Christian Leadership

UbuHoli bobuKhristu

with Zulu context
Author’s note: This Christian Leadership Booklet was originated in South Africa, mainly for South African Christian believers who wish to learn what the Bible teaches about leadership. The Booklet is predominately in English with Zulu contextual translations.

A [Zulu Context] was included in the booklet to help give a local, cultural understanding of some of the English terms. The context was provided in Zulu, not ignoring the other tribal languages, but only because of accessibility. Please forgive the author for any grammatical or misinterpretations using the Zulu language. In addition, the use of “he” refers to the general usage of both male and female. The use of “Man” refers to mankind. The use of “He” or “Him” refers to God.

A number of footnotes have been used in the book to provide reference information to clarify or expand on a specific subject. The footnotes are identified with a small number next to the word, and you will find the foot note at the bottom of the page, as shown here.¹

This Booklet is also available as an e-Book in .pdf format on the www.molinarmission.com website. The Table of Contents contains links to various sections in the book by simply placing the cursor over the link and pressing [Ctrl] + [Click] together.

The Molinar Team have worked diligently together on this booklet, and we are proud to make it available to one and all, to those desiring to learn more about Leadership in the Christian Life, and what it takes to live the Christian Life.

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Sources and references used in compiling this booklet are provided below:

- Zulu Scripture also quoted from www.wordproject.org, IBhayibheli, 1959, International Bible Association, registered in Macau, China.

¹ This is an example of the footnotes you will find at the bottom of many of the pages.
2 Timothy 2:15 states the importance of studying the Word of God: Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the Word of Truth.
Our prayer, as together, we continue to learn the Word of God:

Give instruction to a wise man, and he will be still wiser;
teach a righteous man, and he will increase in learning.
The fear of the Lord is the beginning of wisdom,
and the knowledge of the Holy One is insight.
For by Me your days will be multiplied, and years will be added to your life.
If you are wise, you are wise for yourself; if you scoff, you alone will bear it.

(Proverbs 9:9-12)
The principles taught in this booklet are lessons learned over 45 years, from our Pastors, R B Thieme Jr., and his son, R B Thieme III, Berachah Church, Houston, Texas. For their faithful teaching of the Word of God, we have immense gratitude. Through their teaching, we have come to appreciate the importance of learning God’s Word, to live the Christian life, and glorify God through our Christian service. Our service as missionaries is assisted by the gracious administrative work of Operation Grace World Missions (www.ogwm.org). OGWM was incorporated in Houston, Texas, USA, in 1975 for the purpose of spreading the Gospel of the Lord Jesus Christ throughout the world.

God gave us a ministry. He works His Plan through many people who are with us on this incredible journey. Some, we do not even know. But through all of their encouragement and prayers, we are equipped and strengthened for the mission set out before us. Faithful friends are a rich blessing. God has provided such blessing, especially through our friend Terry Wilson and his family from Texas. Terry’s thoughtful insight into leadership, coupled with our many invigorating discussions have greatly assisted with the editing of this Booklet. The value from all of our “like-minded” friends and supporters is written into these pages.

We owe everything to our Lord and Saviour Jesus Christ, who redeemed us from the Slave Market of Sin. Because of His sacrifice on the Cross, and through our belief in His Name, He gave us the gift of eternal life through His resurrection and ascension to Heaven. God the Holy Spirit gave us a gift to serve others, preach the Gospel, and teach the Word of God. Molinar Mission was formed for that purpose. We hope that this book on Christian Leadership will help us all to understand our obligations of service in God’s Plan as Christian Leaders, and will give each of us a greater appreciation of The Unfailing Love of God and His Matchless Grace.

Tom and Cheryl Molinar  
American Missionaries  
South Africa, 2020

**Financial Policy:** Jesus Christ encouraged His disciples with these words: Freely, you have received, freely give, [Namukeliswe ngesihle, yiphani ngesihle] (Matthew 10:8). There is no charge nor any restrictions placed on this booklet, or any material produced by Molinar Mission. God’s Grace provides all that is needed. We wish to reflect His Grace. This book may be downloaded, printed, copied and made available to anyone who may desire it. An e-book copy in .pdf format may be downloaded from www.molinarmission.com.
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Christian Leadership is an eminent quality in any person who possesses it. It is a personal virtue with the highest and noblest values of the Biblical Honour Code. Those who possess these qualities, honour God. God looks into the heart of such a person, and sees a strong and courageous, humble servant who can stand up and say, “Not I, but the Power of God that resides in me.”

Leadership is learned from the greatest Leader who ever lived, The Lord Jesus Christ. In His human birth, He humbled Himself and became obedient to death – even death on the cross! (Philippians 2:5-8). He was despised and rejected by men, but He never lost His integrity. He was oppressed and afflicted by men, yet with courage and obedience, He accomplished the Father’s Will. He was betrayed and deserted by His followers, but was faithful to His mission that led Him like a lamb to the slaughter. He bore the sins of the world, and made intercession for us all. His wisdom that created the universe sustained His human soul. His suffering and humiliating death on the Cross is the Greatest Love ever demonstrated to all mankind! Christ was buried, and three days later, He was resurrected, and later ascended into Heaven. In His human body, He bore the sins of the world, so that all who would believe in Him would never perish but have everlasting life. Christ said to Martha, I am the resurrection and the life. He who believes in Me shall Live (eternally), even if he dies (physically). Do you believe this? (John 11:25).

The question of the ages: “Uyakholwa yilokho na?” Do you believe this?

Christian Leadership is about guiding and encouraging those who follow. Jesus Christ did not leave us as orphans (John 14:18). He bestowed upon us the indwelling ministry of God the Holy Spirit to guide, teach and encourage each one of us. If we are out of fellowship with Him, then God the Holy Spirit cannot lead us. Any sin, including worry, fear, jealousy or bitterness causes a believer to be out of fellowship with God, “grieving” or “quenching” the Holy Spirit (Ephesians 4:30 & 1 Thessalonians 5:19). When this happens, we can recover and keep moving forward.

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Where were the Leaders?
The world was plagued with fear and uncertainty. Citizens were confused. Churches were locked-down. Did Leaders seek God?
Where are the leaders?
The Apostle John stated: *If we confess our sins, He is faithful and righteous to forgive us our sins and to cleanse us from all unrighteousness; Uma sizivuma izono zethu, uthembekile, ulungile ukuba asithethelele izono, asihlambulule kukho konke ukungalungi* (1 John 1:9).² Then the believer is filled with God the Holy Spirit and is empowered to grow in the grace and knowledge of our Lord and Saviour Jesus Christ (2 Peter 3:18). Only then, can we have an **Intimate** relationship with Him. This is what He desires of each of us.³

**Author’s note:** I write this book during a pandemic lockdown in South Africa, in fact, the whole world, in which the COVID-19 virus is affecting many lives. The whole world revolves in fear and disbelief as over 3 million people have been infected with this fatal virus, and there have been over 400,000 deaths. Many are unsure of what tomorrow holds. To date, there is no vaccine! But, think of this, the darkest and deadliest virus that has killed more people than any other, is the virus of **Sin and Death**. We have always had the vaccine. And it’s free! The antidote is simple Belief in Jesus Christ, the Son of God, who took on Himself our condemnation, so we could live, eternally!

*For God so loved the world that He gave His One and Only Son, that whoever believes in Him shall not perish but have eternal life (John 3:16)*

(Note: The illustration of the virus of **sin and death** was given by Evangelist Rick Hughes, Alabama, USA; www.rickhughesministries.org. Rick has been evangelising young people in schools across the southern states of America.)

This pandemic emphasised to us the world-wide failure of leaders. The entire world was plagued with fear and uncertainty. Citizens were confused while being fed malicious propaganda. Churches were locked-down, while leaders sought all other means, except Divine solutions for deliverance. **Where were the leaders?**

*There is nothing new under the sun!* Solomon stated this in Ecclesiastes 1:9. These principles of leadership have been with us from the beginning of time, for thousands of years. We hope and pray that this book will help answer the question of, “Where are the leaders?” The Lord asked of Isaiah, *Whom shall I send? And who will go for us? And I (Isaiah) said, ‘Here am I. Send me”* (Isaiah 6:8).

Pray that when asked of by the Lord, to serve, we say, “Here I am. Send me!”

² NOTE: All three Epistles of John, 1st, 2nd & 3rd John, were written to BELIEVERS, not unbelievers, calling them “Children of God.” 1 John 1:9 is a promise for believers to be cleansed from sin after they are saved. It is not a salvation verse for unbelievers, as some mistakenly use it.

³ Refer to Appendix C, back inside cover of the booklet. The “Top and Bottom” circles are an illustration taught by Pastor R. B. Thieme, Jr., Berachah Church, explaining Positional Sanctification and Experiential Sanctification.
Christian Leadership is a subject in which leaders learn in one of two ways: 
Either by learning what not to do, or by learning what to do in the right way. 
First, we will look at what not to do through the mistakes of failed leadership.

For over 3,000 years, Israel failed the leadership tests. When Israel first became a nation, they had one of the greatest leaders of all time, Moses. Moses was chosen and declared by God to be the humblest man on the face of the earth (Numbers 12:3). Moses had all of the leadership traits that God considered important in a leader, including wisdom, integrity and courage. Israel respected Moses when their needs were met, but in adversity, they rebelled. When they rebelled against Moses, they were in fact, rebelling against God. Time and again Israel failed miserably. Still, Moses persevered because of God’s Grace.

Joshua succeeded Moses and led Israel into the Promised Land. Joshua possessed many of the same leadership traits as Moses. Sadly, when Joshua and his generation died, so did Israel’s faithfulness to God (Judges 2:10).

Following Joshua’s time, the period of the Judges occurred, which lasted for approximately 299 years. During this period, many of the Judges and leaders of Israel were weak, lacking true leadership qualities. Israel forsook the God of their fathers. In those days, Israel had no king; everyone did as he saw fit (Judges 21:25). By not honouring God, the failures of those judges and leaders have been recorded for all time, so that we may learn not to repeat them.

The Book of Judges teaches us that because of failure to honour God and poor leadership, the people always go astray. The weak Judges turned their backs on God and did not follow His Commandments. Israel ended up with the wrath of God on their heads. They did not fulfil His Plan or meet His commands. Hence, Israel became an “abomination” to God (Proverbs 3:32). If we learn anything from history, it is that bad leadership corrupts both people and nations. Whereas good leadership will lead and encourage to do what is right in the sight of God.

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4 After Joseph’s death, Israel went into slavery for approximately 430 years (1876BC to 1446BC).
5 The Time of the Judges lasted for a period of approximately 299 years (1350BC to 1051BC).
When a nation or a person turns to man for solutions, they inevitably turn their backs to God. Man’s solutions are not God’s solutions. Israel wanted to be like all other nations, to have a human king. Though Israel had, since its inception, been a Theocracy (governed by God), they wanted a human king to go before them and fight their battles (1 Samuel 8:19-20). But even in their rebellion, God still showed them Grace. He listened to their woes. The Lord told Samuel, *Give them a king. But also warn them and let them know what the king who will reign over them will do.* Samuel did warn Israel, as recorded in 1 Samuel 8:10-18, of all problems that would come with their desired king. But Israel would not listen.

**Saul became the first king of Israel in about the year 1051 B.C.**

He was thirty years old when he became king, and he reigned for 42 years (1 Samuel 13:1). Saul was tall and handsome and looked the part of a leader. Initially, Saul was a good leader, but his arrogance and jealousy destroyed him in later years. Israel soon learned that while man looks on the outward appearance, God looks on the inside, at the heart (1 Samuel 16:7), and in His Omniscience, He sees the future. Man must always be aware to see and understand the results of his prayers. God answers prayers, but man must be aware of the consequences. It is critical, when asking God for anything, we should **always** ask that it be in accordance with His Will! Even Jesus Christ did so prior to His crucifixion, *not My will, but Yours be done* (Luke 22:42b).

As it turned out, all of the flaws, frailties, and faults of poor human leadership came with Saul. Saul’s earliest, fatal mistake as King was that he was disobedient to God who had placed him there as king. God instructed Samuel that Saul was to kill all of the Amalekite enemies of Israel. But Saul disobeyed. He spared the king of the Amalekites (1 Samuel 15:1-3, 9). This decision proved to be fatal for Saul in time to come. He had to learn the hard way.

The story of King Saul is found in 1 Samuel Chapters 9 to 31. Saul became reckless; made bad decisions from a distressed emotional state. His instability and lack of self-confidence drove him to desire popularity above integrity. He forgot his allegiance to God. His emotional state led him to become jealous of David, who even though much younger, was wiser and more respected than Saul. David was God’s **anointed** choice to replace Saul. This further ignited Saul’s jealousy against David. His irrational thinking led to fear, anger, hatred and vengeance, even to the point of desiring to murder David. But in the end it was Saul who paid for his failures. He witnessed the deaths of his own three sons, then committed suicide himself (1 Samuel 31:1-13).

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6 This is a summary of 1 Samuel 8:4-22. Samuel went on to warn the elders of Israel of the bad leadership policies and abuses of their freedoms, which would come with the appointment of this new king, Saul (1 Samuel 8:10-18).
Failed leadership, as we have seen with King Saul, does not mean that all who were under him failed. Individuals make their own choices and their own decisions. This is Man’s God-given attribute of free-will or choice (volition). However, two important principles and their respective outcomes, emerge regarding Authority and Leadership, depending on what the people choose to follow in any civilised society:

- Respect for authority creates a law-abiding and civil society, where the Rule of Law is obeyed and freedoms are protected.

- Anti-authority generates a lawless and disrespectful society, where mobs rule and anarchy followed by tyranny, becomes the order of the day.

God established principles of authority and leadership in order to help protect the human race from self-destruction. During the time of Jesus Christ, the leadership of Rome was cruel, merciless, and extremely oppressive, especially towards Christianity. Yet, not once did Christ instruct the disciples or any follower to rise up against Rome. Those who hated Christ were anxious for Him to speak out against the leadership of Rome. This way, Rome could execute Christ for treason. This was not God’s Plan! Christ always showed respect for leadership, and submitted to even the unfair, oppressive authorities of Rome. He taught His disciples to, *Give to Caesar what is Caesar’s, and to God what is God’s* (Matthew 22:21). Government is the minister of God for good (Romans 13:4).

The Apostle Paul wrote in Romans 13:1-5 & 7, and Peter confirmed it in 1 Peter 2:13-17, that believers are commanded to submit to governing authorities, because the position of authorities is established by God (Daniel 2:21a). Believers are told not to rebel against authority because it is rebelling against what God has appointed and instituted. When people become anti-authority, their actions lead to mob violence, anarchy and ultimately to revolution. Revolution destroys the freedoms of all people, including those who began the revolt! We must remember the history of the French Revolution (1789-1799) and the Russian Revolution (1917-1923). The French Revolution ushered in the 10-month Reign of Terror which witnessed over 17,000 citizens executed by guillotine. The 6-year revolution in Russia accounted for the estimated deaths of 1.5 million soldiers and 8 million civilians. These horrifying numbers show the cost of a revolution when anarchy reigns and there is no respect for authority.

The removal of any authority is God’s prerogative, not mans’ through revolution. *He removes kings and establishes kings* (Daniel 2:21a). God judges leaders who violate His high standards of leadership and institutions, just as He disciplines His own children who violate His Laws. This principle of God’s Justice is true for leaders,

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7 www.britannica.com. The Encyclopaedia Britannica is the reference regarding the French and Russian Revolutions.
whether they are kings of nations, generals of armies, executives of a company, parents of a family, a husband or a wife. Leaders, and those who are mandated to respect leaders, **Beware!** Do not become anti-authority in thinking or in actions. **The Lord will judge His people. It is a dreadful thing to fall into the hands of the living God** (Hebrews 10:30).

Leadership can be a lonely existence. But it doesn’t have to be lonely. As believers in the Lord Jesus Christ, we know that God is forever with us. He never leaves us! (Deuteronomy 31:6). God honours those who honour Him. But even when leaders fail, He remains faithful. He promised that He is, *always with us to the very end of the age* (Matthew 28:20). Isaiah 41:10 was meant for both the leader as well as the follower; the victor as well as the loser: *Do not fear, for I am with you; do not be dismayed, for I am your God. I will strengthen you and help you; I will uphold you with my righteous right hand,* [Zulu: Ungesabi, ngokuba mina nginawe; ungapheli amandla, ngokuba mina nginguNkulunkulu wakho; ngiyakuqinisa, futhi ngiyakusiza, yebo, ngiyakusekela ngesandla sokunene sokulungu kwami.]

**Other Examples of Failed Leadership:**

**Adam failed in the leadership trait of Greater Love for Eve.**

Eve failed to respect and obey her husband. They both failed. Adam was preoccupied with other things, possibly with naming the animals and trees, and did not attend to his wife’s needs. He failed to communicate truth when his wife needed help and reassurance. He failed to tell her she was wrong to eat of the fruit. Instead, he not only ate of the fruit himself, he took no responsibility for his wrong choice. He blamed his wife! Arrogant fools blame others for their own failures and shortcomings. ([Since Arrogance is the greatest cause of failure, the subject of arrogance is specifically taught in Section 4 of this booklet, pages 60-64])

When Adam and Eve left the garden and bore children, they failed to teach their children all that had been taught them from Jesus Christ Himself. Their failures led to their children’s failures, and so on down through the Ages. ([Note: Read Trait 10 – Role Model Example of the parents to children, pages 55-58])

**Moses failed when he disobeyed God.**

While the children of Israel were disciplined by God as they wandered in the desert for 40 years, the people needed water. God promised to give them water. God instructed Moses to speak to the rock. But Moses shouted at the people and struck the rock in anger (Numbers 20:7-11). Yet, even in Moses’ failure, God was still gracious and provided water to the people. Moses paid for his failure, however! Great leaders can still fail, as some do. But it is how
they handle their failures that defines them as a true leader. Does he wallow in guilt and self-pity, or does he pick himself up, learn from his mistakes, and move on? Moses recovered, and was honoured by God, even though he failed. We too must learn from our mistakes and keep moving!

Miriam failed when she showed disrespect to the leadership of Moses.
When Moses took a Cushite wife, Miriam, his sister, criticised Moses. She judged and maligned the appointed leader of God. As with any leader appointed by God, Moses’ life was between him and God. We leave such matters with God to handle. Miriam’s challenge, as was the challenge and command for all of Israel, was to respect and submit to the leader whom God appointed, not to become rebellious and anti-authority. Miriam was disciplined for her words and actions (Numbers 12:1-15). She was stricken with leprosy for seven days! Respect for all authority is a mandate from God.

Solomon failed when he began a frantic search for happiness.
In the middle of his reign as king, Solomon set aside much of what he had learned from his father, and from God. He searched for more happiness in the details of life, in spite of all that God had given him (1 Kings 11:9-13). The harsh lessons he learned and his recovery, are recorded in the Book of Ecclesiastes, for our benefit. May we all learn to live, by heeding the lessons of others who failed, and not live to learn through our own bad mistakes.

Peter failed when he treated the Gentiles with a lack of respect and dignity.
For a short while, Peter became hypocritical by separating himself from Christian Gentiles, for fear of what his Jewish brothers might think (Galatians 2:11-16). Peter was being legalistic in this area. He was even reprimanded by Paul over this issue of separation from the Gentiles. Peter’s actions were prejudicial and legalistic in the early church. Legalism is the opposite of Grace. Legalism is man imposing man’s laws on people, over Divine Laws. It is self-righteousness in its worst form. As believers in Christ, we are all One Body; One Family; under One Law.

Practical Applications and Lessons of Poor Leadership:

Poor leaders consider themselves first, above others:
Arrogant leaders have an attitude of self-importance and superiority. They consider no one but themselves. Their words and actions are often rude, rough and offensive. They think that they know-it-all, and become unteachable. For example: They may be seen as the first ones in the lunch line, and consider it beneath their “self-importance” to serve others. Whereas good leaders are
also servants of their people. Leaders must learn how to serve before they can lead. Many a General Manager of a hotel, started as a busboy cleaning off tables and dishes, or as a waiter serving others.

**Poor leaders focus on the problem rather than the solution:**
Arrogant leaders do not recognise God’s Solutions to problems. Not having the stability of soul from the Word of God, they are incapable of thinking rationally or logically. Fear of failure and making mistakes, consume them. Their attempts at solving problems through their own means, creates greater problems. Human solutions result in failure!

**Lord’s declaration about poor leaders:**
Because My flock lacks a shepherd [leader], and has been plundered and has become food for the wild animals, and because My [leaders] did not search for My flock but cared for themselves …
Therefore, you leaders … I am against you, and will hold you accountable for My flock
Ezekiel 34:7-10 (summary)

**Poor leaders persist in a life of denial and blame:**
Poor leaders fail to see their own weaknesses, much less admit them. They always look for excuses for what they did incorrectly or failed to do correctly; refusing to accept accountability; lying about their failures and attempting to blame others to cover-up their mistakes. They take pleasure in putting other people down as inferior. And they never give recognition or show appreciation to others, when due. However, all leaders are accountable to someone, (i.e. even Kings and Presidents, to their citizens). But ultimately, God’s children are all accountable to God Himself!

**Poor leaders live a life of mental attitude defeat:**
Poor leaders are often insecure in themselves. They are consumed with jealousy, harbouring unreasonable competition and feelings of incompetence. Such feelings of inadequacy often turn into suppressed rage, contentiousness toward others, with emotional conflict in their souls. Poor leaders who live with negative attitudes, live unhappy and unstable lives. Tragically, some get to the point of such misery, they commit suicide.

**Poor leaders spend more time talking than listening:**
Poor leaders love to hear the sound of their own voices. They are unteachable; not good listeners. A leader who never listens, never learns. The arrogant leader consistently talks about himself and his own accomplishments, projects he completed, how much money he gained; always building himself up. He does not like opposing views, and never takes constructive criticism kindly. “Leaders who don’t listen surround themselves with people who have nothing to say” (Andy Stanley).
Finally, poor leaders make life intense rather than making sense:
Poor leaders are in constant urgent modes! Always intense, always anxious, working 24/7, with no time out. They rarely smile, laugh or relax. When leaders know and understand God’s Plan for themselves, for their organisation, or for the Nation, they can relax and leave matters in God’s hands. God is in control of all things great and small. This is the only way we as Christian leaders can be less anxious, less intense, and make more sense.

Section 3 Leadership Traits

When wisdom enters your heart, then discretion will be given to you; but let him ask in faith, without doubting. For the one who doubts is like the surf of the sea driven by the wind! (Proverbs 2:10, 11)

Humility and Humbleness

Humility, in some cultures, is often thought of as being quiet, submissive, and thinking of self in terms of lowliness and inadequacy, even inferiority. None of these definitions are true. For some, it is easier to think of humility as humbleness. They are one and the same. (See Zulu text below.)

Humility is the first and most critical of all traits for a good leader.

Humility is thinking of others first before thinking of self; caring for others before caring for self; not considering self, higher than one ought to think. For Christians, humility is bowing before God with absolute respect, obedience and love, recognising Him as The Sovereign Authority in the Universe. Jesus Christ set this high standard when He obeyed God the Father. He went to the Cross to pay for the sins of the entire world. He was Humble enough not to use His authority or Divine power for His own benefit. He was humble in every aspect of obedience to His Father, even to the point of death. The Bible states in Philippians 2:7-8, that Jesus Christ made Himself nothing, taking on the very nature of a servant, and that He humbled Himself and became obedient to death, even death on the Cross. Jesus Christ recognised His Father’s authority. He humbled Himself,

8 Refer to Appendix B which provides a complete summary of the Essence or Character Traits of God.
giving obeisance to become the “Servant of God.” Even as a Servant, Jesus Christ is considered to be the greatest Leader who ever lived.  

One might ask, ‘How can a servant be a leader?’ We often think of servants as being subservient, following orders, not giving them. But keep this in mind, every leader is a servant to somebody. The president of a country is a servant to the people he serves. The chief executive of a company is a servant to its shareholders and to the Company. A good leader must consider the best thing to do for the citizens of the country, the company for which he works, or the staff and co-workers of the organisation with which he is associated; not what is best for himself. Ultimately, leaders serve in two directions: To those above him (employer), and to his team below him. The key question is this: Can a good leader also be a good servant? Absolutely! To lead, one first needs to know how to serve. Humility is the start of being a good Servant-Leader.

A Pastor of a local church is a leader, but he is also a servant. As a humble shepherd and servant of God, he feeds and tends his sheep. This was Christ's command to Peter in John 21:15-17, before He ascended to Heaven. Tending one’s sheep means to protect them: From external enemies - false teachers; and internal enemies - gossipers, maligners and trouble-makers. As a servant-leader and shepherd of his congregation, the pastor is commanded to teach the Word, for man shall not live on bread alone but every word that comes from the mouth of God (Matthew 4:4). It is only through learning God’s Word, and teaching (feeding) his congregation (sheep), that all come to know how to detect and deflect false teachers and trouble-makers, and live the Christian life to honour God.

Humility in a leader makes him teachable, capable of learning. Good leaders never stop learning. Take a doctor, for instance. As a true professional, he will continue learning until the day he retires. The Word of God, as a mirror into the soul, is the most effective teacher and provider of wisdom. It provides the means to evaluate ourselves, recognise our weaknesses and failures, and helps us make corrections to improve, where needed. A leader who is teachable will seek to improve his weaknesses, not hide or deny them. Christian leaders should continually grow in wisdom and put God and His Word, first. The Apostle Paul emphasised this point in Philippians 2:3-5, Do nothing from selfishness or empty conceit, but with humility of mind let each of you regard one another as more important than himself; Do not merely look out for your own personal interests, but also for the interests of others. Have this attitude in yourselves which was also in Christ Jesus.

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9 This statement is based on the fact that millions of people, over a period of 2,000 years have followed Jesus Christ as the Messiah. There is much historical evidence of Jesus’ life, the crucifixion and even of the resurrection.

10 In John 21:15-17, Jesus Christ told Peter three times, “Feed My lambs ... Tend My sheep ... Feed My sheep.” (ESV)
Humility is having an attitude of respect for those whom we serve, and all authority over us: Government, law enforcement, education, family elders, etc. This is true even if we do not like the authority appointed over us! While the leader himself may not be respectable, we are still to have respect for the office and position he represents. Since God appoints leaders and rulers, believers are to obey all authority (Romans 13:1-5; Daniel 2:21). If the authorities are bad or improper, leave it to God to deal with them. When there is no humility amongst the people or the leaders, God’s Justice intervenes (2 Kings 17:18; Isaiah 3:13).

Many examples in the Bible illustrate how leaders with humility relied on God to solve problems of poor leadership: David left Saul to the Justice of God and Saul ended up committing suicide; Esther and Mordecai left Haman to God, and Haman was hung on the very gallows he had designed for Mordecai. Daniel left King Nebuchadnezzar in the Hands of God and Nebuchadnezzar became a believer (Daniel 4:37). God’s perfect Justice deals with leaders, good and bad, appropriately. When Moses experienced injustice from leaders who opposed him, it was written: It is Mine (God’s) to avenge; I will repay. In due time, their foot will slip; their day of disaster is near and their doom rushes upon them (Deuteronomy 32:35).

God’s Omniscience knows all. God will promote the humble person who leaves matters in God’s Hands. Humble leaders do not have to compete for power, promotion or recognition like others do. We have the promises of James 4:10 and 1 Peter 5:6, Humble yourselves, therefore, under God’s mighty hand, that He may lift you up in due time! “Due time” means God’s Timing.

In the Zulu context (below), Humility presents a very respectful and dignified image. The words used for humility and humbleness (detailed below), mean to bow in respect, to honour, and act politely to another.

ZULU CONTEXT: In your Zulu Bible, the importance of **Humility** as a key leadership trait is made perfectly clear. The Apostle Peter commands believers to, *clothe yourselves with humility*, [**kepha nonke yembathani ukuthobeka**] (1 Peter 5:5). The Apostle Paul also says in Philippians 2:3, *in humility consider others better than yourselves*; again we have the phrase **kepha ngokuthobeka**.

The Zulu verb **thoba** means to bend down, to bow, to be humble. The infinitive use of the verb in the Zulu translation, **ukuthoba**, means to bow down in respect, to become humble.

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11 Refer to Appendix B which provides a complete summary of the Essence or Character Traits of God.
12 Refer to Appendix A which provides a summary list of English to Zulu Leadership Traits.
Philippians 2:8, states that Christ humbled Himself and became obedient to death, even death on the cross, **[wazithobisa]** is the Zulu translation of “humbled Himself.”

Jesus Christ said, *I am gentle and humble in heart* **[ngimnene, ngithobile ngenhliziyo]**, (Matthew 11:29). The word **ngithobile** is present tense meaning, “I am humble.”

There is also the meaningful word, **hlonipha** (verb), as found in Proverbs 11:2, which means to be respectful, to honour, act respectfully and politely. The verse says, *with Humility comes Wisdom* **[Kepha kwabathobekileyo kukhona ukuhlakanipha]**. (Note: The leadership trait of Wisdom is covered as Trait 4, pages 24-30)

The Zulu context above referred to “clothing oneself,” **[yembathani ukuthobeka]**, as stated in 1 Peter 5:5. This phrase literally means to “put on” something, to “put on” Humility. Clothing ourselves with Humility, changes our attitude. It changes the way we think, how we act, what we do, what we say. Humility sees beyond self into the needs for others. Humility produces good manners. The leader knows when to speak and give advice, and when to be silent while others speak. Humility is being a gentleman, knowing when to stand up in respect, or sit down to listen. It is showing respect for elders and for all authority. Humility motivates a husband to treat his wife with love, respect and dignity; and it motivates a wife to respect and respond to her husband with love (Ephesians 5:22-28). Humility is treating others as you would wish to be treated (Luke 6:31).

Humility and the Leadership Trait of Wisdom are married as one. They are united in the soul. Where Humility is found, Wisdom will also be there. Proverbs 11:2 states … *but with the humble is wisdom* **[kepha kwabathobekileyo kukhona ukuhlakanipha]**. And Proverbs 15:33 says, *The fear of the LORD is the instruction for wisdom, And before honour comes humility.* The noun **inhlakanipho** means wisdom, and the verb **ukuthoba** means to become humble. (Note: The leadership traits of Wisdom and Knowledge are covered in Trait 4, pages 24-30).

**Esther was a faithful servant-leader with humility and wisdom.**

She was wiser and more knowledgeable than even her husband, the powerful King Ahasuerus (or Xerxes) of Persia. With humility, she respected and bowed to the King, her husband, as her authority. In Esther’s wisdom, she calmly waited on God’s timing, so that she could serve God in the right way, at the right time. Xerxes had stupidly and through deceitful means, followed the wicked advice of an evil advisor, Haman. Haman wished to destroy all Jews, including Esther, her family, and the entire race of Jews. So Esther went before the king to plead her case, even though forbidden to do so without an
invitation from him first. She realised this could mean death for her, since anyone approaching the King without an invitation to do so, faced that possibility. But Esther still went ahead with courage and humility stating, “If I perish, I perish.” (Esther 4:16). She then revealed to King Ahasuerus the evil plot of Haman against the Jews.

In humility, Esther considered her nation above her own personal safety. Esther’s faith and absolute confidence was in her God. This selfless act of leadership not only took tremendous humility and courage, it also took absolute wisdom, with complete faith in her Messiah for her protection. Esther cared more for others than for her own life. Because of Esther’s humility, wisdom and courage, God used her as a Leader to rescue and deliver the entire Nation of Israel from certain destruction. Esther humbled herself before Almighty God, and God lifted her up as the exalted Leader, Queen of Persia. In Matthew 23:12, Christ spoke these words, *Whoever exalts himself shall be humbled; and whoever humbles himself shall be exalted.*

### Integrity and Honour

Daniel stood before the powerful King Nebuchadnezzar, and said, *There is no wise man, enchanter, magician or diviner who could explain to the king the mystery of his dream, but there is a God in Heaven who reveals mysteries* (Daniel 2:27). The King *Honoured* Daniel because of his *Integrity*. Daniel did not try to take credit for himself, but gave all glory to God. Integrity produces honour. It is doing the right thing for the right reason and in the right way. Daniel’s motivation was right, and he was completely honest with the King. If Daniel had interpreted the dream with the wrong motivation, then God would not have honoured Daniel. We learn from Daniel, that there is a right way to do something, and wrong way.

Integrity produces right actions with the right motivations, which brings honour upon the person who possesses it. Integrity comes from having strong moral and ethical principles, knowing right versus wrong. Christian Integrity is built upon principles learned from the Word of God.
Throughout a person’s life, from childhood to adulthood, the moral, ethical and Biblical principles learned are stored in the **Conscience** of the soul. The Conscience houses the norms and standards, and raises its inner voice when tempted with thoughts, decisions, and actions that contradict Divine standards. The Conscience becomes the spiritual compass for making decisions that are right and not wrong. Our Conscience is entirely tied in with our **Motivation**. What “motivates” us to choose the right thing from the wrong? What motivates us to think and act in accordance with God’s Word? Our thoughts become motives, which guide our words and actions. When a leader has the correct values in his conscience and follows those values, he has integrity and operates with the right motivation. One of the important responsibilities of parents is to teach standards from the Word of God to the souls of their children, so that their children have the basis for integrity in life. *(The Conscience is covered in more detail in Trait 8, pages 46-47)*

The Biblical example of Daniel (above) gives us an excellent role model of a leader with integrity. But most of us will never have opportunities with kings! We will look at a couple of simple examples applicable to us, where we live and work:

**Examples of Integrity - Right versus Wrong:**

- A leader in the business world will be faced with staff and employees who need to be corrected. Sadly, I have known many leaders who would rebuke the person openly, in front of guests and fellow workers. This wrong action becomes humiliating and embarrassing to the worker. The right way to correct a person in that environment, whenever possible, is to speak to the worker privately, and permit him to understand the reason for the rebuke.

- Another well-known, real-time example here in South Africa, was a leader who was captain of an athletic team. His integrity failed when he succumbed to a match-fixing scandal. But in April 2000, when the crime was discovered and he was implicated, his integrity was on the line. Fortunately, as a Christian leader, his conscience would ultimately guide him to do the right thing, and he admitted and apologised for the crime.

- Giving in a local church to help with church costs and provide support for the Pastor Leader is a right Biblical principle. There is a right way to do it, and there is a wrong way to do it. **Integrity in Giving:**

  *Each man should give what he has decided in his heart to give, not reluctantly or under compulsion, for God loves a cheerful believer (right motivation) (2 Corinthians 9:7)*
The right way depends on the integrity or lack of integrity of the church leaders. When church leaders put pressure on the congregation to give money and openly ask for support, then it becomes wrong. Biblical integrity demands that leaders trust God for their needs through prayer, with no intimidation, pressure or manipulation for the purpose of raising money. Leaders without integrity often praise those who give large amounts of money, causing competition and embarrassment. Jesus Christ taught the true motivation for giving is not the amount, but the *attitude and motivation* which come from integrity and humility (Parable of the Widow’s Offering in Mark 12:41-44): Giving should be, “secretly... not announcing it with trumpets, as the hypocrites do.” The Heavenly Father knows who gives privately, and He who will reward the giver (Matthew 6:1-4).

Sadly, many churches around the world, and even here in South Africa, are victims of preachers with no integrity. They follow the example of Simon the Sorcerer, who used God’s Name to cheat and fool people for personal profit and gain (Acts 8:9-24). These preachers are “con-artists,” using gimmicks and false teaching to coerce people to support them by giving money. The congregation suffers and God is not honoured. When in God’s Plan, He will always provide.

When faced with a conflicting decision, a leader with integrity will know the right thing to do, and do it. One of the great leaders in the Old Testament was Joseph (Genesis Chapters 37-50). His integrity was a reflection of his moral, ethical, and Godly values which he learned from his father and from his personal walk with God. *(Note: Joseph is discussed in greater detail in Trait 8, pages 18, 48-49.)* Joseph had a strong conscience, which guided his integrity and motivation in making right decisions, especially after he was betrayed by his brothers. His integrity was noticed by the Pharaoh of Egypt, who had never seen such a wise and discerning man as Joseph (Genesis 41:39).

Even in failure, a man with integrity will rise above his failures and keep moving forward to serve and honour God. Moses failed when his anger got in the way. However, a good leader with integrity will recover, as Moses did and continued to lead Israel. Remember David: *A man after His (God's) own heart* (1 Samuel 13:14). David knew what to do when he failed. He said, *I will confess my transgression to the Lord, and You (O Lord), forgave the guilt of my sin* (Psalm 32:5). David was a man with Integrity and he showed us what to do even when we fail: Acknowledge failures to God; then get up, dust off, and keep moving, growing in the knowledge of God’s Word; the only source of stability in life (1 John 1:9).
A person can make a promise in a marriage vow, of “I Will,” but that promise is no stronger than the person who made it. If either the husband or the wife has no integrity, then the promise is meaningless. The tragic outcome is demonstrated by cheating, abuse, jealousy, hatred, and usually ends in divorce. If there are children, the children suffer. On the other hand, a husband and wife with integrity and knowledge of God’s Word have wisdom in their souls. They will have a life fulfilled with God’s Grace and blessings. The children will rise up and call their mother “blessed” (Proverbs 31:28); and they will honour their father and mother (Ephesians 6:2).

**ZULU CONTEXT:** In your Zulu Bible, Solomon says, *the man of integrity walks securely,* [Ohamba ngobuqotho](Proverbs 10:9); and, *The integrity of the upright leads them,* [Ukuphelela kwabaqotho kuyabahola](Proverbs 11:3). *David was a good shepherd leader of his people according to the integrity of his heart,* [Njalo wabelusa ngobuqotho benhliziyo yakhe](Psalm 78:72).

The word *Ubuqotho* (noun) means honesty, integrity, sincerity.

In other verses we see the noun *Ukulingana,* which means equality and fairness; the verb *Ukulunga* (v) means to get in order, to be fair and just (Romans 1:17).

Titus 2:7 says, *In your teaching show integrity,* [nasekufundiseni kwakho ubonakalise ukungonakali, ube nesizotha]. The word *nesizotha* is from the noun *isizotha* which means dignity, a trait that is linked to integrity. *(Note: The leadership trait of Dignity is covered as Trait 5, pages 30-33).*

Another verb-synonym used in connection with integrity is *phelela* (v) meaning to be complete, to be entire, to be whole, to perfection. The word is used in the Book of Job referring to his integrity. In Job 2:9, Job’s confused wife said, *Do you still hold fast your integrity?* [ekupheleleni]. In Job 27:5, Job answered, *I will not put away my integrity* [ukuphelela kwami].

**Rahab, Ruth and Mary, the mother of Christ,**13 were leaders in ways that most people do not think about leadership. Each of them showed great integrity and honour in doing what they said they would do, in spite of opposition. Each of them became a role model for thousands of years, throughout the ages, to this very day. God honoured each woman by being in the lineage of Jesus Christ.

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13 Each of these women, along with two others, Tamar and Bathsheba, were spoken of in the historical fiction novel entitled, *A Lineage of Grace,* 2002, by Francine Rivers, Tyndale House Publishers.
Rahab promised to hide the Jewish spies who came into Jericho before the famous battle of Jericho (Joshua Chapter 2 and 6:22-25). She and her family were the only survivors who were delivered during the battle of Jericho.

**Note:** What Rahab did was wrong, when she lied to the soldiers who came looking for the Jewish spies. A lie is a lie, no matter the reason or motivation. But God does not depend on our actions or words for His Omnipotent Plan to be accomplished! For example, had Rahab spoken the truth, told the soldiers that the spies came to search out the land, and that God was going to destroy their city, they may well have believed and been saved themselves (as with the Ninevites and Jonah).

Ruth promised to remain with Naomi, her mother-in-law, take care of her and worship the true God of the Bible, believing in the coming Messiah, the Lord Jesus Christ. She fulfilled her promises and God honoured Ruth by providing for all of her needs.

Mary promised to obey God, and as a virgin, gave birth to The One and Only, unique Son of God, the Lord Jesus Christ. Little did Mary know that the baby boy whom she would deliver at birth, would deliver her from the bondage of sins into an everlasting relationship with her Son.¹⁴

**The Christian Movie, Courageous,** showed an excellent example of Christian Integrity and Leadership.¹⁵ A young man by the name of Xavier with a family was struggling financially. He had finally found a job. After several months into his job, he was called into the owner’s office and told that he could receive a promotion with more money, but they wanted him to lie on an inventory sheet. If he did not play their cheating game, he would most likely be fired! Xavier thought and prayed about it. He discussed the situation with his wife, knowing that if he refused to do this “little” lie, his family would suffer his loss of a job.

Next day, Xavier went into the owner’s office, and expressed how much he appreciated his employment and offer of a promotion. **BUT,** he could not do what they asked of him. Xavier said it would be wrong and dishonouring to his God. He fully expected that he would be fired for not doing what they wanted him to do. At that moment, the owner stood up, put out his hand and said to Xavier, “Well done, Xavier, you gave me the answer I was looking for. The promotion is yours, with a pay increase. Thank you for your Integrity, it is rare these days!” (Paraphrased from the movie).

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¹⁴ This phrase is taken from the hymn “Mary Did You Know,” a Christmas song written by Mark Lowry in 1984. The exact verse of the lyrics is, “This child that you’ve delivered, will soon deliver you.” [www.youtube.com/watch?v=ifCWN5pJGIE](www.youtube.com/watch?v=ifCWN5pJGIE).

¹⁵ The movie, Courageous was produced by Tristar Pictures and Sherwood Pictures in association with Provident Films and Affirm Films. The movie is a Kendrick Brothers Production, 2011.
Needless to say, Xavier was full of joy and thanked God for taking care of him and his family during this extreme test of his faith. Xavier is an example of a young Christian man, a leader who trusted God, and would not depart from the Integrity he learned. His motivation was to act on the side of truth, above promotion and money. Xavier was promoted into a higher leadership position.

Loyalty and Trust

Luke was a loyal and trusted friend to the Apostle Paul. He was with Paul on the final voyage from Caesarea to Rome. Luke recorded in detail, the events of the ferocious shipwreck. Luke was more than a loyal friend. He was a skilled physician, a committed missionary, an educated writer and gifted theologian. Luke was the only Gentile/Greek writer in the entire Bible. His leadership in the early church was marked by his faith and loyalty to Jesus Christ, and also to the Apostle Paul. Paul recorded at the end of his life, *only Luke is with me* (2 Timothy 4:11). We learn wisdom from the parables and miracles Luke recorded. He placed emphasis on the compassion of Christ toward women, and those who were suffering. Luke emphasised the importance of a servant who is trustworthy will become a leader, trusted by God in many other things (Parable of servants, Luke 19:12-27 and Matthew 25:14).

Loyalty produces trust. Trust is one of the hardest qualities to develop but the easiest to lose in a relationship. A leader who consistently stands by his team during good times and bad, builds trust. When his actions are consistent, he becomes dependable and can be relied upon, developing trust from others. This Trust cannot be bought, nor does it come automatically. Trust has to be earned!

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Loyalty is when a person can be counted on to stand, *shoulder to shoulder*, with a friend, spouse or co-worker even amidst difficulties and pressures. A leader must remember that the Road of Loyalty is a two-way street: Loyalty up and loyalty down. So a leader must be loyal to his staff and team, just as he is loyal to those above him in higher leadership positions. What a leader gives, he will receive. What he sows, he will reap. Loyalty up motivates loyalty down.

Imagine a scenario where a few of your staff get together and start gossiping about you, your beliefs, and your faith in Christ. They take it to management and management comes down on you. Management says, “Stop. No more. Keep your faith to yourself; stop trying to convert people.” **What do you do?** How is your loyalty affected? Is management’s trust in you affected? Does it affect your own faith? Is management right? Are you wrong? What should you do? This is a Leadership Test. How do you handle it? Here are some answers:

**Wrong actions:** You react! You retaliate against the people who malign and gossip about you. You assign them unfair jobs, hoping they will quit and leave the company. You become angry and try to defend yourself against this gossip. You might even lie and say that these things are not true. You react against management by speaking against them. As a leader, all these actions are wrong.

**Right actions:** Obtain guidance from the Word of God. Apologise! Obey the leaders appointed over you, as commanded of us in Romans 13:1-5. Loyalty to your employer means to follow their policies and perform your duties with integrity and professionalism, and respect the rights of other people. Do not retaliate by becoming angry or bitter (Romans 1:2). Use your integrity to make right decisions. Never let such incidents affect your spiritual life and growth. Seek personal comfort in your relationship with the Lord. He is your refuge. Your actions will be observed by others, and you could become a witness for the Lord. You may decide to approach those who were offended by your actions, and ask for their forgiveness. Asking for forgiveness from another who has actually wronged you, sets them back; they don’t expect it. Sometimes, this type of adversity strengthens one’s own faith to see how God delivers through such situations. So leave it in God’s hands to take care of the matter. Then stay out of His way by applying faith, patience, and trust in God’s Promises. This is *Faith Rest!* (page 27)\(^{18}\) Resting on the Promises of God (Psalm 27:3 and Isaiah 41:11).

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\(^{17}\) Shoulder to shoulder is a phrase which means at least two people are working together towards a common aim, with a united effort, www.merriam-webster.com.

Loyalty and Trust, also build **Teamwork**. A good leader with these traits builds a Team who can work together toward a common goal. They stay away from unfair competition, personal gain and their own agendas. The disciples, after the resurrection, became a powerful, productive Team. They became a team dedicated to The Great Commission! They fulfilled this Commission, taking the Gospel to the world, even under great pain and martyrdom. Now, we are commissioned to do likewise. Can we work as a Team to accomplish His Plan?

Leaders who are like-minded in the Word of God, become an encouragement to each other. This encouragement is built upon trust of each other, making a cohesive Team. Where one might be weak in a particular area, the other may be strong. God’s design for His family is based on unity. We see this relationship within the Body of Christ, where the ear depends on the eye, and the feet depend on the hands (1 Corinthians 12:12-31). Solomon wrote of the need for a friend to lift up his brother, *If one falls down, his friend can lift him up* (Ecclesiastes 4:10). So it should be with Christian leaders today.

**ZULU CONTEXT:** One of the most powerful words we have in the Zulu context to portray trust, loyalty, reliability and faithfulness is the noun **ukuthembeka**. And the action verb, **uthembekile**, meaning you are faithful, and trustworthy.

In 3 John 5, John says, *continue being faithful in what you are doing for the brothers, [wenza okuthembekileyo]*. In another passage, Jesus Christ asked in a Parable, *Who is the faithful and wise manager? [Yayisithi iNkosi: Ngumuphike umphathi othembekileyo]* (Luke 12:42).

In the Parable that Jesus taught of the Talents given to servants in Matthew 25:23, Jesus Christ commended the two faithful servants, saying, *Well done, good and faithful servant. You have been faithful with a few things, I will put you in charge of many things, [Kuhle, nceku enhle nethembekileyo]*.

**The Parable of The Talents of Matthew 25:14-30:**

This Parable is a perfect illustration of how God rewards believers who are faithful and loyal to Him: *Well done, good and faithful servant; you were faithful with a few things, I will put you in charge of many things; enter into the joy of your master*. The one servant invested the five talents given to him by his master, which he increased to ten talents. The leadership lesson is to use what God has given us for His Glory, and to multiply His Grace to others for His purpose and His plan. Christ gave freely of Himself for our growth and enrichment, with no restrictions. He has given us His Word, His Promises, His Power (through
the filling of God the Holy Spirit), His Solutions, His Protection, Eternal Security, and the Indwelling of God the Holy Spirit. Commitment demands that we give back freely to others so as to demonstrate His Grace, fulfilling the principle, *to whom much is given, much will be required* (Luke 12:48b). The Lord taught this Parable to show how the Master gives “talents” to His servants and His children, and expects those talents to be used for His Glory. That is our main purpose for being here on earth: To glorify God!

**Ruth is honoured as a loyal and faithful woman:**
Ruth was faithful to her mother-in-law, Naomi. Even as a non-Jew, she believed in the God of Abraham, Isaac and Jacob, the same God that would bring forth the Messiah, our Lord and Saviour Jesus Christ. Ruth did her job quietly and faithfully. She remained loyal to God, to Naomi, and to her employer. God honoured her. Ruth’s loyalty was observed by Boaz her employer, who later became her husband. Boaz developed trust in Ruth as he observed her love toward Naomi. Ruth and Boaz had a son they named Obed, who became the father of Jesse, who was the father of David. Their combined loyalty, both to God and to each other, was rewarded by being in the lineage of the Messiah. *(Note: You are encouraged to read the Book of Ruth. It is only four chapters, and is easily understood.)*

Loyalty to God demands that we trust Him and follow His commands in the ways and means of being a good leader. Before Jesus Christ ascended into Heaven, He promised to give His disciples and all believers, the indwelling ministry of God the Holy Spirit (Romans 8:11). God the Holy Spirit empowers every believer. His purpose is to teach, guide, comfort and encourage all believers and Christian leaders in the Truth (John 14:26). What God promises He will always fulfil (Romans 4:21). Our loyalty to God the Holy Spirit increases our faith and trust in believing His Work and hence, applying it to our lives.

**Wisdom and Knowledge**

What results come from a leader who tries to lead with no wisdom? What truths come from a preacher who tries to preach with little knowledge of the Word of God? What benefits come from a teacher who wants to teach, with no teaching qualifications?

*For the Lord gives Wisdom, and from His mouth come knowledge and understanding.*

*(Proverbs 2:6)*
Aaron was eighty-three years old, and Moses was eighty years old when they spoke to the Pharaoh of Egypt. Following Israel’s departure from Egypt, Aaron and his sons were ordained as priests to lead Israel in their spiritual awakening. This would require great knowledge and wisdom to help bring the people of Israel closer to God. The priests were to teach and explain the realities of the many rituals of Leviticus so as to become meaningful and purposeful. Aaron was clothed with “sacred garments to give him dignity and honour” (Exodus 28:2). During one of Aaron’s first leadership tests, he failed miserably! He literally melted gold, and then carved it with a tool into the shape of a calf. But as Aaron explained the incident to Moses, he said, I threw it into the fire, and out came a calf! (Exodus 32:24). Though this event was early in Israel’s history, Aaron was still without excuse. When coming out of Egypt, he had witnessed and knew the incredible power of God, but his knowledge needed to become wisdom in his soul, so that he could become the spiritual leader that God ordained and Israel needed.

We learn important principles from this incident. Dignity and honour do not come from the priestly or sacred garments that priests wear. Dignity and honour come from the wisdom and knowledge applied from the soul. Leaders lacking Divine wisdom, are easily influenced by emotionalism. They succumb to pressures of the “group,” or mobs, or simply peer-pressure, giving way to compromise and defeat, instead of success and victory.

No one understood the importance of knowledge and wisdom better than the Apostle Paul. Paul said that when he was a child, he talked, and thought, and reasoned like a child, with limited knowledge. But as he grew and learned more, that knowledge would increase and become wisdom in his soul, so that he could fulfil God’s Plan to become the Apostle/Teacher of the new Church Age.19

Wisdom is built upon knowledge as it becomes understood, believed and applied to life’s circumstances. As we study and learn, God builds a House of Wisdom in our souls: By Wisdom a house is built, and through understanding it is established; through knowledge its rooms are filled with rare and beautiful treasures (Proverbs 24:3-4).

19 This is a summary of the passage taught by Paul in 1 Corinthians 13:11-12, “Now I know in part; then I shall know fully. The Greek words in this verse are important to understand: To know in part is the Greek word gnosis, which means basic academic knowledge; whereas to know fully is the Greek word epignosis, which refers to wisdom in the soul.
Leaders need to have knowledge of their profession, before they can apply and practice. Doctors and Lawyers study for many years to practice and perform their responsibilities with accuracy and professionalism. Their private libraries are full of medical and legal journals, books and manuals which they continue to read and study all of their lives. A good and reputable doctor or lawyer, with knowledge, expertise, and experience, earns the trust of his patients and clients.

Preachers who try to preach without knowledge or wisdom from the Word of God, are like fake doctors trying to practice medicine without the required medications or a licence to practice. The preacher’s lack of Biblical knowledge and wisdom can cause confusion, give wrong advice, and lead to false teaching. They are likened as to the blind leading the blind, and both fall into a pit (Luke 6:39).

So it is with a Christian Leader. A Christian leader needs the entire library of the Word of God to gain knowledge and wisdom of the Bible, so that he can serve with professionalism. Only then will he become a respected, honourable leader of believers in the church, or a leader in business. This library of knowledge and wisdom is the Mind (attitude) of Christ (1 Corinthians 2:16; Philippians 2:5). The Bible becomes the source and documentation for his ministry, or any other service as a Christian leader. In order for knowledge to become wisdom, it must be believed and applied; in other words, the wisdom must be utilised in whatever thoughts, actions and decisions we make. Food on the shelf must be eaten, digested and metabolised in order to become energy and muscle for the physical body. Similarly, the Word of God must be metabolised in the soul to become muscle and energy to the spiritual life. (“Metabolism Explained” below):

**Metabolism Explained:** Memorising all the Promises which state that God will protect, sustain, and provide for you, is a good exercise. But, it is only an academic exercise of knowledge. It is no different to memorising the ‘multiplication tables’ in math. For the Promises to become real and useful and beneficial in life, they need to be Believed and Applied. When promises are believed by faith, God the Holy Spirit implants them into memory in your soul. Thus, easily recalled and used when in need; not causing panic or falling apart when problems or adversities hit.

When a Promise is claimed, you should have the reassurance that God will fulfil His Promise, because you now have the strong faith and belief that what God promises, He will fulfill! As Christian Leaders, we need to believe this important principle, trusting in God’s Promises. Only then are we able to communicate this Truth to others. This is referred to as “Metabolised Doctrine.”
The question to be asked is: How and from where can we get this wisdom of the Word of God? God promises, if any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him (James 1:5). Believers are commanded to study and learn from the Scriptures. But wisdom is learned more intensely when taught by wiser authorities, who have learned and been trained in the Word of God. Joshua learned from Moses; Solomon learned from his father; Israel learned from the prophets; the disciples learned from Christ, and they taught the early Church. Today, congregations learn from their Pastor. A believer in a remote rural village has the same promise as a believer living in a big city of South Africa or the USA. God provides teachers to teach His Word.

James 1:6 states, But when he asks, he must believe and not doubt! This is what many Christians call “Faith Rest” or “Standing on the Promises of God!” Firstly, Know the Promises of the Bible (over 7,000 promises). Secondly, Claim the Promise for yourself, by prayer. Thirdly, Believe that God will fulfil His promise because He is always faithful. He never lies! He loves you and knows everything that you need. He is all-knowing (Omniscient); He is all-powerful (Omnipotent); He is God of the universe (Sovereign). God will answer your prayers.

South Africa is an example where people prayed for deliverance and knowledge, and God answered their prayers through missions, churches, and literature in abundance. Hence, South Africa truly became a “miracle nation,” during a very intense transformation. If My people who are called by My Name will humble themselves and pray, and seek My Face and turn from their evil ways, then I will hear from Heaven, and I will forgive their sins and restore their land (2 Chronicles 7:14).

Gaining knowledge and wisdom takes time. Years, in fact! Remember, leaders who have humility are teachable. Moses was a humble, teachable leader. It took him 40 years of training before he was ready to lead Israel out of Egypt. By the time he was 80, he was just beginning to learn the Wisdom of God, which he later wrote down as the first five books of the Bible (“Pentateuch”). The disciples spent almost four years learning from Jesus Christ. But it took approximately 20 to 40 years later for some of the Apostles to put their learning into writing the Gospels and Epistles of the New Testament. Even Jesus Christ in His humanity “kept increasing” in knowledge and wisdom for 30 years before His earthly ministry began (Luke 2:52). So, bottom line is: Don’t get into a rush! Otherwise, we may stand before God and be ashamed for lack of wisdom. The Apostle Paul told Timothy, Study to show yourself approved unto God, a workman who does not need to be ashamed, rightly dividing the Word of Truth (2 Timothy 2:15).

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21 Refer to Appendix B which provides a complete summary of the Essence or Character Traits of God.
There is no exclusive ownership of Divine Knowledge. God’s Wisdom is freely available to all. The same wisdom that created the heavens and the earth is made available to all people, regardless of race, colour, culture, or gender! (Proverbs 2:6-11). God gives believers everything in grace (free, unrestricted, unconditional, and undeserved). When preaching salvation or teaching the Word of God, no preacher should ever charge money, ask for money, or place any burden on a person to give or donate. If people wish to donate from appreciation and gratitude, they should be free to do so, willingly; never coerced or made guilty by having to show that they are giving (Matthew 6:2-3) (see pages 17-18, 28 on Giving).

Salvation is not gained through having knowledge:

There remains an important point to make about knowledge. Knowledge is not Salvation. There are Christian leaders who falsely teach that knowledge of the Bible saves a person from being condemned. This is not true!

A person is saved one way: By believing in the Lord Jesus Christ [Kholwa yiNkosi uJesu, yikhona uzakusindiswa] (Acts 16:31). This simple act of faith, enters a believer into the Family of God, You are all sons of God through faith in Jesus Christ (Galatians 3:26). This transformation occurs in one moment in time, and is not a progression of time. It is only after salvation that gaining knowledge and wisdom become a progression. It is often likened to building a house, brick upon brick. The foundation of the house is Belief in the Lord Jesus Christ, the Rock on which the Church is built (Matthew 16:18). Building the house is growing in grace and knowledge of our Lord Jesus Christ (2 Peter 3:18). This is living the Christian life, which is “Experiential Sanctification” (see Appendix C). Being born again is no different to the physical birth of an infant. Physical birth happens in a moment of time. Then, the child grows and develops over time, and hopefully, becomes a mature adult with wisdom. This is no different for believers to live, learn, grow and develop into a mature Christian.

Note: God cannot have fellowship with sinful man, even as a Believer. We are “unclean” and our works are as “filthy rags” (Isaiah 64:6). So God looks for His Imputed Righteous in man; the only way God can have fellowship with us. (Romans 3:22-23 and 2 Corinthians 5:21). In the Parable of the Wedding Banquet, guests are invited from all quarters – the good and the bad. They are each given a wedding garment, to be worn before coming into the banquet. They are not to wear their “filthy rags.” This “wedding garment” represents the Imputed Righteousness, which we must possess before we enter into the presence of God (Matthew 22:10-12). We receive His Righteousness (wedding garment), by simple Faith in Jesus Christ (Romans 4:3), “And without faith it is impossible to please God, because anyone who comes to Him must believe He exists…” (Hebrews 11:6).

In both verses, we see the noun inhlakanipho which means wisdom.

King David said, Teach me knowledge, [Ngifundise ukuqonda okuhle nokwazi] (Psalm 119:66). The word used here for knowledge is the noun ulwazi.

The Apostle Peter said in 2 Peter 3:18, Grow in Grace and Knowledge of our Lord and Saviour Jesus Christ, [kepha khulani emseni nasekwazini iNkosi noMsindisi wethu uJesu Kristu]. The word nasekwazini comes from the same root word for knowledge which is ulwazi.

Two great illustrations of Wisdom in leadership are King Solomon and the Apostle Paul. Both these leaders demonstrate the supremacy of wisdom. It is written, Wisdom is supreme; therefore, get wisdom. Though it cost all you have, get understanding. Esteem her (Wisdom), and she will exalt you; embrace her, and she will honour you. She will set a garland of grace on your head and present you with a crown of splendour (Proverbs 4:7-9).

Solomon is the writer of the words you just read above.

Solomon’s father was King David. David was a man of war, while Solomon was a man of wisdom. From Solomon’s early childhood he learned from his father the ways of God (Proverbs 1:1-7). By the time Solomon was about 20 years old, David was old and preparing to hand over the reign of leadership to Solomon. David recognised that his son was still young and inexperienced. David prayed, May the Lord give you discretion and understanding when He puts you in command over Israel, so that you may keep the law of the Lord your God (1 Chronicles 22:12). Even Solomon recognised that he still needed more wisdom and knowledge for his new leadership as King. He prayed for wisdom, as we saw in the Zulu context above. God answered Solomon’s prayer just as He promised, Therefore wisdom and knowledge will be given you [uyakuphiwa ukuhlakanipha nokwazi] (2 Chronicles 1:12). Because of Solomon’s humility and loyalty to God, God gave Solomon more than what he asked for. God also gave Solomon wealth and honour. We too, are instructed to ask for wisdom, as noted in James 1:5. (Note: When we “ask” for wisdom, we must be in fellowship with God, so the Holy Spirit can teach us the wisdom required. See pages 4, 59). God provides the wisdom we need to live His Plan and our Destiny, in our lifetime.
The Apostle Paul is the great teacher of Wisdom in the New Testament. His spiritual wisdom and leadership are a monumental reflection of God’s Wisdom. *Let no one deceive himself. If anyone among you thinks that he is wise in this age, let him become a fool that he may become wise. For the wisdom of this world is folly with God. For it is written, “He catches the wise in their craftiness.”* (1Corinthians 3:18).

Paul’s tireless energy and missionary journeys had one purpose: *To speak of God’s secret wisdom, a wisdom that has been hidden and that God destined for our glory before time began* (1 Corinthians 2:6-10). Paul speaks of the “hidden wisdom” and the “mystery of His Will,” (Ephesians 1:9 and 3:6-9), in a New Age that began after the ascension of our Lord Jesus Christ, on the Day of Pentecost. This “hidden wisdom,” is the perfect and completed Canon of Scripture. It is the revelation of the Mind (thinking) of Christ, through His Word; it is the Church becoming the Body and Bride of Christ; and the believers being indwelt by God the Holy Spirit (See verses referenced in the footnote below).

It is a New Age when Christian Leaders were commissioned by God to take the Gospel and the Word of God to the world. Paul’s Prayer for the Colossian Church is the same prayer for all Christian Leaders today: *Asking God to fill you with the knowledge of His Will through all spiritual wisdom and understanding, [ngokuhlakanipha konke nokuqonda okungomoya] (Colossians 1:9b).* Paul had one purpose as one of the greatest Christian Leaders in the early church: *My purpose is that they may be encouraged in heart and united in love, so that they may have the full riches of complete understanding, in order that they may know the mystery of God, namely, Christ, in Whom are hidden all the treasures of wisdom and knowledge (Colossians 2:2-3).*

Poise and Dignity

Poise is a leadership trait which was one of the most difficult traits to be translated into a Zulu context, since there is no literal direct translation for the word “poise.” Poise is the ability to think and remain calm with courage under pressure, maintaining one’s dignity, especially when everyone around you is panicking and confused. The on-line www.dictionary.com defines poise as, “A dignified, self-confident manner or bearing; composure; self-possession. Synonyms for poise are self-assurance, grace, and refinement.”

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22 The “mystery” and “hidden” wisdom taught by the Apostle Paul refers to the New Church Age doctrines revealed by the Apostles in much of their New Testament writings. We have the “Mind of Christ,” the completed Canon of Scripture – The Bible. Other passages include Ephesians 1:9; 3:6-9; 5:32; Colossians 1:6; 1 Corinthians 2:16; Romans 16:25-26).
Many of us have experienced the lack of poise. I can remember the time I had completed 15 volumes for a large project in Gauteng. Then came the time to present to the Board of Directors. I was the expert! Mid-way through the presentation one of the directors asked the question, “Have you considered the impact of the exchange rate on the cost of the project?” That simple question took me by surprise. I panicked, my mouth became dry and my voice shaky. Instead of standing strong and admitting that I had not considered that aspect, I gave a weak excuse as an answer! Needless to say I had no poise under pressure!

Alternatively, on the positive side of another situation, there was a game ranger leading a group of tourists on a walk through the bush. They encountered a small breeding herd of elephants. One young bull elephant decided to “mock charge” the group. The quick-thinking ranger calmly advised his followers to remain totally still; he then slowly raised his arms, facing the elephant straight on. The protective bull stopped, stared, and after a trumpet or two, flapping his ears, showing his displeasure, slowly backed away. This ranger-leader displayed tremendous poise and courage under pressure.

There are many examples of poise in the Bible. One of the best examples is Caleb and Joshua, as they returned from their reconnaissance mission into the Promised Land of Canaan (The Book of Numbers, Chapter 14 records the full account). Of the twelve leaders sent on the mission, only Caleb and Joshua held their ground with poise, and honoured God. They said, *do not rebel against the Lord, and do not be afraid* (Numbers 14:9). They remembered God’s Promises and had no fear. In fact, they calmly gave their report to all of Israel, even with a slight sense of humour. Caleb and Joshua said, *do not be afraid of the ‘so-called’ giants of the land, because we will swallow them up!* (Numbers 14:9). Not many of the adults were laughing!

Unfortunately, all of the other adults in Israel failed. They followed in the steps of fear of the other ten leaders. They wept and grumbled against Moses and Aaron (Numbers 14:1, 2). The Zulu verb *khala* means they cried and complained! Without poise, emotions take over, not trusting God for His Divine solutions and His protection.

Poise can be developed through learning and practice; no different to training in athletics – it takes practice, practice and more practice. Public speaking is known to be a stressful exercise. But to become a good speaker takes preparation and practice in order to get rid of the pre-speaking fears and ‘tightness’ in the stomach. Similarly, firemen practice drills over and over again, so that when
disaster strikes, they are prepared to think and act unmistakably under pressure, with courage and bravery. *Bravery is doing what you fear to do.*\(^{23}\)

With wisdom of God’s Word in the believer’s soul, he is able to conquer his fears and follow God’s mandate to *be strong and courageous.* Our greatest failures (fears) can become our greatest victories (strengths), when the spiritual life is being used!! \(^{24}\)

- **Moses instructed Joshua** as the new leader of Israel, how to have poise. Moses stated, *be strong and courageous. Do not be afraid or terrified* (Deuteronomy 31:6). The Lord instructed Joshua to show poise to the people whom he would lead. *The Lord said to Joshua, be strong and courageous because you will lead these people to inherit the land I swore to their forefathers to give them* (Joshua 1:6). A great historical event occurred when Joshua and his army were fighting the five Kings of the Amorites. Joshua needed more time to pursue his enemies. He thought, and prayed under pressure to the Lord, *O sun, stand still over Gibeon; O moon over the Valley of Aijalon. So the sun stood still, and the moon stopped, till the nation avenged itself on its enemies. There has never been a day like it before or since, a day when the Lord listened to a man!* (Joshua 10:12-14).

- **David taught his son**, Solomon, the importance of poise and dignity, *Be strong and courageous, and do the work. Do not be afraid or discouraged, for the Lord God, my God, is with you* (1 Chronicles 28:20). Solomon built the Temple of the Lord in Jerusalem on Mt. Moriah. The Temple of Solomon, as it was later called, was the grandest temple ever built. God knew Solomon was able to accomplish this great task (2 Chronicles Chapters 3-7). *(See the Zulu Context below for Zulu translations of the above two passages.)*

Dignity is another trait closely related to poise. Dignity is having respectability, confidence, and assurance, without arrogance. In life’s worst possible situations, a person can still hold on to his or her dignity. An inspiring example during the corona virus pandemic in South Africa (March 2020), was a mother living in a Gauteng township. When interviewed on national television, even though struggling for water and food while in her one-room shack, with no places for her children to go during the “Stay at home, Quarantine,” this destitute lady said, *“It is because of God’s Grace I live.”* This woman, in spite of insurmountable adversity and problems, held on to her dignity because of her trust in God.

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\(^{23}\) Quote from our Pastor R B Thieme III, Berachah Church, Houston, Texas, United States of America

\(^{24}\) Another quote from our Pastor R B Thieme III. He said that while fear is often a natural response to a sudden, unexpected event that fear does not have to control a person. A person with Bible Doctrine in his soul is able to control fear, then the event can become a great victory when faced with courage.
Dignity is being worthy of honour and respect. It is the inherent right of a person to be treated fairly and ethically, as being born in the image of God, crowned with glory and honour (Psalms 8:5). In Proverbs, Solomon described a virtuous woman. Solomon said, she is clothed with strength and dignity, *[mandla nesithunzi kungukwembatha kwakhe]* (Proverbs 31:25). The word nesithunzi, refers to the woman’s character, nature, and quality of her person. The word literally means “shadow,” which is an excellent picture to describe who you really are. Your shadow is you! This woman of Proverbs had the noble characteristic of dignity, just as was demonstrated by the South African woman in the township.

Having dignity doesn’t refer to a person who has status and power, or who lives in luxury and wealth. In fact, some may live with plenty, but have no dignity. In many cases, they are arrogant, lack compassion, and show no mercy. Whereas, people who live with bare means, may still have appreciation for God's Grace, trusting in *His* provisions, thereby, maintaining their dignity.

**Zulu Context:** The leadership traits of poise and dignity were used by Isaiah in speaking to King Ahaz of Judah, when they were about to be attacked by King Rezin of Israel. The Lord told Isaiah to speak these words to Ahaz, be careful, keep calm and don’t be afraid, *[usho kuye ukuthi: ‘Xwaya, uthule, ungesabi’]* (Isaiah 7:4). Literally, be careful; keep silent; and have no fear.

The verbs: Xwaya, is to be alert, be cautious, be careful, be safe, be watchful; ungesabi is not to fear; and uthule means to be quiet, silent, still, peaceful, tranquil. This combination of words means to remain calm, having poise under pressure, thereby retaining one’s dignity.

The noun *isizotha* means dignity and respect. The Apostle Paul instructs Timothy that church leaders (Deacons/Elders) must be worthy of respect, *[Ngokunjalo namadiyakoni kufanele abe nesizotha]* (1 Timothy 3:8). Respect has to be earned, it cannot be bought or gained automatically. Leaders have authority inherently from their title but respect must be earned.

Paul also instructs the young leader Titus, in all things show yourself to be an example of good deeds, with purity in doctrine, dignified, *[kwakho ubonakalise ukungonakali, ube nesizotha]* (Titus 2:7). The phrase *ube nesizotha* in this context, literally means “to be polite,” treating people with respect and dignity.

An additional word is the verb khululeka – which means to become free – free from worry; be relaxed; be calm.
Moses was instructing Joshua as the new Leader of Israel. He told Joshua, be strong and courageous. Do not be afraid or terrified, [Qinani, nime isibindi, ningesabi] (Deuteronomy 31:6).

The Lord said to Joshua, be strong and courageous because you will lead these people, [Qina, ume isibindi, ngokuba uyakwenza ukuba laba bantu] (Joshua 1:6). Literally, you will cause these people to inherit the land.

King David said to Solomon, be strong and courageous and do the work, [Qina, ume isibindi, ukwenze] (1 Chronicles 28:20).

These two words speak of poise. The verbs qina which means to be firm, be hard, be solid and strong; all in a positive sense. In the negative sense it means to be headstrong, obstinate, inflexible, and stubborn. The noun isibindi meaning courage, boldness, bravery.

Stephen, as the first Christian martyr, died with poise and dignity.

Stephen was a young man who was chosen by the Apostles to be one of the leaders in the early church. His leadership was built upon wisdom and faith. He spoke decisively, unashamedly, with confidence and knowledge about Jesus Christ and the Old Testament Prophets. Yet, he was hated for his faith, his boldness, and lack of fear. The Sanhedrin dragged him onto the gravel road and stoned him to death. In the midst of this extreme hatred, torture, and ultimate execution, Stephen never lost his poise and dignity. He had no fear, but focused on the Lord to the point of death, even requesting the Lord with his dying breath, to not hold their sin against them (Acts 6:8 to 7:60).

Christ is the noblest example of poise and dignity under extreme pressure.

Even while Christ was arrested and tortured, His thinking and actions always reflected His Divine nature, and compassion for the people. He was oppressed and afflicted, yet He did not open His mouth; He was led like a lamb to the slaughter, and as a sheep before her shearsers is silent, so He did not open His mouth (Isaiah 53:7). His majesty was so evident to all who witnessed Him that a Roman Centurion said, Surely, He was the Son of God! (Matthew 27:54). Christ’s compassion for others was constantly evident. During His arrest, Christ’s concern was for his disciples. He told the guards, If you are looking for Me, then let these men go (John 18:8). Christ even gave Pilate the opportunity to believe the Truth (John 18:33-38). On His torturous climb to Golgotha, Christ was more concerned for the weeping women than for His own suffering. He told the women, Daughters of Jerusalem, do not weep for Me; weep for yourselves and your children (Luke 23:28). One of His last words on the cross were, Father forgive them, for they do not know what they are doing (Luke 23:34).
Discernment and Flexibility

The early Church struggled to distinguish between friend and foe. Many of the disciples, including the eleven Apostles doubted the conversion of the enemy of Christians, Saul of Tarsus, now called Paul. He could not be trusted. Although while in Damascus, Paul was preaching and proving that Jesus is the Christ. Some even planned to kill Paul. Barnabas (which means Son of Encouragement), was one of the few disciples who had the wisdom and discernment to see the true value of Paul’s conversion. Barnabas brought Paul to the other apostles and they all became an encouragement one to another (Acts 9:26-27). This “discernment” shown by Barnabas was exactly what Jesus Christ spoke of in Matthew 10:16, I am sending you out like sheep among wolves. Therefore, be as shrewd (discerning or alert) as snakes and as innocent as doves.” Jesus was warning the disciples that especially after His departure, they needed to have a keen sense of judgement and discernment about people, circumstances and events, to look beyond the obvious, and see the truth.

Discernment means having the ability to make wise judgements and decisions; to be able to distinguish the obvious from the obscure; the sincere from the devious; the truth from the false. It is having the insight of seeing the true character of a person, beyond their façade or superficiality; not being fooled by flattery or hypocrisy, hoaxes or schemes. Discernment is having sharp perceptions to see the facts as they really are. When a leader has discernment, he makes wise decisions from knowing all the facts, rather than making bad decisions from false or lack of information. Bad decisions limit future options.25

Solomon, knowing the tremendous challenges he would face as King of Israel, prayed for a “discerning heart.” So give your servant a discerning heart to govern Your people and to distinguish between right and wrong, [Ngalokho yiphe inceku yakho inhliziyo elalelayo] (1 Kings 3:9). The verb lalela is to listen, obey, observe, honour. Discernment is being able to listen and consider input from others and make right decisions. “Leaders who do not listen surround themselves with people who have nothing to say” (Andy Stanley). The Lord was pleased with what Solomon asked for, and gave him discernment for the administering of justice (1 Kings 3:11).

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25 Quote from Rev. Rick Hughes, Evangelist, who has been speaking in High School assemblies in the United States for 50 years. The quote is made from his personal observations of having seen young people who made bad decisions.
Leaders these days are often bombarded with information. Perhaps, more than ever before, because we now have the fast-paced, “instantaneous” world of the internet and the world-wide web of information. This includes television and international media that often spread propaganda, misleading news, fake news, and distort facts with personal opinions, to accomplish selfish agendas. Lying and spreading of disinformation become a way of life.

The Apostle Paul warned Timothy about liars, even those in Christian service who distort God’s Word. They lack of knowledge and are arrogant in their attempts to prove they have “new revelations,” than what is recorded in Scripture. They mislead followers who are vulnerable, who then fall into traps of control and manipulation. Paul cautioned in 1 Timothy 4:2, *Such teachings come through hypocritical liars, whose consciences have been seared as with a hot iron.* These Christian leaders once knew true doctrines, but they became deluded between truth and falsehood, and their souls (hearts) became hardened as being burnt (seared) from a red hot iron! Because, *they fell away from their faith* (Timothy 4:1).

Having discernment about people, does not mean to judge or condemn the character of a person. It means observing a person’s actions, words and deeds, and evaluating the true character of that person. This form of discernment is important in the selection of friends, co-workers, subordinates, and hiring of staff; most importantly in making a life-time decision in choosing a partner.

Discernment means being able to make right choices (having volition/free will). Solomon knew all about choices. In the latter part of his life he lost some of his discernment and made bad choices, resulting in bad judgements for which he paid a terrible price. He had failed with women, frantically searched for happiness, and temporarily lost his good judgement. But through his failures he taught us discernment. For example, in Proverbs 31:10-11, Solomon states, *A wife of noble character who can find? She is worth far more than rubies. Her husband has full confidence in her and lacks nothing of value. “Finding a wife of noble character,” requires discernment to see the true beauty of her inner soul. Solomon did recover from his failures, and through his lessons, gave us incredible wisdom about leadership and discernment, throughout the Books of Ecclesiastes, Song of Solomon, and Proverbs, which are Books full of Wisdom and Discernment.*
ZULU CONTEXT: The first word to consider concerning discernment is the verb *hlakanipha*, meaning to become intelligent, become smart, become wise, clever and acute. The noun *ubuhlakani* means cleverness.

When Solomon prayed for a discerning heart, God gave him discernment for administering justice. God said, *I will give you a wise and discerning heart, [ngikunika, inhliziyo enokuhlananipha nokuqonda]* (1 Kings 3:12). Literally, I have given thee a wise and an understanding heart.

This verse also includes the noun *ukuqonda* which means comprehension and understanding, or the verb *qonda* meaning to understand, to comprehend.

These two words are used in many verses by Solomon to teach about discernment and having wise understanding. *Blessed is the man who finds wisdom, the man who gains understanding, [Ubusisiwe umuntu othola ukuhlakanipha nomuntu ozuza ingqondo]* (Proverb 3:13).

*My son, preserve sound judgement and discernment, [ugcine ukuhlakanipha namasu]* (Proverbs 3:21).

*I am your servant; give me discernment that I may understand your statutes, [Ngiyinceku yakho; ngiphe ingqondo]* (Psalm 119:125). Literally, I am your servant; give me understanding.

*Wisdom rests in the heart of the discerning, [Ukuhlakanipha kuhlezi enhliziyweni yonokuqonda]* (Proverbs 14:33). Literally, wisdom rests in the heart of understanding.

*A discerning man keeps wisdom in view, [Ukuhlakanipha kuphambi koqondileyo]* (Proverbs 17:24). Literally, wisdom is before the wise one.

**Flexibility as a leadership trait:**

Along with Discernment and Good Judgement comes the leadership trait of **Flexibility**. Flexibility is sometimes presented as a stand-alone trait because of its importance. In this booklet, we have combined flexibility with discernment. In order for a leader to be flexible, he must be able to ‘filter through’ (be discerning) the vast amount of information he receives. This includes input that may be contrary to what he believes or may already know.

The leader must be willing, and must have the moral courage to change his thinking to effect the right outcome. In other words, adapt his plans to changing circumstances, making important changes where necessary.
Example: When the pandemic hit South Africa, the country went into lockdown. This effected all National Parks and people in all walks of life. While the effects were damaging and difficult to endure, adversities always present opportunities. Leaders need to be creative and flexible to do things a little different to the normal, “think out of the box.” The lockdown provided time for additional training of staff; much needed maintenance; spending quality time with family; and more importantly, spending time in studying the Word of God.

Discernment gives the leader the ability to be flexible in non-essential issues, but to be inflexible in essential or critical issues. He is able to discern between positive and negative changes, and is able to adjust. A simple illustration might be a preacher who has strict cultural rules that males must sit on the right side of the church hall, and females on the left side; even though there is no Biblical standard for this rule. Consider that a female member comes to the preacher and requests to sit on the right side of the aisle in the church. She explains that the female side is full, while the male side is near empty, and she would like to be with her husband and children. In this case, the pastor should be Flexible in this non-essential issue and allow this woman her request. We are all children of God, “One in Christ” (Galatians 3:26). James 2:1-4 teaches that there is to be no favouritism to learn the Word of God.

Inflexibility with issues that are critical and important:
Salvation, on the other hand, is a critical issue, on which we should all be Inflexible and have absolute certainty. The Bible says, *it is by grace you have been saved, through faith — and this is not from yourselves, it is the gift of God — not by works, so that no one can boast* (Ephesians 2:8-9). This is the true meaning of salvation given to us by God. Salvation is not arbitrary (by chance). Salvation is not giving money to the church, living good lives, or going to church. Salvation is not even being baptised, although baptism is a good testimony of one’s salvation. The condition for salvation is Absolute and Inflexible: Faith alone in Christ alone! In Acts, when the Roman jailer asked Paul and Silas, *Sirs, what must I do to be saved?* Paul and Silas replied, *Believe in the Lord Jesus Christ and you will be saved,* [Bona bathi: Kholwa yiNkosi uJesu, yikhona uzakusindiswa] (Acts 16:31). Preachers, Pastors, Teachers, Missionaries and Christian Leaders must be strong in their faith and knowledge that this is the only means of salvation.

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26 This phrase “out of the box” is attributed to Edward de Bono, an author who wrote excellent books on the subject of being able to think laterally and creatively “out of the box,” especially over complex issues. Titles include: Lateral Thinking, Six Thinking Hats, Teach Yourself to Think, and others.
The criminal on the cross next to Jesus was saved by an absolute statement from our Lord, I tell you the truth, today you will be with Me in Paradise (Luke 23:43). This criminal’s worst nightmare of execution by crucifixion, turned out to be the greatest and most blessed moment of his entire life. In one second of time, he was saved for all eternity; not because of any good deeds he had done; not because he was baptised; and not because he confessed all of his sins to the Lord. The criminal was saved by faith alone, by simply saying, Jesus remember me when you come into your kingdom (Luke 23:42). The criminal recognised Christ as the Messiah.

The Bible has many examples of flexibility; changing one’s thinking. One of the most critical passages is from the Apostle Paul in Romans 12:2, be transformed by the renewing of your mind, [kodwa niguqulwe isimo ngokwenziwa ibe ntsha ingqondo yenu]. The Zulu verb [guqula] means to alter, change, reform, switch. Paul is teaching that they must change their worldly human thinking to God’s Divine Viewpoint thinking – the natural progression of the spiritual life.

Moses’ flexibility in delegating some of his responsibilities:
Moses was flexible when he listened to the good input from his father-in-law Jethro. Jethro suggested that Moses appoint other capable men to help him by delegating some of his responsibilities to them (Exodus 14:1-27). Leaders must be able to appoint dependable subordinates, and then empower them to complete the tasks within their own management style. Do not interfere every step along the way, ordering them what to do, but rather allow them to think and make decisions, possibly advising and encouraging, as long as the end results of the job are not compromised.

Nehemiah’s flexibility in rebuilding the walls of Jerusalem:
Nehemiah demonstrated flexibility by choosing to build the walls of Jerusalem while holding a sword in one hand and carrying a brick in the other. Nehemiah adapted, adding a new measure to the construction method of the wall, because of the new threat from their enemies (Nehemiah 4:16). Nehemiah’s flexibility did not compromise the mission of re-building the walls of Jerusalem. His willingness to adapt ensured the success of the mission, while maintaining the security of the people!

Joseph’s flexibility with his brothers:
Joseph demonstrated both flexibility and humility in showing grace and love to his brothers. Rather than punishing them for their unfair treatment to him, he relied on God to take what they meant for evil and use it for His good purposes (Genesis 50:20). (Note: You are encouraged to read the entire account of Joseph in the Bible, Genesis Chapters 37 to 50, and identify for yourself, all of the leadership traits you have learned so far in this book on leadership).
The backbone of the Roman army was the Centurion Officer. The Centurion was a skilled professional officer commanding one-hundred legionnaire soldiers. He was the leader responsible for training and maintaining discipline. The Centurion of this particular passage in the Bible had heard of Jesus Christ, and believed in Him as the Messiah, the Son of God. One of this Centurion’s most valued servants was suffering and about to die. The Centurion met the Lord and asked for help. The Lord said immediately, “I will go and heal him” (Matthew 8:7). The faith of the Roman Officer was so great that with respect, he spoke to the Lord saying, I am not worthy for You to come under my roof, but just say the word and my servant will be healed. For I too am a man of authority. The Lord was “astonished” at hearing this, He said, I have not found anyone in Israel with such great faith! The Lord healed the servant immediately, sight unseen.27

This historical account presents us with a vivid illustration of decisiveness. The Centurion knew exactly what needed to be done, and he did it. He knew that Jesus Christ had the authority and power to heal his servant, without Christ being there physically. No hesitation, no confusion, he was decisive in his request for help, and he knew the Lord would answer! The Lord recognised the strong faith of the Centurion. So without hesitation, the Lord healed the servant. Likewise, the Lord was absolutely decisive in His response to the Centurion’s request.

Would that we could all be so decisive in our faith and trust in the Lord?

Decisiveness is taking a firm stand on a complex issue, where a confident decision is needed. Decisiveness is the ability to make difficult decisions in the face of controversial issues. A leader may be faced with situations where several people are giving him conflicting advice. Who to believe? What to do? What decision to make? A leader who is decisive, will listen to the details of all the information given. He will consider all the facts, and have the courage to make a decision in what he believes to be correct and beneficial for all, never to benefit self.

27 The account of the Faith of the Roman Centurion is summarised from two passages: Matthew 8:5-13; and Luke 7:1-10.
Followers desire a leader who is decisive. They want a leader who knows what is right, and steps out of the confusion to take charge and give good and meaningful direction, with confidence. This type of leader always takes responsibility for his decisions, right or wrong. He learns from his mistakes. And he never points fingers of blame. Leaders are expected to make decisions. Subordinates expect a decision. Decisive leaders are quick-thinking and take the best action in any given situation. Their subordinates will follow.

Christian leaders, having the Word of God, the very Mind of Christ in their soul can make wise and firm decisions. Such a leader is confident and steadfast in his knowledge of the Bible. When questioned on issues of the Bible, he can be decisive and confident in his response: Always be prepared to give an answer to everyone who asks you to give the reasons for the hope that you have (1 Peter 3:15). There are no contradictions in the Bible. Even the Lord Jesus Christ emphasised the importance of being decisive. In Matthew 5:37, Christ demonstrated the importance of decisiveness by stating, Let your Yes be Yes, and your No be No.

Indecisiveness is the opposite of decisiveness. Not having the absolute wisdom from the Word of God, makes one indecisive; giving one’s own opinion, rambling on about “personal experiences,” rather than giving principles from what God has stated in His Word. This uncertainty leaves the congregation confused and misinformed. The Bible says in James 1:6 that a person who is confused and in doubt, is like a wave of the sea, being blown and tossed by the wind. He is unstable. This lack of decisive leadership leads to uncertainty and absence of direction, especially to those who are under such leadership. An evangelist friend said, “If you don’t know where you are going, then you will never get there.” An indecisive person does not know where he is going, much less has the ability to lead other people!

Indecisiveness in the business world is just as damaging. Fear and doubt become negative motivators for not making good decisions. The leader is afraid of making mistakes which may lead to failure. Therefore, he makes no decision at all! This indecisiveness often carries with it loss of opportunities and loss of respect and trust from subordinates and leaders in higher authority.

Being Assertive means having the moral courage to speak up and voice a viewpoint in which you may strongly believe. Assertiveness is being confident about your particular viewpoint or opinion, without being hostile; being firm without being pushy; or being strong without being a bully. The leader is willing to listen, and be open-minded to other viewpoints and solutions. If his views are not accepted or are rejected, he remains respectful of the opposition.
Assertive leaders can also be helpful in offering good, constructive advice, but he gives the advice with integrity and humility. Whereas a person who sits back and says nothing cannot later be critical of what was done. He missed an opportunity!

The culture in South Africa did not promote assertiveness as a leadership quality. People were expected to comply with orders, good or bad. Staff were often told to “shut up” or “pack up,” just “Do as you are told!” There was no room for positive, creative thinking or input. This is also true of non-Christian countries where women are 2nd class citizens to men, and formal education is banned for women. True Christian leadership encourages subordinates to learn, to think, to ask questions; to apply “critical thinking” in solving problems, which are constructive and helpful, but never in an arrogant or boastful manner.

Being proactive is similar to being assertive. A proactive Leader does not sit idly by, passively waiting for someone else to take action. The leader becomes proactive, doing it himself or delegating the work to another person who has capability and good judgement. The Parable of the Good Samaritan is a case in point (Luke 10:25-37). The Samaritan saw a person in need and decided to help the injured man. He did not look around for someone else to provide assistance. This is being proactive. When a Good Leader sees something that needs to be done or corrected, he does it himself, or initiates action to have it done.

ZULU CONTEXT: Moses instructed Israel that they needed to be decisive, to choose between life or death, [ngalokho khethani ukuphila] (Deuteronomy 30:19).

Joshua was decisive in choosing to serve the Lord, [khethani namuhla ukuthi ngubani eniyakumkhonza] (Joshua 24:15).

In both verses the verb khetha is used to choose, to pick out, or to select.

Solomon was a King and Leader with Wisdom; he was decisive, in choosing wisdom, knowledge and understanding rather than gold or silver, [yebo, ukuzuza ukuqonda nga kukhethwa kunesiliva] (Proverbs 16:16).

Other words to consider, is the noun, ubuhlakani meaning cleverness, smartness, working smartly; or the verb, kuyasebenza meaning it works, as in being proactive with seeking solutions to function and to perform well.

Ruth was decisive in her decision to stay with her mother-in-law, Naomi. Though faced with options, she did not waiver, nor was she tossed back and forth like a wave, with winds of indecisiveness. Ruth said to Naomi, Your God will be my God (Ruth 1:16).
Daniel was decisive when he said “No” to the King.
He did not succumb to the pressures from King Nebuchadnezzar that would compromise his beliefs (Daniel 1:8). Daniel was absolutely decisive in knowing right from wrong. He did not change his mind, even to the point of being thrown into the lions’ den. He knew the right thing to do and stood firm by his decision. His firm stand and decisiveness was a witness to King Darius of the Power of God. The king became a believer in the God of Daniel and decreed it throughout the land (Daniel 6:25-27).

Joshua was decisive in choosing to serve the Lord.
He summoned all of the elders and leaders of Israel, and told them that they had the freedom to choose between serving false gods or the One and Only True God, the Lord God who brought them out of Egypt. Joshua was decisive in his statement, But as for me and my household, we will serve the Lord. (Joshua 24:15).

Abigail was decisive in choosing to help David.
David was betrayed by the wicked, wealthy, and arrogant Nabal, when David had requested supplies for his army. Nabal refused, and David was intent to destroy Nabal and his entire farm. Nabal’s wife, Abigail, came to the rescue. She promptly and decisively made a decision to gather all of the necessary supplies that David had requested and delivered them to David. Abigail was smart, courageous, humble, and decisive. Because of her quick thinking, David changed his mind about killing Nabal. It was said of Nabal, He is just like his name – his name means Fool, and folly goes with him. (1 Samuel 25:25).

The Sovereignty of God and the freewill of man coexist in God’s Plan. Even though God gave mankind the freedom to make decisions, God will never force any person to make a decision, either to love Him, or to obey Him. He gives all people the freedom to make their own choices. He has given the wisdom from His Word to choose His Plan, not “my plan.” To have this wisdom, we have to know His Word and what is required of us! God did not stop Adam or Eve from sinning. Neither did God stop Lucifer from sinning when he and one-third of the angels rebelled against God. Satan’s final doom is the lake of fire, created for satan and his fallen angels (Matthew 25:41). Decisions we make regarding God’s Plan for salvation determine our eternal future (John 3:17-18).

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28 The reference made to Nabal was from his wife, Abigail. Even she realised the foolishness of her own husband. Both Abigail and David left the wicked Nabal to God’s Justice. Soon after the incident, Nabal died. 1 Samuel Chapter 25.
29 John 3:17-18, For God did not send His Son into the world to condemn the world, but to save the world through Him. Whoever believes in Him is not condemned, but whoever does not believe stands condemned already because he has not believed in the name of the only Son of God, Jesus Christ.
God gave mankind the freedom to make choices. But mankind must realise that decisions always have repercussions and consequences. “The choices we make often determine the life that we live.” Wrong choices and wrong decisions produce wrong outcomes, discipline and sometimes self-induced misery. Right choices produce opportunities to advance in the Plan of God.

**Self-control and Strong Conscience**

Marriage and Parenthood are two leadership positions in which self-control and having a strong conscience are magnified. **Self-Control** becomes the challenge, and a **Strong Conscience** becomes the objective. Joseph and Mary were examples of both. Their self-control gave them the strength to be obedient to God’s Plan, while their strong consciences kept them from falling victims to the judgemental thoughts and words that always come from people looking for fault. Joseph demonstrated self-control by keeping Mary with him, protecting her and avoiding a divorce; refraining from sexual union until Jesus Christ was born. Joseph was a righteous man, and his conscience was strong enough to guide him in making many right decisions (Matthew 1:19-24). Mary, having given birth to the humanity of Jesus Christ, did not become self-righteous in her motherhood. Her strong conscience guided her obedience in God’s Plan; she remained silent and treasured up all these things and pondered them in her heart (Luke 2:19). Mary is the mother of the Humanity of God; not the “mother of God” as some denominations consider.

Self-Control and Self-Discipline are one and the same. It is the Conscience that guides and governs our ability to make right decisions, even though there are strong reasons or temptations to choose otherwise.

Self-control is more far-reaching than most people realise. It is more than just making a decision to avoid eating that extra piece of chocolate in order to lose weight; or deciding to exercise when you really don’t feel like it; or not purchasing expensive clothes on an over-charged credit card. The points just mentioned are

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good examples of self-control, but there are more significant applications. It is possessing an inner-strength that is able to regulate and control personal, emotional, and physical desires, avoiding lusts and weaknesses. It is the will-power to refrain and restrain from the tendencies of one’s sin nature (Galatians 5:13a). The sin nature is described as “flesh” in Romans 7:14 (NASB version). When Adam fell, sin entered into the world, and all human beings born after Adam were born in Adam’s own image (not God’s image) (Genesis 5:3). The Sin Nature was passed down to all human beings by the man, through procreation (Romans 5:12 & 19). Self-Control brings the sin nature under control.

An excellent example to help us understand self-control is found in Genesis. When Eve fell, she acquired a sin nature, just as Adam did. As part of her judgement, the Lord said, **Your desire will be for your husband, and he will rule over you** (Genesis 3:16). Some take this meaning to be a sexual desire, but sex is not the context. The context is authority and a warning against anti-authority. They both chose against the authority of God, and Adam failed in his leadership authority to the woman. Because of Adam’s failed leadership, the woman acted on her own, and then Adam followed in disobedience rather than taking the lead to follow God’s instructions. The literal interpretation of Genesis 3:16 is, **Your desire will be to control your husband, but he will have authority over you**. The lesson we can learn from this passage is that a woman must be able to have self-control, so as to restrain her desire to control her husband. A woman with wisdom and self-control follows God’s design rather than her own. God’s design for the woman was to respond to her husband, not to control him. Man’s failures as the authority in marriage do not change the Laws and designs of the Lord. 1 Corinthians 11:10 states, **For this reason, and because of the angels (who are watching), the woman ought to have a sign of authority on her head (her husband).**

To the woman, God said, *Your desire will be for [to control] your husband, and he will rule over you* (Genesis 3:16b).

The Apostle Peter became one of the great Leaders in the early church. Peter helps us understand the repercussions of not having self-control. There were many times when Peter acted and spoke without thinking. The disciples had been with the Lord for almost three years, receiving face-to-face teaching regarding their future missions, including Christ’s mission to the Cross. Yet, when Christ was arrested in Gethsemane, Peter abruptly and without thinking drew his sword and cut off the ear of the Roman official. Peter was promptly rebuked by the Lord, and told to put his sword away. That same night, Peter swore he would never deny Christ, and yet he did, three times!
A previous incident occurred while they were walking towards Jerusalem. Christ reminded the disciples that He would suffer many things; He would be killed, and on the third day, He would be raised to life. Peter, once again without thinking, began to rebuke the Lord over His death and said, Never, Lord! This shall never happen to You! (Matthew 16:22). Peter’s lack of self-control and disrespect to the Lord, his lack of knowledge of the crucifixion, and his lack of trust in the Person of Jesus Christ, brought down upon him the harshest words spoken by Christ to Peter. Christ said, Get behind Me, Satan! You are a stumbling block to Me; you do not have in mind the things of God, but the things of men. (Matthew 16:23). This incident demonstrates the seriousness when one acts impulsively without thinking, and especially when we go against God’s Plan.

**Being impulsive or impetuous is not a good leadership trait:**

These are synonymous words meaning to do or say something suddenly without thinking, with no planning, and without considering the effects or the consequences. Impulsive decisions are often motivated by emotions rather than thought. They are decisions that are hasty and spontaneous, without careful forethought (www.dictionary.cambridge.org). A leader may say things to subordinates that are unkind, impolite, and hurtful, but once said, the leader can never take them back. Such a leader runs the risk of saying things that are incorrect, insulting, illogical, or just flat wrong to friends, family, clients, competitors or partners. This lack of self-control exposes an insensitve, thoughtless nature of the leader. Self-control is the ability of the leader to keep his mouth shut and think carefully about the situation before he speaks.

**A Strong Conscience is the moral compass of the soul:**

The mechanism in the soul that triggers self-control and self-discipline is the Conscience. The conscience serves as a guide to direct a person in the right path of making good decisions. The conscience is like a compass with only two directions, Right and Wrong. Your compass should always be pointing in the Right direction. We are given the freedom to make choices but not to “indulge” the sinful nature (Galatians 5:13a). Rather, we are to follow the course of the compass and go the right way – God’s Way; never the wrong way – our way. Self-control and self-discipline keep us “in control,” moving in the right direction of our moral and spiritual compass. Like a city whose walls are broken down is a man who lacks self-control (Proverbs 25:28).
The conscience is built upon a series of guidelines of right versus wrong. These guidelines should have been learned as children from parents, as students from teachers, as children of God. They are basic moral standards, such as: Don’t lie, cheat or steal; don’t take drugs; don’t be unfair; respect your parents; respect all authority; listen to your teachers; obey God. When faced with choices, the conscience is influenced by motivation. In other words, what motivates you? Right decisions are motivated by values such as love, honour, and integrity. Wrong decisions are motivated by greed, lust, anger, and fear. Leaders with a strong conscience will be motivated to follow their moral compass in making good decisions.

As we have seen, Peter was a disciple whose conscience was working “over-time!” He was constantly faced with challenging decisions. While he was often motivated by love and service for the Lord, he still made frequent, impetuous, wrong decisions. Then his conscience would show him the “error of his ways.” His strong conscience would quickly recognise mistakes and failures, which he would acknowledge privately to God. He would then continue moving forward in his spiritual life.

The conscience helps a leader to self-evaluate. Looking into the Mirror of the Word, one can ask these questions: Why did I do it? Could I have done something differently? How can I do it better next time? What do I need to know to avoid the same mistake in the future? Where in the Word of God are the solutions to the problems I am facing? **Self-evaluation** helps the leader to see his weaknesses and develop self-control mechanisms to avoid falling into the same traps time and time again (2 Corinthians 13:5).

A person with no self-discipline and no self-control will always find himself succumbing to the same sins and desires of his “Sin Nature,” over and over again, (referred to in Scripture as the Flesh – Matthew 26:41; John 3:6; Ephesians 2:3). Yet, we have the same power and strength from the Word of God that Jesus Christ used when he was tempted by satan in the wilderness. Temptation in itself is not a sin; it is when we succumb to it, then it becomes sin. **We choose to sin**, not, “the devil made me do it,” as is often the excuse. Paul stated, *You, my brothers, were called to be free. But do not use your freedom to indulge the sinful nature* (Galatians 5:13). When tempted in the desert, three times Christ said, *It is written* (Matthew 4:1-11). Three times, Christ used the written Word to defeat the temptations of satan. The Bible gives us the Truth, and The Holy Spirit gives us the Power to make right decisions. We have no excuse to fail!
ZULU CONTEXT: We learn that two of the fruits of the Holy Spirit are gentleness & self-control, nobumnene and nokuzithiba (Galatians 5:23). Paul also tells Timothy as a young leader that he must have a spirit of self-discipline, [kepha owamandla, goonowothando, nowokuzikhuza] (2 Timothy 1:7).

In these two verses and other passages, we see this trait of a leader in the verb ukuzikhuza (v) which means self-discipline and to admonish oneself.

In addition, Paul tells Titus that a leader must be self-controlled and disciplined, [kepha ophatha kahle izihambi, othanda okuhle, oqondileyo, olungileyo, ongcwele, ozithibayo], and to encourage young leaders to be self-controlled, ukuba babe ngabaqondileyo (Titus 1:8; 2:6). Literally, be careful.

The infinitive verb in both of these verses is oqondileyo, which means to go straight on, to understand and comprehend, and to go in the right direction. The root verb is qondile which means to be direct; be straight (as a compass).

Peter said to be self-controlled, [Ngalokho zibopheni izinkalo zengqondo yenu] (1 Peter 1:13). The noun izinqondo is to have intelligence and common sense.

A man without self-control is like a city with broken walls [unjalo umuntu omoya wakhe ungenakubanjwa] (Proverbs 25:28). He has no compass.

The Zulu noun for conscience is unembeza. Paul urged Timothy to always hold onto his faith and have a good conscience, [unokukholwa nonembeza omuhle] (1 Timothy 1:19). Peter also understood the importance of having a good conscience, nibe nonembeza omuhle, (1Peter 3:16). As we read earlier, Peter’s lack of self-control, had his conscience swinging from right to left. Fortunately, his faith, his knowledge, and spiritual growth kept his conscious moving in the right direction.

Joseph learned self-control and developed a strong conscience:

The complete story of Joseph can be read in Chapters 37 to 50 in the Book of Genesis. As most of you know, Joseph was one of the twelve sons of Jacob (Israel). What some of you may not know is that he had to learn self-control and self-discipline the hard way. Joseph was greatly loved by his father, and he knew it. When he had two dreams, he boastfully revealed them to his eleven brothers. He bragged about how he would be greater than his brothers, and that they would bow to him! His brothers hated him for it. They plotted to kill Joseph, but instead, he was sold into slavery and ended up working for an Egyptian official, Potiphar.
Through his adversities, he began to learn the importance of self-discipline; controlling his words and actions to avoid his own self-induced misery. Joseph was seduced by Potiphar’s wife, but he resisted her charms and ran away. Nevertheless, he was unfairly thrown into prison where he had to learn more self-control. In other words, Joseph needed to learn to control what he wanted, and leave things up to God’s Plan and Timing. Joseph turned to man to help get him out of prison. But God kept him there for two more years, until he learned the valuable lesson of waiting on God’s Timing. Only then did God promote him! Joseph went from a slave, to a prisoner, to the second most powerful man in Egypt. Sometimes, we are thrown into the “pits & prisons,” of life, to teach us lessons we would never learn in normal times.

Greater Love

Greater Love is one of the noblest traits for Christian Leaders. Yet, this trait will not be found in most leadership books, nor discussed in leadership seminars and rarely spoken of in management meetings or job interviews. Why? The simple answer is because of a lack of understanding and the absence of correct application.

Greater Love is the ability to treat others as you would want them to treat you. It is often referred to as “The Golden Rule” (Luke 6:31). It is being able to show patience, kindness and restraint to a person who might be rude, unfair and unkind towards you. In other words, you do not lower yourself to the level of disrespectfulness and arrogance.

Jesus Christ referred to “Greater Love,” in John 15:13. The Zulu translation of this trait is onothando olukhulu. Christ encouraged His disciples saying, My command is this: Love each other as I have loved you, [Yilo umyalo wami wokuba nithandane, njengalokho nginithandile] (John 15:12).

This command is a high standard to fulfil! The disciples were being trained by Christ to be leaders in the new Church Age. As He sent them on their first mission, Christ told them that they were going out as sheep amongst wolves; they would need to be shrewd (alert) as snakes and as innocent as doves (Matthew 10:16). They would be targets of persecution and hatred. Although surrounded by wolves of enemies, their mission was to teach the love of God to friend and foe alike.
Christ said that it is easy to love people who love you; anybody can do that! But I say to you who hear, love your enemies, do good to those who hate you, bless those who curse you, pray for those who mistreat you (Luke 6:27).

The Apostle Paul defined Greater Love in 1 Corinthians 13:4-8 (see below): There are 16 total traits: Seven of the traits are positive; like love is patient and love is kind. Nine of the traits are negative; like love does not brag and love is not arrogant. (Note: See if you can identify all of the positive and negative traits.)

<table>
<thead>
<tr>
<th><strong>ENGLISH TRANSLATION</strong></th>
<th><strong>ZULU TRANSLATION</strong></th>
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<tbody>
<tr>
<td>1 Corinthians 13:4-8</td>
<td>1 Korinte 13:4-8</td>
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<tr>
<td>4 - Love is patient, love is kind, and is not jealous; love does not brag and is not arrogant</td>
<td>4 Uthando luyabekezela, uthando lumnene, alunamhawu, uthando aluzigabisi, aluzikhukhumezi;</td>
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<tr>
<td>5 - does not act unbecomingly; it does not seek its own, is not provoked, does not take into account a wrong suffered,</td>
<td>5 aluziphathi ngokungafanele, aluzifuneli okwalo, alucunuki, alunagqubu;</td>
</tr>
<tr>
<td>6 - does not rejoice in unrighteousness, but rejoices with the truth;</td>
<td>6 aluthokozi ngokungalungile, kepha luthokozela iqiniso;</td>
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<tr>
<td>7 - bears all things, believes all things, hopes all things, endures all things.</td>
<td>7 lubekezelela izinto zonke, lukholwa yizinto zonke, luthemba izinto zonke, lukhuthazelela izinto zonke.</td>
</tr>
<tr>
<td>8 - Love never fails</td>
<td>8 Uthando alusoze lwaphela</td>
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We are all faced with situations in which people become the ultimate test of our leadership. Some will disappoint us, others will reject and oppose us. There will be bosses or co-workers whom we don’t even like for different reasons; they might be abusive, unfair, disloyal, or just plain lazy and irresponsible. How on earth are we expected to show this “Greater Love” to these people? Other problems may arise with family members, children, even a spouse who may become demanding, irritating or frustrating! Can you still love that person? What about a person who cheats you, steals from you, lies to you, or worse yet, betrays you? Have you ever been the innocent victim of these types of people problems? We may well be faced with conflicts of a wide variety of reasons. Hence, the Word of God gives us the information on how to deal with such situations, before they happen. We can either learn the meaning of greater love and live well; or we can disregard the command to love and live miserably.
Now, I ask you to switch your thinking: To put **yourself** in the shoes of that other person. What if **you** are the person who causes the problems! Maybe, just maybe, you might be unfair; you might show jealousy, anger or hatred. **You** might let a friend down; you betray a loved one; or you fail in some miserable way. Is that even possible? Who me, you say? Think about it!

Other people may have shown **Greater Love** to you: Your child who looks up into your eyes and says, “It’s ok daddy, I still love you.” Or your spouse, or a friend who says, “I forgive you.” They continue to love you with a **Greater Love** that looks beyond your faults. This love is similar to what Jesus Christ spoke of and demonstrates to all of us.

The way this Love is shown to people was taught by Jesus Christ, and recorded by the Apostle Paul, as noted in the table above in 1 Corinthians 13:4-8. We show it through kindness, patience, thoughtfulness, compassion and comfort to others; not in anger, envy, arrogance or through deceit. Greater Love does not hold a grudge or keep a record of some wrong committed against you. We are commanded to be forgiving, showing mercy and grace to all. This is how we show Greater Love to others, and this is how they show Greater Love to us. To be a giver of Greater Love, we first need to have that Greater Love in our souls for God! Without the full knowledge of God, we could never truly love Him. Without having the Greater Love for God abiding in us, we could never have true love for others, let alone, be a recipient. (John 15:10 and 1 John 4:16).

**ZULU CONTEXT:** Much of the Zulu context has already been given above. But we will look at some of the key verses once again: We have the command from Jesus Christ, **My command is this: Love each other as I have loved you,** [wokubanithandane, njengalokho nгинithandile] (John 15:12).

And in John 15:13, there is the phrase, **onothando olukhulu,** which literally means with Great Love. The noun in both verses meaning love, is **uthando**.

We also have the command in Luke 6:27, **But I say to you who hear, love your enemies, do good to those who hate you, bless those who curse you, pray for those who mistreat you,** [Thandani izitha zenu].

As part of Paul’s leadership training to the Thessalonian Church, he urges the brothers to be **patient with everyone,** [nibabekezelele bonke] (1 Thessalonians 5:14). And James encouraged Christian leaders in the church to be patient **until the Lord’s coming,** Ngakho bekezelani (James 5:7).

The verb **bekezela** means to bear, to endure, to be patient. The word is also used as God’s patience with believers, [kepha iyanibekezelela] (2 Peter 3:9).
Paul said in 1 Corinthians 13:4, that one of the leadership traits of Love is Patience, **Uthando luyabekezela**.

Paul spoke of the traits of Greater Love to the Colossians: The verse reads clothe yourselves with compassion, kindness, humility, gentleness and patience, **[yembathani ububele benhliziyo, nesisa, nokuzithoba, nobumnene, nokubheka kade]** (Colossians 3:12). Literally, clothe yourself with tender compassion of the heart.

King David was the target and victim of hatred and abuse. In spite of the attacks, God gave David a heart of love and compassion as a Leader, **[okuqhelisa ngomusa nangobubele]** (Psalm 103:4).

The word in these verses is **ububele** which means generosity and compassion.

Other words that we see in the Zulu Bible that relate to this trait of Greater Love are: Compassion & sympathy – **uzwelo** (n); Patience, care, carefulness - **Isineke** (n); **Umusa** (n) kindness, graciousness, mercy, tenderness

**Greater Love is demonstrated by a father’s love for his son.**

Jesus Christ described this in the Parable of the Prodigal Son (Luke 15:11-31). The father in this parable is a representation of our Heavenly Father, and His Love for each of us as His children. Our Father’s love is greater than His children’s failures. Just as God the Father loves His Son, Jesus Christ, so it is that Jesus Christ loves us. In John 15:9, Jesus Christ said, **As the Father has loved Me, so have I loved you. Now remain in My love, [Njengalokho uBaba engithandile, nami ngingithandile; hlabani othandweni lwami]**. So how do we “remain” in His Love? We remain in His Love by keeping His commands (John 14:15): Being in fellowship with God; growing in wisdom; having humility, integrity and loyalty in our relationship with God and people; loving others as He has loved us; having self-control, discernment and a strong conscience. When we remain in His Love, we have an inner joy and peace that surpasses all human understanding (Philippians 4:7).

**Hosea is another example of Greater Love.**

The purpose of the Book of Hosea was to show God’s Love for apostate Israel. Hosea was a great leader and a much respected prophet to the Northern Kingdom of Israel from about 760BC to 725BC. Hosea was instructed by God to marry an adulterous woman by the name of Gomer. They had two sons and a daughter. Gomer left Hosea and returned to her life of prostitution, where she was then sold as a slave. She represented unfaithful Israel who departed from God's love. Israel had become slaves to their own lusts and prostituted themselves in worshipping foreign gods.
Despite Gomer’s unfaithfulness, Hosea found her in the slave market and bought her back. A perfect image of Christ who bought us and redeemed us from the Slave Market of Sin. Gomer returned as his wife, under his care and protection. He paid 15 shekels of silver, plus a homer and a half of barley (Hosea 3:2). This would have been the ancient world’s equivalent of lobola! The lobola today might be 11 cows worth R100,000, while Hosea’s cost was about R4,000, plus the barley. Even wives were less expensive in those days!!!

The lesson to be learned is that just as Hosea showed his love for Gomer despite what she did and who she was, God shows His love for us, His children, despite what we do or who we are. So it is with Christian Leaders who are to show their love and care for other people despite their character. This is the trait of Greater Love.

### Role Model - “An Example”

Finally, we have almost reached the end of this brief study into the subject of Christian Leadership! But we are not done yet! There remains one other trait that is so important that Jesus Christ Himself said, I have set you an example that you should do as I have done for you (John 13:15). **Jesus Christ is the absolute Role-Model for all believers!** The Apostle Paul repeated what was revealed to him by the Lord, In everything set them an example (Titus 2:7).


The Zulu noun, isibonelo, means an example or a model. 1 Timothy 4:12 states, **Do not let anyone look down on you because you are young, but be an example for other believers in your speech, behaviour, love, faithfulness and purity.**

Believers in Corinth were to follow Paul’s example, as he followed the example of Christ: [Yibani ngabalingisi bami, njengokuba nami ngilingisa uKristu] (1 Corinthians 11:1).

The Zulu verb lingisa means to imitate. The literal meaning in Zulu is, “Be ye imitators of me [Paul], even as I also am of Christ.”
Being an example and an imitator of Christ means that Christian Leaders need to become **Role Models** so that other people can see the true values of Christianity in their life. In closing out this study of Leadership, we will look at three areas in which Christian Leaders should become Role Models:

**Leadership in Marriage:**

The Husband is to be the leader in his relationship with his wife. Husbands are commanded to *love their wives just as Christ loved the church* (Ephesians 5:25). This means that a husband is to be kind, patient, and loving towards his wife, as we learned in 1 Corinthians 13:4-8, under the attribute of Greater Love. The wife is to be treated equally as a creation from the hand of God. As a helper to her husband, she should be regarded with respect and dignity (1 Peter 3:7b). There is no place for a husband ever to be impatient, unkind or show anger towards his wife. There is never a time to be abusive, whether physically, mentally, emotionally or sexually. He is not to be a bully, making selfish demands on his wife for obedience and service. A husband who abuses his wife in this way is not a leader, but a fool, and possibly a criminal.

In 1 Peter 3:1-7, Peter describes how the wife should also be a role model to her husband. The wife is a role model through her demonstration of submissive responses to her husband, showing respect for him. This response is part of her inner beauty. Remember, submissiveness does not mean inferiority, just as authority does not mean superiority. This noble woman would be a witness to an unbelieving husband, who seeing the honour and respectful behaviour in her life towards him, the husband could become a believer in the Lord Jesus Christ.

**Leadership in the Family:**

Leadership begins at home. The great leader Joshua demonstrated this in Joshua 24:15, when he said, *as for me and my household, we will serve the Lord.* The Family is the centre of strength and stability in any society, which overflows into a nation. This means, as children grow up to be adults, their actions influence their
family, their friends, their society, and eventually, their Nation. When families
are stable, children are stable. When children are stable, the nation will be
stable. The Fifth Commandment given by God to Moses was, Honour your
father and your mother, so that you may live long in the land the Lord your God is giving
you (Exodus 20:12). Teaching children to “honour” father and mother is the
first step in teaching them to learn Respect for Authority. Obedience
reinforces humility. (The subject of authority was covered in Section 2, pages 8-9, 14, 45, 56).
Parents must first be role models to their children in showing and having
respect for all authorities. The Apostle Paul recorded what he learned from
Jesus Christ about fathers and mothers training their children: Just as children
were to honour and obey parents…fathers were required to not provoke their children to
anger; but bring them up in the discipline and instruction of the Lord (Ephesians 6:1-4).

Role Model Parents train their children by living the “Royal Law,” (James 2:8), described in more detail below. They teach their children the ways of God (Proverbs 1:3-4). Biblical training should start with parents, not the church
or the school. Train a child in the way he should go, and when he is old he will not turn
from it (Proverbs 22:6). The Book of Proverbs teaches parents how to pass
on wisdom to their children; as David did with Solomon. An example of a
good wife and mother is described by Solomon, She gets up while it is still dark;
she provides food for her family. Her children arise and call her blessed;
his husband also, and he praises her. (Proverbs 31:28). An example of a good father is described
by Jesus Christ, He gives good gifts to his children; not a snake if the child asks for a
fish, or a scorpion if the child asks for an egg (Luke 11:11-12). This means that a
father knows the needs of his children before they even ask. Just as God the
Father knows and provides for all the needs of His children. Sadly, there are
irresponsible parents who may not know enough of the Bible to even teach
their children simple Biblical truths and stories. These parents need to spend
time learning the Bible, so that they can teach their children.

Parents to children
The Lord commanded Moses:
These words, which I am commanding you today, shall be on your heart; You shall
teach them diligently to your sons, and shall talk of them when you sit in your house,
and when you walk by the way and when you lie down and when you rise up. You
shall bind them as a sign on your hand, and they shall be as frontals on your forehead,
and you shall write them on the doorposts of your house and on your gates.
(Deuteronomy 6:6-9)
When mothers and fathers fail as role models in Christian Leadership, their children may follow and also fail. Although God’s Grace will always protect and provide for children at any time they come to Him, regardless of good or bad parents. Children at any age can overcome the failures of their parents, by making their own good decisions to follow Christ and grow spiritually.

Mothers and Fathers as Christians should always ask of themselves:

- **Have I told my children about Jesus Christ?**
  Jesus called the children to Himself and held them in His loving arms. His story is *The Greatest Story Ever Told*, and children of all ages need to hear it. A child is never too young to hear the name of Jesus Christ, understand who He is, what He has done, and believe in Him.

- **Do I teach my children standards and principles from the Bible?**
  Start early by teaching your children the differences between right and wrong. These principles will prepare them for the difficulties of life ahead.

- **Do I read Bible stories to my children and teach them Promises?**
  All you need is your Bible. If you don’t know any Bible stories or promises, then learn some! If you don’t have a Bible, tell them Bible stories that you may know and remember. We recently saw how God provided Bibles to many believers in Kruger Park, through a local church. God will always provide for our needs (Philippians 4:19).

- **Do I teach my children to respect and obey authorities?**
  Respect for authority is critical; including respect towards parents, teachers, all law enforcement, police, military, government and church leaders. If your children do not grow up respecting authority, they will have to learn the hard way. The hard way is often marked by stupid mistakes, wrong decisions, bad friends, succumbing to peer pressure, which result in gangs, mob violence, and even criminal action. Humility is the basis for authority orientation. Without humility, children are not teachable and thus have a disadvantage in life. Only a positive response to the Gospel and Bible teaching can overcome that disadvantage. If children do not learn respect for authority, then authority will come down upon them. Children must realise that with disobedience comes consequences. The Bible gives several passages on submitting to authority: Romans 13:1-7; Hebrews 13:17; 1 Peter 2:13-17; and 1 Peter 5:5, *In the same way, you who are younger must accept the authority of the elders.* (Authority orientation as an important principle to understand, as detailed in several Sections, pages 7-8, 14, 45, 56).
Am I a good role model parent for my children?
Are you worthy of respect and honour? Will your children grow up to say, “I wish to be like my father and my mother?” Children follow the examples of parents. If a husband is abusive, the adult child could turn out abusive. That is how bullies are formed. That is when property is destroyed by gangs. If the mother has an immoral character, then children could become lose and immoral, too. If there is drug and alcohol abuse in the home, children could well become drug addicts and alcoholics. Parents reap what they sow.

When parents and teachers fail to be good leaders, children and young people often struggle, looking for leadership somewhere and go anywhere! Children, in particular, have an inborn need to be part of a “family.” When they do not receive that need at home, they turn to other and often, wrong substitutes, such as worthless peers, gangs, or even criminals. When there are no role models in the home, generations of young people become lost in a world of confusion, recklessness, lawlessness, and immorality.

Fathers and mothers cannot afford to fail in their leadership responsibilities as parents. Paul gave a harsh warning to parents, especially fathers, that if he does not provide for the physical and spiritual needs of his family, he is worse than an unbeliever! (1 Timothy 5:8). Neither can pastors nor elders of a church afford to fail: He must manage his own family well and see that his children obey him with proper respect. If anyone does not know how to manage his own family, how can he take care of God’s Family? (1 Timothy 3:5). Whereas, Elders who care for their families are worthy of a “double honour,” Let the elders who rule well be considered worthy of double honour, especially those who work hard at preaching and teaching (1 Timothy 5:17).

Leadership in the Community:
Christian leaders are under constant observation by family members, friends, neighbours, co-workers, and employers. Even angels watch believers closely in their day-to-day living (1 Corinthians 4:9, 11:10; 1 Timothy 5:21; 1 Peter 1:12). (Note: Each of you should look up and read for yourselves these verses in the Bible. You will see that believers are constantly being observed by men and also angels!)

Believers are “Witnesses” for our Lord. In our actions, we demonstrate the consequences of our life. When we fail, demons rejoice. When we are victors, the angelic hosts rejoice (Luke 15:10).

Believers are royalty, and should behave as royalty. As children and heirs of the King of Kings and Lord of Lords (Revelation 19:16), we are to observe the Royal Family Code of Honour, which is also called the “Royal Law” (James 2:8), and as set out for us throughout God’s Word.
The Christian Royal Family Honour Code:31

➢ Set an example by doing what is good. In your teaching show integrity, seriousness and soundness of speech, [uzibonakalise kukho konke ube yisibonelo] (Titus 2:7-8). The Zulu noun is isibonelo, which means an example or a model.

➢ Live a life worthy of the calling you have received. Be completely humble and gentle; be patient, bearing with one another in love, [ngokufanele ukubizwa enabizwa ngakho] (Ephesians 4:1-2). The Zulu verb is fanele meaning to be appropriate; be correct; be proper; be suitable.

➢ In humility, consider others better than yourselves, [kepha ngokuthobeka nishaye sengathi abanye bakhulu kunani] (Philippians 2:3). The Zulu verb ukuthoba means to bow down in respect, to become humble.

➢ We have an obligation to live and walk in the Spirit, not becoming arrogant, provoking or being jealous of others, [Uma siphila ngoMoya, masihambe futhi ngoMoya] (Galatians 5:25).

➢ Love each other as I (Christ) loved you, [Yilo umyalo wami wokuba nithandane, njengalokho nginithandle] (John 15:12). The all-important Zulu noun is uthando meaning love; the infinitive verb is ukuthanda, meaning to love; and here we have nithandane, meaning you love one another. This is the Greater Love spoken of earlier.

Practice what we Preach, but How???

Writing about leadership traits and the Christian Honour Code is just about as easy as speaking about them, in fact easier! There are no people involved!

Jesus Christ alerted His disciples saying, It is easy to love those who love you, and to greet others who greet you . . . . even tax collectors, sinners and pagans can do these things. But I tell you who hear Me: love your enemies, do good to those who hate you, bless those who curse you, pray for those who mistreat you. (summary, paraphrase of Luke 6:27-36 and Matthew 5:43-48).

In other words, Practice what Christ has taught us, and what we now preach!

People become the real test for Christian Leadership. Whether friends, family or unknown people always seem to get in the way, Jesus Christ alerted us to these challenges we would face. But He also commanded us as His Royal Ambassadors to abide in His Love and follow His example. He gave us the Royal Family Honour Code, so that we could live this “extra-ordinary” life in a darkened world, plagued with viruses of unfairness, corruption and evil.

31 The Royal Family Honour Code was a Doctrine taught by Pastor R B Thieme, Jr, Berachah Church, Houston, Texas.
Without God’s gracious help and unfailing love, living a life to honour Him would be impossible. For this reason, Jesus Christ gave us a miraculous gift of the indwelling of God the Holy Spirit. He lives within every believer! Jesus Christ promised, _And I will ask the Father, and He will give you another Counsellor to be with you forever – the Spirit of Truth._ The world cannot accept Him, because it neither sees Him nor knows Him. But you know Him, for He lives with you and will be in you (John 14:16-17).

We are commanded to _be filled with the Spirit_ (Ephesians 5:18); not to _grieve or quench_ the Holy Spirit (Ephesians 4:30 and 1 Thessalonians 5:19) (Appendix C).

Zulu translation recognises this fact: Efesu 5:18 reads, _kodwa nigcwaliswe ngoMoya,_ [gcwalisa (v)] means to fill up; to fulfil; to keep. Efesu 4:30 states, _Ningamdabukisi uMoya,_ [dabukisa (v)] means to break; crack; crush; aggrieve; make sad. 1 Thesalonika 5:19 warns, _Ningamcimi uMoya,_ [cima (v)] means to extinguish (fire); to put out (light], switch off; turn off.

We are not left as _orphans in this world_ (John 14:18). God the Holy Spirit is our Helper, Comforter; our Guide; and our Teacher. But we still have the freedom to make choices. We can choose to “grieve or quench” (English); or “to break, aggrieve, make sad, extinguish, put out, or switch off”32 (Zulu) the power of the Holy Spirit [uMoya]. This happens every time we choose to sin against God’s commands. We are then out of fellowship with God. We do not lose our salvation, but are out of fellowship with Him.

Even when out of fellowship, God’s Grace continues. He gave us the means to recover and get back in fellowship with Him, to _be filled with God the Holy Spirit._ When we sin we become unclean, and need to be cleansed. Just as David experienced when he sinned: He wrote in Psalm 51:1-4, _Have mercy on me, O God, according to your great compassion blot out my transgressions. Wash away all of my iniquity and cleanse me from my sin._ Today, we have 1 John 1:9, which helps us to be cleansed, and to be filled with the Holy Spirit, _If we name our sins to God, He is faithful and just to forgive us our sins and to cleanse us from all unrighteousness._

These gifts from God are the keys to living the spiritual life; the answers as to, _How to practice what we preach?_ They are the road to spiritual maturity, and the means to living and serving as a Christian Leader.

_Oh, the depth of the riches and wisdom and knowledge of God! How unsearchable are his judgments and how inscrutable his ways!_ (Romans 11:33).  

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Arrogance is the final Section to be covered in this study of Christian Leadership. It is the absolute opposite of any good leadership trait. It is so destructive that it brought down the highest Archangel in the Angelic Kingdom of God – Lucifer, created as the morning star, son of the dawn (Isaiah 14:12). If arrogance could bring down the most brilliant creature ever created by the Hand of God, arrogance can certainly defeat us too. Arrogance should be avoided like the foreboding plague of the corona virus! God opposes the proud [the arrogant] but gives grace to the humble (James 4:6). The arrogant cannot stand in His presence (Psalm 5:5).

Arrogance is an attitude of thinking more highly of oneself than a person ought (Romans 12:3). The arrogant leader sees no fault in himself. He lives in a state of self-denial, blind to his own arrogance. His only concern is about himself! How much power and control can he gain? How much money can he make? What accomplishments can he boast of? He takes no responsibility for abusing and ruining anyone who may cross his path. He has a hardened conscience. An arrogant person digs a pit (a trap) for others to fall into, but ends up falling into it himself. (Proverbs 26:27). Remember arrogant Haman in the Book of Esther? He was hanged on the very gallows that he built for Mordecai (Esther 7:10).

An Arrogant person manipulates and controls people. He may use flattery to gain approbation or fear to gain control. He will impose unreasonable demands and even make promises he can never deliver, just to get what he wants. Like the arrogant Pharisees, They tie up heavy loads, and lay them on men’s shoulders; but they themselves are unwilling to move them with so much as a finger. They do all their deeds to be noticed by men (Matthew 23:4-5). Such a person can never be trusted. He will betray the very people who trust him. The most despicable example of arrogance was Judas Iscariot. Little needs to be said about him!
Any leader, even a mature believer can fall into arrogance. Sometimes, the fall is subtle and barely noticeable. It may start small and be insignificant at first. But if unchecked, it spreads like an uncontrollable virus. It can explode, spilling over like an erupting volcano, destroying everything in its path, including the very soul of the arrogant person! Think of David. When kings were supposed to go off to war, David stayed home. Staying at home might seem like a small thing, but look how one bad decision grew into more serious actions, including adultery and murder! He committed adultery with Bathsheba, and then had her husband, Uriah the Hittite murdered. (The full account of David’s arrogance and bad decisions are found in 2 Samuel Chapter 11). With David, we see how God’s Justice will always bring down the arrogant believer, especially one who is an anointed leader, or even an ordained pastor. The Supreme Court of Heaven is always in session, even if the earthly Courts are not.

ZULU CONTEXT: The first word to consider is the verb *khukhumala*, which means to expand, inflate, swell and puff out like a bullfrog. It is an *onomatopoetic* word, which means it sounds like what it does. It is used for arrogance and pride, because a person’s head expands and inflates as does his pride and arrogance.

Arrogance was the original sin of Lucifer. The Lord said of satan, *Your heart became proud on account of your beauty, and you corrupted your wisdom because of your splendour. So I threw you to the earth; I made a spectacle of you before kings*, [*Inhliziyo yakho yakhukhumala ngobuhle bakho*] (Ezekiel 28:17).

Also, in Romans 11:20, believers are commanded not to be arrogant, [*Ungazikhukumezi, kepha yesaba*]; and Proverbs 8:13, it is stated that God hates pride and arrogance, [*ukuzidla, nokuzikhukumeza, nendlela embi, nomlomo wobuphoxo, ngiyakuzonda.*]

The Apostle Paul also instructed Timothy to teach about the dangers of arrogance, *Command those who are rich in this present world not to be arrogant nor to put their hope in wealth*, [*Yala abacebileyo kuleli zwe lamanje ngokuthi bangakhukhumali*] (1 Timothy 6:17; 2 Corinthians 12:20).

The second word to consider is the noun *ukuzidla* meaning pride, trying to elevate oneself above others: *zidla* is to be arrogant, *dla* is to eat. Literally, arrogance means “to eat/destroy oneself”!

Jesus Christ explained the wickedness of arrogance to His disciples. He said, what comes out of a man is what makes him unclean … including arrogance and folly, [*nokuzidla, nobuwula*] (Mark 7:21-22).
The Apostle Peter also made it very clear regarding pride and arrogance. He wrote, *All of you, clothe yourselves with humility towards one another, because, God opposes the proud but gives grace to the humble,* *[ngokuba uNkulunkulu umelana nabazidlayo] (1 Peter 5:5).* (Note: “clothing oneself” was covered in Trait 1, page 15.)

Solomon wrote the Books of Proverbs, Ecclesiastes, and Song of Solomon from experience. He knew the extreme dangers that come from pride and arrogance.

The proud and arrogant Man — ”mocker” is his name; he behaves with disrespectful pride, *[Ozidlayo nozigabisayo, yisideleli igama lakhe, yena osebenza ngokuziphakamisa okukhulu] (Proverbs 21:24).

The LORD detests all the proud of heart, *[Bonke abazidlayo ngenhliziyo bayisinengiso kuJehova; impela abayikuyekwa] (Proverbs 16:5).

There are six things the LORD hates, seven that are detestable to him: (one being) haughty eyes, *[Kukhona izinto eziyisithupha azizondayo uJehova amehlo azidlayo] (Proverbs 6:16)

Satan’s fall set the tragic stage for all who would follow in arrogance. This angelic prince of arrogance, the fallen fool, considered himself to be equal with God. Five times, his arrogance was displayed through his words of “I will,” in Isaiah 14:14. Satan was brought down to the depths of the bottomless pit, and he will end up in the Lake of Fire designed especially for him and his angels (Matthew 25:41).

(Note: See Zulu Context above for additional reference to satan).

Arrogant preachers can even be found in churches today. They have their own versions of salvation, their own ideas of God, their own interpretations of the Bible, and their self-centred demands for prestige, power, control, and money. They judge and condemn when people do not live up to the rules they impose. Rather than teaching the Word of God, they interfere in people’s lives as self-righteous busy-bodies (2 Thessalonians 3:11). Such leaders must beware, and remember Hebrews 10:31, *The Lord will judge His people. It is a terrifying thing to fall into the hands of the living God.* There is no place for self-righteousness. *Do not judge, or you too will be judged. For in the same way you judge others, you will be judged, and with the measure you use, it will be measured to you.* (Matthew 7:1; then read Romans 2:1, followed by Romans 1:28-32).
Tragically, arrogance leads to the repulsive abuse of children.
This abuse can come from both Unbelievers and Believers alike. Even
preachers can become predators of the very people whom they are ordained
to teach and protect. Their actions are illegal and must be reported to proper
legal authorities, Everyone must submit himself to the governing authorities, for there is
no authority except that which God has established … For rulers hold no terror for those
who do right, but for those who do wrong (Romans 13:1, 3).

God’s Grace, however, still provides for His children.
In all adverse circumstances, even in ways they may not understand at the time,
God’s Grace always provides. His Plan and Purpose in all circumstances, will
become clear in later years. Overcoming adversity takes faith, patience, trust,
and spiritual growth, making all things clear in time. God’s Word and
Promises protect the souls of His Children. At times, He may even remove
them from adverse situations by taking them Home to be with Him. O Lord,
You will keep us safe and protect us from such people forever (Psalm 12:7). He will cover
you with His feathers, and under His wings you will find refuge (Psalm 91:4).

God’s Comfort and Encouragement in Adversity
The reason abuse is being emphasised is so that we as Christian Leaders can teach,
encourage, and provide comfort to parents, families, and children, who are victims of
this terrible form of arrogance and criminal abuse. In addition, we can reassure them
of the immensity of God’s Grace and His Unfailing Love.

“It is in the quiet crucible of your personal, private sufferings
that your noblest dreams are born and God’s greatest gifts are
given in compensation for what you’ve been through.”
(Quote from Whintley Phipps, who sings the composition,
“It is Well with My Soul,” by Horatio Spafford).

Even with arrogance, there is always a solution.
The solution to arrogance is the same as the solution for any failure or sin in
a believer’s life. King David knew this, and he recorded it 3,000 years ago for
our benefit. David, as a man of war was a mature believer, a man after God’s
own heart (1 Samuel 13:14). Yet, when arrogance overtook him, he fell under
the discipline from God, as do we when we fall out of line. For day and night
Your hand was heavy upon me; my strength was sapped as in the heat of summer. Then I
acknowledged my sin to You and did not cover up my iniquity. I said, I will confess my
transgressions to the Lord, and You forgave the guilt of my sin, Selah (Psalm 32:4-5).
A Final and most Critical Fact needs to be understood about God’s Grace and Salvation:

All sins were paid for by Jesus Christ on the cross! 1 Peter 3:18 states:

*For Christ died for sins* **once for all**, the righteous for the unrighteous, to bring you to God. He was put to death in the body but made alive by the Spirit.

Arrogance, does not result in loss of salvation, and never will! In fact, no sin can cause a believer to lose his salvation. In John 10:28-30, Christ emphasised these words:

*I will give them eternal life, and they shall never perish, no one can snatch them out of My Hand. My Father, who has given them to Me, is greater than all; no one can snatch them out of My Father’s Hand. I and the Father are One.*

This is confident reassurance to the believer as a child of God, that God will never leave him nor forsake him (Hebrews 13:5). We have absolute promises from God that nothing, not even ourselves can separate us from God’s Love:

*For I am convinced that neither death, nor life, nor angels, nor principalities, nor things present, nor things to come, nor powers, nor height, nor depth, nor any other created thing (including man), shall be able to separate us from the love of God, which is in Christ Jesus our Lord*

*(Romans 8:38-39).*
Christian Leadership is all about honouring God in all our thoughts, words, actions and service for Him. Whatever our mission, job or profession, we are all in full-time Christian service. We do our job as unto the Lord. In this booklet, we have learned principles of leadership as taught by our Lord Jesus Christ. Leadership begins first and foremost, with an attitude of Humility. The good leader leads with Integrity of soul. Through Wisdom, the leader develops Discernment and Courage to do what is right. He is always Loyal and Faithful to the Truth of God’s Word, and to the people he leads. He possesses Poise and Dignity which is marked by Self-Control and Compassion. Greater Love is the quality of leadership towards other people, and a husband towards his wife. Then together, with God’s Love and Grace, they raise their children. Christian Leadership is a Pastor being a Role Model to his congregation, while caring, feeding, and protecting his sheep, just as our Lord commanded of Peter.

There is no greater leadership example from whom we can learn, than the Leadership-Life of our Lord and Saviour Jesus Christ.

**Jesus Christ said** *Follow Me!* *“Ngilandele”* (John 21:19).

In closing, our prayer for each one of you is this:

*Ephesians 3:17-19*: So that Christ may dwell in your hearts through faith. And I pray that you, being rooted and established in love, may have power, together with all the saints, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge — that you may be filled to the measure of all the fullness of God.

*Efesu, Isahluko 3:17-19*: uKristu ablake ezinhliziwe yenza ngokukholwa, ukuze nixile, nisekelwe othandweni, nibe namandla okuqonda kanye nabangcwele bonke okungububanzi, nobude, nokuphakama, nokujula, nokulwazi uthando lukaKristu oludlula ukwazi konke, ukuze nigcwaliswe kube ngukugcwa konke kukaNkulunkulu.
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<th>Zulu</th>
<th>Meaning</th>
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<td>1. Humility</td>
<td>ukuthoba (v)</td>
<td>To bow down in respect</td>
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<td></td>
<td>hlonipha (v)</td>
<td>To be respectful; to honour</td>
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<td>2. Integrity</td>
<td>ubuqotho (n)</td>
<td>Honesty, integrity, sincerity</td>
</tr>
<tr>
<td></td>
<td>ukulingana (n)</td>
<td>Equality, fairness, righteous</td>
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<td></td>
<td>phelela (v)</td>
<td>To be complete, entire, whole</td>
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<td>3. Loyalty</td>
<td>ukuthembeka (n)</td>
<td>Trust, loyalty, reliability, faithfulness</td>
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<tr>
<td></td>
<td>uthembekile (v)</td>
<td>You are faithful, trustworthy</td>
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<td>4. Wisdom</td>
<td>Inhlakanipho (n)</td>
<td>Wisdom</td>
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<td></td>
<td>Ulwazi (n)</td>
<td>Knowledge</td>
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<td>5. Poise</td>
<td>Isizotha (n)</td>
<td>Dignity, respect</td>
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<td></td>
<td>Xwaya, uthule, ungesabi (v)</td>
<td>Be careful, keep silent, no fear</td>
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<tr>
<td></td>
<td>Khululeka (v)</td>
<td>No worry, be calm, relaxed, at ease</td>
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<td></td>
<td>Qina (v)</td>
<td>Be strong</td>
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<td></td>
<td>Isibindi (n)</td>
<td>Courage</td>
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<td>6. Discernment</td>
<td>Ukuqonda (n)</td>
<td>Comprehension, understanding</td>
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<td></td>
<td>Ubuhlakani (n)</td>
<td>Cleverness</td>
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<tr>
<td></td>
<td>+ inhlakanipho</td>
<td>+ wisdom</td>
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<tr>
<td></td>
<td>Guqula (v)</td>
<td>To alter, change, reform</td>
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<tr>
<td></td>
<td>Ukuphenduka</td>
<td>Change, to turn</td>
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<tr>
<td></td>
<td>Phenduka (v)</td>
<td>To change, alter, to turn</td>
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<td>7. Decisive</td>
<td>Khetha (v)</td>
<td>To choose</td>
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<td>Kuyasebenza (v)</td>
<td>Seeking solutions, to perform well</td>
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<td>8. Self-Control</td>
<td>Ukuzikhuza (v)</td>
<td>Self-control, Self-discipline</td>
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<td></td>
<td>Qondile (v)</td>
<td>To go straight</td>
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<td></td>
<td>Unembeza omuhle</td>
<td>Strong conscience</td>
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<td>Nokuzipatha okuhle</td>
<td>Good behaviour</td>
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<td>9. Greater Love</td>
<td>Uthando (n)</td>
<td>Love</td>
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<td></td>
<td>Bekezela (v)</td>
<td>To bear, endure, be patient</td>
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<td></td>
<td>Ubebele</td>
<td>Generosity, compassion</td>
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<td></td>
<td>Uzwelo (n)</td>
<td>Compassion, sympathy</td>
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<td></td>
<td>Isineke (n)</td>
<td>Patience, care</td>
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<td></td>
<td>Umusa (n)</td>
<td>Kindness, mercy, graciousness,</td>
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<td>10. Role Model/Example</td>
<td>Isibonelo (n)</td>
<td>An example, model</td>
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<tr>
<td></td>
<td>Lingisa (v)</td>
<td>To imitate</td>
</tr>
<tr>
<td>11. Arrogance</td>
<td>Khukhumala (v)</td>
<td>To puff up, expand, swell</td>
</tr>
<tr>
<td></td>
<td>Ukuzidla (n):</td>
<td>Arrogance, to eat/destroy self</td>
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<th>uNkulunkulu ubukhosi, “God is Sovereign”</th>
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<td></td>
<td>God is the highest authority in the universe.</td>
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<td>Gen. 1:3, 26; Gen. 50:20; Deut. 4:39; Isa. 46:10; Eph. 1:11</td>
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<td>2. Veracity</td>
<td>uNkulunkulu uyiqiniso, “God is True”</td>
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<td>God never lies. He is always absolute Truth.</td>
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<td>Num. 23:19; Deut. 7:9; John 17:17; Titus 1:2; Heb. 6:18;</td>
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<td>3. Eternal Life</td>
<td>uNkulunkulu ungowaphakade, “God is Eternal”</td>
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<tr>
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<td>God has no beginning and He has no end.</td>
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<td>Ex. 3:14; Psalm 90:2; Lam. 5:19; Heb. 11:3; Rev. 22:13</td>
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<td>4. Immutability</td>
<td>uNkulunkulu akaguquki, “God does not Change”</td>
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<td>God never changes. He is same yesterday, today and tomorrow</td>
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<td>1Sam.15:29; Malachi 3:6; Jas. 1:17; Rom. 11:29; Hebrews 13:8</td>
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<td>5. Wisdom</td>
<td>uNkulunkulu ungukuhlakanipha, “God is Wisdom”</td>
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<tr>
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<td>God’s Wisdom is His Word and practical knowledge of life.</td>
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<td>Isaiah 28:29; Prov. 4:7; Jer. 10:12; Col. 2:3; Rom. 11:33</td>
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<td>6. Love</td>
<td>uNkulunkulu uluthando, “God is Love”</td>
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<td>God is perfectly Love. His Love never fails.</td>
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<td>1 John 4:7-8, 16; John 3:16; Rom. 5:8; Rom. 8:38-39;</td>
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<td>7. Righteousness</td>
<td>uNkulunkulu ukulunga, “God is Righteous”</td>
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<td>God is Perfect. No sin or evil in anything He does.</td>
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<td>Jeremiah 23:6; Psalm 145:17; Rom. 4:3; 2 Cor. 5:21</td>
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<tr>
<td>8. Justice</td>
<td>uNkulunkulu unguBulungiswa, “God is Justice”</td>
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<td>God is perfectly Fair and Just in all things.</td>
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<td>Isaiah 30:18; Deut. 10:17; Deut. 32:4; Rom. 2:11; Psalm 89:14</td>
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<tr>
<td>9. Omnipresence</td>
<td>uNkulunkulu yonke indawo, “God is everywhere”</td>
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<td>God is present everywhere, throughout the universe.</td>
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<td>Col. 1:17; Jer. 23:24; Psm. 129:8; Prov. 15:3; 1 Kings 8:27</td>
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<tr>
<td>10. Omniscience</td>
<td>uNkulunkulu wazi konke, “God knows everything”</td>
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<td>God is All-Knowing. He has always known everything.</td>
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<td>1John 3:20; Psm. 33:15; Psm. 139:4; Isaiah 46:10; Matt. 6:8</td>
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<td>11. Omnipotence</td>
<td>uNkulunkulu unamandla onke, “God is All-Powerful”</td>
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<tr>
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<td>God is All-Powerful. There is nothing that God cannot do.</td>
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<td>Isa. 40:10; Isa. 44:24; Job 37:23; 1 Chronic. 29:11-12; Heb. 4:12</td>
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(Note: Summarised from teaching of R. B. Thieme, Jr., Pastor, Berachah Church)
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“Top and Bottom Circles” were originated by R. B. Thieme Jr., Pastor, Berachah Church, Houston.

**Positional Sanctification**
- Child of God, John 1:12
- Rescued, Colossians 1:13
- Justified, Romans 5:1
- Seated with Him, Ephesians 2:4-6
- Inheritance, 1 Peter 1:3-4
- Eternal Security, Romans 8:38-39

**Experiential Sanctification - “Top Circle”**
- By our thinking (Romans 12:2)
- By our actions (1 Peter 1:14-15)
- By our growing (2 Peter 3:18)
- By our knowing (John 17:17-19)

**Experiential Sanctification - “Bottom Circle”**
- By our thinking (Romans 12:2)
- By our actions (1 Peter 1:14-15)
- By our growing (2 Peter 3:18)
- By our knowing (John 17:17-19)

**Appendix C**

“Top and Bottom Circles” were originated by R. B. Thieme Jr., Pastor, Berachah Church, Houston.

**Eternal Relationship with Jesus Christ**
- Promise Rom 8:38
- Promise Jn 10:28

**Living the Christian Life Daily**
- Eph 5:18
- Gal 5:22-25

**Conflict in the soul**
- 1 Pt 2:11; Gal 5:17

**Positional Sanctification**
- “Grieve” Eph 4:30
- “Quench” 1 Thess 5:19

**Salvation**
- Acts 16:31
- John 3:16
- Romans 5:8

**Experiential Sanctification**
- God promises that the believer can live in God’s Plan. However, every believer has free-will to make choices for or against living in God’s Plan, on a daily basis. When choices are made against God, the believer lives in “carnality.” To recover and live in God’s Plan, God gave us 1 John 1:9, so that when we name our sins to God, He will cleanse us from all unrighteousness, and we are filled once more with God the Holy Spirit (Ephesians 5:18).

**Positional Sanctification**
- The promises shown in the diagram are proof from God that the believer has eternal security and nothing can separate the believer from God (Romans 8:38-39).
Tom and Cheryl Molinar are American missionaries serving in South Africa. They arrived in Johannesburg in January 1992, and were witnesses to the monumental transition this nation was experiencing. It was a time of many questions and few answers. After two years they were prepared to return to the USA, but God had other plans, and twenty-six years later, they now call South Africa, “home.” The interweaving of people, cultures, secular jobs, and Biblical training created a tapestry that only God designed. Their journey has taken them into the corporate business world and they emerged seventeen years later as missionaries! Tom & Cheryl have prepared relentlessly for over forty-five years of Theological training for this “Great Commission” of their lives. The following verse is their mantra:

*If Your Presence does not go with us, do not send us up from here* (Exodus 33:15)

www.molinarmission.com

Christian Leadership is knowing the Biblical principles of humility, integrity, wisdom and greater love; while living as an example to provide direction, motivation and encouragement to others. Christian leaders are needed everywhere! In churches, schools, businesses, families and marriages. When the Lord told Samuel to anoint a new leader over Israel, the elders presumed to know the qualities that would define this new king. But they were wrong. The Lord said to Samuel, *Man looks at the outward appearance, but the Lord looks at the heart* (1 Samuel 16:7). This Booklet is designed to help build-up the “heart” of the Christian, so that when the Lord looks into your heart, He will see a Leader. God will see a leader who trusts Him, obeys Him, and one who fulfils the royal code found in Scripture (James 2:8). This Booklet presents only ten leadership traits of the Royal Code of Honour for Christian leaders. We pray that this subject will help you to honour God in your Christian service. *Whoever serves Me must follow Me; and where I am, my servant also will be. My Father will honour the one who serves Me* (John 12:26)