

ETS 4/7

Assignment Sheet

Date _____

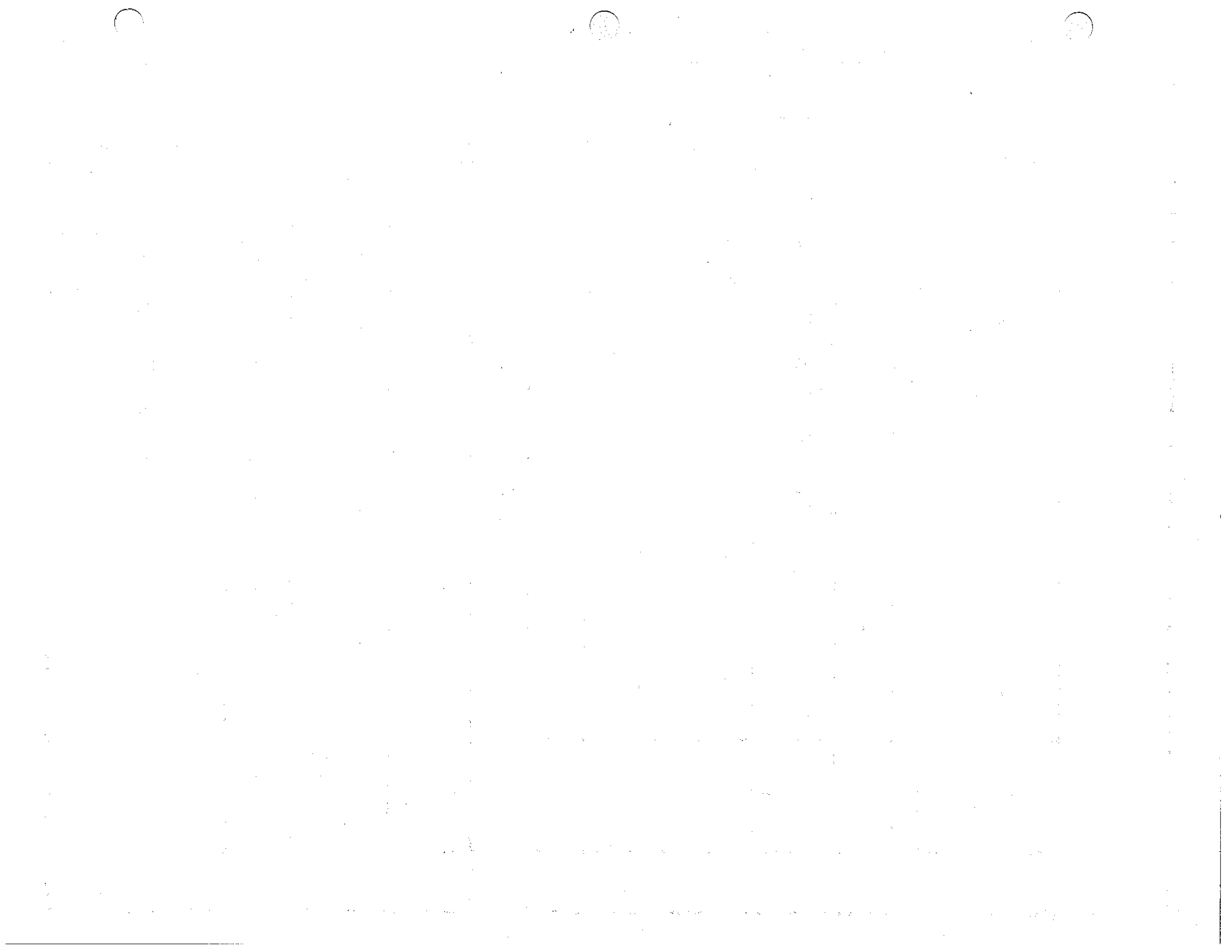
Name _____

Topic _____ Leadership _____

Lesson Leadership and Evaluation

Class _____

Lecture	Completed	
	Yes	No
Review "Leadership and Evaluation"		
Bible Study		
I John 3		
PSMA		
Do 5 PSMA		
Reading		
Bible Reading Chart		
Pursuit of Holiness--Chapter 7		
Evangelism/Follow-Up/Discipleship		
Pray for 1 person to win to Christ.		
Pray for your disciple.		
Meet with your disciple.		
Scripture Memory		
Write in 2 verses you memorized.		
Review previous verses.		



LEADERSHIP AND EVALUATION

Definition of Evaluation

Evaluation is the work of appraising performance to see that the maximum progress is being made in the pre-arranged plan.

A good plan already carries with it a set of objectives and the delegation of various functions. As people begin to carry out their responsibilities and activities, periodic evaluation is necessary to ensure everything is proceeding according to plan, and the objectives are being accomplished. If a problem which is hindering the plan is discovered, evaluation will reveal it and allow it to be corrected in time so the objective can be reached on schedule.

Although evaluation is intended to be a positive and helpful tool in the leadership process, most people view it as a negative thing. Several people dropped out of this course at the end of the first semester because they did not want to be evaluated. People who attend weight-loss clinics often fear the weekly weigh-in, and may even skip the meeting due to fear of evaluation. However, without frequent and wise evaluation, very few objectives will ever be accomplished.

In this lesson we will examine the four elements of evaluation, and we will also study what the Bible teaches about this important subject.

Elements of Evaluation Performance Standard

The basis for evaluation in a well-written objective has already been incorporated. By doing so, the people to be evaluated know from the beginning what is

expected of them. There should be no last-minute surprises in which they discover that they are to be responsible for something which was not written into the objective or job description.

Quantitative and Qualitative Evaluation

Quantitative evaluation tends to be more objective in nature since it appraises the amounts or the numerical aspects.

Qualitative evaluation tends to be more subjective because it appraises how the job was done. Its major concern is the way the responsibilities were carried out, rather than the amount accomplished.

God is interested in both the qualitative and quantitative dimensions of our lives.

Biblical Quantitative Objectives

And God blessed them, and God said unto them, Be fruitful, and multiply, and replenish the earth, and subdue it: and have dominion over the fish of the sea, and over the fowl of the air, and over every living thing that moveth upon the earth.

Genesis 1:28

Herein is my Father glorified, that ye bear much fruit; so shall ye be my disciples.

John 15:8

And unto one he gave five talents, to another two, and to another one; to every man according to his several ability; and straightway took his journey.

Matthew 25:15

Biblical Qualitative Objectives

Ye have heard that it was said by them of old time, Thou shalt not kill; and whosoever shall kill shall be in danger of the judgment; But I say unto you, That whosoever is angry with his brother without a cause shall be in danger of the judgment: and whosoever shall say to his

brother, Raca, shall be in danger of the council: but whosoever shall say, Thou fool, shall be in danger of hell fire.

Matthew 5:21-22

Ye have heard that it was said by them of old time, Thou shalt not commit adultery: But I say unto you, That whosoever looketh on a woman to lust after her hath committed adultery with her already in his heart.

Matthew 5:27-28

When we stand in the presence of God we will be evaluated both quantitatively and qualitatively. He will expect us to have been fruitful and productive--investing our resources in the best opportunities to produce quantitative results. God will be interested in numbers--how many souls will we bring with us to heaven?

But God will also be interested in quality. He will evaluate the way we have lived, the areas of character we have allowed the Spirit to control, as well as those areas that were never fully committed to Him.

So be careful not to jump to conclusions before the Lord returns as to whether someone is a good servant or not. When the Lord comes, He will turn on the light so that everyone can see exactly what each one of us is like deep down in our hearts. Then everyone will know why we have been doing the Lord's work. At that time God will give to each one whatever praise is coming to him.

I Corinthians 4:5 (LB)

Performance Evaluating

This is the actual evaluating or assessing of performance in relation to the standards, plan, and schedule. This exercise helps determine if there are any deviations from the pre-determined plan. It is a very constructive activity because once deviations have been detected, they can be corrected. Left undetected, the deviations can hinder or even stop the plan.

There are five simple steps to proper performance evaluation.

Measure Against An Objective Standard

NOTES

For we dare not make ourselves of the number or compare ourselves with some that commend themselves: but they measuring themselves by themselves, and comparing themselves among themselves, are not wise.

II Corinthians 10:12

Often evaluation becomes negative and unhelpful because we measure ourselves against other people rather than against an objective Biblical standard. The Bible says this is not wise. God has created each of us with different abilities, and He does not expect the same quantitative results from each of us. We are to be equal in our effort, though the outcome may be different for each person.

The parable of the Talents illustrates this:

After a long time the lord of those servants cometh, and reckoneth with them. And so he that had received five talents came and brought other five talents, saying, Lord, thou deliverdest unto me five talents: behold, I have gained beside them five talents more. His lord said unto him, Well done, thou good and faithful servant: thou hast been faithful over a few things, I will make thee ruler over many things: enter thou into the joy of the lord. He also that had receivedst two talents came and said, Lord, thou deliveredst unto me two talents: behold, I have gained two other talents besides. His lord said unto him, Well done, good and faithful servant; thou hast been faithful over a few things, I will make thee ruler over many things: enter thou into the joy of the lord. Then he which had received the one talent came and said, Lord I knew thee that thou art an hard man, reaping where thou hast not sown, and gathering where thou hast not strawed: And I was afraid, and went and hid thy talent in the earth: lo, there thou hast that is thine. His lord answered and said unto him, Thou wicked and slothful servant, thou knewest that I reap where I sowed not, and gather where I have not strawed...

Matthew 25:19-26

In this story we can see that the Master gave the man with five talents and the man with two talents the same commendation. Both had given their best effort and had produced results. However, the Master was displeased with the third man--not because

he had only one talent, but because he had given it zero effort. The Master said at least he could have invested the money to receive some interest, but he even failed to do that. The Master had judged each man by the same standard--the stewardship (not the amount) of their resources.

...We shall all be judged one day, not by each other's standards or even by our own, but by the standard of Christ.

Romans 14:10 (JBP)

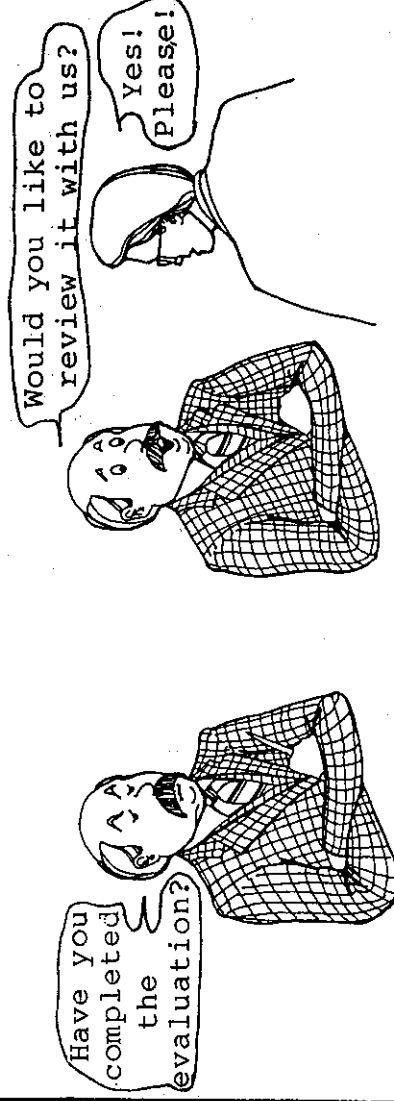
Be Positive

Start any evaluation by listing the strengths of the performance and what the person has done well. Be vocal in expressing appreciation for these things.

No matter how bad someone appears, you can always find at least one positive thing to point out. The story is told of a minister who had boarded a train and was seated next to a drunk. Every few minutes the drunk would produce his bottle and very loudly and obnoxiously offer the minister a swallow. Each time the minister politely declined. Finally the drunkard noticed the minister's collar and realized he was sitting next to a man of the cloth. With deep guilt he said, "I bet you think I am a horrible man drinking this way." The minister said, "On the contrary. I was just sitting here thinking what a generous man you are to be willing to share so often with me."

This is a good illustration of positive and constructive praise. Most people feel inadequate for the task or role they are in. A word of genuine praise builds confidence and starts the evaluation off on a good note.

Let Person Do His Own Evaluation



It is always wise to allow the person to evaluate himself before you, as the supervisor, make any comments or criticisms. If the person has been delegated a responsibility with commensurate authority to accomplish the job, and if because of this he is also accountable for its success or failure, then he should also have the right to evaluate himself and present his report to his supervisor.

It is often wise for you, the supervisor, to initiate this self-evaluation by asking the person to list his three greatest strengths and his three greatest weaknesses in the accomplishment of the task. By asking this, you communicate that you are realistic and expect him to have weaknesses just like everyone else. This exercise also helps the person to develop a balanced and realistic view of himself.

After the person has prepared his evaluation and report, the supervisor should review it with him, making comments and observations where appropriate. The leader's attitude is very important in this area because it will determine whether or not the evaluation will be a positive or a negative experience. If the leader has a spirit of love and appreciation and communicates it to the person, even criticism will be easier to take.

Remember--evaluation is not for the purpose of evaluating or putting down people, it is to detect deviation from the plan so that correction can be made and the goal can be accomplished.

At no time should evaluation be done by the leader behind the back of the person involved. The leader who does this and then confronts the person with his findings will cause hurt, misunderstanding, and cause the person to become defensive and uncooperative.

Keep Involvement to a Minimum

In evaluation, it is best to involve only those people who absolutely need to be present. Evaluation of individual performance in a large group setting only complicates the situation, makes the person defensive, and embarrasses him. If reproof or correction is needed, it should be done in private. Remember--if one of your people does not perform to standard, it reflects upon you as the overall leader. It is your job to make sure each one is successful.

Rule of Error

Too often in evaluation we may find nine accomplishments done right and only one error. Yet the leader

tends to ignore the good things and concentrate on the one mistake. It never seems to dawn on him that a person who can do nine out of ten things right deserves a gold medal rather than a rebuke. By having a rule of error we are saying that 90% is as good as perfection. Every projection is simply an estimate of what we hope to achieve. Anyone who can accomplish 90% of the project has done a fantastic job! In some cases we should forget about the tenth thing and focus on the accomplishments. The rule of error helps us to see things in perspective--majoring on the truly important things rather than on all the little details.

Performance Correction

Performance correction is setting into effect any correction that needs to be taken to ensure the successful accomplishment of the objective.

Deviation - Identified and Analyzed

When, in the process of evaluation, a deviation is detected, the deviation must be analyzed carefully and necessary corrections must be made.

The deviation may indicate a problem in the subordinate's performance. Perhaps through inefficient management of time or resources the deviation has occurred. When correction is indicated for the subordinate, the leader must be careful to maintain a positive and redemptive attitude. By asking the subordinate to suggest corrective measures himself, the leader demonstrates continuing confidence in the man.

At this point, the leader and follower should join forces against the problem rather than be separated by it. Whatever the problem, a Christian leader must express confidence and hope for a satisfactory correction. Then, together, leader and subordinate should outline step-by-step plans for that correction. As the steps to correction are enacted, evaluation should be frequent and specific to ensure a full recovery.

Deviation, however, may not be the fault of the subordinate but of the leader and the plan. The subordinate may have done a superb job, but the original plan may have been unrealistic, leading to the indicated deviation. In such cases, the leader should carefully consider revising the plan. The principle of Navigational Change states that the

navigator of a ship must continually check his course and redraw his plans to meet the desired goal. Each leader must realize that he is to manage the plan and that the plan does not necessarily have to manage him.

Corrections Need to Be Implemented

When helping a subordinate to implement corrections, follow these guidelines.

- Be a coach--Guide the subordinate in making corrections. Don't let him put the monkey on your shoulder.
- Keep a positive attitude.
- See this opportunity as a training tool.
- Focus on the problem--not the individual.

What the Bible Teaches about Evaluation

- Evaluation is Biblical.

Be thou diligent to know the state of thy flocks, and look well to thy herds.

Proverbs 27:23

- God is the ultimate Evaluator.

For the Son of man shall come in the glory of his father with his angels; and then he shall reward every man according to his works.

Matthew 16:27

- God has given His Word as an objective standard of evaluation.

All scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness.

II Timothy 3:16

- Between now and the time that God ultimately evaluates us, we, as believers, are to evaluate one another for the purpose of provoking to good works.

And let us consider one another to provoke unto love and to good works. Not forsaking the assembling of ourselves together, as the

manner of some is; but exhorting one another, and so much the more, as ye see the day approaching.

NOTES

Hebrews 10:24-25

- Individual believers are to be particularly responsible for evaluating themselves.

Examine yourselves, whether ye be in the faith; prove your own selves. Know ye not your own selves, how that Jesus Christ is in you, except ye be reprobates?

II Corinthians 13:5

- When evaluating another believer, we must be careful to allow for varying capacities.

And unto one he gave five talents, to another two, and to another one; to every man according to his several ability; and straightway took his journey.

Matthew 25:15

- Evaluation, based on the fruit of the other believer, must be objective.

Wherefore by their fruits ye shall know them.

Matthew 7:20

- Evaluation must be exercised mercifully and gently.

Brethren, if a man be overtaken in a fault, ye which are spiritual, restore such a one in the spirit of meekness; considering thyself, lest thou also be tempted.

Galatians 6:1



I JOHN 3

PRELIMINARY STUDY

Review your summaries of Chapters 1 and 2. Then read Chapter 3 through several times, once or twice in another translation--looking up definitions of key words in your dictionary. Can you find the continuing themes from the previous chapters?

WHAT DOES THE CHAPTER SAY?

As you read the chapter decide on the last two or three paragraph divisions--where the subject matter naturally divides. Then summarize the chapter, averaging 6-12 words per verse. You will probably find it best to use scratch paper first. As you come to paragraph 2, first try summarizing it yourself, then compare it with the example shown.

Paragraph 1--3:1-3

Paragraph 2--3:4-9*

Sin is law-breaking. Jesus the sinless One came to remove sin, so the one who knows and remains in Him doesn't sin. He who does right is righteous; he who doesn't is of Satan--whose works Christ came to destroy. God's spiritual children have His nature and can't sin.
(50 words)

Paragraph 3--3:

Paragraph 4--3:

*The words "sins," "sinneth" or "sin" in I John 3:6,9 in the original language mean "keeps on sinning."

WHAT DO OTHER SCRIPTURES SAY?

Find two or three more cross references for important verses in the chapter, first searching your memory--then the margin of your Bible or a concordance.

Verse	Cross Reference	Key Thought
-------	-----------------	-------------

3	Titus 2:12,13	Live righteously, looking for Christ's
---	---------------	--

return.

13	John 15:18,19	
----	---------------	--

22		
----	--	--

WHAT DOES IT SAY THAT I DON'T UNDERSTAND?

1. Compare verses 6 and 9 with 1:8 and 1:10 of this letter. Write a Statement describing the problem this brings to mind.

2. How does I John 2:1,2 give help on this problem?

3. If you see a problem presented by another verse in this chapter, write it down.

WHAT DOES IT SAY TO ME?

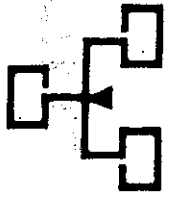
Go through the chapter prayerfully listing the possible application verse or verses below. After each verse state briefly the teaching to apply.

Verse

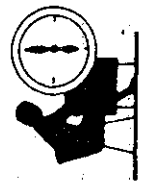
Statement of Application

Pray over these and choose the particular application which is most needful in your life now. Circle this verse and review the suggestions for writing a specific application.

Write a brief paragraph indicating: first, your need that the verse brings out (be honest, and be specific); second, how you feel the Lord would have you carry out an application of the verse you've chosen. Use the pronouns, "I," "me" and "my" to help you apply the verse to your own needs.



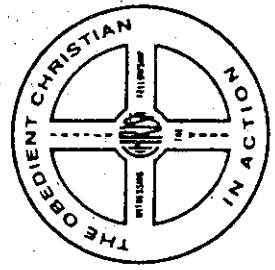
PERSONAL & SPIRITUAL MANAGEMENT AID



QUIET TIME
OBSERVATIONS

DATE

APPLICATION



BASICS

		CHECK	DESCRIPTION
SCRIPTURE MEMORY	CURRENT REVIEW		
	BACK REVIEW		
	NEW VERSES		
BIBLE READING			
BIBLE STUDY			
PRAYER			
WITNESSING			
FOLLOW UP			
EXERCISE			
SLEEP	WAKE UP		

MANAGEMENT

6 AM

Do List Priorities

8

10

12 PM

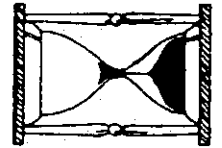
2

4

6

8

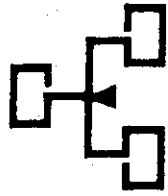
10



WRITE

PHONE

SEE



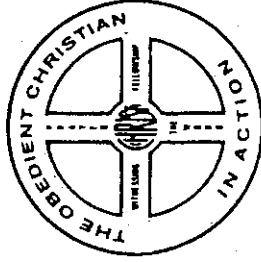
PERSONAL & SPIRITUAL MANAGEMENT AID



QUIET TIME
OBSERVATIONS

DATE _____

APPLICATION



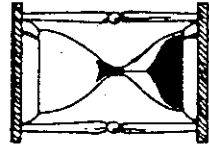
BASICS

		CHECK	DESCRIPTION
SCRIPTURE MEMORY	CURRENT REVIEW		
	BACK REVIEW		
	NEW VERSES		
BIBLE READING			
BIBLE STUDY			
PRAYER			
WITNESSING			
FOLLOW UP			
EXERCISE			
SLEEP	WAKE UP		

MANAGEMENT

Do List

Priorities



WRITE

PHONE

SEE

6 AM

8

10

12 PM

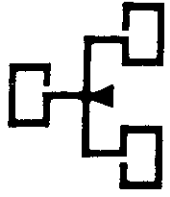
2

4

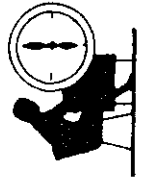
6

8

10



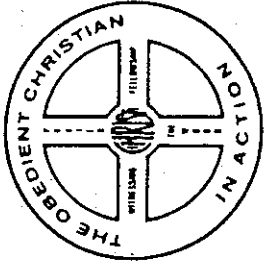
PERSONAL & SPIRITUAL MANAGEMENT AID



QUIET TIME
OBSERVATIONS

DATE

APPLICATION



BASICS

DESCRIPTION

CHECK

SCRIPTURE
MEMORY

CURRENT REVIEW

BACK REVIEW

NEW VERSES

BIBLE READING

BIBLE STUDY

PRAYER

WITNESSING

FOLLOW UP

EXERCISE

SLEEP

WAKE UP

MANAGEMENT

6 AM

Do List

Priorities

8

10

12 PM

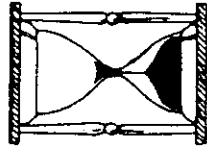
2

4

6

8

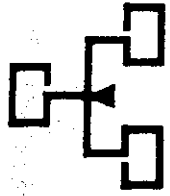
10



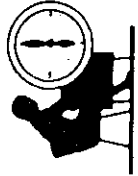
WRITE

PHONE

SEE



PERSONAL & SPIRITUAL MANAGEMENT AID

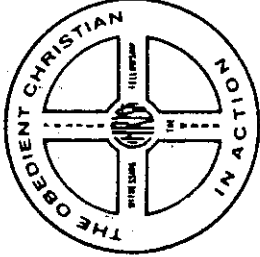


QUIET TIME

OBSERVATIONS

DATE

APPLICATION



BASICS

DESCRIPTION

CHECK

SCRIPTURE
MEMORY

CURRENT REVIEW

BACK REVIEW

NEW VERSES

BIBLE READING

BIBLE STUDY

PRAYER

WITNESSING

FOLLOW UP

EXERCISE

SLEEP

WAKE UP

MANAGEMENT

6 AM

Do List

Priorities

8

10

12 PM

2

4

6

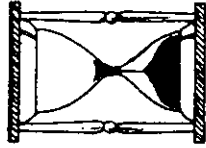
8

10

WRITE

PHONE

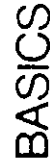
SEE





DATE _____

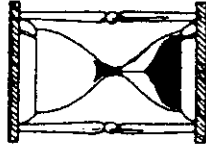
Age Group	2006 (%)	2008 (%)
18-29	85	80
30-49	80	75
50-69	75	70
70+	70	65

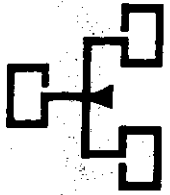


		CHECK	DESCRIPTION
SCRIPTURE MEMORY	CURRENT REVIEW		
	BACK REVIEW		
	NEW VERSES		
BIBLE READING			
BIBLE STUDY			
PRAYER			
WITNESSING			
FOLLOW UP			
EXERCISE			
SLEEP	WAKE UP		

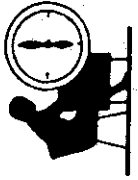
6 AM

	Priorities	8
		10
		12 PM
		2
WRITE		4
		6
PHONE		8
		10
SEE		





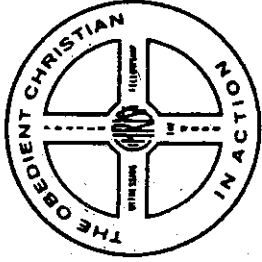
PERSONAL & SPIRITUAL MANAGEMENT AID



QUIET TIME
OBSERVATIONS

DATE _____

APPLICATION



BASICS

CHECK DESCRIPTION

SCRIPTURE
MEMORY

CURRENT REVIEW

BACK REVIEW

NEW VERSES

BIBLE READING

BIBLE STUDY

PRAYER

WITNESSING

FOLLOW UP

EXERCISE

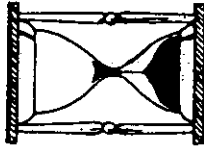
SLEEP

WAKE UP

MANAGEMENT

Do List

Priorities



WRITE

PHONE

SEE

6AM

8

10

12PM

2

4

6

8

10

Help in the Daily Battle

In the same way count
Yourselves dead to sin but
Alive to God in Christ
Jesus.

Romans 6:11

In Chapter 5 we saw how God has delivered us from the realm and reign of sin through union with Christ in His death. We were slaves to sin and in slavery we committed sins. We developed sinful habits regardless of how "good" we were. But Jesus Christ came into this sinful world and took our place on Calvary. He died to sin and through our union with Him we died to sin also. Now we are freed from sin's reign; we are no longer its slaves. We are to count on this fact and resist sin so that it does not reign in our mortal bodies.

In Chapter 6 we saw how sin still lives within us, waging its "guerilla warfare" through evil desires and deceiving our minds. It may well seem that whatever hope for holiness was held out in Chapter 5 was effectively taken away in Chapter 6. "What good does it do," you may ask, "to be told that the war with sin was won by Christ in His death on the cross if I am still harrassed and often defeated by sin in my heart?"

To experience practical, everyday holiness, we must accept the fact that God in His infinite wisdom has seen fit to allow this daily battle with indwelling sin. But God does not leave us to do battle alone. Just as He delivered us from the overall reign of sin, so He has made ample provision for us to win the daily skirmishes against sin.

This brings us to the second point in Romans 6:11 which we are to count on and keep before us. We are not only dead to sin, as we saw in Chapter 5; we also are alive to God. We have not only been delivered from the dominion of darkness; we also have been brought into the kingdom of Christ. Paul said we have become slaves to righteousness (Romans 6:18). God does not leave us suspended in a state of neutrality. He delivers us from sin's reign into the reign of His Son.

What is the significance of being alive unto God? How does it help us in our pursuit of holiness? For one thing, it means we are united with Christ in all His power. It is certainly true we cannot live a holy life in our own strength. Christianity is not a do-it-yourself thing.

Notice the attitude of the Apostle Paul in Philippians 4:11-13. He is talking about how he has learned to be content whatever the circumstances, whether plenty or want, whether well-fed or hungry. He says he can respond this way through Christ, who gives him strength.

How does this apply to holiness? Our reactions to circumstances are a part of our walk of holiness. Holiness is not a series of do's and don'ts, but conformity to the character of God and obedience to the will of God. Accepting with contentment whatever circumstances God allows for me is very much a part of a holy walk.

But notice that Paul said he could respond in contentment because Christ gave the strength to do so. We see this again where Paul said he prayed that the Colossians would be "strengthened with all power according to His glorious might so that you may have great endurance and patience" (Colossians 1:11). Where do endurance and patience come from? They come as we are strengthened with God's power.

Consider again another prayer Paul described in his letter to the Ephesians. He said he was praying for them "that out of His glorious riches He may strengthen you with power through His Spirit in your inner being" (Ephesians 3:16). He concluded the prayer by acknowledging that God "is able to do immeasurably more than all we ask or imagine, according to His power that is at work within us" (Ephesians 3:20).

This is the first implication we should grasp of being "alive unto God." We are united with the One who is at work in us to strengthen us with His mighty power. We have all known the awful sense of hopelessness caused by sin's power. We have resolved scores of times never to give in again to a particular temptation, and yet we do. Then Satan comes to us and says, "You might as well give up. You can never overcome that sin." It is true that in ourselves we cannot. But we are alive to God, united to Him who will strengthen us. By reckoning on this fact--counting on it to be true--we will experience the strength we need to fight that temptation.

Only as we reckon on these twin facts--that I am dead to sin and its reign over me and that I am alive to God, united to Him who strengthens me--can I keep sin from reigning in my mortal body.

Dr. Martyn Lloyd-Jones says, "To realize this takes away from us that old sense of hopelessness which we have all known and felt because of the terrible power of sin...How does it work? It works in this way: I lose my sense of hopelessness because I can say to myself that not only am I no longer under the dominion of sin, but I am under the dominion of another power that nothing can frustrate." ¹ However weak I may be, it is the power of God that is working in me."

This is not theoretical teaching, something to be placed on the library shelves of our minds and admired, but of no practical value in the battle for holiness. To count on the fact that we are dead to sin and alive to God is something we must do actively.

to do it we must form the habit of continually realizing that we are dead to sin and alive to God. Practically speaking, we do this when by faith in God's Word we resist sin's advances and temptations. We count on the fact that we are alive to God when by faith we look to Christ for the power we need to do the resisting. Faith, however, must always be based on fact, and Romans 6:11 is a fact for us.

A second implication of being alive to God is that He has given us His Holy Spirit to live within us. Actually this is not a second result, but another way of looking at our union with Christ, for the Holy Spirit is the agent of this union. It is He who gives spiritual life and the strength to live the life (Romans 8:11). It is the Spirit of God who works in us that we may decide and act according to God's good purpose (Philippians 2:13).

Paul said, "God did not call us to be impure, but to live a holy life. Therefore, he who rejects this instruction does not reject man but God, who gives you His Holy Spirit" (I Thessalonians 4:7-8). Here Paul connects the giving of the Holy Spirit with our living a holy life. He is called the Holy Spirit and He is sent primarily to make us holy--to conform us to the character of God. The connection of these two thoughts, the Holy Spirit and a holy life, is also found in other passages. For example, we are told to flee sexual immorality because our bodies are temples of the Holy Spirit (I Corinthians 6:18-19). We are also told that we are controlled not by our sinful nature but by the Spirit, if the Spirit of God lives in us (Romans 8:9). We read, "Live by the Spirit, and you will not gratify the desires of your sinful nature" (Galatians 5:16).

Why do we have the Holy Spirit living within us to strengthen us toward holiness? It is because we are alive to God. We are now living under the reign of God, who unites us to Christ and gives us His Holy Spirit to dwell within us.²

The Holy Spirit strengthens us to holiness first by enabling us to see our need of holiness. He enlightens our understanding so that we begin to see God's standard of holiness. Then He causes us to become aware of our specific areas of sin. One of Satan's most powerful weapons is making us spiritually blind--unable to see our sinful character. The Bible says, "The heart is more deceitful than all else and is desperately sick; who can understand it?" (Jeremiah 17:9). No one can understand it and expose it except the Holy Spirit.

Even Christians taking in the teaching of the Bible can be deceived about their own sins. We somehow feel that consent to the teaching of Scripture is equivalent to obedience. We may hear a point of application in a sermon, or perhaps discover it in our own personal Bible reading or study. We say, "yes that is true; that is something I need to act on." But we let it drop at that point. James says when we do that, we deceive ourselves (James 1:22).

As we grow in the Christian life we face increasing danger of spiritual pride. We know the correct doctrines, the right methods and

the proper do's and don'ts. But we may not see the poverty of our own spiritual character. We may not see our critical and unforgiving spirit, our habit of backbiting, or our tendency to judge others. We may become like the Laodiceans of whom our Lord said, "You say, 'I am rich; I have acquired wealth and do not need a thing,' But you do not realize that you are wretched, pitiful, poor, blind, and naked" (Revelation 3:17).

David was like this when he committed adultery with Bathsheba and then had her husband murdered to cover his first sin (II Samuel 12: 1-3). Was he repentant and humbled over his despicable acts? Not at all. In fact, he was ready to judge another man for a far lesser crime and to condemn him to death (Verse 5). How could he do this? Because he was spiritually blind. It was not till Nathan the prophet said to David, "You are the man!" that David was able to see the awful heinousness of his crime.

It is the Holy Spirit's ministry to make us see that we are poverty-stricken because of our sins. He comes to us and says, "You are the man!" Even though such a message may come from the loving, caring lips of a brother in Christ, it is the Holy Spirit who enables us to accept it and to say as David did, "I have sinned against the Lord." The Holy Spirit opens the inner recesses of our hearts and enables us to see the moral cesspools hidden there. This is where He begins His ministry of making us holy.

The natural result of seeing God's standard and our sinfulness is the awakening within us of a desire to be holy. This is also the ministry of the Holy Spirit as He works to make us holy. We are sorry for our sins with a godly sorrow that leads to repentance (II Corinthians 7:10). We say with David, "Wash me thoroughly from my iniquity, and cleanse me from my sin... Purify me with hyssop, and I shall be clean; wash me and I shall be whiter than snow" (Psalm 61:2,7).

Paul said, "For it is God who works in you to will and to act according to His purpose" (Philippians 2:13). Before we can act we must will. To will means to desire and resolve. When the Holy Spirit shows us our sinfulness, He does not do this to lead us to despair but to lead us to holiness. He does this by creating within us a hatred of our sins and a desire for holiness.

Only one who has a strong desire to be holy will ever persevere in the painfully slow and difficult task of pursuing holiness. There are too many failures. The habits of our old nature and the attacks of Satan are too strong for us to persevere unless the Holy Spirit is at work in us to create a desire for holiness.

The Holy Spirit creates this desire, not only by showing us our sins, but also by showing us God's standard of holiness. He does this through the Scriptures. As we read and study the Scriptures or hear them taught, we are captivated by the moral beauty of God's standard of holiness. Even though His standard may seem far beyond us, we recognize and respond to that which is "holy, righteous, and good"

(Romans 7:12). Even though we fail so often, in our inner being we delight in God's law" (Romans 7:22).

Here then is another distinction we must make between what God does and what we must do. If the Holy Spirit uses Scripture to show us our need and to stimulate a desire for holiness, then doesn't it follow that we must be in God's Word on a consistent basis? Should we not go to the Word, whether to hear it preached or to do our own study, with the prayer that the Holy Spirit would search our hearts for any sin in us? (Psalm 139:23-24).

After the Holy Spirit has enabled us to see our need and created within us a desire for holiness, there remains something more which He must do. He must give us the spiritual strength to live a holy life. Paul said, "Live by the Spirit, and you will not gratify the desires of your sinful nature" (Galatians 5:16). To live by the Spirit it is to live both in obedience to and dependence on the Holy Spirit. There is a balance then between our wills (expressed by obedience) and our faith (expressed by our dependence). But at this point we are considering the aspect of our dependence on the Holy Spirit.

No one overcomes the corruptions of his heart except by the enabling strength of the Spirit of God. Peter said that God has given us "his very great and precious promises, so that through them you may participate in the divine nature and escape the corruption in the world" (II Peter 1:4). Through participation in the divine nature we escape corruption--and this participation is through the indwelling Holy Spirit.

We express our dependence on the Holy Spirit for a holy life in two ways. The first is through a humble and consistent intake of the Scripture. If we truly desire to live in the realm of the Spirit we must continually feed our minds with His truth. It is hypocritical to pray for victory over our sins yet be careless in our intake of the Word of God.

It is possible, though, to be consistent in our intake of the Word of God without an attitude of dependence on the Holy Spirit. God says, "But to this one I will look, to him who is humble and contrite of spirit, and who trembles at My Word" (Isaiah 66:2). We are to come to the Word in a spirit of humility and contrition because we recognize that we are sinful, that we are often blind to our sinfulness, and that we need the enlightening power of the Holy Spirit in our hearts.

The second way we express our dependence on the Spirit is to pray for holiness. The Apostle Paul prayed continually for the working of God's Spirit in the lives of those to whom he was writing. He told the Ephesians that he prayed God would "strengthen you with power through His Spirit in your inner being" (Ephesians 3:16). He prayed that God would fill the Colossians "with the knowledge of His will through all spiritual wisdom and understanding" so that they might "live a life worthy of the Lord and may please Him in every way" (Colossians 1:9-10).

He wrote to the Thessalonians, "May God Himself, the God of peace, sanctify you [make you holy] through and through, "(I Thessalonians 5:23); and "May the Lord make your love increase and overflow for each other and for everyone else...May He give you inner strength that you may be blameless and holy in the presence of God" (I Thessalonians 3:12-13). Clearly the Apostle Paul knew we depend on the Holy Spirit for holiness, and he expressed this dependence through prayer.

As a young Christian I had the idea that all I had to do to live a holy life was to find out from the Bible what God wanted me to do and go do it. Christians with maturity will smile at this naive assumption, but I see younger Christians starting off with the same air of self-confidence. We have to learn that we are dependent upon the enabling power of the Holy Spirit to attain any degree of holiness. Then, as we look to Him, we will see Him working in us--revealing our sin, creating a desire for holiness, and giving us the strength to respond to Him in obedience.

¹D. Martyn Lloyd-Jones, Romans: An Exposition of Chapter 6, page 144.

²It is also true that the Holy Spirit is the divine Agent who has made us alive to God (John 6:63). But we are here considering the results of being delivered from the realm of sin into the realm of God, and the indwelling of the Holy Spirit is one of the results.

ETS 4/8

Assignment Sheet

Date _____

Name _____ Topic _____ Leadership _____

Lesson Leadership and Motivating _____ Class _____

Lecture	Completed	
	Yes	No
Review "Leadership and Motivating"		
Bible Study		
I John 4		
PSMA		
DO 5 PSMA		
Reading		
Bible Reading Chart		
Pursuit of Holiness--Chapter 8		
Evangelism/Follow-Up/Discipleship		
Share "Bridge" with non-Christian.		
Pray for your disciple.		
Meet with your disciple.		
Scripture Memory		
Write in 2 verses you memorized.		
Review previous verses.		

LEADERSHIP AND MOTIVATING

Introduction

In this course on Leadership we have been looking at the acrostic POLE. This week we're going to return to the "L" in POLE, which stands for Leading, and deals with one of its subcomponents, motivating. Since this is such a crucial part of the whole leadership process, we're going to devote a whole lesson to it. Let me underscore that motivating is a subcomponent of Leading.

Definition of Motivation

Motivation is the work of inspiring others to wholeheartedly employ their resources and exchange their lives for the fulfillment of the objective. It implies a spirit within the individual rather than without, which incites him to action.

Importance of Motivation

When the term leader is used in general conversation, we most easily associate motivation as the basic characteristic of such a man. Indeed, motivation is at the very heartbeat of leadership; for unless a leader can reproduce incentive toward the objective in such a way that his followers live by it and reproduce in others, he cannot assure the on-going of the vision.

Some leaders are by nature inspiring and dynamic. The very charisma of their personalities tends to motivate others to action. However, if charisma is the only method by which a leader inspires his men, the drive of the workers will be shortlived when and if the dynamic presence is gone. Charisma, therefore, is not the only or even the best kind of motiva-

tion. A man not possessed of such qualitties can still become an excellent motivator by studying and applying the factors that inspire him and others. Listed below are some of these most crucial factors.

How to Motivate People

Goals and Objectives

Goals and objectives should motivate us. They should set a fire under us and motivate us to action. If our goals and objectives are not the prime source of motivation, something is wrong. Remember, activity based on objectives creates productivity. Activity not based on objectives is only activity. It tends to be wasted motion. If we spend a lot of time working, but not on our objectives and goals, we are misdirecting our efforts; and it will cause frustration. Our objectives are to give us direction.

Goals and objectives for the total work as well as for each individual job slot in the structure must be clearly presented to each worker at regular intervals. Unless people are refreshed often regarding the importance of the overall objective and of their individual contribution, they soon lose sight of the reason they are doing what they are.

The leader should not only present these goals, but he should discuss them, giving men a chance to contribute any new ideas, problems, and standards they believe are necessary. By leaving the goals open for modification, the workers feel a part of the planning and usually set higher standards for themselves than the leader would have done. They also begin to internalize the organizations's goals so that they become their own personal objectives rather than someone else's. When this happens, each worker will see the accomplishment of the task as his responsibility. This is the greatest stimulant action there is.

Jesus charged his disciples with the Great Commission on many occasions--both in a group as well as individually.

● Group Goals

Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost...

Matthew 28:19

● Individual Goals

NOTES

So when they had dined, Jesus saith to Simon Peter, Simon, son of Jonas, lovest thou me more than these? He saith unto him, Yea, Lord; thou knowest that I love thee. He saith unto him, Feed my lambs. He saith to him again the second time, Simon, son of Jonas, lovest thou me? He saith unto him, Yea, Lord; thou knowest that I love thee. He saith unto him, Feed my sheep. He saith unto him the third time, Simon, son of Jonas, lovest thou me? Peter was grieved because he said unto him the third time, Lovest thou me? And he said unto him, Lord, thou knowest all things; thou knowest that I love thee. Jesus saith unto him, Feed my sheep.

John 21:15-17

Through this continual refreshment of the overall task as well as their individual parts in it, they internalized the goal as their very own. It became the motivation that inspired their lives and in many cases determined their deaths. Paul expresses how he has totally absorbed the objective when he says:

This is what I am working and struggling at, with all the strength that God puts into me.

Colossians 1:29 (JBP)

God's Word and His Spirit

God's Word is inspired. He uses the Holy Spirit to motivate us to action through His Word. The Spirit's job is to bring conviction to our lives and motivate us to action.

The Word of God is living and active. Sharper than any double-edged sword, it penetrates even to dividing soul and spirit, joints and marrow; it judges the thoughts and attitudes of the heart.

Hebrews 4:12 (NIV)

So is my word that goes out from my mouth: It will not return to me empty, but will accomplish what I desire and achieve the purpose for which I sent it.

Isaiah 55:11 (NIV)

When he comes, he will convict the world of guilt in regard to sin and righteousness and judgment.

John 16:8 (NIV)

The Holy Spirit's ministry through the Word of God to the hearts of each person in the work force is perhaps the greatest motivation of all. It is here that all the human means of motivation pale before the power of the divine. It is essential for the Christian leader, therefore, to make sure his men get adequate time for their own personal relationship with God. The leader must continually pray for his men in this area that God will refresh their vision and inspire their hearts with Himself.

Prayer

Prayer is a mighty force that is able to do what we are not able to do by or through our physical presence. We are often able to move the hearts of men by asking for God's help.

The king's heart is in the hand of the Lord,
as the rivers of water: he turneth it withersoever he will.

Proverbs 21:1

For the Christian leader, one of the most motivating forms of communication is through prayer. As leader and team meet together before the Throne of Grace in communion with God and with each other, misunderstandings clear, vision is restored, and unity refreshed.

Perspective and Conviction

In this course I try to motivate people by perspective. The first part of "The Layman and the Great Commission" is given to helping you see your life from God's point of view. Focusing the eternal things vs. the temporal things of this life will establish a conviction which will motivate people to action.

Good, Clear Communication

The importance of clear communication has been dealt with earlier in this course, but it must be re-emphasized here as an indispensable part of motivating. Without clear and regular communication along all

lines of structure, misunderstandings and dimming of vision quickly take place. Communication which inspires men to action:

- Creates dialogue and conversation
- Makes clear what is expected of each man
- Lets the men know how they are doing
- Expresses regular and sincere appreciation for the efforts being made.

We need to keep people informed of what they are to do and how they are doing. This feedback is normally expressed through appreciation if they are doing well and correction if they are not.

Language

The way we say or don't say something will do a lot to motivate or "de-motivate" people. We need to choose our language carefully.

- Vocabulary--Words that have meaning and communicate my emotions
- Body Language--The position of my body which communicates my feelings and emotions
- Illustrations--Should be charged with emotion and meaning

Personal Enthusiasm

Your excitement and involvement will do more than you think. When I think of this aspect of motivation, I immediately picture LeRoy Eims, one of my first real teachers.

Through the many years I have known him, he has always had a spirit of zeal and excitement for whatever project on which he was currently working. That spirit is positively contagious, and it is almost impossible to be around him without absorbing the idea that "this project is absolutely the greatest and most worthwhile thing that has happened in the last eight billion years!" A leader possessing or developing this personal spirit of enthusiasm will help the men around him also become enthusiastic and motivated.

Strength of Purpose

NOTES

Closely related to personal enthusiasm are the qualities of drive and forcefulness. Schleh, in his book, Successful Executive Action, sees this as the "key to leadership." He observes: "Many different kinds of men seem to make successful leaders. They all seem to have one common attribute however, and that is a strength of purpose...above everything else, a leader must have the strength to carry through when the going is tough. He must have the nerve to dive in when others hesitate. By his very drive, he stimulates others in the group."

A stark contrast between the qualities of enthusiasm and strength of purpose versus doubt and hesitance is seen in Numbers 13 when the spies returned with their report of the Promised Land. Joshua and Caleb with great zeal and drive--based on God's promise--encouraged the people to take the land. However, the other ten had the we'll-never-be-able-to-do-this spirit and reported nothing but discouraging negatives to the Israelites. This story is important because it shows that both a positive and negative spirit can be catching. In this case, the negatives won, (probably because there were more of them) and the result was forty years of wasted time and sorrow.

Pacesetting

Your personally setting the pace will speak louder than any words you can say. People need to see the leader involved in things that they are required to do.

Wherefore I beseech you, be ye followers of me.

I Corinthians 4:16

And he saith unto them, Follow me, and I will make you fishers of men.

Matthew 4:19

Jesus set a pace for those who would follow Him. He did not ask anything of His men that He was not willing to do before them.

For even hereunto were ye called: because Christ also suffered for us, leaving us an example, that ye should follow his steps...

I Peter 2:21

This verse tells us that Christ "suffered for us, leaving us an example" for us to follow in His steps. I Thessalonians reveals the importance Paul put upon pacesetting as he recalls his manner of life before the Thessalonian Christians. He speaks of his boldness, sincerity, gentleness, industriousness, and blameless behavior in their midst. He recorded that they become "imitators of us and of the Lord" and in turn set the pace for all the believers in Macedonia and Achaia.

And ye became followers of us, and of the Lord, having received the word in much affliction, with joy of the Holy Ghost: So that ye were examples to all that believe in Macedonia and Achaia.

I Thessalonians 1:6-7

It is clear from these passages that the very example of a godly life is a motivating factor of great importance for the Christian leader.

Strong Personal Relationships

Each of us in Christian work today is motivated very greatly by our own personal relationship with Jesus Christ. When we experience His love, forgiveness, and purpose in life, we desire to tell others the Good News. Christ has won our hearts and motivated us to service not simply by His authority or position, but by His deep and abiding commitment to an eternal relationship with each of us. It is therefore crucial that Christian leaders realize the tremendous importance of relationships in motivating others. Building relationships takes time and effort, and many in authority are not willing to pay the price. However, it is those who do pay the price that reap rewards of loyalty and zeal in the followers. Some areas that must be considered in building strong personal relationships are listed here.

- Take time to demonstrate genuine interest in people, their background, culture, family, interests, and concerns. This may mean being willing to get one's hands dirty to help them with a project or need in which they are involved.
- Be generous with money and time to help meet people's physical and financial needs as well as spiritual. We cannot dissect a human being and concern ourselves only with his religious side. We must be aware of his physical, social, and financial needs and be willing to meet them generously and resourcefully.

- Have an open-handedness with possessions and home. When people know that you consider them pleasing to have around and trustworthy with your possessions, they feel the relationship is more genuine.
- Be transparent in life, willing to share deeply from your own personal experiences and struggles.
- Maintain relationships with people who may not meet team standard. People should realize that their spiritual leader's love and care for them does not depend upon their performance. Many people whose gifts and abilities may not propel them into full-time service do have something to contribute anyway. If they sense a strong personal relationship with the leader, they will be available and eager to help in whatever capacity they are willing or able. Also, keeping a "long leash" on people who are not tied in closely keeps the possibility for them to become more closely related in the future.

Inspection

People usually do not what is expected, but what is inspected. As worthwhile as our goals may be, few people are zealous enough to pursue them to completion without some form of check-up. It is therefore wise to have some inspection program at regular intervals.

Rewards

Short as well as long-range incentives spur people to continue on. The entire Scriptures are built on a system of rewards--long-range ones like eternal life and short-range ones like peace and joy resulting from obedience. Rewards are especially valuable in helping people get started in some particular area. Before they are skilled enough to receive internal feelings of job satisfaction, external rewards and incentives help them to press on even when discouraged.

Success

It has been truly said that "nothing breeds success like success." When a difficult goal is reached, people are encouraged to try for a higher one or another one in a different area. Proverbs bears out this truth when it says:

The desire accomplished is sweet to the soul; but it is abomination to fools to depart from evil.

Proverbs 13:19

The Christian leader needs to ensure, therefore, that his people succeed. Setting realistic goals for each person's capacity is paramount in seeing success realized, and words of praise for a job well done strengthens the sense of achievement.

Challenge

Hand-in-hand with success is challenge. While goals need to be reachable, they must also be challenging, demand resourcefulness, and stimulate thinking. People will not be motivated long who are left at a job which does not cause them to stretch and develop.

Job Satisfaction

Making certain that each member of the work force truly enjoys his job is an important factor in motivation. If a person feels he is using his gifts and abilities to the maximum and is being developed personally, he will be motivated to perform at his best. When challenge and success are in balance, job satisfaction usually results.

Teamwork

The inter-relationships of a team are a great motivational factor for people. Knowing that others are depending upon you and receiving the stimulation of their lives and viewpoints helps to encourage people to give their best. Sports activities illustrate this clearly when high team spirit at various competitions motivates team members to do their very best.

Summary

Leading is the third of the four major principles of leadership and management. Charisma and dynamic personality are valuable, but not indispensable characteristics of this principle. A leader may have a very ordinary personality, however, by consciously working at it can develop skills that will make him every bit as effective as his more gifted counterpart. Some of the most significant skills involved in motivation are the various subcomponents we have just discussed.



I JOHN 4

PRELIMINARY STUDY

Review from the Bible or read from your summaries of Chapters 1 through 3. Without looking back on your summaries or Bible, recall the contents of each chapter in your mind--or on scratch paper.

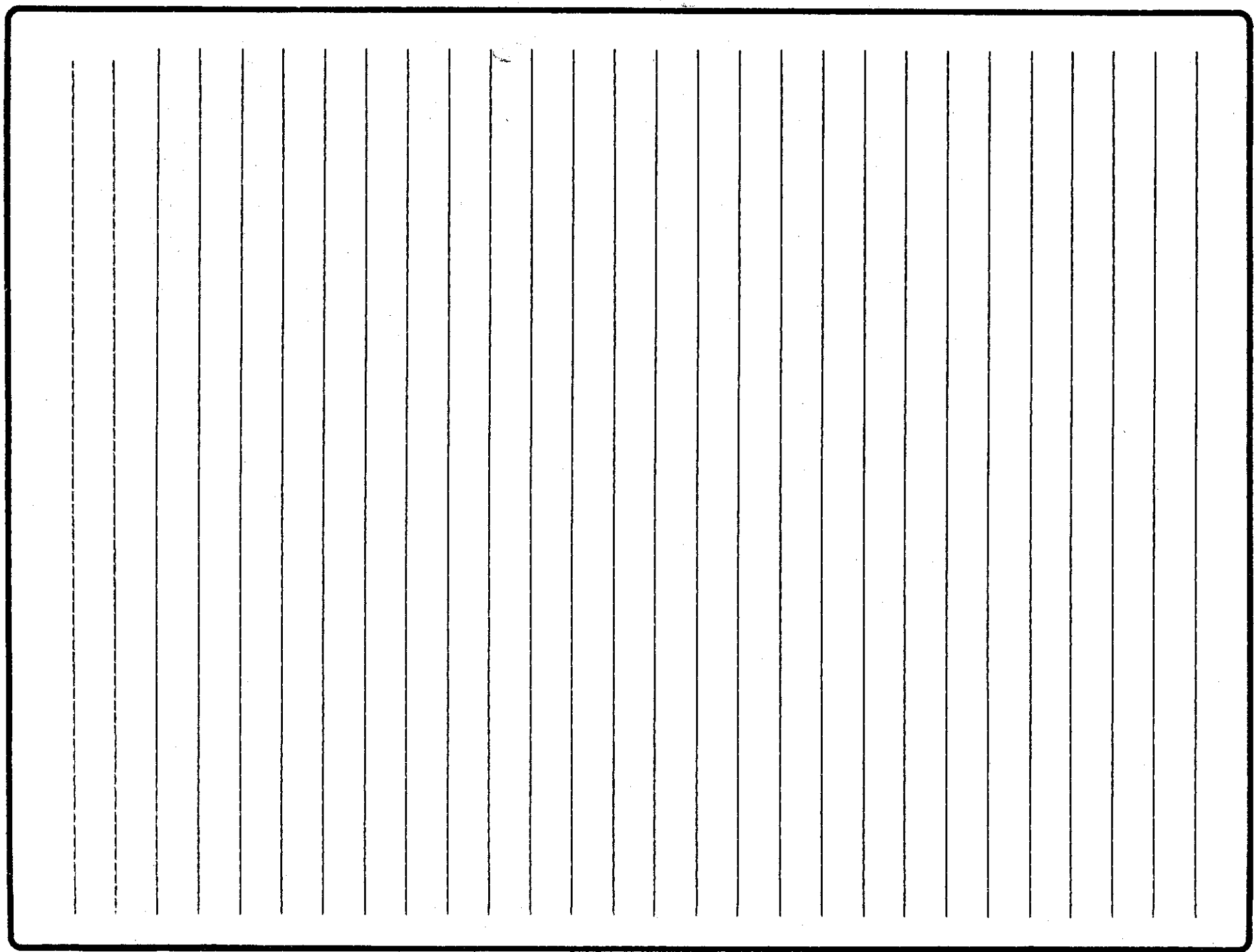
Read Chapter 4 two or three times. These readings can be rapid, to get an overall view of the chapter. Next, read slowly through the chapter verse by verse, seeking to understand each verse as you go. Verse by verse meditation can become one of the richest parts of your Bible study. To get the most from your meditation, ask yourself these questions.

- What is the verse actually saying? Think carefully, with prayer about the words and phrases in the verse. Consider also their connection with surrounding phrases and verses.
- Is there something I don't understand? (Jot down questions on scratch paper or in the space under "PROBLEMS".) Look up words you don't know. Try to rethink difficult parts of the passage in your own words.
- Is there anything here which should be applied to my life now? (Make a note of possible applications.)

WHAT DOES THE CHAPTER SAY?

Summarize the chapter by paragraphs. Decide on the paragraph divisions first, then begin boiling down the first one. Limit yourself this time to an average of 5-10 words per verse (105-210 words for your summary of the 21 verses in this chapter). The more compact your summary is, the clearer grasp you will have of the chapter.

Paragraph 1--4:1-



PROBLEMS

Write out questions that come to mind in your verse-by-verse meditation.

Verse

Question

After you have finished your study, you may find it profitable to search out and record answers to the problems you have listed here. Prayer with meditation on the Scripture itself is one good way to get answers. A further way is to use a concordance or the Treasury of Scripture Knowledge to see if another verse or passage sheds light. Try these methods with your problems in this chapter.

CROSS REFERENCES

Again find and record three more cross references--from memory if possible--for outstanding verses in this chapter, such as verses 4, 10, and 20.

Verse

Cross Reference

Key Thought

7

John 13:34,35

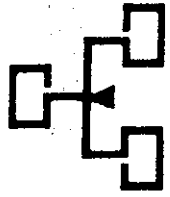
Loving others proves that we're Christ's.

WHAT DOES IT SAY TO ME?

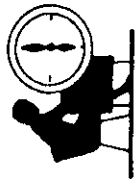
Verse

Statement of Application

Pray over these possible application verses and choose the one which seems to apply most to your need now, in life or service. First describe this need; then prayerfully consider how the Lord would have you conform your life to the truth in this verse. In a short paragraph below, state the action you believe He would have you take. Remember to use "I," "me" and "my."



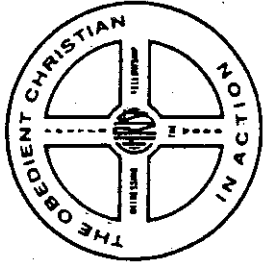
PERSONAL & SPIRITUAL MANAGEMENT AID



QUIET TIME
OBSERVATIONS

DATE _____

APPLICATION



BASICS

DESCRIPTION

CHECK

CURRENT REVIEW

BACK REVIEW

NEW VERSES

SCRIPTURE
MEMORY

BIBLE READING

BIBLE STUDY

PRAYER

WITNESSING

FOLLOW UP

EXERCISE

SLEEP

WAKE UP

MANAGEMENT

6 AM

Do List

Priorities

8

10

12 PM

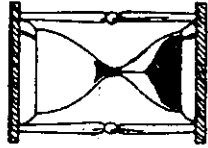
2

4

6

8

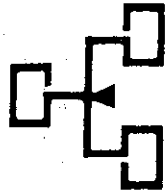
10



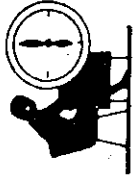
WRITE

PHONE

SEE



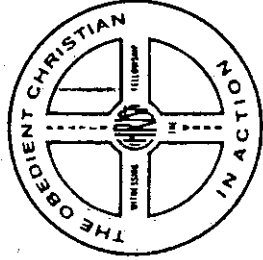
PERSONAL & SPIRITUAL MANAGEMENT AID



QUIET TIME
OBSERVATIONS

DATE

APPLICATION



BASICS

DESCRIPTION

CHECK

CURRENT REVIEW

BACK REVIEW

NEW VERSES

SCRIPTURE
MEMORY

BIBLE READING

BIBLE STUDY

PRAYER

WITNESSING

FOLLOW UP

EXERCISE

SLEEP

WAKE UP

MANAGEMENT

6 AM

Do List

Priorities

8

10

12 PM

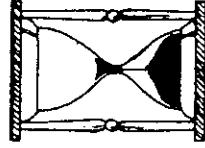
2

4

6

8

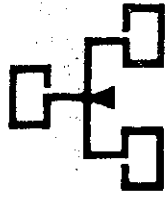
10



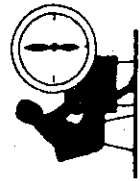
WRITE

PHONE

SEE



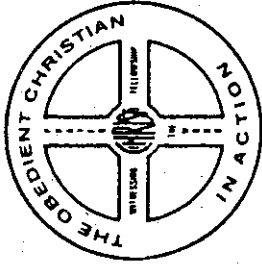
PERSONAL & SPIRITUAL MANAGEMENT AID



QUIET TIME
OBSERVATIONS

DATE _____

APPLICATION



BASICS

CHECK DESCRIPTION

CURRENT REVIEW

BACK REVIEW

NEW VERSES

SCRIPTURE
MEMORY

BIBLE READING

BIBLE STUDY

PRAYER

WITNESSING

FOLLOW UP

EXERCISE

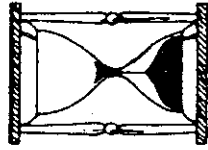
SLEEP

WAKE UP

MANAGEMENT

Do List

Priorities



WRITE

PHONE

SEE

6 AM

8

10

12 PM

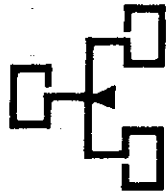
2

4

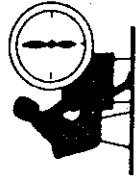
6

8

10



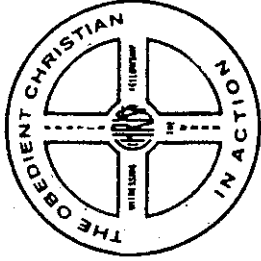
PERSONAL & SPIRITUAL MANAGEMENT AID



QUIET TIME
OBSERVATIONS

DATE

APPLICATION



BASICS

DESCRIPTION

CHECK

SCRIPTURE
MEMORY

CURRENT REVIEW
BACK REVIEW
NEW VERSES

BIBLE READING

BIBLE STUDY

PRAYER

WITNESSING

FOLLOW UP

EXERCISE

SLEEP

WAKE UP

MANAGEMENT

Do List

Priorities

6 AM

8

10

12 PM

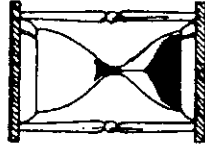
2

4

6

8

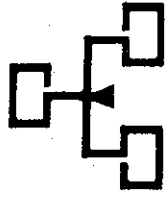
10



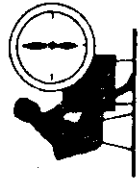
WRITE

PHONE

SEE



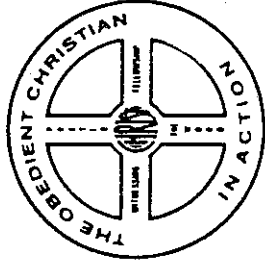
PERSONAL & SPIRITUAL MANAGEMENT AID



QUIET TIME
OBSERVATIONS

DATE _____

APPLICATION



BASICS

DESCRIPTION

CHECK

CURRENT REVIEW

BACK REVIEW

NEW VERSES

SCRIPTURE
MEMORY

BIBLE READING

BIBLE STUDY

PRAYER

WITNESSING

FOLLOW UP

EXERCISE

SLEEP

WAKE UP

MANAGEMENT

6 AM

Do List

Priorities

8

10

12 PM

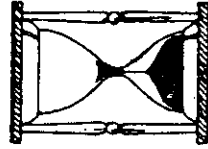
2

4

6

8

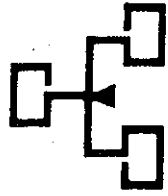
10



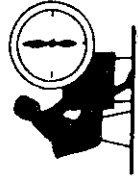
WRITE

PHONE

SEE



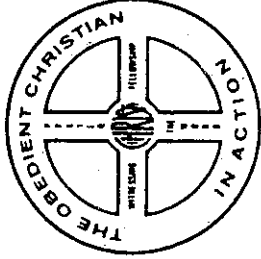
PERSONAL & SPIRITUAL MANAGEMENT AID



QUIET TIME
OBSERVATIONS

DATE _____

APPLICATION



BASICS

DESCRIPTION

CHECK

CURRENT REVIEW

BACK REVIEW

NEW VERSES

SCRIPTURE
MEMORY

BIBLE READING

BIBLE STUDY

PRAYER

WITNESSING

FOLLOW UP

EXERCISE

SLEEP WAKE UP

MANAGEMENT

6 AM

Do List

Priorities

8

10

12 PM

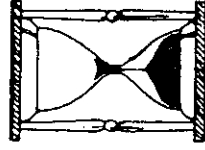
2

4

6

8

10



WRITE

PHONE

SEE

Obedience Not Victory

For if you live according
To the sinful nature, you
Will die; but if by the Spirit
You put to death the
Misdeeds of the body, you
Will live.

Romans 8:13

God has made provision for our holiness and He has also given us a responsibility for it. As we saw in Chapters 5 and 7, God's provision for us consists in delivering us from the reign of sin, uniting us with Christ, and giving us the indwelling Holy Spirit to reveal sin, to create a desire for holiness, and to strengthen us in our pursuit of holiness. Through the power of the Holy Spirit and according to the new nature He gives, we are to put to death the misdeeds of the body (Romans 8:13).

Though it is the Spirit who enables us to put to death our corruptions, yet Paul says this is our action as well. The very same work is from one point of view the work of the Spirit, and from another the work of man.

In the previous chapter we emphasized the "by the Spirit" part of this verse. In this chapter we want to look at our responsibility--"you put to death the misdeeds of the body."

It is clear from this passage that God puts responsibility for living a holy life squarely on us. We are to do something. We are not to "stop trying and start trusting"; we are to put to death the misdeeds of the body. Over and over again in the epistles--not only Paul's, but the other apostles' as well--we are commanded to assume our responsibility for a holy walk. Paul exhorted, "put to death, therefore, whatever belongs to your earthly nature" (Colossians 3:5). This is something we are told to do.

The writer of Hebrews said, "Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles, and let us run with perseverance the race marked out for us" (Hebrews 12:1). He says let us throw off the sin and let us run with perseverance. Clearly he expects us to assume the responsibility for running the Christian race. James said, "Submit yourselves then to God, Resist the devil, and he will flee from you" (James 4:7). It is we who are to submit to God and resist the devil. This is our responsibility. Peter

said, "Make every effort to be found spotless, blameless, and at peace with Him" (II Peter 3:14). The clause "make every effort" addresses itself to our wills. It is something we must decide to do.

During a certain period in my Christian life I thought that any effort on my part to live a holy life was "of the flesh" and that "the flesh profits for nothing." I thought God would not bless any effort on my part to live the Christian life, just as He would not bless any effort on my part to become a Christian by good works. Just as I received Christ Jesus by faith, so I was to seek a holy life only by faith. Any effort on my part was just getting in God's way. I misapplied the statement, "Ye shall not need to fight in this battle; set yourselves, stand ye still, and see the salvation of the Lord" (II Chronicles 20:17 KJV), to mean that I was just to turn it all over to the Lord and He would fight the sin in my life. In fact, in the margin of the Bible I was using during that period I wrote alongside the verse these words: "Illustration of walking in the Spirit."

How foolish I was. I misconstrued dependence on the Holy Spirit to mean I was to make no effort, that I had no responsibility. I mistakenly thought if I turned it all over to the Lord, He would make my choices for me and would choose obedience over disobedience. All I needed was to look to Him for holiness. But this is not God's way. He makes provision for our holiness, but He gives us the responsibility of using those provisions.

The Holy Spirit has been given to all Christians. Dr. Martyn Lloyd-Jones says, "The Holy Spirit is in us; He is working in us, and empowering us, giving us the ability... This is the New Testament teaching--'Work out your own salvation with fear and trembling.' We have to do so. But note the accompaniment--'Because it is God that worketh in you, both to will and to do of His good pleasure'! The Holy Spirit is working in us 'both to will and to do.' It is because I am not left to myself, it is because I am not 'absolutely hopeless,' since the Spirit is in me, that I am exhorted to work out my own salvation with fear and trembling."¹

We must rely on the Spirit in our putting to death the deeds of the body. As Lloyd-Jones observes in his exposition of Romans 8:13, it is the Holy Spirit who "differentiates Christianity from morality, from 'legalism' and false Puritanism."² But our reliance on the Spirit is not intended to foster an attitude of "I can't do it," but one of "I can do it through Him who strengthens me." The Christian should never complain of want of ability and power. If we sin, it is because we choose to sin, not because we lack the ability to say no to temptation.

It is time for us Christians to face up to our responsibility for holiness. Too often we say we are "defeated" by this or that sin. No, we are not defeated; we are simply disobedient! It might be well if we stopped using the terms "victory" and "defeat" to describe our progress in holiness. Rather we should use the terms "obedience" and

"disobedience." When I say I am defeated by some sin, I am unconsciously slipping out from under my responsibility. I am saying something outside of me has defeated me. But when I say I am disobedient, that places the responsibility for my sin squarely on me. We may, in fact, be defeated, but the reason we are defeated is because we have chosen to disobey. We have chosen to entertain lustful thoughts, or to harbor resentment, or to shade the truth a little.

We need to brace ourselves up, and to realize that we are responsible for our thoughts, attitudes, and actions. We need to reckon on the fact that we died to sin's reign, that it no longer has any dominion over us, that God has united us with the risen Christ in all His power, and has given us the Holy Spirit to work in us. Only as we accept our responsibility and appropriate God's provisions will we make any progress in our pursuit of holiness.

Footnotes

¹D. Martyn Lloyd-Jones, The Sons of God--Exposition of Romans 8:5-17 (Edinburgh: The Banner of Truth Trust, 1974), page 124.

²Lloyd-Jones, The Sons of God, page 136.

