

Bible School Administration: Biblical Management (Part 1)

“Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, whom we may appoint over this business.”
Acts 6:3

“And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also.”
2 Timothy 2:2

Lesson Objectives

At the end of this lesson, the participant will be able to accomplish the following:

1. Discuss the growing need for highly qualified and anointed Bible school administrators and leaders.
2. Explain the definition of biblical management and how it relates to Bible school administration. Discuss how godly management differs from secular management.
3. Discuss the potential resources that are managed by good stewards. Explain why these resources are needed by spiritual leaders.
4. Explain the three components of God’s first management directive to man (Adam and Eve).
5. Discuss the relationship between management and stewardship in the educational setting.
6. Explain why Bible school administrators and leaders must be led by the anointing of God. Discuss the effects of anointing on leadership ministry.
7. Explain the four categories of biblical leadership qualifications.
8. Discuss the concept of the servant leader and how secular and spiritual leaderships are contrasted.
9. Explain how servant leaders “perfect” the saints for the work of the ministry.
10. Discuss the importance of Bible school leaders making and implementing plans.

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11. Explain the major tasks associated with implementing the Bible school's plan for its purpose and mission.

Introduction

"If serving is beneath you, leadership is beyond you."

Anonymous

"No man can serve two masters: for either he will hate the one, and love the other; or else he will hold to the one, and despise the other. Ye cannot serve God and mammon."

Matthew 6:24

There has never been a greater need for highly qualified and anointed Bible school administrators. National church leaders are continually searching for such skilled administrators to provide their Bible schools with strong spiritual leaders who can effectively manage people, policies, practices and limited resources. Secular business philosophies and principles are humanistic and materialistic, and authority and power are crassly employed to manipulate and control team members. Bible school administrators will be greatly frustrated and disappointed if they attempt to accomplish God's calling by using worldly management principles. Godly and biblical management principles are necessary for spiritual leaders to succeed in leading God's people in the Bible school educational setting.

Biblical Management

In biblical terms, management is best translated as "stewardship." The critical difference between the two words is that stewardship implies the steward is responsible for and entrusted with the people and resources of someone else. Administrators must realize they are stewards of God's spiritual resources and they are answerable to Him as to how they are treated and managed.

This discussion is limited to a general summary of biblical management principles and should not be considered a comprehensive study of those principles. These critical areas are examined in this lesson: biblical management, resources, the ministry of management, biblical leadership qualifications, servant leaders, and planning for success.

Biblical management: *stewardship; the process by which stewards handle, direct, control and take charge of accomplishing multiple functions, despite the challenges, while using resources belonging to someone else (God).*

Potential Resources:

Every administrator (steward) is given various resources by God. These resources come through various means – the national church, oversight boards, etc. Leaders are *good* stewards over unique resources:

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Resources

- The **word of God** and the **gospel of Jesus Christ**
- **Finances** – personal and those resources provided by the national church or other financial supporters
- **Material resources** – Bible school property, physical facilities and equipment
- **People** – stewards are responsible for followers and subordinates – assisting in spiritual maturity, involving them in the work of the ministry, and to build His kingdom by getting things done properly and in a timely manner

God's First Biblical Management Directive

“...Be fruitful, and multiply, and replenish the earth, and subdue it: and have dominion over...every living thing that moveth upon the earth.”
Genesis 1:28

Genesis 1:28 delineates God's first management directive to Adam and Eve. Three biblical management responsibilities are listed in this verse:

1. **Increase present resources** by “multiplying” to achieve God's purpose.
2. **Decrease confusion** by “subduing” challenges.
3. **Sustain proper order** by “ruling” (having dominion) over these resources.

God is entrusting you with His resources because of your faithfulness, consistency and determination to obey and please Him. Your education, natural abilities or personality are not indicators of future success. Administrators will be successful because of His anointing, direction and blessings.

“Moreover it is required in stewards, that a man be found faithful.”
1 Corinthians 4:2

In the verse above, the master gives his stewards resources (talents) in the form of money. They were to manage these funds wisely as good stewards. Those who were faithful to their instructions were rewarded; and those who were not, we held accountable.

“Faithfulness makes you trustworthy to God.”
Edwin Louis Cole

The Ministry of Management

"Surround yourself with the best people you can find, delegate authority, and don't interfere as long as the policy you've decided upon is being carried out."
Ronald Reagan

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Bible school administrators will accomplish great things for God if they view their duties and responsibilities as a *ministry* of management. Administrators are spiritual leaders, and as such, they must be led by biblical management principles to please the Master. People involved in leading and managing God’s work need to develop a biblical philosophy of management that reflects the *spiritual* nature of biblical administration. In the past, some Bible school leaders have not adequately understood the difference between “spiritual” and “secular” leadership. The two types of leadership have totally different purposes, methods and definitions for success. National and Bible school leaders are now recognizing the necessity of using spiritual leadership principles and methods in the Bible school educational setting.

Too often, the management training Christian leaders receive is secular training from the business world. By doing so, spiritual leaders are trying to manage God’s work by using a secular philosophy that conflicts with God’s will and purpose. Secular leaders exercise power to control people and often manipulate them to complete their duties. In stark contrast, spiritual leaders receive their power and authority from the Lord Jesus and focus on 1) serving the needs of others; and 2) to mentor and assist others in accomplishing their common goals. Four key ingredients that produce success in the Christian educational environment are:

- a commitment to achieving a common goal
- building unity among the entire team
- all team members (leaders and followers) communicate effectively, and
- the primary focus is on doing the will of God

Leaders must be Anointed to Lead

God desires for His leaders to be successful and to make significant contributions to His kingdom. What kind of leader does He want? Having a working knowledge of management practices and being familiar with his specific duties will certainly help an administrator be successful, but knowledge is not all that is required. There are biblical qualifications to be met.

First and foremost, Bible school administrators must be anointed to lead. Without the leadership and anointing of the Holy Ghost, leaders cannot lead at a sustained high level of ministry and management.

Anointing: *the dedicating or consecrating of an individual by the application of oil; in this case, oil is symbolic of the approval of God’s Spirit.*

“Then Samuel took a vial of oil, and poured it upon his head, and kissed him, and said, Is it not because the Lord hath anointed thee to be captain over his inheritance?”

1 Samuel 10:1

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Samuel's anointing of Jesse's son, David, is representative of a leader's anointing, and is associated with a position of power. In David's case, he is anointed as king of Israel. This leader's anointing not only established the leader's authority and God-given position, but also the power to fulfill his appointed duties.



“But ye shall receive power, after that the Holy Ghost is come upon you:”
Acts 1:8

Likewise, this New Testament promise of the anointing of the Holy Ghost empowers the believer by the infilling of the gift of the Holy Ghost – a resident and continual anointing from God. In the same manner that King David and others received the leader's anointing of power, today's leaders have received that same anointing of power to empower and equip them for the challenges of their callings. Receiving the Holy Ghost is an amazing and glorious experience, but that wonderful gift contains an anointing power that goes beyond salvation alone. It is a Holy Ghost empowerment and sanctification of spiritual leaders to exercise spiritual authority and to fulfill the responsibilities of their leadership positions. Bible school administrators are not ordinary managers performing routine tasks. Instead, they are ordained and anointed vessels of the Lord Jesus; and they have been “endued with power from on high:” 1) to increase present resources; 2) decrease confusion; and 3) to sustain proper order by the authority of God's Spirit. This powerful anointing provides the wisdom to lead and will destroy every yoke of opposition (1 John 2:27; Isaiah 10:27).

Biblical Leadership Qualifications

What a special privilege it is to be a God-called leader in the kingdom of God. The Church is described as His body, His bride, His army and His family. There is no greater responsibility than being a leader in His church. And with that responsibility comes biblical leadership qualifications. God gives leaders specific qualities necessary for their unique ministries. However, there are also general qualifications required of all spiritual leaders.



Four New Testament passages define four categories of required leader qualifications: – 1 Timothy 3:1-13; 2 Timothy 2:1-13; Titus 1:5-9; and Acts 6:1-6.

Commitment (1 Timothy 3:1-13) Potential leaders, by desiring an office, desire a good thing. They are committed to righteousness and are able teachers. Committed leaders will hate the works of the flesh and will exercise proper authority in their positions and homes. Biblical leaders will not be novices because youth may bring pride and a fall. These leaders will have a good report not only within the church, but “with them that are without.” They will be faithful to their spouse. Committed leaders must be gracious, shun gossip and drink, and cannot be influenced by money. These leaders have a pure conscience and have been tested and tried, and have come forth victorious.

Conviction (2 Timothy 2:1-13) These leaders are strong in the grace of Christ Jesus; they have endured hardness as a good soldier of the Lord and have strong convictions and determination to serve God in an honorable manner; they do not entangle themselves with this life and are making every effort to please the Lord Jesus. Such leaders have strong convictions about personal integrity, honesty and they are willing to labor together with the brethren. They are leaders with deeply held convictions and exercise great wisdom and understanding. They will be faithful to their spouse. These leaders stand with the Church and its people and are dead to sin and alive to Christ Jesus. Such leaders are willing to suffer and are always faithful. Recent converts should not be called to lead too soon because the necessary traits of commitment and conviction develop with spiritual maturity.

Competency (Titus 1:5-9) Godly leaders must be competent leaders, and they practice holiness and rule their household well. Competent leaders are always good stewards of the things of God; they are selfless, not easily angered, no drinker, no fighter and not influenced by money. These leaders are hospitable, sober, just, holy, self-disciplined and love the brethren. They can be trusted with the gifts of the Spirit. Such leaders are committed to God's word and are able teachers who understand sound doctrine and are qualified to exhort and to win doubters over to the Lord.

Character (Acts 6:1-6) Such leaders must be men and women of character, having an interest in the entire kingdom of God. The apostles were men of character who were committed to the ministry of the Lord Jesus. But at the same time, they were aware of the needs of neglected widows. They selected men of character who had an honest report (a good reputation), who were full of the Holy Ghost and great wisdom and who were fully qualified to fulfill God's will. Leaders of character will be committed to prayer and to the teaching and preaching of the word of God. They will be men and women of faith who are willing to sacrifice themselves for the cause of Jesus Christ. Such leaders will be properly ordained and anointed leaders.

It is important to realize that leaders do not meet these biblical qualifications through their natural abilities. These are qualifications based on the individual's character and conduct. They are clear proof of a leader's godly lifestyle and commitment to service. Spiritual leadership should mature over time, and should be evaluated based on the above biblical standards. The true test of any leader will not be based on the exercise of spiritual gifts, education or natural ability or charisma. Outstanding spiritual leaders will be committed to the Lord Jesus, His word and His church, hold godly convictions of personal conduct and behavior, be competent and righteous teachers and preachers of God's word and men and women of exceptional character, unquestionable integrity, uncommon honesty and purity of heart.

Leaders are Servants First

“Let this mind be in you, which was also in Christ Jesus...
But made Himself of no reputation, and took upon Him *the form*
of a servant, and was made in the likeness of men.”

Philippians 2:5, 7

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Leadership in the secular world is measured by individual power, education and ability. There are many types of leadership styles – the way a leader carries out his responsibilities and the way he treats and interacts with his seniors and subordinates. Two examples of secular leadership styles are 1) dictatorial leaders who have no seniors, who demand allegiance of their subordinates and who control everyone; and 2) democratic leaders who are controlled or significantly influenced by the vote or approval of their seniors and subordinates. Neither of these examples represent a spiritual leadership style.

“But so shall it not be among you: but whosoever will be great among you, shall be your minister: And whosoever of you will be the chiefest, shall be *servant of all*.”
Mark 10:43-44



Servant leadership is rarely practiced in today’s secular world. It is the only leadership style that is uniquely Christian. And there is no greater example of servant leadership than that of the Lord Jesus.

Servant: *one who serves others, especially to perform domestic or menial tasks; one who serves humbly with dedication and love.*

Jesus Christ taught the concept of servanthood and modeled it during His time on earth. Servant is a strange word to describe God manifest in the flesh or the “great God in Jesus.” But that was exactly what Jesus demonstrated – that He had come to serve.

“...But I am among you as *he that serveth*.”

And others followed in His example, including the leaders of the early Church. Each referred to themselves as a servant.

“James, a SERVANT of God and...” (James 1:1)

“Peter, a SERVANT...of Jesus Christ.” (2 Peter 1:1)

“Grant to thy SERVANTS to speak thy Word with all boldness.” (Acts 4:29)

“Paul, a SERVANT of Jesus Christ...” (Romans 1:1)

Bible schools need servant leaders. Leaders who want to be servants of those whom they lead. Servant leaders are not weak leaders; these servant leaders may be energetic, aggressive and strong in combating the enemies of God. The miraculous nature of servant leadership is that it humbles the leader sufficiently so that leader can be used by God. The example of Jesus is in perfect harmony with this concept.

Jesus, to whom all power in heaven and in earth had been given (Matthew 28:18), “made himself of no reputation” (a lowly servant), “took upon him the form of a servant” (willingly performed the menial and disgusting tasks of a servant) and “was made in the likeness of men:” (took off the perfection of deity and put on the imperfect flesh of mankind).

SECULAR VERSUS SPIRITUAL LEADERSHIP CONTRASTS

Leadership Trait	Secular Response	Spiritual Response
Dominion	“oppressive, controlling force”	“sustain proper order”
Authority	“assumes superiority”	“power to serve”
Chiefs	“be in first place; the boss”	“be in last place; the servant”
Lords	“one to whom service is due”	“one who serves”

“Make a commitment to serve the needs of the
‘least of these’ and give voice to the voiceless.”
Artika Tyner

Stewardship Responsibilities

How does a servant leader lead and what do they actually do? Of course, there are many demands on godly leaders, and Bible school administrators are no exception. It is not possible to discuss all the responsibilities of an administrator. But we can consider the administrator’s major duties and the appropriate priority in accomplishing those tasks.

“And He (God) gave some apostles; and some, prophets; and some, evangelists; and some, pastors and teachers; for *the perfecting of the saints for the work of the ministry, for the edifying of the body of Christ.*
Ephesians 4:11-12

Perhaps to a degree greater than others, God has called educational leaders to “perfect” believers for the work of the ministry. The word, *perfecting*, used here is derived from the root word that signifies “to mend” what is broken or “to complete” what is unfinished. In the spiritual context, an appropriate translation could be “to perfect the imperfect.” This is an excellent statement on the work of Bible school administrators and faculty members. Their responsibility to “perfect” can be described as “preparing and equipping” those desiring to labor in “the work of the ministry,” a broad description of all types of positions and levels of ministerial responsibilities. The responsibility to spiritually equip men and women to fulfill their God-given calling is a sobering one. Administrators and other leaders accomplish this task by teaching, preaching, demonstrating (modeling) and through continuous training. Bible school leaders also inspire, motivate and mobilize individuals for God’s work. Students must not only be trained, but they must be willing to readily apply what they have learned.

Interestingly, because of this instruction and training, some students will emerge as leaders and others as faithful followers. Each is an important component in God’s vision for the church. Scripture confirms that this critical “perfecting of the saints” produces so many benefits to the kingdom of God. The Bible school leader’s efforts are not in vain. God is

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working through these leaders to establish His kingdom and for the salvation of the lost. Here are some of the kingdom benefits derived from the efforts of Bible school leaders:

- the work of the ministry is accomplished
- the body of Christ (the Church) is edified (built up; encouraged)
- people achieve spiritual maturity
- the Church is unified
- individuals are conformed into the image of Christ
- leaders and followers are grounded in sound doctrine and truth, and
- the ministries of the Church are effectively carried out



See Attachment #1 for more GATS-specific expected benefits to students, missionaries and nations worldwide.

Model Godly Leadership

One responsibility of leadership is to “set the example” for those you influence. You must be God-called, anointed, a good steward and a servant leader to be qualified to instruct and influence others in these godly principles.

“A disciple is not above his teacher, but everyone who is perfectly trained will be like his teacher.”
Luke 6:40 (NKJV)

If you are to manage and lead others, you must, first, self-discipline yourself. Setting the example for others means you carefully examine your personal conduct, your relationship with God and your ability to exercise self-control in performing your duties and interactions with others.

Do not Stop Leading

Spiritual leaders are continually guiding and leading others. Leaders mentor their followers, and that means advising, correcting, inspiring and encouraging individuals to fulfill their ministry calling. You cannot accomplish their calling for them, but you can show them the correct path to their goals and nudge them back on course when they go astray. Followers will always need strong, spiritual leaders to inspire, counsel and discipline them with love. Strong leaders will discover a “teachable moment” in every situation with every member of the team.

Using Wisdom with Conflicts and Discipline

“An old man said, ‘Erasers are made for those who make mistakes.’ A young man replied, ‘Erasers are made for those who are willing to correct their mistakes.’ Attitude matters.”

Anonymous

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If you work with people, there will be conflicts and the need for discipline. Do not act impulsively or in the heat of the moment. An understanding leader, who asks for God's direction, can resolve conflicts by understanding, love and strong leadership. Disagreements will arise, but it is important to remember that differences of opinion do not cause offenses or hurts, but the failure to demonstrate love and respect when those disagreements occur.

“If we are fighting one another, then we have stopped fighting Satan.”
Unknown

Leaders must deal with conflict effectively so the business of His kingdom can be advanced. Three important considerations in resolving conflicts from a biblical perspective:

- use the word of God as a first step
- find a biblical pattern for resolution of the conflict, and
- discover the *real* reason for the conflict



When people make mistakes in their personal conduct or errors in judgment, leaders will be required to discipline those individuals. People make these mistakes for many reasons – some rebel, others unknowingly err and others by being led into sin by others. Leaders should use much patience and judgment in determining the reason for their failure or lack of personal responsibility. These principles of discipline for leaders serve as excellent guidelines:

- meet with the individual to resolve the matter privately
- determine if the individual is repentant and eager to correct their error
- if the individual fails to heed counsel, seek other leaders to assist you
- carefully listen to the person and hear their explanation
- ensure your spirit is a righteous one in disciplining the individual – treat the person with a spirit of meekness, love and concern
- ensure any discipline matches the “crime” – minor infractions should receive less discipline while moral or character failures will be treated more seriously, and
- individuals are disciplined only on confirmed factual knowledge

Planning for Success

“A goal without a plan is just a wish.”
Antoine de Saint-Exupéry

The fact that you understand your ministry's purpose will never be a substitute for making detailed plans to fulfill the calling and purpose of God. Effective leaders must make plans *and* implement those plans to truly accomplish their ministry purpose.

“to knowledge [add] temperance, and to temperance [add] patience...”
2 Peter 1:6

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The Apostle Peter makes it clear that temperance (self-control) will be added to knowledge and perseverance (active patience) will be added to temperance. It is not enough to have the knowledge of what God wants leaders to do. Leaders must add patience and continuous good works (perseverance) to their knowledge and personal discipline. In other words, the effective leader must “do something” other than acknowledging the call of God. Also, James highlights the need to add works to faith to fulfill God’s vision for the leader’s ministry.

“For as the body without the spirit is dead, so faith without works is dead also.”
James 2:26 (NKJV)

As God gives His direction, the leader works in harmony with God to fulfill His plans and purposes. Leadership planning should be both specific and strategic. Specific plans reflect how the leader will accomplish his or her purpose of ministry. Also, the leader will support the plans of senior leaders and assist his followers in making their plans to be successful in their duties.

“Give me six hours to chop down a tree and I will spend the first four sharpening the axe.”
Abraham Lincoln

Planning a Course of Action

Bible school administrators should answer several important questions to adequately plan for accomplishing God’s will and purpose.



- What are you going to do? (specific tasks)
- How are you going to do it? (priorities, action steps & methods)
- When are you going to do it? (schedules, critical events, deadlines)
- Who is going to do it? (assign people tasks and authority)
- What are the costs of doing it? (resources, time, finances)
- How will you know it has been done? (assessment of success or failure)

After specific plans are made for accomplishing a leader’s responsibilities, strategic planning will be the next step to ensure the success of God’s vision and purpose. A strategic plan should predict and foresee future goals, needs and challenges. How can the Bible school fulfill its purpose and vision more effectively, using plans based on the personnel and resources that may change drastically?



But all plans are useless if they are not implemented. Remember, knowledge requires action and faith without works is dead. The Bible school administrator is responsible for a wide array of school functions

plans. Several major tasks must be completed if the administrator's plan is to be successful. (See Attachment #2 for a list of these tasks and a description of their scope.)

“In preparing for battle I have always found that plans
are useless, but planning is indispensable.”
Dwight D. Eisenhower

Summary

In biblical terms, management equals stewardship, and stewards are responsible for the resources of someone else. Stewardship is the process through which leaders accomplish God's purposes using human, material and spiritual resources. Good management is measured by whether God's purpose is achieved or not by the efforts of His stewards. God is the source of anointing and His anointing establishes the leader's power and authority. God does not anoint because of education, intelligence or experience. God looks at the heart. Leaders should be aware that ungodly forces will attempt to defeat spiritual leaders by destroying their anointing. Key educational leader and administrator qualifications are commitment, conviction, competency and character. Leaders with these attributes are committed to righteousness, dedicated to His purpose, fluent in the word of God and consistently faithful. They have the highest standards of integrity, self-discipline and an exceptional testimony with God and man. Such leaders are grounded in sound doctrine and truth and serve as mentors, counsellors and are influential with the lost.



The power of servanthood is that it highly values humility and consecration of those who do His will. Leaders who refuse to be servants use power to control and manipulate their followers. In contrast, the spiritual leader serves others and encourages followers by mentoring and assisting them in achieving their duties and goals. Four key ingredients of *ministers* of management that produce success in the Bible school setting are 1) a commitment to fully accomplish the common goal; 2) building and sustaining unity among the entire team; 3) effectively communicating with all team members (seniors and subordinates); and 4) making the primary objective of the team *doing the will of God*.

When undergoing spiritual training, some students will emerge as leaders and others as faithful followers. Every individual is important to God and His vision for the school. Scripture confirms that the critical “perfecting of the saints” produces so many benefits for the kingdom of God. The spiritual leader's efforts are not in vain. God is working through these leaders to establish



His kingdom and reach the lost with life-changing salvation. Finally, the true test of spiritual leadership is what happens when leaders are no longer present or available to those they have led. Does the team continue to be faithful to what the leader has taught them? Do they teach others using the same principles and instruction that they were taught? Will they continue to mature spiritually despite the absence of their leader and mentor?

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Lesson in Review

1. Define “biblical management.”

2. List the potential resources that servant leaders will oversee for the Master. Why are these critical to biblical management?

- _____
- _____
- _____
- _____

3. What is the spiritual significance of “the oil of anointing?” Why is it impossible for administrators and leaders to manage and lead without it?

4. List the four categories of biblical leadership qualifications. In your own words, define each category.

- _____
- _____
- _____
- _____

5. Explain why Bible school leaders must be servants first.

6. What is the definition of “servant” in the context of spiritual leadership?

7. Contrast the differences between secular and spiritual leadership as related to dominion, authority, chiefs and lords.

SECULAR VERSUS SPIRITUAL LEADERSHIP CONTRASTS

Leadership Trait	Secular Response	Spiritual Response
Dominion	“ _____ ”	“ _____ ”
Authority	“ _____ ”	“ _____ ”
Chiefs	“ _____ ”	“ _____ ”
Lords	“ _____ ”	“ _____ ”

8. Name four kingdom benefits from the efforts of Bible school leaders.

- _____
- _____
- _____
- _____

9. The Apostle Peter declared that _____ is added to knowledge and _____ is added to faith in order to _____ God’s vision for spiritual leaders’ ministries.

10. List three of the six questions leaders must answer to adequately plan for accomplishing God’s purpose.

- _____
- _____
- _____

11. What did President Eisenhower mean when he said, "I have always found that plans are useless, but planning is indispensable?"

12. Why is it critical to identify and budget for the costs required to complete the school's plan?

Attachments

ATTACHMENT # 1 EXPECTED BENEFITS OF GATS

Groups Benefited	Expected Benefits
<p>Students</p>	<ol style="list-style-type: none"> 1. Involved in a global training program, rather than merely a local, national or regional program. 2. Students have equal opportunity to receive the same quality training regardless of how rich or poor the country may be, or how developed or undeveloped that the United Pentecostal Church may be in that country. 3. The GATS student's Certificate/Diploma/Degree will be recognized (and understood) in other nations. 4. In some nations, this Certificate/Diploma/Degree will qualify GATS students to teach religion in that nation's public schools. 5. For most students, the GATS program will be the most economical avenue for receiving a Certificate/Diploma/Degree in theological studies. 6. Through the GATS distance education program students would have access to training when a Bible school is not available in their country, or where distance or responsibilities prevent them from attending a centralized, residential or full-time school.
<p>Missionaries</p>	<ol style="list-style-type: none"> 1. GATS will provide the missionary with a high quality, doctrinally accurate curriculum for use in training. 2. Participating in the GATS program will save the missionary valuable time compiling curriculum for use in his or her training program. GATS would be available to assist them in organizing and administering a Bible school program. 3. The missionary will be globally connected with missionaries and students around the world involved in the GATS program.
<p>Nations</p>	<ol style="list-style-type: none"> 1. The GATS membership nations will be connected globally as all nations will receive the same quality of education. 2. A nation receiving a regional missionary (or a minister from another country) that has completed the GATS program, whichever level (Certificate/Diploma/Degree), will know precisely the minimum standards of his or her education. 3. For nations having multiple Bible schools those enrolled with GATS will have standardized curriculum and hours. 4. As each nation chooses to participate with GATS, the staff training program associated with GATS will be of great personal benefit to each teacher, which in turn will elevate the level of education for that nation.

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ATTACHMENT # 2
MAJOR TASKS TO IMPLEMENT PLANNING

Task	Description
Select personnel to execute the plan	Recruitment and selection of key personnel will be critical to the plan's success. Leaders should look for biblical leadership qualifications in potential team members.
Explain the plan to all stakeholders	The plan should be briefed in detail to all team members with a time for questions and answers to ensure all understand the plan and its purpose.
Delegate authority to others for specific tasks	Leaders must delegate. They delegate authority to perform certain functions, but cannot delegate responsibility. All leaders are accountable (responsible) for the actions of all team members.
Train personnel as necessary	Determine the training requirement and identify excellent teachers to conduct this training.
Create organizational structure and lines of communications	Organizational structure reveals the team's chain of command, department heads and team leaders, and encourages teamwork and collaboration. Open lines of communications are mandatory for effective and efficiency team performance.
Establish start/completion/progress review dates	All team members must know the plan's schedule, the task completion order, deadlines and when progress reviews will be held.
Identify/budget plan's costs	This is a critical task for the leader. This "counting of the costs" will reveal the plan's practicality or shortfalls in finances and resources.
Make decisions/provide feedback on progress	Decisions must be timely to remain on schedule; and carefully considered to ensure delays or setbacks do not occur.
Chair or attend progress reviews	Leaders determine if progress is sufficient for the schedule, and if not, obtain a consensus as to any adjustments that are required to be successful.
Evaluate effectiveness of the completed plan	Leaders and key personnel meet to answer two critical questions: 1) Did the plan fulfill the school's purpose and mission? Yes or No; and 2) If no, what plan adjustments must be made to ensure the modified plan will successfully fulfill the school's purpose and mission.

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