

FAQ -

CHRISTIAN LEADERSHIP 1

How Will You Best Define Leadership?

Leadership is not a title, not a qualification, not a position but is simply influence. Every one of us is a leader over those whom we have influence. A five year old boy is the leader of a three year old boy who looks up to him and wants to follow him. Everyone is a leader whether officially or unofficially, whether over many or few, whether over important people or unimportant people.

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Are Leaders Born or Made?

This same question is asked about everything else. For example, when you ask a badminton coach, “Are good badminton players born or made?” I am sure the coach’s answer will be, “He is born to be a good badminton player but he must be made to be a better badminton player.” It is obvious that everyone can play badminton. Some will be work-class, some Indonesian-class, some will be kampong-class, but all can play badminton. In the same way, all can be leaders! But not all will be world-class leaders.

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What Motivates Leaders to be Leaders?

The greatest motivation for Christian leaders to be leaders is that through their leadership they can influence people to know God and to become more like Christ. Leaders are people who have influence over others. Leaders have followers. So Christian leaders know it is such a privilege to lead their followers to the Cross to receive Jesus as their personal Savior. And then after they have received Jesus as their personal Savior, they can lead them to become more and more like Christ.

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How Can Leaders Keep Themselves Motivated?

Possibly the best motivation that keep leaders going on in the leadership journey is that they know they are doing the will of God, which Jesus clearly told us (to make disciples in Matthew 28: 18 to 20). Another good motivation is to see how lives of their followers are changed. This is almost like what keeps parents going on in their parenting role when they see their children growing up to be more and more matured, and becoming better and better people.

What Is The Leader's Best Asset?

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The Christian leader's best and most important asset is the partnership of the Holy Spirit. The Bible tells us clearly that when we receive Jesus as our Savior, we do not only receive the promise of eternal life but we also receive the partnership of the Holy Spirit. This wonderful truth is clearly taught in (Galatians 2:20, 1 Corinthians 3:16, 1 Corinthians 6:19). Without the partnership of the Holy Spirit, we will lack the courage, wisdom, power, love, patience, etc. to be a good leader.

What is the Most Difficult Part of Being a Leader?

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Possibly the most difficult part of being a Christian leader is that we are dealing with sinful men. Every man is born as a sinner (Psalm 51:5, in Bahasa Bible Psalm 51:7). Therefore all men are born spiritually dead (Ephesians 2:1) and have no desire for spiritual things (Romans 3:11). Many Christian leaders do not realize this and they teach and teach the Bible to spiritually dead men who do not change at all after years and years of leading them! It is so frustrating trying to change a dead man! This difficulty is overcome when we realize that every person, whether in the church for many years or not, needs to be born again (John 3:3) by first repenting of his sins and personally receiving Jesus as his Savior (John 3:16).

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What is the worst fault a Leader can Make?

The worst fault of a Christian leader is to think that he has the power to change lives by his position, personality or program! He must first humble himself and realize that he needs the power of God in the Gospel (Romans 1:16) for his followers to be born again (John 3:6,7). Then, he needs to know that he needs the continued partnership of the Holy Spirit to work through him as he tries to change the lives of his followers by his preaching/teaching/disciplining.

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Can you share the top three misconceptions in Leadership?

In my opinion, the top three misconceptions in Christian leadership are: firstly, that leadership is all about a title or position. Secondly, only people who are born as “natural leaders” can be leaders. Thirdly, effective leadership is all about your personality and tactics.

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How should a Leader lead through Change?

The first thing the leader must do is accept that change is part of life on this earth. Nothing on earth stays the same. Then, the leader must learn to be flexible in his methods (but firm in his principles). In other words, the truths of the Bible never change but the methods that we need to use to apply these truths in our life and to teach these truths to others need to be changed all the time. And the best way to learn how to change effectively is to learn from others who are better leaders than us.

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In which way do we see technologies affect Leadership and Leaders?

Technologies will affect leadership very greatly in the 21st century. I believe that God has allowed the invention of many new technologies that help us to spread the Gospel quickly, easily, and economically to anyone anywhere. I believe that we are living in the last days before Jesus comes back again. Therefore, the Gospel must go out to all people everywhere according to Jesus' promise in Matthew 24:14 ("And this gospel of the kingdom will be proclaimed throughout the whole world as a testimony to all nations, and then the end will come.") Therefore, leaders must learn to use these technologies to fulfill the promise given in this verse!

FAQ -**CHRISTIAN LEADERSHIP 11**

Will it still be effective for a Leader to have a long-term plan in the new normal Days?

It is always important to have a clear goal so that we will not get diverted and distracted in our leadership journey. It is also useful to have a long term plan (say, a 3 year plan) to put down the steps needed to reach your goal. This long term goal will serve as a good guide on your leadership journey. However, as things change quickly in the 21st century, we must not be locked into our long-term plan as if it was a perfect plan! But we must be willing to make adjustments if sudden major changes take place (for example of Covid epidemic.)

FAQ -**CHRISTIAN LEADERSHIP 12**

As an old Leader living in a traditional form of ministry, what are the things I need to unlearn and learn to be a more effective Leader?

It is important to learn that we are called by God to reach our generation. Therefore, we cannot use the methods that we learned from the previous generation of leaders because those methods were suitable for that generation but are no more suitable for our generation. We need to understand that the Bible teaches us unchanging principles but the Bible does not teach us to use unchanging methods. For example, we do not use the Hebrew language in our church because nobody understands it. Neither do we sing psalms in Jewish tunes because that will be very strange to us in this generation. This is very different from other religions where the method of the leader/prophet should be followed exactly.

We are given the Holy Spirit to help us apply the unchanging Bible principles to become the methods that are appropriate to this generation. When we unlearn that the traditional way is the best way, then, we can learn the new ways that God can teach us to apply to our ministries!

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What are the most important values that a Leader should Uphold?

I personally believe that the two most important values are humility and integrity. It is very easy to feel proud as a leader and to abuse our position and privilege. This is a common problem for leaders who lack humility and enjoy the position of leadership rather than see it as a privilege of serving God and others.

Integrity is very important because leaders can use their position and influence to take advantage of others. Furthermore, people may share confidential things with leaders and it is important that such confidential things are not shared with others. When leaders lose their integrity, then, their followers will not trust them, respect will be lost and influence will be lost.

**FAQ -
CHRISTIAN LEADERSHIP 14** ➔

What are the most important traits that Leaders must Possess?

Christian leaders must possess love for the Lord, love for others and a prayerful spirit. There are many disappointments and frustrations in leadership. Unless we have a strong love for God and for others we will give up serving others sooner or later. If we expect thanks and gratitude from those we serve we will often be disappointed. But if we serve because we love the Lord and others rather than our own selves (and expect praises in thanksgiving), we will give up sooner or later. We must have a prayerful spirit because even if we do our very best we do not have the power to change the lives of those we lead. We need the partnership of the Holy Spirit to do the transforming work in the lives of our followers.

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As a Leader, what is the best characteristic that I need in the New Normal World?

The new normal will be a world of many changes due to wars, pandemics, climate change, earthquakes, etc. The new normal world will also be a world of many new technological advances. Therefore, leaders must possess the ability to be fast, flexible and decisive.

Leaders must also possess the willingness to learn new technologies to use in their ministries. In other words, we must be willing to leave our comfort zone of doing the same thing that we are comfortable with and move on to new ways of doing things using new technologies to be more effective and efficient.

**FAQ -
CHRISTIAN LEADERSHIP 16**

What is the one habit that made you a better Leader?

The most important habit of a leader is discipline. You must have the habit of discipline to set aside time for the important things in your life. For example, discipline to wake up early so that you have time for the word of God and prayer, to set time for studying and learning new things and time for your family.

**FAQ -
CHRISTIAN LEADERSHIP 17** ➔

What are some of the behavioral/traits that you have seen that have derailed Leaders?

The three common “lusts” that derail leaders are power, money and sex. Sinful men love to have power over others rather than to serve others. Christian leaders may start off humbly serving others but soon they may be tempted by the lust of power and start to desire titles, position and power, rather than look for opportunities to serve others. Christian leaders must constantly remind themselves of the life of Jesus Christ - the perfect Servant Leader. With leadership comes respect and with respect from others it is easy to use this to get personal gain from others (love offerings, free tickets, fancy hotel rooms).

Some Christian leaders even corrupt the gospel and preach the “prosperity gospel” to get money from their followers. All Christian leaders must be aware that the temptation of sex is very real. Therefore they must be extremely careful when dealing with the opposite sex and take all measures to prevent falling into temptation.

**FAQ -
CHRISTIAN LEADERSHIP 18**

How do I lead when I am not in charge but I see the Need?

If you are not the person who is in charge then you will have to be careful to show respect to the leader. If you do not do this, then you will cause problems and cause disunity.

The best thing to do is to pray for an opportunity to talk to the one in charge. And if God answers your prayer and gives you the opportunity to talk to the leader, then give your suggestion of what needs to be done. You must do this humbly and respectfully, otherwise, you will get a bad reaction from the leader. You must also do this at the right time when no one else is around. Or you can do this when the leader asks for suggestions at a meeting.

FAQ - CHRISTIAN LEADERSHIP 19

How does a Leader build support for Ideas?

Any idea for a change in the way things are done should be done gradually and wisely. Most people do not like to change because change is uncomfortable. Therefore, the initial reaction for any idea to change something is usually a negative reaction. A wise leader will first share the problem to his team and then ask them for ideas regarding how to improve the situation. When people are involved in giving ideas and you add your ideas to their ideas, they will see it as part of their ideas so it is easier for them to accept the change. A big change usually needs lots of time for people to digest and accept the change. So, you must be patient and prayerful.

FAQ - CHRISTIAN LEADERSHIP 20

**As communication is a key factor in Leadership
how can a shy person be a Leader?**

A shy person is one who prefers to avoid people if possible. However, a leader who is shy by nature has to realize that he has to meet his people to influence them. This may not be natural to him but this is something he has to learn to do. He will benefit from learning some basic communication skills. There are many courses on communication skills available freely on the internet. Communication like any other skill can be improved with practice. A leader has to discipline himself to improve his communication skills.

FAQ - CHRISTIAN LEADERSHIP 21

Are you more comfortable with spoken or written Communication. Why?

Personally, I am more comfortable with spoken communication because I am by nature not a writer but a talker. However, I often realize that written communication is required especially when the matter is complicated. When a complicated matter is spoken, many people cannot remember too many things. So, for complicated matters I prefer to write them down (preferably in point form) so that the team can take time to understand the steps and remember them.

FAQ - CHRISTIAN LEADERSHIP 22

What are your thoughts about Collaboration (and New Ideas)?

Obviously, no one has all the skills and connections by himself. Similarly, few organizations have all the skills and connections in that one organization. Therefore, it makes sense to collaborate with others who have skills and connections that we may not have. In the past this was not easy to do because of poor communication. Today collaboration is much easier because of the ease of communicating with others. Of course, one has to choose the right partners to collaborate with. Trying to collaborate with the wrong partners will bring more problems than ever!

FAQ - CHRISTIAN LEADERSHIP 23

What do you do to ensure that strategic plans become a Reality?

The way to make plans a reality is to assign people to each task in the plan and give them a deadline for that task and then have regular follow up meetings to see that each one does his task. A Project Coordinator is needed to keep track of the progress of the plant. Most leaders are so busy they do not have time to keep track of each step of the plan.

FAQ - CHRISTIAN LEADERSHIP 24

What is a measure of a Leaders success or failure?

An average leader is happy if he completes his task at the end of his term of leadership. A true Christian leader has a role model in Jesus Christ who left the perfect model for the measure of true successful leadership, namely, that a good

Christian leader leaves disciples who does better than himself and his disciples are taught to leave disciples who are better than them and this process should go on and on.

Jesus left 12 disciples. Today there are 2,000,000,000 people who called themselves followers of Jesus!

FAQ - CHRISTIAN LEADERSHIP 25

As a pastor who is leading a big church but doesn't know how to manage it in this pandemic, how will I involve my Elders in the Workforce?

Firstly, you must have wonderful relationships with your elders. So, take time to build strong relationships with them.

Secondly, they need to trust Jesus personally as their Savior.

Often elders are appointed because they are respected people who have been in the church, but frankly some of them may never have personally trusted Jesus as their Savior. So please take time to share the Gospel with them in a gentle and wise way so as not to offend them.

Thirdly, you need to spend time sharing your vision with them about what you plan to do for the church. Do not move too fast until most of your elders accept your vision as something good for the church.

Lastly, you need to train them so that they can be useful co-workers with you to serve the church.

In conclusion, this is a slow and intentional process. It is a long and difficult journey but it is worth it. Most things that are worthwhile are not easy and quick.

FAQ - CHRISTIAN LEADERSHIP 26

**How will I
maximize
people skills in
this pandemic
so that they
won't feel
Useless or
Ineffective?**

The pandemic limits face to face contact but opens our minds to accept internet contact. Of course, face-to-face contact is still preferable but frankly it takes more time to have face-to-face contact. Furthermore, during the pandemic you may spread infection by visiting people.

Therefore, the best way to help people to be useful and effective during the pandemic is to help them to be skillful in communicating on the internet and skillful in using the internet. This may sound easy but it is not easy because face-to-face communication has been the normal form of communication since the time of the Garden of Eden.

FAQ - CHRISTIAN LEADERSHIP 27

**How can I help
my Team
Members to be
the best persons
that they can be
and achieve their
full potential as
God intended
them to be?**

You must first help your team member to discover his talent/spiritual gift. After he is clear of his talents/spiritual gifts, then you encourage him to be trained to maximize that talent/spiritual gift by training him or helping him to get the right training from others (the internet is a very useful tool for this).

Furthermore, you must also free him up from other task so that he can focus on maximizing his talent/spiritual gift.

FAQ - CHRISTIAN LEADERSHIP 28

What do you do to take care of your Team Members/Staff?

The most important thing is to show care for them. People don't care how much you know but want to know how much you care for them. Nobody likes to be used by others but everybody likes to be cared for by others.

Care does not mean to pamper them but to be concerned for their well-being, helping them to grow as people and as Christians, and equipping them to be more effective Christian workers.

FAQ - CHRISTIAN LEADERSHIP 29

**Can you share
some techniques
you used to
motivate/inspire
your Team?**

Words are very powerful and do not cost a lot of time or resources. Words are a leader's best friend/tool.

Words of appreciation, words of encouragement, words of challenge - spoken or written at the right time (usually immediately or as soon as possible after the event) are very powerful. Recognizing and praising a person in front of his team members for a good effort is very motivating. It is more appreciated than cash or material rewards by most team members!

FAQ - CHRISTIAN LEADERSHIP 30

**How will you
monitor the
performance of
the people that
I am leading?**

Unless you are leading a very large team of people, it is best to monitor them informally rather than by asking for official written reports. Periodically chat with them and ask them how they are doing, how the project is doing, what struggles they are facing on the project and how you can help them. By using this method, they do not see it as monitoring for punishment but rather monitoring for mentoring purposes. This will not only help you to monitor them but will also help you to motivate them at the same time.

FAQ - CHRISTIAN LEADERSHIP 31

HOW OFTEN DO WE REMIND PEOPLE THAT WE ARE THE LEADER WHEN IT COMES TO DECISION-MAKING?

If you have to remind people that you are the leader when it comes to decision-making, then obviously they do not respect you as their leader. You have obviously failed to earn their respect and trust but you are only a leader by title/position. This is the weakest form of leadership and such leadership gives you no real authority. Even if you remind them that you are the leader and that you make the decisions, they will not cooperate to make your decision succeed. They will either ignore your decision and do their own thing or even worse still they will sabotage your decision by doing things to destroy your decision!

If you feel that you need to remind them that you are the leader then it is best for you to step back and build relationships with them, and then get respect from them, etc. These principles are taught in John Maxwell's "5 Levels of Leadership" - position, permission, production, people-development, and pinnacle.

FAQ - CHRISTIAN LEADERSHIP 32

IN TIMES OF CRISIS WHAT IS THE “MUST HAVE” ATTRIBUTE OF A LEADER?

God often allows crises in the lives of leaders to test us, train us and strengthen us. In a crisis, leaders must never lose faith that God is still sovereign and He has allowed the crisis to happen for a purpose (Romans 8:28).

We must continue to trust that God will lead us through the crisis as we depend on him and seek his advice and do our best step by step. We must not only have faith in God but we must also encourage our team that God is still on the throne and God has a plan for us as we go through the crisis. We must always remember that God wants to train us and there are many useful lessons that we can learn in a crisis. For example, we will learn to pray more. We will learn to be humble. We will learn to be more sympathetic to others who go through crises, etc.

At the end of the crisis, after we have gone through it successfully, we are strengthened to know that God has been with us and will continue to be with us in whatever future crisis we may face.

FAQ - CHRISTIAN LEADERSHIP 33

HOW DO YOU RESPOND TO CRITICISM?

First we need to find out who gave the criticism. If the criticism came from a friend, whom you trust and know that he wants you to improve, then you must immediately thank him for giving the criticism. Because it is not easy even for a friend to criticize you. Most friends would just prefer not to criticize you. If all your friends do not criticize you, you will not know your mistakes and cannot improve.

If you know that the criticism came from someone who wants to attack you, then you will have to assess whether the criticism was a fair one or it was an unfair/unjust criticism. If it is a fair criticism, even though it came from someone who wants to attack you, you should still try to learn from that criticism. If the criticism is unfair and it comes from someone who wants to attack you then you should ignore it and not be discouraged by it.

Most of us cannot recognize our own mistakes and criticism is one way for us to be aware of our mistakes. Therefore, we should see criticism as a “free gift” to help us to improve. However we must not allow unfair criticism to discourage us unnecessarily. If we are discouraged by unfair criticism then we will soon be so discouraged & we will stop serving God.

FAQ - CHRISTIAN LEADERSHIP 34

AS A LEADER, HOW DO I DEAL WITH DISCOURAGING TIMES? (I DON'T WANT MY MEMBERS TO KNOW THAT I AM STRUGGLING).

The best way to deal with discouragement is to remember that results do not belong to us. We must do our best and trust that God will do the rest. Results belong to God but responsibility to do our best belongs to us. We must be humble enough to realize that we have no power to change people - we can't even stop our baby from crying, let alone change our members or our church!

Another way to deal with discouragement is to have a mentor with whom you can share your discouragement. Your mentor will likely tell you that he has also been through very similar times of discouragement and that times of discouragement are often God's way of humbling us and of helping us to be more humble and prayerful.

FAQ - CHRISTIAN LEADERSHIP 35

HOW SHOULD A LEADER DEAL WITH DIFFICULT OR REBELLIOUS PEOPLE?

It is important that we learn to discern between a difficult person and a rebellious person. A difficult person may just be a person who is slow to understand or slow to change or struggling with some issues in his life. For such people we need to be patient with them and help them slowly and patiently and help them if they have some issues that they need help with. A rebellious person should be dealt with in a different way. Firstly, he must not be allowed to infect others in your team with his spirit of rebellion. An effective way to do this is to gather the whole team and tell them the importance of working together as one team - that unity is very important in any team/family. Then you must deal with the rebellious person personally. Tell him to meet you in your office and tell him that you have noticed that he seems to frequently oppose your views/leadership. Then ask him if there is any reason why this is so. It is important to listen to him as he may have some good reasons. It is important to be firm but not harsh. It is important for him to know that you are concerned for team unity and not for your own ego.

FAQ - CHRISTIAN LEADERSHIP 36

WHAT HAS BEEN YOUR GREATEST FAILURE AND WHAT DID YOU LEARN FROM IT?

It is difficult to say what has been my greatest failure because I've had many failures.

Possibly my greatest failure was to think that I knew a lot about leadership just because I had been a leader before. I failed to realize that leadership involves so many different skills and that I must always keep learning more and more about leadership because it is an endless journey of improving so that I can be a better leader and influence more people for God!

Conflicts and disagreements are very different things. Disagreements are healthy because it shows that people are expressing their opinions rather than just keeping quiet. It is obvious that in almost all decisions, there can be disagreements on the best way to decide because it is rare to make a perfect decision that is good for the organization and that pleases everybody or every department. As good leaders who want to make the best decision we should cultivate a culture where team members feel free to express their agreements graciously and express their suggestions on how the decision could be improved.

In such a culture, future leaders are trained and the best views come up. (Remember that no leader can see all these views on his own). So a wise leader will listen to all the disagreements and finally come up with the best final decision that is good for the organization and also sensitive to the people and departments in the organization.

Conflicts usually happen in the wrong type of organizational culture where people have no opportunity to express their disagreements except by arguing aggressively. Sometimes disputes are caused by problematic people who are just rebellious by nature. Such people should be counseled. This counseling should be done at the right time in private. It is important to find out why this person has not learned how to express himself courteously and needs to be aggressive and cause conflicts.

If after much counseling this person continues to cause conflicts unnecessarily then he should be removed from the organization.

How do we resolve Conflicts and Disagreements as a Leader?

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How should a Leader rebuke or correct a Team Member?

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It is important to realize that there is a difference between correcting and rebuking.

A good leader sees a mistake and calls his team members to his room and asks questions. For example, “I noticed that you come late to work. May I ask you why this is happening?” After listening to the answer the team leader would then teach the person wise ways of how to correct his mistake of coming late.

In most cases, if correction is done, the person will correct his mistake so there is no need to rebuke.

If the person continues to come late, only then does the leader need to rebuke him by giving him a warning that if this continues he will be asked to leave the organization.

You realize you are a leader when people look up to you for leadership. When your children look up to you for guidance. You realize that you are a leader to your children. When your wife looks up to you for advice. You realize you're a leader of your wife.

When your church members look up to you for leadership. You realize that you are a leader of the church members. When other pastors look up to you for advice and leadership. You realize you are a leader of these pastors. If you want to be a good father then your role model should be a good father. In my case, it was my own father. Similarly, when I needed a role model to be a good husband it was my own father who was the best role model I had. When I wanted to be a good pastor, I looked to Jesus and how he pastored his people.

How did you realize you want to become a Leader? Who are your Role Models?

FAQ -
CHRISTIAN LEADERSHIP 39

Mentoring other leaders as Jesus did. Jesus left this example of mentoring his disciples.

What do you think is your Greatest Accomplishment as a Leader? Why?

FAQ -
CHRISTIAN LEADERSHIP 40

Am I becoming more Christlike
as a leader? Do others see
Christ in my leadership?

**What questions
have you been
asking yourself
lately that help
you evaluate your
Leadership?**

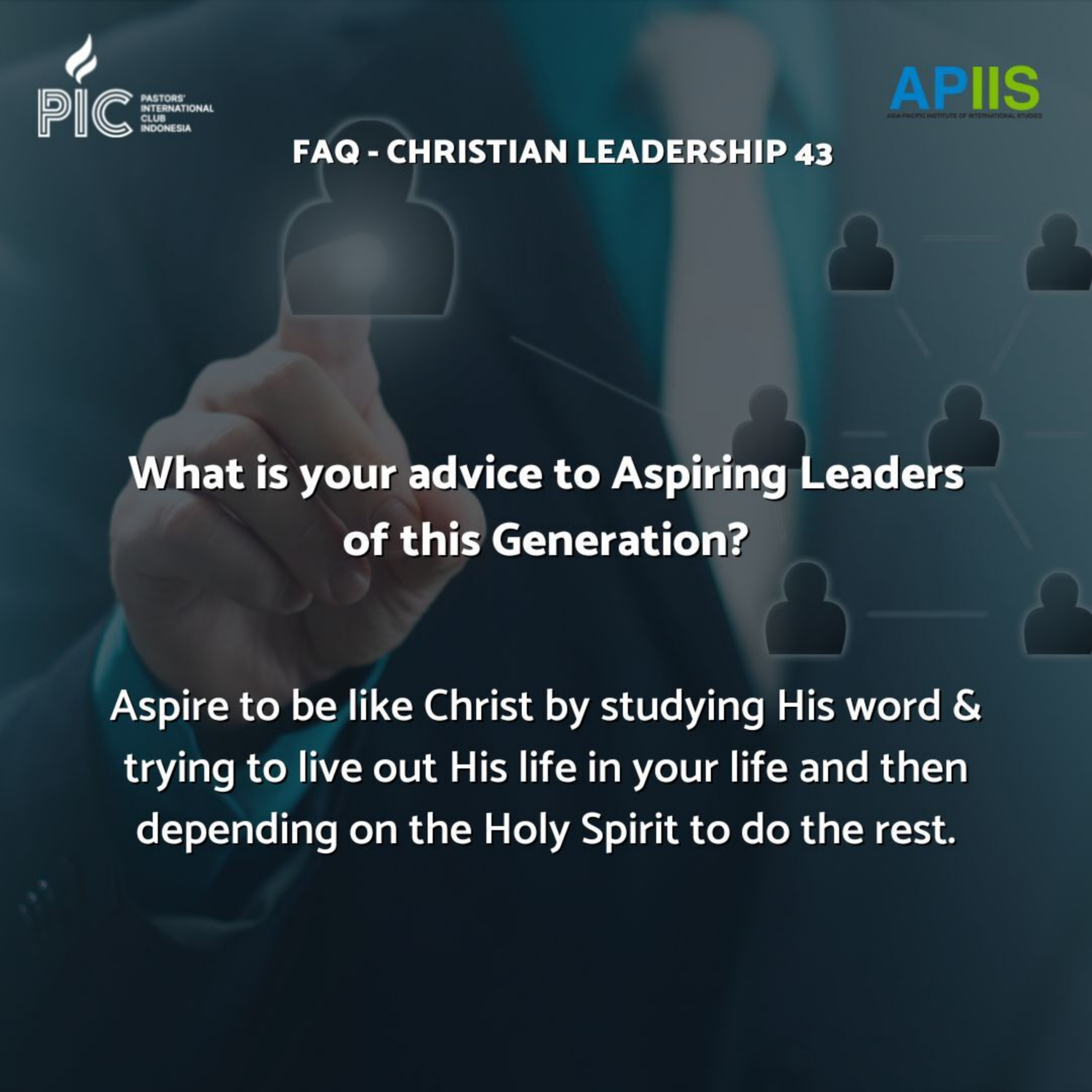
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If you do your best to do God's work in God's way, you can rest assured that you will get God's results on your work!

**How assured are
you that some will
carry on the
Legacy you've left
behind when
you're gone?**

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FAQ - CHRISTIAN LEADERSHIP 43



**What is your advice to Aspiring Leaders
of this Generation?**

**Aspire to be like Christ by studying His word &
trying to live out His life in your life and then
depending on the Holy Spirit to do the rest.**

FAQ - CHRISTIAN LEADERSHIP 44

What role does God play in your Life and Leadership?

God is the central role because whatever I do will not work unless God blesses my work. Unless God blesses my Bible study, I will not have understanding. Unless God helps me to obey the Bible, I will not obey it. Unless God blesses my disciple-making I will not have the right people to disciple.

FAQ - CHRISTIAN LEADERSHIP 45



**Can you share the most important lesson
you learn as a Leader?**

**Keep learning from the Bible, from the life of
Christ, from other leaders from books, etc.**