light of the Bible with your team.
- *It must have the power of God's Spirit.* Our "best" isn't good enough unless it is connected to God's power. "You shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all Judea and Samaria, and to the end of the earth" (Acts 1:8 *NKJV*). Ambition must have anointing! Teach the team members about being filled with the Spirit.
- *It must have the knowledge of God's ownership.* Your team must know that the work isn't about building earthly kingdoms. It's about building the heavenly Kingdom. It is God's work. The team is God's team. The gifts are God's gifts. 1 Peter 4:10, "As each one has received a gift, minister it to one

another, as good stewards of the manifold grace of God.”

- *It must have the awareness of God’s presence.* Acts 4:31 (NKJV), “And when they had prayed, the place where they were assembled together was shaken; and they were all filled with the Holy Spirit, and they spoke the word of God with boldness.” I believe that getting a good grasp of the work starts with getting a good grip on God—in prayer. The Christian leader leads best when leading the team to God’s throne.

Getting quality work from your team comes from equipping them with the best God has to offer. Make the link—and make a difference.

***Identify which members of your team need some encouragement from you.***

“Quality staff members always raise the quality quotient on their team!”

— Louie Bustle



## *Discipleship*

### **28. Disciple your team.**

Leadership isn't just about plans and programs, it's first about people. Jesus modeled that. In the midst of a busy day and pressing crowds, He stopped to focus on His disciples. Mark 9:30 says, "They left that place and passed through Galilee. Jesus did not want anyone to know where they were, because he was teaching his disciples."

Every disciple must know the following things:

- *God.* They must know about God's greatness, holiness, justice, grace, and mercy.
- *Godliness.* They must know that holiness of heart and life is not optional; that a follower of Jesus Christ must seek to be like Him.
- *Gifts.* They must know that the Holy Spirit has gifted each of them for ministry.
- *Giving.* They must know that a giving heart is a God-blessed heart.
- *Goals.* They must know about setting spiritual goals, and then working toward achieving them by Christ's indwelt power.

- *Glory.* They must know the necessity of God’s anointing—that God’s glory is more important than man’s applause.
- *Goodness.* They must know to place the welfare of others above their own.
- *Gratitude.* They must know to be thankful for God’s providential supply.
- *Greed.* They must know to be content with what they have.
- *Greatness.* They must know that the vision and courage of others has created the opportunities they now enjoy.

Someone in your organization needs your instruction. Get away from the pressing problems and pressing crowds. Create an informal classroom setting where you can teach someone about following Christ—as they follow you.

***Look for someone with whom to share your life and experience.***

“Be a leader who moves people to make things happen and not a leader who just chases things that are happening.”  
— Louie Bustle



## Commission

### 29. Challenge your team.

Three phrases typify the start of any race: “On your mark,” “Get set,” and “Go.” It could be said that those phrases are embedded in every ministry project. And Christian leaders must issue them in one form or another.

- *On your mark.* The team must be challenged to work toward a common goal. Once the project has been decided upon, the next leadership step is to inspire a direction by setting goals and objectives. David exemplified direction: “One thing I have desired of the LORD, that will I seek: that I may dwell in the house of the LORD all the days of my life” (Psalm 27:4 NKJV).
- *Get set.* The beginning of the project is as important as the finish. Starting with resolve brings results later on. Christian leaders must challenge their team to decide that the project can be completed. The walls of Jerusalem were rebuilt because Nehemiah’s team was mentally and spiritually prepared: “The people had a mind to work” (Nehemiah 4:6 NKJV).
- *Go.* Being on the “mark” and getting “set” will accomplish nothing without action toward the goal. “Go” is the primary motivator. It does

something to the soul. It causes the blood to surge through the veins and sends one running in a planned direction. When the disciples heard it they launched the dreams and plans that resulted in a worldwide harvest. “Go therefore and make disciples of all the nations” (Matthew 28:19 *NKJV*). Christian leaders must challenge the team to break the huddle: “Let’s go!”

Team projects begin, continue, and end with a leader’s challenge. And the depth of that challenge will make a difference in the height of the achievement

***Ask God to reveal where it is that He wants your team to go.***

“Make no little plans; they have no magic to stir men’s blood and probably themselves will not be realized.”

— Noted architect, Daniel Burnham







## A LEADER'S TO-DO LIST



### *Vision*

#### **30. Look beyond.**

The dictionary defines “vision” as “anticipating that which will or may come to be.” The Bible describes faith as being “certain of what we do not see” (Heb. 11:1). Charles Swindoll wrote, “When I think of vision, I have in mind the ability to see above and beyond the majority.” The writer of Proverbs reminds us that without a vision people perish or cast off restraint.

Leaders must see beyond the practical and obtainable—to envision the idealistic and the unimaginable. After all, the power of Pentecost is available by cleansing faith in the Atonement. The prophet Joel voiced God’s promise, “I will pour out my Spirit on all people. Your sons and daughters will prophesy, your old men will dream dreams, your young men will see visions. Even on my servants, both men and women, I will pour out my Spirit in those days” (Joel 2:28-29 *NIV*). The end result may not be exactly what you



dreamed—it will surely be *greater* than what you could have imagined.

- *Vision is a reflection:* Leadership is a character quality—an extension of your spiritual self. To be a follower of Christ, your vision must reflect your testimony.
- *Vision helps you focus:* Those who try to do everything often have trouble doing anything. Paul said, “This one thing I do...” The great apostle-missionary was focused on the most important thing: spreading the gospel. Everything else was “Plan B.”
- *Vision puts you on the right path:* Aimlessness is not only dangerous to a hiker; it is dangerous to a leader and all who follow. I’ve heard it said, “If you don’t know where you’re going, you’ll get there faster than you think.” And, I might add, there won’t be much of a crowd with you!

***Seek the heart of God and ask Him to reveal His dream for His people to you.***

“Without dreams, we will never reach beyond our current circumstances.”

— John C. Maxwell



## *Influence*

### **31. Cast a vision.**

In Bible times, God's men were often called seers—they had spiritual insight and “big picture” vision. Those who would lead in the church today should seek their mantle—dream their dreams, and claim their promises as their own. To lead is to envision—to see beyond, to capture the future and communicate it in the present, to inspire those lost in mediocrity to dare to dream of new horizons.

The dejected Hebrew slaves could not see beyond the straw and slime pits. But God knew His plan for them—deliverance, prosperity, and joy. He gave them a human leader who had been taught to dream alongside the obelisks and pyramids of Egypt. And to guide Moses, God sent the cloud and fire, an invitation to follow both in times of bright revelation and in days of hazy perception.

As a Christian leader, you are the person God is choosing to influence others. Tell your people the vision God has given you. People are drawn to vision like moths to a light bulb. The glow attracts them. Your vision will draw people to your ministry dreams and plans.

You can find living proof of the value of vision everywhere you look—from a Chicago skyscraper to a hand-hewn well along a desert path in Sierra Leone. Of course, one person

could not accomplish any of those things alone. The job of the Christian leader is to take the vision God gave and help others to see it as well so the work can be done.

You're not in this by yourself. Every step you take in "going into all the world" must be Spirit-led. And Spirit-led leadership keeps you on your "spiritual toes." The mind of the Spirit is more important than the consensus of the crowd.

*Take a personality test or a spiritual gifts assessment to determine how you can most effectively cast a vision.*

"Vision without action is merely a dream.  
Action without vision just passes the time.  
Vision with action can change the world."

— Joel Barker



## *Foresight*

### **32. Blaze a trail.**

Of necessity, holiness leaders are agents of change. They are groundbreakers, pioneers, trailblazers—change agents with a cause and a call. Abraham moved from the comforts of home to answer God's call to a promised land. Daniel

refused the ungodly decrees of the wicked and took a trip to the lion's den. The apostles were willing to lay down their familiar nets and pick up the pricey banner of the Cross crowd.

Every inch of ministry growth was won by some valiant soul who would not accept the status quo and achieved victory by operating in the power of the Holy Spirit. They followed the example of Caleb and Joshua and would not allow themselves to live in the comfort zone of life, but courageously claimed the land of milk and honey for God and His people.

Change agent, yes; but in a sanctified way! A leader's visionary approach must not come from an impure motive. To point out a better path, a leader must seek the guidance of the Holy Spirit and not just accept man's way of doing things. Sinful rebellion stems from an egocentric motive, and expresses itself in ways that are harmful to others. A strong temperament is prone to express itself in obstinate opinions and heavy-handed methods. Left to its own way, it will gratify self. This is contrary to the very gift and calling of leadership. God's way of holiness is peaceable and kind, yet firm and true.

Those who rise to lead should first kneel in surrender. God cleanses rebellious hearts and enables humbled leaders. He desires movers and shakers for the Kingdom. Titus 2:7-8 says, "In everything set them an example by doing

what is good. In your teaching show integrity, seriousness and soundness of speech that cannot be condemned, so that those who oppose you may be ashamed because they have nothing bad to say about us.” In His power, strong personalities become holy trailblazers of faith who turn their world upside right.

*Drink a different beverage today than you normally do to remind yourself not to get too comfortable with your traditions.*

“Holiness leaders must be change agents who are decisive and determined but always seasoned with the infilling presence of the Holy Spirit”

— Louie E. Bustle



## *Mission*

### **33. Know your job.**

Since Pentecost, followers of Christ have been trying to define His church. The results are as varied as the hues and cries of its constituents. Among the myriad definitions, the one John Wesley offered stands out to me: the church is a “congregation, or body of people, united together in the service of God.”

What is significant to me in his description is the united purpose of the church. We come together as believers for service to God. The church of the living Christ is not called to be an ecclesiastical bully, a snobbish socialite, or a political pollster. It is called to be a common savior to the lost and a faithful teacher to the found. Missions analyst Peter Crossing said in *Missions Frontier*, “On 1 July, 2007, just after midnight, 1,850,401,827 people will be unevangelized.” Christian leadership is eternally linked to the mission of the Master.

“Being the church” is not about percentage points, parking lots, and PowerPoint presentations; it’s about cultivating the life of God in His people. How will you accomplish that? By:

- Enrichment
- Refreshment
- Empowerment

You are the church. Let your every motive or motion be a Spirit-inhabited dwelling where mercy and grace are displayed in holy living.

“To prepare God’s people for works of service, so that the body of Christ may be built up until we all reach unity

in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ (Eph. 4:12-13 *NIV*).

*Do some research to find out how many people in your community are unchurched.*

“Though it might sound simplistic, a church must know why it exists to know what it is supposed to do.”

— Thom S. Rainer



## *Proclamation*

### **34. Tell the good news.**

The Savior’s birth filled the Judean sky with rejoicing and promise. A Savior was announced by a chorus of angels to a group of dumbfounded shepherds. Little did that surprised audience know the arrival of the Christ would have an impact that would traverse time and touch the 21<sup>st</sup> century! The announcement was about a child born in the right way, at the right place, and at the right time (Gal. 4:4). The messianic prophecy unfolded according to God’s plan to make His people holy in their lifetime.

The Christ, whose birth was so gloriously told, would provide a full atonement for sin—one that would reach to



its very cause. The secret was out: Humanity had a remedy for its carnal nature. The purpose of purity in the heart is not cloaked piety, but joyful proclamation. Those who have consecrated their lives in full surrender to Christ are motivated to tell others both in word and deed.

In years past, those who carried the holiness banner from Pilot Point organized street meetings, held marches, addressed social needs, and blitzed the country with camp meetings and crusades. Their fervor carried the torch of full salvation to the society of their day.

The Scriptures compel us to carry on the 100-year heritage in our day, in ways that grab the attention of our High Definition, digital world. We have the resources to tell and we have the abilities to serve. “We proclaim Him . . . So that we may present everyone perfect in Christ” (Colossians 1:28). Through our words, actions, and attitudes we can be the interface for holiness that pulls our culture toward Christ.

As we celebrate the source of our salvation, we celebrate, too, the source of our sanctification. Holiness is no longer by the death of “bulls and goats,” as it was in Old Testament times; our victory over sin is now by the One who died for all—once for all.

***Tell someone why you follow Christ, giving witness to what He has done in your life.***

“If my holiness is not attracting others,  
I must seek to walk deep with God.”

— Louie E. Bustle



## *Passion*

### **35. Be excited about your message.**

Preaching styles are as varied as preachers. But passionate preaching should be common to all. Charles Haddon Spurgeon wrote, “Preach not calmly and quietly as though you were asleep, but preach with fire and pathos and passion.”

Holiness leadership must be evident on the preaching platform. Dedication. Anointing. Mission. Unction. Focus. Purpose. These are factors that mark effective proclamation as well as effective administration. Preaching without passion affects no change; it brings no life. Passionate preaching touches the soul. A clear and energized message from God’s Word is still much needed from pulpits everywhere.

Passionate preaching begins in the soul. Words warmed by the heart make preaching a sacred moment. If you’re not careful, modern ministry can drain your preaching passion.

The pressures and potholes of living can empty preaching energy. The apostle Paul wrote, “Never be lacking in zeal, but keep your spiritual fervor, serving the Lord” (Romans 12:11 *NIV*). How?

- *Remember your call.* Mentally keep the “awe” alive.
- *Stay in a “revival mode.”* Seek a daily refreshing.
- *Keep the vision.* Drive around your community and ask God to let you see the wounds of sin.
- *Find a mentor.* Whether in person, by e-mail, or by phone, ask an older pastor to disciple you.
- *Network with others.* Examine your assignment through the eyes of colleagues in ministry.
- *Stay spiritually connected.* Life-changing power is only from Him.
- *Preach the Word.* Don’t let administration take priority over proclamation.

The battle for the cause of holiness will still be won by the “foolishness of preaching” (1 Cor. 1:21), and Christ will get the glory He so richly deserves.

***Do one of the items in the list above. Choose the one that you know you need the most.***

“Clear holiness preaching is the critical need of today’s church. God, give us preachers who will communicate with passion and power.  
— Talmadge Johnson



## *Destination*

### **36. Set goals.**

It may be one of the most familiar goals in biblical history: “I press toward *the goal* for the prize of the upward call of God in Christ Jesus” (Philippians 3:14 *NKJ, emphasis mine*). For Paul, every step of the journey was worth the last bend: the full realization of the Christ in the eternities.

Christian leadership without goal setting isn’t really leading; it is “gospel grazing.” Setting goals is not only important for your organization, it is important for you, its leader. The old adage may be tired, but it still has some life in it: “If you don’t know where you’re going, you’ll never get there.” Setting achievable goals may look difficult at first, but really it is quite **E-A-S-Y**:

- *Exact.* Goals should have a measurable quality. They should comfortably fit into a written sentence

or paragraph for clarity and direction. For example, “With God’s leadership and strength, by (date), we (organization) plan to plant (amount) churches.”

- *Appropriate.* Goals should be within reach, according to God-supplied, available human resources. Goals are set after prayerful evaluation of the task and the availability of workers. Unreachable goals may look good on paper, but they don’t propel team efforts.
- *Sensible.* Goals should make physical, financial, and spiritual sense. God uses sanctified logic in His kingdom-building. Jesus said to count the cost before you build the “tower.” And Paul said to do things “decently and in order.”
- *Yielding.* Goals should also have some elasticity. God’s servants must be double-jointed. They should be able to bend with the changing winds of circumstances, attitudes, and resources. A Spirit-filled life is a pliable life. It makes U-turns without complaints as it journeys toward the destination.

I encourage you to be a leader with a destination in mind. You already have the roadmap of God’s Word. And you certainly have enough fuel for the journey: “My God will meet all your needs according to his glorious riches in Christ Jesus” (Philippians 4:19 *NIV*).

*Meet with your team to set some short-term and long-term goals.*

“Most ministry goals should be focused on developing wholly devoted followers of Jesus Christ.”

— Bill Hybels



## *Diligence*

### **37. Reach for your goals.**

Jesus is the only leader who could say He reached every goal (John. 17:4). The rest of us are still reaching. But how do we go about it? Jesus is the holy and wise example: “At that time some Pharisees came to Jesus and said to Him, ‘Leave this place and go somewhere else. Herod wants to kill you.’ He replied, ‘Go tell that fox, ‘I will drive out demons and heal people today and tomorrow, and on the third day I will reach my goal.’ In any case, I must keep going . . .” (Luke 13:31-32 *NIV*).

- *Evaluate your goal.* “I will drive out demons and heal people. . .” Jesus’ goals were in line with His purpose (Luke. 4:18). The first step in reaching a goal is to evaluate it in light of your purpose: “Is it

reachable?” “Measurable?” “Practical?” And most of all, “Is it spiritual?”

- *Develop your goal.* “. . . Today and tomorrow, and on the third day . . .” Jesus reached His goals one step at a time. Review your goals. Refine them at their weakest links. Assign or reassign team members to assist you. Set some specific date and achievement markers. And be sure to reward yourself and others for reaching the steps toward the goal.
- *Price your goal.* “. . . I will reach my goal.” Jesus determined to reach His goals, even at a price. Every Christian leader will need to calculate the cost. Some of it will be personal and some will be corporate. Define the parameters: What skills are needed? How much will it cost? What kind of team will it demand? What resources are on hand?
- *Pursue your goal.* “I must keep going . . . .” Jesus kept moving toward His goals. Dreams need legs to reach their goals. If they stay in your head or in your heart, they won’t go very far. Keep moving, and remember if God inspired your goal, He’ll invest in it.

***Write out what your response would be to a friend who asks if you’re really the Christian leader you claim to be. Use Jesus’ answer to John as a guideline.***



“The great use of life is to spend it  
for something that will outlast it.”  
—William James



## *Commitment*

### **38. Expect challenges.**

A fugitive prince knelt in the shadow of a flaming bush and committed to leadership—all because God had said to him, “I am sending you to Pharaoh to bring my people the Israelites out of Egypt (Ex. 3:10). Plagues, oceans, wilderness, conflict, or mutiny would not shake him from his devotion to the call. Thankfully your leadership plate may not include all of those hazards, but you’ll face some. And the tougher the challenge, the easier it will be for you to rationalize your way out of your commitment.

What will it take for you to stay in the game? Moses started at the right place. The staff of duty is best grasped from a kneeling position.

If you commit to be a leader, you will:

- **Commit to glorify Christ.** The famed missionary, C. T. Studd, penned the words, “Only what’s done



for Christ will last.” It’s true. Your commitment to lead God’s people must begin and end with a commitment to glorify God’s Son (1 Peter 2:12).

- **Commit to live like Christ.** Slogans are no substitute for a slovenly or slothful life. To gain a following, you will need to stay a step above the common. It begins with a pure heart—cleansed from self and selfishness, focused on Christ, and empowered by His Holy Spirit. Crave purity and authenticity, the most important credentials you can possess.
- **Commit to serve like Christ.** There was never a moment in the Master’s earthly ministry when the Kingdom wasn’t a priority. He came to seek and to save the lost; seriously, constantly, and sacrificially. Your job is to bring heaven to earth, into the hearts and lives of souls—the best that you can with God’s help.

Spirit-filled living has never been more necessary. The opportunity for world evangelization has never been greater. God is still pleading for leaders who will help to bring His people out of Egypt.

*Post a picture or quote or scripture verse where you will see it frequently that will remind you of why you accepted this calling in the first place.*

“Holy living without the Holy Spirit is impossible.  
Every leader should seek to be filled with the Holy Spirit.  
His promise is for you.”  
— Louie E. Bustle



## *Focus*

### **39. Remember the purpose.**

Hours of practice, countless drills, well-taught plays, and heartfelt pep talks—through it all the mind of the coach is locked onto one goal: winning.

An essential trait of leadership is the ability to focus, to pull one's thoughts together in one direction, to plan the plan. A leader sees the big picture; he or she can visualize the details and think of how they will fit together to achieve the end result. A leader should:

- Define the mission
- Describe the cost
- Determine the goal
- Delegate the team

Though the playing field is littered with markers and the crowd is shouting praise or criticism, the leader must be able to focus on the goal and engage the opponent at the most strategic point.

Jesus was the greatest leader ever followed. His heavenly focus centered on bringing His disciples into relationship with the Father and then equipping them to replicate that in the lives of others. And He succeeded. Doubts, persecution, and temptation couldn't detour Him.

Jesus not only gave the disciples energy through focus, He promised them the Holy Spirit's power, turning their world upside down. That, too, began with focus—focusing solely on Jesus and surrendering every other part of the game.

***Do the important things first today, and get to the less important things only if you have time.***

“When you focus on being a blessing,  
God makes sure that you are always blessed in abundance.”  
— Joel Olsteen



## Vulnerability

### 40. Protect yourself.

Christian leaders are usually confident, efficient people. They feed on goals, organization, and streamlined plans. They know how to bring the focus of many or a few to a common vision. And they do it with an honest and open heart.

But Christian leaders are also vulnerable to their own success. If they are not careful, what they intend to *do* may take precedence over what they intend to *be*. Sometimes temptations are commando-like, waiting in camouflage to strike at the weakest hour or during the greatest victory. In a moment, thriving may turn to surviving.

Most often, vulnerability grows from an area of neglect. With a full schedule and a forceful nature, leaders may inadvertently:

- Fail to connect meaningfully with others.
- Ignore spending time on improving their God-given abilities.
- Focus on improving others to the neglect of their personal spiritual growth.
- Forfeit the spiritual to advance the temporal.

Others thrive during the vulnerable times. The Scripture records the example of Job, who was not only a man of endurance and faith, but also a leader who knew the value of relationship. Job 1:2-3 says he had 10 children, a huge farm with 11,000 animals, and a large staff. Yet, Job 1:1 says his relationship with God was first in his life.

When tragedy struck Job's estate, he didn't just survive; he thrived. The enemy's stealth attack looked at first like a pitiful ending. But through focus and faith, Job experienced a powerful new beginning.

Remember, a holy heart is worth more than a hall of fame.

***Seek out a team that will cover you in prayer throughout your ministry.***

“At their core, when things really matter,  
people see a need to turn to God for  
strength and protection.”

— Lee Greenwood



## *Details*

### **41. Care about the little things.**

Christian leaders are typically detail-oriented. That's how they get to be leaders; they care about the small things. In any organization, attention to the little things makes a big difference in its focus or in its administration. And attention to the smallest details often brings the greatest results.

God Himself is detail-oriented. The creator of the tallest mountains also carefully and lovingly formed the tiniest flower. The Psalmist reminds us of His attentiveness, "He determines the number of the stars and calls them each by name" (Ps. 147:4 *NIV*).

God is also concerned about the details of our heart. Spiritually, it is the little things that may threaten our greater ministry. The wisdom writer said it's "the little foxes that ruin the vineyards . . ." (Song of Solomon 2:15 *NIV*). He promised to cleanse us from *all* sin, the slightest stain—like the little half-truths or mildly hurtful words that are just as prominent under the bright light of His holiness.

Don't ignore the details. In your current leadership role, watch out for the small things that could give your work an even greater impact. And don't forget those tiny adjustments in your heart and mind. Long to live the life of holiness at its highest level possible. The psalmist yearned to be "whiter than snow" (Ps. 51:7), cleansed of even the tiniest speck of

impurity. This is true holiness—a heart that is blameless, even in the little things.

*Walk slower than usual today. By slowing your pace, your mind will be calmer and better able to notice the details.*

“God is in the details of life. He not only goes to the funeral of a baby sparrow and tends to the lilies in the field, He knows your name!”

— Amos Henry



## *Management*

### **42. Make your meetings effective.**

It wasn't much of a meeting by today's standards. Five college students sought shelter under a haystack from a thunderstorm that had swept across their meeting grounds: Sloan's Meadows in Western Massachusetts. There, they continued their discussion about spreading the gospel to Asia and prayed for God's wisdom and anointing in making it possible.

Only one dissented. Harvey Loomis thought the missions endeavors should focus on the homeland. The

others, James Richards, Francis Robbins, and Byrum Green—led by college freshman, Samuel Mills, focused on the Eastern horizon. A resolution to take the gospel overseas was soon made. It was a resolution that resulted in the first organization to commission foreign missionaries.

Leadership principles were evident in Sloan's Meadows. First, the meeting allowed for individual expression; the dissenter's voice was heard in an open discussion. Second, the meeting had a specific purpose—and it wasn't to share coffee and donuts; their mission was to present the Savior of the world to the lost of the world. Third, after a decision was made, the team had courage to take the first steps.

Every area of ministry hinges partly on the decisions and directions of a Spirit-filled leader.

***Make an agenda for your next meeting for your eyes only that supersedes the logistical agenda—a guide for you to achieve eternal goals.***

“If God is your partner, make your plans big!”

— D.L. Moody





## *Follow-through*

### **44. Evaluate your effectiveness.**

Paul wrote, “Till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ;” (Ephesians 4:13). Notice that phrase, “to the measure.” If it were not for spiritual directives such as this, I might be tempted to say that we cannot measure the things we do for God. However, experience has taught me that if we are to be effective as Christian leaders, we must be in the measuring business. Setting goals and objectives demands a way to tell if there is progress toward them.

Measuring progress can be a very positive thing:

- *Measurement indicates the degree of ownership.* You’ve launched that new evangelism outreach, with its goals of canvassing, starting small groups, and church planting. Everyone at the commissioning service was excited about the project. Are they still on board? How many neighborhoods have been canvassed? How many small groups have been started? It’s not just about leading; it’s also about following through. Only when we measure, do we know the full extent of the follow-through.

- *Measurement indicates the effectiveness of communication.* Progress measures the power of the message. Were the goals simply given? Did everyone understand what was expected of them? Was there a gleam in the receiver's eye or was there a blank stare? If they're not getting there, it might indicate they don't know where they are going. Measuring our progress lets us know when we need to improve our communication about where we are going.
- *Measurement indicates the stewardship of resources.* Measuring progress from the point of investment is an indicator of the validity of the investment itself. Is this the best use of God's resources? Am I being a good steward? Would these monies be better served in a different project? Progress confirms the process of good stewardship.

***Celebrate the success you have had so far. You've probably come a lot further than you think.***

“The journey of 10,000 miles starts with but a single step.”  
— Chinese Proverb



## Strategy

### 44. Identify potential leaders.

Many Christian leaders have arrived at their first assignments with little more information than the location of the light switch in the office, that is if they have an office—or lights. It doesn't have to be that way. Christian leaders can mentor and equip others to fulfill their mission and utilize their spiritual gifts. Mentoring is your opportunity to share the love with which the Holy Spirit has flooded your heart. One of the greatest efforts the sanctified heart can make is to better the life of another person.

Through personal conversations and letters, Paul shared the wisdom of years of life and ministry with a young pastor named Timothy. Then he told him to repeat the cycle. “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” (2 Timothy 2:2). In this verse, Paul is telling Timothy how to identify potential leaders to mentor.

- “*The things you have heard me say.*” Mentor those who have been listening.
- “*Entrust to reliable men.*” Mentor those who are reliable.

- “*Who will also be qualified to teach others.*” Mentor those who will continue the cycle, and share what they have learned.

The people you choose to invest in will not have it all figured out yet, of course; they will probably be younger, less experienced, or discouraged—but you should be able to see them giving a conscious and faithful effort to live a life of holiness and longing to help others to experience this joy as well. A true mentor will not be concerned about who threw the pebble; he or she simply finds delight in the ever-widening ripples.

*Identify a potential leader and ask him or her if they would consider being mentored by you.*

“Mentoring is hard work but pays great dividends in the harvest field for Christ.”

— Nate Krupp



## *Mentorship*

### **45. Invest in another.**

Bark orders and you're a drill sergeant. Give assignments

and you're a professor. Examine work and you're a supervisor. Invest your soul and you're a mentor.

Mentoring is more than skeleton instructions and sterile admonition; it is counsel warmed by genuine love and advice perfected through personal experience. To be a mentor is to pour your time and experience and passion into another, to listen, to motivate, to inspire.

Jesus modeled the mentoring process with His own disciples: "Because he was teaching his disciples . . . He said to them, "The Son of Man is going to be betrayed into the hands of men. They will kill Him, and after three days he will rise"" (Mk. 9:30-31).

- *Lead by example.* Mentees learn the fundamentals of holy living and effective ministry from seeing leaders in action. Jesus quoted Scriptures that the disciples knew He had read. They wanted to pray as they had heard Him pray. They reflected the words and actions seen in Christ's daily ministry. You can teach from the book or you can teach by example. Which do you think will have the most lasting impact?
- *Teach by doing.* Jesus' mentees learned on the job. Leadership is better "caught" than "taught." On-the-job training instills what mere classroom teaching cannot instill: passion. Some have said

that you can't really un-learn riding a bike. The skill you learned from your first ride (spills or not) are skills that last a lifetime. Make sure your leaders have hands-on experiences that become life skills.

- *Have fun.* Mentoring is teaching not torturing. Informal times are just as important—and sometimes more important—than the formal. Your leaders need to see the human side of holiness in the give and take of life. This was reflected in the name by which Jesus referred to Himself: the Son of Man. Sanctification is a serious belief and it is put on glorious display in the good-natured character and characteristics of the sanctified.
- *Lead by the Book.* Many writings will conceptualize leadership for your new leaders; but none will replace the Bible. Read, quoted, or memorized, God's Word is the solidifying part of mentoring.

God has placed the natural resources of global evangelism in your hands: people with a heart for God with hands that work for others. Mentor them in His power and for His glory.

***Interview someone who has been a mentor and ask what made the relationship work.***

“As long as a person doesn't know what he doesn't know, he isn't going to grow.”

— Source Unknown

*Faith***46. Step back.**

Imagine a master sculptor picking up his hammer and chisel and walking toward a solid piece of marble. He begins his work—carefully, lovingly, and artistically chipping away at the whole mass until it begins to take partial form. Then the master suddenly stops, turns to his apprentice, and hands Him the hammer and chisel. “You take over from here—and do it just like I showed you.”

Paul gave the bold invitation, “Follow my example, as I follow the example of Christ” (1 Cor. 11:1). If you will commit to being a mentor, it will not only demand your skill, it will also demand your trust. This is a chain of trust, one that reaches upward even as it reaches outward. The mentor receives advice from above and carefully, artfully, and lovingly passes it forward to a waiting mentee.

Mentoring is a sobering commitment, maybe near the top of the disciple’s ‘To Do’ list. It displays your very life for the scrutinizing look of another—words, actions, and reactions—to be examined in the light of your counsel. The responsibilities and privileges of a mentor are to:

- Instruct
- Guide
- Encourage

- Motivate
- Develop

Will you make the commitment? Will you say, “I will live a life of holiness, empowered and led by the Holy Spirit, so that someone will plainly see how to live like Christ?” And then will you have faith that the Holy Spirit will equip others just as He has equipped you?

***Write a note of appreciation to someone who trusted you when you were still unproven.***

“All who call on God in true faith,  
earnestly from the heart, will certainly be heard,  
and will receive what they have asked and desired.”  
— Martin Luther

