

## Found Faithful

### 1 Corinthians 4:1-2 (ESV)

This is how one should regard us, as servants of Christ and stewards of the mysteries of God. <sup>2</sup> Moreover, it is required of stewards that they be found faithful.

**Intro:** The apostle Paul wrote to the Corinthian church in order to address some big internal issues that were threatening to destroy this church. The first issue he tackled involved division. One group followed Apollos, another Paul and another Peter.

So, Paul tells them what they need to do. They need to change their perspective by looking at leadership differently.

You must regard leaders as two things:

1. As Servants
2. As Stewards

In this scripture, I see a **Requirement**, a **Kingdom**, and a **Reward**:

## I. There is a Requirement

Today I want to talk with you about Faithfulness. I believe it is a key. Just as thankfulness is a key, humility is a key, contentment is a key – Faithfulness is a key.

Paul wrote: *“It is required of stewards that they be found faithful”*

### **Notice:**

First: Stewards have a requirement.

Second: The faithful are “found”.

This tells me that there is a search. As a matter of fact the word *required is the Greek word zeteo, which means to seek, to search or to look very intently for something.* It was used as a legal term to describe a judicial investigation.

12The word *Found is the word eurisko which means to discover.*

This passage could be interpreted to say *“God is making a concentrated and thorough search in pursuit of stewards who are faithful”*<sup>1</sup>

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<sup>1</sup> Sparkling Gems II by Rick Renner, pg 77.

Before God taps us on the shoulder for a new assignment, you better believe He did his homework. He was observing how you and I responded to pressure, how we treat people, if we completed the last assignment, if we have a tendency to stay on track or if we get distracted easily. He takes all of this into account. He wants to know if you are faithful.

Faithfulness starts with Faith. It's going to take faith.

God is not going to wing it - and give you something big to do just because He loves you. He loves all of his children but he chooses some for one assignment and chooses another for another assignment.

**So what has God *found* in you?**

**I pray that he finds faithfulness.**

## **II. There is a Kingdom**

In Matthew 25 Jesus shares a parable that helps us understand what God is looking for, what His expectations are for his servants in His kingdom.

## Matthew 25:14-30

### **The Parable of the Talents**

**14** “For it will be like a man going on a journey, who called his servants and entrusted to them his property. **15** To one he gave five talents, to another two, to another one, to each according to his ability. Then he went away. **16** He who had received the five talents went at once and traded with them, and he made five talents more. **17** So also he who had the two talents made two talents more. **18** But he who had received the one talent went and dug in the ground and hid his master's money. **19** Now after a long time the master of those servants came and settled accounts with them. **20** And he who had received the five talents came forward, bringing five talents more, saying, ‘Master, you delivered to me five talents; here, I have made five talents more.’ **21** His master said to him, ‘Well done, good and faithful servant. You have been faithful over a little; I will set you over much. Enter into the joy of your master.’ **22** And he also who had the two talents came forward, saying, ‘Master, you delivered to me two talents; here, I have made two talents more.’ **23** His master said to him, ‘Well done, good and faithful servant. You have been faithful over a little; I will set you over much. Enter into the joy of your master.’ **24** He also who had received the one talent came forward, saying, ‘Master, I knew you to be a hard man, reaping where you did not sow, and gathering where you scattered no seed, **25** so I was afraid, and I went and hid your talent in the ground. Here, you have what is

yours.' **26** But his master answered him, 'You wicked and slothful servant! You knew that I reap where I have not sown and gather where I scattered no seed? **27** Then you ought to have invested my money with the bankers, and at my coming I should have received what was my own with interest. **28** So take the talent from him and give it to him who has the ten talents. **29** For to everyone who has will more be given, and he will have an abundance. But from the one who has not, even what he has will be taken away. **30** And cast the worthless servant into the outer darkness. In that place there will be weeping and gnashing of teeth.'

We are a part of a greater kingdom. In this kingdom, we are given assignments, we have tasks.

**The assignment is to Protect and Expand what he has given us**

This parable tells us that it's His ownership and our stewardship, it's His right and our responsibility.

A Talent is a weight of worth, One talent weighed between 58 and 80 pounds, so this was a lot of money!<sup>2</sup>

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<sup>2</sup> Louis A. Barbieri Jr., "[Matthew](#)," in *The Bible Knowledge Commentary: An Exposition of the Scriptures*, ed. J. F. Walvoord and R. B. Zuck, vol. 2 (Wheaton, IL: Victor Books, 1985), 80.

It's said to be equal to 20 years of wages, and a worth in today's currency of 1.2 million dollars.

Talent is also capacity and ability to produce something

Everyone in here has capacity - we are all expected to be productive with our time, talent and treasure.

### **Time, Talent, Treasure (resources)**

**(in preparing this sermon I did not realize the similarity of the Time, Talent and Treasure of Peter's reconciliation story I shared this morning - but there are amazing similarities.)**

In this parable Jesus is talking about himself. Jesus is the master. Jesus has been gone a long time. But he's coming back! **When he comes back, there will be an audit. He will hold you and I accountable.**

He has entrusted to us possessions. These possessions do not belong to us.

- **Did you ever buy your kids french fries and they dont want to share with you. "Thats mine!"**
- **Or your teenager locks you out of their room.**

**Notice:** The master chooses who to give talents to. Even the one he gave one talent to. That guy was chosen!

In this kingdom God keeps a close eye and God recognizes those with ability to lead, to govern.

The question is - how confident will you be when the master returns?

### **The master returns:**

- The first servant – with 5 talents – came up and showed him that he had doubled what he had given him.
- The second servant also doubled the amount he was given.
- And then it was the third servant's turn:
- let me paraphrase, “I know you – you’re mean and you expect us to do everything for you so you can get the profit. I decided I would just save it for you until you got back. Here it is!”
- The Master calls him lazy and wicked.

This is where a lot of us get confused because we think “well at least he didn’t go out and spend it! He looks pretty responsible to me”. But the deal is this. He gave this man a job.

Now let’s think about this. This guy didn’t walk away, he didn’t quit, he didn’t steal the money - so...

What did he do that was so bad?

He Maintained.

**Was “not quitting” considered faithful? When you look at this parable, was “staying and not walking away” enough to be considered a person of faith?**

This is really important: God didn't call us to maintain, he called us to *subdue the earth*. He called us to be fruitful and multiply and to replenish the earth.

God is a God of multiplication not maintenance.

**I told you in the beginning of this message that faithfulness is a key. A key to what? Faithfulness is a key to multiplication.**



**Let's talk about:**

## **Maintenance vs Multiplication**

One thing that God has spoken to me on many different occasions – even when I was tempted to coast – is Choco (you are not called to manage, you're not called to maintain the status quo), you are called to lead. In this parable, I see something of the same thing:

**The servants were not called to maintain but are called to Multiply!**

You **bury** dead things. The servant didn't **plant**, he didn't invest, he buried, he hid. He did not expect to see growth. He didn't prepare for growth. He didn't work for growth.

So it's not enough that you wait, but how are you waiting? What are you doing as you wait?

A by-product of faithfulness is multiplication. I heard John Bevere say: the definition for Faithfulness IS multiplication.

In other words - you are not faithful because you pastored a church for 20 years. You are faithful because you

discipled, you loved, you toiled, you shepherded for 20 years.

If you really think about it The servant who hid his talent represents a discipleship which consists of playing it safe, and so achieving nothing.

You think you're good because you haven't done anything wrong, but the point is you haven't done anything.

### **Faithfulness is faith that moves.**

Some people move in the wrong direction, but at least they're moving!

The apostle Paul was a hostile man *“God can do more with hostility than he can with indifference”!* (David Pawson)

**The response of the master gives us a glimpse of his thought process regarding his expectation.**

He said, “at least you could have put the money in the bank and collected interest”

He didnt deposit the money in the bank. When you deposit money into a bank there is a record - this servant did not want there to be a record. He chose not to be accountable.

This is where the wicked part comes in because he was thinking - the master won't return and when he doesnt return I know exactly where that money is hidden and I'll keep it for myself.

He lacked faith in his master. He didnt believe his master would do what he said he would do so for that he was considered worthless.

### III. There is a Reward

- Now let's go back to the other 2 servants. They were rewarded. With what? A pay raise? A bonus? A pension? No.

The reward for being faithful and carrying out their responsibility well was...**more responsibility!**

When God elevates - there're new responsibilities.

And the reason for their reward? Faithfulness

**There is a fascinating parallel between spiritual and natural laws. If we develop our muscles, our reward is that we can carry heavier burdens and still feel good. (29).**

**And if we lie in bed and do nothing, atrophy takes over, and we find we can do less and less. We lose even the little muscles we once had.**

It is like that in the spiritual realm. When we act faithfully, our capacities will grow. If we do nothing with them, our capacity weakens.

It's a powerful image! A challenge to work and to be responsible and a strong warning against slothfulness.

And here is the best part!

- **Both the five-talent man and the two-talent man made full and responsible use of what had been entrusted to them.**
- **Both received the identical commendation when the Master returned: ‘Well done, good and faithful servant! You have been faithful with a few things; I**

*will put you in charge of many things. Come and share your Master's happiness!' (21, 23).*

- **Both found their opportunities doubled.**

**It is not the quantity of talents that matters: it is how we use them.**

**It is those who will not try who are condemned<sup>[2]</sup>**

Because Faithful says, more than anything else, I trust you. I'm here for the long haul. You called me to this and we will finish this together. Faithfulness says, come Holy Spirit fill me, Jesus walk with me, God you get the glory!

## **A few Final Observations:**

### **1. God Sees**

I feel like some people are stuck - "my pastor doesn't see what I'm doing, the Superintendent doesn't see me" Who cares?! The Lord sees!

**The eyes of the LORD search the whole earth in order to strengthen those whose hearts are fully committed to him... 2 Chron 16:9 (NLT)**

God sees, and He rewards. He is looking in order to strengthen, to encourage. He encourages those who are fully committed - in other words - those who are faithful.

God rewards faithfulness not success.

**“God doesn’t call us to be successful - He calls us to be faithful”**

*Mother Teresa*

## **2. God gives an invitation**

So when he gives the reward the master says: *“Enter into the joy of your master”*. It’s an invitation. We get to share in our master's happiness - what does that mean?

I believe it means that there is now proximity to the king, to the work and purposes God has in this world.

Work and Responsibility are at the center of His joy.

Those who choose to hide their talent and bear no fruit for God’s kingdom cannot expect to be invited.

**The servant who hid what God invested in him – in the ground – got exactly what he wanted. No more responsibility.**

### 3. The Master is concerned with the small things

Did you notice that the Servant was commended for remaining faithful to the small things? Some people wish they had more money, more people, and more resources to get things done but what are they doing with the small thing they have now? If they are lazy with the small things, they will be lazy with the big things.

Small things don't get people excited - it's easy to stay faithful to the big things.

- All big things are made up of little things -
- your body is made up of millions of cells,
- centuries are made up of seconds,

**You can't have much, without little.**

### **Conclusion**

I believe most of our problem stems from: **Ownership**

We believe it's all ours!

What do you have that came from you?

Your home? Your job? Your children? Your body? Your church?

Nothing is yours.

Take a moment and evaluate your end goal. What is the purpose of your life, your calling, your ministry?

Is your goal a “successful” ministry?

Is your goal developing the best practices and systems?

Is your goal honing your skills as a speaker in order to work the conference circuit?

Is your goal having a big church?

Or is your goal to hear.. ***“Well done, good and faithful servant. You have been faithful over a little; I will set you over much. Enter into the joy of your master.”***  
***(Matthew 25:21 ESV)***

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[1] Stanley M. Horton, [\*I & II Corinthians: A Logion Press Commentary\*](#) (Springfield, MO: Logion Press, 1999), 48.

[2] Michael Green, [\*The Message of Matthew: The Kingdom of Heaven\*](#), The Bible Speaks Today (Leicester, England; Downers Grove, IL: InterVarsity Press, 2001), 262.

[3] Bruce B. Barton, [\*Matthew\*](#), Life Application Bible Commentary (Wheaton, IL: Tyndale House Publishers, 1996), 493.



## Growing in Leadership "RPM'S"

*Around 10 years ago, I asked my friend David Ferguson to speak to our leaders at our annual Leader's Summit and the majority of what I'm about to share with you I got from his talk to our leaders that day. It was during a time in my life that I needed to slow down and assess my own relational, physical, mental, and spiritual life (which is what RPMS stands for). It so blessed my life that I, with permission, took this teaching as my own. This week I felt that this teaching would serve us well.*

### The Chernobyl Gauge

**On April 26, 1986, reactor # 4 at the Chernobyl Nuclear Power Station in Ukraine blew up during a routine daily operation.**

**As a result, nearly nine tons of radioactive material - 90 times as much as the Hiroshima bomb - were hurled into the sky.**

- A. The radioactive fallout resulting from Chernobyl was detected all over the world, from Finland to South Africa.
- B. Hundreds of lives were lost as an immediate result of the blast.
- C. Approximately 270,000 cancers and 93,000 fatal cancer cases will be caused by the Chernobyl nuclear disaster, according to a recent report released by Greenpeace.
- D. In addition, millions of miles of land are now unusable for farming.

How did this happen? It was a combination of human error and machine malfunction.

- A. At the core, the Chernobyl reactor cooling system over-pressurized and blew out due to poor maintenance, budget, and lazy practice.
- B. A simple **over-pressure gauge was** the most likely cause of the whole accident.
- C. **Failure to gauge the system led the system to blow up completely.**

**We need to gauge where we stand so we can adjust/prepare for the future.**

A Gauge is used:

- To measure precisely.
- To determine capacity.
- To evaluate or judge.
- To adapt.

**1 Thessalonians 5:21-22** <sup>21</sup> Test everything. Hold on to the good.

<sup>22</sup> Avoid every kind of evil.

It was Peter Drucker that said, "**Pastors have one of the four hardest jobs in America, alongside the president of the USA, president of a university, and hospital CEO's.**"

Pastors = High stress / High Reward Job!

**Questions:**

1. How do you see yourself in 5 years?
2. How do you maintain focus in a high stress/high reward job that can so easily leave us feeling out of control?

You know that feeling of being out-of-control?

It's a rainy or icy night, you are behind the wheel, and suddenly the steering feels different. It's a little too easy and a little unresponsive?

### ***Your mind is racing...***

- ...how are we going to come out of this?
- ...will we hit someone?
- ...or will someone hit us?
- ...have we paid our insurance premiums?

I am sure you have a mission that you are passionate about; a dream that keeps adrenalin flowing in your veins day and night. And this retreat is a good time to hear about the vision of what's ahead

**Luke 2:52**, is the only description we have of how Jesus developed and grew in leadership:

**"And Jesus grew in *wisdom and stature*, and in favor with God and man." Luke 2:52**

From birth to age 30...we hear very little info about Jesus (except @ 12 in temple). The best indication regarding his leadership development we find here in Luke 2:52.

An RPM is a gauge inside your vehicle.

You know - it's that guage on your car's dashboard that you rarely

pay attention to.

RPM'S stands for "*revolutions per minute*".

We are going to use the acronym R.P.M and S to represent:

## **RPMS**

### **Relational - Physical - Mental - Spiritual**

Let's take a look at these 4 areas of development.

The RPM gauge tracks how fast your engine is turning.

If you don't have enough of these revolutions the engine won't move you and you won't go anywhere.

Too many of these revolutions and you go too fast and you are out of control.

I get asked often, "How do you balance your life and ministry?" I usually reply, "I don't balance", "we are not in the circus", "we are not jugglers", "we need to prioritize."

So the idea with this teaching or challenge is that: instead of feeling out of control, winging it or just hoping for the best you would have a tool in your hand and a way to evaluate what is off, what needs to be addressed.

My hope is that through this tool you would allow the Holy Spirit to make an assessment of your life and leadership and be open to receive and to respond to whatever He reveals.

Are you ready to take a hard look at your motivations, your habits

and to make the necessary changes?

Im not talking about self determination or positive thinking. We all preach that the Holy Spirit lives inside of us to empower us. Im talking about positioning our lives so that God can get the glory out of us. so that God can release His power in us.

So with that in mind let's look at these RPM'S

### **R-RELATIONAL GAUGE:**

*"Jesus grew .. in favor with man"*

My observation and experience have taught me that out of control people have...

- ...friendships that are less accountable
- ... marriages that once were intimate with lots of time for conversation... and now have become superficial and don't deal with conflict.
- ...keep telling themselves that, "it will get better when I get through. `this week' or `this stretch or with this project" ..but there is always another week, another stretch or another project.

This is what I tell myself:

**1) "Choco; if you blow it at home, you blew it, period."**

When my relational gauge is at the right level...

- I have time for my **kids**.
- I have time to date my **wife**.

## 2) "Choco, **mentor a few, encourage many**"

That is what the Apostle Paul was telling young Timothy...

*"And the things you heard me say in the presence of many witnesses entrust to **reliable** men who will be qualified to teach others." II Timothy 2:2*

## 3) "Choco, **Get past the Primary conversations**"

**A. Primary conversations:** casual, greeting, informational, directional, basic conversation to get you thru the day.

**B. Truth-telling conversations:** "I need to ask you a tough question..."

- "Key member of your team that is underperforming... you need to put him on a 3-month review or explain this is not the role for him."
- "Your desire for approval is keeping you from leading to your fullest potential."

**C. Encouraging conversations:** "I had to find you to tell you... what a great job."

- "This past weekend was over the top."
- Send an email to congratulate them on their record attendance.

**D. Compassionate conversations:** "No, how are you really doing?"

**How is your relational gauge?**

**Relational**

**1 – 10**

1-out of control  
10- Perfect

**P - PHYSICAL GAUGE:**

*"Jesus grew in... stature"*

Out of control leaders tend to...

... sleep too little.

... eat on the run, with little regard for what they put in their body.

... no time for exercise... not only relationally soft, they are physically soft.

Christians have a reputation for downplaying the importance of our physical bodies...

This is a very important issue of stewardship. Paul, a great leader obviously was watching his physical gauge when he said,

*"I discipline my body and make it serve me... so that I won't be disqualified." (1 Cor. 9:27)*

When my physical gauge is at the right level...

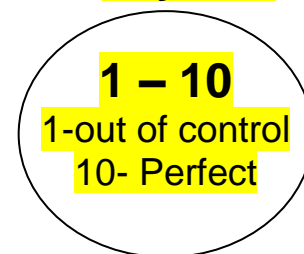
- **Exercise** right
- **Eating** right...

- **Energy** level right
- Get to bed by 10:30 (cause I get up at 5:15)
- "What do I need to do to take my leadership to the next level?"  
I said, "Exercise!"

The leaders that I admire the most are those that are good stewards of their bodies.

Energy? Eat? Exercise? **How is your physical gauge?** I think this is vastly under-valued by most Christian leaders!

### Physical



### M - MENTAL GAUGE:

*"Jesus grew in...wisdom"*

Out of control leaders ...

- ...don't read.
- ...don't explore new ideas.
- ...don't dream.

Solomon, the wisest man who ever lived, said,

*"If the ax is dull, and the edge unsharpened- more strength must be*



**exerted; but wisdom helps one succeed." Ecclesiastes 10:10**

This means that wisdom involves spending time sharpening the ax. When the ax is not sharpened it will take more effort to get the job done.

**Leaders that stop learning stop leading**

When my mental gauge is in the right place...

**1. I have time to read**

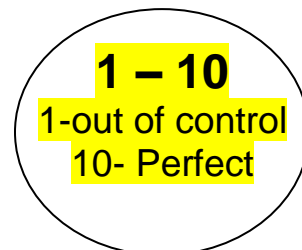
- Books
- Articles (AG Influence magazine has some good articles!)

**2. I have time to dream...**

- Covid - Shut down - has given us TIME to do this! (What did you do during the shut down?)
- What new idea are you exploring? What books are you planning on reading? If it is true that leaders are learners, what are you learning?
- I just read a book by Eric Metaxes called 7 Men. It was both inspiring and challenging.

**Mental**

**How is your mental gauge?**



**S - SPIRITUAL GAUGE:**

**"Jesus grew... in favor with God"**

Out of control leaders tend to:

- ...reduce their prayers to complaining.
- ...reduce their worship to cries of help.
- ... reduce their margins on what was once sin.

## 2 Key Relationships that make up my spiritual life:

### 1. Relationship: Me & God

- Journaling
- Reading Bible
- Praying
- Meditating
- Listening
- Memorizing
- Guardrails - If your relationship with God is important to you - if your spiritual health is a priority - then you would protect it.

Martin Luther said, "I have so much to do today, I'll need to spend another hour on my knees."

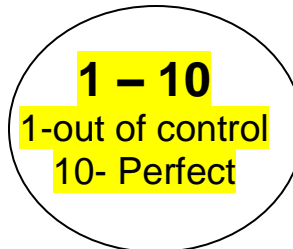
### 2: Relationship: Me & The World

- Serving out of *obligation vs. passion*
  - *Obligation*: my job; something on my-list
  - *Passion*: what makes my heart beat fast
- When I start trying to avoid people to get the work done... I'm in trouble.

Are you hearing from God everyday? Are you doing life in community the way that God designed for you to do? Are you serving out of passion or obligation?

**Spiritual**

**How is your spiritual gauge?**



## 2 Quick INSIGHTS ABOUT THESE GAUGES

### 1) The RPMS are all inter-related.

- We are whole people, relationally, physically, mentally and spiritually.
- When I'm **physically** tired I am often **spiritually** weak and **mentally** off.
- When I'm off **relationally**, it affects me **spiritually**.
- If I'm struggling **mentally**, It affects me **physically**

### 2) It will catch up with you.

**First: Spiritually** - loss of intimacy with God, loss of purpose, compassion and empathy decreases. No vision for the future.

**Second: Relationally**- (marriage, kids, staff, friends) when I don't invest, lose connection, affects family life, impacts peace and over all well being.

**Third: Physically** - end up feeling tired, tired, tired all the time!

**Fourth: Mentally** - no new ideas, no new dreams; patterns of destructive thinking. Depression and Isolation takes over.

## Transactional vs Transformational Leadership

Greeting:

I want to thank Superintendent Bret Allen and his executive team for this invite.

Thank you for investing in your life. I've always said that a leader that stops learning stops leading.

Thank you for not quitting in 2020.

### **Introduction:**

Today I want to talk with you about Transactional vs Transformational leadership.

What is your leadership leading to?

That is a fair question to ask. What do you want? What is your end goal?

No matter how big or small your staff or team of volunteers is - how you lead your core team matters because it will flow into the very DNA of your ministry and determine how every pastor, minister, leader, volunteer in your church or ministry interacts with each other.

Really what we're talking about here is discipleship.

As I travel across this country, I have noticed

An abandonment of one of the primary steps of the Great Commission.

We are called, mandated, commissioned to disciple. So as pastors, that is on a very basic level, "our job". But we know that it is the job of every Christian to disciple. So how are we teaching EVERYONE to disciple? By leading well.

I heard this quote by Henry Ford:

**“Coming together is a beginning,  
keeping together is progress,  
working together is success”.**

It's one thing to get people to come

It's another thing to KEEP them coming

It's a whole other thing to get them working together

I am really interested in knowing how a man like the Apostle Paul was able to move **successfully** from a man who passionately pursued the Christians to destroy them to a man who passionately **worked** among them.

It is an obvious work of the Holy Spirit. God moved in Barnabus to reach out to Paul. it was a clear work of discipleship by Barnabus. If it wasn't for Barnabus where would Paul be? If Barnabus had not listened to the stirrings of the Holy Spirit to go and get Paul, where would the church be?

I see a discipleship relationship between Barnabas and Paul.

### **1. Paul and Barnabas**

The Apostle Paul was in Ephesus for close to 3 years, then 10 years in his hometown Tarsus. Barnabas was the first to acknowledge Paul's calling and brought him to the apostles, sharing with them his miraculous conversion and that he was powerfully preaching Jesus everywhere he went. They accepted Paul because of Barnabas' word.

13 years later Barnabas went to get him – He saw Paul's gifting then they worked together in Antioch in a Gentile church

Discipleship is the willingness to invest in relationships; to journey with people.

Jesus and Peter is another example:

## 2. Jesus and Peter

**Peter** denied Jesus beside a fire (John 18:18, 25). Now beside another fire he was restored publicly<sup>1</sup> (John 21:9)

One of the most difficult things to do in discipleship is reinstating an individual who has utterly failed you. Why would Jesus take the time and energy to try with Peter again? Jesus understood Peter's weakness. He wasn't looking for Peter to give him something. He was looking for Peter to trust him and to believe in him.

I am going to read the Reinstatement of Peter in The Living Bible Translation because it gives us a very interesting insight.

### John 21:15-19 (TLB)

**15** After breakfast Jesus said to Simon Peter, "Simon, son of John, do you love me more than these others?"

"Yes," Peter replied, "you know I am your friend." "Then feed my lambs," Jesus told him. **16** Jesus repeated the

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<sup>1</sup> Edwin A. Blum, "[John](#)," in *The Bible Knowledge Commentary: An Exposition of the Scriptures*, ed. J. F. Walvoord and R. B. Zuck, vol. 2 (Wheaton, IL: Victor Books, 1985), 345.



question: "Simon, son of John, do you *really* love me?"

"Yes, Lord," Peter said, "you know I am your friend."

"Then take care of my sheep," Jesus said. **17** Once more he asked him, "Simon, son of John, are you even my friend?" Peter was grieved at the way Jesus asked the question this third time. "Lord, you know my heart; you know I am," he said. Jesus said, "Then feed my little sheep."

What Jesus did here was Transformational!!

Why?

He intentionally made time for Peter, made him breakfast, and invited him for a moment of reflection.

I see Jesus doing three things here:

1. Jesus reminded Peter of his calling.
2. Jesus allowed Peter to redeem his previous behavior.  
(Three times Peter denied Christ - Three times Jesus asked, "Peter, do you love me?")
3. Jesus taught him (and us) a lesson in discipleship.

With every response he taught Peter how to disciple

### **1. Feed my lambs – Disciple by teaching**

Lambs are baby sheep. Feed them, teach them the Word. Teach them by your example.

2. **Take care of my sheep – Disciple with your time** The word “tend” used in the ESV is defined as Shepherding. You have to take the time to shepherd those under your leadership.

Time is a commodity, an asset

Jesus was asking would you spend time with them?

**If a pastor says “I don’t have time” then you don’t have time to pastor.**

I like how Doug Clay puts it. He says, “*If serving people is beneath you, leadership is beyond you.*”

### **3. Feed my sheep – Disciple with your treasure**

When Jesus asked Peter the 3<sup>rd</sup> time – Peter, do you love me? Peter was hurt. The Living Bible translates Jesus’ response as “Simon, son of John, are you even my friend?” This hurt Peter because he knows he denied Jesus 3 times. He obviously remembers this. But Jesus wasn’t trying to condemn Peter – he was making a point. If you have a hard time loving

me or being my friend – imagine trying to love the sheep I am assigning to you. He is saying to Peter can you set aside yourself? Your self-preservation? Your own dreams and desire to be accepted by people - in order to disciple? Will you lay your life down?

The fact that Peter responded to all of Jesus' questions with “phileo” love - carries even deeper meaning. Peter did not act like his friend when he denied Jesus three times. And here in Jesus' third question he asks - Are you even my friend? Maybe it was a reminder of what Jesus had told all of his disciples before:

Greater love has no one than this: to lay down one's life for one's friends. John 15:13 (NIV)

This type of relationship is TRANSFORMATIONAL.

Why did Jesus keep asking Peter, pushing the envelope? He wanted better for him. He wanted to provoke a

response. Jesus didn't want just to hang out and be friends; He wanted Peter to know what was required.

Let me explain what it means to be **Transactional**.

**A transactional personality is someone who never acts (positively or negatively) if there's nothing to gain.**

There are such things as transactional relationships.

It is a relationship based on what can be gained from it. Sometimes we think we're being relational. We may even think we're discipling but what we're really doing is getting things done, trying to grow the church, trying to make a name for your church, or worse for ourselves.

One example: You have a community outreach in order to check the box. There was no intentionality to really connect with people. There is no follow-up plan.

Another example: you only have meetings with your staff - you never break bread with them. You don't know their family, you never ask them about their finances - you know nothing about their hopes and dreams.

The leaders and volunteers of your church only interact during an event. That's it. There are no efforts to bring

them together outside of events. Whether you like it or not - your ministers and leaders are a reflection of what you model. If you don't reach out to them. If you don't make an effort to walk out life with them, they will not walk out life with their leaders and volunteers.

One last example: you have one event and it was a success. Then for the next 20 years, you do that event the same way you did it that first year because “that's how it's always been done”. Your team is afraid to make suggestions or to bring up fresh ideas because the culture is set up that way. There are no fresh ideas at work. As a result, there is no vision, no growth, and no development of the next generation.

**You have a transactional culture.** It works from the outside in through outside events, meetings, “It’s my way or the highway” mentality. Your hope is that within that context people will engage and connect and that at the same time things will get done. And you’re right, things might get done but at what cost? And will the end result be a healthy, thriving church?

The Transactional mindset does not value what people bring to the table.

Transacting is necessary but it is not the basis of our relationship. We want to be transformative. We want a culture that transforms those in it.

And yes I know what you're thinking. What we really need is the Holy Spirit.

YESSSS!!!

But this is the vehicle, the process the instrument Jesus left in place for the Holy Spirit to work.

It's called Discipleship.

**What we need is a discipling culture.**

Discipleship is transformational by nature.

Discipleship is transformational because it works on the inside

Discipleship is a Holistic approach to transformation

The process of winning souls and the process by which souls are transformed does not **only include out-reach** **but also in-reach.**

Most of our churches are missing the in-reach part. We're getting good at outreach. This is a necessary part of being a church - how will people know if we don't reach out - but we need to then move into the in-reach, which is discipleship.

### **The goal is health and sustainability.**

Out-reach only scratches the surface. Health is determined by the extent of its reach along the entire body, including and extending to every part of the soul; thoughts, behaviors, obedience, and purpose.

How does this happen?

Events are not the end – they are the beginning!  
After an event we should say – Ok now let's get to work!

The difference between Transactional and Transformational is intentionality.

**Imagine if we thought more of someone else's calling than our own.**

**Transactional Leadership vs Transformational Leadership**

**Transactional is focused on the project,  
Transformational is focused on the people**

*You must always keep people in the forefront. It's not just about when and where (logistics) a project gets done but how it gets done. Did this project make the team grow closer together? And not just the team of leaders or volunteers - did the event cause people to know Christ, to experience his presence and know him better. We are not a social club but we want people to leave that event, or function, better than they came in.*

**Transactional is expectation  
Transformational is inspiring**

*Are you inspiring your team? Are you sitting with them to hear their sermon ideas? Or you can watch a video of them preaching and sit down with them over coffee. Be interested in their development as a preacher, teacher, administrator. Give them an assignment. A book to read. etc.*

Transactional works within the set culture (Self-preservation)

Transformational works to change culture by implementing new ideas



Transactional says do what I say, Transformational says, do it with me

**Transactional is forced**

**Transformational is fostered**

*One of the definitions of the word Foster is to **bring up** like when you bring up a child that is not your own. It is a positive term. To foster is to encourage or promote development. A transformational culture is an encouraging upbringing environment. People feel safe there - a pastor does not have to make people feel guilty about attending an event - staff members or volunteers feel like "I want to be a part of this because I'm going to be better for it"*