

# Leadership #2: Identification & Instruction

## BACKGROUND

*Therefore, brothers, pick out from among you seven men of good repute, full of the Spirit and of wisdom, whom we will appoint to this duty.*

(Acts 6:3)

The early church was growing, but with the growth came challenges. The apostles decided to respond to these challenges by identifying leaders who could help carry more leadership responsibility in the church. They chose men who were full of God's Spirit and wisdom, prayed for them, and laid their hands on them.

## WHAT IS IDENTIFICATION?

Identification is the process of recognizing potential group leaders and helping them become leaders. Leadership development begins by identifying those who have the potential to lead and are willing and available to do so in this season.

As group leaders who want to develop new leaders, we are looking for those who are full of FAITH:

1. **Faithful**
  - They are consistently walking with God and helping others walk with Him as well.
2. **Available**
  - They are ready to serve and have time to do so in this season.
3. **Involved**
  - They are actively participating in a local congregation and consider Bethel as their church community.
4. **Teachable**
  - They are humble and willing to learn, grow, and receive training and correction.
5. **Hungry**
  - They have a great desire to love, know, and honor God with their lives.

**WHAT ARE THE GOALS OF IDENTIFICATION?**

The goals of identification are to help potential group leaders understand their calling, strengths, and opportunities to minister.

1. Calling

- God doesn't call those who are qualified—He qualifies those He calls.

*And the Lord called Samuel again the third time. And he arose and went to Eli and said, "Here I am, for you called me." Then Eli perceived that the Lord was calling the boy. Therefore Eli said to Samuel, "Go, lie down, and if he calls you, you shall say, 'Speak, Lord, for your servant hears.'" So Samuel went and lay down in his place. (1 Samuel 3:8,9)*

2. Strengths

- As we develop leaders, we help identify talents and abilities and help turn these talents and abilities into strengths.

*"Therefore, brothers, pick out from among you seven men of good repute, full of the Spirit and of wisdom, whom we will appoint to this duty." (Acts 6:3)*

3. Opportunities to Minister

- We recognize open doors and needs, and encourage potential leaders to serve in ways they haven't served before. Many times, the best way to identify calling and strengths is to see a need and meet it.

*<sup>8</sup>But I will stay in Ephesus until Pentecost, <sup>9</sup>for a wide door for effective work has opened to me, and there are many adversaries. (1 Corinthians 16:8,9)*

**HOW ARE YOU DOING IN YOUR LEADERSHIP CALLING?**

Look at each of the five characteristics of the FAITH grid. How would you grade yourself in each one of them? Why? Which one do you need to improve the most?

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**SUMMARY**

The calling, strengths, and opportunities for ministry for potential group leaders come from God. We help others identify their strengths and opportunities by highlighting what they're good at, what they are fruitful in, and what they can do. We want to identify potential leaders who are full of FAITH: faithful, available, involved, teachable, and hungry.

**INSTRUCTION**

*All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, <sup>17</sup>that the man of God may be complete, equipped for every good work. (2 Timothy 3:16.17)*

**WHAT IS INSTRUCTION?**

1. Teaching.
  - Teaching involves transferring information, as well as understanding doctrine and theology. Our minds are renewed and transformed as we go deeper in our understanding of God's Word.
2. Reproof.
  - Reproof is showing people the sin that they are in to bring them to repentance. It is exposing what is not right in their lives.
3. Correction.
  - Correction is rectifying, restoring, and re-establishing people to live righteously before God. It results in the improvement of one's character.
4. Training in Righteousness.
  - Training in righteousness is about developing disciplines in Christian living. Just like athletes who train and discipline themselves, potential leaders need to develop spiritual disciplines that will help them become effective leaders and ministers.

**WHAT ARE THE GOALS OF INSTRUCTION?**

Instruction is more than just about transfer of information or intellectual assent. Effective instruction leads to greater understanding and application of God's Word. God transforms us through His Word—renewing our minds and making us more like Christ.

## 1. Knowledge

*And so, from the day we heard, we have not ceased to pray for you, asking that you may be filled with the knowledge of his will in all spiritual wisdom and understanding, so as to walk in a manner worthy of the Lord, fully pleasing to him, bearing fruit in every good work and increasing in the knowledge of God. (Colossians 1:9,10)*

## 2. Understanding

*When anyone hears the word of the kingdom and does not understand it, the evil one comes and snatches away what has been sown in his heart. This is what was sown along the path... As for what was sown on good soil, this is the one who hears the word and understands it. He indeed bears fruit and yields, in one case a hundredfold, in another sixty, and in another thirty. (Matthew 13:19,23)*

## 3. Application

*But be doers of the word, and not hearers only, deceiving yourselves. For if anyone is a hearer of the word and not a doer, he is like a man who looks intently at his natural face in a mirror. <sup>24</sup>For he looks at himself and goes away and at once forgets what he was like. <sup>25</sup>But the one who looks into the perfect law, the law of liberty, and perseveres, being no hearer who forgets but a doer who acts, he will be blessed in his doing. (James 1:22-25)*

*Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect. (Romans 12:2)*

### **HOW DO POTENTIAL LEADERS RECEIVE BIBLICAL INSTRUCTION?**

Different settings are beneficial for instruction. This includes the preaching of God's Word, personal study, group study, classes, seminars, and conferences. Because instruction does not require face-to-face interaction, potential group leaders can and should receive biblical instruction through different avenues.

*These twelve Jesus sent out, instructing them, "Go nowhere among the Gentiles and enter no town of the Samaritans, <sup>6</sup>but go rather to the lost sheep of the house of Israel. And proclaim as you go, saying, 'The*

*kingdom of heaven is at hand.' Heal the sick, raise the dead, cleanse lepers, cast out demons. You received without paying; give without pay. (Matthew 10:5-8)*

But in 1 Timothy 3:14-15, we see **that instruction can also happen from a distance.**

*I hope to come to you soon, but I am writing these things to you so that, if I delay, you may know how one ought to behave in the household of God, which is the church of the living God, a pillar and buttress of the truth. (1 Timothy 3:14-15)*

### 1. Preaching of God's Word

- God anoints the preaching of His Word and illuminates our hearts and minds. This results in faith, edification, and understanding on how to live the Christian life.

*And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers. (Acts 2:42)*

*Until I come, devote yourself to the public reading of Scripture, to exhortation, to teaching. (1 Timothy 4:13)*

### 2. Personal Study

- We take responsibility for our own personal growth by devoting ourselves to the Word. Also, we can receive instruction from afar, such as through books and podcasts.

*Now these Jews were more noble than those in Thessalonica; they received the word with all eagerness, examining the Scriptures daily to see if these things were so. (Acts 17:11)*

*<sup>14</sup>I hope to come to you soon, but I am writing these things to you so that, <sup>15</sup>if I delay, you may know how one ought to behave in the household of God, which is the church of the living God, a pillar and buttress of the truth. (1 Timothy 3:14,15)*

### 3. Group Study

- We grow in our understanding of the Word with other disciples.

*With many such parables he spoke the word to them, as they were able to hear it. He did not speak to them without a parable, but privately to his own disciples he explained everything. (Mark 4:33,34)*

4. Classes, Seminars, and Conferences

- Our skills and capacity are upgraded through the training and equipping we receive. These classes go beyond knowledge and transfer and lead to Holy Spirit activation, impartation, and commissioning.

*And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ . . . (Ephesians 4:11,12)*

**ACTIVITY**

What biblical instruction do you think potential group leaders in your group need more of? How can they be taught to love and study God’s Word more? What books can they read? Which podcasts can they listen to? What classes can they attend?

How can you encourage them to go beyond knowledge and understanding to application and transformation?

**HOMEWORK: IDENTIFY POTENTIAL GROUP LEADERS**

Of those who in your Life Group, identify one or two potential group leaders, based on the FAITH grid. Who do you think is ready, willing, and able to lead? Why?

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