

Christian Leaders Building or Eroding Confidence

1. You will build confidence if you lead through biblically solid and relevant teaching/preaching. CAUTION: No single leader should assume he/she alone can determine what is or isn't relevant.
2. You will build confidence if you understand you are called to Kingdom ministry not just to serve your individual institution or to be served by that institution.
3. You will build confidence if you are committed to filling voids in ministry. Pointing out the voids without constructive input erodes confidence.
4. If you allow critical comparisons about institutions to be made in the presence of others it will quickly become gossip. Holding people accountable to expressing criticism through the Matthew 18:15-17 process will build confidence.
5. You will build confidence in an institution if you strengthen the other leaders by privately offering any counsel that others could perceive as criticism. Public criticism of a leader or teacher erodes confidence.
6. You will build confidence within an institution if you are as interested in learning from them as you are for them to learn from you.
7. You will build or erode confidence more significantly than any other way by how you handle conflict. A good leader sets a biblical example for all Christians in all areas including conflict resolution.

Rom 14:19-20 *Let us therefore make every effort to do what leads to peace and to mutual edification. 20 Do not destroy the work of God for the sake of food. NIV*

Heb 12:14-16 *Make every effort to live in peace with all men and to be holy; without holiness no one will see the Lord. 15 See to it that no one misses the grace of God and that no bitter root grows up to cause trouble and defile many.*

Eph 4:2-3 *Be completely humble and gentle; be patient, bearing with one another in love. 3 Make every effort to keep the unity of the Spirit through the bond of peace.*

Rom 12:17-18 *Do not repay anyone evil for evil. Be careful to do what is right in the eyes of everybody. 18 If it is possible, as far as it depends on you, live at peace with everyone.*

1 Tim 5:19-20 *Do not entertain an accusation against an elder unless it is brought by two or three witnesses. 20 Those who sin are to be rebuked publicly, so that the others may take warning.*

Deut 19:15 *One witness is not enough to convict a man accused of any crime or offense he may have committed. A matter must be established by the testimony of two or three witnesses.*

Matt 5:9-10 *Blessed are the peacemakers, for they will be called sons of God.*

1 John 5:16 *If anyone sees his brother commit a sin that does not lead to death, he should pray and God will give him life.*

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Gal 6:1 Brothers, if someone is caught in a sin, you who are spiritual should restore him gently. But watch yourself, or you also may be tempted.

Titus 3:10-11 Warn a divisive person once, and then warn him a second time. After that, have nothing to do with him. 11 You may be sure that such a man is warped and sinful; he is self-condemned.

Matt 5:22-24 22 But I tell you that anyone who is angry with his brother will be subject to judgment. Again, anyone who says to his brother, 'Raca,' is answerable to the Sanhedrin. But anyone who says, 'You fool!' will be in danger of the fire of hell.

"Therefore, if you are offering your gift at the altar and there remember that your brother has something against you, 24 leave your gift there in front of the altar .

First go and be reconciled to your brother; then come and offer your gift.

Prov 25:9-10 If you argue your case with a neighbor, do not betray another man's confidence, 10 or he who hears it may shame you and you will never lose your bad reputation.

Matt 18:15-17 "If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. 16 But if he will not listen, take one or two others along, so that 'every matter may be established by the testimony of two or three witnesses.' 17 If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector.

8. You must not assume God has sent you to provide all the answers, to all of the questions, at all times. That appears to be arrogance. Open and honest discussion with humility is the only way to prevent such perceptions. Sometimes God calls the leader to pray with the other leaders and process through a mutually agreed upon solution, not just offer wise counsel.
9. If you ask other leaders questions publicly to expose a weakness you will erode confidence in an institution's leadership, their ministry, or their lessons/sermons. It is possible for this to happen even when it is not intended. (see Mt. 18:15)
10. If you expect an institution to consistently adjust its needs to meet your career goals you will erode confidence in yourself and the institution's other leaders.
11. If you assume credentials for leadership come only with academic accomplishments ignoring tenure of successful ministry experience you will erode confidence in your institution.
12. You need to understand that any expressions of compassion, criticism, confidence, and/or complaint may easily be misread.