

# Leadership and Administration

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Part 3 of 4  
Detailed Outline

## V. The Spiritual Gift of Leadership

### A. Elders can draw upon others with gift of leadership.

1. Many leadership roles in the church don't need to be done by elders.
2. The elders are ultimately responsible, but they are not the exclusive leaders.
3. So you need to get good men and women, each in their various spheres.
4. In another session, we will address the gender roles in leadership. Suffice to say here that according to 2 Timothy 1:12, women are not to be in any position where they would have authority over men. Men are to lead!
5. But we need women leaders for women's and children's ministries.

### B. The Bible speaks of the spiritual gift of leadership.

*"... or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness." (Rom. 12:8).*

1. The spiritual gift of leadership has to do with one who is endowed by the Holy Spirit of God to provide leadership in the church. He leads, and others follow.
2. God may use someone's natural leadership abilities—some seem to be hardwired for leadership since birth. People tend to follow them.
3. But a spiritual gift is that which God has specifically given a person to lead spiritually.
4. Those with the gift of leadership should exercise that gift with all diligence.
  - a) This means you should hone their leadership, study it, grow in it.
  - b) Gifted leaders needed to use their gift earnestly.
  - c) This means others should let them lead, give them space.

### C. Implications

1. This may involve organizing a specific ministry and guiding along.
2. The size of leadership varies according to the size of the project or ministry.
3. Leadership is not isolated to one individual only, the same as with the other spiritual gifts
4. Nor is leadership isolated to the "paid pastoral staff."

### D. Caution

1. Leadership gifting, if unchecked, can lead to a controlling spirit, pride/ego issues, and independence/lack of accountability.
2. The solution: having a strong team of biblically qualified elders.
  - a) Because leadership can so easily lead to ego and control issues, it is important that all gifted leaders are submitted to the group of elders.

- b) Line of authority need to be clearly established.

*“Be on guard for yourselves and for all the flock, among which the Holy Spirit has made you overseers, to shepherd the church of God which He purchased with His own blood.”  
(Acts 20:28)*

- c) Even an elder who is specifically gifted or is being supported financially by the church needs to be under submission to the whole body of elders.
- d) This requires spiritually strong elders in order to protect the gifted leader from himself and from “taking over” the congregation.

3. We should be careful that we don’t exalt the gift of leadership.

- a) 1 Corinthians 12:22–25 tells us that every member of the body is important.
- b) The “less seemly” members should be exalted, not the more obvious ones.
- c) People in leadership tend to get a lot of attention and credit.
- d) Gifted leaders need to work hard at giving others the credit and deferring the “glory” that humans tend to pour on leaders.

4. We need to be careful about using the title “pastor.”

- a) Many people in the local church may have the gift of pastoring, in various spheres of the church.
- b) But when you give the term “pastor” to one or more individuals on staff, it can tend to create a clergy/laity distinction that is foreign to the New Testament church.
- c) People can inadvertently begin to give the person with the title special privileges, more influence than otherwise is appropriate. And this can dilute the leadership of the rest of the elders.
- d) We don’t give titles like “teacher Mary,” or “helper John” to anyone, so why single out “the pastor”?
- e) We may honor the man who works hard at teaching by financially supporting him so that he can give more time to teaching, but we need to work hard so that we don’t exalt one gift as more important to the body than any other.

**E. Leadership is simply a gift from God, and it is to be encouraged “with diligence.”**

- 1. More than just natural ability.
- 2. Work at it, study it, develop it.

**F. Notice that the gift of leading is couched between actions of love (giving and mercy).**

*“... or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.” (Rom. 12:8).*

- 1. This gives the impression that caring is the obligation of leading the church.
- 2. Certainly this lines up with Jesus’ mandate of becoming the greatest by serving others.