



**MENS LEADERSHIP:**  
**DEVELOPING THE  
FATHERING DIMENSION**

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# INTRODUCTION

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It seems that since the 1990's, the Holy Spirit has birthed an interest in the topics of sonship, spiritual fathers, fathering, spiritual sons, the [father wound] and orphan heart and related themes. All over the world there is a cry for father's.

In Jamaica the call to fathering has become a major focus in the past Decade with a major thrust in the past 5 years. M.A.N. leading us in workshop entitled “Give us our fathers” and “Father Essentials”.

Alley, David. Spiritual Fathers and Spiritual Sons: An Apostolic Grace (Kindle Locations 28-30). Peace Publishing. Kindle Edition.

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# Leadership and Development of the Church


Tied into the focus of Fathering is the leadership and development of the church universally as the Holy Spirit has sought to bring the Church into maturity and prepare her for the arrival of the bridegroom.



## Malachi 4

English Standard Version (ESV)

5 “Behold, I will send you **Elijah** the prophet before the great and awesome day of the Lord comes. 6 **And he will turn the hearts of fathers to their children and the hearts of children to their fathers**, lest I come and strike the land with a decree of utter destruction.”



# INTRODUCTION

Our Main text comes to us from the minor Prophet Malachi ...His Messenger.

Written 630 BC he wrote to the post exilic Jewish community who were in spiritual malaise.

Doubting God's covenant love and no longer trusting his justice they began to lose Hope.

# THE TEXT

- Malachi overall message was that the Great King (1:14) will come not only to judge his people (3:1-5;4:1) but also to bless and restore them (3:6-12; 4:2)
- Because the post exilic jewish community had lost hope and perspective in God fulling his word they turned to sinful lifestyles, neglected the tithes, turned to corruption, married foreign wives while putting aside their jewish wives this lead to rapid deterioration in the fundamental life of the community...in the family, with men turning away from their children and children from their fathers creating a division among the generations.

## Recap cont....

- The division among the generations left children as orphans.
- We then looked at what happens when fathers turn away from their children. It affects them in multiple areas of their lives..leaving them with the scars of “The Father Wound”
- Fathers play a major role across the developmental journey. Eg. Fathers picks up major roles at age 6. Prepares the child to transition into adulthood.



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# What is clear is that.....

There was a clear breakdown of leadership

The fathers in the land had abdicated their moral and assigned roles and this was adding to the changes taking place in the community.

No wonder Malachai ends his prophecy with his eyes focus on the foundations of the community. The familial relationships. That which is the bedrock of any society.

So what happens when the fathers turn from their children.....

*Virtually every major pathology has been linked to fatherlessness. Violent crime, drug and alcohol abuse, teen pregnancy, suicide – all correlate more strongly to fatherlessness than any other single factor.*

-- Stephan Baskerville,  
Howard University



# WHEN FATHERS DISAPPEAR

- Fatherless children are more likely to commit crimes and engage in substance abuse
- Children in father absent families are 5x more likely to be poor and 10x more likely to be extremely poor
- Adolescent in mother-only families are more likely to be sexually active and daughters are more likely to become single parent mothers.

**63%**  
**Suicide**  
63% of youth suicides are from fatherless homes.

**90%**  
**Runaways**  
90% of all homeless and runaway children are from fatherless homes.

**85%**  
**Behavioral Disorders**  
85% of all children that exhibit behavioral disorders come from fatherless homes.

Growing up in a fatherless home can mean dire consequences for many children. Here are some statistics that show how children are affected.

## The Importance of a Father in a Child's Life



**80%**  
**Displaced Anger**  
80% of rapists motivated with displaced anger come from fatherless homes.

**71%**  
**Education**  
71% of all high school dropouts come from fatherless homes.

**75%**  
**Chemical Abuse**  
75% of all adolescent patients in chemical abuse centers come from fatherless homes.

**70%**  
**Institutionalized**  
70% of juveniles in state-operated institutions come from fatherless homes.

For more information on Father's Rights or child custody, please visit <http://fornorth.zdfamilylaw.com>.

Data Source: Fatherrights.org





# The voice of a Father



There is a great need in the world for fathers. There are so many things we derive from our fathers.

Every son and daughter needs to hear the voice of a father, for a father's voice speaks love, affirmation, affection, approval, motivation, correction, success, permission to succeed, blessing, identity, courage, and security.

Alley, David. *Spiritual Fathers and Spiritual Sons: An Apostolic Grace* (Kindle Locations 388-389). Peace Publishing. Kindle Edition.



# Questions of Attachment

There are fundamental questions that must be answered in our relationships with our parents which set the stage for our ability to attach to others in our lives.

1. Are you there for me?
2. Can I count on you?
3. Do you really care for me?
4. Am I worthy of your love and protection?
5. What do I have to do to get your attention, affection..your heart?
6. Will you relate to me at the deepest levels or will you shut me out?

When not answered positively your psychological, relational and spiritual foundations can be shaken.

# Impact Of Father Involvement

## Cognitive

- Higher IQ
- Better linguistic ability
- Higher academic readiness
- Higher academic achievement

## Socio-emotional

- Better coping
- Moral maturity
- Pro social behaviors
- Secure attachment
- Social competence
- Stable family

## At-risk Behaviors

- Lower rates of delinquency
- Lower rates of substance abuse and stealing
- Less truancy





## Sense of Identity

A son or daughter gets their sense of identity in the main from their father. The question of “Who Am I?” is answered in a child's heart by their interaction with their father. It has been said that 85% of what a person thinks about themselves comes from dad.





# Helps to motivate towards success



A father supplies the motivation that a child needs, and gives the discipline by which a child overcomes a lack of motivation. It is a father that gives his son or daughter 'permission to succeed'.

This 'permission' is written subconsciously upon a child's heart by what a father says, and by the attitude he takes to them. Some face life with confidence and some struggle. It is the father who has the power to speak and release in a child this subconscious inner sense of approval that tells them they have permission to succeed in life.

Alley, David. *Spiritual Fathers and Spiritual Sons: An Apostolic Grace* (Kindle Locations 399-401). Peace Publishing. Kindle Edition.

# Affirmation & Public blessing

When Jesus turned 30 years of age, the time had come to commence His public ministry. He came to be baptised by John. Upon this occasion the voice of God was heard audibly, an unusual event, and evidently important. “This is my son, whom I love; with Him I am well pleased.” (Matt 3:17)

Alley, David. *Spiritual Fathers and Spiritual Sons: An Apostolic Grace* (Kindle Locations 407-411). Peace Publishing. Kindle Edition.



# 3 Skills to Master



Three fathering skills great dads know & practice is loving their children through verbal & written affirmation, unending and unconditional Acceptance & Spoken & physical affection.

# Fathers blessings

Why did God the Father speak like this? Because He knew the importance of a father's voice for a son. Jesus was receiving the approval of His Father, and it was done publicly so we would also know how important that is. A father's blessing helps establish a faith system in the heart, but quite apart from the approval, security, identity, and the rest that comes with a father's love, spiritual power also flows with the blessing.

Note how God the father's leadership style was relational

Alley, David. *Spiritual Fathers and Spiritual Sons: An Apostolic Grace* (Kindle Locations 411-417). Peace Publishing. Kindle Edition.



# **SPIRITUAL FATHERS**

## **1 Corinthians**

### **4:15-17**

15 For you can have 10,000 instructors in Christ, but you can't have many fathers. For **I became your father in Christ Jesus through the gospel.** 16 Therefore I urge you to imitate me. 17 This is why I have sent Timothy to you. **He is my dearly loved and faithful son in the Lord.** He will remind you about my ways in Christ Jesus, just as I teach everywhere in every church.

B & H Publishing Group. The Holy Bible: HCSB Digital Text Edition: Holman Christian Standard Bible Optimized for Digital Readers (Kindle Locations 55978-55981). B&H Publishing. Kindle Edition.

# ***Acts 16:1-5***

Then he went on to Derbe and Lystra, where there was a disciple named Timothy, the son of a believing Jewish woman, but his father was a Greek. 2 The brothers at Lystra and Iconium spoke highly of him. 3 Paul wanted Timothy to go with him, so he took him and circumcised him because of the Jews who were in those places, since they all knew that his father was a Greek. 4 As they traveled through the towns, they delivered the decisions reached by the apostles and elders at Jerusalem for them to observe. 5 So the churches were strengthened in the faith and increased in number daily.

## **2<sup>nd</sup> Kings 2:1-4.11-12**

The time had come for the Lord to take Elijah up to heaven in a whirlwind. Elijah and Elisha were traveling from Gilgal, 2 and Elijah said to Elisha, “Stay here; the Lord is sending me on to Bethel.” But Elisha replied, “As the Lord lives and as you yourself live, I will not leave you.” So they went down to Bethel. 3 Then the sons of the prophets who were at Bethel came out to Elisha and said, “Do you know that the Lord will take your master away from you today? ” He said, “Yes, I know. Be quiet.” 4 Elijah said to him, “Elisha, stay here; the Lord is sending me to Jericho.” But Elisha said, “As the Lord lives and as you yourself live, I will not leave you.” So they went to Jericho.



## ***2<sup>nd</sup> Kings 2:1-4.11-12***

ground. 9 After they had crossed over, Elijah said to Elisha, “Tell me what I can do for you before I am taken from you.” So Elisha answered, “Please, let me inherit two shares of your spirit.” 10 Elijah replied, “You have asked for something difficult. If you see me being taken from you, you will have it. If not, you won’t.” 11 As they continued walking and talking, a chariot of fire with horses of fire suddenly appeared and separated the two of them. Then Elijah went up into heaven in the whirlwind. 12 As Elisha watched, he kept crying out, “My father, my father, the chariots and horsemen of Israel! ” Then he never saw Elijah again. He took hold of his own clothes and tore them into two pieces. 13 Elisha picked up the mantle that had fallen off Elijah....

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# Who is a Spiritual Father?

A spiritual father is a person God provides to help bless and care for those in a personal (not an organisational or denomination) way and help them to grow and find life by loving and walking with them.

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# The need for Spiritual fathers

1. Instructors are not enough (1 Cor. 4:15).
2. Biology is not enough
3. Historical cultural realities demand it.

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# The nature of Spiritual fathering

1. Relates as father to son  
(or daughter).

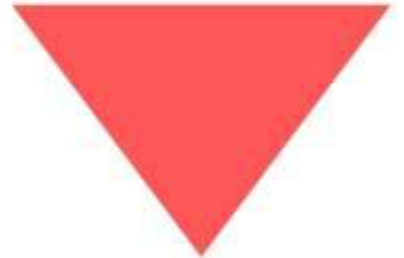
**RECONCILES A PERSON TO**



**GOD**



**TO  
OTHERS**



**HIM/HER-  
SELF**

# Spiritual Fathers Utilizes the Mentoring Process

“Mentoring is the facilitation of the lifelong development process whereby individuals move through various stages of human, emotional, spiritual, educational and intellectual development”.

Sanders, Martin. The Power of Mentoring: Shaping People Who will Shape the World (Kindle Locations 152-154). Moody Publishers. Kindle Edition.

# Mentoring Process

- The process is most effective when the mentor offers insights, reflections and perspective rather than answering the question and settling the issue. It is true that good questions don't lead to answers but to more questions.
- Sanders, Martin. *The Power of Mentoring: Shaping People Who will Shape the World* (Kindle Locations 138-140). Moody Publishers. Kindle Edition.

# Life Long Developmental Process

Birth –18 → 18-30 → 30-50 → 50+

**Age of  
Learning**

**Who am I**

**Age of  
contribution**

**What do  
I do**

**Age of  
Investment**

**Invest in/Whom/What**



# Mentoring Process

- The mentoring process can be used to facilitate the mentoree's direction in life and the formation of character that will produce an effective individual. While behaviorism changes people from the outside in, the mentoring process picks up where behaviorism fails because in mentoring/fathering, people are changed from the inside out. It should focus more on coaching in life direction rather than on modifying behavior or changing thought processes.
- Sanders, Martin. The Power of Mentoring: Shaping People Who will Shape the World (Kindle Locations 160-163). Moody Publishers. Kindle Edition.

# The mentoring process

- Since the mentoring process consists of forming the overall person, and character development in particular, it will be more useful to focus on facilitating the individual as he or she moves through the stages of development rather than concentrating primarily on behaviors, cognitive development or even skill acquisition.
- Sanders, Martin. The Power of Mentoring: Shaping People Who will Shape the World (Kindle Locations 163-165). Moody Publishers. Kindle Edition.

# The mentoring process

- It is important for the emerging leader to understand that issues related to personal and character development will not change quickly or be alleviated with some form of behavior modification. Changes will occur over time, with prayer and reflection, obedience and faithfulness, and often with more than one attempt. What is really important is the formation of character, walking with God over the long run and understanding His grace and forgiveness. This is the formation of godly character whereby one becomes the effective servant God can and does use.

- Sanders, Martin. The Power of Mentoring: Shaping People Who will Shape the World (Kindle Locations 165-169). Moody Publishers. Kindle Edition.

# Power of permission and vulnerability.

- The power of permission may be one of the single most significant things a mentor can offer to a mentoree. It may be permission to fail or even to succeed wildly. It may be permission to work outside the general consensus or guidelines. But given the opportunity to grow through the power of vulnerability. Being real but given through the Gospel of Christ to overcome and remain faithful.
- Sanders, Martin. The Power of Mentoring: Shaping People Who will Shape the World (Kindle Locations 174-176). Moody Publishers. Kindle Edition.

# The nature of Spiritual fathering

## 3. Restores a person from his/her brokenness



# Childhood Emotional Neglect

Childhood Emotional Neglect is what happens when, throughout your childhood, your parents fail to respond enough to your emotional needs.

Webb, PhD, Jonice. Running on Empty No More: Transform Your Relationships With Your Partner, Your Parents and Your Children (Kindle Locations 194-196). Morgan James Publishing. Kindle Edition.

# Childhood Emotional Neglect

What happens to you as a child, growing up in a household that is either blind to your emotions or intolerant of what you feel? You must adapt to your situation. To ensure that you don't burden your parents with your feelings or emotional needs, you push your emotions down and away. You become intolerant of your own feelings, and you try hard to have no needs.

Webb, PhD, Jonice. *Running on Empty No More: Transform Your Relationships With Your Partner, Your Parents and Your Children* (Kindle Locations 196-198). Morgan James Publishing. Kindle Edition.

Most likely all of this happens outside of your conscious awareness. Your little child brain knows exactly what to do to protect you, and how to do it. A metaphorical wall is constructed to block your feelings away, protecting your parents from needing to deal with them. This automatic, adaptive move may serve you quite well in your childhood home, but as an adult, you will suffer.

=Webb, PhD, Jonice. Running on Empty No More: Transform Your Relationships With Your Partner, Your Parents and Your Children (Kindle Locations 198-201). Morgan James Publishing. Kindle Edition.



Interacting with a Spiritual father who is able to be present, to listen and to help you break free from your internal isolation and loneliness is part of the process of recovery from this form of childhood issue.

## 4. Re-forms and develops a person in seven (7) areas :



## Notable results and Rewards

### 1. **Imitation** – of a life and ministry (1 Corinthians 4:16)



Courtney Richards. Notes on Spiritual Fathering. Renewed Ministries, 2018.

## Notable results and Rewards

**2. Succession –**  
continuation and expansion of  
a mission and vision (Elisha  
succeeded and surpassed  
Elijah!).

*Passing  
the Baton”*

Courtney Richards. Notes on Spiritual Fathering.  
Renewed Ministries, 2018.





# **FATHERHOOD AS** Servant Leadership



JESUS CALLED THEM TOGETHER AND SAID, “YOU KNOW THAT THE RULERS OF THE GENTILES LORDED OVER THEM, AND THEIR HIGH OFFICIALS EXERCISE AUTHORITY OVER THEM. NOT SO WITH YOU. INSTEAD, **WHOEVER WANTS TO BE GREAT AMONG YOU MUST BE YOUR SERVANT**, AND WHOEVER WANTS TO BE FIRST AMONG YOU MUST BE YOUR SLAVE— JUST AS THE SON OF MAN DID NOT COME TO BE SERVED BUT TO SERVE, AND TO GIVE HIS LIFE AS A RANSOM FOR MANY.” —  
MATTHEW 20:25–28

Blanchard, Ken. *Servant Leader* (p. 12). Thomas Nelson. Kindle Edition.

# SERVANT LEADERSHIP

*"The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve first. The conscious choice brings one to aspire to lead... The difference manifests itself in the care taken by the servant—first to make sure that other people's highest priority needs are being served."*



— Robert K. Greenleaf

# **BASED IN SERVANT LEADERSHIP**

What is leadership? It's an influence process—any time you are trying to influence the thinking, behavior, or development of another, you are engaging in leadership.

leadership is a relationship—a relationship in which one person seeks to influence the thoughts, behaviors, beliefs, or values of another person.



# Critical Characteristics of Servant Leaders

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**Listening:** Identifies and clarifies needs and desires of followers.  
Listens

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**Empathy:** Seeks to value, understand and respect others as individuals. Able to see through their eyes feelings perspectives and communicates this.

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**Healing:** Helps makes followers whole, understanding the fundamental need to deal with the past before making progress in the future.

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# Critical Characteristics of Servant Leaders

**Awareness:** Provides an integrative perspective that guides behaviour through both general awareness and self awareness

**Persuasion:** Builds consensus through personal influence rather than coercion or positional authority

**Conceptualization:** Thinks Out-of the box or beyond just the routine in order to formulate a clear vision.

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# Critical Characteristics of Servant Leaders

**Foresight:** Ability to discern the expected outcomes of a given situation based on past lessons, Scriptural and theological reflection, current setting and expected consequences.

**Stewardship:** Commitment to serving others within the family, local church or parachurch organizations.

**Commitment** to the growth of people: Seeks to develop individuals personally and professionally

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# Critical Characteristics of Servant Leaders

**Values People:** Trusts and believes in others. Serves others needs before his or her needs.

**Develops people:** Provides opportunities for learning and growth. Models appropriate behaviour. Encourages and affirms others.

**Displays authenticity:** Demonstrates openness and accountability. Willing to learn from others. Maintains integrity and trust.

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# Critical Characteristics of Servant Leaders

## **Provides leadership:**

Develops vision(s) for the future. Takes initiative to lead and clarifies goals to facilitate accomplishments

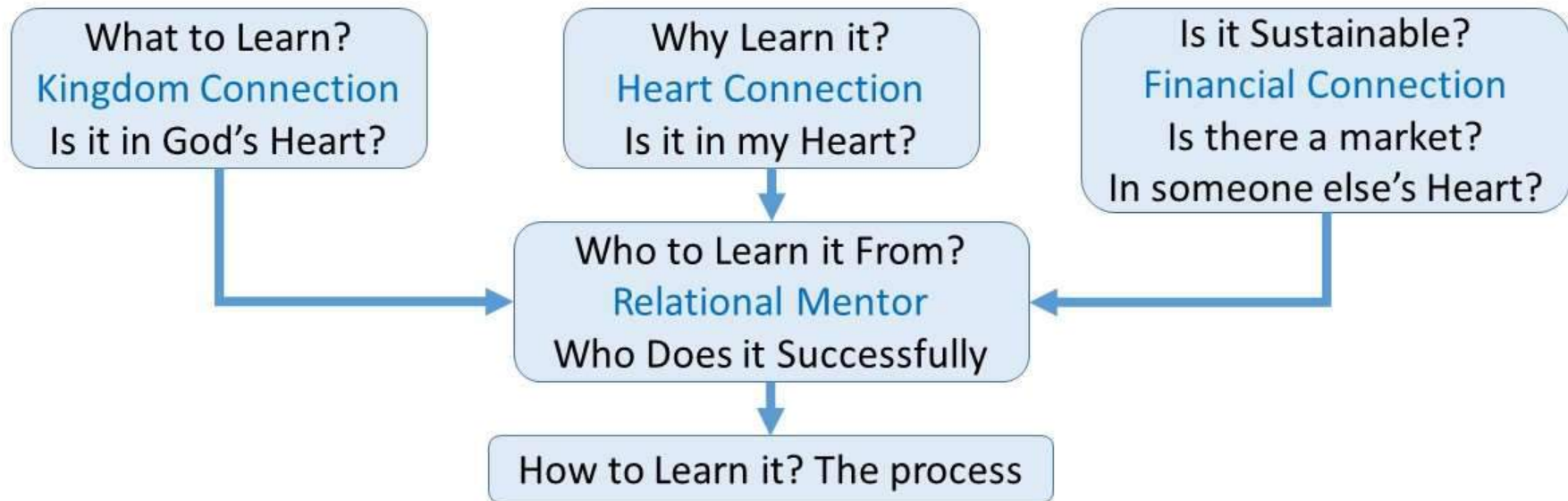
## **Shares Leadership:**

Facilitates a shared vision. Shares power with other co-leaders and Shares status and promotes others.

## **Builds Community:**

Builds strong relationships. Works collaboratively with others and values others differences.

# Relational Leadership



1. Learn the theory (classroom instruction)
2. Watch someone else do it (Learn the practice)
3. I do it under the watchful eye of a mentor
  - a. I screw it up and get personal help to fix issues
  - b. Deal with the shame of repeated failure & start again
4. I work collaboratively and report back
5. I equip someone else and attend celebrations

# Summary

Developing the Fathering Dimension in Men's ministry requires:

1. A understanding that leadership is relational
2. It clearly demands **Servant leadership** as required by and demonstrated by the Master.
3. It requires Fathering other men for effective and long lasting growth
4. It means valuing and seeing the worth of people
5. It means loving people
6. It means showing interest in other people's well being and affirming their potential
7. It means depending on the Holy Spirit to turn the hearts of fathers towards the children and the children to the fathers so the Kingdom of God expands.

# The End

- Thanks for listening!
- Do you have any Questions or comments.

