

This Legacy of Leaders!

Our heritage, Your future

“Men are God’s method. The church is looking for better methods; God is looking for better men. What the church needs today is not more machinery or better, not new organizations or more and novel methods, but men whom the Holy Ghost has come upon. He does not come on machinery but on men, He does not anoint plans, but men – men of prayer.”

E.M. Bounds

Dear Future Leader,

Every man who has ever done anything for God has had teachers and leaders. Someone has invested their life in him. This has been true down through the years. It’s a blessing to see how older men have built up younger men. There are lines that tie all Christian leaders back to other leaders. Leaders who disciplined them, trained them and built them.

We have, by the grace of God, built a movement of men that recognizes the importance of friendship and the training that goes on between men who are in leadership. These friendships and training are sacred. We fight for these things.

Unity among leaders is a strong Core Value with us.

And we strongly hold to the truth that leaders are shaped by leaders. We work in community and plurality as leaders, and we know that all young men need this kind of training and shaping from their mentors, their teachers, their pastors.

“Remember those who led you, who spoke the word of God to you; and considering the result of their conduct, imitate their faith.”

Hebrews 13:7

Leaders don’t just “spring up out of the weeds.” Someone has invested their heart and shared their life with every pastor who is now “on the wall.” And we are looking for more men to join us on the wall. Our Savior needs men – that’s His plan.

“Join with others in following my example, brothers, and take note of those who live according to the pattern we gave you.”

Philippians 3:17

If you just started to read this and you aspire to be a leader, I gotta say, “God bless you!” It’s a good thing to want to lead and serve God’s people. It’s a

good thing to want to see His church expand and in the doing, bring more glory to our Savior.

But if you desire to be used by God as a servant/leader in His church, then you need some side-boards, guidelines on just what will be expected of you. One way you can gain these side-boards, is to understand just what your leaders are looking for when it comes to future leaders. So I thought I would let you know the heart of the pastors that are training you.

Here's how I got their input:

Dear Pastor, Brother-on-the-wall,

Think about leaders in your church. The kind of men you are looking for, the kind of leaders you are training. And would each of you take a few minutes and respond with one or two sentences on what you expect in a leader? What impresses you when a man has gotten your attention because of his servant/leadership?

Off the top of your head and from your heart, what are the first and second things that come to mind when you think of a potential servant/leader in your church?

I am putting together a short book for aspiring, young men who want to make their life count. And I want to get your counsel, brother. I value you and your own servant/leadership, and I can't think of a better group of men I would rather get feedback from.

Keep pressing, Rick

One by one, my brothers responded to this email with some great stuff. Their thoughts cover the main issues a man needs to come to grips with, if he truly aspires to leadership in God's church.

There is some repetition and that is to be expected when you are brothers-on-the-same-wall. These are the things that we all value and share, and this is how we were trained to approach leadership.

I trust that their words will strongly encourage you. These are my brothers. This is their heart. This is how we define leadership. If their heart challenges you, so be it. If their heart troubles you, so be it. If their heart corrects you, pay attention.

Just know that our heart is to enlist you in this great Cause. If you want to be a leader in our churches, I would encourage you to spend some time reading these men and listening to their heart.

And seek to line your heart up with theirs.

I also have included quite a few of my personal, favorite quotations from great churchmen down through the years. These quotations are from heroes of the faith. These churchmen are famous because they paid attention to their character, not their fame. And served their God with all their heart.

And please don't let all their thoughts overwhelm you. It is not like we are adding up a list of 4,000 things. There are just a few things that we need to pay attention to, and my brothers are speaking about these few things in a fresh and encouraging way.

This isn't the kind of book you read straight through. Instead, read it a little at a time. Maybe a page or two every morning for a month. And then have your Quiet Time.

I hope you are heartened as you read. And inspired. So here goes:

“Off the top of my head, my top two qualities when looking for a leader are: Faithfulness and Loyalty. He must be faithful in his responsibilities at work, with family and the church - someone people can count on. Someone who pays attention to the details. Someone who I don’t have to light a fire under. A self-starter.

And he must also be loyal. Loyal to God - feeds on God’s Word, prays and works hard for the Lord. He encourages others to be loyal and the fruit of his life is faithful, loyal disciples. I need men who will run hard with me and the vision God has given our church, not resist and challenge us continually. Are they with me? This must also, of course, include his wife. I can run with that kind of man.”

Bill Young
The Rock Church
Sandy, Utah

“Humility and faith are two qualities that stand out to me. If he hopes to be a man of God who leads well, he needs to be strong in these two areas.

Humility is required to work with others and to appreciate their varied gifts and personalities. And humility helps us to be an encourager in building up others.

Faith, to me, is expecting God to go way beyond what any of us can reason or understand or logic our way through on our own. To rely on God and not our own strengths and abilities.

I'll look for and always thank God for a man who is humble and full of faith!"

Doug Markofski
Cedarcreek Community Church
Eau Claire, Wisconsin

"Life isn't like a book. Life isn't logical or sensible or orderly. Life is a mess, most of the time. And our Christianity must be lived in the midst of that mess."

Charles Colson

"I look for unreserved commitment to the Great Commission of reaching our world and training disciples. And secondly, a heart and attitude that want no glory for self, but all for God. So does he have a servant's heart, which is willing to do anything?"

Chris Biang
Glen Arbor Community Church
West Chicago, Illinois

"The two areas that come to my mind right away are humility and faithfulness. I look for men who do not try to promote themselves or their agenda, but look to serve and promote or complement what is already happening. I also look for believers who have proven to be faithful in regards to timeliness and who complete tasks with excellence."

Mike Bourland
Walnut Creek Community Church
Des Moines, Iowa

“I did not go through the Book. The Book went through me.”

A.W. Tozer

“I always think of Faithful, Available and Teachable for potential leaders.

And lately I have been thinking about the importance of a life marked by the cross. Paul carried around in his body the death of Christ. He had a flavor of death and sacrifice that gave him authenticity, humility and a gladness to sacrifice for others. His life wasn't his own. *‘Christ’s love compels us.’* When the love and cross of Christ compels or constrains us, our lives have depth, drive and direction.”

Tom Brown
The Rio Church
El Paso, Texas

“Two things that come to my mind are:

1. A man of the Word and prayer. (If that's in place, I can be confident of his character, convictions, doctrine and balance.) He must have a vital connection to God, something he needs in order to lead.

2. A faithful, diligent, hard working servant.”

Perry Paulding
Summitview Community Church
Greeley, Colorado

“One step forward in obedience is worth years of study about it.”

Oswald Chambers

“A couple thoughts from my heart. And sorry, that I could not keep it to two.

I have respect for men of courage, wisdom and great humility. Men who pray - a lot. Men who make it their desire to please God in all they do. (2 Cor. 5:9) And have no fear of man. Men who get up when they fall, both because they have to for the sake of others, and because they know they can, by the grace of God.

Men who always have truth, in their heart and in their speech. And that truth gives others around them strength, courage, comfort and hope - when it's needed. And they know when to speak . . . and when to be silent.

Men with unexplainable compassion for others. Men who see their lives and everything they have been entrusted with as something to invest and give away to others - not to spend on themselves. Love you brother.”

Tim Weber
Evergreen Community Church
Bloomington, Minnesota

“The Bible is alive, it speaks to me; it has feet, it runs after me; it has hands, it lays hold on me.”

Martin Luther

“I think of two qualities: Humility and Hunger.

I often think of the ‘you younger men’ verse in 1 Peter 5:5-6 and how important humility is for a leader. I believe a man needs to see his need before God and be open and authentic with his needs before men.

That kind of humility draws a man close to God and his brothers close to him.

A godly hunger to want to spend time with God and mentor(s) would be second on my list. A man may have great potential, but if he won't pursue time in relationships with those who can sharpen him, then that potential is wasted. I like a man who isn't afraid to ask me to build into his life, and who is aggressive to make time for that to happen. That's my 2-cents – hope it's worth a little more than that.”

Doug Patterson
Evergreen Community Church
New Hope, Minnesota

“1. Hunger for God. (eager learner, responsive, seeks God personally).

2. Humility. (responsive to leadership, not a hint of glory-seeking, team player).”

Brent Knox
Evergreen Community Church
Bloomington, Minnesota

“Every church should produce its own leadership. Something is wrong if we are not. There are plenty in the church. They need to be enlisted and trained.”

Henrietta Mears

“The first two qualities that come to my mind for a servant/leader?

1. Humble. Not full of himself. Not selfish. A confidence that is devoid of pride and shows this by being open and honest.

2. Loyal. Good leaders are often independent men and know what they want in life. But a servant/leader cannot be too much this way. I want him to be loyal to our leadership team, to his wife, his small group, etc.”

Brad Barret
Stonebrook Community Church
Ames, Iowa

“To keep our hand on the plow while wiping away our tears – that is Christianity.”

Watchman Nee

“First thing: Are they servants? Have they demonstrated a desire to get in there and serve the saints, meet needs? So, willingness and initiative in service is my first thing. Second thing: Persistence. Do they hang in there? Are they up and down or is there a consistency of walk and service?”

Don Schlichte
Rio West Community Church
Rio Rancho, New Mexico

In the book Dedication and Leadership, the author Douglas Hyde (a former Communist leader) tells the story of a young man named Jim who was hoping to become a Communist leader. He desperately wanted it. Hyde relates how Jim *‘was almost pathetically anxious to be turned into a leader.’*

Yet as Hyde looked at Jim, he thought that he had never seen anyone who looked less like a leader. *‘He was just about the most unprepossessing man I had ever seen. Jim was very short, very fat, with a*

flabby white face. A cast to one eye, and to make matters worse, a most distressing stutter.'

All he had was desire.

In the early months of his training, Douglas Hyde suggested that Jim begin to tutor a few others in Marxist ideology. Jim exclaimed, 'W-w-what, m-m-me?!'

Yet at the end of his life, this young man Jim, became a recognized leader in the Communist Party and a national leader in the Trade Unions and grew to national stature across Great Britain, when England was strongly influenced by the Communist Party.

If men can be trained for godless causes, then surely we can train men for the cause of Christ.

“The first two things I think of are:

1. A man who shows a strong dependency on God (goes to His Word, regularly hears from God, trusts in God).

2. And a man who takes courageous initiative.”

Nathan Meyer
Mars Hill Church
Iowa City, Iowa

“You cannot sin as much as God can forgive. If it comes to a pitched battle between sin and grace, you shall not be as bad as God is good. We can only sin as a man, but God can forgive as a God.”

Charles Spurgeon

“Two things I would look for in a man: One, that his identity is deeply rooted in Christ, so that he is not

trying to gain his sense of worth from other people. He must not be one who fears man, nor a people-pleaser.

Secondly, he must be united with the elders and our way of doing things. I would hate to appoint a man as an elder, only to have him pull out a 25 point agenda on all the things that need to change in the church. So I am looking for a team player who believes in our vision.”

Mandy Fernandez
La Roca
Woodstock, Georgia

“When I think of potential leaders, the two characteristics I desire most for the men I’m working with are:

1. Faithfulness, faithful to Christ, faithful with the church, family, job, giving, serving, etc.
2. Are they already shepherding? Do they take care of people, the saints and the lost?”

Dan Rude
Walnut Creek Community Church
Des Moines, Iowa

“The first order of things to be changed is me, the leader. After I consider how hard it is to change myself, then I will understand the challenge of trying to change others.”

John Maxwell

“Off the top of my head, the things I think of are: FAT – Faithful, Available, and Teachable.

Faithful: To me this isn't merely faithfulness in ministry tasks, but faithful in how he manages family, work and/or school, and also in practicing our Core Values.

Available: Are they with me? Are they eager, willing and able to serve?

Teachable: Are they putting the Word of God into practice in their life? Are they contrite before their God? And do they have an accurate view and practice of following Godly leadership?"

Dan Bovenmyer
Mars Hill Church
Iowa City, Iowa

"He first must be a servant. To me it is not that complex, Rick. Maybe not easy, but not hard to understand.

1. Is he fully given to God, His gospel, and His work? Has he set apart Christ as Lord in his heart? And does he serve the saints?

2. And is his household won over and behind him in these same areas?

Brother, if we had 12 servants like this in our church, I believe we would change our town."

Brian Massman
Tri-State Community Church
Dubuque, Iowa

"Attempt something so impossible that unless God is in it, it is doomed to failure."

Art DeMoss

“I look for a willingness to endure injury in community with a heart of compassion and love. Few are able to persevere in love when they have been wounded. When I see that, I take note.

Secondly, a man must love the Word of God and take obvious delight in knowing his Lord. Much is overcome by spending time with Jesus. Unlike this world, great gifts and abilities alone don't get a man very far in God's kingdom. I hone in on a man when I feel the warmth of his heart for God. How does he pray? How does he sing? How does he speak? A man's mouth is an overflow of his heart.

Thank you brother for allowing me to send these thoughts your way. I'm grateful that you would ask this “young buck” of a pastor.”

Jon Schelkoph
Evergreen Community Church
Bloomington, Minnesota

“Thou has made us for Thyself, and our hearts are restless, until we find our rest in Thee.”

Augustine

“The two things that immediately come to mind when thinking about potential leaders are these:

1. A visible and growing love for Jesus Christ that is consistently demonstrated in his life and his choices.

2. An ownership of the mission we have as a church which is shown by faithfulness in service and his unity with the church.”

Doug Dale
Summitview Community Church
Greeley, Colorado

“Here are two character areas that are important to me. These are manifestations of wisdom, discernment, and self-control:

1) Faithfulness in little tasks. Often people don't return phone calls or emails. Wow, that makes my job hard. And it indicates something about that person's character.

2) Careful with words. Often people ramble on and on, and it takes a lot of effort to figure out what they are saying. If they could just slow down, think, figure out what they want to say, than say it, life in and out of the church would go so much better.”

Ken Johnson
Evergreen Community Church
Bloomington, Minnesota

“Here are three things I want to be confident of: his humility, his passion for God, and his commitment to others - especially those already in leadership.”

Dennis Clark
Prairie View Community Church
Parker, Colorado

Here's an encouraging example of men influencing men:

Edward Kimball was a Sunday School teacher in the 1800s in Chicago. And one of his students was Dwight L. Moody. Moody traced the beginning of his Christian life to his conversations with his Sunday School teacher. Moody grew and became a preacher.

J. Wilbur Chapman, while a student at a college in the late 1870s, attended a D.L. Moody meeting in Chicago and after the service received personal counseling from Moody that helped Chapman and gave him assurance of his salvation.

Billy Sunday worked for Chapman for a brief time as an assistant, helping to organize his evangelistic meetings. Billy Sunday himself later became an evangelist.

Mr. Sunday held an evangelistic campaign in Charlotte in 1924 and a men's prayer and fellowship group came out of those meetings. This men's prayer group was instrumental in inviting Mordecai Ham to Charlotte for a series of evangelistic meetings in 1934. Where two guys wandered in . . .

One was Grady Wilson and the other, his friend, Billy Graham. They both went forward at those same 1934 meeting. Wilson to make a deeper commitment to Christ and Graham to get saved. Both Graham and Wilson have spent their lives together, teamed up in the same Christian work.

Do you see how men influence men?

“1. I want to be with leaders completely ‘sold out’ or what we have named them here in Utah ‘Flipped’ for Jesus. Men and women who constantly speak of Jesus and live for Jesus.

2. I want to be with leaders who serve wholeheartedly with humility. Men and women who serve without being asked and love others like Jesus loved. *‘For you were called to freedom, brethren;*

only do not turn your freedom into an opportunity for the flesh, but through love serve one another.’
Galatians 5:13.”

Steve McInroy
the Rock Church
Provo, Utah

“The two qualities I think about most is whether they are faithful in their relationship with God and are speaking to me and others from their Quiet Times and prayer. Do they want to nurture young Christians with the Word?

And do they routinely share their faith with the lost? Are they public and open in their walk with the Lord? Are they looking to lead others to Christ? Are they reproducing?”

Jim Harrington
Prairie View Community Church
Parker, Colorado

“I think the first thing I look for and think of is teachability. This relates directly to their humility, and I specifically look for that. I also look for dependence and trust in the Lord.”

Ben Lennander
Harvest Community Church
Lincoln, Nebraska

“The Bible was written in tears and to tears it will yield its best results. God has nothing to say to the frivolous man.”

A. W. Tozer

“Right off the top of my head the top two qualities are:

1. A genuine and deep affection for the Lord Jesus and for the things which matter to Him, and . . .

2. A comprehensive knowledge and love of the Scriptures.”

Reinaldo García
Rio West Community Church
Rio Rancho, New Mexico

“Two qualities? How about four?

FHAT - Faithful, Humble, Available, Teachable. Simple, but it will take all our strength and God’s incredible grace. May God give us many men with FHAT hearts.”

Bill Barnd
Evergreen Community Church
Bloomington, Minnesota

“Holiness has never been the driving force of the majority. It is, however, mandatory for anyone who wants to enter the Kingdom.”

Elizabeth Elliot

“Every man is as holy as he really wants to be.”

A.W. Tozer

“Humility is first and foremost. A humble man (most evidenced by teachability) will make a better leader than an educated man.

And hunger for God’s Word and God’s fame. A man that fears and trembles at God’s Word and desires

to see His truth reign, has, (I believe) the makings of a true leader for God.”

Tim Borseth
Stonebrook Community Church
Ames, Iowa

“The first thing that comes to my mind is humility. I know this can almost be a ‘cliche’ in our circles, but true humility is being like Christ in thinking of others first. We cannot be leaders in the church, if everything is ‘me first.’ Jesus is a tough act to follow, but we are commanded to. He was bold, so courageous, and so much focused on others. How can anyone be proud when we see the example of our Lord?

The next thing I think of regarding leadership is commitment. What kind of commitment does this individual demonstrate toward the members of his small group, the church, and his fellow leaders (deacons, pastors)? I think of Paul’s example how no one could go into sin without his ‘*intense concern.*’ ‘*How can I sin against the Lord by ceasing to pray for you?*’ Is their commitment to the church greater than their commitment to their job? Their life and lifestyle? Their family and the influence of mom, dad and siblings?”

Gary Osborn
Candlewood Community Church
Omaha, Nebraska

“I would rather die fighting lions, than be trampled to death by geese.”

Anonymous

“Some men die in battle, some men die in flames, but most men die, inch by inch, playing silly games.”

Anonymous

“Two qualities I think of are:

1. Trust - has he demonstrated that he can be trusted? This is probably the biggest thing I personally look for. Can I trust him with the people he will be leading?

2. The Gospel - is he looking for opportunities to connect with people? Is he working to constantly involve himself with people (lost and saved)?”

Patrick Nurre
the Expedition
Bothell, Washington

“What comes to mind for me is ‘*Cultivate.*’ I look for men that are cultivating the field which God has given him charge over. Whether it’s in his family, his own heart, his workplace, or his ministry in the church - is he taking whatever raw ingredients God has set before him and putting his hand to the plow and sowing seed anyway he can?

He must have a servant’s heart, yes, but one that is not satisfied with being a ‘park ranger,’ content with the status quo. I want a man that is willing to rule and influence – rather than being just a park ranger protecting the resources. He is more like a manager of an orchard or farm – managing the field to maximize the harvest.

A servant's heart gives him the capacity to do so in love and to exercise the patience necessary for long term (much) fruit and not just short gains."

Andy Gray
the Urban Refuge
Minneapolis, Minnesota

"My two most important qualities I look for in a potential leader are:

- 1) Love for people.
- 2) Love for people.

If they don't have this, they don't love God. If they have it, they will have virtually everything they need to influence people."

Kurt Jurgensmeier
New Life Community Church
Cedar Rapids, Iowa

"If you are a pastor, you are always in a crisis—either in the middle of one, coming out of one, or going into one."

Alan Redpath

"The two things that come to mind for me are:

- 1.) Commitment - Are they committed to God and their family (wife/kids) with their lives and are they committed to our church and to the brothers and sisters around them? Are they someone that I believe will, a year, five years from now, still be running hard alongside others in our church? Are they going to be there when times are hard or are they going to 'bail' for something easier?

2.) Servant - Are they serving God, their wife/family, and the church? Are they working hard at all areas of responsibility that God has placed on them or are they just content to sit back and watch things happen? Are they serving in those areas with humility or are they looking for the spotlight?"

Jeff Wieman
the Firehouse Church
Denver, Colorado

"Plans are only good intentions, unless they immediately degenerate into hard work."

Peter Drucker

"These would be my observations. A big number one is HUMILITY. He walks in it and he pursues it. A lesser number two is that he is always there, FAITHFUL. If he is faithful, than it seems that God makes up for any lack and grows him up."

Rory Whitney
Candlewood Community Church
Omaha, Nebraska

"I have never been deeply concerned and prayed about anything, but that it did not come. No matter how long the time, some how, in some shape, it came."

Adonirum Judson

"The first two things that came to mind for me are loyalty and faithfulness. I think those two qualities would reflect the biblical qualifications as well, as found

in 1 Timothy and Titus. Are they united with other men and leaders and loyal to them, and faithful as they grow?”

Sean Griffin
the Expedition
Bothell, Washington

“A real relationship with God evidenced in a proactive faithfulness in the Word and prayer. Secondly, an initiation in matters and needs of His Kingdom.”

John Meyer
Summitview Community Church
Fort Collins, Colorado

“1) Is he a 1 Corinthians 12 kind of guy? Is he interested in ‘the big picture’ of the local church and how all the pieces fit together to the glory of God and edification of the saints?

2) Is he a 2 Timothy 1:7 kind of guy? (one of my favorite passages) – Is he a man who is guided by the Spirit in power, love, and self-discipline? All three of which need to be in harmony.”

Brian Hagerman
New Life Community Church
Cedar Rapids, Iowa

“You can mark it down, if there is a message going out that is powerful, someone has paid a price somewhere in sweat, tears and heartbreak.”

Jerry Falwell

“Humility - an ability to respond well to the authorities in his life.

Loyalty - a commitment to the people around him, a commitment which even when tested, comes out from the inside. It is how he is made.”

Dave Megill
Lifesong Community Church
Rio Rancho, New Mexico

“Live so as to be missed when you are gone.”
Robert Murray McCheyne

“Two foundational leadership qualities that I look for:

1) Does he love God with everything he has? (heart, mind, soul and strength). Practically, this translates into time with God in His Word and prayer and being willing to give himself for the sake of the Gospel. Not for his own glory, but for the glory of Christ.

2) Does he love others? This comes out in different ways, such as evangelism, showing hospitality, putting aside our personal schedules and desires for the sake of others, other-centeredness, etc.

These are obviously the two Greatest Commandments that our Lord has given to all of His followers, so this is the foundation that makes Christian leaders.”

Chris Sheets
Summitview Community Church
Loveland, Colorado

*“I preached as never sure to preach again,
and as a dying man to dying men.”*

Richard Baxter

“I look for humility – is he willing to yield, (not only to God, but also to his peers), and does he have a true love for people? He demonstrates these two traits with those he is closest to - his wife and children or roommates if he is not married.”

Dave Knoshaug
Prairie Ridge Community Church
Aurora, Colorado

“1) A man of character – Okay that’s kinda cheating, but it’s hard to pick just one area. 😊 Any one significant fault and he may not be considered for leadership.

2) A heart for building into others – he disciples his kids, small group, etc. He desires to change lives. God bless you brother.”

Steve Nelson
The Rio Church
El Paso, Texas

“It is doubtful whether God can bless a man greatly until He has hurt him deeply.”

Samuel Rutherford

“A praying, holy man is an awful weapon in the hands of God.”

Robert Murray McCheyne

“You can determine a man’s greatness, not by his talent or his wealth, but rather by what it takes to discourage him.”

Jerry Falwell

“The two things that I look for in a potential leader is first his faithfulness – is he responsible to follow through and disciplined to follow through? Second is his loyalty.

I am reminded of the verse that says that, *‘Many a man proclaims his own loyalty, but who can find a trustworthy man?’* He is rare.

It is a quality that I value and am especially pleased when I find it.”

Fred Douglas

Grace Campus Church
West Lafayette, Indiana

“Faithfulness. ‘And the things which you have heard from me in the presence of many witnesses, these entrust to faithful men, who will be able to teach others also.’ 2 Tim. 2:2.

Fruitfulness. ‘But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law.’ Gal. 5:22-23.”

Bruce Crane

Walnut Creek Community Church
Des Moines, Iowa

“I desire to have both heaven and hell ever in my eye, while I stand on this isthmus of life.”

John Wesley

“I often think that God must have been looking for someone weak enough and small enough for Him to use, and He found me.”

John Wesley

“Give me 100 preachers who fear nothing but sin, and desire nothing but God. I care not a straw whether they be clergymen or laymen, such alone will shake the gates of hell and set up the kingdom of heaven on earth.”

John Wesley

“The world is sick of little buttoned-up clergymen mumbling canned creeds. It wants real men, men who believe enough to sacrifice for it.”

John Wesley

“His preachers were taught to face mobs, rise at 5 a.m., preach at 6 a.m., scatter tracts . . . to live by rule . . . die without fear.”

on John Wesley’s men

When John Wesley died he left behind a few books, a few dollars and the Methodist Church.

“Two areas that first come to mind: Do they have a meaningful and growing walk with the Lord through the Word and prayer? And are they teachable and able to be led?”

Rich Thatcher
the Firehouse Church
Denver, Colorado

“1. He shows gratefulness/thankfulness/a thankful heart and spirit.

2. He has a desire to see a return on the investment of his life. He wants his life to count.”

Pat Sokoll
Vintage Faith Church
Manhattan, Kansas

“If you trust men, you are going to get hurt. If you distrust men, you are going to get hurt. You have to decide how you are going to get hurt. I decided long ago that I was going to get hurt by trusting in people.”

John Maxwell

“Great question! I would take more time to compose a more careful answer, but in submission to you, my dear and trusted elder, I am happy to write, off the cuff.

1. Calloused hands. (serving, sacrificing, leading, obeying, doing, enduring).

2. Tender heart. (devoted to God, loving the saints and the lost, learning in community).

I know a great many wonderful men in our band with these qualities. I am honored to be on the wall with them and with you.”

Mark Bowen
Evergreen Community Church
Lakeville, Minnesota

“I’m not a genius, just a plodder.”

William Carey
(who translated the Bible into 34 languages)

“Expect great things from God. Attempt great things for God.”

William Carey

“1. I look for humility in a person’s approach to their faith in that they choose to humble themselves by growing in serving others and being teachable.

2. Then I look for wisdom in their lives - skill in living - so they can model the Christian life and be able to win and build others up in Christ.”

Tim Rude

Walnut Creek Community Church
Des Moines, Iowa

“Now we ask you, brothers, to respect those who work hard among you, who are over you in the Lord and who admonish you. Hold them in the highest regard in love because of their work.”

1 Thessalonians 5:12-13

“Deep respect for those in authority. The first thing I look for when I think of my next leader is whether they have deeply respected their leaders. And do they cause others to value and respect pastors and leading brothers by their speech and decisions? Do they affirm their leaders not only in speech, but by taking responsibility to carry out the work that their elders may give them?”

Jim Wiebelhaus

Harvest Community Church
Lincoln, Nebraska

“When all is said and done, our adversary, the devil, meets us with a cold, grim, determination. There is no mirth in hell.”

George Whitefield

A man warned Whitefield of criticism by others. He replied, *“I thank you sir, for watching over my soul. As for what they say, I know worse things of myself than what they say concerning me.”*

“I was never more opposed and never met with so great success.”

George Whitefield

“I love those that thunder out the Word. The Christian world is in a deep sleep. Nothing but a loud voice can awaken them out of it.”

George Whitefield

“God give me a deep humility, a well-guided zeal, a burning love and a single eye, and then let men or devils do their worst.”

George Whitefield

A man listening to Whitefield was asked what he thought of Whitefield, *“Think! I never heard such a man in my life!”*

“He had come to the work overwhelmed with a sense of the greatness of the task. And conscious of his own inadequacy. Yet he had attempted it

and with this tremendous result. He was somewhat bewildered by it all, but he simply went on.”

Dallimore
commenting on the life of George Whitefield.

“I know a man who knows how to mortify the flesh. I do believe he will do great things for God.”

John Wesley
on George Whitefield

“When I think of a servant/leader, I think of a man who has yielded his life to Jesus Christ, and demonstrates this by honoring authority, serving others, being faithful with responsibility, and being committed to his local church.”

Steele Croswhite
the Rock Church
Salt Lake City, Utah

“How do we know if we have a servant’s heart? By how we act when we are treated like one.”

Unknown

“The first thing is a good balance of grace and truth in their life and speech. The second thing is a good understanding of love and unity.”

Pete Grose
New Life Community Church
Cedar Rapids, Iowa

“Thank you for the question. I look for a life-lived that strongly reflects the Christian walk as described

and understood in the New Testament. That is, does the man *'walk the talk?'*

Secondly, I value loyalty as a key character ingredient and barometer of so many other areas in his life.”

Terry Amann
Walnut Creek Community Church
Des Moines, Iowa

“Remember Phillip, surely someday you will die.” Every morning King Phillip of Macedon instructed his personal servant to wake him with these words. Phillip was the father of Alexander the Great.

“1. They know in whom they have believed. (II Tim 1:12). They are confident and sure of who they are in Christ and have real experience in making the hard decisions and seeing Him come through. For example; moving to a different town to start or support a church. Or trusting in Him to bring a suitable mate, etc.

2. Consistency and steadfastness in what they are presently doing for the Lord.”

Greg Standinger
Glen Arbor Community Church
West Chicago, Illinois

“1. Is he already doing the work of a pastor to some degree?

2. Is he faithful, cheerful, and available?”

Dan Wolf
Foundation Church
Janesville, Wisconsin

“If you are ever going to do anything for Christ and His Kingdom, do it now.”

Bill Bright

“In the context of plurality, I think about having a spirit of openness and accountability between his fellow leaders, and no independent spirit. Is there a true unity and friendship between him and other men?

On the mission side, I think about I John 4 where it says something like, *‘How can you say you love God, but hate your brother?’* God has used this verse to convict me before. Leaders need to really care about people, all shapes and sizes. And thus show their love for God.”

Owen McGeehon

New Song Community Church

Mesa, Arizona

“I look for humility—towards God and towards people. Luke 22:26.

The second quality I look for is faithfulness. 2nd Timothy 2:2.”

John Hopley

New Song Community Church

Columbus, Ohio

“Servant/leaders: the two things that I would think of?

They are submitted to the authority of the Lord and the church. There are a lot of good men who are hard workers, but wild and loose. Men who are running hard while united with their church and taking input

from their leaders, while encouraging their fellow believers, are like trained, strong horses that are useful in battle.

Second, they are casting vision to others. They not only take and agree with a vision, but will pass it on. They are equipped with the Gospel and draw people to the Lord. They make disciples. They reinforce and defend the greater vision of the local church, the movement, and our Lord. And they train other men in it.”

Brad Alber
the Firehouse Church
Denver, Colorado

“Hi Dad,

I want guys who are really hard working. Leading in the church involves winning with your job, family and church and that demands a sacrificed life. And that demands hard work.

So I guess these are my two. Hard working and winning in all these life areas. Love you!”

Joshua Whitney
the Rock Church
Salt Lake City, Utah

“Every morning in Africa a gazelle wakes up. It knows that it must run faster than the fastest lion or it will be killed. Every morning a lion wakes up and knows it must out run the slowest gazelle or it will starve to death. It doesn’t matter whether

you are a lion or a gazelle; when the sun comes up, you had better be running.”

Herb Caen, columnist

“The minister should voluntarily impose upon himself a life of labor as arduous as that of a farmer. No man has any right to a way of life less rugged than that of the workers who support him. No preacher has any right to die of old age if hard work will kill him.”

A.W. Tozer

“Only two? That will be difficult.

The first that comes to my mind is a sincere hunger for God — a deep fear of the Lord, a desire to please God above all else.

Second - Love. A sincere concern for people. Specifically, that he is a person who really wants to help make things better in this world — on either a personal level or on a bigger macro level — but someone who desires to make a difference in the lives of others.

And, since you are writing a book, I can't help but mention that old standby that we look for FAT men to disciple: those who are Faithful, Available and Teachable.”

Tom Short
Linworth Road Church
Columbus, Ohio

“1) A thirst for God's heart with the character to respond.

2) A proactive, godly impact on people (family, small group, the lost).”

Jay Yousling
Prairie Ridge Community Church
Aurora, Colorado

“I believe Satan to exist for two reasons. First, the Bible says so. And second, I’ve done business with him.”

D. L. Moody

“Give me a man who says, ‘This one thing I do, and not these fifty things will I dabble in.’ ”

D.L. Moody

“I have more trouble with D.L. Moody, than with any other man I’ve met.”

D. L. Moody

“If I take care of my character, my reputation will take care of itself.”

D. L. Moody

“The first thing that comes to mind for an aspiring leader is that he must have a habit of turning to the Lord with every decision/problem in life (*a real walk with God*). Paul told the Corinthians that his, ‘*proud confidence was . . . that in holiness and godly sincerity, he had conducted himself in the world.*’ Can this man walk with God, and has he been tested through some measure of difficulty?

The second thing that I think of is whether he seeks and walks with wise men. One of my deepest impressions with every conference that we hold, is the humility/unity amongst our leaders. It is something we guard ferociously, for our protection and strength, and any man who aspires to serve with us must demonstrate that he knows how to position his soul both among us as a team and before our God as a commanded responsibility.”

Bob Hibbing
Stonebrook Community Church
Ames, Iowa

“I can’t abide cowardice.”

C.T. Studd

“He wants the work more than riches or long life. He wants the work so much he yields to those he’s chosen to link up with. He wants the work so much he endeavors to become all he can become for God and for others.

He wants the work so much, that nothing daunts his efforts or discourages his spirit or causes any doubt that God’s will for him is anything other than this work of leading and serving God’s church.”

Tim Cavanaugh
Valley View Community Church
Henderson, Colorado

“I expected this, but not so soon.”

On a tombstone

“First, I look for a man who fears the Lord in his heart and soul. And does he care more for the things of God and walking in obedience to God’s commands, than fulfilling his own personal ministry? Second, can he lead and disciple other men who will also carry this vision of our movement to make Jesus-followers and live for God’s kingdom?”

Gary Harris
Stonebrook Community Church
Ames, Iowa

“Is he a man who is passionately in love with Jesus because of who Jesus is? And does he love Jesus for what our Lord has done for us? Will he live intentionally, sacrificially and courageously? And is he a man who knows His voice and will follow our Lord to the grave?”

Joe Abdo
Mars Hill Church
Iowa City, Iowa

“I have no magic formula for your holiness. I have no hocus-pocus treatment to offer you. I have no shortcut to spiritual power for any of you. All I can do is say to you – Get back to your Bible, meditate therein day and night, and go down on your face before God in prayer. For the greatest transactions of a man’s experience are made, not in a church, but behind closed doors.”

Alan Redpath

“I think of FAT, Faithful, Available and Teachable - that encompasses being dependable, willing and humble. I also look for someone with a mindset to be very close and real in their relationship with the Lord. And who takes initiative to get things done.”

Paul Johnson
Stonebrook Community Church
Ames, Iowa

“A potential leader has passion for the Gospel! He is a man that loves to tell the story of the Gospel. It just never becomes old news. He wants to share it with all, looks and prays for opportunities.

He is always praying for the salvation of a new person that he has just met. He’s constantly thinking of the lost, like Jesus, who saw the lost and had compassion on them. Paul had this passion for the Gospel immediately after he was saved. *‘At once he began to preach in the synagogues that Jesus is the Son of God.’* Acts 9:20.

A potential leader wants to imitate the faith of his pastors. As a man develops and grows in Christ, he will look to those who are teaching him, and will want to imitate their lifestyle and faith. *‘Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith.’* Heb. 13:7.

And five times Paul said, *‘Therefore I urge you to imitate me.’* ”

Fidel Guerrero
la Roca
Woodstock, Georgia

“The Savior is not looking for men and women who will give their spare evenings to Him – or their weekends – or their years of retirement. Rather He seeks those who will give Him first place in their lives.”

William MacDonald

“Two things that come to my mind: The brother must have a heart and love for God and His word - in reading it, studying it and obeying it. Second, this person must have a heart and compassion for people - in serving and caring for them to the point of leading them daily in their walk with Christ.”

Dave Triggs
Prairie Ridge Community Church
Aurora, Colorado

“The devil is perfectly content to see you become pure and brave and disciplined, just as long as you are proud about it.”

C.S. Lewis

“On the whole, God’s love for us is a much safer subject to think about than our love for Him.”

C.S. Lewis

“I watch for two very important things. First, is he taking real initiative? Stepping out in faith and believing God will use him. Is he striving to believe God to make things happen by encouraging and influencing others for Christ? Whether saved or lost?

Secondly, and this may seem a little odd, but I believe it is very biblical. Is he willing to follow me as I follow Christ?

‘For this reason I am sending to you Timothy, my son whom I love, who is faithful in the Lord. He will remind you of my way of life in Christ Jesus, which agrees with what I teach everywhere in every church.’ 1 Corinthians 4:17.

I think that in order to be a great leader one must first be a great follower. Is he someone who has shown himself devoted to his teachers and their teaching?”

Mark Darling
the Rock
Minneapolis, Minnesota

“Above all cultivate your own spirit, a word spoken by you when your conscience is clear and your heart full of God’s Spirit, is worth 10,000 words spoken in unbelief and sin.”

Robert Murray McCheyne

“I do not expect to live long . . . therefore I speak very plainly.”

Robert Murray McCheyne

“I look for men who are teachable and who walk with God. Men who spend time alone with God, seeking Him and His leadership for their lives and ministry.”

Dave Bovenmyer
Stonebrook Community Church
Ames, Iowa

“What I look for:

1. Humble, with an eagerness to be led, while leading others. A proud leader can be destructive. But a man needs to show initiative, not only in following, but in leading with a right heart.

2. Understands his identity in Christ. Criticism and failure are part of leading God’s people, but being secure in his position in Christ can overcome much.”

Ray Damaso
New Life Community Church
Cedar Rapids, Iowa

“No one deserves the right to lead without first persevering through pain and heartache and failure.”

Charles Swindoll

“Every man is enthusiastic at times. One man has enthusiasm for 30 minutes, another for 30 days. But it is the man who has it for 30 years who makes a success of his life.”

Edward Butler

“First and foremost, I look to see whether they live their life like a son or a slave. Years ago I lived like a slave, in fear of other people, desperately seeking their approval instead of living like a son, who knows to the depths of his soul who his Father really is.

Secondly, I look to see whether they have a discerning heart. Our heart is what drives us, and discernment is the ability to choose the right and reject the wrong. It is interesting that while Solomon only

asked God for a discerning heart, God responded by giving him a wise and discerning heart. Have they prayed for this kind of good heart?"

Craig Swing
Summitview Community Church
Loveland, Colorado

"The first couple things I thought of are:

- 1) A love of the whole body, not just the better looking, more intelligent, more healthy bunch.
- 2) A love of God's Word and joy in sharing it.
- 3) And a need to commit everything to prayer."

Dave Wolf
the Foundation Church
Janesville, Wisconsin

"I wish to God that everyone was going on for Jesus Christ, but whether they do or not, I know I will. I go out to preach with two propositions in mind. First, every person ought to give his life to Christ. Second, whether or not anyone else gives Him his life, I will give Him mine."

Jonathan Edwards

"I'll share something that is critically important for those I consider for leadership in the church - Openness/Authenticity.

In my experience, nothing destroys the pursuit of a real, deep and God-honoring friendships (i.e. meaningful community) more than 'fakeness' – pretending to be someone or something that we are not! I believe that we can only be truly loved to the

extent that we are truly known. This means taking off the mask and being REAL.

Anonymity (hiding who we are) hinders growth. We can all put a mask on and look good on the outside, but be lonely on the inside. Or we can take a risk, take the mask off, be honest and let someone know the real us. God loves us just the way we are. It is so wonderful and freeing to be loved for who we really are! Where authenticity is pursued, real friendships grow, and real spiritual growth occurs!

Other pastors being open with me – and allowing me to be open with them – changed my life and freed me to aspire to lead. And men who love God and are free to share the real ‘*ugh*’ of their lives – and the power of God at work in them – these are the leaders I look for. Together with you in Christ, brother.”

Jeff Groen
Evergreen Community Church
Bloomington, Minnesota

“The sun has never risen upon China without finding me at prayer.”

Hudson Taylor

“The top two character traits I look for are:

A genuine hunger for investing time with God in the Word and in prayer. And they are disciplined to stay consistent in it. They are motivated and prioritize their time to meet with Him. They are not making excuses. When you ask them about their QT, you can tell they have met with God.

Meekness. We have many men who are strong, gifted, talented, passionate, charismatic, etc. We tend to lose such men over time if they are not under authority. A man recently moved here from Florida. He is a strong, solid believer with experience and a gift for working with youth.

He said, *'I'll work wherever you need me. Just let me know what you need.'* He is now working in our teen ministry and God is using him, his passion, gifting and love for young people. He is a humble man who understands the blessing of being under the direction and oversight of our leadership.

It's a joy to work with such men. We need more like him."

Mike Langlois
Evergreen Community Church
Lakeville, Minnesota

"God's greatest Christians have always been the merriest-hearted."

Henrietta Mears

"My eyes light up when I see a happy, humble man. They light up for two reasons; 1) A happy, humble man is rare and 2) a happy, humble man will bear much fruit. Paul was happy and humble and thought it was 'reasonable' that every man be the same when considering the profound implications of the Gospel (Phil. 4:4-5).

By 'happy' I mean a man who is thrilled with his salvation and his God. And his happiness is gritty. It is not some flighty, unreliable happiness that depends on

the fragile arrangement of right circumstances. That rare man with gritty happiness will attract others to his source of happiness and he will have the lifeblood to finish well.

By humble I don't mean a man that thinks himself lowly. I mean a man who thinks less about himself. Plenty of men spend far too much time fussing over their failure and frailty - all the while caring for no one.

The prevailing weakness in the church is that there are so few grittily happy and self-forgetful men - ready to lead. The more a man knows his Savior, the greater his happiness and the greater his fruit. It is a promise from our Savior."

Mitch Majeski
Summitview Community Church
Fort Collins, Colorado

"When we speak of heaven and the joys of this life, let your face light up, your smile shine, your eyes twinkle. When you speak of hell, your ordinary face will do."

Charles Spurgeon

Queen Guinevere to King Arthur:

"They need a quest. It is one thing to make one's self great, but quite another to try to be not small. I think that every man wants to be larger than himself and that he can be, only if he is part of something immeasurably larger than himself. The best knight in the world, if he is unchallenged, finds himself shrinking."

We must seek a way to declare a great war on little things. We must find a word, a thought, a standard, under which small evils may enlist in a great wrong.

Against this we could raise a fighting army.”

Taken from The Acts of King Arthur and his Noble Knights by John Steinbeck

“There is a lot of opportunity for instruction today, a lot of good teaching, but Paul makes it clear that the goal of instruction is a love that comes from three areas;

‘The purpose of my instruction is that all believers would be filled with love that comes from a pure heart, a clear conscience, and a genuine faith.’ 1 Tim. 1:5.

In terms of a potential leader, it blesses me when I see a man respond to instruction with a changed heart, a clearer conscience and growth in their faith.

Second, we need men to be FAT.

Faithful - to forge ahead and finish what we start.

Available - this means willingness to sacrifice today, and serve others.

Teachable - be vulnerable, willing to be personally accountable, to be subject to others and work under and with authority.

One last item I just read today. *‘Work hard and become a leader; be lazy and become a slave.’* Prov.12:24. It is not the only requirement to leading, but all successful leaders work hard, not just in ministry, but in their job.

Dean Klapatch
Glen Arbor Community Church
West Chicago, Illinois

“Should you ask me: what is the first thing in religion? I should reply: The first, second, and third thing therein is humility.”

Augustine

“Prayer is the first thing, the second thing, the third thing necessary to a minister. Pray, then, my dear brothers: Pray, pray, pray.”

Edward Payson

“Three things I look for in a brother I am considering for leadership.

- 1) Does he have an ongoing relationship with the Lord?
- 2) Does he reflect Jesus’ character of love?
- 3) VERY IMPORTANT! Does he like me? I need friends if I’m going into battle with them.”

Andy Sanchez
Lifesong Community Church
Rio Rancho, New Mexico

“We have a better chance if we stay together.”

Maximus
from the movie Gladiator

“In my estimation, a key milestone in a man becoming a spiritual leader is when he sees beyond his specific ministry in the church and starts developing an awareness, compassion and response to the various needs in the greater church body.

Also, the ability to defer to others with enthusiasm, though having a different preference, is a mark of a

humble leader to whom God will give grace and I will give more responsibility.”

Matt Gordon
Gator Christian Life
Gainesville, Florida

“I’m sad to see your arrival here, Sir,” a critic once greeted George Whitefield.

Whitefield replied, *“So is the devil.”*

“Glad to help! I thought about it for a couple of days, and here’s what I think:

I look for a man who is willing to sacrifice for the Lord. Peter said to Jesus, *‘We have left everything to follow you!’* Mark 10:28. If a man won’t make personal sacrifices to follow the Lord, he probably won’t want to follow where I’m going.

And I look for a man who is humble. I gauge this by whether he is willing to acknowledge his weaknesses and ask God and others to help him grow. If a man isn’t changing to become more like Christ, I don’t think he’ll hang around long.

These criteria come from lots of failure on my part to identify men to pour my life into. About three or four years ago at a National Pastors Conference you inspired me, Rick, to try again. This is what came out of several months of prayer over who to select.”

Rob Gerber
Cedarcreek Community Church
Eau Claire, Wisconsin

“Someday, someone is going to read it for the first time, believe it and act upon it.”

Leonard Ravenhill on the Bible

“ ‘The shepherds are senseless and do not inquire of the Lord; so they do not prosper and all their flock is scattered.’ Jeremiah 10:21. Leaders must, above all else, live with a passion for and a sense of urgency to get alone with God. Nothing, absolutely nothing, is more important than for a man to have his own intimate and vibrant relationship with the Lord.

‘At once Jesus realized that power had gone out from Him.’ Mark 5:30. A leader must continually be plugged into the only power supply that counts.

The leader is never more than the branch and so he must be continually grafted into the vine to flourish in ministry. John 15:5. The leader’s creed: ‘Do business with God and then do business for God.’ ”

Bob Bartlett

Cottonwood Community Church

Grand Forks, North Dakota

“Many a man who would never think of dashing out in the morning without his breakfast, his vitamins and his briefcase, plunges headlong into a perilous day with an unprepared soul . . . What a man is in his prayer life, is what he is, no more, no less.”

Vance Havner

“Potential leaders: The first thing, and of absolute necessity is, ‘Does the man love the Word? Does he

read it? Does he read it in a way to find comfort and guidance from God's Word? Can he hear beyond the echo of another man's thought about God's Word? And does he catch the voice of God?

After that I want to know, 'Does he love his wife? Does he love being with her? Are they friends? Is she his helpmate? Are they a team?'"

Charlie Meyer
Evergreen Community Church
Lakeville, Minnesota

- 1. If I falter, push me on.*
- 2. If I stumble, pick me up.*
- 3. If I retreat, shoot me.*

Foreign Legion's motto

"1. Perseverance. I see men with desire, but sometimes the desire fades and they get occupied with other interests or just get deflated and defeated in the pursuit of leadership. Our family of churches used to subscribe to the idea of 'every man an elder.' I don't think we were far off the mark, because every character quality of a pastor/elder is nothing more than the fruit of walking daily in obedience to God.

Just as a young boy will physically become a man if he eats and does right, so will the Christian young man become a leader if he just keeps putting one foot in front of the other. In just about every case, if a man desires the office of an elder, there should be no reason he doesn't arrive there.

My favorite quote is from Samuel Johnson: '*Great works are performed not by strength but*

by perseverance.’ A man who perseveres is a man who can be trusted with the church to never give up. If I know that a man will never give up or go away, then he’s got an essential badge of leadership.

2. Humility. Specifically in the realm of receiving reproof and instruction and in confessing faults. Proverbs 28 tells us that *‘He who covers his sins will not prosper, but whoever confesses and forsakes them will have mercy.’* When we are open with our faults and when we receive the input of others (the two go together), we demonstrate humility and put ourselves at the front of the line for God’s mercy and grace.”

Tom Dunham
Cottonwood Community Church
Grand Forks, North Dakota

P.S. Had to add one more . . . thought of it while I was mowing.

3. Loyalty! Thanks.

“The first quality I look for is a desire for God.

‘You will seek the Lord your God, and you will find Him if you search for Him with all your heart and all your soul.’ Deut 4:29. I believe if a man has a genuine desire for God and is growing in that relationship, he will be teachable, responsive, reliable in both the physical areas of life and the spiritual.

The second quality that I look for is loyalty. This doesn’t happen immediately, but happens in steps. He first may develop loyalty to his local leaders and the local church and then to the movement, but I would

never recognize a man who was not committed to our movement of churches.”

Jack Redmond
Tri-State Community Church
Dubuque, Iowa

“I try to observe their character over time, especially under stress and how they react to receiving input. Some guys are very eager to be a leader and want to start right now. But how do they react to waiting? Can he follow in the meantime..? Can he be faithful with smaller responsibility?

I also look for men that others already follow. And are they known for good relationships..? How do they treat their wife? Their family? Do they have conflict or peace in their life?

I don't know how to word this, but I also like to see 'holy passion' when things aren't right or organized. It's the guy who tries to improve things, who wants things to be better. Truthfully, even the most promising guys seem to always have a few rough edges, so I'll give them responsibility just to see how they do. I try to give them opportunity to succeed and fail and succeed again.”

Spencer Bernard
Evergreen Community Church
Bloomington, Minnesota

What do I look for in a potential leader? The immediate thing that comes to mind is humility. It is so important. Any prospective leader needs to understand that his role is not about himself, but about the One

who is over him - Jesus Christ. And he needs to be humble as he think of those around him - the flock. He needs to see that his whole being is about these two parties, not himself. First, humble before the Lord. And humble before the flock.

Secondly, I don't look for perfect men to be leaders. That's of course, impossible. Rather, I look for an imperfect individual who, through his weaknesses, brings glory to a perfect God. One who, in spite of all his flaws and unique personality traits – is a man whom people still see Jesus Christ through.

Ben Johnson
Rio West Community Church
Rio Rancho, New Mexico

“The training of the twelve was the great, difficult and enduring work of Christ. It is not great talents or great learning or great preachers that God needs, but men great in holiness, great in faith, great in love, great in fidelity, great for God – men always preaching by holy sermons in the pulpit, by holy lives out of it. These can mold a generation for God.”

E.M. Bounds

One last word:

It has been joy for me to edit these thoughts from my fellow pastors. They are brothers and what they have written encourages my soul. These men speak for my heart. These men repeated, each in their own way, the important character traits that we as a

movement aspire to, and seek to build into our men.

Leadership is not a matter of calling or personality or natural ability. I hope you caught that as you read my brothers. Leadership is not a gift, not at its root. At its source, leadership is first and always a matter of character. And because it is a question of character – this kind of character can be trained. We can see growth and change in our character, or God wouldn't ask us to grow and change.

“On the other hand, discipline yourself for the purpose of godliness; for bodily discipline is only of little profit, but godliness is profitable for all things, since it holds promise for the present life and also for the life to come.” 1 Timothy 4:7,8

Never forget that leaders are made, not born. And they are made by developing character. So work on your character, brother.

Keep pressing, Rick
Fall 2009

“I searched for a man among them who would build up the wall and stand in the gap before Me for the land . . . but I found no one.”

Ezekiel 22:30

“The Church at this moment needs men, the right kind of men, bold men . . . We languish for men who feel themselves expendable in the warfare of the soul, who can not be frightened by thoughts of death because they have already died to the allurements of this world.”

A.W. Tozer