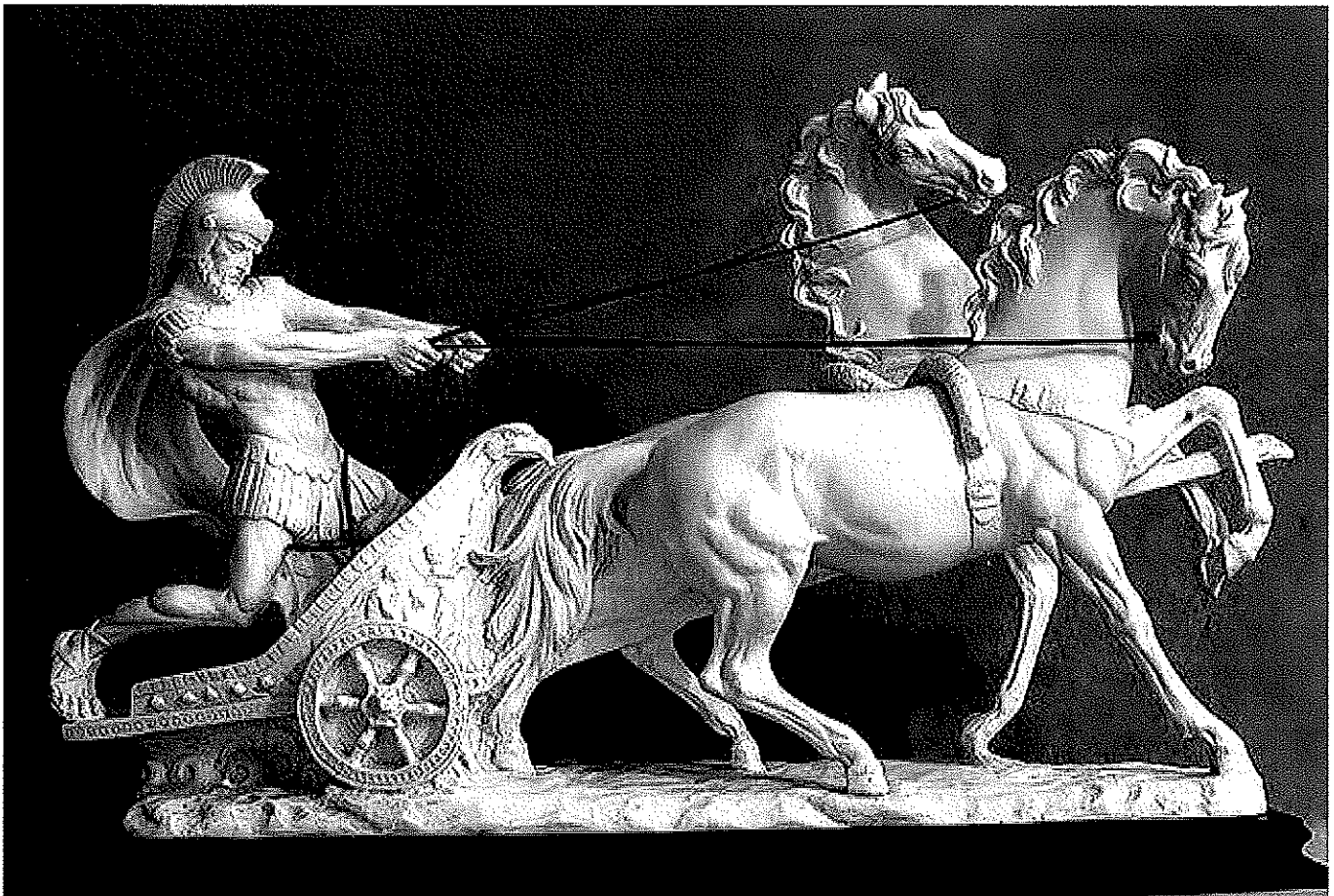


Riding Second Chariot

Lessons on Supportive Leadership
A Look at the Life of Joshua



By Pastor Paul D. Reich



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Lessons on Supportive Leadership

A Look at the Life of Joshua

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Dedication

To Pastor Cliff Stalwick
My Moses for the past thirteen years
With Love and Respect

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Bibliography

*** Scripture quotations are taken from the New American Standard Bible or the King James Version. ***

Riding Second Chariot

Most Christian leaders will have served in a secondary leadership role at some time in their ministry career. This responsibility of fulfilling a secondary leadership role, I have termed “riding second chariot”. The concept of “second chariot” does not mean second-class or second-rate; it simply refers to anyone in a supportive leadership role under another leader. Being second in position or rank does not mean being of less significance or importance. A wife is certainly not of less value or significance to the family just because the husband is the “head of the home”. Quite the contrary, in many areas of family life she may play a more vital role than the husband, even though she is not the “head”. Likewise, a second position leader has a role in Christian ministry that is vital to the primary leader and those under their care.

Although many eventually rise to a senior or first ranking leadership position, some Christian leaders will be in support leadership roles their entire ministry careers. The time spent in a support leadership role is not as significant as the ensuing results: the mentoring effectiveness of the team relationship, the assistance provided to the leader by the associate, the ministry impact of the leadership team and so on.

The value and effectiveness of time spent in a supportive leadership role is determined by a variety of factors. The primary leader’s personality, maturity, vision, leadership style and skills all have a notable impact on the quality of the team relationship and the ministry results. Situational elements such as location, culture, finances and people can also contribute to or hinder the success of the ministry team. In addition to these and other influencing factors, one of the crucial components is the associate himself. The associate’s personality, character, maturity and skills will to a great extent determine the outcomes of his time spent in a supportive leadership role. The associate cannot control all the factors

that contribute to the success or failure of relationships and ministry during his time in a secondary leadership role, but he is responsible for his part.

The purpose of this paper is to focus on the role of the associate in the ministry team relationship. Specifically, this paper will give guidance to Bible College graduate students entering internships and associate positions and will give them a Biblical model to help prepare them for functioning in a support leadership role. Through this, my goal is to increase the effectiveness and success of ministry team relationships by helping the associate understand and apply himself to his responsibilities in the team relationship. The principles discussed in this paper can be applied to interns, full-time associates, church elders, deacons, or others in support leadership roles.

There are a number of leadership teams in Scripture that could serve as foundational models for the associate's role in the ministry team relationship. Joshua under Moses, Elisha under Elijah, Paul under Barnabas, and Timothy under Paul are among the more obvious options. This paper will discuss Joshua's leadership under Moses as a Biblical model for support leaders. More than 40 years of Joshua's life were spent in a successful ministry team relationship with Moses. This in itself gives tremendous credibility to them as an exemplary team role model. This paper will focus on Joshua's characteristics and behavior as a support leader under Moses. These qualities will be identified and expanded with insights gleaned from Scripture and from my past 13 years experience "riding second chariot" at Living Faith Bible College.

Be a Servant

Many aspiring to leadership do so for worldly motivations of power, position, popularity and prosperity. Some seek power to exercise authority, influence, and control over others. Some desire position so others will serve, respect and honor them. In turn, their position may put their name "in lights" which can give them the attention and admiration of men. Leadership for others becomes the doorway to acquiring financial wealth

and material possession. These purposes for seeking and exercising leadership have their source in the root attitudes of selfishness and pride.

Selfishness and pride are part of the fallen-ness of all men. They can show themselves in the covetousness we feel when we see someone of position, ability, or “significance” and we selfishly desire to be like them or have what they have. These sins can come to the forefront when we want to receive the laud and attention of men, when we want to be our own boss, our own leader, our own “god.” Position, possessions, popularity and power can be food for our egos. The desire for them can be our downfall just as they have been for Lucifer, Adam, and some of our day.

The desire for leadership is not wrong in itself. The apostle Paul even tells us, “If any man aspires to the office of overseer, it is a fine work he desires to do” (I Timothy 3:1). But Paul also warns us that an overseer must be “free from the love of money.... and not a new convert, lest he become conceited and fall ...” (I Timothy 3:3, 6). Seeking and exercising leadership for the right reasons and with the right methods is not wrong; it is the mixture of ulterior motives and unscrupulous methods that God hates.

We can say, “we’re doing it to honor God”, but the subtlety of sin can blind us and after God has searched our hearts, tried our reins and exposed our inward parts, we may find that we have deceived ourselves (Jeremiah 17:9,10; Psalm 139:23,24). All along we may have had illusions of grandeur and greatness under the pretense of humble service to God and others. There are times that “doing it for the glory of God” can be a smokescreen for serving the self-centered trinity of “me, myself and I.”

Due to the deceitfulness of man’s heart and because of the power and authority invested in leadership, many have used their position for selfish benefit. Jesus had to address this issue several times with the disciples as they began vying for position and arguing about who among them was the greatest. On one such occasion, Mrs. Zebedee was seeking honored positions in heaven for her sons James and John. When the remaining 10 disciples became quite indignant with this request, Jesus answered:

“You know that the rulers of the Gentiles lord it over them, and their great men exercise authority over them. It is not so among you, but whoever wishes to become great among you shall be your servant, and whoever wishes to be first among you shall be your slave; just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.”

Matthew 20: 25-28

Those aspiring to Christian leadership are to have a different motive, purpose and manner than the leadership of the world. Rather than seeking leadership for their own benefit, Christian leaders are to give their time, resources, energies and even lives in service for the benefit of others. In effect, Jesus says, “Leadership does not exist to serve itself; it exists to serve those that are under its care. Greatness comes from serving. As you serve, God will raise you to leadership.”

The principle of servanthood is one of the qualities we see in the the life of Joshua. From his life, we discover that we are to be servants of our leaders, servants of those under our care and servants of God.

Serve Your Leader

“So Moses arose with Joshua his servant ...” Exodus 24:13

“... his [Moses’] servant Joshua, the son of Nun, a young man”
Exodus 33:11

“Then Joshua, ... the attendant of Moses from his youth”
Numbers 11:28

“... Joshua, the son of Nun, Moses’ servant, ...” Joshua 1:1

Joshua was Moses’ personal attendant. The Hebrew word used in these verses for servant and attendant is *sharath*, meaning “to minister, to serve”. It is translated: “assist”, “attended” (ant), “minister” (ed, ing, s), “serve” (ed, ice, ing, ant), and “take care of.”¹ From all Scriptural inferences, Joshua spent a great deal of time with Moses assisting him in his duties. Joshua ascended Mount Sinai with Moses, Joshua was at the tent of meeting with Moses and Joshua assisted in apportioning the land. Some of Joshua’s delegated

¹Robert L. Thomas, ed., New American Standard Exhaustive Concordance (Nashville, Tennessee: Holman Bible Publishers, 1981), p. 1612.

responsibilities were significant; such as spying out the land and leading Israel into battle. However, as Moses' personal servant, much of his responsibilities were likely menial; such as running errands, fulfilling various administrative needs and carrying out dozens of insignificant details. He was there, after all, to serve and minister to Moses.

The heart of a servant is to please his master. He lives to make his master successful and his duty is to fulfill the purposes of his master. As a support leader, discover how you can best serve your leader. You can help to free his time by identifying and alleviating responsibilities that are unnecessary for him to fulfill. He can then apply himself to the things he is gifted and called to do; and of course, to items of greater priority. Ask your leader to share his vision, goals and priorities with you. Offer your assistance in helping him reach them.

Seek to make your leader successful . Your leader's success may be a reflection of God's blessing on your ministry. God's blessing on Joseph was evidenced in prospering Potiphar, his master. Don't view differences in gifts and abilities as issues of conflict. You're not there to compete with your leader, but to complete and complement him.

I remember observing a senior pastor and his associate of 2 months at a Bible Camp for which I was the guest speaker. He was pastor of a vibrant, growing church, but was presently directing this camp. A number of times during planning sessions, I heard the senior pastor ask his newly graduated assistant how to spell words. I caught a glimpse of one of the qualities that helped his church grow. This senior pastor was gifted in many ways, but he was not ashamed to acknowledge and ask for assistance in his weak areas. He was secure enough in his leadership to rely on the strengths of his associates and not be threatened by them. If your leader is secure, he will make use of your abilities. If your leader is insecure, assure him of your loyalty and use your gifts to support him, not to upstage him.

Often in an associate position, you will find that the priorities and decisions of the senior leader infringe on your time, intrude on your priorities, interrupt your plans and

inconvenience you. As second in command, you may be delegated many tasks that you do not care to do. Recognize that a servant has yielded the right to using time the way he wants, and he has learned the joy of living for the well-being of another. Without this type of an attitude, you will find yourself getting upset with these intrusions.

This does not mean that you as an associate are to be a doormat who never says “no.” You too have a job description and must fulfill its correlating priorities and responsibilities. You may also have personal priorities that are pressing your time. If you must say no, broaden your leader’s understanding by explaining your priorities, deadlines, or extenuating circumstances. Be sure and convey a supportive attitude. Developing honest lines of communication is vital so that both you and your leader know where you stand with regard to each other and shared responsibilities. Without openness, bitterness can arise from the feelings of unspoken and assumed expectations. Keep in mind that you are a team working together for God’s kingdom, not your own ambitions. Remember too, that there will also be times when your priorities and needs are an inconvenience to your leader.

The flesh seeks position and attention, but God calls you to “be subjected to your elders; and all of you, clothe yourselves with humility toward one another, for God is opposed to the proud, but gives grace to the humble. Humble yourselves, therefore under the mighty hand of God, that He may exalt you at the proper time, ...” .One of the purposes for which God allows you to be second, is to give you opportunity to prove yourself in the area of servanthood. You might not realize it now, but when God exalts you to a senior position, you will need a servant heart more than than even now.

When God chose someone to lead Israel into the Promised Land, it is interesting to note that He didn’t choose one of the 70 elders upon whom He had placed His Spirit (Numbers 11:24-30). He didn’t choose Caleb, a man of faith and equally as good a warrior as Joshua (Numbers 13:30-14:9; Joshua 14:6-14). And He didn’t choose one of the heads of the twelve tribes; although Joshua was the grandson of Elishama, chief of Ephraim and

he was considered a leader among his tribe (Numbers 1:10, 13:1-8; I Chronicles 7:27,).²
When God chose someone to replace Moses, He chose Moses' personal servant.

Joshua had been the personal attendant of Moses from his youth. In the days, months, years, and decades that Joshua was with Moses, he learned from his life and wisdom. Moses rubbed off onto Joshua! In the process of serving Moses, Joshua acquired and developed essential leadership qualities and skills that made him capable of leading Israel into Canaan.

When God raises up a leader, part of the preparation often includes "riding second chariot" to a mature, godly leader. It is through faithfully serving your leader that the necessary leadership qualities, wisdom, and skills are developed in your life for a senior leadership position. God is not looking for those already with position and ability; He exalts and He can make the dumb to speak. God is looking for those who are available and who have been faithful in serving.

There are no shortcuts to greatness. We can see that leadership was developed through the serving experiences of many in Scripture. Stephen and Philip both waited on tables before God used them mightily in ministry. Joseph administered as a slave of Potiphar's house and as a jailer's trustee before he administered Egypt. Moses and David both led sheep before they led people. Joshua was a servant of Moses before he was the leader of Israel. Be faithful in serving your leader and in His time, God will exalt you.

Serve Those Under You

The Bible doesn't call Joshua the servant of the people. However we do see him serving on behalf of the people. Leading the army into battle, spying out Canaan, and assisting with apportioning the land were certainly for the benefit of all. Through the entire

²J. D. Douglas, ed., The New Bible Dictionary (Grand Rapids, Michigan: Wm. B. Eerdmans Publishing Co., 1962), p. 661.

Scriptures, but especially through the life of Christ and the teaching of the New Testament, the model of the servant leader is established.

And so when He had washed their feet, and taken His garment, and reclined at table again, He said to them, "Do you know what I have done to your? You call Me Teacher and Lord; and your are right; for so I am. If I then, the Lord and the Teacher, washed your feet, you also ought to wash one another's feet. For I gave you an example that you also should do as I did to your. Truly, truly, I say to you, a slave is not greater than his master; neither one who is sent greater than the one who sent him. If you know these things, you are blessed if you do them.

John 12:13-17

Have this attitude in yourselves which was also in Christ Jesus, who, although He existed in the form of God, did not regard equality with God a thing to be grasped, but emptied Himself, taking the form of a bond-servant, and being made in the likeness of men. And being found in appearance as a man, He humbled Himself by becoming obedient to the point of death, even death on a cross.

Philippians 2:5-8

For you were called to freedom, brethren; only do not turn your freedom into an opportunity for the flesh, but through love serve one another.

Galatians 5:13

If the very Son of God was a servant leader, and through the sacrificial giving of his life redeemed the world, can we do any less than to lead others by giving of our lives for their benefit.³ A servant spirit is one of the most important qualities that anyone in leadership can possess. Paul recognized this when he sought to send Timothy to the church at Philippi.

But I hope in the Lord Jesus to send Timothy to you shortly, so that I also may be encourage when I learn of your condition. For I have no one else of kindred spirit who will genuinely be concerned for your welfare. For they all seek after their own interests, not those of Christ Jesus. But you know of his proven worth that he served with me in the furtherance of the gospel like a child serving his father.

Philippians 2:19-22⁴

Paul informs us that some leaders are serving their own interests. They preach Christ from envy, strife and selfish ambition (Philippians 1:15-17). Some are in leadership for self-advancement, sordid gain and other selfish interests, but "not those of Christ Jesus."

³I am in no way implying that giving our lives in service is a "substitutionary" sacrifice for the redemption of man or that our service in any way compares with the incomparable humility and service of our Lord Jesus Christ.

⁴Underline added

Here, Paul links the interests of Christ with genuine concern for the welfare of others. In being mentored by Paul, Timothy caught his spirit of concern for others and proved himself genuine through faithfully serving with Paul.

It is very easy to be centered on my own agenda, my deadlines, my responsibilities and my ambitions. Ministry does involve administrative issues and personal goals; however, the purpose of ministry is people. Jesus came for real people in a real world with real problems. Many times you will need to lay aside your own agenda and minister to someone who needs comfort, encouragement, a word of prayer, or practical help. Paul exhorts, “do nothing from selfishness or empty conceit, but with humility of mind let each of you regard one another as more important than himself; do not merely look out for your own interests, but also for the interests of others” (Philippians 2:3,4).

A servant is at the disposal of those whom he serves. By this, I am not saying that leaders are to always be available to their people. In fact, one of the greatest demands on the life of a Christian leader, especially a pastor, is availability. People want access to him 24 hours a day. I am saying, though, that there will be frequent times when serving people may be more important in God’s eyes than the “ministry duties” you think are important. Of course there must be a balance with family time, recreational time and other priorities. There are those occasions you will need to say, “I’m sorry, I’m not available at this time; I have something else scheduled.”

Many have forgotten that the titles “minister” and “deacon” mean “servant.”⁵ There is much talk today about “my ministry.” This talk often focuses on details of position, numbers, and “success” as opposed to examples of humbly serving others in need. Many in ministry today, are caught up in public showmanship. At the last judgment, many will say, “Lord, Lord, did we not prophesy in Your name, and in Your name cast out demons, and in Your name perform many miracles” (Matthew 7:22)? And at the same time, many of

⁵Robert L. Thomas, ed., New American Standard Exhaustive Concordance (Nashville, Tennessee: Holman Bible Publishers, 1981), p. 1642.

these same ones will say, “Lord, when did we see You hungry, or thirsty, or a stranger, or naked, or sick, or in prison, and did not take care of You” (Matthew 25:44)?

I am not saying that all those in television or high profile ministries are caught up in this new performance, showmanship model of ministry. I am suggesting, however, an attitude of self-attention prevails in much of today's ministry, often with little regard for the true needs of others. Often those who are faithfully meeting the true needs of people in real life settings do not let their left hand know what their right hand is doing (Matthew 6:3).

The public fanfare accompanying the abundant giving of the rich to the temple treasury stands in stark contrast to the quiet giving of the widow's last two coins. Yet Jesus said of her, “Truly I say to you, this poor widow put in more than all of them: for they all out of their surplus put into the offering; but she out of her poverty put in all that she had to live on” (Mark 12:43, 44 - KJV). In the same manner, there are many faithfully serving the Lord in the pastorate, on the mission field, in the Sunday school classroom, or in their prayer closets. These modest servants are touching others by giving of their lives and yet will never receive public acclaim in this life for their faithful deeds.

The church needs more fathers and mothers in the faith who are willing to provide personal care and nurture for its members. Being a spiritual parent requires personal involvement; this necessitates descending the platform and leaving the comfort of the pastor's study. Real parents change dirty diapers, spend sleepless nights nursing sick children, make meals three times a day, and constantly pick up after their children. It requires sacrifice, and love to be a parent. It's easy to prepare sermons, and teach from behind the pulpit if it doesn't require personal involvement. It's impressive to “WOW” people with insights, but do our words have shoe leather on them. The apostle Paul walked what he talked; he wore his shoes on his tongue.

... but just as we have been approved by God to be entrusted with the gospel, so we speak, not as pleasing men but God, who examines our hearts. For we never came with flattering speech, as you know, nor with a pretext for greed—God is witness—nor did we seek glory from men, either from you or from others, even though as apostle of Christ we might

have asserted our authority. But we proved to be gentle among you, as a nursing mother tenderly cares for her own children. Having thus a fond affection for you, we were well-pleased to impart to you not only the gospel of God but also our own lives, because you had become very dear to us. For you recall, brethren, our labor and hardship, how working night and day so as not to be a burden to any of you, we proclaimed to you the gospel of God. You are witnesses, and so is God, how devoutly and uprightly and blamelessly we behaved toward you believers; just as you know how we were exhorting and encouraging and imploring each one of you as a father would his own children, so that you may walk in a manner worthy of the God who calls you into His own kingdom and glory.

I Thessalonians 2:4-12⁶

May we too be able to say, “we were well-pleased to impart to you not only the gospel of God but also our own lives.”

Serve God:

“... Joshua the son of Nun, the servant of the Lord ...”

Joshua 24:29; Judges 2:8

During the time that Moses was alive, Joshua was called “the servant of Moses” It wasn’t until after the death of Moses that Joshua was called “the servant of the Lord”. The title “servant of the Lord” is actually a tribute of great significance. It means that God had total claim upon Joshua’s life. Joshua’s service was administered and rendered among men, but the Lord was his master and his commands came from Him. This title places Joshua among the Patriarchs, Moses, David, Job and the prophets.⁷

We need to recognize that we are ultimately accountable to God for our lives and service. He is our Master. Our service to our leader and to those under us needs to be done in light of pleasing our Master in heaven. We need to be faithful servants, doing all that we do “as unto the Lord.” Our ambition should always be to please Him (I Corinthians 10:31; II Corinthians 5:9; Colossians 3:17). This truth can help us maintain a proper perspective by giving meaning to mundane, routine tasks. It can also bring peace and joy when working under a difficult leader or among difficult people.

⁶Underline added

⁷J. D. Douglas, ed., The New Bible Dictionary (Grand Rapids, Michigan: Wm. B. Eerdmans Publishing Co., 1962), p. 661.

As a servant of the Lord, you need to be sensitive to His desires as you bring leadership among men. As an associate, your service is rendered under a leader and among men, but they are not your master. When needs arise, be sure and check them with your Master in heaven. Not every need constitutes a ministry for you. You may short-circuit God's purpose in a situation. For example, providing steak dinners for the Prodigal son in the pig pen would have hindered him from coming to his senses and returning home. God sometimes allows others to experience consequences for their own good.

You can't do everything. If you run to and fro trying to please everyone, you'll burn yourself out. Establish God-given and Scripture-based priorities for your life. This will help you to invest your time in goals of highest value. In the end you will be more fruitful and feel more fulfilled. God may make you aware of some needs simply for prayer or He may prompt you to delegate the responsibility to someone else. Be careful not to remove opportunities of service that God may have intended for others. Maintain a servant attitude in all that you do, but remember you are ultimately responsible and accountable to God.

There may be times that the plans of men run contrary to the purposes of God. Moses and Joshua experienced this often while leading the "stiff-necked" people of Israel. At times like this, you must remember that you are not only a servant, but also a leader. A servant attitude must be balanced with the authority of leading people into the purposes of God. There may be times in pleasing God, that you will lose the favor of man. If you don't understand your responsibility as God's servant, you may compromise His standards and purposes in trying to serve man.

In the rare situation, you may find that as God's servant you will have to make a decision contrary to your leader. One instance would be if he is asked you to compromise your integrity or biblical principle. Joseph disobeyed the request of Potiphar's wife when asked to "sin against God" (Genesis 39:6-9). In obedience to God, the disciples disobeyed the restrictions of the religious leaders forbidding them to proclaim the Gospel (Acts

5:28,29). These examples illustrate that there are times that obeying our Master in heaven may take precedence even over serving the requests of our leaders.

Finally, as servants of the Lord, we must realize that not only are we accountable to Him, but we shall also receive our reward from Him. He knows the hours of faithful service, the moments of selfless sacrifice, and the occasions of secret care given by His servants in ministry. There will come a time when God who sees in secret will reward His servants openly.

Learn from your leader's maturity, discernment and walk with the Lord

One of the great desires of many entering a support leadership role is to be under a leader who models an intimate walk with the Lord. Associates may desire to have a mentoring relationship with their leader that would assist them in establishing their own consistent and meaningful prayer life. Not everyone receives Joshua's opportunity to work under someone of Moses' spiritual stature and selective intimacy with God.

Scripture implies that Joshua had the privilege of seeing God with Moses, Nadab, Abihu, and the seventy elders of Israel.

and they saw the God of Israel; and under His feet there appeared to be a pavement of sapphire, as clear as the sky itself. Yet He did not stretch out His hand against the nobles of the sons of Israel; and they beheld God, and they ate and drank.

Exodus 24:10-11

Following this incident, the elders were commanded to wait in this place while Moses and Joshua ascended Mount Sinai to receive the stone tablets containing the Ten Commandments written by the finger of God (Exodus 24:13; 25:1-30:38; 31:18). All others could not even touch the base of the mountain or they would be put to death (Cf. Exodus 19:12).⁸ It appears however that Joshua could only climb part way up the

⁸Aaron had an opportunity earlier to accompany Moses up the mountain (Exodus 19:24).

mountain for only Moses was allowed to draw near to the Lord (Exodus 24:2).⁹ The Lord descended to the top of the mountain and met with Moses there (Exodus 19:20; 24:17,18). It is quite evident that Joshua was not with Moses when he received the law.

Even though Joshua wasn't with Moses in the awesome presence of the Lord, he had the privileged experience of seeing the manifestations of God's presence with the elders and now from a closer perspective than any other of Israel, except Moses. Joshua certainly saw the thunder and lightning, the appearance of God's glory as a consuming fire, the smoke ascending like the smoke of a furnace, and he certainly heard the loud trumpet sound that caused the people to tremble (Exodus 19:16-19; 24:15-18). All of this must have left an impression on Joshua. I can't help but think that it stirred within him a yearning to know God as intimately as Moses did.

One of the benefits of being an associate is the close observation that you get of your leader's relationship with the Lord. As you serve your leader, you have opportunities to draw along side of him and catch glimpses of his prayer and devotional life. You cannot borrow your leaders relationship, for you must have your own "oil" (Matthew 25:8,9), but you can be inspired and motivated by what you see. Perhaps your leader does not exhibit a living and intimate relationship with the Lord. Then seek someone out in your church who does and spend time with him.

Observing the lives of godly men has produced in me a hunger to draw near to God myself. I can think of many times when I have been blessed and inspired by observing the Christian walk of a significant person in my life. I remember as a Bible College student dropping in on one of the associate pastor's of my home church. As I was about to knock , I peaked through the slightly opened door of his office and saw him on his knees in prayer.

⁹Under the new covenant we can all enter the holy place of God's presence through the precious blood of Jesus and all draw near to the Lord in full assurance of faith (Hebrews 10:19-22).

That short instant has left a lasting impression on my life. Not only has that picture come to my mind on occasion, it has also moved me to prayer.

Several pastoral couples have also impacted my life. Numerous times when I have ridden in their cars they have burst out in joyous singing. Worship to the Lord was a natural part of their every-day lives. Many have been inspired to daily worship through these leaders.

One of my fond memories is hauling gravel with my Dad in an old '57 Dodge pickup. Often as we returned home, my Dad would speak a sentence prayer, "Well Lord, we need Your help to get this load home." Those simple moments with Dad have inspired me many times to talk to the Lord throughout my day.

Some of the greatest training in life will come as you observe the natural and sincere relationship that your leader has with the Lord. A prayer life that is a formal and ritualistic requirement does little to inspire, but one that is intimate and real can leave a lasting impact on your own prayer life and walk with the Lord.

In addition to observing Moses' walk with the Lord, Joshua also learned from Moses' wisdom. After receiving the tablets of stone, the Lord then informs Moses that the people had

made for themselves a molten calf, and have worshiped it and sacrificed to it ... And the Lord said to Moses, "I have seen this people, and behold, they are an obstinate people. Now then let Me alone, that My anger may burn against them, and that I may destroy them; and I will make of you a great nation.

Exodus 32:8b,9-10

Moses intercedes for the people and "the Lord changed His mind about the harm which He said He would do to His people" (Exodus 32:11-14). Descending the mountain, Moses then joins Joshua who seems to have been waiting for him. At this point Joshua and Moses hear noise in the camp.

Now when Joshua heard the sound of the people as they shouted, he said to Moses, "There is a sound of war in the camp." But he [Moses] said, "It is not the sound of the cry of triumph, Nor is it the sound of the cry of defeat; but the sound of singing I hear." Exodus 32:17,18

Moses already knew the people were worshipping the golden calf because he had been in touch with the Lord. Joshua, on the other hand, had not heard the Lord and in using his natural understanding to interpret the meaning of the sound, he comes to the wrong conclusion. From a much broader frame of reference based on a God-given revelation, Moses then shares with Joshua a more accurate interpretation of the noise they hear.

It is extremely valuable to listen to the views that a more mature leader has on various issues and situations. Enter a secondary leadership role, especially an internship role, as a learner, not as an authority. An intern is often green and inexperienced, but comes out of Bible college with a head full of knowledge. On the other hand, many senior leaders have the ability to look beyond the surface and to see the real issues. Some leaders are privileged to have had a part in revival or a move of God. They have touched God and often know what their church needs. Learn as much as you can in your time as an associate.

In addition to the experience on Mount Sinai, Joshua had daily opportunities of observing Moses' relationship with God and learning from his wisdom as he judged the people.

Now Moses used to take the tent and pitch it outside the camp, a good distance from the camp, and he called it the tent of meeting. And it came about, that everyone who sought the Lord would go out to the tent of meeting which was outside the camp. And it came about, whenever Moses went out to the tent, that all the people would arise and stand, each at the entrance of his tent, and gaze after Moses until he entered the tent. And it came about, whenever Moses entered the tent, the pillar of cloud would descend and stand at the entrance of the tent; and the Lord would speak with Moses. When all the people saw the pillar of cloud standing at the entrance of the tent, all the people would arise and worship, each at the entrance of his tent. Thus the Lord used to speak to Moses face to face, just as a man speaks to his friend. When Moses returned to the camp, his servant Joshua, the son of Nun a young man, would not depart from the tent.

Exodus 33:7-11

Joshua used to sit at the tent of meeting. This is where Moses sat and judged the people (Exodus 18:7, 12-16). Since the anointing of the 70, it was only the difficult cases that were brought to Moses. I'm sure that Joshua learned a tremendous amount of wisdom in dealing with life situations as he observed Moses settling the disputes and grievances of

his fellowmen. It is uncertain if Joshua was able to observe Moses talk with the Lord face to face, but he seems to have loved God's presence and would also spend time waiting on the Lord after Moses returned to camp.

Following the death of Moses, Joshua had to rely on his ability to hear the Lord for himself. When entering Canaan, the Lord spoke to Joshua about crossing the Jordan, circumcision, and battle plans for Jericho. When they lost the battle at Ai, Joshua sought the Lord for insight into what happened. The Lord told Joshua of the sin in the camp and how to handle it. Not only did God show Joshua the problem, later He also showed him that Achan was the guilty man. These incidents show that Joshua had learned to hear God's voice for himself. We too need to learn from the wisdom of those over us, but there will also come a time when we need to hear God for ourselves. We need to be confident in knowing God's voice and His ways so that we, in turn, can lead others.

As Joshua spent time with Moses, Moses "rubbed off" onto him. This is the process of discipleship - the imparting of the leader's life to the associate. When this process is complete, the associate becomes an extension of the leader to others. We see this in the model of Paul and Timothy. Although Timothy was different than Paul in many ways, Paul had "rubbed off" onto him and could trust him to faithfully convey Paul's Christian practice.

I do not write these things to shame you, but to admonish you as my beloved children. For if you were to have countless tutors in Christ, yet you would not have many fathers; for in Christ Jesus I became your father through the gospel. I exhort you therefore, be imitators of me. For this reason I have sent to you Timothy, who is my beloved and faithful child in the Lord, and he will remind you of my ways which are in Christ, just as I teach everywhere in every church.

I Corinthians 4:14-17¹⁰

Paul in effect is saying, "Timothy faithfully represents my heart and life. He has learned from me. He has proven himself and I recommend him to you as an accurate representation of my ways in Christ. You can imitate me, by imitating Timothy." This

¹⁰Underline added

verse is actually a fulfillment of Jesus teaching: "A pupil is not above his teacher; but everyone, after he has been fully trained, will be like his teacher" (Luke 6:40). As you apply yourself to learning from your leader's maturity, discernment and walk with the Lord, you too will become a fitting representation of Christ and your leader.

Respect, support and be loyal to your leader

The complaining of the people had taken its toll on Moses. In desperation he cries out to the Lord

"Why hast Thou been so hard on Thy servant? And why have I not found favor in Thy sight, that Thou hast laid the burden of all this people on me? Was it I who conceived all this people? Was it I who brought them forth, that Thou shouldest say to me, 'Carry them in your bosom as a nurse carries a nursing infant, to the land which Thou didst swear to their father'? ... I alone am not able to carry all this people, because it is too burdensome for me."

Numbers 11:11-14

In answer to Moses' prayer, God took of the Spirit on Moses and placed it on 70 other men. When the Spirit rested on these men they began to prophesy. Two of the 70 that were registered had not been at the tent of meeting, and when the Spirit came upon them, they began to prophesy in the camp. This was immediately reported to Moses and Joshua. Joshua had not seen this previously. To this point he had only seen the anointing of God on Moses; he was confused at seeing this on the other men.

Then Joshua the son of Nun, the attendant of Moses from his youth, answered and said, "Moses, my lord, restrain them." But Moses said to him, : Are you jealous for my sake? Would that all the LORD's people were prophets, that the LORD would put His Spirit upon them!

Numbers 11:28-29

Joshua perceived that the people were infringing on the spiritual ministry that only Moses was to have. He was jealous for Moses and he didn't want to see him upstaged. Although Joshua is misled in his conclusions, they are the result of his great respect and support of Moses. Here, we catch a glimpse of the love and respect that Joshua had developed for Moses through the course of their time together. Moses helped Joshua to see the situation in a more realistic light. Moses recognizes that this ministry is only possible by

the Spirit of God. He is not threatened by the others taking some of his limelight. He wishes that all could be anointed and used of God.

It is vital to the strength and effectiveness of the ministry team that you respect and be loyal to your leader. Much the same as its effect on a father, mother, and children, loyalty and respect will establish a bond of trust between you and your leader and it will give a sense of security to those under your care. As you serve together over the years, you too will develop a deeper love and appreciation for your leader.

It is crucial that your respect be based on a realistic understanding of the humanness of your leader. You need to differentiate between the anointing under which he ministers and his human frailty, lest you idealize and idolize him. If you recall, the people of Lystra thought that Paul and Barnabas were gods, because a lame man was healed through their ministry. It's alright to admire your leader's life, character, and abilities but don't place him on a pedestal.

On the other hand be cautious of underrating your leader. Give him the respect his position deserves even though he falls short of your perception of what a leader should be like. God can use the weaknesses of your leader just as much as, if not more than, his strengths in shaping your character, leadership style and gifts. In fact, not all of God's chosen and prepared leaders have been nurtured under "ideal" leaders. Samuel was trained under Eli who was obese, tolerant of sin, and a failing father. David was prepared for leadership by being placed under King Saul who was insecure, antagonistic, and abusive. Daniel and the three Hebrews were trained under the ungodly king and laws of Babylon.

Every leader has strengths and every leader has weaknesses. Awareness of your leader's strengths and weaknesses helps you to balance your expectations. We would all love to be second to a Moses, a Paul, an Elijah, or a Billy Graham; but every leader, no matter how great, has feet of clay. Even Moses made his mistakes. Joshua was able to observe his anger and knew of Moses' disobedience in striking the rock for the second time. There will come a time when you see the shortcomings of your leader. You may even

be wronged by him in some way. At those times you will stumble if you have not balanced your idealistic expectations with a realistic acceptance of your leader. Many church splits have resulted because an associate pastor, elder, or other support leader began to draw to himself a following out of disagreement with, or retaliation against, the pastor.

True loyalty doesn't really begin until you commit yourself to your leader in spite of his flaws and shortcomings. Until then, you may only be committed to a shallow, idealistic image of who you think your leader is. Support your leader in prayer, love, loyalty, action, and in conversation with others. Finally, remember that your leader has to commit himself to you in spite of your imperfections.

Assist your leader with wise appeals

Then Joshua the son of Nun, the attendant of Moses from his youth, answered and said, "Moses, my lord, restrain them." But Moses said to him, : Are you jealous for my sake? Would that all the LORD's people were prophets, that the LORD would put His Spirit upon them!

Numbers 11:28-29

As we look again at this same passage, we note that Joshua was making an appeal to Moses. As stated previously, his appeal is based on a wrong conclusion, but he was appealing to Moses on behalf of a genuine concern. Joshua's appeal was simply, "Moses restrain them!" Moses declined to follow Joshua's appeal because he had greater understanding of the situation. But still, it is evident that there was a warm and unthreatening relationship in which Joshua felt free to make his appeal.

On a leadership team communication needs to flow two ways: up the ladder and down the ladder. Many types of communication can take place up and down this ladder. One type of "up ladder" communication is in the form of an appeal to the leader by his associate. An appeal is simply a request that recognizes the leader's authority to make the

final decision. Making a wise and proper appeal is one of the most vital skills that an under-leader can develop ¹¹

An appeal may be used for any number of purposes. Daniel and the three Hebrews made an appeal to the commander to avoid defiling themselves with the king's food. Esther made an appeal to King Ahasuerus to save the Jewish nation. An appeal has power to influence the leader though the leader still retains the authority to decide. The power of influence through appealing can be used for good, as in the above appeals, or it can be used for evil. Delilah's appeal for Samson to tell her the secret of his strength is an example of an appeal's use for evil purposes.¹²

Those in leadership can benefit greatly by wise appeals from those beneath them. Using the power of appeal to assist your leader is one of its greatest purposes. There may be times when you, as an associate, become aware of an issue or situation of which your leader is unaware. For instance, you may foresee that if changes aren't made in the church's counselling procedures, it could damage the leader's relationships, reputation or scope of his ministry. Through a wise and proper appeal you can influence your leader to take the necessary steps that would resolve the problems.

Making a proper appeal is only possible when you demonstrate an attitude of loyalty to your leader. If your leader is not assured of your support, your appeal may appear critical and controlling. If you try to force the issue, friction and a power struggle may result. Most people, even many leaders will react defensively to someone who poses a threat to them. If you put your leader on the defensive, he may reject your appeal and neglect actions that may be vital to his ministry.

¹¹See the appendix for an outline of steps on "How to make an Appeal". This outline is based on the booklet, The Key to Freedom under Authority, published by Institute in Basic Youth Conflicts, Oak Brook, Illinois, 1978.

¹²The Key to Freedom under Authority (Oak Brook, Illinois: Institute in Basic Youth Conflicts, 1978), pp. 6-22.

If your leader rejects your appeal, remember that he may see a larger picture than you and in the light of that picture, your appeal is unfounded or unwise. Moses had a larger understanding of the situation and therefore did not follow Joshua's appeal. Everyone makes mistakes from time to time. What's important is to build a warm and open relationship with your leader so honest communication is not impeded either up or down the ladder.

Allow your leader to speak into your life

Often the senior leader is more mature and experienced than his associate. This is not always true; we all recognize that there are times when a David works under a Saul. There may also be times when an associate has more experience and maturity in a given aspect of life or ministry. The "up ladder" and "down ladder" communication of a ministry team is highly dependent on the personality, experience, gifts, and maturity of both the senior leader and his associate. When the associate is significantly less mature and experienced, the ministry team relationship often takes on a mentoring flavor in which the leader has meaningful input into the associate's life.

We can learn a great deal about people and their relationships through the words that they speak. From the conversations between Moses and Joshua, we catch a brief glimpse of the mentoring input that Moses, the senior leader, had in the life of Joshua his associate. Moses spoke into Joshua's life with words of teaching, correction, and encouragement.

Words of Correction

Then Joshua the son of Nun, the attendant of Moses from his youth, answered and said, "Moses, my lord, restrain them." But Moses said to him, : Are you jealous for my sake? Would that all the LORD's people were prophets, that the LORD would put His Spirit upon them!

Numbers 11:28-29

As we look at this passage for the third time, we see that Moses is very gently identifying an underlying attitude or feeling in Joshua's life. He then wisely reshapes Joshua's perspective on the situation. Perhaps Joshua, out of loyalty, had placed Moses on

an idealistic pedestal or maybe he was simply ignorant to the ways of God and the working of His Spirit. Either way, he needed an enlargement of his understanding so that he would not feel as he did.

It's not always easy to receive words of correction. If only others would give them as gently and wisely as Moses did. We have all been wounded by the words of others, but there are times wounding words are what we need. "Better is open rebuke than love that is concealed. Faithful are the wounds of a friend, but deceitful are the kisses of an enemy" (Proverbs 27:5,6). David said, "Let the righteous smite me in kindness and reprove me; it is oil upon the head; do not let my head refuse it, ..." (Psalm 141:5). Let's look at four important insights from these verses.

1. The one who gives correction should establish a foundation of trust. The type of person that you allow to speak into your life is of great importance. These verses identify this person as faithful, righteous and a true friend who has a concern for your well-being; not someone who is an enemy flattering you with ulterior motives. This is someone you respect because his life-style is righteous - he sweeps his own doorstep. This is also someone you trust; they are a faithful friend. Correction is not the harsh unthoughtful words of someone who has lost his temper; it is the true words of a friend who loves us. There are times when those who love us, love us enough to wound us for our own good.

2. How correction is given is crucial to how it is received. "A gentle answer turns away wrath, but a harsh word stirs up anger" (Proverbs 15:1). The truth should be spoken "openly" but also with "kindness" and love. Truth can wound, but truth without love can destroy. In like manner, love can heal, but love without truth is a lie. However, when the truth is spoken in love it can help the recipient to mature in Christ. Paul said, "but speaking the truth in love, we are to grow up in all aspects into Him, who is the head, even Christ," (Ephesians 5:14).

Most in leadership have also received correction, or should I say, "criticism," from someone with "good intentions" who has not earned their trust or given the "correction" in

love. This does not mean that what the critic says is not valid, for God can even speak to us through the cruelty of others. It does mean, though, that they have a great deal to learn about reproving and that the spirit in which it is given may be wrong. Often the only difference between correction and criticism is the spirit in which it is given. In times of criticism, we need to act maturely and responsibly even though the one giving the correction may be in the wrong. I will discuss this more under the section entitled “Learn to handle the grumbling and criticism of those beneath you.”

3. Correction received produces good results - it is “oil upon the head.” Oil in the Scriptures is sometimes associated with healing (Mark 6:13; Luke 10:34; James 5:14). As you respond rightly to correction, God can bring healing to your heart and mind, out of which your life, words and actions flow (Proverbs 4:23; Matthew 12:33-37, 15:15-20). Like a doctor setting a bone, who must hurt to heal, so is someone who speaks correction to areas of your life that are out of line.

Oil on the head also signifies anointing. Priests were anointed with a holy anointing oil. This oil was not to be poured on anyone’s body, but only on the head of the priests. It was to consecrate them, “that they may be most holy” and “minister as priests” unto the Lord (Exodus 29:7-9; 30:22-33). Kings were also placed in office through anointing with oil. The anointing with oil was indicative of enduement with power by the Holy Spirit (I Samuel 16:12,13). When others speak into your life, if you will respond by humbling yourself before God, your leaders, and others (when necessary), God’s power and ability to minister will increase in your life. “For God is opposed to the proud, but gives grace to the humble” (I Peter 5:5). Responding submissively to correction is one way of humbling yourself “under the mighty hand of God, that He may exalt you at the proper time” (I Peter 5:6)

4. You must receive the correction in order to receive its benefit. David prays, “Do not let my head refuse it.” David is asking God to give him an open heart to correction given by the righteous. We see David’s open and repentant heart when confronted by the

prophet Nathan over his sin with Bathsheba (II Samuel 12; Psalm 51). No matter how it hurts (usually it's our pride that get's hurt), don't refuse the reproof of the righteous. The wisest man who ever lived once said, "He who hates reproof is stupid," but to the "listening ear" a "wise reprover" is "like an earring of gold" (Proverbs 12:1; 25:12). Let the Lord beautify your life through the wise correction of your leader and other godly friends.

Words of Teaching

Now when Joshua heard the sound of the people as they shouted, he said to Moses, "There is a sound of war in the camp." But he [Moses] said, "It is not the sound of the cry of triumph, Nor is it the sound of the cry of defeat; but the sound of singing I hear."

Exodus 32:17, 18

We've already discussed how Joshua learned from the wisdom and discernment of Moses in this situation on Mount Sinai and from his time spent with Moses in the tent of meeting. To do so further, would be redundant, except to note that Joshua was taught by Moses both privately and publicly. Here we see one of those private moments of the mentor having instructional input into the life of his disciple. Joshua also received a vast amount of teaching from Moses in the public setting as Moses taught God's laws and ways to all the children of Israel. We can receive a great deal from our leader's knowledge and experience. Maintain the heart of a learner; don't ever think you have arrived.

Words of Command

So Moses said to Joshua, "Choose men for us, and go out, fight against Amalek."

Exodus 17: 9

These are the names of the men whom Moses sent to spy out the land; but Moses called Hosheathe son of Nun, Joshua.¹³

Numbers 13:16

Moses as God's appointed leader had God's delegated authority. And in obedience to God's guidance, Moses had the legal "power or the right to make pronouncements and

¹³"Joshua was called by his family Hoshea, 'salvation' ... Moses added the divine name, calling him yehosua, normally rendered in English Joshua" (The New Bible Dictionary, p. 661).

issue commands which warrant obedience.”¹⁴ Joshua then was obliged to fulfill these commands. I will be discussing some of the specific responsibilities that Joshua fulfilled in a section yet to come. My purpose here is to establish that giving of direction and delegating responsibilities is part of the authority that belongs to the leadership position. As an associate, you will receive “words of command” from your leader. You should respond with faithfulness and diligence to his delegation of responsibility.

In extreme cases, an associate may be under someone who is abusive and dictatorial with his authority. To deal with this topic and the variables involved would take more time than the purpose of this paper allows. Let me simply state that the Bible is replete with examples of those subjected to the ill treatment of abusive authority. At the expense of oversimplification, I refer you to I Peter 2:18-23 and the appeal supplement in the appendix.

Words of Encouragement

Joshua the son of Nun, who stands before you, he shall enter there; encourage him, for he shall cause Israel to inherit it.

Deuteronomy 1:38

And I commanded Joshua at that time, saying, ‘Your eyes have seen all that the LORD your God has done to these two kings (Sihon and Og); so the LORD shall do to all the kingdoms into which you are about to cross. Do not fear them, for the LORD your God is the one fighting for you.’

Deuteronomy 3:21,22

But charge Joshua and encourage him and strengthen him; for he shall go across at the head of this people, and he shall give them as an inheritance the land which you will see.

Deuteronomy 3:28

Then Moses called to Joshua and said to him in the sight of all Israel, “Be strong and courageous, for you shall go with this people into the land which the LORD has sworn to their fathers to give them, and you shall give it to them as an inheritance. And the LORD is the one who goes ahead of you; He will be with you He will not fail you or forsake you. Do not fear, or be dismayed.”

Deuteronomy 31:7,8¹⁵

¹⁴David A. Clemens, Steps to Maturity Vol. 2 - The Cutting Edge (Darby, Pennsylvania: Bible Club Movement, Inc., 1978) p. 141.

¹⁵Underline added

The Lord has shown Moses that it is Joshua, not him, who will be leading the people of Israel into the promised land. The Lord knows that Joshua is in need of reassurance so He instructs Moses to encourage and strengthen Joshua for the great responsibility ahead. Moses does this through verbal affirmation on several different occasions both publicly and privately.

“Don’t fear or be dismayed; the Lord is with You! He’s fighting for you! He won’t leave you or forsake you! Be strong and courageous!” Moses spoke words that strengthened, fortified, and ministered life to Joshua. We all need words that affirm us and build us up. This seems to be a special need for someone in a support leadership role. Like a child who needs affirmation from his father, so an associate needs the approval and affirmation of his leader, whom he respects and desires to please. Affirmation builds the associate on the inside. Encouragement shapes, nurtures and builds confidence. The words of teaching, command, and correction need to be balanced with an abundance of encouragement.

Encouragement needs to be given and received both privately and publicly. Private affirmation builds the associate and strengthens a bond between him and his leader. Public approval is necessary to establish acceptance of the associate in the eyes of the people. It demonstrates a transfer of authority that is essential for the associate to effectively minister and carry out his responsibilities among the people. Joshua received both private and public affirmation. Joshua’s public encouragement was in order that the people would obey Joshua (Numbers 27).

There were two times in Jesus’ ministry that he received public affirmation from His Father in heaven. One time was at Jesus’ baptism, just as He was about to begin His public ministry and the other was on the Mount of Transfiguration with Peter, James, and John. Twice the Scriptures record the voice from heaven saying, “This is My beloved Son, in whom I am well pleased” and twice the Scriptures record, “Thou art My beloved Son, in whom I am well pleased” (Matthew 3:17; 17:5; Mark 1:11; Luke 3:21,22). In two

statements God is addressing the bystanders and in two statements God is addressing Jesus personally. Both types of approval are necessary.

It is good for us to have endorsement and approbation about us given to other people, but it is even more important to receive that kind of expression ourselves. We need to be told personally that we are loved and appreciated for who we are and what we are. Certainly if Jesus needed this kind of encouragement, the Father knows we need it too.¹⁶

As an associate you can not “make” your leader encourage you. If you receive little or no encouragement from your leader, continue to faithfully do all you do as unto the Lord, knowing that He sees in secret and someday will reward you openly. It’s more important that God be pleased by your life and ministry than it is to receive affirmation from your leader. Also, in obedience to the “golden rule”, give sincere encouragement, appreciation, and affirmation to your leader and in due season you too will reap what you have sown.

Maintain a vibrant, Spirit-filled walk with the Lord.

“Joshua ... a man in whom is the Spirit”

Numbers 27:18

“And Joshua the son of Nun and Caleb the son of Jephunneh, of those who had spied out the land, tore their clothes; and they spoke to all the congregation of the sons of Israel, saying, “ The land which we passed through to spy out is an exceedingly good land. If the Lord is pleased with us, then He will bring us into this land and give it to us—a land which flows with milk and honey. Only do not rebel against the Lord; and do not fear the people of the land, for they shall be our prey. Their protection has been removed from them, and the Lord is with us; do not fear them.”

Numbers 14:6-9

“Caleb... and Joshua... have followed the Lord fully”

Numbers 32:12

“Joshua ... was filled with the spirit of wisdom”

Deuteronomy 34:9

From these verses we discover that Joshua was filled with the Spirit, he had great faith, he was wholeheartedly obedient, and he was wise. In other words, Joshua maintained a vital, living, and personal relationship with God. He wasn’t a leech living off the life-blood of Moses’ walk with God. Certainly Joshua gleaned a great deal from his

¹⁶Don Basham, “Giving Praise and Encouragement,” New Wine Magazine, June, 1979, p. 5.

time with Moses, but he didn't make it a substitute for his own personal walk with the Lord.

Fruitfulness comes as you abide in Jesus, the true vine, not by simply associating with a man of God. Learn all you can from your leader, tap into his wisdom, skills, and life, but you need to maintain your own lifeline with Jesus. It's one thing to work as an associate under a Spirit-controlled leader; it's quite another to walk and live in the Spirit yourself. It's one thing to see your leader's trust in the Lord's ability and promises; it's quite another to have your own faith in God. It's one thing to learn from your leader's wisdom; it's quite another to be filled with God's wisdom. It's one thing for your leader to obey the Lord; it's quite another for you to fully follow the Lord. Remember, Joshua was commissioned to lead Israel into the promised land because of Moses' disobedience.

Just being under a man of God, doesn't mean you will magically become like him. He got to be where he is by his own personal relationship with the Lord and his own obedience and faithfulness. If you want to be like your leader, you must do the same. You must tap into the same source he taps into. Why substitute your leader for the far greater privilege and benefit of knowing intimacy with God yourself. Jesus is the life-giving vine, not your leader. To breath someone else's air is needful in mouth to mouth resuscitation, but it's not intended to become a lifestyle. A second-hand relationship will never grow or withstand the pressures of life. You need a personal walk with Christ.

As an associate you must maintain your own schedule of spiritual nourishment. Be regular in private prayer, worship and Bible reading in addition to corporate times of prayer, worship and teaching. On occasion give extended periods to seeking the Lord in prayer and fasting. Learn to hear God's voice for yourself. Don't smother your mentor with a crippling dependency on him. Remember, there are times your leader won't be there. To be a leader, you'll need to stand on your own.

Learn to handle the grumbling and criticism of those beneath you

Twelve qualified men had been chosen by Moses to spy out the land of Canaan. “When they returned from spying out the land, at the end of forty days,” they gave their report to Moses and all the people of Israel. They first described the beauty of the promised land and showed its fruit. Then, ten of the spies “gave out to the sons of Israel a bad report of the land which they had spied out, saying, ‘The land through which we have gone, in spying it out, is a land that devours its inhabitants; and all the people whom we saw in it are men of great size’” (Numbers 13:25-33).

This report caused all of the people of Israel to grumble. “So they said to one another, ‘Let us appoint a leader and return to Egypt.’” (Numbers 14:4).

Then Moses and Aaron fell on their faces in the presence of all the assembly of the congregation of the sons of Israel. And Joshua the son of Nun and Caleb the son of Jephunneh, of those who had spied out the land, tore their clothes; and they spoke to all the congregation of the sons of Israel, saying, “The land which we passed through to spy out is an exceedingly good land. If the Lord is pleased with us, then He will bring us into this land and give it to us—a land which flows with milk and honey. Only do not rebel against the Lord; and do not fear the people of the land, for they shall be our prey. Their protection has been removed from them, and the Lord is with us; do not fear them.” But all the congregation said to stone them with stones. Then the glory of the Lord appeared in the tent of meeting to all the sons of Israel.

Numbers 14:5-10

As Moses’ associate in leading the “stiff-necked” people of Israel, Joshua was exposed to excessive grumbling and complaining. This, however, is the first time that the antagonism and hostility of the grumbling has been specifically directed toward Joshua. Because of Israel’s rebellion and the prayers of Moses and Aaron, the Lord appears and desires to smite the people with pestilence and dispossess them. Moses then intercedes on behalf of the people. In response to Moses’ prayer, the Lord pardons the people, but severely rebukes them for their grumbling, complaining, and rebellion. The Lord sentences all those 20 and older to die in the wilderness, except Joshua and Caleb. The Lord then kills the ten evil spies with a plague.

This incident is only one of at least fourteen times that Israel grumbled under the leadership of Moses and Joshua. I have prepared a summary chart of the places and reasons for the grumbling of Israel. I've included a brief summary of the responses by the Moses and the Lord.

ISRAEL'S GRUMBLING UNDER MOSES' LEADERSHIP

SCRIPTURE REFERENCE	LOCATION	REASON FOR GRUMBLING	MOSES' RESPONSE	GOD'S RESPONSE
Exodus 5:19-7:9	Egypt	Slavery load increased	1. Moses prays to the Lord	2. Lord assures deliverance - plagues begin
Exodus 14:10-12	Red Sea	Cornered at Red Sea Egyptian army coming	1. Moses encourages people to trust God	2. Lord parts the Red Sea - destroys army
Exodus 15:22-25	Marah	Bitter water	1. Moses cries to the Lord	2. Lord reveals tree to sweeten water
Exodus 16:1-12	Wilderness of Sin	No Food	2. Moses gives instructions on manna & quails	1. Lord provides manna & quails
Exodus 17:1-7	Rephidim - called Massah: "test, temptation" & Meribah: "quarrel, strife"	No water	1. Moses cries to God	2. Lord tells Moses to strike rock at Horeb water comes out
Exodus 32:1-30	Near Mount Sinai	Moses delayed on Sinai - people worship golden calf	2. Moses intercedes 4. 3,000 killed by the Levites 5. Moses intercedes "blot me out"	1. Lord informs Moses, wants to destroy Israel 3. Lord changes mind 6. Lord punishes & blots sinners out of His book
Numbers 11:1-3	Taberah	Complaining of adversity	2. Moses intercedes	1. Lord sends fire
Numbers 11:4-15, 33-35	Kibroth-hattaavah	Complaints over food	1. Moses complains to the Lord	2. Lord's plan - anoint 70 elders, send quail until sick
Numbers 12:1-15	Hazereth	Miriam & Aaron speak against Moses' Cushite wife	2. Moses intercedes & they are healed	1. Lord hears & strikes them with leprosy
Numbers 14:1-38	Wilderness of Paran at Kadesh	Grumbled because of the fearful report of the 10 spies	1. Moses and Aaron fall on their faces in prayer 2. Joshua/Caleb give report of faith 4. Moses intercedes	3. Lord wants to destroy the people 5. Lord pardons but angry with 10 testings. All but Joshua, Caleb, & new generation will die in wilderness
Numbers 16:1-40	Wilderness of Paran at Kadesh	Rebellion of Korah, Dathan, & Abiram	1. Moses intercedes on behalf of the innocent people	2. Earth swallows families, fire destroys those burning censors

Numbers 16:41-50	Wilderness of Paran at Kadesh	Blaming Moses and Aaron for death in last judgment	2. Moses & Aaron intercede with censor	1. Sends plague & kills 14,700, budding of Aaron's rod to stop grumbling of people
Numbers 20:2-13	Meribah	No water	1. Moses prays 3. Moses strikes rock two times	2. Lord tells Moses to speak to rock 4. Lord is angry with Moses. Moses not to enter Canaan
Numbers 21:4-9	Traveling around Edom	Weary from the journey	2. Moses intercedes and makes a bronze serpent	1. God sends fiery serpents

Experiencing criticism and grumbling of others is inevitable when you are in leadership.

In a recent survey of over one hundred clergy, spouses, and members of religious orders participating in a University of Wisconsin-Extension Educational Telephone Network program on 'intimacy,' 81 percent said they occasionally experienced hostile, blaming criticism.

Twenty-five percent affirmed that this was the single most difficult personal problem they had to manage. More than 35 percent said that coping with their feelings of inadequacy was a central personal issue. This sample is probably representative; few of us are exempt."¹⁷

Out of any given seminary graduating class, 20 percent will quit the ministry and find some other career within five years of entering the ministry. And what do you think is the number one reason these pastors leave the ministry? Not low pay. Not moral problems. Not health reasons. No, the number one reason pastors leave the ministry is the pressure of criticism.¹⁸

Criticism can destroy us or it can make us stronger. It depends on our response to it.

Ron Lee Davis in his book, Mentoring - The Strategy of the Master, writes

Criticism can be a blessing. Criticism can help make us more mature in Christ. This is not an easy thing for me to say, because I've experienced a great deal of criticism over the years. I know the intense pain of being harshly, bitterly accused of things I know are untrue. I know how it feels to have my motives and my integrity questioned. I know how it feels to know people are saying damaging things about me and my ministry, and to be completely powerless to set the record straight.

Yet I also know that the criticism I have received, no matter how harsh or how hurtful, whether there was any truth to it or whether it was based entirely on lies or misunderstanding, has served to make me stronger. I can say in all honesty that I have been able to become more mature in Christ even as a result of unfair and unloving criticism.¹⁹

¹⁷James Allen Sparks, Pot-shots at the Preacher (Nashville, Tennessee: Abingdon Press, 1977).pp. 9, 10.

¹⁸Ron Lee Davis, Mentoring The Strategy of the Master (Nashville, Tennessee: Thomas Nelson Publishers, 1991).p. 157.

¹⁹ibid., p. 151.

One of the greatest skills that an associate can learn from his leader is how to handle conflict. Joshua had many opportunities to observe Moses' methods of dealing with criticism, grumbling and dissension. Associates need to observe a constructive confrontation model before they often know how to handle it themselves. Following are some lessons I have learned in handling criticism. These steps may take place all at once or over a period of time, depending on if you hear the criticism directly or through the grape vine. When criticism comes your way:

1. Listen quietly and attentively to the criticism. Don't react or get defensive.

When being attacked, it is natural for you want to protect yourself, but watch out! Usually defending or retaliating makes matters worse. If appropriate, thank them for their concern.

2. Take the criticism to the Lord in prayer. You may be prayerfully evaluating the criticism as you hear it. If your critic is with you, you may wish to lay it before the Lord in prayer together. If not, pray about it when you are alone. In 12 of the 14 grumbling situations listed in the chart above, Moses either prayed with regard to the complaint or he interceded on behalf of the people. This is a good response for you to develop.

3. Determine if there is some truth in the criticism. It may not be all true, but even if a small percentage is true, it can be beneficial to your life. "Examine all things; hold fast to that which is good" (I Thessalonians 5:21 - KJV).

Several times I have received criticism from one I would consider very immature and self-centered. Because of the source of the criticism, I didn't want to accept it. Finally, I have asked, "Lord, is there some truth in this?" I discovered that God can even use my "enemies" to speak to me. As I have responded correctly to the criticism and to the critic, opportunity has sometimes come to ministry^{er} to the critic.

4. Guard your attitudes. Don't get discouraged. Words can wound and criticism can cut clean to the heart. If you take criticism personally and begin to focus on it, the criticism can begin to loom large in your mind. It can taint your entire perspective and before you realize it, you feel like a total failure.

Don't become vengeful. We need to have Moses' attitude, "Do not destroy them." As Moses did, we need to intercede on their behalf, "Lord, set them free from their bondage. They don't see, forgive them Lord, for they know not what they do." Moses even offered himself to be blotted out for Israel's safety. Remember, vengeance belongs to God, He will repay as He sees fit.

5. If part of the criticism is valid, let the Lord deal with you. Allow the Lord to search your heart and fully expose what He may be trying to root out of your life. Act on what the Lord requires of you. If it means acknowledging wrong and making restitution then do so. If you must change your behavior or methods, then ask God for grace and wisdom to change.

6. If the criticism is untrue, ask God for wisdom. Sometimes it may be appropriate to clarify misunderstandings. Other times it might be best to not say anything. Discern the hurt, bitterness, jealousy, or even the well-meant intentions behind the criticism. In discerning the motivation of the critic, you can then know how to respond to him.

7. If the critic's grumbling is destructive to the church or organization, you may need to exercise proper discipline according to the principles of Matthew 18.

8. [→] Press on in your life and ministry. Don't sit in despair, or get sidetracked. That's what the enemy wants you to do. Learn what you need to learn, do what you need to do, then forget what lies behind and press on to those things that lie ahead.

Fulfill delegated responsibilities

Joshua had a variety of tasks and responsibilities that he was obligated to fulfill. Based on the major responsibilities of Joshua recorded in Scripture, we could write up a "To Do List" for Joshua that would look like this:

JOSHUA'S TO DO LIST

- ✓ Lead Israel in battle
(Exodus 17:9-16)
- ✓ Tend the tent of meeting
(Exodus 33:11)
- ✓ Spy out the land of Canaan
(Numbers 13:16-33)
- ☐ Help apportion land of Canaan
(Numbers 34:17)

Each of the listed responsibilities had been delegated to Joshua by Moses.

Conjecturing, we could add many daily routine items to this list. The point is that Joshua was faithful in carrying out the responsibilities assigned to him. Little did Joshua know that the skills and experiences he gained in fulfilling these responsibilities would prepare and equip him for the situations he would face in Canaan.

Leading Israel to battle against the Amalekites and Amorites, while Moses was yet alive, prepared Joshua for the many battles in Canaan (Exodus 17; Numbers 21). After these wars, when all the “old guard,” had died except Moses, Joshua, and Caleb, God commanded that another census be taken to register the new army (Numbers 26). Out of all those to enter Canaan, only Joshua and Caleb had experienced war. All the other men of war died in the wilderness (Joshua 5:4,6). It wasn't until the war against Midian, just before Moses died, that the “new guard” had opportunity for war (Numbers 31:1-12). Moses encouraged Joshua by “rehearsing in ears” the victories that God had wrought over the Amalekites and Amorites. In this same way, the Lord would give them victory over the nations in Canaan. These experiences and this assurance would be foundational to Joshua's faith and military skills.

As Joshua tended the tent of meeting, he gained the wisdom and intimacy with the Lord that would provide a basis for guidance and decisions while leading into Canaan. In Canaan, Joshua was totally dependent on the Lord.

Spying out Canaan gave Joshua a knowledge of the layout of the land as well as the location, population and fortification of the cities. This knowledge would be valuable as he sought the Lord for His battle plans.

Joshua's assistance in the apportioning of the land would give him first hand knowledge of the boundary landmarks for each tribe's territory. This knowledge would later assist him in helping each tribe conquer and settle in their land.

Leadership involves fulfilling diverse and sundry responsibilities. As you are faithful in the responsibilities delegated to you, you will develop the character, maturity and skills that are needed for Christian leadership. Killing the lion and the bear in the line of his normal shepherd duties prepared David for the time when he would slay Goliath (I Samuel 17:). As David was faithful in protecting his sheep, he developed the necessary faith and courage for a much larger task for which God was preparing him. When you reach various advancements in your ministry, you too will be able to look back and see that through your faithfulness in responsibility God enlarged your ability to carry greater responsibility.

One of the greatest tests of leadership is not the pressure of ministry growth and success, nor is it the stress of difficulties and problems. Rather, one of leadership's greatest tests is faithfulness in routine responsibilities; day after day, faithfully and diligently fulfilling the duties that God has called you to do. Often, faithfulness in these daily routines doesn't bring the acclaim of men; however, God sees and He will use these times for your leadership development. In His time, He will reward your faithfulness with greater position and responsibility.

Be faithful in little and God will put you over much

As discussed, Joshua was faithful in fulfilling his delegated responsibilities and faithful in serving Moses for over 40 years. In addition, the Lord Himself testifies that Joshua had faith“fully” followed Him (Numbers 32:11-12).

Faithfulness ranks very high on the Lord’s list of character qualities. “It is required in stewards, that a man be found faithful” (I Corinthians 4:2). When Paul instructs Timothy to equip more leaders, he writes, “And the things which you have heard from me in the presence of many witnesses, these entrust to faithful men, who will be able to teach others also” (II Timothy 2:2). Certainly ability is important — “men, who will be able to teach” — but ability without faithfulness is much like sacrifice without love, “it profits me nothing” (I Corinthians 13:3). Paul’s emphasis is on entrusting the treasures of God to men of faithfulness.

In the parable of the talents, the master entrusts talents to his servants, each “according to his own ability” (Matthew 25:15). Even so, the quality emphasized in this parable is not each man’s ability but each servant’s faithfulness with the talents entrusted by the master. The two servants who wisely invested their talents, each received the same commendation from the master, though the talents and their abilities differed. The master praised each saying, “Well done, good and faithful slave; you were faithful with a few things, I will put you in charge of many things; enter into the joy of your master” (Matthew 25:21,23).

The reward for faithfulness is greater responsibility. Joshua has proven himself faithful in “riding second chariot.” The Lord has observed Joshua’s faithfulness in the little and now it is the Lord who puts him in charge of much.

Then Moses spoke to the Lord, saying, “May the Lord, the God of the spirits of all flesh, appoint a man over the congregation, who will go out and come in before them, and who will lead them out and bring them in, that the congregation of the Lord may not be like sheep which have no shepherd.” So the Lord said to Moses, “Take Joshua the son of Nun, a man in whom is the Spirit, and lay your hand on him; and have him stand

before Eleazar the priest and before all the congregation; and commission him in their sight. And you shall put some of your authority on him, in order that all the congregation of the sons of Israel may obey him. Moreover, he shall stand before Eleazar the priest, who shall inquire for him by the judgment of the Urim before the Lord. At his command they shall go out and at his command they shall come in, both he and the sons of Israel with him, even all the congregation." And Moses did just as the Lord commanded him; and he took Joshua and set him before Eleazar the priest, and before all the congregation. Then he laid his hands on him and commissioned him, just as the Lord had spoken through Moses.

Numbers 27:15-23²⁰

Joshua's faithfulness has progressively prepared him for greater and greater responsibility. Now Joshua is moving from the position as Moses' attendant to leader of nearly 2,000,000 people. As you are faithful in a secondary leadership role and if it is in God's plan, you may be raised to a primary leadership position. Remember, it is not man who exalts, but God.

I said to the boastful, "Do not boast," and to the wicked, "Do not lift up the horn; do not lift up your horn on high, do not speak with insolent pride." For not from the east, nor from the west, nor from the desert comes exaltation; but God is the Judge; He puts down one, and exalts another.

Psalm 75:4-6

Since the fall, all men, including leaders, die. This necessitates that authority and leadership be passed on to those younger for the well-being of the new generation. If the baton of leadership is not passed, the new generation will never be led into the purposes of God and the church will die with the old generation. It is God's plan that "the generation to come ... even the children yet to be born" would know and trust Him (Psalm 78:6, 7).

Although it is God who exalts, man is also involved in the process of passing the baton. From the model of Moses and Joshua, we learn that publicly commissioning the new leader is an important step in passing the baton. It is through this process that a transfer of authority takes place and the people recognize the new leader as the one to whom they are responsible. The Lord knew this when He told Moses, "Have him [Joshua] stand before Eleazar the priest and before all the congregation; and commission him in their sight. And you shall put some of your authority on him, in order that all the congregation of the sons of Israel may obey him."

²⁰Cf. also Deuteronomy 31:1-8,14,15,23.

Public commission clarifies the lines of authority not only for the followers, but also for others in secondary leadership roles. Had Moses died without commissioning Joshua, there would have been confusion amongst the elders, priests and people as to who was in charge. In this confusion they could have used any number of methods for choosing a leader to replace Moses: democratic vote, casting lots, human competition or perhaps they would have sought God for His choice. A God-directed commission is crucial to the longevity and success of a ministry. Allow the Lord to raise you up; don't exalt yourself. If you do, you won't have the approval of God, and eventually you'll lose the recognition of men. If the Lord exalts another to senior position instead of you, support and serve him as unto the Lord.

Just as there is a call to senior leadership, so also is there a call to support leadership. Not all will serve in a senior leadership position. You may be called of God to serve in a supportive leadership role your entire ministry career. Fulfillment will come as you do God's will. Should God raise you to a senior position, recognize that He who calls you will also equip you. Let's now look at the direction and assurance that God gave to Joshua as he became the head leader of Israel.

Receive God's direction, and assurance when moving to head leader

Moses has died. Joshua now has the responsibility of leading the nation of Israel into the land of Canaan. Having spied out Canaan, Joshua knows they will be fighting many battles against hosts of Canaan "ites". He is aware of the fortified cities like Jericho and the enemies of great stature that they must come up against. With Moses dead, Joshua is well apprised of the fact that he now is the leader and is responsible under God for the welfare of the people. Joshua can no longer lean on Moses. He can no longer depend on Moses hearing from God for this multitude the people. The buck now stops with him.

It is obvious from the Lord's comments in the first chapter of Joshua, that Joshua is apprehensive and fearful of this great responsibility. Joshua is facing in the natural a very troubled and uncertain future. He is about to confront situations that are humanly impossible to conquer. He has a great need for encouragement and reassurance. The Lord senses Joshua's need and in the midst of his fears, He reassures Joshua. The Lord equips him with an awareness of eternal realities that will assure him success when facing the uncertainties of the future.

Moving to a senior leadership position from the safety of a support leadership role can be a formidable experience for some. The degree of apprehension you will feel when rising to a senior position is greatly dependent upon your personality, maturity, and experience as an associate. You will likely experience some anxiety and misgivings amid your excitement and anticipation over becoming a senior leader. There are many uncertainties that you will be facing and there will no longer be a "Moses" that as an associate you may have become dependent upon.²¹ The same certainties with which God equipped Joshua are available to you so you can face the challenges of the future with confidence and courage.

A. Be convinced of God's Promises

"Every place on which the sole of your foot treads, I have given it to you, just as I spoke to Moses. From the wilderness and this Lebanon, even as far as the great river, the river Euphrates, all the land of the Hittites, and as far as the Great Sea toward the setting of the sun, will be your territory. No man will be able to stand before you all the days of your life..."

Joshua 1:3-5

The Lord is restating to Joshua the same promise that He had spoken to Moses. In fact, this promise is based on the covenant that the Lord had established with Abraham over 440 years earlier (Genesis 15:12-21). The Lord is faithful to keep His promise in His appointed time. He assures Joshua that now is the time and no one will be able to stand

²¹Many still have a board or regional supervisor to whom they may be accountable and to whom they can go for support. These alleviate some of the apprehension, but they are not the same as a man regularly available with whom you have built a close relationship by working together for major portions of time.

before him all the days of his life. As Joshua faces the struggles of battle and even the agony of their defeat with Ai, this promise would be a strong tower into which Joshua could run.²²

When you are facing the uncertainty of the future, the certainty of God's promises can be an anchor of hope for the soul (Hebrews 9:9-20). You may no longer have the encouragement of your mentor, but you have the promises of God Himself. Take time to discover the promises that God has given in His word and in particular the promises that are pertinent to your need and ministry. If the promises are universal in scope, then fulfill the conditions and be convinced that "He who promised is faithful" (Hebrews 10:23, 35, 36; 11:11); He will fulfill what He has promised.

B. Be conscious of God's presence

"...Just as I have been with Moses, I will be with you; I will not fail you or forsake you.... for the Lord your God is with you wherever you go."
Joshua 1:5,9

The second eternal reality that God gave Joshua was the assurance of His presence. God's presence makes all the difference in the world.

After Israel's worship of the golden calf, the Lord told them through Moses, "I will not go up in the midst of thee; for thou art a stiff-necked people: lest I consume thee in the way." (Exodus 33:3). A short time later, Moses prays,

"If Thy presence does not go not with us, do not lead us up from here. For how then can it be known that I have found favor in Thy sight, I and Thy people? Is it not by Thy going with us, so that we, I and Thy people, may be distinguished from all the other people who are upon the face of the earth?"

Exodus 33:16

God then assures Moses that He would go with them. He now reassures Joshua of the same thing. Jesus gives us the same assurance, "... and lo, I am with you always, even to the end of the age" (Matthew 28:20). We can face the uncertainties of tomorrow

²²There is an implied condition of obedience in the promise of Joshua 1:3-5. This is obvious as you compare it with God's warning to Joshua after the defeat at Ai, "You cannot stand before your enemies until you have removed the things under the ban from your midst."

knowing that God will be with us in the midst of our circumstances. He will not fail us or forsake us. The Lord is not going to take us to the bleakest point in our lives and say, "So long, Chum!" As in the poem, "Footprints," we discover that He is not only with us but that He carries us in the dark moments of our lives. No matter how difficult the circumstances in your ministry, God is with you. He won't let you down or fail you. Maintain a consciousness of God's presence. As you "practice the presence of God" you can be attitudinally victorious as you face the difficulties of leadership, for "in His presence is fulness of joy (Psalms 16:11; 21:6). God with the 3 Hebrews,

God was with Joseph in Egypt, God was with Moses in the wilderness, God was with Joshua in Canaan, God was with the three Hebrews in the fiery furnace, and God is with YOU. In fact, He's not only "Immanuel," God with us, He is "In man You dwell," God in us. The Lord Almighty indwells YOU and your body is the temple of His Spirit. The Lord can use YOU to lead the people and can minister to them through YOU. You may only be an earthen vessel, but the treasure of Christ is IN you so "that the greatness of the power may be of God and not from" you (II Corinthians 4:7). As a leader, face the uncertainties of tomorrow and the responsibilities of leadership with the certainty of God's abiding presence.

C. Be courageous in God's power

"Be strong and courageous, for you shall give this people possession of the land which I swore to their fathers to give them. Only be strong and very courageous; ... Have I not commanded you? Be strong and courageous! Do not tremble or be dismayed, ...only be strong and courageous"

Joshua 1:6,7,9,18

Joshua is obviously apprehensive and fearful in his newly acquired position. The immenseness of responsibility and the uncertainty of what is to come, must have made him anxious. Recognizing Joshua's misgivings, the Lord commands him three times to "be strong and courageous." The people also encourage Joshua to do the same.

It is natural to have some anxiety when moving into a senior position. There is a sense of security in a supportive role. When you are an associate, the one in charge carries a bigger load. He is ultimately the one people hold responsible for the “success” or “failure” of a church or Christian organization. If you face a difficulty, there is a tangible, flesh and blood someone to whom you can go that has greater authority than you have.

When you become a senior leader, you feel more accountable. You don't have that someone to look to on a daily basis for direction, and control. Your time management and schedule will be more in your hands. The sense of responsibility for the support staff on your ministry team increases and you will now be required to give them mentoring leadership. In smaller church situations you may not have full-time support staff and you will feel more alone. These elements can all increase your sense of apprehension and fear.

There are practical steps that can be taken to eliminate some of these tensions. It is important in situations like the above to gather around you a team of faithful and supportive lay leaders whom you may train; and in turn, who will uphold your hands like Aaron and Hur. You may want to find a mature Christian with whom you can pray and use as a sounding board. This might be someone in your church or organization, it may be another Christian leader in your church affiliation, local ministerial, or an itinerant ministry. I suggest that you develop relationships with several whom you respect, trust, and in whom you can confide.

Even with the support of others, we must still deal with the fear in our hearts. I've observed in my own life a form of “escape mentality;” in other words, a tendency to avoid a leadership position where I will be more vulnerable to the criticism of others or subject to the oppressiveness of greater responsibility. I have had to honestly and intentionally deal with this “escape mentality” on several occasions. I enjoy being in an associate role on a ministry team, but in God's time and with His strength, I feel I could step into a significant senior position. “My flesh and my heart may fail; but God is the strength of my heart ...”

(Psalms 73:26). “I can do all things through Him [Christ] who strengthens me”
 (Philippians 4:13).

Not all are intended to be a senior leader. God’s plan for some may include being in an associate role all their lives. On the other hand, don’t avoid God’s call and placement in a senior role, because of fear. The strength and courage which enable you to step out is not of your own production, it is from God. “The joy of the Lord is your strength” (Nehemiah 8:10). “They that wait upon the Lord shall renew their strength” (Isaiah 40:31). Pray “that He would grant you ... to be strengthened with power through His Spirit in the inner man” (Ephesians 3:16). Know that His “grace is sufficient for you, for power is perfected in weakness” (II Corinthians 12:9). “Finally, be strong in the Lord and in the strength of His might” (Ephesians 6:10).

D. Be constant in God’s principles

“... be careful to do according to all the law which Moses My servant commanded you; do not turn from it to the right or to the left, ... This book of the law shall not depart from your mouth, but you shall meditate on it day and night, so that you may be careful to do according to all that is written in it; ...”

Joshua 1:7,8

The fourth certainty that Joshua had when facing the uncertainties of the future was the Word of God. Though “Heaven and earth will pass away,” God’s word “will not pass away” (Mark 13:31). No matter the situation, Joshua was to speak, think, and do God’s word.

Circumstances may change, nations may rise and fall, worldly values and standards may be situational, but the Word of God and its principles are always relevant. His Word is a lamp unto your feet and a light unto your path (Psalm 119:105). The Word of God is able to equip you for every good work (II Timothy 3:17, 18). No matter the storms that come your way, if your life and ministry are built on obedience to God’s Word they will stand firm (Matthew 7:24-27). As you abide in Christ and His Word abides in you, you will bear fruit in your life and ministry (John 15:1-8).

God will speak to you through His Word, He will guide you through His Word, and He will equip you through His Word. As with Joshua, let God's word be in your mouth, in your mind and in your manner (behavior, walk).

E. Be confident of God's provision

"... so that you may have success wherever you go.... for then you will make your way prosperous, and then you will have success."

Joshua 1:7,8

As Joshua was convinced of God's promises, conscious of God's presence, courageous in God's power, and constant in God's principles, he could be confident of God's provision. God assured him that he would be successful and prosperous wherever he went. God's provision is not to be the object of our seeking, but rather a byproduct of our seeking first His kingdom. God will honor you as you follow his methods in leadership. As you faithfully follow His Word, "you will make your way prosperous, and then you will have success."

Prosperity here does not necessarily mean financial prosperity. It means fruitfulness or success in the task to which God has called you. It's very important that we use the right measuring stick when determining success.²³ We often get into the trap of using the world's standards for measuring the success of ministry: numbers, wealth, position, popularity, ability, and those I know. Jesus when tried and sentenced in the courts of men, failed in all of these areas and it was in this time of earthly failure that He fulfilled the purpose for which He came into the world. Crucified as a common criminal, a failure in society without money, position, or popularity, Jesus was a success in His Father's eyes as He fulfilled His mission of redeeming the world, by giving His life.

"Success is finding out what God wants you to do, then doing it."²⁴ Jesus said, "I do nothing on My own initiative, but I speak these things as the Father taught Me. ... I always

²³Erwin W. Lutzer, Failure: The Back Door to Success (Chicago, Illinois: Moody Press, 1976) pp. 19-29.

²⁴Don Lonie, Don Lonie Talks with Teenagers, record album I listened to in my teen years.

do the things that are pleasing to Him” (John 8:28, 29). When we stand before God in the judgement, our success won’t be measured by how much money we made, the size of our church, how popular we were, or what great position we attained. The Father’s basic question will be, “Did you do what I asked you to do?” In the Sermon on the Mount, Jesus taught,

“Not every one who says to Me, ‘Lord, Lord,’ will enter the kingdom of heaven; but he who does the will of My Father who is in heaven. Many will say to Me on that day, ‘Lord, Lord, did we not prophesy in Your name, and in Your name cast out demons, and in Your name perform many miracles?’ And then I will declare to them, ‘I never knew you; depart from Me, you who practice lawlessness.’”

Matthew 7:21-23

Don’t seek the success of man, seek the will of God. As you seek to fulfill God’s will through your life and leadership, you will do those things that please Him and in so doing, you will have success in God’s eyes. As you seek first His kingdom, His rulership over your life, He will add also the earthly provisions that are necessary for fulfilling the ministry to which He has called you. He may even prosper you with finances, a large ministry and an honored position, but your success is not measured by those things. It is measured by your obedience to the Father. Face the future confident that God will prosper your way.

Conclusion

Along with the many incidents of Israel in the wilderness, the life of Joshua “has been written for our instruction, upon whom the end of the ages has come” (I Corinthians 10:11). Joshua under Moses provides a positive Biblical role model of qualities essential to supportive leadership. From him we learn that the associate plays a vital part in the success of the ministry team relationship and in the purposes of God.

The ongoing life and effectiveness of the Church is dependent upon the availability of faithful men who are willing to be taught of a senior leader and in turn “able to teach others also” (II Timothy 2:2). Through applying the principles in this paper, you will increase the

value of your time in a support leadership role. You will also contribute to the success of your ministry team and its effectiveness. Like Joshua, the enrichment gained in a secondary leadership position, will equip you to be a “Moses” for the new generation. You will then “teach others also” so that generations after you will have new leaders to bring them into the things of God. Don’t be the missing link in the historical chain of the church. Apply yourself wholeheartedly to your role as an associate and may God use, bless, and reward you as you “ride second chariot.”

Appendix

How to Make an Appeal

Materials are take from:

The Key to Freedom under Authority

Oak Brook, Illinois: Institute in Basic Youth Conflicts, 1978)

pp. 6-22.

APPEALING TO AUTHORITY

I. The Power of Appeal

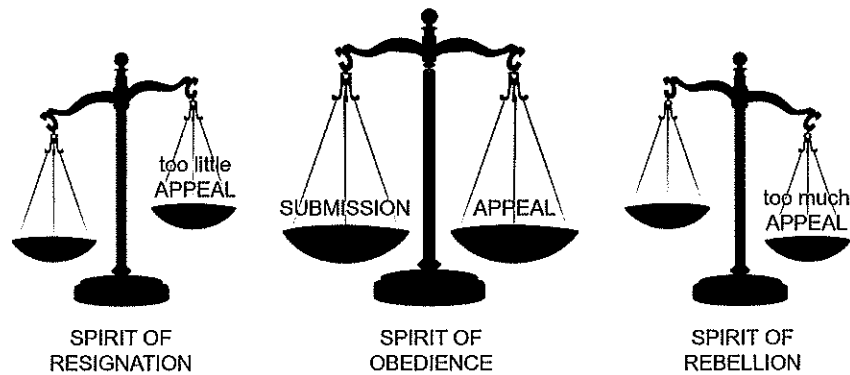
A. For Good

1. Esther to King Ahasuerus
2. Bathsheba to David
3. Donkey to Balaam

B. For Evil

1. Eve to Adam (Adam was the most innocent man in the OT)
2. Delilah to Samson (Samson was the strongest man in the OT)
3. Wives to Solomon (Solomon was the wisest man in the OT)

II. The Balance of Obedience and Appeal



SPIRIT OF SUBMISSION	NEED FOR ACCOUNTABILITY
Hebrews 13:17 (NASB) <i>17 Obey your leaders and submit to them, for they keep watch over your souls as those who will give an account. Let them do this with joy and not with grief, for this would be unprofitable for you.</i>	1 Timothy 5:1-2 (NASB) <i>1 Do not sharply rebuke an older man, but rather appeal to him as a father, to the younger men as brothers, 2 the older women as mothers, and the younger women as sisters, in all purity.</i>
Those in authority must give an account of our obedience. (Hebrews 13:17b)	Those in authority must give an account for their leadership. (Colossians 4:1)
Godly character will never be formed without the lessons learned from being under authority. (Hebrews 5:8-9)	Godly wisdom will never be perfected without learning how to appeal to those in authority over us.
God's grace which is the vital power to live the Christian life will not be effective without a spirit of submission one to another. (1 Peter 5:5)	God's counsel which is vital to effective leadership may go unheeded without a proper appeal.

III. The Purpose of an Appeal

- A. Avoiding the need to violate conscience
- B. Using the power of influence to assist authority
- C. Providing an example of submission and righteousness to the family
- D. Bringing the Gospel before rulers

SEVEN BASIC REQUIREMENTS FOR AN EFFECTIVE APPEAL

1. We must be in "right standing."

"Our Father, Who art in heaven"

Check:

- Record of obedience – Balaam's Donkey (Numbers 22:28-30)
- Fulfill known wishes – Eliezer to Laban (Genesis 24:49-59)
- Clear conscience – Prodigal Son (Luke 15:18-19)

2. We must have right motives.

- a. A concern for his reputation – "Hallowed be Thy name"
 - Moses praying for the nation (Deuteronomy 9:26-27; see also Titus 2:5; 2 Samuel 12:14)
- b. A concern for his authority – "Thy kingdom come"
 - David when fighting Goliath (1 Samuel 17:26, 36, 45-47)
- c. A concern for his goals – "Thy will be done"
 - Daniel when appealing to the commander and the overseer (Daniel 1:8-16)

3. We must appeal at the right time.

- a. Can your appeal be properly heard?
 - Esther to the King (Esther 5, 6, 7)
- b. Are you willing to sacrifice for it?
 - Hannah to Eli (1 Samuel 1:11)
 - Moses to God (Exodus 32:32)
- c. Are you prepared for either decision?
 - Esther when appealing to the king (Esther 4:16)

4. We must give accurate information.

"Give us this day our daily bread"

- a. Information about yourself
 - David before Saul (1 Samuel 17:32-36)
- b. Information about your authority
 - Paul before Agrippa (Acts 26:1-3, 26-29)
- c. Information in your appeal

5. We must have the right attitude.

"Forgive us our debts as we forgive our debtors"

- a. An attitude of respect
 - Jacob meeting Esau (Genesis 33:1-10)
 - Daniel making his appeal (Daniel 1:12)

- b. An attitude of loyalty
 - Ruth to Naomi (Ruth 1:16-17)
- c. An attitude of gratefulness
 - Solomon to King Hiram (1 Kings 5:1-12)

6. We must use the right words

"Lead us not into temptation, but deliver us from evil"

- Nathan confronting King David (2 Samuel 12:1-15)
- Abraham interceding for Lot (Genesis 18:22-33)
- a. Begin with positive statements
 - Caleb appealing to Joshua (Joshua 14:6-15)
- b. State personal convictions
 - Rechabites responding to Jeremiah (Jeremiah 35:1-11)
- c. Evaluate beforehand words you are going to say
 - Prodigal son to his father (Luke 15:17-19)

7. We must display the right response if our appeal is rejected

"For thine is the kingdom, and the power, and the glory, forever. Amen"

- a. Why a right response is important (gracious, respectful, grateful)
 1. It confirms your sincerity.
 - Joseph to cupbearer (Genesis 40:14, 23; 41:14-16)
 2. It may prompt your authority to reconsider
 - King Darius regarding Daniel (Daniel 6:10-27).
 3. It allows you to restate your appeal.
 - Widow to Judge (Luke 18:1-8)
- b. Why an appeal may be rejected
 1. When the authority has a greater picture and your appeal is unreasonable in light of the total picture
 2. When God wants to demonstrate His glory
 - Moses and Pharaoh (Exodus 5-14)
 3. When God has purposed to refine us through suffering
 - Suffering for righteousness under an unreasonable authority (1 Peter 2:18-23)
 4. When the authority has rejected truth
 - A factious and perverted man is self-condemned (Titus 3:10-11)

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