FOUNDATIONS

of Church Leadership

By Charles McCaul
Foundations of Church Leadership

God has one plan: Establish His Kingdom on this earth. The tool God uses to establish His Kingdom of the earth is the local church. The foundation of the Local Church are the leaders of the church.

*If the foundation is shaky the entire structure is shaky. Therefore, it’s important for us to lay the foundations for church leadership so that the church will be strong and healthy.*

These five lessons are meant to help the pastor, elders and other church leaders, as well as denomination heads to understand the foundations of leadership for the church.

1. Character: The Foundation
2. God Chooses the Servant Leader
3. Preparing Yourself as a Leader
4. The Attitude of Successful Leaders
5. The Leaders of the Church

Prepared by Pastor Chuck McCaul for *New Life Fellowship of Churches Cambodia.*
Character: The Foundation for Success  
As a Christian Leader

*Your long-term success as a leader will be determined by the depth of your character.*

1 Samuel, Chapter 9

We see that in the beginning God called Saul to rise as a leader in Israel. Saul was a humble young man. We see that he loved the Lord and received God’s anointing to do His work. God calls us and anoints us to do His work. When God anoints us we receive His power and ability to do His work. Saul was a normal man, but God chose him to rise up as King over Israel. God had created a good future for Saul. God had a wonderful plan for Saul.

In the beginning Saul had much success. The people loved him; he defeated the enemies of Israel. He prospered and had a good life. But as we continue to read about the life of Saul, we see in the end his leadership was rejected and his ministry ended in disgrace (1 Samuel 15:26; 31:1-6). We see that even though he had an anointing from God and much ability, his anointing and ability didn’t allow him to be successful in ministry. We see that he didn’t obey the Lord 100% (1 Samuel 15:1-4, 7-10); he made foolish decisions because of his pride (1 Samuel 14); he persecuted young David, who was a servant of the Lord (1 Samuel 18-19, 21-24, 26); he left the way of the Lord and consulted a fortune teller (1 Samuel 28) and his ministry ended in disgrace.

Even though Saul had much ability his ability wasn’t enough to give success. Many people saw him and said, “Oh, he’s a handsome man! He’s tall! He’s strong! He has a lot of ability to lead us! God’s anointing is upon him!” Even though we have anointing from God and much ability, there is something more important than ability and anointing: **Character.** We will have success or fail according to our character.

What is Character?

Character is the qualities that describe and represent you. Character is the qualities that distinguish you from another person. Character is not about the clothes you wear, the motorcycle you ride, your house or anything you own. Character is about your actions that come from your soul and spirit. Character is not about your ability, but about what is inside you that will reveal itself by your actions and words.
Like King Saul, even if you have much ability and many possessions, in the end your character will cause you to succeed or fail. Your character will lift you up or bring you down.

**Matthew 7:21-23**
The people in this verse prophesied, they cast out evil spirits and did many wonderful things. They had much power, but in the end, the Lord rejected them. *Just because we have much power, this doesn’t mean we are doing what God wants us to do and He will accept us.*

**Matthew 7:15-20**
Our life is like a scale. On one side we have ability and on the other side we have character. Our character must equal our ability. If we have much ability or power but only a little character, our ability and power mean nothing. We must have as much good character as ability and power. Our character is the foundation for our ability. As we examine the spiritual fruit in our life we can see if our character is strong or weak.

Spiritual gifts and natural ability are given to us as a free gift from God to use to serve and honor Him, but character grows step-by-step. Our character grows and becomes strong when we face a difficult situation and we choose to do the right thing – the thing God wants us to do.

### The Rise and Fall of King Saul

<table>
<thead>
<tr>
<th>The Rise of King Saul</th>
<th>The Fall of King Saul</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. He came from a good family, 9:1</td>
<td>1. He became impatient, 10:8, 11:14-15</td>
</tr>
<tr>
<td>2. He was handsome, 9:2</td>
<td>2. He tried to fulfill a position which God didn’t call him to fulfill</td>
</tr>
<tr>
<td>3. His father trusted him, 9:3</td>
<td>3. He was afraid of the enemy</td>
</tr>
<tr>
<td>4. He received God’s Word, 9:3</td>
<td>4. He disobeyed God</td>
</tr>
<tr>
<td>5. He was generous, 9:7-8</td>
<td>5. He didn’t control his words, 14:24-35</td>
</tr>
<tr>
<td>6. He was a religious man, 9:11-13</td>
<td>6. His hard heart caused other people to sin, 14:31-32</td>
</tr>
<tr>
<td>7. He was humble, 9:21</td>
<td>7. He became disinterested in God’s Word, 14:36</td>
</tr>
<tr>
<td>8. He obeyed the prophet, 9:26-27</td>
<td>8. He didn’t control his anger toward his son, 14:37-46</td>
</tr>
<tr>
<td>9. He became a captain, 10:1</td>
<td>9. He deceived the people and was dishonest, 15:13</td>
</tr>
<tr>
<td>10. He prophesied, 10:10-13</td>
<td>10. He blamed his sin on other people, 15:15</td>
</tr>
<tr>
<td>11. He kept a secret, 10:14-16</td>
<td>11. He was more concerned with the people rather than God, 15:21-22, 24</td>
</tr>
<tr>
<td>12. He didn’t seek a position, 10:17-21</td>
<td>12. He lost the Presence of God, 16:14-15</td>
</tr>
</tbody>
</table>
Foundations of Church Leadership

What Can We Learn From the Life of Saul?

1. Even though we have much ability and good success, if we are not careful, our character will cause us to fall.

2. Character is more important than ability or possessions.

3. We must be careful about our character. We must choose to do the right thing, even if it's difficult.

Character Qualities We Should Seek to Obtain in Our Life and Ministry

<table>
<thead>
<tr>
<th>Character Quality</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Humility</td>
<td>Know your own weaknesses</td>
</tr>
<tr>
<td>2 Servant Heart</td>
<td>Trust God to promote you</td>
</tr>
<tr>
<td>3 Sacrificial Love</td>
<td>Sacrifice your desires for that of others</td>
</tr>
<tr>
<td>4 Joy in difficulties</td>
<td>Understand difficulties help us grow in character</td>
</tr>
<tr>
<td>5 Peace in uncertainty</td>
<td>Learn to trust God</td>
</tr>
<tr>
<td>6 Kindness to everyone</td>
<td>Love your friends and enemies</td>
</tr>
<tr>
<td>7 Gentleness</td>
<td>Not quick to anger</td>
</tr>
<tr>
<td>8 Faithfulness</td>
<td>Keep your promises and fulfill responsibilities</td>
</tr>
<tr>
<td>9 Self-Control</td>
<td>Overcome your flesh</td>
</tr>
<tr>
<td>10 Diligence</td>
<td>Work hard and don’t be lazy</td>
</tr>
<tr>
<td>11 Excellence</td>
<td>Try to do everything the best</td>
</tr>
<tr>
<td>12 Discretion</td>
<td>Know the right time and right way to do something</td>
</tr>
<tr>
<td>13 Patience</td>
<td>Wait for the right time; don’t hurry</td>
</tr>
<tr>
<td>14 Faith</td>
<td>Trust God in every situation</td>
</tr>
<tr>
<td>15 Trustworthiness</td>
<td>Work and live to people will trust in you</td>
</tr>
</tbody>
</table>

13. He didn’t give honor to a young leader, 17
14. He allowed hate and jealously to enter his heart, 18-31
15. He killed the priests of the Lord, 22
16. He enquired from Satan’s servant, 28
17. He killed himself, 31
God Chooses the Servant-Leader

God’s ways are different than man’s ways –
God chooses men who consider themselves servants.

God prepares people to become servant-leaders in His church. He prepares their character and their skills by various experiences. God prepares people to serve in His church by the experiences in this life – both the good and bad experiences. God chooses the leader according to His plan for each person. God chooses some people to lead the church as a pastor, elder, or teacher. He chooses other people to serve and work in the church in other ways, according to His plan for that person and that church. The Senior Pastor tries to know God’s heart as to whom He has chosen. The Senior Pastor sees the person’s ability, spiritual gifts and character. These things help the pastor see whom God has chosen. Then the pastor invites the person to help in the church, usually as a volunteer. This allows the person to grow as a leader. It also allows the pastor to test the character of the person.

In this lesson we want to teach about how and why God chooses the servant-leader in His church.

The Life of David
1 Samuel, Chapter 16 – 2 Samuel, Chapter 5

In the life of David we see how God chooses a servant-leader.

1. **God Chooses Us According to His Plan For Each Person.** God has a plan for every person. Psalm 139:13-16. Some people are called to be business people. Some to be politicians. Some to be housewives, farmers and other occupations. God calls some people to serve in the church and receive a salary and others He calls to work at a job and volunteer as a leader in the church.

   God knows His plan for us before we are born. He wants us to prepare ourself and know His plan. David didn’t know that God had called him to become a king in Israel, but he prepared himself to be a faithful believer in God. He loved God with all his heart and soul whether he had a position or not. God calls every Christian to serve Him with all their heart first, whether they have a position in the church or not.

2. **God Chooses According to Whether a Person Has Spiritual Fruit.** God will choose a person who is already obeying Him, changing his life and growing as a Christian. God will not choose a lazy Christian who is not growing to become a leader. We must have some spiritual fruit in our life before God chooses us. John 15:16-19. David was a worshipper of God. As he cared for his father’s sheep in the field, far away from the eyes of other people, he was faithful to fulfill his
responsibilities to his father. Also, while he was in the field, he sang songs of praise to God and wrote many worship songs. David reveals his heart by his actions. What we do in secret reveals our heart. David produced spiritual fruit when only the eyes of God saw his actions.

The Bible warns us not to choose a new Christian to become a leader in the church. We wait and watch their life. Are they a true disciple of the Lord Jesus? Do they read their Bible? Do they tell other people about Jesus? Do they obey God’s Word? Before we appoint someone as a leader in the church we must examine their spiritual fruit.

3. **God Chooses According to a Person's Character.** God will not choose a person who is not becoming like Jesus in their thoughts and actions. God will not choose a person who continues to commit sin to rise as a leader in His church. [1 Timothy 3:1-13](#). Even as a youth David was honest and faithful. We can see the evidence of his character when King Saul persecuted him. Even though David had many opportunities to get revenge on King Saul, he respected him and didn’t hurt him. These are the actions of a person who has good character. When a person experiences a problem they reveal their character. When they meet a temptation, they reveal their character. Our character mustn’t be perfect, but we must be changing to become like Jesus in our actions and attitude.

4. **God Chooses Because of a Person’s Courage.** If a person is shy or full of fear it will be difficult for them to rise as a leader, because people will not follow a person full of fear. We can see in 1 Samuel, Chapter 17, that David had courage. Even in the field with the sheep he had courage. He wasn’t afraid of the bear, the lion or the Philistine Goliath. Why? Because he trusted in God. He knew that God would help him, so he wasn’t afraid. A leader reproduces their character in the people that follow them. If you’re fearful, you will produce fearful people. Are you afraid to tell other people you are a Christian? Are you afraid to stand in front of a group of people and share your testimony? All of us have some fear, but we cannot allow fear to rule us. We overcome fear because of our love for God. [1 John 4:18](#). We choose to have courage and do what God has called us to do, even if we are afraid. God will help us. A servant-leader in the church must have courage.

5. **God Chooses Because a Person Has an Open Heart to Receive Teaching.** If you think you know everything God will not choose you as a servant-leader. If you do not receive advice from other people you will not be a good servant-leader. David had a friend named Jonathan. Jonathan was King Saul’s son and David’s best friend. [1 Samuel, Chapter 20](#). David knew that he needed the advice of other people to have success. David wasn’t proud. A proud person doesn’t receive advice from other people. Even though David knew that God had called him to become king and he had much ability, he sought the advice of other people. A good servant leader learns from other people.
— people who have a higher position than them and people who have a lower position. A good servant-leader listens, watches and imitates a person who has success according to the Word of God. God chooses people who have an open heart to receive advice and teaching from other people.  2 Timothy 2:2.

6. **God Chooses According to a Person’s Faithfulness.** If you are faithful in the small responsibilities someone gives you, then you will be faithful in the big responsibilities you receive.  1 Corinthians 4:17a; Matthew 25:14-30. Are you faithful to fulfill your responsibilities at home? At the workplace? When you pastor asks you to do something small, do you faithfully fulfill that small thing immediately and completely, or do you think, “This is only a small thing. It’s not important.” Jesus says that if we are faithful in the small things we will receive more responsibility, but if we aren’t faithful in the small things we won’t receive more responsibility. When God sees that you are faithful in the small things, perhaps He will choose you to rise as a servant-leader in His church.

7. **God Chooses a Person Because He Sacrifices to Serve the Church.** Leaders sacrifice. This is the way of leadership. Some people think that to rise as a leader means you receive glory and honor and perhaps a big salary. Perhaps you do, but a good Christian leader sacrifices. Romans 12:1-2; Mark 10:35-45. As God was preparing David to rise as a leader he sacrificed. Even as king he sacrificed. Leaders and those who want to rise as a leader sacrifice their money and their free time. Our money and time doesn’t belong to us. As a leader, and as a Christian, our life doesn’t belong to us, it belongs to God. A leader gives to help the church. Usually, the leader gives more than the others. He doesn’t only give 10%, he gives more than 10%. He is an example to the church. A leader sacrifices his time to visit the sick, witness, prepare lessons and train other leaders. He sacrifices his play to serve the Lord and the church. We don’t wait to sacrifice until we become a leader, we sacrifice as a normal Christian. When God sees our heart and our actions, that we love Him, His church and other people more than we love our money and free time, perhaps He will choose us as a leader in the church. God is looking for people who will sacrifice.

8. **God Does Not Choose According to a Person’s Family, Wealth or Knowledge.** No where in the Bible do we see God choosing a servant-leader because of their family, wealth or knowledge. God always chooses according to a person’s character and heart. 1 Corinthians 1:26-28.

David’s family wasn’t a big or important family in Israel. David was the youngest in the family. He was a shepherd. He didn’t graduate from college and he didn’t have a lot of ability according to this world. 1 Samuel 16:1-13.
Sometimes God chooses a person or popular person to rise as a servant-leader in the church, but He doesn't choose them *because* of their name or position. He chooses them because of their heart. To become a servant-leader you don't have to know everything. You must be willing to receive training.

If you desire to rise as a servant-leader in the church, perhaps God is working in your heart. Perhaps this desire comes from God. God chooses us according to these characteristics. We must prepare ourselves to rise as a servant-leader in His church.

Let me say this: A person can rise as a leader in the church without these characteristics, but most people who don't have these characteristics will eventually fail in their leadership. Let me encourage you to work hard to become a person that God will choose to work together with Him.
Preparing Yourself to Serve As a Christian Leader

God sends all of his leaders through the School of Discipline; if we submit to His tools of discipline we will find greater success as a leader.

1 Samuel 9:14-10:1

When God chooses a leader, He doesn’t look at the abilities of a leader first. He looks at the heart and character. As we see in this story, Saul was from the smallest of tribes of Israel. His father wasn’t wealthy and he didn’t have a high position. Nevertheless, God choose Saul to rise as the leader over Israel.

1 Corinthians 1:26-31

God chooses and calls the small ones and the people who don’t seem to be so important according to this world to rise as leaders. God doesn’t reject a high education or position, but it is not necessary. God calls people who have a pure heart and are humble.

However, when God calls us to rise as a leader, we must prepare ourselves to lead God’s people. As we prepare ourselves, God will help us. As we are faithful to God’s calling, He will give us grace to do His work.

Here are some things we must do to prepare ourselves to serve as a successful leader in the church:

1. **You Must Be Added to the Church.** To lead in the church means you must be added to the church. Luke 6:13. God will choose you to serve as a leader by speaking to other Christian leaders. They will invite you to serve in the church. If they do not know you, they will not invite you. If you are not added to the church, they will not know you.

   Jesus chooses His disciples, but He chooses those who were with Him. These men studied with Jesus. He knew them. Jesus did not choose the people who were not with Him. If you want to serve God’s church you must be in fellowship with other Christians in that church. If you don’t fellowship with other Christians in that church you will not receive training. The people who come occasionally to the church will not be trained. In our church, the people who don’t meet in small groups or graduate from the various classes will not be trained. In our church we will choose servant-leaders from among those who fellowship with us.
2. **You Must Have a Heart to Serve.** God chooses men and women who want to serve others to rise as leaders in the church. *Mark 10:45.* We train people who want to serve and sacrifice for other people. As we are looking for people to train as leaders, we look for people who come to the meeting early, help arrange chairs, clean the building, welcome new people. These are the kind of people who will make good leaders because they don’t seek a position, but they want to serve others. Leaders in the church serve God’s people.

3. **You Must Receive Training From All the Leaders.** The Senior Pastor will not have time to train all the people. God’s method in the church is for the Senior Pastor to train some people and those people will train others. *2 Timothy 2:1-2.* As a person in the church who wants to receive training, you must receive training from all the leaders in the church, not only the Senior Pastor. This means you respect and obey the other leaders in the church like you respect and obey the Senior Pastor.

4. **You Must Fulfill Your Responsibilities.** When a leader in the church gives you responsibility to do something you must fulfill that responsibility. You must do what he told you to do and do it exactly as he told you. *Matthew 10:5-6.* When you receive instructions from a leader in the church to do something do like this:

   - If you don’t understand the instructions, ask them to explain clearly.
   - Repeat back to him what he has told you to do. By doing this you show that you understand clearly.
   - If you need anything to fulfill those responsibilities, tell him.
   - If you have a problem fulfilling your responsibilities go back and tell the leader.

5. **You Must Allow the Leader to Correct You.** Sometimes you will do the wrong thing. Sometimes you will not fulfill your responsibilities. It will be necessary for a leader in the church to correct you and show you the right way. *Proverbs 13:18.* Don’t become angry when he corrects you because he corrects you to help you.

6. **You Must Use the Knowledge and Ability That You Have Received.** As you receive training you must train others. *2 Timothy 2:1-2.* When you learn how to pray, you should teach someone else how to pray. When you learn how to share your testimony, you should teach someone else how to share his or her testimony. Everything you learn you should teach to someone else. How do you do this? You lead someone to Jesus, and then you start to meet with him or her and study the Bible together.

This is how we receive training in the church:

1. We fellowship in the church.
2. We are faithful to fulfill the responsibilities we receive.

3. We respect and obey our leaders.

4. We receive training from our leaders.

5. We train other new Christians and help them grow.

**Notice:** Training is not only knowledge that we receive from studying together. Training is experience, too. We learn from lessons at meetings and we learn from experience. When we do something right it brings good results. This is good training. When we do something and fail, this is training too. Therefore, we receiving training from what we learn from the lessons we study and from experiences in life.
The Attitude of a Successful Leader

*Your thought creates an attitude; your attitude creates an action; an action creates a habit; a habit creates a lifestyle; a lifestyle creates a destiny.*

Attitudes are important. Our attitude towards a person or a situation usually influences how we respond to that person or situation. In fact, many times we meet a problem that is not so big a problem, but because of our attitude that problem overcomes us. Another person may meet a similar problem but it doesn’t have influence over them or cause them difficulty. Why? Why do two people meet the same problem and one person allows that problem to win over him and the other person wins over the problem? It’s because of their attitude. One had an attitude that helped him win over the problem and the other person didn’t.

Attitudes are formed by:

- **Experiences.** If we have a bad experience with one kind of a person or a certain situation, sometimes that influences our attitude the next time we meet that situation or kind of person.

- **Information We Receive.** If we read something or someone tells us about a person, what we hear influences our attitude about that person. If as a child our parents tell us we should never do something or we should be afraid of something, as an adult, that information will influence us.

- **Our Personality.** Each person is different. It’s important to know if we are a bold person, shy person, loud person, quiet person, etc. Our personality will influence how we solve problems and our attitude.

It’s important for us to understand about our attitudes. Our attitudes can help us succeed or cause us to fail. We must control our attitude rather than allow our attitude to control us.

**Thoughts Are Important**

Every action comes from a thought. You think one thought and that thought becomes an attitude. Your attitude influences your actions. Your actions influence your habits. Your habits influence your character. Your character influences your lifestyle. Your lifestyle influences your destiny.

Take for example the spies whom the Lord sent into Canaan. Ten of the spies had a bad attitude about the land. They allowed their thoughts to influence their
attitude, which influenced their actions, which influenced their destiny. We see in Numbers, Chapter 14 eventually these men died in the wilderness because they had an attitude of fear and not trusting God to help them. We must be careful about our thoughts and attitude.

We must examine our attitude and when it is wrong, we must change it. We must choose to change our thoughts and replace them with what God’s Word says.

When we try to work together as a team in a local church, we must be very careful about our attitudes. We must not allow a bad attitude to creep into our mind about a person or a situation. This will destroy God’s work in the church in our life, too.

We reveal our attitude by what we say. **Matthew 12:34.** We can “read” a person's attitude by the words they speak.

**Four Attitudes We Should Avoid**

1. **Rebellion.** The human heart wants to rebel against God and other people. Sometimes we don't submit to others in the church or we don’t show respect to them. Sometimes we try doing things by our own independence rather than working with other Christians. Sometimes we disobey because we are angry or want to do it our way. These Scriptures warn us about rebellion:
   Ephesians 5:18-6:9; 1 Timothy 6:1-2; Colossians 3:18-4:1; Hebrews 13:7-17; 1 Peter 2:13-3:9; Titus 2:1-3:8

2. **Division.** One big problem among Christians and all people is they argue, don’t agree and divide. This is not proper for Christians. Sometimes if someone turns away from God and begins to commit sin again, then it is appropriate to divide. Just because we are angry with someone or we don’t agree 100% doesn’t mean we should divide. It's important for us to understand two things:

   - **God hates division.** **Proverbs.** When people divide and do not work together God is not happy.

   - **We must value the Body of Christ.** **Ephesians 4.** As Christians we need each other. The Holy Spirit distributes spiritual gifts to different people and churches. We must put a high price on the other members of the Body of Christ. Do we think we can do everything by ourselves? If so, we deceive ourselves.
We must choose to humble ourselves and honor other people. This is an important principle for a Christian leader. When we humble ourselves and honor others, God will exalt us and honor us. 

James 4: . Here are other verses which warn us about division: 1 Corinthians 1:10-3:8; Philippians 4:2-9.

3. **Pride.** Some people like to talk a lot about themselves and receive honor from others. We must be careful about allowing pride to enter our life. When we criticize other people or compare ourselves with others, often this comes from pride. God is opposed to the proud!

Romans 14:1-23; Philippians 2:3-13; 1 Timothy 6:17-18; 1 Peter 5:5.

We must examine our hearts. Why do we like to stand in front? Why do we like to talk about ourselves? Why do we criticize others? We must choose to humble ourselves and understand that all of us are sinners. No one is better than another – even if they have more ability, more money or are prettier. This is a serious sin before God and will destroy our relationship with Him and other people.

4. **Unforgiveness.** When we serve in a church, eventually we will meet with problems between us and other people. It will happen! We must do two things:

- **Value the Body of Christ.** As we already said, we mustn't divide. We must choose to put a high value on the Body of Christ and the Church and humble ourselves and reconcile.

- **See our own sin clearly.** Jesus told us a story about a man who sinned greatly against his master. He was guilty, but his master forgave him everything. Matthew 18:21-35. In this story Jesus teaches us that we must always remember that we are great sinners. Sometimes we judge other people because we think we are better than them. This is not true. God’s grace has forgiven us and we must forgive others, too. It is a great sin to not forgive others.

If we continue to talk about others, gossip, angry with them or don’t want to fellowship with them, perhaps it’s because we haven’t forgiven them. We must confess this sin to God, then go to them and reconcile.
The Leaders of the Church

The Church of Jesus Christ functions on a Structure of Authority and Relationships. We must understand these relationships.

Like any organization, there are leaders in the church. The leaders lead the church to fulfill God’s plan for that church. In the church there are three groups of people: Philippians 1:1. There are the Saints, the Deacons, and the Elders. The deacons and elders are the leaders of the church. Among the elders is one man we call the Senior Elder or Senior Pastor. These men work together to lead the church.

Why Do We Need Leaders in the Church?

The idea to appoint leaders came from God. God established the idea of leadership to lead the people of this earth according to His ways. Romans 13:1-8; 1 Corinthians 12:28; Isaiah 9:6. We need leaders because of human nature. Romans 3:10-18; Galatians 5:16-22. People are sinful and need someone to guide them. If we don’t have someone to guide us we will get lost, go our own way or the ways of this world which is the ways of Satan. We need leaders because people do not follow the law - God’s law or man’s law. Matthew 7:23; 13:41; 23:28; 24:24; Romans 6:19; Hebrews 1:9; I John 3:4; 1 Thessalonians 2:3, 7, 8

Living Under Authority

God establishes authority in the world to help people follow the right way. 1 Corinthians 11:1-3. God rules over the universe. He rules over the earth. He rules over the church. But God rules over the earth through people. He rules over the church and leads the church to fulfill His plan through people. Therefore, God appoints men to lead in His place - as His representative. It is essential for the church to have leaders if that church will grow.

God established authority through people for these reasons:

1. To Represent Righteousness in Society. Matthew 7:29; 21:23; John 5; 27; Titus 2:15. The people whom God establishes as leaders with authority must represent righteousness in all their actions, relationships with other people and the laws they create. They also help us represent righteousness, too.

2. To Establish the Kingdom of God in the Earth. Luke 9:1. God’s plan is for the people of the earth to do as is done in heaven. God uses leaders in the government, family and church to establish the Kingdom of God on the earth.

Sometimes they correct us. They encourage us. They show us the right way to go and grow as the people of God.

4. **To Protect Us.** 1 Samuel 15:23. When we are under the authority of our leaders God honors our obedience and He protects us. When we leave the authority of our leader we are under the authority of Satan and evil spirits.

5. **To Release God’s Power.** Matthew 8:5-10. God does His work on earth by authority. He appoints and anoints leaders and releases His authority through those leaders. The important events in the history of the church happened because one leader obeys God and God releases His power through that leader. And through that leader God sends Him power into the world. (Jesus, Peter, Paul, Augustine, Martin Luther, John Wesley, etc.)

### The Results of Not Submitting to God’s Authority

1. **We Open Our Lives For Satan to Influence Us.** 1 Samuel 15:23. When we leave the authority of the leader over us we enter the authority of Satan. The authority of our leader is like and umbrella which protects us from Satan’s power and authority.

2. **We Become Spiritually Dry.** Psalm 68:6. When we leave the authority of our leaders we do not grow as a Christian. We can grow some, but God appoints leaders in the church to help us become a mature Christian. We drift away from God if we reject the leader God puts over us.

3. **We Experience the Discipline of the Lord.** Hebrews 12:5-6. God does not discipline us because He is angry with us, but to help us return to Him. If we continue to disobey Him, He will try to bring us back to Himself, but eventually He will discipline us to bring us back to Himself.

### God’s Authority on the Earth

1. **The Family.** 1 Corinthians 11:3; Ephesians 5:22; 6:1. The family is the foundation of society. If the family is spiritually healthy then society will be healthy. If the family is weak and parents don’t fulfill their responsibility then society will be weak and the church will be weak. Therefore, we must teach the family about God’s ways.

2. **The Civil Government.** Genesis 6-8; Romans 13:1-8. God appoints leaders to lead our nation or kingdom. Daniel 4:34-37. We don’t understand why God appoints some leaders, but we understand that His wisdom is higher than ours. He knows all things. He knows the future, and even if we have an evil leader, God can bless His people and fulfill that plan through that evil leader.
3. **Employers.** Ephesians 6:5-9; Colossians 3:22-4:1  
God uses our employers to shape our character. He will even use evil bosses to work out His plan in our life. It’s important that we learn to submit to our employers with a good attitude and work for them like we’re working for Jesus Christ. This is God’s way to develop our character to serve Him as a leader.

4. **The Church.** 1 Corinthians 12:28; Hebrews 13:7, 17, 24. The church is God’s spiritual authority on the earth. He calls the church to destroy spiritual strongholds in the earth and establish His kingdom in the lives and hearts of the people of this earth. Each church has some kind of government.

   A. Rule by one man. *Daniel 5:19; 3 John 9-10.*

**God Calls Men to Serve the Church as Leaders**

God always calls people to work with Him. He calls us to repent. He calls us to live a righteous life. He calls all of us to serve in the church. He calls some of us to lead the church. When God calls us to do something He always gives us the ability to do what He wants us to do. God called Moses to lead Israel. He called Joshua to lead Israel, Samuel, Saul, and David. To become a leader of God’s people is God’s idea, not ours. God shows us in some way that He is calling us and we must choose to respond to that call and prepare ourselves to serve Him.

Men don’t choose to become leaders. God calls and anoints them. Men may have the desire to lead, but they need God’s anointing to lead. God’s anointing flows through the leaders of the church. If the leaders are not good leaders, God’s anointing and blessing will not be upon that church. If the leaders are called by God, anointed by God and humble, God’s anointing and blessing will be upon the church and the city. When God appoints a leader in the church we must respect that man and work together with him to fulfill God’s plan for that church and that city.

Many times the leaders understand and know about things the members of the church don’t understand or know. God helps them understand these things and they have an anointing from God to lead. Therefore, the members of the church should be careful about criticizing or complaining against the leaders of the church.

| Abraham | Genesis 12:1-3 |
| Moses   | Exodus 3:9-10  |
| Joshua  | Numbers 27:18-21 |
| Samuel  | 1 Samuel 3:1-21 |
Foundations of Church Leadership

<table>
<thead>
<tr>
<th>Name</th>
<th>Bible Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>David</td>
<td>1 Samuel 16:13</td>
</tr>
<tr>
<td>Peter</td>
<td>Matthew 4:18-20</td>
</tr>
<tr>
<td>James and John</td>
<td>Matthew 4:21-22</td>
</tr>
<tr>
<td>Paul</td>
<td>Acts 9:1-19</td>
</tr>
</tbody>
</table>

In the church God calls five men to serve the Universal Church to train the Christians to serve God's purposes. Ephesians 4:11-12.

Apostles An apostle is someone who has the ability to travel from one place to another place, preach the Gospel, people repent and he opens a church. He also has the ability to help that church grow and give wisdom from God to that church.

Prophets Prophets are men who have the ability to hear from God and speak God’s word to the church. Sometimes they speak to encourage the church with a word from God for that moment. Sometimes he prophecies, which means he tells them what God wants them to do for that moment or in the future as an individual or as a church. Sometimes he tells them what will happen in the future for that country, city, etc.

Evangelists This is a person who has ability from God to preach the Good News of Jesus Christ in a very clear way and people repent. Sometimes he travels from one place to another place and sometimes he stays in one church. The difference between an Apostle and an Evangelist seems to be that the evangelist doesn’t open churches and train pastors and teachers to lead the church. Perhaps he trains people in the church how to share the Good News, too.

These three men usually have one church, but they are not the leaders of that church. They fellowship with Christians in one church, but usually they travel more than they stay.

Pastors A pastor is a man who has a special gift from God to care for Christians in one place. He leads the church in that place and helps the Christians grow and fulfill God’s plan there.

Teachers A teacher is a man who has a special gift from God to explain God’s Word so that the Christians will become mature.

All these men have special ability and calling from God to do this work. The Holy Spirit gives them this ability. Actually each person has a spiritual gift from God, but these men have received a special gift to serve the church as leaders.
Foundations of Church Leadership

Leaders in the Local Church

In the Local Church there are deacons and elders. These groups have their responsibilities to help lead the church.

Elders. Acts 14:14, 21-23; 15:6, 22; 21:17-18; 20:28-31; 1 Timothy 3:1-13; 5:17; Titus 1:1-9; James 5:14. The Elders are a group of men who serve the church with the pastor. Sometimes the Elders are also the staff of the church and sometimes they are volunteers. The Bible gives us qualifications for Elders the same as that of a pastor.

The responsibility of the Elders is to help oversee the spiritual affairs of the church. He is to help rule over the church and help teach the church God's ways. Like the pastor, the elder is to be a watchman and protect the church from evil people and false teachings. They are to help care for the needs of the church. Like the pastor they visit the members of the church.

The Elders help decide about the future of the church and it's programs. Sometimes they have their own ideas and they discuss this together with the Pastor and decide together. An Elder does not create programs by himself without first discussing the idea with the Pastor.

The Elders help oversee the financial affairs of the church. They work with the pastor and office staff to create and implement the budget of the church.

The Elders are men who know the Word of God and are mature Christians. They are involved in the ministries of the church and usually serve the church as a teacher, pastor, or small group leader or the oversee one program of the church.

These are some of the things an Elder does:

1. He helps **oversee** the affairs of the church, 1 Timothy 3:1
2. He **teaches** the Bible, 1 Timothy 3:2
3. He is a **watchman** in the church, Ezekiel 33:6-7
4. He is an **example** for the people, 1 Peter 5:3
5. He **leads** the people in the ways of God, Hebrews 13:7, 17
6. He **give advice** to people about their problems
7. He usually **oversees a ministry** of the church

Senior Pastor. Acts 15; Moses; Joshua; Revelation 2-3. The senior pastor is the leader of the elders. God calls one man to lead the church and the elders work together with him. Here are some of the responsibilities of the senior pastor:

1. He **creates the vision.** The senior pastor hears from God about the vision. Usually he has a clear idea about what God wants to do in that church. The elders and deacons add their ideas, but their ideas must agree with the vision of
The senior pastor and elders meet together and make plans to fulfill the vision. Sometimes the senior pastor makes a decision and says, “This is what we will do.” Sometimes he says, “This is what I think the Lord wants us to do, what do you think?” Sometimes he will tell the elders, “You make the decision about what to do.”

2. He usually *preaches at the regular Sunday meeting*. Most churches meet on Sunday morning. This is the time for all the church members to meet together. The Sunday morning meeting is when the senior pastor gives spiritual food to God’s sheep so they can grow. Sunday morning is also when the senior pastor leads the church step-by-step to fulfill God’s plan for that church.

3. He *oversees the programs* of the church. This doesn’t mean he does all the programs of the church. But, no program is created in the church unless they ask the senior pastor first. No one is appointed as a leader unless they ask the senior pastor first. Sometimes the senior pastor appoints a person or some people to oversee various programs in the church. Those people must report to the senior pastor about their affairs. They never make a decision which they know would not be according to the vision of the church and senior pastor.

4. He *creates new programs*. Usually the senior pastor has a vision. He has an idea of what the Lord wants to do in that church. God usually speaks to the senior pastor about the programs of the church and he will create a new program. Sometimes a leader of the church or a member will have a good idea about a program. The senior pastor wants to know about that program. He will pray and usually discuss it with the elders and they will decide if they want to create a new program. Most of the time the senior pastor creates the new programs, but sometimes a member of the church hears from God to start a new program. He discusses that idea with the senior pastor and allows him to decide what to do.

5. He *oversees the finances* of the church. Usually it is not a good idea for the senior pastor to count the offering by himself. It’s a good idea for other faithful people to help him in this business. However, the senior pastor should know about the offerings - how much was received each week. Someone should report to him about the finances. Also, the senior pastor must have the authority to spend money on programs which he feels the church needs to do. The church should create a system which allows the senior pastor to spend some money without the permission of the elders, but if he wants to spend a lot of money he should receive permission from the elders. (We will teach more about this in another lesson.)
Foundations of Church Leadership

**The Deacons.** The Deacons are a group of men and women who help implement the decisions of the Elders and Pastor and oversee the natural affairs of the church, under the authority of the Elders. The Pastor and Elders create the vision of the church and the Deacons help implement the vision. The Deacons usually oversee the repair of the building in which the church meets and the ministry to the poor, gather information for the Elders and do anything else the Elders ask them to do. A Deacon has the same moral qualifications of an Elder. They must be faithful and live a righteous life, but they don’t have to teach or have a full knowledge of the Bible. The Elders serve the spiritual affairs of the church and the Deacons serve the natural affairs of the church. The Deacons are under the authority of the Pastor and Elders.

Some things a Deacon might do:

1. Oversee the care of the building in which the church meets.
2. Gather information before the church purchases something.
3. Gather information from the government or other churches.
4. Oversee the production and distribution of literature.
5. Run errands for the Elders.
6. Welcome people as they enter the Sunday morning church meeting.
7. Lead a small group or a ministry of the church.
8. Purchase materials for the church according to the plan of the Elders.

These are the leaders of the church. They work together to oversee the church according to God’s Word and the vision of the church. These leaders work together. They do not try to rule over one another and they do not criticize or oppose one another. They respect one another and work together to have success as a church. They all serve the church together and respect the authority that God has set in the church. The Pastor is the leader of the church, the Elders work together with the Pastor to oversee the spiritual affairs of the church and the Deacons implement the decisions of the Pastor and Elders.
Charles McCaul has been married to Cynthia McCaul since 1974. They have four children. After serving as an assistant pastor at Valley Christian Center in Harrisburg, Oregon for 4 years and Eugene Christian Fellowship in Eugene, Oregon for 14 years they moved their family of 4 to Phnom Penh, Cambodia in 1995 where they assisted in laying the foundations and building up what is now the largest local church in Cambodia, New Life Fellowship, and serving on the Apostolic Team of New Life Fellowship of Churches in Cambodia. Chuck is an author of more than 25 book and booklets focusing on Christian Leadership, Local Church Issues, Personal Growth and Bible-Related Studies. Many of them have been written for the Cambodian Context and have been translated into the Cambodian Language. Charles is also director of the Cambodian Leadership Institute.

Written, audio and video lessons are available from Charles at the following sites:

Email: charles.edward.mccaul@gmail.com
Facebook: Charles McCaul
Twitter: @McCaulCharles
WordPress: charlesedwardmccaul.wordpress.com
SoundCloud: Charles McCaul Mentoring Growing Leaders
YouTube: Mentoring Growing Leaders
LinkedIn: Charles McCaul

Many written, audio and video lessons are often available in both English and Khmer Language.