

**MOUNT CALVARY BAPTIST CHURCH
NEWARK, NEW JERSEY**

WORKSHOP

Theme

**DEVELOPING CHURCH LEADERSHIP
FOR THE 21ST CENTURY**

EPHESIANS 4.7

*But unto every one of us is given grace
According to the measure of the gift of Christ.*

Introductory Text

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Gifts of the Holy Spirit

My friends, we should not try to become teachers. In fact, teachers will be judged more strictly than others. All of us do many wrong things. But if you can control your tongue, you are mature and able to control your whole body. James 3.1-

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Senior Pastor – First Baptist Church of Madison**

Why Leadership Development?

Church growth depends on Effective Church Leaders.

Leaders play the key role in identifying, nurturing, educating, encouraging, advising, and inspiring God's people.

Four Elements of Effective Leadership

I. Vision

The single most common theme of leadership is the presence of a powerful common shared vision. A vision is a picture of a preferred future to which we believe God is calling us. The Body of Christ

II. Team

The second element of effective leadership is team. The question here is, "Given this vision, who are the people without this vision cannot become a reality? Certain leaders must relate to everyone. For the sake of the mission, however, leaders must give a particular kind of attention to the people required to make the vision a reality.

III. Culture

The third element of effective leadership is culture. The question here is, "How do we communicate the vision throughout the church. Culture is simply "who we are and how we do things around here." It is the ethos, language, stories, space, symbols, heroes, recognitions, and daily routines.

IV. Integrity

Leaders must be characterized by Christian integrity. Personal and Institutional must be consistent and coherence.

THE BODY OF CHRIST

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PURPOSE DRIVEN CHURCH

Since our lives are preparation for eternity. We want
To use our time on earth fulfilling God's five purposes for us.

Worship

We were planned for God's pleasure, so
We will this day to know and love God better:

Fellowship

We were formed for God's family, so we will use these days
to show love and enjoy other believers.

Discipleship

We were created to become like Christ, so we will use these
Days to make choices that grow our character.

Ministry

We were shaped to serve God, so we will use these days to
serve God by serving others.

Evangelism

So we will use these days to share, to testify about the
Good News
Of Salvation in our lives.

"David served God's purpose in his generation. Acts 13.36A"

Who Is Fit to Lead?

The Call of Moses

Setting

The Visit of the angel Exodus 3.2

The Lord was revealed to Moses

The Lord's Will was made known

First Promise – Psalm 32.8

Second Promise – Psalm 48.14

The Lord Revealed His burden to Moses Exodus 3.7

The Lord's decision to intervene Exodus 3.8

The Lord's Call to Moses Exodus 3.10

The Lord's certainty "Certainly I will be with you" is the great secret of Leadership

Source of Competence

We must be convinced of the absolute sufficiency of God

Rational suppositions for the task at hand: Exodus 3.14-15

Moses and our Need for Encouragement and Strength

When the call comes

- Do you need comfort? I am your comfort
- Anxiety – "Cast all your anxiety on him because he cares for you" Peter 5.7
- Need a victory over sin that plagues you? I am your victory.
"But thanks be to God! He gives victory through Jesus Christ"
1st Corinthians 15.57
- Do you need love? God is Love 1st John 4.8

Conclusion:

Acknowledge our insufficiency, but it must not stop there. We must move on by faith and acknowledgement the absolute adequacy and sufficiency of God to meet any test, to overcome any problem, and to win any victory. It took Moses a little time, but he did come to that point and was mightily used by God.

BREAK

The Call of Gideon Judges 6

Look at Gideon

Setting

Look at Israelites sins: Judges 6.1

The Story of Gideon God's Call

To be an instrument to deliver God's people out of the hand of the Midianites.

Gideon's Response

God's Promise – Judges 6.16

Good company to feel inadequate

The Call of Jeremiah Jeremiah 1.4-5

The Call

The job outlined for him

The Response – Did he immediately arise to the occasion with faith and enthusiasm? No, he did not.

His response was similar to Moses and Gideon: v. 6 His initial reaction was one of inadequacy. He didn't feel equal to the task.

God's response vv 7-8

The Promise "I am with you."

Rose garden not promised. But assurance of His presence, protection and guidance was given.

V 19 "They will fight against you but will not overcome you, for I am with you and will rescue you, declares the Lord.

Call when Confess the Need

Who is the Leader?

- One who is Called, Saved, Changed – Luke 22.32
- One who is Challenged and chosen – Matthew 9.37
- One who is Committed and Commissioned Matthew 10.5-6; 28.18-20
- One who understands, "It's not about Me John 13.5-8
- One willing to risk and take the time

Defining Yourself as a Leader

If you want to experience success in your leadership, the first step is to know who you are! Ask these core questions.

- Who am I?

- Understanding who they are not – knowing where to begin and where to end – clarifies your calling and direction, making commitments and involvements that belong with someone else
- What are the strengths, weaknesses, and personal contributions that I bring to my job in ministry?
- Understanding the intersection between who you are as a person and who you are as a leader, will help transform your leadership

GIFTS - Back Page

Spiritual Disciplines for Leaders

By the most basic definition, to be a spiritual leader, you need to be growing spiritually. To maintain integrity and perspective – and to avoid burnout and egotism – leaders need to stay close to God and His Word. Genuine spiritual leadership is impossible without a vigorous and integrated life of personal and corporate spiritual disciplines. With come the fruit of the spirit as characterize by love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self control. Here are some of the 'qualities' to be an effective Christian leader.

Leader as a Seeker for Authenticity

Fundamental challenges for the leader include the seeking and developing of deep intimacy and truthful relationship with God through God's Word. This requires that one deal forthrightly with challenging life circumstances and conditions, acquired habits, attitudes and behaviors that often compel us to cover up, rather than uncover who are in God.

- SALVATION
- COMMITMENT
- COMPASSION
- COMMITMENT
- COURAGE
- HUMBLENESS

Leader's Source of Power

Fellowship with God
 The Word of God
 Prayer
 Obedience

The search for genuine intimacy with God presents particular challenges to African American men as they deal honestly with historic distortions. Racism, sexism, poverty, drugs, crime, classism and homophobia all have helped to *confuse and cloud* the journey. These challenges quest compels us to seek a deeper alignment with the spirit of God.

Authentic self-revelation in relationship with others is never threatening when centered in one's intimate relationship with God. The authentic being of the leader is always empowered by God and inevitably points toward the revelation of God's power amidst the complexity of the life circumstances, relationships and unfolding human-divine story.

How to Build Trust as a Leader

Trust. It's at the heart of any meaningful relationship. And in leadership, all relationships are meaningful! Good leaders need to inspire trust among those they lead, as well as among those who lead them. Authenticity is the critical element of that trust. Without trust, a leader will face disorganization, division, and even betrayal. Yet, in an environment of trust, and authenticity, leaders emerge as people that others willingly follow. Trust transforms the church into a real fellowship. It starts with the leaders.

Our Workshop Challenge

- Deal forthrightly with current life challenges and circumstances
- Current life reality
- Life style habits that need revisiting
- Hidden mask – what compels us to cover up, rather than uncover our real relationship with God
- What are our greatest fears and limitations
- What comes to mind when you hear the word leader?
 Think of the leader you remember most, what qualities/characteristics make him/her memorable?

MODEL FOR PLANNING For the 21st Century

Praying - Preparing - Planning
Presenting - Promoting
Persuading
Penetrating

SOCIAL What social, economic and cultural trends are affecting your church community? Have you segmented your membership by age, geography? Have you surveyed the felt needs of the congregants? What has been the greatest challenge to the church? What Appears to be the greatest threat?

Yesterday's Church
Today's Church - Tomorrow's Church

SPIRITUAL What are the strengths and weaknesses of your church ministries, programs and facilities? Does your church organizational infrastructure facilitate its ministry, Does your training programs match your leadership needs? The church you long for...!

STEPS

DEVELOP AN ACTION PLAN

DREAM ABOUT THE POSSIBILITIES
STATE THE DESIRED RESULTS
CHOOSE PRIORITIES
STATE DESIRED RESULTS
DEVELOP ACTION PLANS
MAKE IT BRIEF
MAKE IT CLEAR - TO BE WRITTEN DOWN
BE SPECIFIC ENOUGH TO BE ACHIEVED

SPIRITUAL GIFTS

“If we are to use these God-given gifts in our leadership within the church, we must first discover them. That, quite often, is not as easy as it might seem. Gifts have an odd way of hiding themselves from those to whom they have been given. Many God-given gifts are so much a part of who we are as persons that we ourselves don't think of them as gifts but merely as qualities which are commonly held by everyone. The good organizer often assumes not that he or she has a gift for organization, but rather that being organized is part of being human. The truly creative person often thinks of creativity as the natural result of hard work rather than as a special gift.

All of this leads to our first observation about gifts: *gifts are discovered through interaction with others.* If we are not aware of our gifts, we need others to tell us about them. Even if we are aware of them, it is usually only because our interactions with others have called them out of us and made them evident.”

TALENTS – ABILITY

Natural endowment or ability of a superior quality

SKILL

Proficiency,, facility, or dexterity, that is acquired or developed through training, or experience

SPIRITUAL GIFTS

1. **Prophecy:** The gift of prophecy is the special ability that God gives to certain members of the Body of Christ to receive and communicate an immediate message of God to his people through a divinely anointed utterance.
2. **Service:** The gift of service is the special ability that God gives to certain members of the Body of Christ to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired goals.
3. **Teaching:** The gift of teaching is the special ability that God gives to certain members of the Body of Christ to communicate information relevant to the health and ministry of the Body and its members in such a way that others will learn.
4. **Exhortation:** The gift of exhortation is the special ability that God gives to certain members of the Body of Christ to minister words of comfort, consolation, encouragement, and counsel to other members of the Body in such a way that they feel helped and healed.
5. **Giving:** The gift of giving is the special ability that God gives to certain members of the Body of Christ to contribute their material resources to the work of the Lord with liberality and cheerfulness.
6. **Leadership:** The gift of leadership is the special ability that God gives to certain members of the Body of Christ to set goals in accordance with God's purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.
7. **Mercy:** The gift of mercy is the special ability that God gives to certain members of the Body of Christ to feel genuine empathy and compassion for individuals, both Christian and non-Christian, who suffer distressing physical, mental, or emotional problems, and to translate that compassion into cheerfully done deeds that reflect Christ's love and alleviate the suffering.
8. **Wisdom:** The gift of wisdom is the special ability that God gives to certain members of the Body of Christ to know the mind of the Holy Spirit in such a way as to receive insight into how given knowledge may best be applied to specific needs arising in the Body of Christ.

SPIRITUAL GIFTS

9. **Knowledge:** The gift of knowledge is the special ability that God gives to certain members of the Body of Christ to discover, accumulate, analyze, and clarify information and ideas that are pertinent to the growth and well-being of the Body.
10. **Faith:** The gift of faith is the special ability that God gives to certain members of the Body of Christ to discern with extraordinary confidence the will and purposes of God for the future of His work.
11. **Healing:** The gift of healing is the special ability that God gives to certain members of the Body of Christ to serve as human intermediaries through whom it pleases God to cure illness and restore health, apart from the use of natural means.
12. **Miracles:** The gift of miracles is the special ability that God gives to certain members of the Body of Christ to serve as human intermediaries through whom it pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course of nature.
13. **Discerning of spirits:** The gift of discerning spirits or discerning of spirits is the special ability that God gives to certain members of the Body of Christ to know with assurance whether certain behavior purported to be of God is in reality divine, human, or satanic.
14. **Tongues:** The gift of tongues is the special ability that God gives to certain members of the Body of Christ to (a) speak to God in a language they have never learned and/or (b) receive and communicate an immediate message of God to his people through a divinely anointed utterance in a language they have never learned.
15. **Interpretation:** The gift of interpretation is the special ability that God gives to certain members of the Body of Christ to make known in the vernacular the message of one who speaks in tongues.
16. **Apostle:** The gift of apostle is the special ability that God gives to certain members of the Body of Christ to assume and exercise general leadership over a number of churches with an extraordinary authority in spiritual matters that is spontaneously recognized and appreciated by those churches.
17. **Helps:** The gift of helps is the special ability that God gives to certain members of the Body of Christ to invest the talents they have in the life and ministry of other members of the Body, thus enabling the person helped to increase the effectiveness of his or her spiritual gifts.

SPIRITUAL GIFTS

18. **Administration:** The gift of administration is the special ability that God gives to certain members of the Body of Christ to understand clearly the immediate and long-range goals of a particular unit of the Body of Christ and to devise and execute effective plans for the accomplishment of those goals.
19. **Evangelist:** The gift of evangelism is the special ability that God gives to certain members of the Body of Christ to share the gospel with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the Body of Christ.
20. **Pastor:** The gift of pastor is the special ability that God gives to certain members of the Body of Christ to assume a long-term personal responsibility for the spiritual welfare of a group of believers.
21. **Celibacy:** The gift of celibacy is the special ability that God gives to certain members of the Body of Christ to remain single and enjoy it; to be unmarried and not suffer undue sexual temptations.
22. **Voluntary poverty:** The gift of voluntary poverty is the special ability that God gives to certain members of the Body of Christ to renounce material comfort and luxury and adopt a personal lifestyle equivalent to those living at the poverty level in a given society in order to serve God more effectively.
23. **Martyrdom:** The gift of martyrdom is the special ability that God gives to certain members of the Body of Christ to undergo suffering for the faith even to death while consistently displaying a joyous and victorious attitude that brings glory to God.
24. **Hospitality:** The gift of hospitality is the special ability that God gives to certain members of the Body of Christ to provide an open house and warm welcome to those in need of food and lodging.
25. **Missionary:** The gift of missionary is the special ability that God gives to certain members of the Body of Christ to minister whatever other spiritual gifts they have in a second culture.
26. **Intercession:** The gift of intercession is the special ability that God gives to certain members of the Body of Christ to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers to a degree much greater than that expected of the average Christian.

MEN'S RETREAT

**October 21-22, 2006
Camp Ocawasin, West Milford, NJ**

Sponsored The Men of

Mount Pilgrim Missionary Baptist Church of Passaic, New Jersey

Rev. Dr. Louis McDowell, Pastor

**Theme
"Men Stirred Up By God"
2 Timothy 1.6**

**Rev. Dr. Charles H. Smith
First Baptist Church of Madison
Facilitator**

**Retreat Notes can be downloaded from Website:
www.fbcofmadison.org**

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2 TIMOTHY New Revised Standard Version

Introduction

The second epistle addressed to Paul's "beloved child" Timothy, despite its similarities in address and diction, has a more personal tone than the first.) Less concerned with general church order and roles.

Here Paul is portrayed as near death, in testamentary fashion handing on to his spiritual heir, Timothy, the wisdom and truth he has accumulated through a life of mission, ministry and, above all, suffering for the gospel.

The letter is set within a carefully scripted historical circumstance marked by Paul's imminent death and Timothy's bereavement, at a time of distortions to the *sound doctrine* or "healthy teaching" received from the apostle.

Timothy is known from Paul's letters as one of his most loyal disciples (Phil 2.19-22), who acts as a delegate to churches (1 Cor 4.17; 16.10) and co-sender of six of the Pauline epistles (2 Cor 1.1; Phil 1.1; Col 1.1; 1 Thess 1.1; 2 Thess 1.1; Philem 1), as well as being the recipient of two. According to Acts 16,

Timothy's mother was Jewish and his father Greek, which is why Paul circumcised him in the face of probably Jewish persecution (Acts 16.3, an event not corroborated by the epistles).

This letter sketches Timothy's life only in broad strokes, from his early immersion in the scriptures (3.15) and matrilineal Christian pedigree (1.5), to his authorization for ministry by the laying on of Paul's hands (1.6), and his present ecclesiastical challenges.

More prominent in the letter, however, is the detailed and passionate portrait of Paul, imprisoned for the gospel in Rome (1.8, 16-17; 2.9), and forsaken by even his close friends (1.15; 4.10, 16), yet empowered by his Lord not only to endure suffering and death, but to celebrate them as the fitting

culmination of his life of ministry and service (4.6-8, 17-18).

The theme of 2 Timothy is announced in 1.8: that Timothy and all who follow him should not be ashamed of the gospel or its representative, Paul, but should stand in fidelity to them, even to the point of suffering similarly.

The structure of the letter reflects Timothy's alternatives, between Paul the prototypical example of faith, and the seductive, dangerous power of deceitful opposition.

The letter implores Timothy to adhere to Paul's example of suffering for the gospel (1.12; 2.9-10; 3.11; 4.6-7, 16-18), which he is called upon to imitate (2.3; 4.5), as are all believers (2.11-12).

The exhortation to Timothy to be strong and teach others rightly (2.1-13) is contrasted with false teachers who must be contended with (2.14-26), for, as expected at the end time, signs of their appearance are already here (3.1-9).

But Timothy is to follow in Paul's footsteps (3.10-4.5). These exhortations build up to the depiction of Paul's death-bed reflections on his life and its imminent conclusion (4.6-8). But the letter ends on a more hopeful note as the imprisoned apostle exults in his divine deliverance (both past and future) and issues spirited directives for the ministry, including a future visit from Timothy (4.8-18).

[2 Timothy 1] Salutation, following the typical form of a Pauline letter

1 Paul, an apostle of Christ Jesus by the will of God, for the sake of the promise of life that is in Christ Jesus,

1.1 The promise life: Refers to the promise of eternal life. Which Jesus makes possible for Paul and others who trust him,

2 To Timothy, my beloved child: Grace, mercy, and peace from God the Father and Christ Jesus our Lord.

Thanksgiving for Timothy's faith

3 I am grateful to God — whom I worship with a clear conscience, as my ancestors did — when I remember you constantly in my prayers night and day.

1.3 My ancestors: Paul was Jewish, so his ancestors were to the people of Israel

4 Recalling your tears, I long to see you so that I may be filled with joy.

5 I am reminded of your sincere faith, a faith that lived first in your grandmother Lois and your mother Eunice and now, I am sure, lives in you.

6 For this reason I remind you to rekindle the gift of God that is within you through the laying on of my hands;

1.6 Church people placed their hands on people who were being appointed to preach or teach. See 1 Timothy 4.14

7 for God did not give us a spirit of cowardice, but rather a spirit of power and of love and of self-discipline.

Theme: co-suffering, rather than shame, for the gospel and its apostle

8 Do not be ashamed, then, of the testimony about our Lord or of me his prisoner, but join with me in suffering for the gospel, relying on the power of God.

1.8 Don't be ashamed. I am in jail. The Roman authorities in the provinces where Paul and Timothy had preached were beginning to arrest people who worshipped Jesus Christ. Some Roman emperors insisted on being worshipped by their subjects and even had temples built in their honor. Titles that they gave to themselves included "son of god", "Lord", and "Savior".

9 who saved us and called us with a holy calling, not according

to our works but according to his own purpose and grace. This grace was given to us in Christ Jesus before the ages began.

10 but it has now been revealed through the appearing of our Savior Christ Jesus, who abolished death and brought life and immortality to light through the gospel.

11 For this gospel I was appointed a herald and an apostle and a teacher,

12 and for this reason I suffer as I do. But I am not ashamed, for I know the one in whom I have put my trust, and I am sure that he is able to guard until that day what I have entrusted to him.

13 Hold to the standard of sound teaching that you have heard from me, in the faith and love that are in Christ Jesus.

14 Guard the good treasure entrusted to you, with the help of the Holy Spirit living in us.

Examples, worthy and unworthy

15 You are aware that all who are in Asia have turned away from me, including Phygelus and Hermogenes.

16 May the Lord grant mercy to the household of Onesiphorus, because he often refreshed me and was not ashamed of my chain;

17 when he arrived in Rome, he eagerly searched for me and found me .

18 — may the Lord grant that he will find mercy from the Lord on that day! And you know very well how much service he rendered in Ephesus.

II TIMOTHY 1.6 – Key Words in the Scripture

"For this reason I remind you to rekindle the gift of God that is within you through the laying on of my hands;"

Assumption: Hidden Treasure Within Us

Conference Goal: How to Release & Appropriate the Gift

GIFT OF GOD – ACTION NEEDED

KJV	Stir up the gift of God
NIV	To fan into flame the gift of God
NOX	To re-kindle the gift of God
CEV	To make full use of the gift of God

SPIRIT- HUMAN EMOTIONS

KJV	Not given us the spirit of fear
NIV	Not given us the spirit of timidity
CEV	God's spirit doesn't make us cowards

GOD'S SPIRIT GIVES – WHAT?

KJV	Power, Love, Sound Mind
NIV	Spirit of Power, Love & Self-discipline
CEV	Spirit gives Power, Love & Self-control

PERSONAL CALL STIRRED UP FOR WHAT?

We all have a call to repentance, faith, salvation and service. Others have been chosen or elected, for special task.

POWER

Dynamis - Greek word used in the singular to express the idea of power, dynamis describes the

general *ability* to perform.

Exousin the *authority* of freedom from any inward restraint in the exercise of that ability to perform.

Kratos the general idea of the *intensity* of power.

Ephesians 1.19 (CEV)

I want you to know about the great and mighty power that God has for us followers. It is the same wonderful power he used when he raised Christ up from the death and let him sit at his right side in heaven.

LOVE

Scripture defines love in the only way that it can or ought to be defined, namely by its attributes. (1st Corinthians 4-7)

God is Love in his very essence. (1st John 4.8. 16)

Salvation was conceived by the Love of God. The Father planned

Salvation; the Son executed it; and the Holy Spirit applies it.

Love is the true point of contact between God and man.

Love overcomes law. The first and greatest commandment.

*"You shall **love** the Lord with all your heart and with all your soul, and with all your mind, and with all your strength". Mark 12.29-31*

The second greatest commandment is found in Mark 12.31.

*"You shall **love** your neighbor as yourself". Mark 12.31*