

Session 10 – Spiritual Leadership

Definition of Spiritual Leadership

- The basic essence of leadership is influence (John C. Maxwell has popularized this definition in *21 Irrefutable Laws of Leadership*, p. 11).
- The biblical goal of leadership is to disciple people to Christ.
 - The mandate that called the church into existence also, by deduction, sets the mandate for spiritual leadership (Matthew 28:18-20; Acts 1:6-8). If the goal of the church is to advance the gospel, then the goal of its leaders is to lead that advancement.
 - There are, at least, two basic differences between secular leadership and spiritual leadership, both of which king Saul discovered the hard way (1 Samuel 15):
 - First, spiritual leaders must be led by God before he or she leads others in his name.
 - Second, spiritual leaders do not gather followers to themselves but followers to God.
- Definition: Spiritual leadership is God-directed influence.

Key Laws of Leadership (adapted from *21 Irrefutable Laws of Leadership* by John C. Maxwell).

- The law of the lid says that a leader's level of ability is the limit of their effectiveness.
- The law of process says that leadership develops daily, not in a day.
- The law of character says that there is no substitute for real integrity, such as trust and respect.
- The law of connectedness says that a leader touches a heart before they ask for a hand.
- The law of intuition says that leaders evaluate everything from a leadership perspective and pay attention to their gut.
- The law of the true leader says that a leader must identify those with true influence, to work with and through them.
- The law of the inner circle says that a leader's potential is determined by those closest to them.
- The law of navigation says that a leader sees and calculates what lies ahead before anyone else.
- The law of momentum says that a good leader does not create energy but directs it toward a productive goal.
- The law of timing says that when to lead is as important as what to do and where to go.
- The law of priorities says that a leader knows that activity is not necessarily accomplishment.
- The law of explosive growth says that the best leaders lead other leaders instead of followers.

- The law of empowerment says that only secure leaders give power to others and raise up other leaders.

Levels of Spiritual Leadership (taken from *Real Power* by Janet O. Hagberg).

- Stage One: Powerlessness.
 - Characteristics: secure and dependent, low in self esteem, uninformed, helpless but not hopeless.
 - What holds them back: fear.
- Stage Two: Power by Association.
 - Characteristics: learning the “ropes”, learning the culture, dependent on supervisor/leader, new self-awareness, stuck but moving.
 - What holds them back: confidence, need for security.
- Stage Three: Power by Symbols.
 - Characteristics: ego-centric, realistic and competitive, expert, ambitious, charismatic.
 - What holds them back: not knowing they're stuck, confusion.
- Stage Four: Power by Reflection.
 - Characteristics: competent, reflective, strong, comfortable with personal style, skilled at mentoring, showing true leadership.
 - What holds them back: letting go of one's ego, no need for life purpose, ego control.
- Stage Five: Power by Purpose.
 - Characteristics: self-accepting, calm, visionary, humble, confident of life purposes, generous in empowering others, spiritual.
 - What holds people back: understanding the universe, lack of faith, too much to lose.
- Stage Six: Power by Gestalt.
 - Characteristics: comfortable with paradox, unafraid of death, powerless, quiet in service, ethical, on a universal plane.
 - What holds people back: human constraints.

The Process of Leading Change (taken from *Leading Change* by John P. Kotter).

- Establish a sense of urgency. If the change process we wish to initiate is, for example, a shift toward a team-run, less pastor-dependant church, the sense of urgency might be created by highlighting low growth statistics and staffing budget decline or by the immanent departure of the pastor.
- Create the guiding coalition. This means choosing those who have enough power and insight to lead the change and getting them to work together. This, of course, would be integral to leading a shift toward a team-run, less pastor-dependant church because it is the seed of the change itself. This step is also uniquely important in this case because a pastor unilaterally leading the transition to a team approach puts the process in conflict with the goal.
- Develop a vision and strategy. To lead a church toward a team-run approach, we would need to first clarify what that would look like in practice (as well as

- calculate its costs and gains) and outline the steps needed to shift leadership responsibilities from the pastor to the team.
- Communicate the change vision. To lead a church toward a team-run approach, we would need to formulate communication to help the church see how a team-run church would be better than a pastor-run church, along with simple explanations of the steps of transition, and communicate the vision and strategy at every opportunity.
 - Empower broad-based action. To lead a church toward a team-run approach, we would need to identify and change the structural elements that require pastor dependence and give specific people permission to step up and act in his place.
 - Generate short-term wins. To lead a church toward a team-run approach, we would need to plan small but clear moments of success so people experience the benefits of the change and don't simply feel the loss of change. This includes planning ways to highlight the wins and openly reward those who make them happen.
 - Consolidate gains and produce more change. To lead a church toward a team-run approach, we would use the credibility gained from short-term wins to change all systems, structures, and policies that put the pastor at the center of leadership.
 - Anchor new approaches in the cultures. To lead a church toward a team-run approach, we would allocate resources and plan the church calendar to perpetuate the new reliance on the team. We would also make efforts to articulate the connection between better church programs, better pastoral care, and better vision with the team-run approach.

The Formation of a Leader (Moses)

- Moses had natural talent and careful training (Exodus 1:22 to 2:1-10).
- Moses endured an undoing his self-confidence (Exodus 2:11-15).
- Moses had to learn to trust in God for his abilities (Exodus 3:1-11).
- Moses had to learn teamwork instead of going it alone (Exodus 18:14-24).
- Moses had to re-learn humility when success made him think the power rested with him (Numbers 20:1-12).

Summary of Spiritual Leadership

- Key facts about spiritual leadership include the following:
 - Definition: Spiritual leadership is God-directed influence.
 - There are levels of leadership ability to help us understand and expand our potential.
 - Spiritual leadership follows a careful process.
 - Leadership formation is really character formation.
- There are two keys to spiritual leadership:
 - Spiritual leaders must be led by God before they lead others in God's name.
 - Spiritual leaders must not gather followers to themselves but followers to God.