

For many years I've wondered what the qualities of a good shepherd should be in today's church. For this reason, the church is in a state of emergency, and this bothers me. There is a need in the kingdom of God to be more like Christ and serve the way He did. The reason why we are in a state of emergency is that we are losing people because, of poor leadership in the church. Some of these leaders are losing their members because of the bad character of the Pastor its either he cheater on his wife or miss managing money for the church and buying a fancy car or house and mean while your members are starving and have no place to live. We must be better and different and serve the way Christ did. I am tired of seeing tv show showing the world of preachers in a bad light we are supposed to be disciples for Jesus and His light will shine through us so someone life can be renew by giving their life to Christ. I like this quote from Robert Coleman "These men were looking for someone to lead them in the way of salvation. Such men, pliable in the hands of the Master, could be molded into a new image – Jesus used anyone who wants to be used"¹. Jesus can use anyone He wants, and I count that as a privilege to be called into ministry, so we should lead with humility and integrity and be the leaders that God cause us to be. In this paper I will look at ways Jesus led His disciples by showing them how to be leaders and also helping them with their character.

We will examine the Gospels to explore the tools that Jesus gave us to be leaders. Leadership is often defined as a person who guides or directs a group. This is the position or function of a leader. A good leader will help guide their people the right way and be content, not

¹ Robert E. Coleman, "The Master Plan of Evangelism" Grand Rapids: Revell, 2010, 24

jealous of his disciples. A leader will want the very best for the sheep that Christ has entrusted to them. In this way a leader will want the people to exceed their successes and continue to pass it on to others. We must first learn the importance of being a servant to become a good leader.

As we go through this process, I would like for people to understand how we are to act as a servant for the kingdom of God. This paper will give examples on how Jesus led within the four Gospels and what we can do better as leaders in the church today. We need more willing and humble servants in the kingdom of God who will serve others as Jesus served us. We have lost sight of the foundation laid and the fundamentals shared on who we should be as shepherds and leaders. I hope this paper will help someone who is not ashamed to admit that they need to reexamine their character, say, “Yes, that’s me,” and ask themselves “How can I fix myself so I can better serve my sheep and be a better leader?” This is the time to get better and learn from our mistakes so that we can serve our community with excellence. Why is servanthood an important prerequisite for leadership? We will examine these questions throughout this paper. When I think of a great leader, I first say to myself look in the mirror and first examine myself. If I am going to be a good leader it starts within me and being comfortable in my own skin. We as leaders must lift people up and not have them lift you up. We must show the example that Jesus did that when others were weak, He lifted them up and strengthen them to continue. Being a leader starts within so we can be better equipped to go serve others better for the kingdom of God. If we are not right, we won’t be able to serve the way Jesus wants us to do. Ken Blanchard and Phil Hodges say it this way:

One of the quickest ways you can tell the difference between a servant leader and a self-serving leader is how they handle feedback because one of the biggest fears that self-serving

leaders have is to lose their position. Self-serving leaders spend most of their time protecting their status. If you give them feedback, how do they usually respond? ²

Jesus shows us that we He calls us that we will be well prepared to be led by his example. Jesus demonstrated great leadership by His actions. Dr. Robert Coleman said, “we fail to realize what came first. Jesus made it clear that before these men were “to preach” or “to cast out devils” they were to be “with him”. In fact, this personal appointment to be in constant association with him was as much a part of their ordination commission as the authority to evangelize.”³ A great leader make sure their disciples are well equipped to teach and lead others. Jesus made sure before the disciples went out to do anything he show them how to do it so they will be able to be help others. Jesus shows his integrity in Luke 4:1-13 when he had fasted for 40 days and 40 nights. Jesus didn’t give in. He stood firm and He wouldn’t let anything the devil try to throw at him get the best of Him. Also, Jesus shows us humility in a Luke 14:11 “For everyone who exalts himself will be humbled, and he who humbles himself will be exalted.” Jesus showed everyone love and He humbled himself. Jesus humbled Himself when He washed his disciples’ feet. If Jesus took on a role as an enslaved person and served his disciples, then we should do it as well. If Jesus was able to do that, then who are we not to do as our Savior did for us?

We have to be His examples and follow in his footsteps.

² Blanchard and Hodges 2003,pp.17

³ Colman, The Master Plan of Evangelism, pp.40

Another way Jesus led was with compassion. This is evident in the Gospel of Matthew 14:13-14 “Now when Jesus heard this, he withdrew from there in a boat to a desolate place by himself. But when the crowds heard it, they followed him on foot from the towns. When he went ashore, he saw a great crowd, and he had compassion on them and healed their sick.” As a leader we need to show compassion for others. Jesus understands us and He knows what we need. We are to show compassion because many people are broken, and they are in need of love and compassion. To serve people as leaders, we must relate to them, and we must understand that we all need someone to show compassion because we have all been broken at one time.

Jesus also led by empowerment as seen in the Luke 10:19-20: “Behold I have given you authority to tread on serpents and scorpions, and over all the power of the enemy, and nothing shall hurt you. Nevertheless, do not rejoice in this, that the spirits are subject to you, but rejoice that your names are written in heaven.” When we lead, remember to lift your followers up and let them know that no matter what goes on, God is in control. We have endless possibilities through Christ that strengthens us. Jesus always covers His children, and He continues to uplift us. As a leader, we must continue to empower our followers for their journey, just as Jesus did for us. Jesus will also give you a vision that He wants you to do. You just must wait on Him, and He will answer when He knows you are prepared for the vision. Jesus is all-knowing and it is better to wait than to go ahead of God’s plans for you.

We need to walk with more humility because people want to see a leader who they can talk to and not feel that the person is looking down on them. They need someone who they can

relate to, and who can lift them up. Jesus never made people feel inferior. He always lifted them up. The one who is the Holiest of Holies is able to do this. Why is it so difficult for us to do the same? We are so quick to judge, but we are all sinners. We are not perfect, but we get better during our walk in Christ. Here are a few scriptures to remind us about humility as a leader. - The Gospel of Matthew 20:26 says “Not so with you. Instead, whoever wants to become great among you must be your servant.” We must take on the role of a servant. For us as preachers, we are here to serve and to be prisoners for Jesus Christ. I live for Christ and for Christ I die. When people see me, I hope that they can see the Christ in me. Jesus wore regular clothes when he preached. He simply went and preached the good news. He didn’t need an entourage. He walked in humility. We need to remember that and strive to be better because people are watching us. When we go to heaven, we should want to hear Jesus say, “well done, good and faithful servant”. The article from a Faith – Based HealthCare says,

The primary characteristic of strong biblical leadership in Jesus’ ministry and the early church thereafter is an attitude of servanthood and humility. Even Jesus himself was clear that though he was the Son of God, the only one truly deserving of any accolades, he came to serve. Maintaining humility and treating others well are two qualities Jesus sought to instill in all believers, but especially those seeking to lead others. In a culture so focused on self-promotion and self-preservation, putting such an emphasis on serving rather than being served is highly counter-cultural, not to mention counter to our sin nature. Keeping focus on a servant attitude, though, can not only connect your team and create a work environment that exalts Christ over self, but it can also draw others outside your company to Christ.”. What is a servant leader? It says “A Servant leadership shares power, puts the needs of the employees first and helps people develop and perform as highly as possible. Servant leadership inverts the norm, which puts the customers’ service associates as a main priority. Instead of the people working to serve the leader, the leader exists to serve the people.⁴

In the Gospel of Mark, we see the act of Jesus being a Servant Leader. John Maxwell notes the following about the Gospel of Mark: “Mark paints a picture of Jesus as a servant –

⁴ “Faith-Based Healthcare News” 2018

leader. He clearly and concisely portrays Christ as a compassionate model to follow. His fast-paced

narrative describes the suffering Servant who engaged in consistent ministry to others through healing, teaching, feeding, encouraging, and restoring the broken.”⁵ Maxwell also says,

Mark sees Jesus as the Ultimate Leader, just as Matthew did. Mark’s picture, however, portrays Him not so much as the Messiah, but as the model for all people. Jesus gave Himself to others. He spent His time meeting physical needs, He also spent His time with his twelve staff members. He empowered those twelve for ministry and He spent time teaching the people. More than anything, Mark teaches us that the Master considers relationships to be paramount. In this book we see Jesus’ embodying “the Laws of Empowerment, Sacrifice, Connection, Priorities, Timing and Legacy”⁶.

We must go out of the four walls of the church and go serve the community. If people don’t see the leader interact with the community, they are not going to be equipped with the tools necessary to do the same. For example, at my job, I’m a manager and I set the tone for the store. If my employees do not see me working or helping customers, then they won’t do it either. They will sit back and relax. However, if they see me working, then they will do the same. When I’m at work, I let everyone know that I would not give them something to do if I would not do it myself. They deserve the same respect that I am given.

Jesus is serious and He lets us know that He is serious about work for the kingdom. We must demonstrate that to the world and be the servants that He desires for us to be. If our humility and compassion for others is lost, then we are not leaders. The pursuit of selfish desires prevents us from growing and we begin to hinder the growth of others as well. We see humility in the way Jesus chose his disciples. He did not pick the priest from the temple. He chose

⁵ John Maxwell, *The Maxwell Leadership Bible* (Nashville: Nelson, 2018), chapter 6, Kindle.

⁶ Maxwell, *Maxwell Leadership Bible*, chapter 4, Kindle.

people from different walks of life. For instance, in the book *The Master plan of Evangelism* it says, “ the surprising thing is that Jesus did not go running after them to try to get them to stay on his membership roll. He was training leaders for the Kingdom, and if they were going to be fit vessels of service, they were going to have to pay the price.”⁷ When Jesus chooses his leaders it’s for a purpose, we can’t just pick anyone to lead God people they have to be willing to die of oneself and submit to God. When God chose me to be a minister, He made sure I had great people around me to help me in things that I was weak at. But God saw my heart that I was also teachable I just had to let go of some my insecurities. For example, He chose people like Matthew who was a tax collector. He was a man who handled public money, a tax-gatherer. In these times, tax collectors were criminals. But thank God for a great savior who sees beyond our faults. He chose someone who was hated by men to be one of His disciples. An average man who everyone thought it was impossible to reform became the first man to write down Jesus’ teachings. It is amazing how Jesus chooses us and sees qualities in us that we do not see in ourselves.

The other disciple that Jesus chose was Simon Peter. He was a fisherman and, in the Greek, his name Peter means rock. Peter had some faults, but he had a loving heart and no matter how many times he messed up or failed, he always recovered his courage and integrity. Amazing Jesus will pick a fisherman to serve and follow him and teach him how to lead his sheep. He did the same for all His other disciples. Another disciple he chose was Andrew who was the brother of Peter and a son of Jonas. Andrew was also a fisherman. He was optimistic and content with being in second place. His main purpose in life was to bring others to the Master. Another disciple was Bartholomew Nathanael. He was a missionary in Armenia. We

⁷ Coleman, pp51

also have James the Elder, son of Zebedee and Salome, brother of John the Apostle. He was also a fisherman, and he was a man who had courage and forgiveness and he lived in the shadow of John. He was also a man with great faith, but he was the first of the twelve disciples to become a martyr. Then we have James, the lesser or younger son of Alpheus, or Cleophas and Mary. Some scholars believe that he was the brother of Matthew, the tax collector. James' character was strong and very fiery. He was also a martyr. Then we have John, son of Zebedee and Salome who wrote the Gospel of John, 1 John, 2 John, 3 John, and Revelation. John is mentioned many times in the New Testament. He was the spokesman of the disciples and he also had ambition and had an explosive temper. Jude or Thaddeus son of Cleophas and Mary, the brother of James the Younger was a missionary who was thought to be a fisherman. Philip was one of the seven ordained deacons. Philip was also one of the first to whom Jesus said, "follow me". Phillip was a man with a warm heart and a pessimistic mind. He enjoyed doing things for others. Simon the Zealot was another disciple. He was a fanatical Nationalist and a man devoted to the Law. Then we have Thomas Didymus who doubted Jesus. Thomas was a bewildered man, a man who could not believe anything until he saw it. A good leader can help transform people from nothing into something. However, the person must have the will to change. It's not an overnight thing and it takes time and patience. When I was called to lead my Sunday school class, I felt unqualified to do it. I didn't know why my Pastor would choose someone like me to lead these young people. I had struggled with my speech and reading out loud. I would stutter, and I felt embarrassed to speak in front of people. However, God put the wisdom in my Pastor to put me in this position so that I can get better and would not be nervous or scared when I preach. We are not perfect, but in time we can get better through training by a good leader to help direct us.

Here are some lessons in Leadership that will help us says, “Effective leadership requires no worldly credentials. Leaders who are change agents always transform the traditional paradigm. Healthy leaders are first servants. Effective leaders balance the need for solitude and socializing. Good leaders provide security and confidence for their followers. The greater the leader, the greater the humility and sacrifice required. Principles serve effective leaders so leaders can effectively serve the people”⁸. I believe that this type of leadership is very much needed. You can’t tell others to do something that you wouldn’t do. A great leader will lead by example and build a special bond with the people that they lead. Your example as a leader affects the tone with the people who are following you. It is important to remember that we must serve with humility, with love and with confidence. Being in leadership, we will have to sacrifice time. We need to stay in prayer so that we can stay in tune with what God is saying to us. We need to stay in prayer for the people that we are leading because we don’t know what they may be going through. Praying for them will help them through the situations that they do not talk about. Jesus always made time to pray to the Father. Even though he had power to do all things, He still submitted to the Father for direction. According to John Maxwell “Jesus’ priorities came from His heavenly Father, not from people. He always used the priorities He established to serve the people”⁹

Jesus used a lot of parables to get His point across to his disciples to help them to understand what He was saying, According to John Maxwell “The Sower is a person of influence, a leader or anyone who declares God's word. The Sower scatters a lot of seed, and only later determines the character of the soil”¹⁰. So as a leader you should also be able to feed

⁸ Maxwell, *Maxwell Leadership Bible*, chapter 6, Kindle.

⁹ Maxwell, *Maxwell Leadership Bible*, chapter 5, Kindle.

¹⁰ Maxwell, *Maxwell Leadership Bible*, chapter 6, Kindle.

others your wisdom so that they can grow and continue to pass on the same knowledge to the next person, in this way, growth will never cease. Nobody should be left behind. We should all want others to succeed in life. We need to continue to be Sowers into the lives of others and let them grow.

Another great thing a leader should be fluent in is resting. John Maxwell says, “When a terrifying storm convinced the disciples they were about to die, they forgot one important factor: Jesus was in the boat and had told them they were going to the other side of the lake (Mark 4:35). His words always come to pass. When they finally awakened Jesus, He got up, rebuked the wind and the sea, and everything became completely calm. So long as the disciples assumed control of their situation, Jesus rested. But when they cast their care on Him and released control to Him, He cared for everything, and they could rest”¹¹. As a leader we will go through some tough times, but in those tough times God is building us up to get us more prepared for our future. The reason He does this is because it will help you to remember that He brought you out before and He can do it again. When the situation comes up again, you don’t have to worry but you can rest in Jesus. Jesus reminds us that no matter how things look He is with us, and He promises never to leave nor forsake us. If God is for you, who can be against you? Stay in prayer and worship as it will keep you strong during your situation. I can relate to that because even after all the hell I’ve been through, God protected me. I rest in Him because I know He will never fail me.

We also must remain humble as a leader and according to John Maxwell says, “When Jesus caught His disciples arguing about who among them was the greatest, they felt embarrassed, but Jesus didn’t rebuke them for wanting to be great. He simply gave them an

¹¹ Maxwell, *Maxwell Leadership Bible*, chapter 4, Kindle.

unexpected formula: Be a servant, leaders add value by serving others.”¹² We must remember as quickly as you are elevated, you can just as easily fall. You must remain humble as a leader because people want to be around someone that they can relate to without being looked down upon. As for myself, I have a good friend who will hold me accountable if he thinks that I’m getting beyond myself. I value this because you need a real friend who will check you if you get beyond yourself. Jesus set a great example on how we should be humble and to show love to people that we may encounter. Never throw your title at people because that will make you turn away from that person especially when you keep on repeating it. Your title does not define you. Do the work and God will honor you for what you do for Christ. That’s what matters and that’s the reward we should all want.

Jesus never did anything to be seen. He did everything to bring His Father the glory. As a leader you must take responsibility for the people that you lead. John Maxwell says, “When God calls us to lead, when He calls us to make unpopular stands, we cannot “wash our hands” of the responsibility. Leaders will face moments when they have no choice but stand up to the crowd and do what is right.”¹³ As a leader you must sacrifice, and Jesus did that on the cross. He took on all our sins so that we can be in His kingdom one day. As a leader give your very best to the people that you are serving because God gave us a great leader who gave his best to us.

In the Gospel of Luke, Jesus reminds the disciples that they need to change their perspective. John Maxwell says, “What did Jesus do first when training His leaders? He transformed their perspective and attitude. He talked about the blessing of being poor, hungry, hated, insulted, or persecuted. Talk about a change of attitude and perspective, changing

¹² Maxwell, *Maxwell Leadership Bible*, chapter 5, Kindle.

¹³ Maxwell, *Maxwell Leadership Bible*, chapter 5, Kindle.

individuals from the inside out.”¹⁴ When we come into a leadership role, we must come differently than before. We should not be the same person. We need to be transformed from our old ways. Jesus took the time and taught and counseled His followers and we should always take that time to counsel the people who follow us so that we can help fix what is broken.

Jesus set aside time for His followers and made sure that their needs were met. Jesus gives some tips on Leadership in John Maxwell “Leadership means discomfort; If you’re going to be an effective leader, you must live outside of your comfort zone. Leadership means dissatisfaction; God uses dissatisfaction as a tool to move us to greater things and higher ground. Leadership means disruption; the status quo is never the goal of a leader. Disruption is our constant companion.”¹⁵ As leaders, we must be pushed out of our comfort zones and let God take control.

Jesus never sent his followers out there blindsided. He always empowered and equipped them with what they needed. A good Shepherd won’t send you out to lead without a covering. In John Maxwell it says, “He appointed them and sent them out. He gave them a meaningful task to prepare cities for His arrival. He told them why their mission was so important. He calmed their fears with a long preparation speech. He cautioned them about possible hardship. He issued explicit instructions about potential scenarios. He rejoiced with them as they returned. He evaluated and debriefed them on their experience. He prayed with them and affirmed their gifts and their future.”¹⁶ When we lead, we must make sure our followers are well equipped as they go into the world to serve. Jesus gave them the tools they needed, and He also empowered them before the journey so that they would endure through any situation that arose.

¹⁴ Maxwell, *Maxwell Leadership Bible*, chapter 5, Kindle.

¹⁵ Maxwell, *Maxwell Leadership Bible*, chapter 5, Kindle.

¹⁶ Maxwell, *Maxwell Leadership Bible*, chapter 6, Kindle.

As I sum up this paper, I'm talking to leaders of the church and anyone who is in a leadership position. We need to remind ourselves to stay humble and remember where we came from and how we got there. We must go back and follow the example that Jesus left for us to follow. He didn't give us these examples and parables for us to just read it, but Jesus wants us to live it. We must submit ourselves and give it all to God and do His will for our lives. Look at the people Jesus chose to follow Him, they were unqualified, but Jesus saw great things in them that they did not see in themselves. They served to the best of their ability and people were saved. Why did we need him to show us how to lead? We needed this example because we became full of ourselves and he had to humble us and show us that if He did it for us, then we should do it for one was leading His disciples was checking in on them and seeing how they was growing. "To see how the disciples were coming along, Jesus would check on them, asking them questions, responding to their queries, building in them a sense of accountability.it was on the job training all the way. Their encounters with issues when they came up, giving His teaching the ring of authenticity. Through their progress was painfully slow, especially in comprehending the cross, Jesus patiently kept moving them on toward the goal of discipling the nations for the glory of God"¹⁷. One of things that Jesus wanted us to grab a hold too is in Coleman book it says, "if we have learned even the most elemental truth of discipleship, we must know that we are called to be servants of our Lord and to obey His word. It is not our duty to reason why he speaks as he does, but only to carry out his orders"¹⁸. We are called to be servants and titles does not define you but doing the work that Jesus instructs us to do. The church today we had mess things up and we got big headed that we forgot the vision that God gave us, and we made things about

¹⁷ Coleman 2008

¹⁸ Coleman, pp.58

ourselves instead the kingdom of God. But it's not too late we can get back on track we just have to look to the word of God and pray.

Because Jesus did this with His disciples that made his disciples do that to others who they proclaim the gospel too. In the book of 1 Thessalonians Paul was kick out of town because he was preaching the gospel of Jesus. Paul wanted to check on the people, so he sends Timothy to go and check on the people and what they find out that the gospel was be taught even in Paul absence they people he came across was still doing the work that he gave them to do. So, Paul wrote a letter to them encouraging to continue to do it and preached to the and prayed over them in the letter he wrote to them. So as leaders we must check on one another and make sure they not burned out or struggling we must lift them up and give them fuel to continue their race.

What would have happened if He never met the Samaritan woman? She would still be lost and still thirsty for that water, but Jesus gave her new life. It also taught the Disciples to love everyone and not to look down on anyone. Jesus set the example on how we should treat, love and serve one another. Let go of your pride and replace it with the love of Jesus because that can help break the chains of the people who are in bondage. Within the Four Gospels Jesus led the perfect example on how to be a leader, why we should serve one another, and how to show compassion and humility to one another. This paper is not about me it is for any who has lost their way but it still time for change. I want people to see pastor in a different light then what has been displayed on these reality show.

Jesus calls us to be different not of the world but to help save the world and the way we do that is preaching the gospel, but we also must live it. We have the responsibilities to make a life difference in someone life let take it seriously and be the leader that God called you to be. Jesus gave the ultimate sacrifice which was His life so that we can be with Him in heaven one

day. In conclusion, leaders give your all and be the example God has called you to be. Don't do it for the flashy lights but lead people to the everlasting light which is Christ Jesus.

Bibliography

Blanchard, Kenneth H., and Phil Hodges. *The Servant Leader: Transforming Your Heart, Head, Hands, & Habits*. Nashville: Countryman, 2003.

Carson, D.A. 2015. "An International Journal for Students of Theological and Religious Studies." *The Gospel Coalition*, August (August).

Coleman, Robert. 2008. "Preparing Transformational Leadership the Jesus Way." *C.S. Lewis Institute*.

Coleman, Robert E. *Master Plan of Evangelism*. Grand Rapids: Revell, 2010.

"Faith- Based Healthcare News." 2018. Faith Search Partners. May 25, 2018.
faithsearchpartners.com/faith-based-healthcare-news-may-2018.

"Jesus : The Role Model for Christian Leadership." 2019, February (February).

Mangum, Douglas. 2022. "Lexham Theological Wordbook." *Lexham Theological Wordbooklexham Bible Reference Series*, May (May).

Maxwell, John C. 2002. *The Maxwell Leadership Bible*. Nashville

———. 2016. *Good Leaders Ask Great Questions : Your Foundation for Successful Leadership*. New York ; Boston ; Nashville: Center Street.

Miller, Mark. 2013. *The Heart of Leadership : Becoming a Leader People Want to Follow*. San Francisco: Berrett-Koehler Publishers, Inc.

Ministry Magazine. 2010. "Jesus Leadership : A Model for Ministry," November 2010. Jesus leadership : a model for ministry.

Strauch, Alexander. *Biblical Eldership: Restoring the Eldership to Its Rightful Place in the Church*. Pensacola, FL: Chapel Library, 2002.

The Holy Bible : The New Testament. 2009. Wheaton, Ill.: Crossway.

tripp. 2020. "6 Gospel - Centered Leadership Values." *Crossway*, September (September).

