

# Leading Like Jesus

A structural and spiritual framework for  
leadership at Immanuel Baptist Church.

**Leadership is  
influence —  
nothing more,  
nothing less.**

**— John Maxwell**

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**01** The greatest influence in our lives rarely comes from the richest or most powerful.

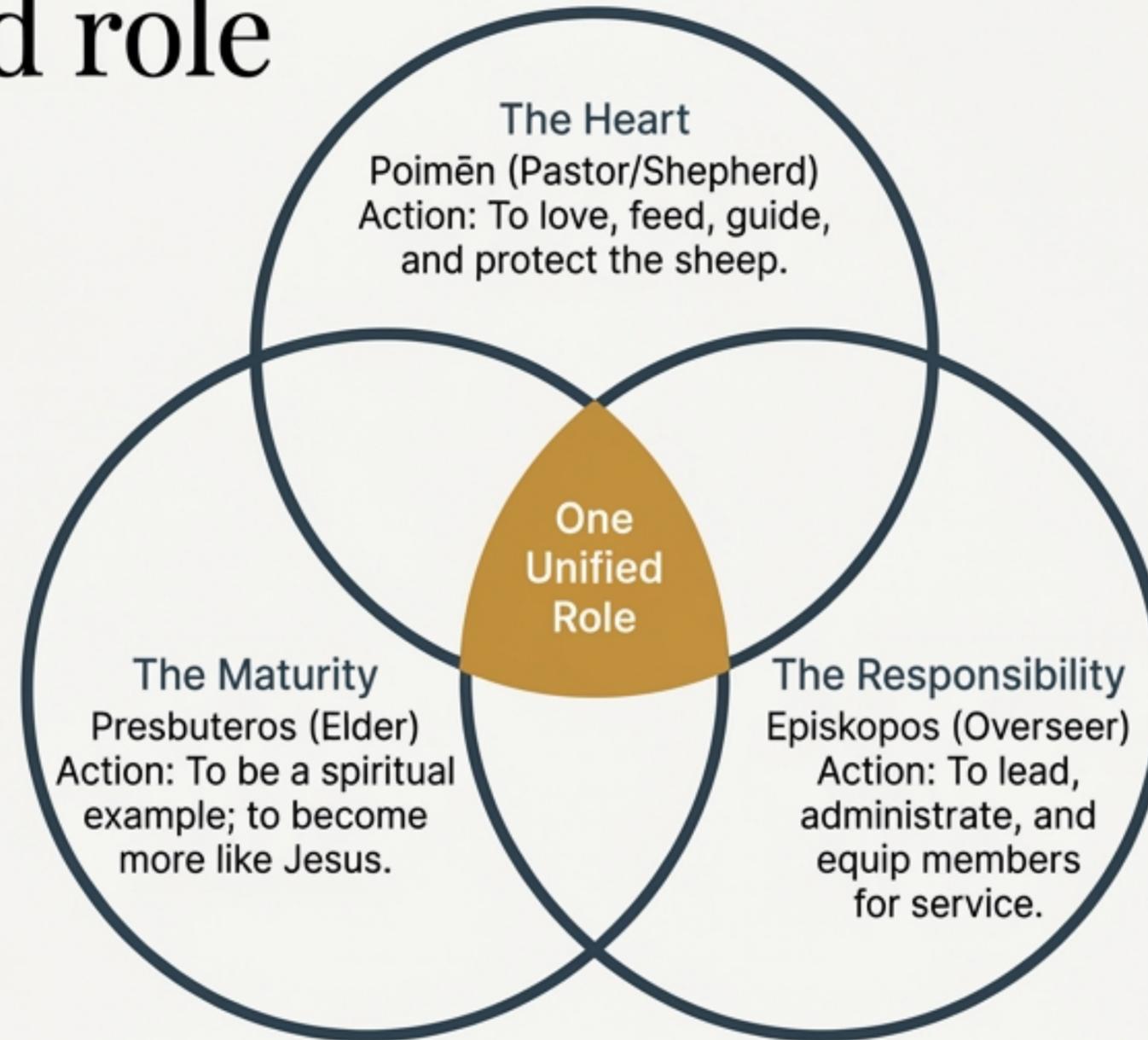
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**02** Lasting impact comes from those who invest in us personally.

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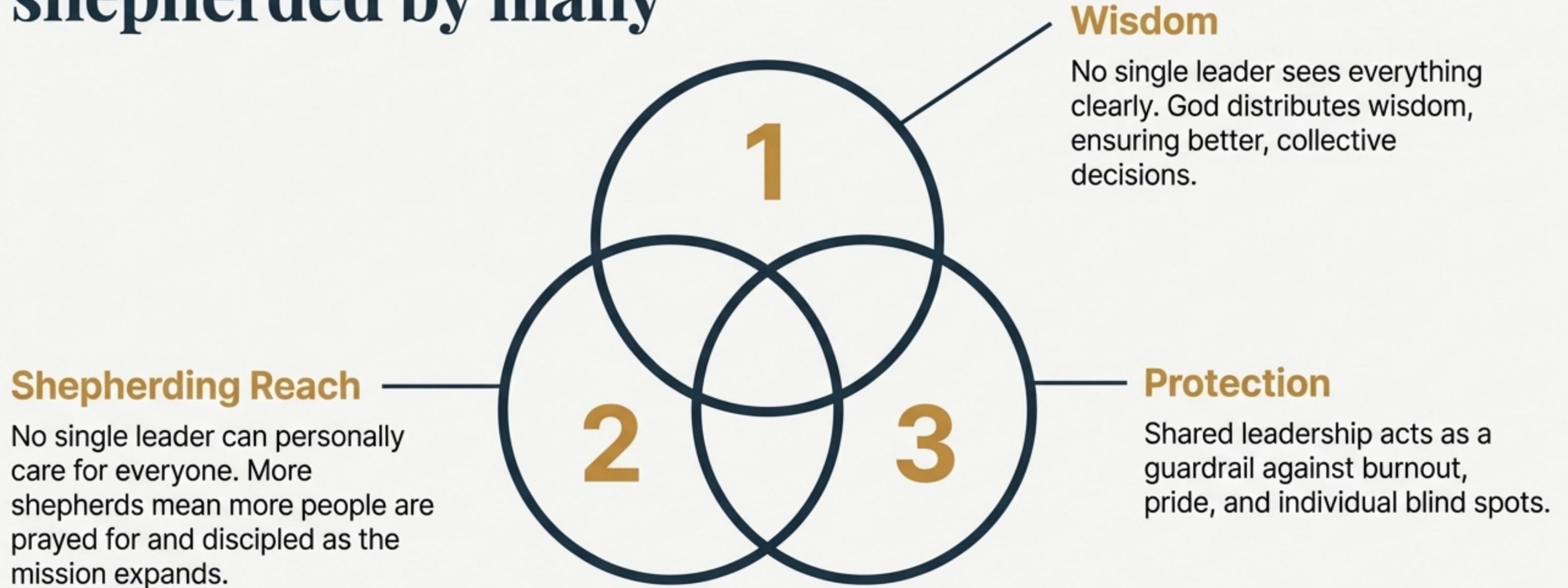
**03** The greatest leader in history—Jesus Christ—built His legacy on personal investment, not positional authority.

# Three distinct descriptions of one unified role



Scriptural Context: In Acts 20 and 1 Peter 5, the exact same men are simultaneously called elders, overseers, and shepherds.

# The church is safest when shepherded by many



*“The church is safest when it is shepherded by many faithful overseers.”* — Richard Baxter

# Service is the ultimate pattern of leadership

## Worldly Leadership

**Goal:** Climb higher and gain power.

**Method:** Protect your position and positional authority.

**Outcome:** Demanding to be served.

## Christlike Leadership

**Goal:** Lower yourself to serve others (Mark 10:45).

**Method:** Build relational influence and earn trust.

**Outcome:** Becoming the servant of all (Matt 20:26).

**“He that is ambitious to be first must make himself the servant of all.” — Matthew Henry**

# True leaders practice complete dependence on the Father

## The Divine Practice

Jesus lived in **complete dependence**, only doing what He saw the Father doing (John 5:19).

**Example:** Peter letting down his nets simply because Jesus said so, despite logical evidence pointing elsewhere (Luke 5:4-5).

## The Daily Practice

“We are not in the chicken business serving people; we are in the people business serving chicken.” — Truett Cathy

Recruiting imperfect people

Casting vision

Handling criticism

Confronting wrong leadership

Transforming ordinary people

Earning trust

**Takeaway:** Leadership often means trusting God's direction when it defies standard logic.

# Transformation must flow from the inside out



## Hearts

**The Core:** Abiding in the vine. Without this, we can do nothing (John 15:5).

## Heads

**The Mindset:** Walking by the Spirit, shifting focus from fleshly desires to God's will (Galatians 5:16).

## Hands

**The Action:** The tangible work of guiding, feeding, and protecting the flock.

## Habits

**The Legacy:** Consistent, long-term spiritual fruit that impacts the church culture.

*"All God's giants have been weak men who did great things for God because they reckoned on His power." — Hudson Taylor*

# Guarding the heart against Edging God Out (E.G.O.)

## THE ENEMY

## THE SYMPTOMS

## THE BIBLICAL ANTIDOTE

Pride (Proverbs 16:18)

Seeking recognition, craving control, demanding glory.

Humility. Lowering oneself to the point of absolute obedience, mirroring Christ (Philippians 2:8).

Fear

Losing courage, staying silent when truth is needed, compromising convictions, anxiety over outcomes.

Perfect Love. God gives a spirit of power, love, and self-control, which casts out fear (2 Tim 1:7, 1 John 4:18).

# Shepherds lead from the front, not from behind



## The Rancher Model

- **Position:** Behind the herd.
- **Action:** Driving, pushing, and forcing movement from a distance.
- **Relationship:** Transactional; relies on pressure.



## The Shepherd Model

- **Position:** Ahead of the flock.
- **Action:** Walking the path first, calling out so the sheep hear a familiar voice.
- **Relationship:** Personal; relies on trust and example.

People don't care how much you know until they know how much you care.

# The Good Shepherd stands between the sheep and danger



# The call to shepherd at Immanuel Baptist Church

The mission of our church is too great for just a few leaders. We must continually develop leaders who embody the heart of the Good Shepherd.

Leaders who walk with people.

Leaders who serve people.

Leaders who love people.

**Leaders who lead like Jesus.**