

[00:00:00] Speaker A: Welcome to the Hope Church Glasgow Sunday podcast. We pray you encounter God's love afresh today. Find out more about us@hopechurchglasgow.org or find us on Facebook and Instagram. Now, please enjoy this week's podcast.

[00:00:17] Speaker B: In my head, a lot is leadership.

This church is going through a leadership transition. You probably need to be asleep if you didn't notice that.

So you don't need to be a prophet. You know, if you are stirred with this thought, you guys, they already know there's a leadership. There's a leadership transition happening in the house and also wider. This, this thing that's been called, it's really Britain is so funny. They're calling it the quiet revival. And then I read this morning that Prince William is saying, oh, he's quietly believing in, in Christianity again. I'm like, what is it with this choir? It's going to get noisy just putting it out there. But really, really revival is building in our nation in different places and often it's like that. You've got like hot spots. But the momentum, I believe, is growing and there's just talking to leaders. What do we need in revival? We need more buildings and we need more leaders.

So we're in a leadership transition. We need leaders and we need. The other thing we need. What I've noticed talking to younger men and women is we need healthy leadership cultures.

Because for every high profile leadership failure that we can be aware of, if we're on social media, there are scores of young leaders getting it in the neck from their congregation.

Grumbling, complaining, poor pay, bad behavior, on and on. There's lots and lots of leaders bleeding to death through sheep bites.

And the outcome of that is when you talk to potential young leaders, they don't fancy it. Yeah, I know I'm called, but I don't fancy that. I don't want to pick that up.

So not only do we need God to raise up, I believe he's speaking to lead.

He calls leaders. He's doing it. We need healthy leadership cultures. So I'm going to deal with all of that and then we're going to go home. Okay, so leadership transition. The things that have been on my mind, I've been studying this because of where we're at and things that are happening wider. And I'm thinking about Moses to Joshua, which we'll read if you want to get in your Bibles. Joshua 1 is the passage we're going to read.

If you want to put your device onto Joshua one or your Bible on Joshua One. That's where we're going to land in a moment. Moses to Joshua. Moses leads 2 million people out of slavery and bondage.

It then leads Joshua transition to Joshua who leads them into the promised and into the promised land. David to Solomon. David was a man of warfare, Solomon was a man of peace. David defeated the enemies, but God didn't let him build the house. The building of the house of the Lord fell to Solomon. It was a two generation job, both out of the land and into the land of promise.

Defeating the Philistines and establishing the temple, both of them are two generation jobs, two generations of leadership.

And the other one that I always go back to is slightly different, but it's Elijah to Elisha. So Elijah brought the power of God, he confronted the powers of Jezebel. But it took Elisha who came

afterwards, who displayed double the power that Elijah had to finally deal with Jezebel in the land.

And I just want to say this, I felt to say this again this morning, the issue that we have faced, that we have faced in this land of Scotland has been one of the hosting of the Jezebel Spirit by the national church.

And the reason I can say that with utter confidence is the national church is infected with loads and loads of Masonic. And the Masonic is basically BAAL worship in nature. And BAAL worship is what Jezebel was into. So we have a national church hosting the presence of Jezebel. And it's one of the reasons why Scotland historically has a reputation for resisting the move of the Spirit.

I remember talking to friends of mine saying how come people are still just planting Bible teaching churches in Scotland and not charismatic ones and they're succeeding. And this is part of the reason. And we've encountered that stronghold, Hope Church. We've pushed against that because my goodness, do we want Holy Spirit?

Oh, we want his presence or we want to move in his presence, we want to move in his power, we want to see that displayed. But, but there are other things that are out there. And I think he's about to give a double anointing to get this done and maybe say a bit more about that. So you've got the Elijah to Elisha, you've got Moses to Joshua, you've got David to Solomon. And I just felt to say what I just said, as controversial as it sounds, I think it's true. Let's turn to Joshua 1 and we're just going to read the first six verses together. Okay.

I do want to just a little bit say so here. This is quite a Drastic leadership transition. Please don't read anything into the phrase, Moses, my servant is dead. All right.

I told someone I was going to share on this. That's pretty harsh right there.

I'm still living, breathing, no plans on checking out anytime soon.

But there's a leadership transition and there's some principles here that can help us.

After the death of Moses, the servant of the Lord, the Lord said to Joshua, Moses, aide, Moses, my servant is dead. I don't know why he has to tell him, because he already knows. But there's something about making the point.

Joshua, this is not a temporary assignment. Now, you're not holding the fort till the big guy comes back. This is you.

It's your moment. It's your timing.

I'm underlining that to you.

Moses, my servant is dead. Now then, you and all these people get ready to cross the Jordan river into the land I'm about to give them to the Israelites. I will give you every place where you set your foot. As I promised Moses, your territory will extend from the desert to Lebanon and from the great river, the Euphrates or the Hittite country, to the Mediterranean Sea to the west. No one will be able to stand up against you all the days of your life, as I was with Moses. So I will be with you. I will never leave you or forsake you. So be strong and courageous because you will lead these people to inherit the land I swore to their ancestors to give them. Pretty strong stuff, isn't it? That's awesome.

And I want to point out that often when we're living through leadership transition, what we're seeing is, well, the faces are changing, the names are changing, some people aren't here as much, other people are here more. And it's all a bit new. And some of it's going too fast, and some of it, you think it's going too slow. But what I want to point out here, there's a spiritual, heavenly dynamic taking place that brings security to us in the middle of the actual physical changes that are taking place.

And if we miss that, we can just get tangled up in the day to day stuff that's going on. All right, so the first thing I want to talk about really is the heavenly continuity that is in place in this earthly leadership transition, this heavenly continuity in this leadership transition. So the personalities are changing, the style is changing, but some things remain consistent.

And what God says to Joshua, there's two phrases I want to pull out in this section of this talk is he says two things that bring continuity as I promised Moses.

Now, I promise you, and we'll get into that. And the second thing he says, as I was with Moses, so I will be with you.

So there's continuity of promise and there's continuity of presence.

There's the same purpose and then also the same anointing, although the personnel may look different.

Hello.

That's pretty exciting, isn't it?

Let's talk about continuity of promise, as I promised Moses. Now I promise you the promise.

See, promises are given to leaders, and that's one of the reasons we need leaders.

But the leadership receives the promise, and the promise is for the benefit of the people.

It's not for the benefit of the leader.

The promise given to Moses was to lead a people out of slavery into the promised land, into the land of milk and honey. The promise given to the leader was to get them out of bondage, into promise and delight.

And he had a job on because not many weeks out, some of them wanted to go back. And they were fantasizing now and Disney fying their experience back in slavery, making bricks without straw, talking about how it was wonderful and we would sit around pots of meat. It took strong leadership to get the people to remember how crap it was before and how they needed to keep going forward into God's provision. So the promise was in a leader, which helped remind the people where we're going and what we've got to do for the benefit of the people. Because somehow people have the ability to forget or get scared, which is why God goes on here to say to Joshua, be strong and courageous.

The call on leaders is to be more courageous than the average, is to put their head above the parapet when everybody else wants to lie on the ground and not be noticed.

It's to say things that need to be said when other people don't want to say them.

That's the job of a leader. So be strong and courageous in order to lead people into a promise that maybe sits with the leader, shares with the people, because it's for the benefit of the people.

And the promise outlives the leader.

Although the promise possesses the leader, the promise is not the possession of the leader.

If Moses was not possessed with this calling to lead into this promise, he probably would have given up. But he was gripped by something that actually he never would completely fulfill himself, because the promise outlived the leader.

It has legs, it has life, it has purpose, it has duration beyond what the lifetime of any one individual, because it's all about. The promise is about God's good purpose for you more than it is all getting done in one generation.

Does that make sense?

It's not the personal possession of the leader. And sometimes people misunderstand that and like, oh, well, it's his vision. No, a good leader has a vision, but it's for you.

If you follow a good leader with their vision, you're going to end up in a better place than you are now.

Seriously, you will get stuck. That's why we're called sheep. It's because we get stuck, we go off, we follow other sheep, and then we wonder why we're in this funny field and there's no food. Or we get stuck in a bush and the shepherd needs to come and find us. That's what we're called, isn't it? That's why he gives leaders to his people in order that we can grow and develop and enter into the good things God has for us. And we maybe talk about that if there is time later on.

Yeah, we've done that. That's good enough.

And as I've mentioned already, many great visions and promises actually just take two generations to pull off.

David couldn't do it all in his time.

Moses couldn't do it all in his time.

Elijah couldn't do it all in his time. And you know, for me as a leader, it takes a bit of working out that actually this promise isn't just about me and I have to be able to give it over and say it's going to live in other people, like our eldership team and John and Rachel.

It's like, this isn't my promise, it's your promise. And it lives because you've got a leadership that lives that awesome.

I believe God's going to start saying things to John and Rachel that he's maybe whispered to me and Teresa exactly the same because he's on a plan and a purpose for you guys that he's not finished yet.

The second thing, there's continuity. He says, as I was with Moses, I will be with you. The most important thing you need a leader is the anointing of leadership on you.

You need the power of the Holy Spirit in a unique way. And we know the New Testament talks

about leadership gifting. It talks about people who are called to lead, and it talks about leadership gifting in different styles or different ways, like prophets and apostles and those kind of words. Shepherds and teachers and evangelists.

Those are the gifts of the Spirit that manifest in leadership. Yeah.

Here Joshua had served alongside Moses. He knew how God had been with Moses.

He'd stood there at the Red Sea going, oh my goodness, those Egyptians are behind us. There's a Red Sea in front of us, and we've got a scared people all around us. What the heck do we do?

And Moses puts the staff out and he sees the thing part.

I want God be with me like he was with him.

Hello.

So when he says, I will be with you as I was with Moses, he's got some pretty clear memories of what that looks like.

So when he gets the download instructions on how we going to cross the Jordan, then he's like, I have good past experience on this.

And I've been told that I have that same. I have that water parting anointing. It's gone from my spiritual dad and it's now on me. So this time we're just going to stand a few priests in there with the ark and it's all going to happen. And that's how they got through. Then you get to Jericho and it's all walled up to heaven. It's like, how are we going to do this? Well, I'll meet with an angel and he'll tell me to walk around.

I mean, these are the most insane instructions to give anybody.

But they know because they've already started to see what was on Moses is now on Joshua. If we obey him, those walls are going to come down. Even if what we do is walk around a few times and blow a few trumpets.

Have you ever heard of warfare strategy? Like, it isn't that exciting. As I was with Moses, so I will be with you.

So Joshua starts to receive something from the Holy Spirit at a new level that enables him to lead these people into a land of promise. And the land of promise isn't there with the gates wide open, lots of people cheering them in. It's actually full of opposition.

But he has the grace and the anointing to do that bit. Because as I was with Moses, now I am with you. Know, when you have grace and anointing, you can do silly things. And they work like walk around cities and the wall fall down.

In the case of Elijah and Elisha, there's not just the same anointing, there's an increase of the same anointing.

If you study it, Elisha did exactly twice as many miracles as Elijah did.

And as he saw Elijah being taken up in a whirlwind, he wasn't taken up in the chariot. If you read

carefully, he's asking for a double portion.

Then he comes again to crossing water, and he takes the garment that had fallen off Elijah. And as he strikes the water, he says, where now is the God of Elijah? And he strikes the water and the water parts. He knows the God of Elijah is now the God of Elisha.

There's a transference, and in this case, there's an increase.

If you're hungry for it, there's an increase in anointing coming on Hope Church.

Double what you had, double the best times we ever had, and we've had some crazy good times, double that.

Just have to ask. That's what he did.

I want twice what you got. It's possible.

Are you hungry for that?

Okay, next sort of section, this transition, this whole story here and these other stories show how God calls leaders.

And all the examples I've given you are all Old Testament. But I'm just going to quickly remind you that the exact same thing happens in the new.

God calls leaders in the new. So I'm a passionate believer in the priesthood of all believers, but I'm also a passionate believer in the call of God on people to lead the those priests.

Both, and both are true at the same time.

And it's very, very important that you have leaders that lead you who have been marked through encounter, through promises, so that something burns on the inside of them that will carry them through the ups, downs, challenges, breakthroughs and blessings that are involved in leading.

God marks people in that way with something that's indelible and enduring inside them.

As one of my spiritual dads said to me a long, long time ago, not someone you guys would know, guy called Don Silber.

I remember sitting me down one day and we were leading a church in Chester, and he was alongside, kind of mentoring us and fathering us. And he said, andy, if you can do anything else, please go and do it.

And I was like, what?

My instant reaction was, you think I'm not doing a good job here? So do you know, like, if you could do.

If you could do something else, this isn't going well.

Go find something better to do. Because I've been alongside you in this role and you suck at it.

That's what I'm hearing is the hidden message in if you can do anything else, go do it. And I

said, well, what's wrong, Dom? He said, no, that's not what I'm saying. If you can do anything else, go do it.

If you could allow yourself to do something else other than this, you should do it.

If you're not so persuaded inside yourself that this is the thing God has called me to do, and only this thing, then for goodness sake, go and be an accountant or a bus driver or something else, because that's what you need.

If you can allow yourself that you should not be doing this.

That's what I mean by marking, by calling.

And you see it, you see Jesus do it with Peter.

When Peter gets the revelation that he is the Christ, and he says, I'm changing your name.

You are now Peter, you are the rock. And then he fails and he falls and he denies the Christ. And then he calls him again, doesn't he, by the fire? And he says, do you love me? Do you love me? Each time he's saying, feed my sheep, lead my sheep, he's calling him and he calls him to lead 12 apostles. So on the day of Pentecost and the Spirit falls, if they're all looking at one another, I imagine like, what do we do with this, guys? It's very noisy in here. Everybody's looking a bit drunk. We've got fire on our heads and we can barely speak a word of English.

Who's leading this situation? What are we going to? What are we going to? And a crowd is forming. This could be absolute chaos. What are we going to do? Peter knows it's him and he gets the revelation. This is it. This is what Joel said. He's got the anointing, he's got the calling, he's got the grace. He goes, stands up and he says the words.

Who's the guy that is the first to take the gospel to the Gentiles? It's Peter, because he's called.

Who's he going to call? Not Ghostbusters, Peter.

So he calls Peter by giving him a vision of all these strange creatures coming down in a sheet out of heaven and says, no, ghost. Rise, kill and eat. And he slowly gets the message that he's supposed to go with the men that knock on the door and take him to a gentile who gets saved.

The Apostle Paul, riding his donkey, camel, horse, whatever it is. The Bible doesn't tell us what he is riding. But when he has a light flash from heaven and Jesus calls him, he falls off it and he gets on the ground and he's blind. He's caught.

This is a New Testament reality and we need to honour the called, discover the chosen and receive the gift that God gives.

Because called people hear things other people don't hear and get an anointing to do things other people can't do.

So just because you can't hear it and you can't do it doesn't mean they're wrong.

Just saying teams need leaders.

I've become increasingly like deeply convinced of this, both biblically and experientially.

Just let me finish the not sacred chaos section quickly because it helps the sacred care section.

You see it, the team need leader thing. You see it over and over again in the New Testament.

James emerges in Jerusalem. So you get to Acts 15 and they're having a big conference with all the apostles and elders and Paul and Barnabas and Silas, I can't remember. They all go, and there's a big conflag about how much of the law should we keep and how much applies to the Gentiles.

And it's James who has the final word.

Actually, in Galatians, where Paul's having trouble, it's people from James because James is seen as the leader of the Jerusalem church. When Paul wants to sort things out in Ephesus, he sends Timothy to the Ephesus church to bring leadership to them, set in elders. Hence the content of 1 Timothy. It tells him what to do with elders. It tells him what to do with widows and orphans.

You're the team leader now, Tim. This is what you got to do.

Hello.

Teams need leaders.

I've got my sacred cows in the wrong order.

It's terrible when your sacred cows get mixed up, isn't it?

And I've got 10 minutes, which is not really great, but here we go.

Hold on, sacred cow. I got one more really great point to make, which.

I talked about how God was with Moses. God was with Moses and that was transition to Joshua. Excuse me.

So it's the anointing on leadership. It's the presence of God on leadership. The Holy Spirit, unique gifting and grace to gifted leaders is accessible to all people through this beautiful channel called honor.

Same as the promises with them is for you, not for them. The anointing that's on them is for you, not for them. But the only way you access it is by honouring it.

And I want to further add that God specializes in choosing fallible people.

God chooses deliberately imperfect people.

And the reason for that is there are no other kind.

So I've met this in churches is like people like, oh, I wish we had a better leader. You know, someone who wasn't as imperfect, like, there are no perfect ones. There's not a queue of them waiting outside to be appointed as your leader. And they'll do a better job than this lot.

Well, you know, they were just better. Well, but the next lot are not going to be just better. They're going to be just wonky in a different area.

God chooses the imperfect and he anoints them. He gives them grace and favor they don't deserve.

But as you honor that, it comes to you. So famous Bible passage for.

There's lots we could say about this, and I have said in the past, but Matthew 10:41 says this. The one who receives a prophet in the name of a prophet shall receive a prophet's reward. The one who receives a righteous person in the name of a righteous person shall receive a righteous person's reward. So the thing they carry is meant to land in your lap as you honor them. So this isn't meant to be a verse that says, just apply this to prophets and righteous people. This is to say, as an example, if you want what an apostle carries, honor it as an example. If you want to get what's in those elders, honor them because they're right. You appoint elders fundamentally because they're righteous people. It's a character issue. But you get a reward from them by honoring them.

Hello.

As soon as you turn your honor off, which is your appreciation value and your internal celebration of them, what's flowing from them to you stops.

And they become functionaries and organizers rather than spiritual leaders that are connecting to you in the spirit realm, which is where this really happens.

It doesn't happen in the emails. And the organization. The church grows in the spirit realm first. I'm not saying we don't need the organization stuff, but that's the wrapper around the stuff that God does.

Hello, people still happy?

Oh, I got time to kill a few. I like this bit.

Okay.

I've already kind of touched on this, so this should be an easy one to sort of. This is more like finishing off the cow myths. This is my section. It's called Myths that Need to Die. The Myth of Flat Leadership. I've just explained how God raises leaders for teams. Okay. It's there in the old, it's there in the new.

And I think it's a biblical thing and a practical thing. I've been in, literally in rooms with leaders who have been thinking that what we want is flat leadership. And the outcome in every situation I have been in is pain and no progress.

I'm aware through our friend John, a lot of this is for you, mate.

There's an anointing coming on you that's been on me. And it's coming your way.

And all the promises, it's coming his way. Isn't that exciting?

And John and I have chatted about another situation. It Wasn't bad hearted, but it just got stuck because there was no honoring of team leadership.

Who's God called?

Because with the call comes the equipping. With the call comes the promises. With the call comes the anointing to do it.

Some of you know who Terry Virgo is.

An amazing apostolic leader in the UK now. 86.

But he used to say, find the man. But in his case it would only be the man. In my case it would be the man or the woman who has the promises.

You got to find who's got the promises.

Flat leadership is a myth. It's painful. It means you get stuck. And the gifts and calls do not get honoured and therefore you do get stuck. So can we just sort of kill that one for flat leadership? Let's not aspire to flat leadership.

That is true. Exactly. That we encountered.

The promotion of the myth of flat leadership is often by people who have an agenda to be the leader.

Just direct experience speaking right there. All right. Not.

It's not fun.

The myth of we decide as a community.

Boom.

Why do you decide as a community? If God gives you leaders?

There's this sort of dumbing down of leadership in our society for all kinds of good reasons.

But the church is going to be a beautiful bride with great leadership. Now, there is tension in scripture on this one. So Acts 6, they say, the apostles say to the church, you choose some men because we need people to wait on tables. And they give them the criteria they need to be full of spirit, full of wisdom.

And they put these people, including Stephen and Philip in front of them and they bless them and they release them to do what in church we call a deaconing kind of role. They're not called deacons there, but we've kind of.

They've got none of that. And that was very much a community thing going on. And it's one of the reasons why we and others do a good job of trying to listen to the church when we want to appoint new leaders. Yeah, very valid.

But when it comes to deciding doctrine and theology, the only people in the room are the elders and the apostles.

Acts 15.

So it depends.

Leaders are there to lead, they're there to consult, they're there to listen. But ultimately you can't make a decision about the role of the law in the ongoing church by talking to everybody in the church.

Sorry, just saying.

I don't have to speak for another three months if you don't like. So I'm probably going to get. It's probably going to get worse.

And the final One I'd like to really put to death today.

Like the other these. This is my biggest myth buster, is the I can lead myself.

Now. I am. Me and Theresa are a kind of part time property investors. And I've tried to train myself in things financial.

And so my YouTube, you know what it's like, it feeds you things that you are interested in and on and on. But you. I mean, I have watched YouTube, things that would scare the absolute bejesus out of you. Like, never buy another house on one side. And the other side is if you don't buy a house tomorrow, you're an idiot because.

And everything in between.

And it's the same with spiritual stuff, isn't it?

If you think that you can build your spiritual life through social media, YouTube, listening to some great stuff out there, don't misunderstand what I'm saying.

You need to know whose house you're in and who you're following and who your shepherd is.

Otherwise you potentially could get schizophrenic like me. Like, do I buy another house? Do I not buy another house? Oh, my goodness. Well, who's right?

We're not meant to live like that as believers. That's why he puts us in community with shepherds and teachers, so that we have a plumb line to work out our life by. All this other stuff is good, but it can't trump what you're going through locally. Hello, you're not called to make up your own religion.

That's postmodern thinking, which is, well, I just be, you know, so you get people who've got a bit of Buddhism, they've got a bit of Hindu, they've got a bit of Christian, they've got a bit of Jesus, they've got a bit of Buddha. And that works for me. And you're not allowed to tell them it's wrong, but that can't happen in the church.

Paul said to the Corinthian church, follow me as I follow Jesus.

Find someone who's following Jesus and follow them.

There's a lot of talk in the church about, we want to return to.

To discipleship.

If you want biblical discipleship, you sign up to a rabbi or to Jesus. You're saying I am signing up

to become exactly like you.

Not I am deciding to follow you to be like you. Not dipping in multiple pools and having multiple.

That's discipleship.

Okay.

That was such a good message. I feel much better now.

So I won't recap. You can do what you want with it. So let's just pray and then I just want to release the team to pray for us as they're here, which is great. Thanks for coming, guys. Scattered around the room.

Heavenly Father, thank you. Thank you for this beautiful transition that Hope Church is going through in terms of leadership. Thank you for John and Rachel and their family.

Thank you for that amazing offering, that affirmation or that affirmation confirmation from you.

And I pray God that this church would hunger for double.

I pray that the affections of our heart would be able to turn towards John and Rachel.

Lord, this adjustment that has to take place internally would happen and that they would feel honoured in this place and all the grace that's on them would be drawn and sucked out of them and that the team would settle and be blessed and.

Oh, there's lots of stuff to go through, but we love you, Lord. Thank you for your provision for us.

Thank you. Your promises are eternal. Your anointing is everlasting. In Jesus name.

[00:37:46] Speaker A: Thank you for listening to this podcast from Hope Church Glasgow. There are loads more to listen to wherever you normally find your podcasts or from our website, Hope Church Glasgow. Or if you'd like to know more about us, we are on Facebook and Instagram. Just search for Hope Church Glasgow. Have a hopeful day.