

PERSONAL BIBLICAL LEADERSHIP
PHILOSOPHY

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INTRODUCTION

My Biblical leadership philosophy is based on, obedience to, and intimacy with God. This is modeled after the Mosaic style of leadership. Moses did not take his direction from the people as Aaron did and “make gods;” rather he specified both the ends and the means. Inherent in this corollary is the empowerment and encouragement of followers to emerge as new Spirit-led leaders. However, to effectively employ these biblical principles; we must be able “to hear” from God; and this comes only through obedience.

The basic word translated “obey” in the Old Testament is *sama*, “to hear.” My philosophy stresses effective hearing. One who truly hears will comprehend and will respond with obedience. The Old Testament portrays obedience as the appropriate response to God’s covenant people to His revelation. Equally, Jesus’ teaching linked obedience to love; only the person who loves God will obey him. Thus, biblically speaking, there is a definite and vital connection between faith in God, love for God, and obedience to God, all are the result of the Holy Spirit’s work in our lives.

Moses intimate relationship with God was rooted in obedience, faith and love. Hence, God changed His mind based on Moses’ intercession. He was entrusted with a Herculean task by God; that demonstrated God’s confidence in his spiritual authority. We live in fellowship with God only as we obey Him. Obedience is a key quality to be an effective spiritual leader. It is directly linked to God’s revelation to, and purpose for our lives; and the sphere of influence we exert on the lives of those that follow us.

Leadership Influence Philosophy

This leadership philosophy has at its core the establishment of an articulated God-given vision and mission for ministry. It is wonderful to have brilliant dreams, ideas and visions. However, based on the biblical principles the Holy Spirit teaches; we are commanded by God to articulate our vision. “For the Lord answered me, and said, Write the vision, and make it plain upon tables, that he may run that readeth it.”¹ This biblical principle has had a profound impact on my life and ministry. To this end, I have developed and articulated the following vision for Our ministry.

Our ministry, ENDTIME MINISTRIES INTERNATIONAL Inc., has as its vision: to become a life-changing prophetic voice to the nations; through Spirit-led empowerment and leadership; (II Timothy 2:2, Zechariah 4: 6,). Our mission is to develop Spirit-filled, anointed Christian believers in the Body of Christ who are transformed by the Word of God, are living epistles with the passion to do the divine will of God and achieve His ultimate divine purpose and destiny in their lives. This mission was developed based on the teaching of the following scriptures: (Acts 10: 36-38, Romans 12: 1-2, II Corinthians 3: 2-3, Proverbs 19: 21).

Our leadership philosophy will only be effective if it is read. Followers expect leaders to show them the standard and train them to reach it. They expect leaders to lead by example. Additionally, they expect leaders to keep them informed and to care for them. This process leads to mutual trust and confidence and builds a stable foundation upon which long-term relations can be built and organizational effectiveness achieved.

¹ King James Version, "Habakkuk 2:2," in *The Master's Healing Presence Bible*, (U.S.A.: Thomas Nelson, Inc, 2003), 915.

Leadership Influence Philosophy

I believe that in order to effectively implement any leadership influence philosophy; one must be a competent teacher. “Then the Lord said unto Moses, Come up to Me on the mountain and be there; and I will give you tablets of stone, and a law, and commandments which I have written; that you may teach them.”² Teaching truth to those that follow us is extremely important. As we move forward in the 21st century many of the icons are going on to be with the Lord; thereby creating some element of a leadership vacuum. In order to ensure the effective propagation of the Gospel; it is imperative to be highly competent and academically trained. “There is need for leadership, equipped for the multitude of tasks facing leaders in Christian work.”³

Moses was sufficiently humble to take advice from someone; whose call was not as great as his. He recognized greatness and an anointing for excellence on his father-in-law’s life. Hence, he took counsel from Jethro; which means “his excellence.” He discerned that God was speaking through him; and he heeded his advice to delegate his leadership responsibilities. As one acquires success and spiritual elevation; we become more predisposed to operate in the flesh. Hence, prayer must be our focal point in maintaining a humble spirit. This prayful approach to ministry will assist us in our walk to achieve the divine will of God for our followers and ourselves. Consequently, I have outlined the core values that form the foundation of my influence philosophy.

² New King James Version, "Exodus 24:12," in *Nelson's NKJV Study Bible*, (U.S.A.: Thomas Nelson Inc, 1997),143.

³ Dr. J. Robert Clinton, "Chapter 9," in *The Making of A Leader*, (Colorado Springs: Navpress, 1988), 196.

Leadership Influence Philosophy

FELLOWSHIP: I am committed to implementing Christ's mandate to fulfill the Great Commission by stimulating an atmosphere of true fellowship in an intimate atmosphere of praise and worship. I believe that worship is not forced passion, but an unavoidable intimacy amongst brothers and sisters in Christ. (Exodus 25: 8, Psalms 27: 4, Matthew 18: 20, Hebrews 10: 25, Ecclesiastes 5: 1).

ATTITUDE: I am dedicated to promoting Christ-like moral values and attitudes that reflect the light of Jesus Christ. I advocate that Christ must be reflected in our everyday living i.e. The Word of God MUST be applied and not just understood. (Job 6: 24, Matthew 12: 34-37, James 5: 9, Ephesians 4: 32).

INTERGRITY: I seek to teach, preach and live holy an upright life under the unction of the Holy Spirit. I affirm the on-going necessity of yielding to the Holy Spirit, through daily meditation on The Word of God, consistent and effectual prayer, demonstration of brotherly love and obedience to the voice of God. (James 4: 7, John 15: 1-5, Proverbs 20: 7, Psalms 1: 1, I John 3: 11).

TRUTH: I desire to bring all aspects of personal, family and corporate life under the guidance of the inerrant Word of God through submission and obedience to the precepts and commands of The Holy Bible. I am prepared to stand on the uncompromising Word of God as the final authority to successful Christian living. (Exodus 20: 1-17, Deuteronomy 28: 1-14, II Timothy 3: 16-17, Hebrews 4: 12).

HUMILITY: I seek to cultivate an understanding of dedicated servant hood in order to achieve the epitome of impactful Christian living. All glory and honour belongs to Almighty God and He will share His glory with no man. (Matthew 18:4, I Peter 5: 6, James 4: 6-10, Proverbs 22: 4).

Leadership Influence Philosophy

Biblical leaders need to be Godly persons, able to prepare God's people for works of service. The responsibility of leaders is to build up followers; enabling them to be mature and to minister as members of the Body of Christ. These responsibilities are carried out by mentoring and teaching. Mentoring and teaching dictates that leaders be an example. The Word of God is very specific regarding these requirements, and this forms the buttress of my theological philosophy. It is imperative that biblical leaders have the capacity to teach i.e. possess the ability to communicate truth so that it can be lived. "Sound doctrine" is so called from the effect produced by it; as, on the contrary, he says that unskilled men dote about questions which do no good."⁴

My theological philosophy of biblical leadership is diametrically opposed to the secular model of leadership; where behavioral control is inherently the focus. Biblical leadership, in my opinion, is to be more concerned with the inner growth and development of the believer; so that acts of service will be an expression of the vital work of God within the believer's personality. "The coercive power of the secular ruler is abandoned in the church, and the supreme power of God to change from within is relied on in its stead."⁵ This is where the biblical principle of submission is engaged. We must submit to the power and the leading of the Holy Spirit in our planning and our decision-making. He is our ultimate planner, guide and decision-maker; and ensures that kingdom building remains the central focus of ministry.

⁴ John Calvin, "" in *Parallel Classic Commentary on the New Testament*, ed. Mark Water (Chattanooga: John Hunt Publishing Ltd, 2004), 976.

⁵ Lawrence O. Richards, "Leadership," in *New International Encyclopedia of Biblical Words*, (Grand Rapids: Zondervan, 1991), 403.

Theological Philosophy

To clearly establish a platform for theological leadership philosophy; we must put it in its proper perspective. “Theology, simply defined, is the study of God and His relationship to all that He created.”⁶ Hence, we are analyzing leadership from a Godly perspective. Sound Christian leadership is based on both the content and the context of the biblical material taught. Furthermore, God continues to reveal Himself to us through special revelation. It is my contention that sound doctrine is the hallmark of divine transformational leadership. Sound doctrine and complete reliance on the power of the Holy Spirit are essential to achieve true transformation. I believe that the Old and New Testament are the inspired Word of God and the divine means of attaining this accomplishment. The Word of God is not subject to speculation, subjection or opinion. I believe that we should speak where the Bible speaks and be silent where the Bible is silent. (II Timothy 3: 16-17, Deuteronomy 4: 2, Psalms 19: 7, Hebrews 4: 12).

I see true repentance as a pre-requisite for healthy biblical leadership. The confession of sins truthfully to God and the turning away from such sin will fulfill this requirement. I also believe true repentance can only be achieved under the unction of the Holy Spirit and not in one’s own strength. Persons who are in a state of spiritual bondage will require deliverance. I further contend that true repentance is also required for our followers to live a successful Christian life. (I John 1:9, Proverbs 28: 13, Isaiah 55:7, Hebrews 8: 12).

⁶ Stanley M. Horton, "Chapter 2," in *Systematic Theology*, ed. Stanley M. Horton (Springfield: Zondervan Publishing House, 2003), 46.

Theological Philosophy

I strongly believe that if the Spirit of God be lifted up, He will draw all mankind unto Him. I believe that, by faith, we as Christian believers can be Spirit-led to win “the lost” to Christ. This is an integral responsibility of every believer; but particularly biblical leadership. I believe that the Baptism of the Holy Spirit is essential and available to all biblical leadership and followers that they may be endowed with the transforming power of God. I further believe that this Baptism gives great empowerment to Christians to fight the spiritual battles that have become fiercer as the Messiah’s return draws nigh. (Acts 2: 1-4, Acts 1:8, Acts 10: 44-48, Acts 19: 1-6)

“One of the reasons that cleansing up our insides is so important is that it can put us in a much better position to help others.”⁷ I subscribe that sanctification is absolutely necessary for a successful Christian leadership. The Scriptures teach us that a life of “holiness” is required to “see” God. (Hebrews 12: 14). The power of the Holy Spirit allows us to obey this command: “But as He who called you is holy, you also be holy, in all your conduct, because it is written, “Be holy; for I and holy.”⁸ However, church leadership must recognize and affirm his/her identification with Christ in the death and resurrection, by faith. Christian leaders must continue to “die daily” to self by walking and living in the Spirit. (Romans 6: 1-13, Romans 8: 1-17, Galatians 2: 20, Galatians 5: 16-22). Hence, sanctification is a daily walk in the power of the Holy Spirit.

⁷ Charles C. Manz, "Cleanse Your Insides," in *The Leadership Wisdom of Jesus: Practical lessons for today*, (San Francisco: Berrett-Koehler Publishers, Inc, 2005), 29.

⁸ New King James Version, "I Peter 1:15-16," in *Nelson's NKJV Study Bible*, (Nashville: Thomas Nelson, Inc, 1997), 2117.

Theological Philosophy

My theological leadership philosophy is heavily tenanted on the resurrection of Jesus Christ. I believe that the crucified body of Jesus Christ ascended into Heaven on the third day; and that He sits on the right hand of Almighty God interceding for His saints. However, this fundamental Christian belief is the access door to the resurrection power of Jesus Christ that allows healing and deliverance to be manifested in the Church.

I believe that spiritual gifts are available to all Christian believers. The Holy Spirit will divide the gifts according to the will of the Father or according to the need and purpose He has destined for the believer's life; (I Corinthians 12: 11). The great Apostle Paul said that we should "covet earnestly the best gifts;" (I Corinthians 12: 31) that ye may excel to the edifying of the church (I Corinthians 14: 12). These gifts are the ammunition that biblical leaders require; for combating much of the spiritual warfare that we encounter. I believe that we are wrestling many a spiritual battle; and Christians must be taught how to fight these battles. (Ephesians 6: 10-12, II Corinthians 10: 4, Luke 10: 19, Luke 9: 1, Revelation 12: 9, John 10: 10).

My theological philosophy is also deeply rooted in leadership's ability to discern the seasons and the times. The Spirit of discernment will play an ever more pivotal role in the lives of leaders in these last days. There are various shifts taking place in the modern day Church that are heavily influenced in spiritual warfare and deception. The evidence is before our very eyes with homosexuality being given acceptance in certain denominations; Antichrist literature taking greater prominence in our society and a rebellious culture pervading the youth. Christian leaders must be equipped with the spiritual ammunition to contend for the faith.

Sociological Philosophy

“But ye shall receive power, after the Holy Ghost is come upon you: ye shall be witnesses unto me both in Jerusalem, and in all Judaea, and in Samaria, and unto the uttermost part of the earth.”⁹ My sociological philosophy has been birthed out of obedience to a commission given to me by the Holy Spirit. God divinely revealed to me on Easter 2005 that He has chosen ‘this day’ for a supernatural outpouring into chosen vessels. He did say that He would demonstrate His mighty power on the earth as the time for His return draws near. He demonstrated this in my personal life through divine healing, deliverance and His divine love mercy and grace. He told me that He spared my life, because He has chosen me for a special assignment. He said to me that he was sending me forth to the nations.

Hence, my social change model of leadership has been founded on my personal life experience and testimony. Any God-given philosophy is heavily based on one’s personal life experiences. Prior to my developing a really serious and committed personal relationship with the Lord; I was a senior executive in the several multinational corporations. I was not hearing the voice of God and made my decisions based on my intellect. Needless to say, some of those decisions were good; however substantially more were bad. These experiences, on reflection, constituted part of my inner-life growth development. The Lord was bringing His spirit of humility to rest on my life through isolation and deprivation. He broke me both in the naturally and spiritually; thereby bringing me to total submission and dependence on Him.

⁹ King James Version, "Acts 1:8," in *The Master's Healing Presence Bible*, ed. Pastor Benny Hinn (Nashville: Thomas Nelson Publishers, Inc, 2003), 1111.

Sociological Philosophy

My sociological philosophy is deeply embraces evangelism. “People have changed, too, but not in the ways you might think. From our experience, let’s bust a few myths about reaching people in this new era.”¹⁰ In order to fulfill the commission God has placed upon my life to fulfill The Great Commission; there clearly needs to be a specific philosophical sociology plan. This sociological philosophy is based on building local, regional and international relationships. I believe that before we seek to establish healthy relationships outside our ministries; we need to ensure that healthy relationship exists within our ministries. Furthermore, as leaders, we have a responsibility to ensure that we are spiritually, physically and emotionally healthy.

How do we become healthy leaders? My philosophy is based on developing a disciplined; but not legalized lifestyle. We must develop a healthy family environment that is based on the fruit of the Spirit truly operating in our lives. Consequently, the fruit of the Spirit can only become authentic in our lives; if we are in a deep and committed relationship with the Holy Spirit. This relation is developed through daily prayer and meditation on the Word of God. Inherent in this philosophy, is assigning times for family devotion. The Bible clearly states that our bodies are the temple of the Holy Spirit. Therefore, as responsible Christian leaders who are seeking to obey the Word of God, we must develop healthy eating and exercise habits. I feel the Holy Spirit even convicting me now; as I have not been exercising as often as I should. However, I purpose in my heart, as of today, that I will take immediate steps to change this situation.

¹⁰ James Emery White, "Gateway Country," *Christian Today International* (Summer 2001): 35.

Sociological Philosophy

Once we have established a healthy home environment; we can more effectively focus on our ministries. I believe that it is extremely important, as leaders, to be accessible. Moses delegated his leadership; but he remained accessible to the children of Israel. His relationship with God and his followers was based on covenant. My social philosophy is also covenant-centered. "Each partnership is unique. Some develop more quickly than others, and some are more successful than others based on the compatibility of the people involved and their willingness to share responsibilities."¹¹ The biblical concept of covenant is basic to our understanding of scripture; and constitutes the foundation of social order and social relations. It gives us a deeper insight into an understanding of humanity's relation with God and our brothers and sisters in Christ.

I believe of that this is a fundamental principle for successful leadership. It is based on sound biblical principles; and was established by God to govern a wide range of interpersonal and social relationships. "Among individuals, a covenant expressed a pledge of friendship (I Samuel 18:3; 20:8; 23:18) or served as a business contract."¹² At the core of a covenant relationship; is one's total commitment to do what one has promised. Therefore, persons that we enter relationships with should be people of integrity. If this level of integrity is exemplified in our leadership; effort will be made to emulate it. On the contrary, if we do not uphold this philosophy; we bring not only the covenant into question but our personal integrity as well.

¹¹ Tim Bryant, "Forging A Partnership With Your Assistant," *Academic Leader* Volume 22 (June 2006): .

¹² Lawrence O. Richards, "" in *New International Encyclopedia of Bible Words*, (Grand Rapids: Zondervan, 1991), 194.

Learned Philosophy

Much of what we believe is based on what we have been taught or experienced in our daily lives. Obviously, my philosophical outlook is based on much of what I have been taught and what I have experienced. To put my learned philosophy in its proper perspective; it is imperative to give some modicum of my Christian upbringing. My exposure to Christianity came from a very tender age of about 4 or 5 years old; as was traditional in my Caribbean culture. I spent my Sunday schools years and part of adolescence in an Anglical environment. This was a critical part in my inner-life growth experience. “Adolescents live by their sense of roles that, for a variety of reasons, were different from now. The rules that these adolescents were use to living by no longer worked. And maintaining a sense of balance was extremely difficult.”¹³ Like many young adults I went the way of the world; until the Lord arrested me. I struggled with my old nature for sometime; until He supernaturally directed me to a Pentecostal church with a great anointing for healing and deliverance.

In this environment, I was exposed to the power of God in a miraculous way. I saw miracles weekly; including but not limited to; HIV cures, cancer cures, diabetes, hypertension, the blind seeing, the deaf hearing, creative miracles where limbs grew before my very eyes. My Bishop preached incessantly on holiness and living upright before God; and lived as an example to what he preached. He inspired me to take my Christian walk to the highest level. He is a very devout man of God. This anointing came to rest on my life; and I have been blessed by God to walk in it to this day.

¹³ Tim Cross, "Family Systems," *Marriage Family: A Christian Journal* Volume 5, no. 4 (Fall 2002), 461.

Learned Philosophy

The greatest challenge to date in my Christian walk came six years ago when the Lord gave me a supernatural revelation and instruction to move to Atlanta. Needless to say, I debated with God just as Moses did. Eventually, God turned the heat up on my comfort zone and pushed me out of Egypt and into the wilderness. The Lord told me that I would have to give up my cushy executive position; where I was earning an annual income of close to \$100,000 plus all executive perks including fully maintained company and first-class travel globally. After submitting to this; He kept me home unemployed for 1 year. During this isolation period, my daily routine was to study the Word profusely and pray practically from dawn to sunset.

Out of my wilderness experience the Lord built tremendous patience, faith and character in me. I would literally cry out to God to deliver me from what seemed like months of unanswered prayers. I recall I sending out well over 100 job applications and had numerous interviews; but He would never allow the door to open for me. I recall in one particular instance; I had done all the profile and personality tests and had about three interviews and still the door was closed. I was actually the candidate of choice; then I received a call instructing me that they had decided to promote from within the company. I share these experiences to validate my learned philosophy. A learned philosophy cannot be only taught; it must be experienced. "No minister can offer service without constant and vital acknowledgement of his own experiences."¹⁴ I am living what I know from my personal pains, sufferings, persecutions and rejections.

¹⁴ Henri J.M. Nouwen, "Chapter 4," in *The Wounded Healer*, (New York: Doubleday Dell Publishing Group, Inc, 1972), 88.

Conclusion

“Leadership is a dynamic process in which a man or woman with God-given capacity influences a special group of God’s people toward His purposes for the group.”¹⁵ This Robert Clinton definition bears witness with my biblical leadership philosophy. This philosophy has been fundamentally shaped from a myriad of circumstances including: my personal life experiences, the biblical instruction that I have been exposed to from my childhood and the supernatural teaching of the Holy Spirit. I attribute all of this to the providence of God. “The word and providence of God have a black and dark side toward sin and sinners, but a bright and pleasant side toward the people of the Lord.”¹⁶ Hence, it is an ever-evolving work of God. One of the things that I constantly seek from the Lord, is to sustain in me a spirit of humility. Humility allows us to maintain a teachable spirit. The Word of God has shaped and continues to refine my leadership philosophy daily. I believe that if we submit and yield fully to the work of the Holy Spirit in our lives; we will attain optimum leadership capacity in our quest for biblical excellence.

¹⁵ Dr. Robert Clinton, "Preface," in *The Making of A Leader*, (Colorado Springs: Navipress Publishing, 1884), 14.

¹⁶ Matthew Henry, "Exodus 14:15-20," in *Matthew Henry's -Concise Commentary on The Whole Bible*, (Nashville: Thomas Nelson Publishers, 1997), 94.

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