

## Christian Leadership 3 – Week 2

### Introduction to a Biblical Framework for Motivating Change

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[prior lecture was “Leadership Responsibilities – Psalm 23”]

#### Introduction

Motivating believers to follow God is an incredible challenge and is the warp and woof of leadership. The character and lifestyle changes are usually substantial; some would say even more so in adult ministries where people have perhaps years of absorbing the world system and advancing in what it values. But in all cases, students or adults, it is a supernatural work of God, which we as leaders must play an important role in.

*On the one hand*, it inevitably means repenting of idols and making substantial sacrifice in lifestyles developed over years of following the world system (orchestrated by Satan, tailored to seduce them). *On the other hand*, it requires embracing a sacrificial lifestyle of wholehearted pursuit of character sanctification and furthering God’s Kingdom by being faithful evangelists and disciplers.

Transformational leaders find ways to speak to the heart by pointing people to God. Good leaders are fully aware that behavior flows from the heart (Lk. 6:45) and so this framework is directed at this as well as the desired action.

Tonight we’ll lightly touch on this five part framework, but return to it in week four in more detail and examples.

#### Important Qualifications:

- This is not a formula to be applied rigidly or exactly in the same manner in every situation.
- This often takes considerable preparation (Heb. 10:24). We can’t “wing-it.” This is part of the behind-the-scenes work a leader must do.

#### Where to apply this framework?

This framework can be used in at least three general contexts:

- Working with an individual who is in sin – commission or omission (lacking in means of grace, evangelism, discipleship, etc.)
- Challenging the home church when chronically omissive in key ministries (EG. poor evangelism or discipleship, poor involvement in home church or CT & other means of grace, etc.)
- Making a substantial change in an existing wineskin (EG. going from every other to weekly home church,

#### 1. Transformational leaders make a biblical case for God’s view in the area needing change.

THE PRINCIPLE: Transformational leaders rest on and direct people to God’s authority, not their own, believing in the power of the Word (Heb. 4:12; 1 Thess. 2:13).

Example: discipler not entering into difficult situations and conversations; show imperatives commanding us to admonish, speak the truth, etc.

We want them to see God’s perspective on the area of concern. This is not the time to say, “In Xenos, we…” They need to see **“This is what God calls on us to do in this area and He says we are to do it motivated from the heart, to further His Kingdom purpose.”**

- We do not soft-peddle or apologize for God’s commands (imperatives) to follow Him in the area of sanctification or ministry we are addressing.
- Related to the above, we tell it like it is (Deut. 6:17-19). “You are going to be in a **WAR** and will go against **huge** people in fortified cities.”
- Not just behavioral compliance - whole-hearted – 22 times in Deut a reminder/command to follow God w/ entire heart &/or warnings against losing your heart to serve other gods

We exhort the person or home church that it is not enough to do the externals but to do so from the heart.

Do you know your own tendency? Do you tend to soft-peddle or serve up a “Christianity-light?” Why?  
 Transactional and managerial leaders have their own different set of problems doing this.

**2. Transformational leaders help them see the discrepancy between God’s view and reality.**

We need to lead the individual/home church to see where they are not living up to God’s view (#1), *and* try to unearth *why* they are not.

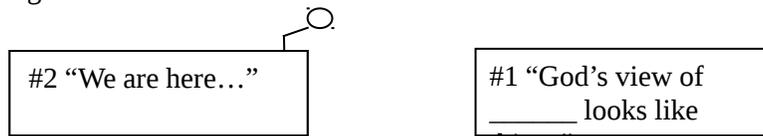
THE PRINCIPLE: When people see the gap between what God commands of them and honestly assess their own life in that area, the Holy Spirit convicts them of sin and the need to change.

Virtually everyone agrees with you while you communicate #1, but unless they embrace their lacking, they will have little conviction for needing to change. So we must humbly, yet honestly and objectively admit to our and point out the group’s failings in the area.

Example: discipler not entering into difficult situations & conversations: now you ask them how they are doing living out this principle/command with “their” disciple.

This step is what often reveals if you are a transactional or transformational leader. Even managerial leaders can fail to do this. In fear of the response they soft-peddle the painful signs of failure.

TRANSITION: At this point, there should be considerable conviction of sin and inability to live out God’s call. Do these diagrams look familiar?



NOTE: At this point, there is a *key difference* between *motivating an individual to change* and *a group*. With the individual, there is no sense going further if they don’t agree they have a problem! With a group, you have already agreed as a leadership before getting in front of the group, have made the case there is a problem, and individuals will need to go to God for their own role in it.

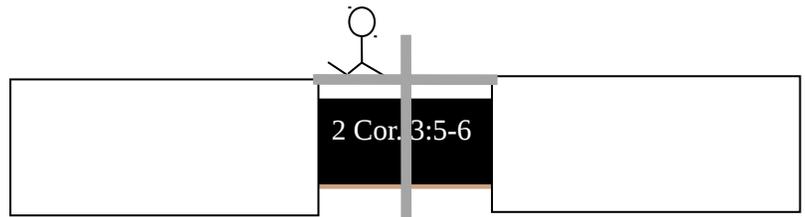
**3. Transformational leaders explain how God’s grace enables them to move toward God’s view.**

We need to specifically communicate how God’s grace overcomes their idols. His grace both motivates & empowers them to live out His call in this area. (I.e. transforming both the motives and the actions)

It is God’s grace that motivates and empowers us to do the humanly impossible things He commands. We need to believe this in our heart of hearts. As leaders, we need to connect the imperatives of scripture with the indicatives, drawing attention to both. Not a “tip of the hat”: “don’t forget you can’t do this apart from God” – but far more explicitly and detailed.

“God’s will for us is humanly impossible to perform! → yet by His power, we can!”  
 RADICAL GRACE ENABLES US TO RADICALLY LOVE.

THE PRINCIPLE: *Transformational Leaders* communicate how *God through His grace* strengthens & motivates us to bridge the gap between #1 & #2. He calls us to a humanly impossible task and gives us all the resources we need to fulfill it.



Example – a discipler not entering into difficult situations and conversations – the approval idol is addressed by God’s unconditional acceptance of the worker – he/she needs to *believe* this - Rom 8:1; 15-16. They need to trust that God is working in the life of the other person to transform them - Phil 1:6

- a. The greater the “distance” between God’s call in this area and their own or the group’s shortcomings, the deeper the conviction of the Holy Spirit and hungrier they will be for His grace to empower and motivate them for change.

- b. And, the more clearly they understand, appreciate & experience the power of His grace operating continually in their heart, the more confident they will be *in Him* to perform this & to take what appear to be scary steps of faith, but are in reality steps into experiencing the power and joy of the Lord.

#### 4. Transformational leaders suggest or supply steps of faith toward God's view.

THE PRINCIPLE: Faith includes obedience with dependence on God to perform it through us. Therefore the leader guides the person to form concrete action steps.

This step instills even further confidence that God is at work. There should be two components to it:

i. Concrete external action:

*If leading your home church to change*, you want to lay out "These are the things we are going to do to improve our faithfulness in this area of \_\_\_\_ (e.g. evangelism, discipleship, Body-life, adorning the gospel, etc.). They may be new or revised structures.

*If leading a person to change* you'll want to try to draw them out on the logical step of faith to take at this point. This might include withholding your thoughts & sending them away to pray about this. But you should have ideas going into the discussion.

- ii. Concrete plan for embracing God's grace: Because it is God's grace that enables us to carry out His will, (motivates and gives us the actual strength to carry out His commands), the plan *must* always include concrete ways to be strengthened in His grace (2 Tim. 2:1). You must help them deepen their understanding, then appreciation, and then application of His grace in the problem area.

#### 5. Concluding Vision

THE PRINCIPLE: Remember from last week, a key quality of leadership is to be visionary. This can be accomplished by encouraging the person or group that needs to change by painting a vision of where God will take them if they act in faith.

Conclude your time with this person, or home church worker meeting by expressing a vision of where God can take your group if growing in faithfulness in this area.

Remind them that it will be difficult work. (Col. 1:28-29a; Luke 9:23,24a; Phil 2:12).

But that God will accomplish it through them (Col 1:29b; Luke 9:24b; Phil 2:13)

What would happen if every member of your HC lived this out?! Ask the Lord for His vision for what it might look like and proclaim it. He will bear fruit through you if you abide – He promises that. When? You don't know. How? ... But He *will* if we are faithful, if we abide in Him.

#### Summary of approach

1. Transformational leaders make a biblical case for God's view in the area needing change.
2. Transformational leaders help them see the discrepancy between God's view and reality.
3. Transformational leaders explain how God's grace enables them to move toward God's view.
4. Transformational leaders suggest or supply steps of faith toward God's view.
5. Concluding Vision

#### CONCLUSION

I do worry, and sometimes come across leaders who do not go beyond modeling and managing – Ps 23 principles & this model can help develop in us a more active an engaged role as a leader.