

# [ PROVIDING QUALIFIED LEADERS ]

[excerpt from **EFFECTIVE KEYS TO SUCCESSFUL LEADERSHIP** by **FRANK DAMAZIO**]

Moses was instructed to select a particular kind of person to stand with him and help bear the load. These were to be able men. The original Hebrew text alludes to the idea of having strength, power, or might; to be warlike and to display courage, valor; to be firm (See **II Samuel 17:10**).

Moreover you shall select from all the people able men, such as fear God, men of truth, hating covetousness; and place such over them to be rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens.

**Exodus 18:21**

Then I will come down and talk with you there. I will take of the Spirit that is upon you and will put the same upon them; and they shall bear the burden of the people with you, that you may not have to bear it yourself alone.

**Numbers 11:17**

Then the Lord came down in the cloud, and spoke to him, and took of the Spirit that was upon him, and placed the same upon the seventy elders; and it happened, when the Spirit rested upon them, that they prophesied, although they never did so again.

**Numbers 11:25**

Moses picked men who feared God – men who revered God. Fearing and proper living are closely related, almost synonymous. These men were to have a healthy respect for God and a holy life.

Moses was to choose men of truth who consistently kept their promises, men of their word, men of integrity. He chose men who hated covetousness and who were not moved by financial gain. He looked for men who had the spirit of wisdom, for wisdom is needed in every area of leadership, every area of life. They were to be men who were mature, respected, and proven in their ministry. They were to have a reputation that was established and accepted by the people.

Moses's responsibility was to provide leaders the congregation could respect, trust, and follow without fear. The church today needs qualified leadership to lead her to the victories of tomorrow.

Where does the Set Man find qualified leadership? Should the Set Man raise up his own or import them from a college or another like-natured church? If the pastor chooses to train his own, what methods should he use? What qualifications should the leader possess?

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The Bible is the source book for all who train leaders and who endeavor to build healthy local churches. Concepts and principles of raising up local leaders should be established upon biblical premises.

In **Philippians 2:20** Paul refers to the leader he had raised up for the Ephesian church. “For I have no man like-minded as Timothy.” Other translations say, “Of equal soul” or “as interested as I am in the people of God.” “For I have no one else as near to my own attitude as my son, Timothy.” “For I have no one else of kindred spirit, no one like-disposed.”

Paul was in prison. His ministry was limited, so he had to trust someone. He put his trust in his son-in-the-faith, Timothy. No one except Timothy would handle problems, people, and pressure the way Paul, himself, would handle them. Timothy was a man of proven character and ministry, a true son in the gospel. Timothy had what Paul called a “kindred spirit.” He was like-minded, equal in soul.

A Set Man has the responsibility to gather potential leaders and to develop them to be good leaders for the congregation. **I Chronicles 12:22** says, “Day by day men came to David until there was a great army, an army of God.” When you gather great leaders, you have the beginning of a great church. Your leaders will have the ability to carry on the work of God in every department of the church just as you would as the Holy Spirit would anoint you – and even better.

Jesus prayed all night before choosing the twelve (**Luke 6:12-13**). When you gather leaders you take a risk. This is one of the necessary risks of being a Set Man. Fervent prayer is the only wise approach!

- **You risk gathering imposter leaders.**

**Acts 28:3** says, “But when Paul had gathered a bundle of sticks and laid them on the fire, a viper came out because of the heat, and fastened on his hand.”

Paul gathered sticks to build a fire to warm himself. But in the sticks there was a snake. As soon as the fire heated the snake, it struck out and attached itself to Paul’s hand.

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When we gather leaders we take a chance that in a pile of sticks there may be one snake. That snake may have enough will power to attach itself to your hand and poison you in the ministry.

Paul shook off the snake, and you can too. **Isaiah 11:1-3** says we should learn to judge not by the natural eye or the natural ear. We must pray all night, like Jesus, who prayed for discernment in choosing the right leaders. It is possible to have more sticks than snakes, although at times it seems we have chosen more snakes than sticks.

- **You risk gathering untested leaders.**

Paul chose John Mark who failed him in a time of pressure.

Now when Paul and his party set sail from Paphos, they came to Perga in Pamphylia; and John, departing from them, returned to Jerusalem.

**Acts 13:13**

But Paul insisted that they should not take with them the one who had departed from them in Pamphylia, and had not gone with them to the work.

**Acts 15:38**

Mark failed the team in a time of crisis. He vacillated and turned back. He let Paul down. He revealed a character flaw. He was later restored to the leadership team after his character was developed.

Leaders take this kind of risk in choosing leaders who are untested and unproven. We might be surprised. We might be disappointed. Never be so disappointed that you refuse to restore a leader who had disappointed you. Keep developing them even when you do see their glaring weaknesses.

Get Mark and bring him with you, for he is useful to me for ministry.

**II Timothy 4:11**

- **You risk gathering unstable and unfaithful leaders.**

David had Ahithophel (**II Samuel 15:12; 16:21; 17:23**), Paul chose Demas.

Luke the beloved physician and Demas greet you.

**Colossians 4:14**

Demas was for a short time changed by Paul's presence. He was magnetized by Paul's magnetic ministry, but as soon as he was away from that magnet he went back to his

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own character and denied the way of Christ (See **II Timothy 4:10**). Demas is the mark of a disciple whose wavering impulse caused him to surrender the passion of sacrifice and sink in the swirling waters of the world.

- **You risk gathering disloyal leaders.**

Absalom was gifted with remarkable beauty, commanding presence, natural dignity, extraordinary graces, charm, and eloquence (**II Samuel 14:25**). Yet a treacherous nature was within him. Absalom had unresolved offenses which lead him to hate and betray David. His ego, pride, and selfishness led him to believe he could have anything he wanted and that he was a better leader than the great David, his own father. His disloyalty led him to a murderous plot toward his own family (**II Samuel 15**). He was willing to attack David so that his own egotistical spirit could be satisfied.

- **You risk gathering leaders who will exploit the local church for their own purposes, and will not care for the flock as a true shepherd would.**

The leader we all want has an unoffended heart, an uncomplaining heart that trusts God's ways, His unexplained dealings with the soul and his ordering of life. This kind of leader is rare.

We need leaders who are birthed into the main elements of the local church vision, principles, and philosophies. They need to be birthed into the vision of the house (**Proverbs 29:18**), the principles of the house (**II Chronicles 4:20; I Chronicles 15:13**), the philosophy of the house, the standards of the house, the doctrines of the house, the procedures of the house and the spirit of the house. As the Bible says in **Genesis 14:14**, "Abraham's servants, who became warriors, were trained in his own house."

The birthing process for team members requires a spiritual identification with the local church. As the vision and principles of the local church are set forth, they must be assimilated into the team member's spirit, not just his mind. A spiritual illumination must take place resulting in a teachable spirit and a changed leader.

The Holy Spirit will illuminate the mind of the Set Man as the team is being formed. The Lord will lay on the heart of the senior pastor those to train and raise up in the local

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church. Look for stability of character, someone with a settled, untroubled, and unoffended heart. A positive identification mark would be faithfulness in all areas of living – faithfulness in small things, in natural things, and in things belonging to another man (**Luke 16:10-12**).

A humble leader will respond properly when corrected. If pride is involved there will be reaction and irritation continually as you try to raise up a leader who will not take correction.

Watch for those who are willing to serve in menial areas, not just in the areas they choose. They should show a willingness to serve in any area of the church that has need. A man who manipulates himself into a place of leadership without serving is a leader who will mutilate the body of Christ.

A high level of personal integrity is of utmost importance. A leader must take his own words seriously. He is a man to whom a promise creates an obligation which must be met, a person who will fulfill his vow and his commitments.

Leaders who have identified with the spirit of the Set Man and the spirit of the house also respond to the preaching and teaching from the pulpit. If a leader does not take notes, say amen, smile, or show a response, surely there should be some discussion about the person's love for the preaching.

As a leader is birthed in the local church, he will have a genuine love for people. He will stay after services and mingle with the people. People will want to be with him and gather around him at all public gatherings, potlucks, home fellowship meetings and leadership meetings. His sensitivity to the needs of others births in others a love for that leader.

Choose people who have successful family and occupational relationships. Watch out for those who have an inability to keep confidences and who are hasty in their decision making. If a person continues to make poor judgment calls and poor decisions even after they have been warned and taught concerning those areas, that person will ultimately hurt the church.

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One who is emotionally unstable in situations that cause pressure, will also cause emotional problems in the church. Not only should you look at the leader himself, but also consider the wife. Emotional instability will cause pressure in both the home and their leadership area.

If a person is pushing for promotion and recognition it will come out in little ways before it is clearly manifested. Notice if he is always siding with people who make wrong decisions, or who promote wrong concepts. If he regularly justifies himself and shifts blame away from himself, this should warn you not to raise him up as a leader.

All potential ministry team members must encounter the revealing fire of God. Fire reveals the true nature of the potential leader. Until a leader goes through the fire he is an unknown factor in the leadership team (See **Leviticus 1:7-17; Matthew 3:11-12; I Corinthians 3:13; I Peter 1:7; Hebrews 12:24**).