

Leadership in Practice

Spiritual Leadership

Scottish Mission Leadership Skills Training Day, 1 February 2026

Christian Salcianu | HIM Research



“You know that the rulers in this world lord it over their people, and officials flaunt their authority over those under them.

But among you it will be different.

Whoever wants to be a leader among you must be your servant, and whoever wants to be first among you must become your slave.”

Matthew 20:25-27



**“A person can receive
only what is given them
from heaven.”**

John 3:27

1. THE BIBLICAL PERSPECTIVE

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4. Jesus Christ is the perfect leader
- 5. The Holy Spirit leads God's people**

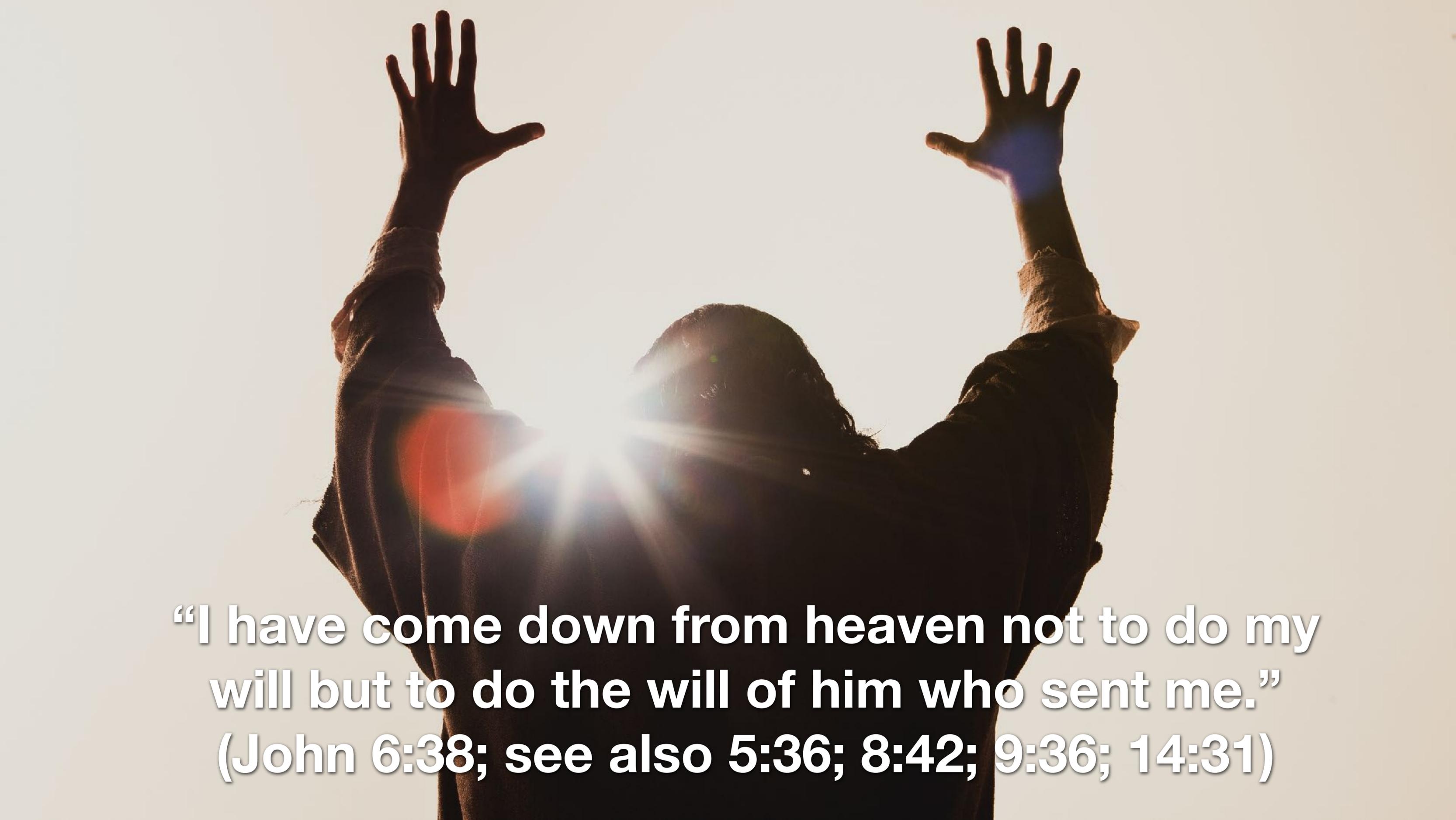
**A Biblical Perspective
of Leadership**

2. APOSTOLICITY

“A man sent by God” (John 1:6)



3. FOLLOWING A DIVINE PLAN

A silhouette of a person with their arms raised in prayer against a bright, glowing background. The person is centered, with their arms extended upwards and outwards. The background is a soft, warm light, possibly from a low sun, creating a lens flare effect. The overall mood is one of devotion and surrender.

**“I have come down from heaven not to do my will but to do the will of him who sent me.”
(John 6:38; see also 5:36; 8:42; 9:36; 14:31)**

1. Divine action

The Son does “what he sees his Father doing”
(John 5:19; see also 5:30)

- 1. Divine action**
 - 2. Divine instruction**
-

“My teaching is not My own, but His who sent Me”

**(John 7:16; see also 7:28; 8:26, 28, 38;
12:49, 50; 14:10, 24)**

- 1. Divine action**
 - 2. Divine instruction**
 - 3. Divine timing**
-

From “my hour has not yet come” (2:4; 7:6, 8, 30; 8:20) to the culmination when “the hour has come” (12:23, 27; 13:1, 31; 17:1) and “it is finished” (19:28, 30).

“[God] asks leaders to walk with him so intimately that when he reveals his agenda, they immediately adjust their lives and their organizations to his will and the results bring glory to God.

This is not the model many religious leaders, let alone business or government officials, follow today, but it encompasses what biblical leadership is all about.”

Spiritual Leadership, Blackaby

4. HUMILITY



“I am not...” (John 1:20)

5. KENOSIS

Self-Emptying

**“He must become greater;
I must become smaller.”
(John 3:30)**





**“Who, being in very nature
God, did not consider equality
with God something to be
used to his own advantage;
rather, he made himself
nothing by taking the very
nature of a servant, being
made in human likeness. And
being found in appearance as
a man, he humbled himself by
becoming obedient to death—
even death on a cross!”**

(Philippians 2:5–8)

6. FILLED WITH THE SPIRIT

The Gifts & The Fruit

“Spiritual leaders are not made by man, nor any combination of men. Neither conferences, not synods, nor councils can make them, but only God.”

The Soul Winner's Secret,
Brengele

“Leadership formulas, or methodologies, do not create spiritual leaders.”

Servants and Friends,
Wibberding

“There is no such thing as a self-made spiritual leader. [...] He is penetrated, saturated, and empowered by the Holy Spirit.”

Spiritual Leadership,
Sanders

“Spiritual leaders are directed by the Holy Spirit.”

Spiritual Leadership,
Blackaby

“Leadership role was determined by spiritual giftedness and a spiritual character that demonstrated Christ-like relational behavior.

These two Spirit-given and interwoven qualifications – character and competence – establish the spiritual foundation for leadership in the New Testament.”

Servants and Friends, Patterson

“We go with the Holy Spirit, guided by His counsel,
taught through His providential instruction,
empowered by His presence and gifts,
filled by His intimate indwelling presence.

To lead without the presence of the Holy Spirit
denies the biblical foundation of leadership.”

Servants and Friends, Bell

7. SPIRIT-LED

“He [the Holy Spirit] will
teach you all things.”

John 14:26

“He will guide you into
all the truth.”

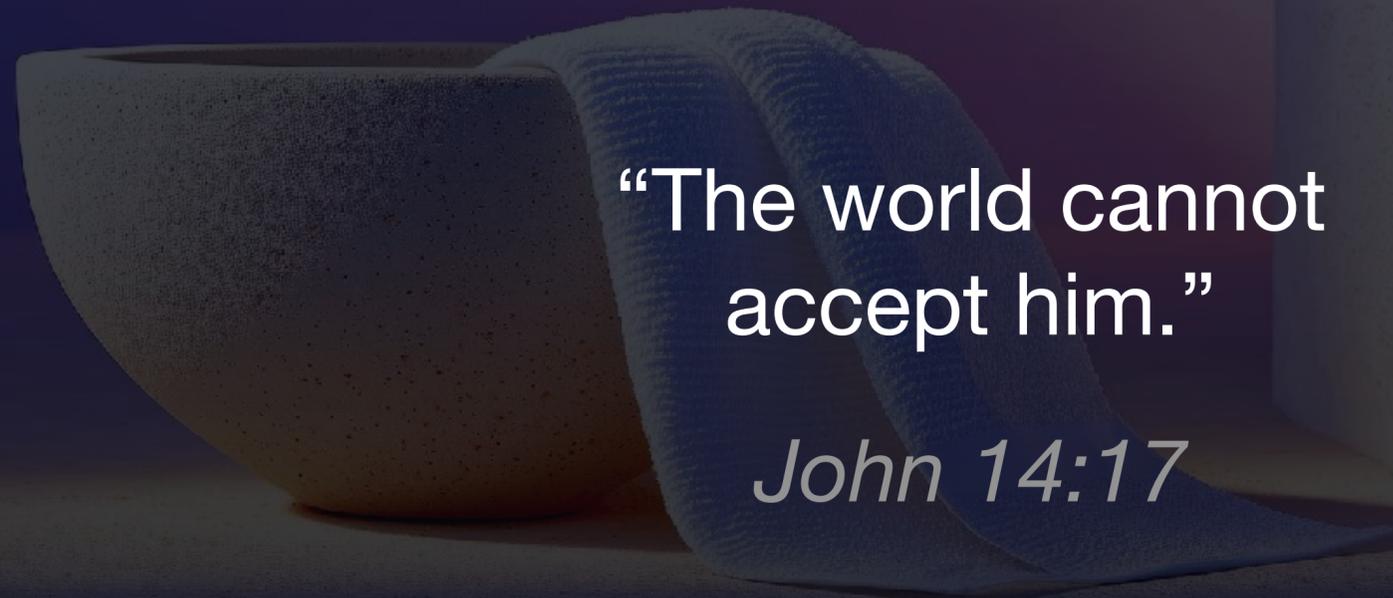
John 16:13

“[He] will remind you of
everything I have said you.”

John 14:26

“The world cannot
accept him.”

John 14:17



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