



What is Leadership?

To the elders among you, I appeal as a fellow elder and a witness of Christ's sufferings who also will share in the glory to be revealed: ² Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; ³ not lording it over those entrusted to you, but being examples to the flock. ⁴ And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away. ⁵ In the same way, you who are younger, submit yourselves to your elders. All of you, clothe yourselves with humility toward one another, because, "God opposes the proud but shows favour to the humble." 1 Peter 5:1-5

- L** **Lead themselves**
- E** **Embody kingdom values**
- A** **Articulate God's vision**
- D** **Develop people**

"To be led more by Jesus, to lead more like Jesus, to lead more to Jesus." (CPAS)

"For Jesus sake; taking others into the purposes of God." Marcus Honeysett

Leadership is:

- Whenever we influence another person
- A position or responsibility for others given to an individual
- Sharing skills, knowledge or vision to help others follow a goal.
- A spiritual gift and a call from God (Romans 12:8, e.g. Exodus 3)
 - a. founded in relationship with God (John 15) by God's grace, love and in dependence on the Holy Spirit.
 - b. rooted in the Bible (2 Tim 3:16-17) and directed by the Spirit (John 16:13-15)
 - c. marked by servanthood (Luke 22:25-27)
 - d. shaped by the cross and resurrection (2 Timothy)
 - e. sustained by prayer (1 John 5:14-15)
 - f. lived out in the community of the church (Hebrews 13:17)

Our Culture of Leadership

Over these six sessions, we will be sharing the culture of leadership we try to live out at St Mary's.

- There are many leaders in St Mary's – not just the clergy, staff or PCC.
- Every leader is part of that shared culture, including you! We are all shaped by it, and can shape it going forward.
- Leadership 'culture' means "how leadership is done here" and what all our expectations are concerning leadership in St Mary's.
- You have been asked to reflect on setting yourself a few learning objectives and through the weeks of Leading Together, to apply yourself to continue that learning and growing in new ways.
- Leading Together is an amazing opportunity for us, over six sessions; to reflect and even reset or renew the way we lead at St Mary's and elsewhere.

Session 1: Leaders grow in confidence

An issue in St Mary's is that some leaders don't see themselves as leaders. They are lacking in confidence and don't see the call on them to lead. How can we grow in confidence as leaders?

1. Knowing our identity is in God, not in performance.

- Start by knowing we are loved.
1 Sam 16:7 – God looks not on outward appearance, but the heart.
- Servant leaders have confidence in God, not ourselves. Jesus washing the feet of the disciples, served and led from knowing His identity.
John 13:3 – "Jesus knew that the Father had put all things under his power, and that he had come from God and was returning to God; so he got up from the meal, took off his outer clothing, and wrapped a towel around his waist."
- How insightful are we about our where our identity is rooted? Do we know we are loved and belong in Christ? Is our confidence in God or ourselves? Are we OK with learning from failure - still being loved?

2. Being secure as a leader is really important

- I do not have to think I am the best leader in St Mary's! I love seeing people thrive and do better than me in their leadership.
- Insignificance is a huge issue and battle for me and many people.

- Leaders need to be alert to where our affirmation comes from.
- Healthy leadership relates well to our inner sense of identity, security and significance.
 - In Mark 1, the Devil attacked Jesus in the desert in the areas of his identity, security and significance. These are real battles!
 - In Matthew 3:16-17, Jesus was affirmed at the outset of his leadership and ministry. “As soon as Jesus was baptized, he went up out of the water. At that moment heaven was opened, and he saw the Spirit of God descending like a dove and alighting on him. And a voice from heaven said, “This is my Son, whom I love; with him I am well pleased.”
- Unhealthy leadership can occur when these needs are unmet.
 - We can sometimes lead from insecurity due to fear of what others think, comparison or fear of failure. (See Prov 29:25)
 - If we crave recognition or to feel important due to insecurity – we can become driven, critical, resentful and hard hearted.
- Secure leaders help others feel loved, wanted and significant
 - Security helps us be more honest
 - Security helps us establish healthy boundaries and be able to say “yes” or “no” from a place of love.
- Secure leaders don’t mind serving, self-sacrifice and even suffering
 - It’s OK that it is not about us.

3. Confident leaders are marked by humility and are teachable





- OK with being last, not first. Flexible, gracious and unoffended.
- Open to having input, receiving training and instruction, not always having to be right or know it all. They are open to healthy correction.
- Not often talking ourselves down, but simply trusting in God.
- Comfortable in vulnerability – okay with being weak, able to say sorry, able to ask for help, knowing you need some time out, not taking offence, being honest with our emotions, keeping a soft heart.
- Use resources to grow as a leader – reading, conferences, teaching, You Tube teaching etc
- Pray about your leadership role, tasks and challenges.
- Open to hear other perspectives and a diversity of perspective.
- Understanding other people and seeking to work together and help others flourish and find solutions.
- Humility and being teachable is powerful and often neglected when dealing with conflict and managing change as a leader.
- Am I teachable? Am I humble, just like Jesus?

4. Confident leaders are very ambitious for the kingdom of God

- Dare to be ambitious for God.
- “Where there is no vision, the people perish.” Prov 29:18
- Read the lives of men and women, who over the centuries of church history have had a vision burning in their hearts for what God could do in their generation. People like William Booth, John Wesley, Amy Carmichael, Duncan Campbell, William Tyndale, Jim Elliot and more.
- We need leaders with vision, passion, boldness and compassion.
- Such a passion calls us to self-denial, commitment, setting priority on God’s purposes and glory and a willingness to suffer and pay the cost of whatever it takes to see God glorified. We consciously limiting our interest in this world and expanding our interest in God’s purposes.
- Are we willing to die to self and live to God? Are we too comfortable as a church? Are we ambitious as leaders, to see God glorified?

5. It is possible to grow in confidence as a leader

- Reminds me of how I learned to lead over the years.
 - Trial and error
 - Having a go
 - Keeping it simple
 - Praying, reflecting and being teachable.
- The main thing is to TRY in a safe environment of both risk and care.
 - Watch leaders – see how they lead and reflect on how I might lead. What would I do similarly or differently?
 - Have a go yourself – sometimes succeed and sometimes fail – don’t stress about it. It’s OK to learn to lead. Try to learn from both success and failure.
 - Keep watching different people.
 - Have another go and keep trying to be adaptable and learn.
 - Reflect and get input from others – ask for advice.
 - Think about the values you want to lead from and with. You can use the St Mary’s values for how you are learning to lead here.

-  ENCOUNTERING GOD
-  LIVING FOR THE KINGDOM
-  LOVING DEEPLY
-  SHARING JESUS

Leadership Bible Character: Timothy

Each week, we will look briefly at the life and character of a Bible leader. This week, we reflect on Timothy, using three scriptures to help us learn from his leadership journey.

1) Kingdom priorities over self-interest

Philippians 2:20-22

²⁰I have no one else like him, who will show genuine concern for your welfare. ²¹For everyone looks out for their own interests, not those of Jesus Christ. ²²But you know that Timothy has proved himself, because as a son with his father he has served with me in the work of the gospel.

- Timothy left his home to follow Paul, often facing the same persecution as Paul.
- He was circumcised for the sake of bringing the gospel to the Jews as well as the Gentiles. (Acts 16:1-4)
- He “proved himself” by serving the work of the gospel.

2) An amazing example of apprenticing, training and teachability

1 Corinthians 4:15-17

¹⁵Even if you had ten thousand guardians in Christ, you do not have many fathers, for in Christ Jesus I became your father through the gospel. ¹⁶Therefore I urge you to imitate me. ¹⁷For this reason I have sent to you Timothy, my son whom I love, who is faithful in the Lord. He will remind you of my way of life in Christ Jesus, which agrees with what I teach everywhere in every church.

- He was able to represent Paul’s DNA to other churches. His leadership flowed from his teachability and relationship to Paul.
- There is a strong sense of affirmation from Paul, which must have helped make Timothy more confident in his leadership. He was an apprentice, which made him a better leader. Before being a teacher, he was teachable.

3) He battled fear and had struggles

2 Timothy 1:4-8

⁴greatly desiring to see you, being mindful of your tears, that I may be filled with joy, ⁵when I call to remembrance the genuine faith that is in you, which dwelt first in your grandmother Lois and your mother Eunice, and I am persuaded is in you also. ⁶Therefore I remind you to stir up the gift of God which is in you through the laying on of my hands. ⁷For God

has not given us a spirit of fear, but of power and of love and of a sound mind.

- Timothy knew the place of tears, fears and struggles. He was frequently ill and was young, so perhaps felt that insignificance and the overwhelming nature of his task. We are in good company with him.
- He had to be reminded to “stir up” the gift of God in him through Paul’s prayer ministry. He had to be encouraged not to give in to fear, but to lead and think from the basis of God’s love and power.

Questions for Group Discussion

- What do you think leadership is?
- What have I learned today that was most helpful?
- How can I grow in confidence in leading?
- How secure am I as a leader?
- Do I have ambition for God’s kingdom?
- What has made me think differently about my leadership?