

**Spiritual leaders as . . .**

Servant-managers (1-5)

Endurers of suffering (6-13)

Parent figures (14-21)

**Spiritual leaders should . . .**

Be faithful (2)

Be more conscious of divine judgment than of self-concept or followers' criticism (3-5)

Accept the paradox that successful ministry occurs amid hardship (8-13)

Provide a parental example for followers (14-17)

Find a balance between sternness and meekness (18-21)

**Followers should . . .**

Refrain from judging leaders' motives (5)

Think of leaders in biblical terms (6)

Avoid the pride of partisanship (6)

Accept that blessings are gifts from God (7)

Refuse to associate ministry with glamour (8-12)

Distinguish between spiritual parents and mere teachers (14-16)

Accept "parental" guidance (16-21)