

going on or been going on. You need to be honest with us & tell us exactly what you feel & think.

16. The last message that Jesus gave to His Disciples was "Lovest thou Me?" They said, "Well of course, Lord, You know we love You!" He said, "Then feed My sheep!"—Jn.21:15-17. Some of these leaders have gotten the idea that the sheep are to take care of them!

17. If you take good care of your sheep they will take care of you, that's true. But it will be in love & because they appreciate the good care that they are getting. They know that you love them because you care for them, & are more concerned for their welfare than your own.

18. That's the kind of shepherds we need, that's the kind of leaders we need. That's the kind of people we are seeking.

19. You don't have to worry about hurting anybody's feelings. You don't have to worry about so-called "speaking against leaders" or being afraid to tell me the truth about what's going on.

20. I have bawled out some people who were working with me before because they refused or failed to tell me the truth, but they said, "Well, we didn't want to tell on them or be a troublemaker." So they let the trouble go on until it was almost beyond remedy! So I said:

21. "You knew this was going on & you didn't tell me, so that makes you just as guilty as they are because you protected them & made it possible for them to get away with it!"

22. Failure to report a crime is a crime! If you see a man being robbed or you see his house being broken into, you see the thief entering in or the car being burglarised, & you do not report it to the police, the police consider you also guilty!

23. You owe me & the Lord & the sheep more than you owe them! You owe me the truth, the naked unvarnished awful truth, more than you owe them any feeling of protection for their sins! Tell me more of the facts.

24. It's a very commendable virtue when you're able to stick it out through thick & thin no matter what, faithfulness, sticktoitiveness, determination, see it through, muddle through no matter what, because you know it's the Lord's Will & His Work

& God's calling for you.

25. So although you have had many trials & tribulations & discouragements & put-downs & a few put-ups, & probably some shut-ups, at least you've learned a lot. God's way up is down!—And some of you have taken these demotions & scoldings & put-downs well.

26. Sometimes it's harder to take promotion than it is demotion. We can manage to survive it better & it doesn't influence us as much. As Rudyard Kipling's old poem said:

27. "If you can take success & failure & treat these two impostors both the same, then you'll be a man, my son!" And God Himself through Jesus said almost the same thing when He said,

28. "Well done, thou good & faithful servant".—Mt. 25:21. He didn't say failure servant & He didn't say successful servant, but He just said faithful servant. And "one thing is required of a servant", as Paul says, "and that is that he be faithful", that we be faithful.—1 Cor.4:2. And we are all servants.

29. "He that is greatest among you must be servant of all."—Mt.23:11. He must be the lowliest servant of all & serving the most people & really a servant, a slave.

30. Every good leader is a slave to his people. Every good public servant is a real servant of the people. Those who are not is the thing we're trying to cure in our own ranks now.

31. Some leaders, instead of being public servants & realising they are to be the slaves of the people, have gotten the idea that the sheep exist for their benefit to serve them!

32. The policy of some people has always been get as much as you can & give as little in return as possible. Well, that's maybe good business policy with some people, but that's not the way the Lord does things.

33. God's way to plenty is to give it away, "he that scattereth abroad, it increaseth".—Pr.11:24. Most selfish businessmen don't look at it that way. They figure the more they can withhold, the more it's going to increase.

34. So much good manpower & good leadership has been lost through mistreatment & evil dealing by selfish leaders who were only concerned about protecting themselves.

35. But it's ridiculous to put up with these abuses & keep