

# QUESTIONS FOR AFRICAN LEADERS SEMINAR

October 2008

(The material below was presented to 50 participants. Only 12 forms were returned. Some forms were completed by one leader but represented two or three leaders from a congregation. Numbers indicate the frequency of the suggestion. Not all questions were answered on some forms.)

**1. Define any five difficulties that the church in your area will deal with in the next 5 years?**

*Finding His Will to give and support full time workers; raising resources*

*Hiring full time preachers*

*Reaching the community around the building (in our area)*

*Establishing new congregations (2)*

*Excess orphans, crime, unemployment, and juvenile delinquency*

*Advanced evangelistic training; evangelism (4);*

*Post modernism*

*Lack of biblical training and teaching (2)*

*Increased secular, materialistic, and unethical influences; decline in morality*

*Loss of members in the local congregation through immigration*

*Increasing state pressure/opposition regarding "political correct" issues.*

*Increasing economic pressure*

*Crisis in leadership as older members "pass on" and go to be with the Lord*

*Need for a clear vision and communication of that vision*

*Growing belief in false doctrines due to broad-based exposure (2); keeping doctrine pure*

*Complacency and non-participation of members; involving members*

*Spiritual growth to maturity of members (3)*

*Selecting and electing elders; leadership training to strengthen existing elders and leaders; problem: perpetuation of poor leadership models;*

*Lack of church discipline for continuing immoral behavior*

**2. Have there been any plans developed by the congregation where you attend to overcome those difficulties?**

*From all the forms submitted only 6 said "yes" to this question. Here are their responses:*

*Building plans for educational center; classes for leaders; sending individuals for Advanced Biblical training*

*Renewed emphasis on evangelism*  
*Review our approach in all Bible classes*  
*Training young teachers and young leaders*  
*Leadership committee has been formed*

**3. How would you define the leader that you most likely would follow?**

*Christ-like; strives to be like Christ; lives a Christ-like example*  
*One who has the disposition of a servant and uses the Bible as a manual*  
*One who lives his leadership teaching*  
*A doer of the Word*  
*A humble man who does not vary from the Truth; one with a sound knowledge of the Scriptures; humble heart and strong will*  
*Not one who is autocratic*  
*Willing to lead others into Christian service, ie., "work yourself/teach yourself out of a job"*  
*Honest man*  
*Visionary; strategic; disciplined*  
*One who is Spirit-led*

**4. If there were a leadership seminar coming up next week and you had been asked to present a speech, what would you call it? Why would you choose that subject?**

*Equipping His Saints- involvement of every saint*  
*Becoming More Like Christ – because Christ rebuked, encouraged, admonished, served and did all the things a leader should do; but he did them in love, thinking first and foremost about the person's soul*  
*Nehemiah and the Principles of Godly Leadership – by knowing the basic principles involved, all can improve their effectiveness*  
*Servanthood – because leaders are there to lead the church as servants. A good leader is a good servant.*  
*Critical Thinking – text from Seven Habits of Highly Effective People, Steven Covey – because this book moves from dependence to interdependence*  
*How To Be a Christ Leader Without Being a Fake – not holding to a position of political leadership only*  
*Desire for Leadership – implications need to be explored to ensure proper awakening of a desire to serve God's people before we can even look at qualities God desires for leaders*  
*Integrity – without integrity everything falls*

Shepherding the Flock – because we are losing members and there is a lack of spirituality because of not being shepherded

Leadership – what it means; what it entails; how it must be done

Commitment – sometimes this is lacking

**5. How does the church in your area form its perception about work that needs to be done?**

*Crisis management*

*Teaching, preaching, men's meetings, congregational meetings (3)*

*Feedback from members on informal basis*

*Through the leadership (3)*

*As opportunities arise out of campaigns and outreach into community*

**6. Who usually takes the lead in getting things done in your congregation? Who should take the lead?**

**Elder**

**Deacon**

**Member**

**Preacher**

*The only one of the above that was NOT circled was the **Deacon**; “**Leader**” was added to the list. (This answer demonstrated an interesting view on what is considered the work of the deacon.)*

**7. How much does Western culture influence the way the church in Africa does church? Worship? Evangelism?**

*There is a huge influence. About 90%. At the same time many cultural practices can take the church in the wrong direction. Western, as well as denominational cultures dictate or has too much emphasis on dress, presentation of lessons, etc.*

*Some situations it is effective, but some situations need to be adjusted.*

*ONLY ONE said that we have not been affected by it.*

**Ministry** – often overlooks African culture regarding older people and women in particular

**Worship** – sitting formally in rows, singing four-part harmony are all strange to African culture. Too much singing from U.S. hymns.

*If we stick to biblical pattern it does not influence our worship.*

**Evangelism** – One-on-one evangelism is not really African.

**Worldly influences** are present in the church throughout the world and Africa is no exception.

**8. How would you define a spiritually mature leader?**

*One who leads by example and knows God. His life and leadership is Jesus Christ*

*Self-controlled, hard-working, compassionate lover of souls, good knowledge of the Bible; constantly with the Word of God*

*One who leads with love and care*

*One who serves*

*Seldom needs authority to get things done*

*One who enables others*

*Understands God's call on their life*

*Understanding, gentle, kind*

*Strong, decisive*

**9. What kind of leadership traits do think the spiritual leaders need?**

*Vision, love, passion, dedication*

*Wisdom, deep knowledge of the word, able to motivate others, compassion for the lost, needy, sick and infirmed*

*Godly, kind, sincere, spiritual*

*Willingness to stand firm*

*Thankful*

*Willing to show hospitality*

*Endurance*

*Patience*

*Wisdom*

**10. What are your suggestions for training and preparing the leaders that you have described?**

*Leadership Seminars and Workshops (6)*

*Bible college courses (2)*

*Special class to the church; start early (3)*

*Mentoring of new leaders; Practical application opportunities (5)*

*(It was suggested that the Bible be the primary if not the exclusive text for studying biblical leadership.)*