

CFC

CHRIST FELLOWSHIP CENTRE

LEADERSHIP TRAINING

[15] Do your best to present yourself to God as one approved, a worker who does not need to be ashamed and who correctly handles the word of truth.

2 Timothy 2:15

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INTRODUCTION

The Bible warns us that many will go out under his name, but when they stand before Jesus, He will say that He never knew them. This happens when people stop trying to be a part of "His" church and decide to build "their" church.

This material will begin by helping you recognize whether you are indeed working inside of "His" church (the worldwide body of true born-again believers). It will help you to understand the call to be born again and the special callings from God. It will help you avoid pitfalls in ministry, both in your own personal life and in the life of the church. You will learn how to map the church for growth.

You will see the role of the Holy Spirit in the life of a church, and learn about His character. He is the one who brings life and growth to you, your congregation, your church, your witness, and your influence in the community. He is the one who will help you address difficult problems such as relationship issues or cultural and traditional practices that are not Biblical. He will give you the strength and the courage to defend the gospel, and He will guide the words that come from your mouth to help grow His Kingdom.

Inside this book you will find tips on why churches grow or decline. You will see how you can map your church for growth, and how to attend to church members so that they feel that they are being loved and their needs are being met. At the same time, you'll be reminded that it is never a good idea to "give in" just to keep peace with people, but rather to be firm in your convictions that are based upon God's word and continual prayer. You will also learn about financial accountability.

Being a pastor is a huge commitment in time and energy, but your first priority is to your own walk with Christ and growing in Him. Your family is your next priority. In the "Manna for Ministers" section you will see the importance of loving and supporting your wife, and spending time with your children. You'll need to fight to protect your time together, but it is critical that you do. Lastly, you will be given practical sermon helps that explain the different types of sermons, how to build a sermon, and how to deliver it, with a couple of sermon examples to help you.

Because this manual will be used in multiple countries, by individuals who speak different languages and have different levels of understanding and experience, the teaching points will be presented in a simple, easy-to-read manner. (Group trainings will highlight some sections but you will be able to read the rest at home.) A lot of practical information is packed into this manual. Don’t let it overwhelm you but use it to help you meet whatever challenges you are facing now or will face in the future.

This has been written with the intention of helping you stay within the Biblical guidelines of "His" church. We all struggle with various problems at different times. No one is the "perfect" pastor. But it is our desire, with God's help, to do our best to carry out the Great Commission with excellence. Go Ye Therefore!!!!

CHAPTER 1

OUR CHURCH AND HIS CHURCH

An elderly pastor was unexpectedly given some money and used it to fund a church conference at his small church. He was unable to attend due to poor health but was eager to hear how it went. As he was sitting outside his home, he saw many people passing by, talking and laughing, and asked them where they were coming from. They said they were returning from a major church conference which was packed with people, and told him how much fun they had. After asking some questions, he realized this was the very conference that he had funded! He knew there were only about 100 people who attended his church and he wept as he realized that the conference had turned into a show instead of helping people who were really committed to following Christ. This and many more stories point to the fact that majority of what we call churches today are simply 'our" churches and not His church. And many of our people are not truly His people.

Jesus' church consists of born-again people who have accepted the Lordship of Christ into their lives, experienced His transforming power (2 Cor 5:17; Col 1:13) and are shining as lights in the world (Phil 1:27). They live for Christ, obey Christ, represent Christ and glorify Him in all they do. When these people meet in fellowship of two or three, then that is the church of Christ. (Matt 16:18; 18:20). The size, place, name or location doesn't really matter. His church is not a building or cathedral, but people who are blood-washed, transformed, free, godly, spiritual and growing.

Our church



Jesus builds His church through human beings. Unfortunately, many people have gone out in His name - some know Him and others do not. Some have only a vague idea about Him, but have started various kinds and sizes of churches today. Beautiful names, slick brochures and appealing speeches are often found in these spiritually empty churches.

1. Motives for starting churches today

- God's call - some are genuinely called by the Lord
- Money and gain - a church seems a good way to achieve them
- Business enterprise – a preference for profit instead of spiritual guidance
- Ambition and desire for control – a desire to bring people under your control
- Independent spirit - the freedom to do whatever you like
- Showmanship - a desire for popularity and fame

Because of these wrong motives, in many churches today we see:

- Preaching that depends on human experience and thinking
- Reliance on growth from other churches
- Worldly success and monetary profit
- Using people to build a "great church" instead of relying on God

It is as if these church leaders have a different Lord or heaven that they are inviting people to. Surely, only the born-again church of Jesus will be raptured, not "our" church. Only His people will get to glory, not “our” people.

2. Types of leaders (*2 Cor 13:5)*

A church is defined by their leaders. There are three kinds of ministers:

- Ministers who are building their own kingdom
- Ministers who are building their own kingdom and of God
- Ministers who are building the kingdom of God only

Many churches are being founded by men and women who claim to be commissioned from Christ, but are only building their own personal kingdoms. We should be focused on building only God’s kingdom.

3. Traits that can be found in our churches today

- *Taking scripture out of context* - Looking at one scripture by itself may seem true, but when taken with other scripture, it has an entirely different meaning. One example is using a passage to seemingly prove health and wealth is the promise to all believers, when the Bible says we are called to give up what we have, take up our cross, and follow Christ even through hardship.

- *Extra-biblical Revelation* - Claiming to have special revelations from the Lord which are contrary to the scripture.



- *False salvation* – Having no true repentance and godly sorrow for sin.

- *Enslavement and Bondage* – Enslaving people through fear, coercion, and threats.

- *Doctrinal ambiguity* – Having no clear doctrinal stand.

- *Worldly mindedness* – Having no difference between them and the world in dress and lifestyle.

  These additional red flags are signs of "our" church, not His church:

  - Wrong financial policy
  - Pastors by proxy
  - Highlighting gifts and personalities
  - Overlooking or accepting sin
  - Syncretism
  - Poor administration
  - Frequent turnovers in trustees and boards

  These practices show clearly that the majority of what we call churches are not what Christ had in mind when He said, "I will build MY church" (Matthew 16:18). They have resulted in ungodly people having sensitive and important positions in the church. Many souls have been lost as a result (Jer. 48:10; II Tim 2:19).

4. Leadership of our churches

Leadership practices have also helped to make churches our own and not that of Christ. (*Those who guide this people mislead them, and those who are guided are led astray. Isaiah 9:16)* Here's what we find in some of today's leadership:

- Absentee overseers
- Elders and deacons ruling
- Honorary pastors
- Personal estates being built
- Elevation of those with academic degrees
- Emphasis only on married couples; singles are overlooked
- Poor administrators and assistants
- Women prophets

All these have resulted in the church being ruled and not properly led.

His Church (G*en 6:14-22; Ex 25:40; Heb 8:5)*

A vibrant and dynamic church in this current age demands that we must build based according to God's instructions. Noah, Moses and the Apostles built this way and we cannot do otherwise today. Unless we do this, we will not be building His church. God's church must not put up with sin, evil, corruption, vices, Satan, and wordly influence. His church will contain people who are:

- Radically devoted to Christ
- Irrevocably committed to each other
- Relentlessly dedicated to saving sinners

Building such a church does not come automatically. It's a long process that requires union with Christ, the Head Founder and Chief Foundation of the Church.

Five pillars of His church

These five pillars should be the constant focus of the true church of Christ:

- Find the lost always
- Bring them into the church intentionally and deliberately
- Feed them with a constant, balanced diet of the Word
- Help people identify their gifts and ministries
- Help them live in the world as true representatives of Christ

Leadership matters

Good, dynamic, servant-hearted and divinely inspired leaders are needed. God is not looking for a perfect church, but a godly one. In truth, there can be no perfect church, but there can be a whole, healthy, and growing church. Everything rises and falls on the type of leadership in control.

CHAPTER 2

THE CALLING OF GOD

God has a plan for the life of every believer in the Lord Jesus Christ. Not only does His call involve a wonderful purpose for us throughout eternity, but we also carry out our calling upon the earth now: *He has saved us and called us to a holy life—2 Tim 1:9;* [28] *And we know that in all things God works for the good of those who love him, who have been called according to his purpose. Rom 8:2*

God Has Called Us

- ✓ From the foundation of the world: *For He chose us in him before the creation of the world…. Ephesians 1:4-6*
- ✓ To be separated unto Him - *But you are a chosen people, a royal priesthood, a holy nation, God's special possession. 1 Peter 2:9*
- ✓ To fulfill His purpose (including the Great Commission) - *He has saved us and called us to a holy life …2 Timothy 1:8-9*

1. The General Calling- "A Slave of Christ"

Jesus paid a high price for us - His own life. The first calling is the one to be born again. We take the decision to follow Christ alone and give our lives completely to Him, with no mixing of another gospel or false doctrine. We become a slave to him.

No one wants to hear the words, "Depart from me, I never knew you." (Matt 7:21-23) We should be aware that not everyone who professes faith, really possesses it. How can you tell if you are a child of God, and not just building a house of cards? Consider these things to examine whether your heart and life truly belong to Christ:

- ✓ What is the evidence of my faith (the fruits of the Spirit)?
- ✓ Am I longing for the treasure of heaven, or for the treasure of this earth?
- ✓ What words do I use? Are they honoring to Christ?
- ✓ Am I following God's commands with diligence?
- ✓ Am I growing in my knowledge of the Word?
- ✓ Am I living out my faith in my daily life?
- ✓ What is my life style?
- ✓ Would others see that I am a disciple of Christ?

If there is any doubt in your mind about your salvation, now is the time to make sure you are right with God. Confess your sins and believe in Christ alone. Romans 10:9-10 says "If you declare with your mouth, "Jesus is Lord," and believe in your heart that God raised him from the dead, you will be saved. **10** For it is with your heart that you believe and are justified, and it is with your mouth that you profess your faith and are saved."

Once we have made the decision to follow Christ completely, we become slaves to Him, as Paul describes. *For the one who was a slave when called to faith in the Lord is the Lord's freed person; similarly, the one who was free when called is Christ's slave. 1 Cor 7:22*

When Paul calls himself a slave of Jesus Christ, he is pointing to an even deeper meaning. According to the custom of his day, when a slave had served his time, he could be set free. But if he chose to give up his freedom because of his love for his master, he then received a mark pierced in his ear. This was the sign that he was a "love-slave" to his master for life. *"But if the servant declares, 'I love my master and my wife and children and do not want to go free,' 6 then his master must take him before the judges. He shall take him to the door or the doorpost and pierce his ear with an awl. Then he will be his servant for life. Ex 21:5-6*

2. Special Callings

Just as the apostle Paul had a special calling upon his life, so does every believer. Paul was called to be an apostle, but there are many callings in the body of Christ. The special part that God has for us to play will be revealed to us as we earnestly seek His will: *For just as each of us has one body with many members, and these members do not all have the same function, 5 so in Christ we, though many, form one body, and each member belongs to all the others. 6 We have different gifts, according to the grace given to each of us. Rom 12:4-6 and Eph 4:7-12 - But to each one of us grace has been given as Christ apportioned it….11 So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, 12 to equip his people for works of service, so that the body of Christ may be built.*

3. The Calling to be Separated to The Gospel

Within each special calling there is a calling. For example, Peter and Paul were both apostles, but one was the apostle to the Jews and the other to the Gentiles. Paul says: *I am talking to you Gentiles. Inasmuch as I am the apostle to the Gentiles, I take pride in my ministry. (Rom 11:13)* and *There are different kinds of gifts, but the same Spirit distributes them.5 There are different kinds of service, but the same Lord. 6 There are different kinds of working, but in all of them and in everyone it is the same God at work. 7 Now to each one the manifestation of the Spirit is given for the common good. 8 To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, 9 to another faith by the same Spirit, to another gifts of healing by that one Spirit, 10 to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues. (1 Cor 12:4-11)*

We move into our special calling only as we prove ourselves as **"**love slaves**"** to Christ. For we must first learn to be wholly under the *authority* of Christ before we can be s*ent* by Him. *Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. [19] Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit. (Matt 28:18-19)*

Why does He call us?



- ✓ Because the world Is in darkness: *We know that we are children of God, and that the whole world is under the control of the evil one. (1 John 5:19)*
- ✓ Because people are hungry and in need: *When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. (Matt 9:36)*
- ✓ To make know His wisdom: *His intent was that now, through the church, the manifold wisdom of God should be made known to the rulers and authorities in the heavenly realms, [11] according to his eternal purpose that he accomplished in Christ Jesus our Lord. (Eph 3:10-11)*
- ✓ Because the time is short: *Don't you have a saying, 'It's still four months until harvest'? I tell you, open your eyes and look at the fields! They are ripe for harvest. (John 4:35)*

What happens when we are called?

- ✓ We are made by Him for His purpose: *Come, follow me," Jesus said, "and I will send you out to fish for people. Matt. 4:19; [5] Then the word of the LORD came to me. [6] He said, "Can I not do with you, Israel, as this potter does?" declares the LORD. "Like clay in the hand of the potter, so are you in my hand, Israel. Jeremiah 18:5-6*
- ✓ We are taught by Him: *But the Advocate, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you. (John 14:26)*
- ✓ We are sent by Him: *"As you sent me into the world, I have sent them into the world." (John 17:18)*

When God calls, He interrupts our lives. Some examples of this in the scripture are Moses, Samuel, Ezekiel, the disciples, and Paul.

CHAPTER 3

QUALITIES OF A CHURCH LEADER

Leaders must be empowered by the Holy Spirit. Jesus did not start His ministry until the Spirit of the Lord descended upon Him at His baptism by John the Baptist. *As soon as Jesus was baptized, he went up out of the water. At that moment heaven was opened, and he saw the Spirit of God descending like a dove and alighting on him. (Matt 3:16) and* [18] *"The Spirit of the Lord is on me, because he has anointed me to proclaim good news to the poor…" (Luke 4:18-19)*

Empowerment by the Holy Spirit was essential for Jesus to fulfil His ministry and it is for you, too. This is probably the most important (but most neglected) principle in leadership development. Any leader who is not empowered by the Holy Spirit has no chance of succeeding. *Do not get drunk on wine, which leads to debauchery. Instead, be filled with the Spirit, (Ephesians 5:18)*

Jesus never sent anyone to represent Him that He did not empower.

> *When Jesus had called the Twelve together, he gave them power and authority to drive out all demons and to cure diseases, (Luke 9:1)*
>
> *After this the Lord appointed seventy-two others and sent them two by two ahead of him to every town and place where he was about to go. (Luke 10:1)*
>
> *For John baptized with water, but in a few days you will be baptized with the Holy Spirit." (Acts1:5)*
>
> *But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth." (Acts1:8)*

Once it is decided that a someone will hold a leadership position in the church, it is good for the church to commission them by laying on hands, and praying for them.



Leadership is Not Lordship

God made mankind to exercise dominion. For this reason, in the heart of most men there is a desire to rule. Ruling according to the Biblical model is quite different from how most leaders in the world exercise their authority. Hence, we need to understand the Biblical model for leadership. Using dominion as Jesus did was legitimate. *The one who sent me is with me; he has not left me alone, for I always do what pleases him." (John 8:29)*

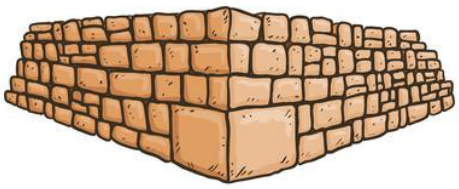
Jesus used His leadership position to teach, bless, heal, break bondages, cast out demons, forgive sins and heal the broken hearted. (Luke 4:18). All of this pleased His heavenly father. *For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many." (Mark 10:45)*

Jesus did not exercise dominion as a self-serving dictator. He saw his role a servant ruler. His disciples did not understand this. They thought leadership meant a lofty position in which they would receive praise and honour. The mother of James and John asked Jesus if they could sit next to him in heaven. Jesus explained to the disciples: *"You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. [26] Not so with you. Instead, whoever wants to become great among you must be your servant, [27] and whoever wants to be first must be your slave - [28] 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)*

Peter gave this instruction to elders: *not lording it over those entrusted to you, but being examples to the flock. (1 Peter 5:3)*

Jesus did not want his apostles ruling **OVER.** Rather He wanted them to be serving **UNDER** the people, bent low, washing their feet like a lowly slave, as He demonstrated. *Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet. (John 13:14)*

The Apostle Paul explains the foundation for leadership in the church. *But now in Christ Jesus you who once were far away have been brought near by the blood of Christ.... [20] built on the foundation of the apostles and prophets, with Christ Jesus himself as the chief cornerstone. [21] In him the whole building is joined together and rises to become a holy temple in the Lord. (Ephesians 2:13, 20-21)*



This teaches us the leadership of the church is foundational to the church. A foundation lies under the building, in a supporting role, not over it, dominating it and holding it under dominion. Jesus himself represents the "Chief cornerstone" upon which the whole building (the church) rests. He alone has the right to the position of "Chief cornerstone." Any church leader who tries to take the place of Jesus is in danger of operating as an "Antichrist."

In the New Testament, the Greek word for "Antichrist" not only means "against Christ" but in some passages "in the place of Christ." The Israelites tried to make their deliverer Gideon, a King. He wisely responded, *"I will not rule over you, nor will my son rule over you. The LORD will rule over you." (Judges 8:23)*

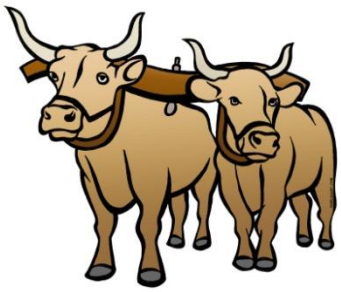
Paul set an example. Being an Apostle of Jesus brought no honour or praise. He described his leadership role in these words: *To this very hour we go hungry and thirsty, we are in rags, we are brutally treated, we are homeless. 12 We work hard with our own hands. When we are cursed, we bless; when we are persecuted, we endure it;13 when we are slandered, we answer kindly. We have become the scum of the earth, the garbage of the world—right up to this moment. 14 I am writing this not to shame you but to warn you as my dear children. (1Cor 4:11-14).*

The Corinthian church and their leaders had the wrong understanding of their role in the present world. They thought they were to be like Gentile rulers. Paul used stinging words of sarcasm to correct their wrong ideas. Paul wrote to the Philippians. *Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, 4 not looking to your own interests but each of you to the interests of the others. 5 In your relationships with one another, have the same mindset as Christ Jesus: 6 Who, being in very nature God, did not consider equality with God something to be used to his own advantage; 7 rather, he made himself nothing by taking the very nature of a servant, being made in human likeness. 8 And being found in appearance as a man, he humbled himself by becoming obedient to death — even death on a cross! (Phil 2:3-8)*

If you see a man reaching for responsibility, promote him! That man will be a blessing to the Lord's work. If you see a man reaching for authority, be on guard! That man will damage the work of the Lord.

Leaders are Burden Bearers

The scripture uses the oxen (water buffalo) as the symbol of the church leader. *9 For it is written in the Law of Moses: "Do not muzzle an ox while it is treading out the grain." Is it about oxen that God is concerned? 10 Surely he says this for us, doesn't he? Yes, this was written for us, because whoever plows and threshes should be able to do so in the hope of sharing in the harvest. (1Cor 9:9-10)*



The oxen were chosen as the representation of the church leader because of its patient endurance in the labours of harvest. The steady, enduring strength and selflessness of the oxen has made it the most loved and revered of all animals used in agriculture.

The oxen illustrate the Biblical role of the church leader – a burden bearer, one who joyfully takes responsibility so that others are fed and are cared for. Scripture tells us that those who faithfully fulfil their leadership role bear many burdens like the oxen.

Paul described his ministry in 2 Cor 11:23-28 in these graphic words: *Are they servants of Christ? (I am out of my mind to talk like this.) I am more. I have worked much harder, been in prison more frequently, been flogged more severely, and been*

exposed to death again and again. [24] Five times I received from the Jews the forty lashes minus one.[25] Three times I was beaten with rods, once I was pelted with stones, three times I was shipwrecked, I spent a night and a day in the open sea, [26] I have been constantly on the move. I have been in danger from rivers, in danger from bandits, in danger from my fellow Jews, in danger from Gentiles; in danger in the city, in danger in the country, in danger at sea; and in danger from false believers. [27] I have labored and toiled and have often gone without sleep; I have known hunger and thirst and have often gone without food; I have been cold and naked. [28] Besides everything else, I face daily the pressure of my concern for all the churches.

Not many church leaders want these kinds of burdens and responsibilities. But such are God's oxen. Seek out these kinds of men and train them for leadership. Observe these Biblical principles first when training leaders. *Keep this Book of the Law always on your lips; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful. (Joshua 1:8)*

Of course, just like the leaders in the Bible, we know that we are not promised material wealth, but spiritual blessings.

CHAPTER 4

TRAINING CHURCH LEADERS

Jesus spent most of His time preparing the twelve apostles to carry on His ministry. He followed this principle of training others who would also teach others. *When morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles. (Luke 6:13)*

That is the ministry of elders - finding more leaders and training them.

1. Teach them the Bible



What training should we give church leaders? To begin with, they must know God's Word! *Teach them his decrees and instructions, and show them the way they are to live and how they are to behave (Ex 18:20);* [29] *Jesus replied, "You are in error because you do not know the Scriptures or the power of God. (Matt 22:29)*

a) Academic achievement is not the goal

Training programs based only on intellectual achievement with an emphasis on academic degrees will likely not produce the leadership needed to win lost souls to Christ or build growing churches. Teach the Bible. Train church leaders in the Bible. Let the Bible be the center of your training curriculum. Continuing personal spiritual development is encouraged when resources are available. (One must be certain that the materials being read are from a reliable Christian author - such as Billy Graham - and not a false teacher. Ask your mentor or pastor if you have questions about the author.) Even if you have an opportunity for study, it should be done at the same time your teaching and training is going on. Much time will be lost if you wait for years to "complete" your study before getting into the field.

Academic degrees are good but they should not be looked at as always making a person more of an authority. Carrying out the gospel mission well in accordance with God's commands and principles is what makes one an authority. We must always remember that God is the highest authority, so no one should feel that they are elevated above others because of any academic achievement.

The question was asked about Jesus' academics. *The Jews there were amazed and asked, "How did this man get such learning without having been taught?" (John 7:15)*

The Jews marvelled at Jesus' knowledge of the scripture because they knew Jesus had no academic credentials to commend Him to the religious or secular world. We should learn from this example. Academic achievement is not the end goal. Knowledge of the scripture and the power of God is what the church leader needs.

b) Look for "leader - labourers"



The early apostles were not known for their academic achievement. *When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus. (Acts 4:13)*

Not one of Jesus' apostles graduated from the theological seminary of the Pharisees and Sadducees. His standard for church leaders was to go do the work. *He told them, "The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field. (Luke 10:2)*

The effective church leader is one who has proven he knows how to work hard. He has learned the discipline of strenuous, productive labour.

2. Show them the work to do

a) Get them involved.

It is not enough to teach the trainee. The trainer must immediately involve the student in PUTTING INTO PRACTICE the TEACHING. *Teach them his decrees and instructions, and show them the way they are to live and how they are to behave." (Exodus 18:20)*

Once a student is taught, send them out. That is what Jesus did. *When Jesus had called the Twelve together, he gave them power and authority to drive out all demons and to cure diseases, [2] and he sent them out to proclaim the kingdom of God and to heal the sick… [6] So they set out and went from village to village, proclaiming the good news and healing people everywhere. Luke 9:1-2, 6); After this the Lord appointed seventy-two others and sent them two by two ahead of him to every town and place where he was about to go. [2] He told them, "The harvest is plentiful, but the workers are few. (See the full passage in Luke 10:1-21)*

Of course, the last and greatest command that Jesus gave his disciples (including all who follow Him) is the Great Commission. *Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. [19] Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and*

of the Holy Spirit, [20] and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age." (Matt 28:18-20)

The disciples were with Jesus during his three years of earthly ministry, and heard his teachings and saw his miracles. They were able to teach others what they had learned – most importantly, that we must believe in Jesus and follow him. They were equipped to carry out this commission.

b) Short-Term Training is Best

The training was short-term with both the twelve apostles and the seventy disciples that Jesus commissioned. He demonstrated what they should do, and then sent them out to do the things He did. *Very truly I tell you, whoever believes in me will do the works I have been doing, and they will do even greater things than these, because I am going to the Father. (John 14:12)*

Training should be kept to six months maximum and then the trainees should be sent out full time to do the work. If necessary, they can be brought back for further training a year or two later.

c) Keep It Practical

Don't just train the head, train the hands. The short-term training should be 50% teaching and 50% doing. What is taught should be immediately put into practice (doing what is taught). Emphasize training that is Bible centred, short-term and practical. Remind them that dedication, commitment to Christ, and purity of character is a requirement.

d) Keep it Simple

The goal for every believer is to share the gospel of Jesus Christ effectively. This command from Jesus is called the "great" commission but in reality, it is no more than simply sharing the gospel.

Sharing the gospel is NOT about things which can be distractions, like:

Expensive buildings
Guest speakers with impressive titles
Big posters with glossy pictures of speakers
Expensive "shows" with expensive speakers
Loud sound systems

Sharing the gospel IS about keeping the focus on Christ in everyday life:

Sharing with your neighbour down the road
Sharing with someone in your taxi
Sharing with the woman at the market
Meeting with a small group of other believers in someone's hut
Being a representative of Christ in the community and making the most of every opportunity to tell others about Jesus

e. Teach them how to communicate with others. When talking with other people, they will need to:

- ✓ Show a sincere interest in people. Ask them about what's going on in their lives. People love to talk about themselves, so asking questions is a great way to start a conversation. Listen well as they respond.
- ✓ Find where they stand regarding their spiritual beliefs. Then you can take the right approach. (Sample questions: Do you believe in God? What spiritual forces do you think can influence your life? What do you think happens when we die? What do you think qualifies a person to get into heaven? Is there anything that causes you to worry? The list of questions is endless, but try to ask a question that you think might lead to a spiritual conversation.
- ✓ If they say something that isn't spiritually correct, ask them how they came to that conclusion (what are they basing their belief on). Often people will realize that they don't really have a good reason for believing the way they do and will then be more open to what you have to say.

Leaders Must Train Others



The key leader must pass on his knowledge and wisdom by training other leaders. As in creation, we also reproduce what we are. If failed leaders train, their students will be failures. Spirit-led leaders will produce other Spirit-led leaders, who can successfully carry out ministry.

CHAPTER 5

HINDRANCES TO LEADERSHIP

There are three great hindrances to spreading the gospel to those who have never heard the good news about Jesus Christ:

- CLERICALISM (doing everything by yourself)
- PNUEMATOLOGY (misunderstanding or lack of knowledge about the Holy Spirit)
- CATHEDRAL BUILDING (focusing on the building instead of Christ)



Clericalism. Clericalism is trying to do the work God has called you to accomplish, by yourself, without the counsel or help of others. You are placing yourself ***OVER*** others instead of seeing yourself as the servant of others. *"And whosoever will be chief among you, let him be your servant: [28] Even as the Son of man came not to be ministered unto, but to minister, and to give his life a ransom for many." (Matt 20:27-28; [11] The greatest among you will be your servant. (Matt 23:11)*

Following the biblical alternative to clericalism will allow you to be effective in helping Jesus build His church. Over 2,500,000 Israelites followed Moses out of Egypt into the wilderness. Moses demonstrated the poor leadership style of *CLERICALISM.* Exodus 18:13-22 tells us how he tried to take care of all the problems himself.

Clericalism will keep a church leader from fulfilling his or her true purpose. The solution is to build a team. Let the team help you with the work God has called you to do. You will succeed in team building if you follow the principles given to Moses by God and his father in-law Jethro. Without these Moses would have failed. Using them, you will succeed as a church leader.

Principles Given to Moses

1. Train others to help

> *I cannot carry all these people by myself; the burden is too heavy for me. [15] If this is how you are going to treat me, please go ahead and kill me—if I have found favor in your eyes—and do not let me face my own ruin." (Num 11:14-15)*

Moses was asking God to kill him because of the problems resulting from clericalism. It was killing Moses!

To help him with this problem, God talked to Moses (Numbers 11). In Exodus 18, Jethro (Moses' father-in-law) also talked to Moses, saying the same thing. When

Moses listened to God and Jethro, he found that the solution to his problem was to train others. *The LORD said to Moses: "Bring me seventy of Israel's elders who are known to you as leaders…(Numbers 11:16) and But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens. [22] Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves. That will make your load lighter, because they will share it with you. (Ex 18:21-22)*



The following scripture verses teach us that the leadership gifts were given to the church to train the members to do the work of the ministry. This was the purpose of Moses' ministry. He just didn't know it. The leader's duty is to train and equip the members of the church who have leadership potential. These members will then do the work of the ministry. *So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers,[12] to equip his people for works of service, so that the body of Christ may be built up. (Eph 4:11-12)*

Year 1 - 2
Year 2 - 4
Year 3 - 8
Year 4 - 16
Year 5 - 32
Year 6 - 64
Year 7 - 128
Year 8 - 256
Year 9 - 512
Year 10 -1,024
Year 11- 2,048
Year 12 - 4,096
Year 13 - 8,192
Year 14 - 16,384
Year 15 - 32,768
Year 16 - 65,536
Year 17 - 131,072
Year 18 - 262,144
Year 19 - 524,288
Year 20 - 1,048,576
Year 21 - 2,097,152
Year 22 - 4,194,304
Year 23 - 8,388,608
Year 24 - 16,777,216
Year 25 - 33,544,432
Year 26 - 67,108,864
Year 27 - 134,217,728
Year 28 - 268,435,456
Year 29 - 536,870,912
Year 30 - 1,073,741,824
Year 31 - 2,147,483,648
Year 32 - 4,294,967,296
Year 33 - 8,589,934,592

Each one, teach one. Clericalism can also be avoided by putting into practice the multiplying ministry used by Jesus and the Apostle Paul in the New Testament. Paul teaches in the above verses that the primary purpose of a church leader is to train others. Paul explained to young Timothy that his duty as a church leader was to train others. He was to take the training he received from Paul and pass it on to other faithful men. These men were to teach still other faithful men. *And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others. (2 Timothy 2:1-2)*

Following Paul's principle of training others would set off a chain reaction of multiplication that would cause the gospel to be spread quickly over the whole world. The chart shows what would happen if you would take ONE other faithful man and spend One year training him. The second year, you and the ONE you trained would each train ONE other. If you kept this process going for 33 years, look what would happen! This illustrates the Biblical principle of "each one, teach one."

If each one will teach one, at the end of 33 years, more people would be trained than the population of the world. If we would do things the Bible way, we would experience Biblical results. *Nevertheless, more and more men and women believed in the Lord and were added to their number. (Acts 5:14)*

This is God's desire - for multitudes to follow Jesus. *After this I looked, and there before me was a great multitude that no one could count, from every nation, tribe, people and language, standing before the throne and before the Lamb… (Rev 7:9); The Lord is not slow in keeping his promise, as some understand slowness. Instead he is patient with you, not wanting anyone to perish, but everyone to come to repentance. (2 Pet 3:9)*

Pneumatology. This word comes from two Greek words which mean "wind, air, spirit" and "word" - combining to mean "the study of the Holy Spirit." It is the study of God the Holy Spirit. In the Bible, we see the third Person of the Trinity, God Himself in spirit, and His ministry to us. Through Him, we come to know God's love for us "because the love of God has been poured out in our hearts by the Holy Spirit who was given to us" (Romans 5:5). To understand the ministry of the Holy Spirit is to find joy in His role as our Comforter (John 16:7; Acts 9:31) who not only helps and comforts us, but who comes to our rescue when our hearts are so burdened we cannot even pray for relief (Romans 8:26). When we pursue the knowledge of the Holy Spirit we find that He not only lives within us, but He does so forever, never to leave or forsake us (John 14:16).

It is critically important to have a *correct understanding* of these key points about the Holy Spirit.

Who/what is the Holy Spirit? There are many misconceptions about the identity of the Holy Spirit. Some see the Holy Spirit as a mystical force. Others see the Holy Spirit as the impersonal power God makes available to followers of Christ. Many Scriptures (including Acts 5:3-4) tell us that *He is God*.

- ✓ *He possesses the characteristics of God.* His omnipresence is seen in Psalm 139:7, "Where can I go from your Spirit…?" His omniscience is seen in 1 Corinthians 2:10-11. "But God has revealed it to us by his Spirit. The Spirit searches all things, even the deep things of God. For who among men knows the thoughts of a man except the man's spirit within him? In the same way no one knows the thoughts of God except the Spirit of God."
- ✓ *He is a divine person because He possesses a mind, emotions, and a will.* The Holy Spirit thinks and knows (1 Corinthians 2:10). He can be grieved (Ephesians 4:30). He intercedes for us (Romans 8:26-27). He makes decisions according to His will (1 Corinthians 12:7-11). He is God, the third Person of the Trinity. As God, the Holy Spirit can function as the Comforter and Counselor that Jesus promised He would be (John 14:16, 26, 15:26).

When/how do we receive the Holy Spirit? Some people are confused about the ministries of the Holy Spirit. *It is important to distinguish the indwelling from the filling of the Spirit.* The receiving/indwelling of the Spirit occurs at the moment of salvation, while the filling of the Spirit is an ongoing process in the Christian life. In John 14:16, Jesus promised the Spirit would indwell believers and that the indwelling would be permanent. The permanent indwelling of the Spirit is not for a select few believers, but for all believers. There are a number of references in Scripture that support this.

- ✓ First, the Holy Spirit is a gift given to all believers in Jesus without exception; the only condition is faith in Christ (John 7:37-39).
- ✓ Second, the Holy Spirit is given at the moment of salvation (Ephesians 1:13). Galatians 3:2 also says that the sealing and indwelling of the Spirit takes place at the time of believing.
- ✓ Third, the Holy Spirit indwells believers permanently. The Holy Spirit is given to believers as a down payment, or verification of their future glorification in Christ (2 Corinthians 1:22; Ephesians 4:30).

The filling of the Spirit **(Eph 5:18) is different from indwelling.** We should be so completely yielded to the Holy Spirit that He can possess us fully and, in that sense, fill us. Romans 8:9 and Ephesians 1:13-14 say that He dwells within every believer, but He can be grieved (Ephesians 4:30), and His activity within us can be quenched (1 Thessalonians 5:19). When we allow this to happen, we do not experience the fullness of the Spirit's working and His power in and through us. To be filled with the Spirit means that He occupies every part of our lives, guiding and controlling us. Then His power can work through us so that we are fruitful for God. The filling of the Spirit does not apply to outward acts alone; it also applies to the inner thoughts and motives of our actions. Psalm 19:14 says, "May the words of my mouth and the meditation of my heart be pleasing in your sight, O LORD, my Rock and my Redeemer."



Sin is what hinders the filling of the Holy Spirit. Obedience to God is how the filling of the Spirit is maintained. We are commanded to be filled with the Spirit (Eph 5:18); however, it is not praying for the filling of the Holy Spirit that accomplishes the filling. *Only our obedience to God's commands* allows the Spirit freedom to work within us. When we sin, we should immediately confess it to God and renew our commitment to being Spirit-filled and Spirit-led.

What is the baptism of the Holy Spirit? The baptism of the Holy Spirit may be defined as that work whereby the Spirit of God unites us with Christ and with other believers in the Body of Christ, at the moment of salvation.

To sum up this section, pneumatology teaches us that the Holy Spirit is a Person, with a mind, emotions, and will. The Holy Spirit is Jesus' "replacement" on earth (John 14:16-26; 15:26; 16:7). The Holy Spirit is received at salvation (Romans 8:9) and is the permanent possession of every believer in Christ (Ephesians 1:13-14). Pneumatology helps us to understand and recognize the Biblical roles of the Holy Spirit in our lives today. When we allow the Holy Spirit to work in us, we will produce fruit that will last. *You did not choose me, but I chose you and appointed you so that you might go and bear fruit—fruit that will last—and so that whatever you ask in my name the Father will give you. (John 15:16)*

Cathedral building. This issue is not difficult to understand but it is can be a major hindrance to church leaders. It is important to think biblically when it comes to building a church. When we glorify big, showy, or trendy churches, we tie the gospel of Christ to something that is opposite of the message of humility and servanthood that Christ taught. Some leaders are tempted to see their church building as a legacy that will last after they are gone, but over time, it will crumble. Only God and His Word will last forever.

Jesus never saw the need to stop and build a big building for people to come worship in. He actually taught people by sitting on a hillside. Building a place for people to worship - away from the hot, cold, or wet weather – makes sense. But we should not create something that attempts to become a showplace for others to see. A mud hut or tent, or any other available space, is perfectly fine for God's people to gather in. We should never lose sight of the fact that a church is made up of the PEOPLE, not the BUILDING!



Leaders Must Constantly Evaluate Themselves

- *Am I clear on what God has called me to?*
- *Am I a flexible leader?*
- *Am I growing in my own prayer life and reading of the word?*
- *Am I maintaining my focus on Christ?*
- *Am I learning from other successful leaders?*
- *Am I being relevant to the flock God has called me to?*
- *Am I seeing myself correctly (not as a superstar leader)?*
- *Am I grooming others and delegating?*
- *Am I sticking to what I am graced to do?*
- *Am I being myself and not trying to copy some other servant of God?*
- *Am I ensuring that my calling and ministry are not compromised by my behaviours, culture, traditional practices, associates, or family?*

CHAPTER 6

CHURCH GROWTH

As the new millennium gradually moves on, the church must play a more crucial role in the life of the nation. The church must make a mighty impact in this twenty- first century. Many more people must be won and integrated into responsible membership of the church. The church of today must follow the principles and patterns of the New Testament Church.



A. Biblical basis

The New Testament church started with addition before moving to multiplication. Multiplication speaks of increase, expansion and extension. While addition is good, multiplication is better (1 Cor. 3:6-7, Acts 6:1-7). Geometric increase is the senior brother of growth. We cannot win the world with only addition but multiplication. God wants us to move from addition to multiplication.

B. Reasons why your church can multiply

There are various reasons why we see the multiplication of people, churches and ministries. Here are some of them:

- The Lord is not willing that any should perish. (2 Peter 3:9)
- The ripened harvest is plenteous and ready. (Joel 3:13)
- The nature of the church – a living organism – calls for continuous and unabated growth.
- Large cities demand large, multiple churches.
- The right strategy will bring the right result.
- Every single church has a divine purpose to fulfill.
- Varieties of people cause a demand for varieties of churches.
- The heartbeat of God for the end-time church is growth, increase and multiplication.
- The Lord is coming for a strong, growing and dynamic church.

The first century church was able to turn the world upside down because they followed the principles of multiplication. We should do the same!

C. Principles of church multiplication

To become a church that can truly multiply we must follow the principles of the New Testament church. To impact our cities and our world, our churches must be:

- ✓ **Spirit led** (Acts 1:8) **-** A powerless church cannot multiply. The power to multiply is dependent upon continual reliance on the power of the Holy Spirit.

- ✓ **Aggressively witnessing** (Acts 1:8) **-** A good church is a growing church. Lay witnessing is an important part of church multiplication.

- ✓ **Committed to continual prayer** (Acts 1:14) - A strong prayer base is an absolute necessity for multiplication. Only a praying church will become a growing, multiplying church.

- ✓ **Unified** (Acts 2:1) - There must be both personal and church unity. The pastor and people must be united to achieve the vision of the church. Anointing, growth, increase and God's presence and power flow where there is unity (Psalms 133:1-3)

- ✓ **Spirit-filled** (Acts 2:1-4; 2:38, 2:43, and 19:11-12) - The Holy Spirit must be present in the church. There must be time for communion, fellowship and praying in the Holy Spirit. He must be welcomed and cherished. He is the one that can draw the multitudes to the church. There must be a belief in the power of the Lord to heal, save, deliver, bless and edify.

- ✓ **Bible-centered** (Acts 2:42) -The living word and the written word must be ~~mightily~~ present in the church for God's truth to be clearly made known~~. to perform and confirm His word.~~ The church that will multiply is built on the sure and undiluted word of God.

- ✓ **Worshipping** (Acts 2:46) - The worship of God in truth and Spirit through worship in songs, hymns, prayer, meditation, adoration, and giving our total lives to him must be ever present. And the glory of God will fill the house!

- ✓ **Fellowshipping and sharing -** (Acts 2:46-47) - Strong fellowship, sharing together and transparent love are the hallmarks of churches that will multiply. There must be care, love, concern and sharing among the people. It is this sacrificial love that will draw people.

- ✓ **God-hearing** – (Acts 5:19-20) - Churches that multiply are the ones that know how to hear God's voice and obey. To multiply means we must be in tune with God and hear his direction for growth, increase and multiplication.

CHAPTER 7

The Role of the Holy Spirit in the Church

Working for God without depending on the Spirit is a contradiction. It is He who births, gives gifts, leads, anoints and empowers God's servants. The disciples understood that they needed the presence and power of the Holy Spirit to fulfil the Great Commission and build the church. However, reliance on Him for Christian life and service is not adequately understood today. And we need to understand the roles of the Holy Spirit in the church body as a whole.

He "calls" people into ministry. God's servants in the church do not "call" or appoint themselves - they *respond*. *"No one takes this honour upon himself; he must be called by God…." (Hebrews 5:4)* "*Paul, a servant of Christ Jesus, called to be an apostle and set apart for the gospel of God." (Romans 1:1)*

All ministries "fit" into God's purpose and work together.

He gives "gifts" for ministry, according to His priorities. The gifts of the Holy Spirit are for the good of the church (Ephesians 4:12-16), not so that we are considered more "holy" or spiritually better than other people. All gifts are not the same, and there is no clear hierarchy in Scripture. Each person in the church is called on to use the gift/s God has for us, with humility, dependence on God and faith that He will use it to accomplish His purpose.

It is important we know and develop the gift/s He has given us, so we do not become proud, complacent, frustrated, envious, and easily side-tracked by opportunities, difficulties, dissatisfaction, disappointment, sense of inadequacy, comparing ourselves with others, trying to do too much, or relying on our efforts. *Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms. If anyone speaks, he should do it as one speaking the very words of God. If anyone serves, he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen." (1 Peter 4:10, 11)*

He lays burdens on his servants' hearts. The Holy Spirit creates supernatural burdens in the heart and vision of His servants - for the unsaved world, for individuals, and for the church (1 Corinthians 9:16). "*Be on guard for yourselves and for all the flock, among which the Holy Spirit has made you overseers, to shepherd the church of God which He purchased with His own blood." (Acts 20:28)*

He gives spiritual authority to leaders. People often confuse natural authority and spiritual authority. Spiritual authority is not "power" or force, hierarchy or

unquestioning accountability, which can lead to intimidation, competition ("size matters") and taking advantage of people. Spiritual authority is influence; it is demonstrated through humility and service. Headship is not meant to be domination.

When God's servants rely on human capabilities to lead, they may succeed somewhat because of natural talent, personality, education, circumstances, or title, but the fruit is often not from God. This can lead to relying on networking, pride, abuse of authority, or taking on "management methods" instead of the authority that comes from God when we are set apart by Him for a unique purpose. Nevertheless, the responsibility of every Christian is to submit to Christ and to leadership God has placed over them, in His purposes, and trust Him for the outcome.

Genuine spiritual authority always ends up with people being directed to Christ, glorifying God and being changed as they grow in their relationship with Him and with one another.

He speaks into the life of the church. Spiritual leaders should always speak on God's behalf to His people. However, they will not be the only ones through whom He communicates. "*I will hear what the Lord will speak" (Psalm 85:8);*
"*It seemed good to the Holy Spirit and to us …." (Acts 15:28)*

He provides clear direction, opening and closing doors according to His will. There is no confusion when the Holy Spirit leads (1 Corinthians 14:33). He helps our prayer life and promises to guide us (Romans 8:26, 27; Ephesians 6:18). Ministry should be a response to that direction. When the Spirit opens doors, He produces results in line with God's will (1 Corinthians 2:10).



He gives His servants supernatural boldness. The boldness to speak in God's name cannot come from self-confidence. When Peter preached to the crowd on the Day of Pentecost, the Holy Spirit made him bold. Paul gave credit to God for his boldness.

He gives supernatural love for God's 'flock' even in difficult times. Many servants of God give up because of people. It can be difficult to love others when we feel betrayed or unappreciated, or our efforts are not giving us the results we want. The Spirit pours God's "agape" love into our hearts (Romans 5:5), which is greater than every human dimension of love (see also Romans 15:30).

He gives supernatural discernment about peoples' needs. Jesus did this all the time. God expects us to be aware of the needs around us, but there will be times when human wisdom will not be enough to understand what people are going through, or the answers they need. We should ask the Holy Spirit for that insight.

He gives supernatural discernment about spiritual challenges facing the church. This can include attack, or understanding what lies behind what is going on in individual lives and in the church body. Spiritual challenges are not accurately seen or dealt with by human intellect or emotion. They require wisdom and the kind of understanding that comes from the Holy Spirit. He will also give guidance as to how to respond.

He grants His wisdom, ideas and solutions. Human wisdom is limited and can be deceptive (Jeremiah 17:9; James 3:15-17). We need supernatural wisdom to approach every part of Christian ministry. This can range from making major financial decisions to knowing how to counsel people.

He carries the message to peoples' hearts. Christian ministry is not only teaching, it is also about the message "getting through" to people. This is a supernatural act, so that the message does not bounce off peoples' minds or become limited to just thoughtful consideration, but rather reaches deep into the heart. God's Word is:

> "*…. living and active. Sharper than any double-edged sword, it penetrates even to dividing soul and spirit, joints and marrow; it judges the thoughts and attitudes of the heart." (Hebrews 4:12)*

People without God are spiritually blind and deaf; they need to be "drawn" to Him and given the ability to hear, see and understand, repent of sin and turn around. The work of the Spirit is to make this happen.

He provides correction. Everyone involved in ministry can make mistakes or need correction. If we are humble and have "ears to hear" what He is saying, the Holy Spirit can correct us when we go in a wrong direction, make a wrong decision, or start to consider sin in our minds. If we are prepared to listen to Him, we will save ourselves a lot of heartache, time, resources and bad consequences.

The results are His, not ours. This does not mean we do not need to work for results (study, plan, press through difficult issues, work with people, put in long hours), but remain aware that the results have to be from God (1 Corinthians 3:5-7). The outcome is not about "us", but about God's purposes and glory. The Holy Spirit is the 'spiritual' outcome of our ministry.

Reference text: 2 Corinthians 3

Are we beginning to commend ourselves again? Or do we need, like some people, letters of recommendation to you or from you? You yourselves are our letter, written on our hearts, known and read by everybody. You show that you are a letter from Christ, the result of our ministry, written not with ink but with the Spirit of the living God, not on tablets of stone but on tablets of human hearts.

Such confidence as this is ours through Christ before God. Not that we are competent in ourselves to claim anything for ourselves, but our competence comes from God. He has made us competent as ministers of a new covenant—not of the letter but of the Spirit; for the letter kills, but the Spirit gives life.

Now if the ministry that brought death, which was engraved in letters on stone, came with glory, so that the Israelites could not look steadily at the face of Moses because of its glory, fading though it was, will not the ministry of the Spirit be even more glorious? If the ministry that condemns men is glorious, how much more glorious is the ministry that brings righteousness! For what was glorious has no glory now in comparison with the surpassing glory. And if what was fading away came with glory, how much greater is the glory of that which lasts! Therefore, since we have such a hope, we are very bold.

We are not like Moses, who would put a veil over his face to keep the Israelites from gazing at it while the radiance was fading away. But their minds were made dull, for to this day the same veil remains when the old covenant is read. It has not been removed, because only in Christ is it taken away. Even to this day when Moses is read, a veil covers their hearts. But whenever anyone turns to the Lord, the veil is taken away. Now the Lord is the Spirit, and where the Spirit of the Lord is, there is freedom. And we, who with unveiled faces all reflect the Lord's glory, are being transformed into his likeness with ever-increasing glory, which comes from the Lord, who is the Spirit. (NIV)

CHAPTER 8

CHURCH LIFE

Church life includes observing ordinances and other Biblical practices, which we will discuss in this section.

Baptism

Jesus said, “Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age” (Matthew 28:19–20). These instructions specify that the church is responsible to teach Jesus’ word, make disciples, and baptize those disciples.

- ✓ Very simply, baptism is an outward testimony of the inward change in a believer’s life. It is an act of obedience to the Lord *after* salvation; although baptism is closely associated with salvation, it is not a requirement to be saved. The order of events is 1) a person believes in the Lord Jesus and 2) he is baptized. This is in seen in Acts 2:41, “Those who accepted [Peter’s] message were baptized” (see also Acts 16:14–15).

- ✓ A new believer in Jesus Christ should desire to be baptized as soon as it can be arranged (Acts 8). (The baptism will need to be scheduled by the pastor.)

- ✓ Baptism is done in the name of the Father, Son, and Holy Spirit. When we are saved, we are “baptized” by the Spirit into the Body of Christ, the church. *“We were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink.” (1 Corinthians 12:13)*

- ✓ Baptism by water is a “reenactment” of the baptism by the Spirit. It is the way a person makes a public profession of faith and discipleship. During baptism, a person is showing that, “I confess faith in Christ; Jesus has cleansed my soul from sin, and I now have a new life.”

- ✓ Full water immersion baptism illustrates the death, burial, and resurrection of Christ. It also illustrates our death to sin and new life in Christ. As the sinner confesses the Lord Jesus, he dies to sin (Romans 6:11) and is raised to a brand-new life (Colossians 2:12). Being submerged in the water represents death to sin, and emerging from the water represents the cleansed, holy life that follows salvation. *“We were therefore buried with him through baptism into death in order that, just as Christ was raised from the dead through the glory of the Father, we too may live a new life.” (Romans 6:4)*

The Lord's Supper

Communion is the result of a *union* with Christ, the sharing of common thoughts, feelings, and experiences. Sharing in the death and burial of the Son of God is a foundational part of salvation (Romans 6:3–5), and that death is symbolized in the ordinance of communion. The Bible's teaching on the Lord's Supper is found in 1 Corinthians 11:17–34 and promotes participation for believers who are walking in fellowship with the Lord.

- ✓ All those who have personal faith in Jesus Christ are worthy to partake of the Lord's Supper. This includes men, women, singles, widows, divorcees, and children – any who have professed Christ as Lord. All are equal in God's eyes, and therefore communion should be presented to everybody on an equal basis. People should not be called up to take communion in a given order (such as calling the men up first). The Lord's table is equally open to all.

- ✓ Communion is a time of remembrance (Luke 22:19) and reflection. Before taking communion, each believer should personally examine his or her heart and motives (1 Corinthians 11:28). Born again visitors from other churches or denominations should be invited to participate. It is the *Lord's* Table, not any one church's table. What's important is that the participants are born-again believers walking in fellowship with their Lord and with each other.

- ✓ Biblically, there are two types of people who should not take communion: the unsaved and the unrepentant. (Repentance is a complete and irreversible change of mind, heart, and actions. It recognizes that our sin is offensive to God, and results in turning from following self to following God.) Communion should also not include those who are living in known, unconfessed sin (for example, a man and woman who live together outside of marriage, and have no intention of changing the situation).

- ✓ "Whoever eats the bread or drinks the cup of the Lord in an unworthy manner will be guilty of sinning against the body and blood of the Lord" (1 Corinthians 11:27). Believers are to undergo a self-examination (verse 28) and so avoid God's discipline in their lives (verses 27–30). Therefore, it is good to have a time of prayer before passing out the emblems, so people have time to make sure their hearts are right before God.

- ✓ How often the Lord's Supper is celebrated is up to the church. Some do it weekly; others do it monthly. Some do it during the service, and some set a separate time for it. The main thing is that you schedule a time to observe it.

Fasting

Scripture does not command Christians to fast. However, the Bible presents fasting as something that is good, profitable, and beneficial. The book of Acts tells of believers fasting before they made important decisions (Acts 13:2; 14:23). Fasting and prayer are often linked together (Luke 2:37; 5:33). The purpose of fasting should be to take your eyes off the things of this world to focus completely on God. Fasting is a way to demonstrate to God, and to ourselves, that we are serious about our relationship with Him. Fasting helps us gain a new perspective and a renewed reliance upon God. By taking our eyes off the things of this world, we can more successfully turn our attention to Christ.

- ✓ Fasting is not a way to get God to do what we want. Fasting changes *us*, not God.

- ✓ Fasting is not a way to appear more spiritual than others.

- ✓ Fasting is to be done in a spirit of humility and a joyful attitude. Matthew 6:16-18 declares, "When you fast, do not look somber as the hypocrites do, for they disfigure their faces to show men they are fasting. I tell you the truth, they have received their reward in full. But when you fast, put oil on your head and wash your face, so that it will not be obvious to men that you are fasting, but only to your Father, who is unseen; and your Father, who sees what is done in secret, will reward you."

- ✓ Although fasting in Scripture is almost always a fasting from food, there are other ways to fast. Anything given up temporarily in order to focus all our attention on God can be considered a fast (1 Corinthians 7:1-5). Fasting should be limited to a set time, especially when fasting from food. Extended periods of time without eating can be harmful to the body. Fasting is not intended to punish the flesh, but to redirect attention to God. Fasting should not be considered a "dieting method" either. The purpose of a biblical fast is not to lose weight, but rather to gain deeper fellowship with God. Anyone can fast, but some may not be able to fast from food (diabetics, for example). Everyone can temporarily give up something in order to draw closer to God.

Spiritual Gifts

Jesus gave the church a mission to perform, namely, to "*make disciples of all nations*". God has given every believer in the body of Christ His supernatural gifts, so that they can carry out His mandate to "*go into all the world*." A spiritual gift is a supernatural ability or skill given by the Holy Spirit (1Corinthians 12:11) to every believer (Romans 12:6, I Corinthians 12:7) that enables him to minister to others in the body of Christ (Romans 12:3-8, 1 Corinthians 12, Ephesians 4:11-16,

1 Peter 4:10-11). Spiritual gifts should not be confused with the fruit of the Spirit (Galatians 5:22-23), natural talents, Christian roles or spiritual maturity.

Very few Christians use their spiritual gifts for ministry to the body of Christ, which can leave the church weak and ineffective. Some think that the only people "*authorized*" to minister are the appointed leaders. This is one of Satan's great deceptions in undermining the work of the ministry of Christ. But God never intended that some watch and some work. **Every believer** is called upon to minister in some way in the body of Christ. Scripture gives us some important truths about spiritual gifts that we need to know:

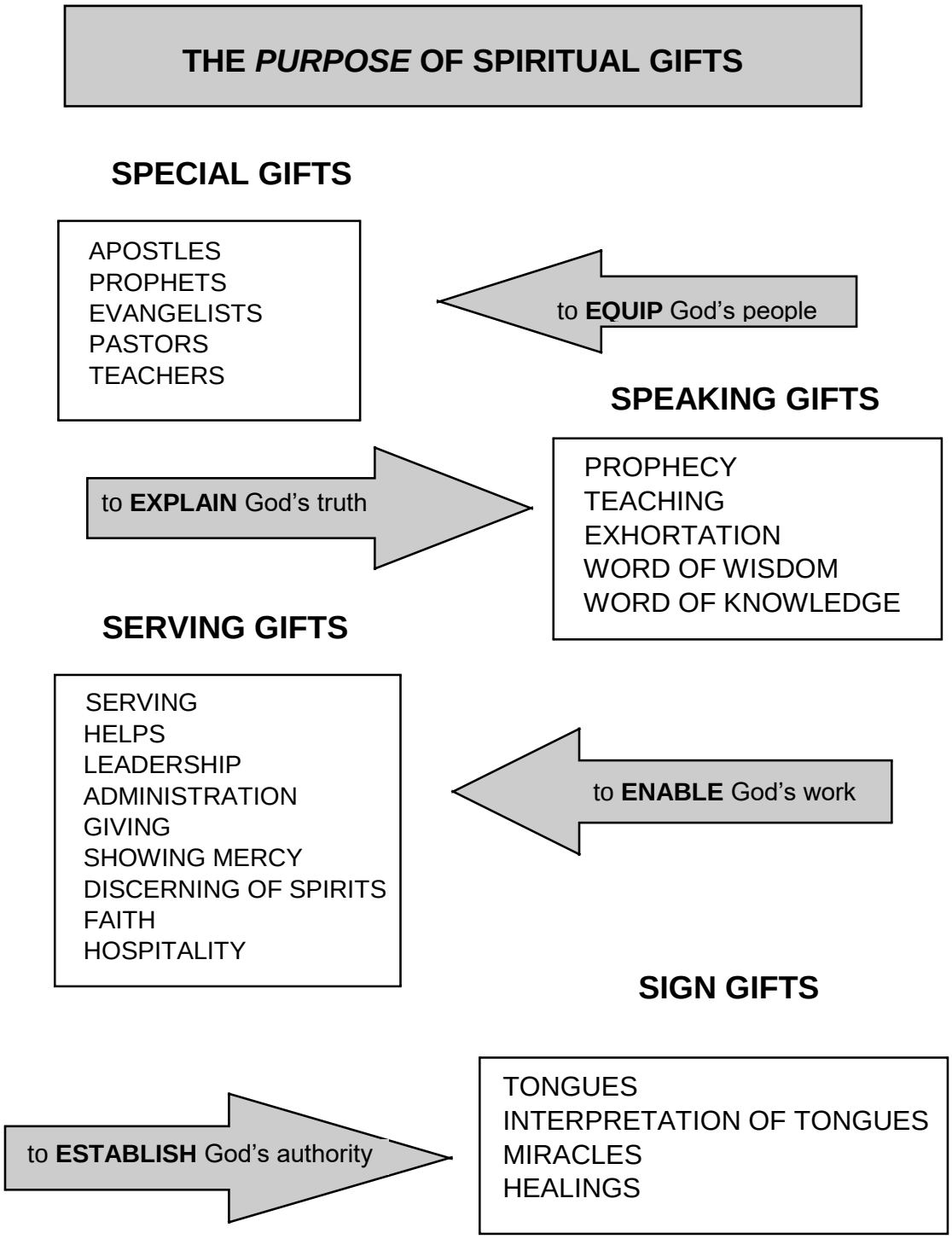
- ✓ Spiritual gifts are used to build up the body of Christ (I Corinthians 12:7, Ephesians 4:11-13, I Peter 4:10-11, Ephesians 4:3-4).

- ✓ Spiritual gifts have different purposes and uses

- ✓ The church can be impacted by
    - Undiscovered gifts (I Corinthians 12:1)
    - Unused gifts (I Timothy 4:14)
    - Unappreciated gifts (I Corinthians 12:14-27)
    - Uncontrolled gifts (I Corinthians 13-14)
- ✓ Spiritual gifts are important and can be identified in the following ways:

    - Learn the teaching of Scripture about spiritual gifts.
    - Recognize your own interest, passions and abilities as you serve in various ministries and observe your relationships with people and their needs.
    - Evaluate your fruitfulness and personal fulfillment by asking the following questions:
        (1) Do I find a sense of joy and fulfillment in what I am doing?
        (2) What are others around me saying about my giftedness?
        (3) What noticeable results do I see in the lives of others I minister to?
        (4) What do I personally have a passion to do in the ministry?

- ✓ Expect confirmation and affirmation from the church about your giftedness.



There has been lots of debate and discussion about the "*sign*" gifts (tongues, interpretation of tongues, miracles, healings and prophecy). The questions that many ask are, "*Are these gifts still operating today as they were in the first century*?" or "*Did they have a temporary purpose that has already been fulfilled*?"

Two interpretations have been generally accepted. One is that all the gifts are still operational today as they were in the first century (called the non-cessationist view). The second belief states that some gifts, namely the "*sign*" gifts, have

fulfilled their function in the first century church and are no longer needed for contemporary use in the church (called the cessationist view). Ultimately, we know that:

- ✓ **There are various gifts with various purposes** (I Cor. 12:4-6). Some gifts evangelize (apostles, evangelists), some equip (Eph. 4:11-13), some encourage (exhortation/counseling), but **all** edify (I Cor. 12:7) and exalt the Lord (I Peter 4:11)

- ✓ **While all gifts are temporary in nature (not eternal), there are some that have a unique temporary purpose**. An example of this would be gifts that have a confirming or authenticating purpose. Tongues, interpretation of tongues, healings, miracles are all gifts that were given for temporary, confirming purposes to either authenticate the message or the messenger as being truly of God (Mark 16:17-18, Hebrews 2:3-4, Acts 2:22, 2 Cor. 12:12, Eph. 3:5, I Cor. 14:20-22). I Corinthians 13:8-12 teaches that all gifts are temporary, but some will "*cease.*" Ultimately, God can choose to use these gifts anytime, anywhere and through anyone He wants for His own purposes.

CHILD DEDICATIONS

Child dedication is not a Biblical requirement, but a symbolic ceremony undertaken by Christian parents soon after the birth of a child. It is a public statement by the parents that they will train their children in the Christian faith and seek to instill that faith in them. The pastor presents the parents and child in front of the church, prays for their wisdom, and asks the congregation to affirm that they, as a church family, will also seek to encourage the parents to bring up the child in the faith. There is no implied salvation in the ceremony, and it varies from church to church. Some churches that perform these ceremonies have several couples and children participating at the same time. It should be made clear that this does not imply salvation for the child.

WEDDINGS

To officiate a wedding, follow this general guideline.

- ✓ **Find out the date, time and location of the wedding and rehearsal.**
- ✓ **Ask about their relationship with Christ.** Explain that you are a born-again pastor who has committed to following the Bible, which commands that Christians should only be joined together with other born-again believers. If both have been born again, then go forward with the planning. If one or the other has not been, then present the Gospel. Ask if they would like to be born again now. (This may require scheduling another appointment in order to give the person time to think about it.) If they aren't interested in being born again,

then refer them to someone else who you know would be willing to perform the service for them. (Make sure the commitment is sincere; we don't want to force people into belief but rather encourage them.)

- ✓ **Set up some appointments for Biblical counseling.** (Information on counseling this can be obtained separately)
- ✓ **Take care of legal issues.** Confirm that neither is already married or under the age of 18, and that they are not related to each other. A blood test should be done to know whether either is infected with HIV. (If either or both are, and are still agreeable to marriage, go ahead with the planning.) A marriage license must be obtained from the local court. They should allow 3 months for the license. After the wedding ceremony, the bride, groom, wedding officiant (that's you) and two witnesses sign the license. The signed license is returned to the court where it the marriage officially becomes legally binding. (Some pastors will take the license and turn it in for the couple after the ceremony, but if you don't want that responsibility, suggest to them that they assign this responsibility to someone they trust or do it themselves.)
- ✓ **Lay out the order of the wedding ceremony.**
- ✓ **Agree on payment amount and when it is due.**
- ✓ **Pray with the couple.**

The following are Scripture references for wedding messages:

- ***1 Corinthians 13:4-8*** *- Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres. Love never fails. But where there are prophecies, they will cease; where there are tongues, they will be stilled; where there is knowledge, it will pass away.*
- ***1 Corinthians 13:13*** *- And now these three remain: faith, hope and love. But the greatest of these is love.*
- ***1 Corinthians 16:14*** *- Do everything in love.*
- ***Ephesians 4:2*** *- Be completely humble and gentle; be patient, bearing with one another in love.*
- ***Peter 4:8*** *- Above all, love each other deeply, because love covers over a multitude of sins.*
- ***Ephesians 5:25*** *- Husbands, love your wives, just as Christ loved the church and gave himself up for her.*
- ***Ephesians 5:33*** *- However, each one of you also must love his wife as he loves himself, and the wife must respect her husband.*
- ***Ephesians 4:2-3*** *- With all humility and gentleness, with patience, bearing with one another in love, eager to maintain the unity of the Spirit in the bond of peace.*

- ***Genesis 1:27-28*** *- So God created man in his own image, in the image of God he created him; male and female he created them. And God blessed them. And God said to them, 'Be fruitful and multiply and fill the earth and subdue it and have dominion over the fish of the sea and over the birds of the heavens and over every living thing that moves on the earth.*
- ***Genesis 2:24*** *- Therefore a man shall leave his father and his mother and hold fast to his wife, and they shall become one flesh.*
- ***Mark 10:9*** *- Therefore what God has joined together, let no one separate.*
- ***Ecclesiastes 4:9*** *- Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up. Also, if two lie down together, they will keep warm. But how can one keep warm alone?*

FUNERALS

The order of service for a funeral may be different according to the local custom. As born-again pastors, of course we don't want to associate ourselves with ancestor-honoring ceremonies. A Christian service generally will include singing, sharing a message (the gospel should be graciously included), a time for family and friends to speak, and prayer. If the deceased was a believer, mention that to encourage the family concerning the promise of heaven. If the deceased was unsaved, do not comment on the state of their soul, but simply address those who are still living, those who need to hear the gospel.

The following verses are Scripture references for funerals messages.

Romans 8:35, 37- 39 - *Who will separate us from the love of Christ? Will hardship, or distress, or persecution, or famine, or nakedness, or peril, or sword? No, in all these things we are more than conquerors through him who loved us. For I am convinced that neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord.*

Psalm 23 - *The Lord is my Shepherd; I shall not want. He maketh me to lie down in green pastures; He leadeth me beside the still waters. He restoreth my soul; He leadeth me in the paths of righteousness for His name's sake. Yea, though I walk through the valley of the shadow of death, I will fear no evil; for Thou art with me; Thy rod and Thy staff, they comfort me. Thou preparest a table before me in the presence of mine enemies; Thou anointest my head with oil; my cup runneth over. Surely goodness and mercy shall follow me all the days of my life, and I will dwell in the house of the Lord forever.*

John 14:1-3 - *"Do not let your hearts be troubled. You believe in God; believe also in me. My Father's house has many rooms; if that were not so, would I have told you*

that I am going there to prepare a place for you? And if I go and prepare a place for you, I will come back and take you to be with me that you also may be where I am."

Ecclesiastes 3:1-4 - *There is a time for everything, and a season for every activity under the heavens: a time to be born and a time to die, a time to plant and a time to uproot, a time to kill and a time to heal, a time to tear down and a time to build, a time to weep and a time to laugh, a time to mourn and a time to dance…*

1 Thessalonians 4:14-17 - *For since we believe that Jesus died and rose again, even so, through Jesus, God will bring with him those who have fallen asleep. For this we declare to you by a word from the Lord, that we who are alive, who are left until the coming of the Lord, will not precede those who have fallen asleep. For the Lord himself will descend from heaven with a cry of command, with the voice of an archangel, and with the sound of the trumpet of God. And the dead in Christ will rise first. Then we who are alive, who are left, will be caught up together with them in the clouds to meet the Lord in the air, and so we will always be with the Lord.*

2 Corinthians 1:3-4 - *Blessed be the God and Father of our Lord Jesus Christ, the Father of mercies and God of all comfort, who comforts us in all our affliction, so that we may be able to comfort those who are in any affliction, with the comfort with which we ourselves are comforted by God.*

Philippians 1:21-23 - *For to me to live is Christ, and to die is gain. If I am to live in the flesh, that means fruitful labor for me. Yet which I shall choose I cannot tell. I am hard pressed between the two. My desire is to depart and be with Christ, for that is far better.*

Job 19:25-27 - *"I know that my Redeemer lives, and that in the end he will stand upon the earth. And after my skin has been destroyed, yet in my flesh I will see God; I myself will see him with my own eyes—I, and not another" (Job 19:25–27).*

Revelation 21:1-7 – *Then I saw a new heaven and a new earth; for the first heaven and the first earth had passed away, and the sea was no more. And I saw the holy city, the new Jerusalem, coming down out of heaven from God, prepared as a bride adorned for her husband. And I heard a loud voice from the throne saying, "See, the home of God is among mortals. He will dwell with them; they will be his peoples, and God himself will be with them; he will wipe every tear from their eyes. Death will be no more; mourning and crying and pain will be no more, for the first things have passed away." And the one who was seated on the throne said, "See, I am making all things new." Also he said, "Write this, for these words are trustworthy and true." Then he said to me, "It is done! I am the Alpha and the Omega, the beginning and the end. To the thirsty I will give water as a gift from the spring of the water of life. Those who conquer will inherit these things, and I will be their God and they will be my children.*

Matthew 11:28-30 - *"Come to me, all you who are weary and burdened, and I will give you rest. Take my yoke upon you and learn from me, for I am gentle and humble in heart, and you will find rest for your souls. For my yoke is easy and my burden is light."*

1 Corinthians 15:51-52, 54-58 *- "Listen, I tell you a mystery: We will not all sleep, but we will all be changed—in a flash, in the twinkling of an eye, at the last trumpet. For the trumpet will sound, the dead will be raised imperishable, and we will be changed… . Then the saying that is written will come true: 'Death has been swallowed up in victory. Where, O death, is your victory? Where, O death, is your sting?' The sting of death is sin; and the power of sin is the law. But thanks be to God! He gives us the victory through our Lord Jesus Christ. Therefore, my dear brothers, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain" (1 Corinthians 15: 51–52, 54–58).*

Revelation 14:13 *- "Then I heard a voice from heaven say, 'Write: Blessed are the dead who die in the Lord from now on. Yes,' says the Spirit, 'they will rest from their labor; for their deeds will follow them'"*

The following comments can be made as a body is committed to the ground:

For a Believer - Forasmuch as the spirit of our departed loved one has returned to God, who gave it, we therefore tenderly commit his (her) body to the grave in sure trust and certain hope of the resurrection of the dead and the life of the world to come, through our Lord Jesus Christ, who shall give to us new bodies like unto His glorious body. "Blessed are the dead who die in the Lord."

For a Nonbeliever - We have come now to commit the body of our departed friend to its kindred dust. The spirit we leave with God, for we know the merciful Judge of all the earth will do right. Let us who remain dedicate ourselves anew to live in the fear and love of God, so that we may obtain an abundant entrance into the heavenly Kingdom.

For a Child - In the sure and certain hope of the resurrection to eternal life through our Lord Jesus Christ, we commit the body of this child to the grave. And as Jesus, during His earthly life, took the children into His arms and blessed them, may He receive this dear one unto himself, for, as He said, "The kingdom of heaven belongs to such as these."

CHAPTER 9

CHURCH ORGANIZATION AND LEADER RESPONSIBILITIES

1. God's Organizational Chart

Christ	**Elders**	**Saints (believers)**
supplies	lead/feed	do the work of the ministry
gifts	study/pray	
builds	watch/warn	

2. The people God has called to lead His church are called pastors, (Ephesians 4:11 - poimanos), elders (Titus 1:5—presbuteros) and overseers or bishops (1 Timothy 3:1—episkopos).

3. Deacons are leaders called to serve in practical ways under the direction of the elders/pastors/overseers (1 Timothy 3:8-13)

4. The leaders of the church are chosen according to their qualifications (Elders/Pastors/Overseers - 1 Timothy 3:1-7, Titus 1:5-9, 1 Peter 5:1-3, and Deacons – 1 Timothy 3:8-13)

   a. Becoming an elder is by appointment (Acts 14:23, Titus 1:5)
      - ✓ Church members can suggest a name to the leadership
      - ✓ The candidate is interviewed and evaluated for qualification
      - ✓ Elders agree on his acceptance
      - ✓ The candidate is presented to the congregation
      - ✓ The prospective elder becomes an elder
      - ✓ The new elder will be commissioned

   b. Dismissal from the eldership is caused by:
      - ✓ False teaching (Acts 20:28-31)
      - ✓ Immorality (1 Corinthians 9:24-27, 1 Timothy 5:17-20)
      - ✓ Dissention (Romans 16:17)
      - ✓ Violation of Qualifications (1 Timothy 3:1-7, Titus 1:5-9, 1 Peter 5:1-3)

5. The Function of Elders and Pastors in the church is to:
   - ✓ Direct the affairs of the church (1 Timothy 5:17)
   - ✓ Shepherd God's flock (1 Peter 5:1-2)
   - ✓ Pray for the sick (James 5:14-16)
   - ✓ Teach sound doctrine (Titus 1:9, 2 Timothy 4:2)
   - ✓ Protect the church from false teaching (Acts 20:28-32, Titus 1:9-11)
   - ✓ Equip the saints to do the work of ministry (Ephesians 4:11-16)

There are **four major pillars** of ministry.

1. Every member is a *minister* (Ephesians 4:16)
2. Every ministry is *important* (I Corinthians 12:18-22)
3. Every member *depends on one another*
4. Ministry is the expression of our unique mix of gifts

Members of the church have these responsibilities:

Church board responsibilities. A board is not a group of powerful people who get to choose how to make things go the way they want, or to make life difficult for the pastor. The board is there to keep the church healthy and to help it grow. It has a responsibility to help the church stay true to its core mission through decision-making, good judgment, setting aside personal interests to ensure the best interest of the organization is kept, and complying with governing laws. It provides a strong foundation for the church. Even if the church is just beginning or is very small, and even if you aren't receiving much money, it's not too early to put good practices into place. You'll be glad you did!



The church board is made up of the pastor and elders, and their responsibilities include:

- Planning - helping the church develop a mission and finding ways to achieve it. For example, if the church wants to create an outreach program in the community, the board will help figure out how to make that happen.
- Managing leadership - making sure that leadership positions are filled and that leaders have what they need to get their jobs done.
- Overseeing church resources - doing a good job of managing of the church's resources (money and assets, etc.) including calculating the operational income and expenses, and disbursing payments according to plan and on schedule, including amounts paid to staff.
- Following the laws - complying with the laws that govern churches, such as making sure any government forms are filled out in a timely manner, etc.
- Avoiding conflicts of interest - for example, getting multiple quotes for a building project instead of automatically giving it to the pastor's son.
- Keeping documents and board records - such as the registration paperwork, marriage official's documentation, etc.
- Being aware of the needs of the congregation - such as those who are sick, who has had a death in the family, relationship issues, etc. Some churches assign families to each elder to keep watch over.

Anyone who is chosen to be part of a church board should recognize the honor and incredible responsibility that comes with that role. Board member terms should be limited to three years. At that time, they should rotate off for a minimum of a year. This gives them a rest, and other members an opportunity to hold the position.

Pastor responsibilities – Pastors provide spiritual leadership to members of the church. Duties include preparing weekly sermons, preaching, and conducting worship services. Pastors interpret biblical scripture for the congregation, provide care and counseling to church members, and assist them in crisis situations. In addition, pastors officiate at special services, such as weddings, funerals, and baptisms. Additional job responsibilities may include:

- Assisting in church financial matters
- Overseeing management of all areas of the congregation's ministry
- Supporting, overseeing and evaluating ministry leaders
- Holding regular staff meetings to coordinate ministries
- Ensuring church facilities are functioning
- Other duties as they arise.



Church member responsibilities –The Holy Spirit baptizes every believer into the body of Christ (1 Corinthians 12:13) at the moment of salvation, to become a functioning member who will help fulfill the purpose of the church. Once an attender is born again, they should be invited to join the church. (Children won't become members until they are old enough to be born again). Potential members need to understand that their responsibilities will include:



a. Following the commands of Jesus – like baptism - and desiring to learn more about Him through daily Bible reading and prayer.
   b. submitting to the leadership of the church (Hebrews 13:7, 17) by showing appreciation (1 Thessalonians 5:12-13), praying for them (1 Timothy 2:1-2), displaying humility (1 Peter 5:5) and Maintaining unity (1 Corinthians 1:10, Ephesians 4:2-3)
c. fellowshipping with other believers in the church (Hebrews 10:24-25).
d. identifying and sharing their unique spiritual gifts
e. giving generously of their time, talents, and finances. Regular giving is a big part of financing God's kingdom so that many can be reached with the gospel. Pastors should not have to ask people to do what God has already asked of them. There are additional ways members can give, like helping with cleaning the church, setting up food for events, etc. All of these activities have value for the church.
f. plugging into a ministry to serve. Ministry is needed in many areas - men/women/kids/teen/elderly/widows/music/visiting the sick, greeting at the door, etc. The church needs everybody to pitch in.
g. discipleship will be needed for new believers. A "buddy" should be assigned to help with discipleship and getting them plugged into the church. They should not be made to feel that church membership is going to be difficult, but eased into the fellowship gently. (Materials on this can be provided separately.)

Three Basic Expectations for Members

Sunday worship – To faithfully participate in church with other believers to worship, learn, give, fellowship and celebrate the Lord together
Serving – To use your God-given gifts to minister to the body of Christ.
Cell groups – To connect regularly with other believers in study and application of God's Word in order to become more fully devoted to Jesus Christ.

The leaders of the church are chosen according to their qualifications. (Elders/Pastors/Overseers - 1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:1-3 Deacons - 1 Timothy 3:8-13)

Listed below are duties of some of the church's leaders:

Elder responsibilities:

- Share in the pastoral, church growth, and teaching functions of the ministry.
- Serve as the shepherd for an assigned "flock" of congregation members and regular visitors. Regularly communicate with your assigned flock to discuss any other matters of importance to them. Make yourself available to provide spiritual comfort and support to members of your flock both at church functions and away from church if requested. Be aware of the members of your flock and contact them to discuss any concerns if there is a significant change in their attendance pattern.
- Attend the regular monthly Elder's meeting.
- Attend and/or conduct Christian education classes.
- Prepare and present the Communion Meditation and Communion Prayer and stand at the communion table as the representative of the congregation.
- Assist and/or conduct the service in the absence of the Pastor, and have prepared messages ready in case of last-minute emergencies.
- Provide supportive counsel to the pastor and church leadership regarding spiritual life and development of the congregation.
- Provide communion to the homebound when requested.

Deacon responsibilities:

- Participate regularly in a church group, either as a worker or a member.
- Attend worship services and night activities.
- Actively serve in some ministry in the church.
- Be supportive of the overall ministry of the church.
- Participate in all scheduled meetings.
- Be available to minister when called upon by the Pastor.
- Practice personal evangelism of the lost as opportunities arise.
- Pray for and be supportive of the church leadership.

Youth/pastor responsibilities:

- Help the church fulfill its calling to minister to the youth, being a strong leader in the youth ministry and keeping all the other youth volunteers trained so that they can one day be leaders.
- Design, coordinate, and oversee a comprehensive youth ministry program focused on building young disciples for Christ.
- Focus on group building, worship, discipleship, mission, and outreach.

- Serve as an engaging spiritual leader and role model with strong biblical background.
- Regularly update the congregation about the hopes, concerns and needs of the youth in the local church and community.
- Train youth how to share the gospel.
- Work with church leaders to plan, develop, and put into place a balanced and engaging youth ministry.

Children's leader (birth through 6th grade) responsibilities:

- Plan, coordinate, and implement a children's ministry program
- Work with volunteers to provide a Sunday School program
- Conduct trainings for children's workers
- Assist the staff in planning for any expenses (i.e., paper, candies, etc.)
- Plan and hold special events (like kids' clubs)
- Visit the homes of new attenders who have children and invite them to Sunday School
- Do door-to-door outreaches to invite kids to Sunday School and events

Music leader responsibilities:

- Direct congregational singing at all regularly scheduled worship services.
- Direct the planning, organizing, and conducting of soloists and choirs.
- Work with the ministerial staff on special music needs in the church.
- Work with the Pastor in selecting music for regular and special worship services – including weddings, funerals and special projects.
- Cooperate with associational counterparts in promoting activities of mutual interest.
- Help with other needs in the church as requested.

Usher responsibilities:

Arrive about 15 minutes earlier than the rest of the congregation, to be available to seat people. Smile and make them feel welcome.

- Assist with seating.
- Seat the people as near the front pews as it seems appropriate. The back seats can then be filled with latecomers. If people insist on seating in certain places let them be.
- Be alert to available seats and be ready to lead worshippers to the vacant seats. Approach with the phrase "May I show you to a seat?" with a smile.
- Do not allow worshippers to enter the church sanctuary when prayers are being said from the pulpit. Politely tell them to wait at the entrance until after the prayers are over.

- If the service hasn’t started, while you are offering seats to new guests, introduce them to someone nearby.
- Once the service begins, especially when the pastor is teaching, it does not matter who it is, ushers need to seat everyone. If people come in and look for their friends and wander around, it is distracting. Seat them. Tell them that in order to help cut down on distractions, you want to help them be seated.
- Please ask guests that have children if they would like to see our nursery and take them and introduce them to the nursery staff. Let the decision to leave their children in the nursery be theirs.
- Collect the offering.
- Help maintain a safe environment.

Greeter responsibilities:

- Arrive looking neat and clean and ready to smile. There is no need to wear anything especially dressy since that might make newcomers feel uncomfortable.
- Stand at the door to greet members and visitors. In a large church, assign greeters to different doors.
- Be ready to greet 15 minutes before each scheduled service/program and stay 5 minutes after start of service/program.
- Have TWO greeters at each door.
- Open the doors for incoming members and visitors.
- Greet everyone with a smile, hug or handshake as they arrive in the doors. (During COVID-19, follow social distancing guidelines and wear a mask.)
- Keep an eye out for visitors. NOTE: This will be the first contact some visitors may have with anyone from the church, so this is important! Guests need to feel welcome. If you have visitor cards, ask them to fill one out.
- Give information about visitors to the proper ministries. Children's ministries should be made aware of visiting children for example.
- Know about the Sunday School and nursery so you can let the guests know where they can take their children. Let them know where the restrooms are.
- Be aware of any special classes or changes to the normal schedule of events.
- If needed, ask someone to assist visitors in locating a classroom and introduce them to teacher, if possible.
- DO NOT allow conversations with friends to take you away from watching for visitors.
- Open the doors again at the end of the service. Say good-bye to visitors with a smile.
- Be willing to greet for special events.
- Attend worship services between opening and closing greeting duties.

There may also be other “teams” in the church, such as the hospitality team, which arranges for refreshments when needed.

Additionally, committees may be formed to achieve a specific goal.

- The committee should be given a specific assignment by the board, and it should tie in with a church’s purpose. For example, the church is growing and is thinking about building a larger church. A few people can be assigned to gather information on whether land is available that people could still walk to, how much the land will cost, how much the building materials will cost, etc.
- A timeline should be set. (“We need this information a month from today.”)
- On the scheduled date, the committee should report back to the church board. (“Here are the options for land and the cost, the builder would charge this much, and it would take xxx number of days”)
- The leadership then takes the information and decides what to do with it. They may end the assignment by thanking the committee for their work, or give the committee a different task. (“Since there is no available land, please check any available existing buildings that we might be able to use, and report back a month from today.”)
- All committees should be working toward the common goal of the church. No committee, board, department, or team should be an end to itself.

CHAPTER 10

FINANCIAL ACCOUNTABILITY

One critical area of church operations is that of handling finances. Putting a plan into place to handle finances doesn't show a lack of trust in individuals, but rather it is a smart way to protect those who work with church finances as well as the church, in case accountability should be questioned.

Procedures are needed for the handling of donations, offerings, check writing, and disbursement of funds. Monitoring what is happening to the money will keep the church's money safe and prevent it from being spent unwisely or diverted to something that the church doesn't really need. Keeping reports and making sure they are correct is done more easily when procedures are in place.

A church board must be formed. This only needs to consist of a few trustworthy individuals (more can be added later if needed). Meetings should be held monthly. The board will be responsible for wise stewardship of the tithes and offerings. Forming a board will be needed before you can go on to register the church.

Churches and other faith-based organizations must register with the government to be a legal entity.

- ✓ The Companies and Intellectual Property Commission (CIPC) manages this process. The registration is free online but it can take a long time. However, for a small fee, you can get the help of a professional, and this will go much faster.
- ✓ Legally, the church's primary goal should be to benefit the public (per the Nonprofit Organizations Act). Any compensation must be "reasonable compensation" for specific services.
- ✓ SARS allows tax exemptions if an organization has been approved as a Public Benefit Organization (PBO) by the Tax Exemption Unit." (Church employees are still required to pay tax.)
- ✓ In order for a church to conduct state-recognized marriages, they must register individuals as marriage officers first. The Department of Home Affairs oversees the marriage officer registration process, and churches can submit registrations to the department on behalf of the appointed officers. Following this, marriage officers are free to declare people married, and to charge a fee for this service.
- ✓ Get details on the registration process at https://www.gov.za/node/727559 or ask the pastoral team (at the training) for help in finding a professional.

Open a bank account in the name of the church. This avoids the situation where an individual receives the money and deposits it into a personal bank account, where it gets mixed in with personal funds. It is easy to lose track of the church's funds in this way. A separate bank account also removes the temptation an individual might face if there is easy access to funds.

Appoint a trusted person to serve as the church treasurer. This person (who should be good with numbers) should be given access to the church's bank account.

Several people should be assigned tasks to help keep track of the collection and distributing of funds, and to create reports that show where the money went.

Separation of duties is a good accounting practice. This means different people are responsible for different parts of the money trail (counting offering, recording contributions, writing checks, and balancing the bank statements).

- Assign at least two people to count the offering, prepare it to be deposited into the bank account, and keep it in a safe place until it can be banked.
- Each person involved in verifying the offerings and deposits should sign a slip saying how much has been received.
- Bank deposits should be compared (by somebody other than the one making the deposit), by date and amount, to bank statement entries on a monthly basis, or weekly if bank statements are available on-line.
- Authorization for access to offerings and donations of checks and cash should be approved by the board members of the church.
- Access to bank accounts and check writing should also be limited to persons approved by the church board. Designated signatures of such individuals will be required for the bank records.

Warning! Pastors should not request people to take out a loan for the sake of some need in the church. This has resulted in disastrous consequences and has even caused some churches to close. This practice must be avoided!

Good stewardship of God's people comes with a great responsibility. Most importantly it is a testimony to the church and its mission!

CHAPTER 11

THE IMPORTANCE OF CHILDREN'S AND YOUTH MINISTRY

Investing in today's youth is necessary in growing the body of Christ. Teaching young people in the church to grow in their relationship with the Lord prepares them to serve Christ in all they do. As a result, this nurtures the congregation and allows the church to flourish. Serving young people will not only prepare them to become future leaders, but also allow them to contribute to the church. This is seen many times in the Bible, as God often used young people to do great things. For example, God used Timothy to pastor and lead the Ephesian church when he was in his late teens or early 20's. 1 Timothy 4:12 says, "Don't let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity."

In addition, there is much to be learned from the faith of a child. Matthew 18:2-4 says, "He called a little child to him, and placed the child among them. And he said: 'Truly I tell you, unless you change and become like little children, you will never enter the kingdom of heaven. Therefore, whoever takes the lowly position of this child is the greatest in the kingdom of heaven.'" Because of God's heart for young people, it is important to recognize their value in today's church.

The Need for Leaders in Youth Ministry

Youth need guidance and support as they navigate through the most challenging part of their development and seek to grow in their walk with Christ. Christ-like leaders are needed to serve young members of the congregation and help them to reach their full potential.

Youth leaders will naturally rise from within the church if they are being taught from an early age. It is good to have "Sunday School" classes for children in a separate area during the service so that they can be taught at a level they easily understand.

Youth ministry leaders are important in the church. They must be rooted in a biblical foundation in order to effectively communicate with young people and also be a biblical role model to them. In addition, they must understand youth issues, which will allow them to build meaningful relationships with them. It is important for the truth of the gospel to be passed down from generation to generation in order to grow the body of Christ. Ultimately, helping children and youth to grow spiritually in their formative years will equip them to make an impact for Christ both now and in their future

Ways to Engage Children and Youth

For both younger and older children, it is helpful to make lessons fun and exciting. This will help them to remember what they have learned. Here are some things they can do (these are also fun activities for adults as well):



- Have a drama to act out the story. This will allow them to participate, making it more memorable.

- When a story is being told (for example, when Peter walked on the water) you can have them make the sound of wind (whoosh!) and rain (snapping fingers or patting hands on knees). When the disciples are terrified the kids can make terrified noises and faces, etc. These kinds of things can be done with many stories in the Bible.

- Have them think about the story from the perspective of the different characters. For example, in the story about the paralyzed man being lowered through the roof, ask them what they would be thinking if they were: the paralyzed man? the friends who helped? the people in the crowd? Jesus?

- Have competitions such as who can look up verses the fastest, who can memorize the most verses, who has read the most books in the Bible, etc.

- Do a service project. Visit people who aren't able to come to church, do a community "clean up," or whatever might be needed in your church or in the community. This will also be a wonderful witness to the community and they can invite people to come to church as they are doing their projects.

- Have the older youth get involved with programs for the younger children. They can help teach Sunday School, have game days, organize a children's or youth choir, etc. This prepares them for future serving in the church.

- Have them get involved in serving in the church. They may be able to help with setting up or taking down chairs, performing in a choir, etc. Going with adults to home visits will help them see how to minister in the community and they will learn how to share the gospel effectively by seeing you do it.

- The Reach4Life program is a Christ-centered program where young Christian adults are teaching thousands of youth, using Biblica's Reach4Life New Testament containing Biblical life lessons. To learn more about how your church can participate, contact thandeka.ptime@gmail.com.

CHAPTER 12

MAPPING YOUR CHURCH FOR GROWTH

Despite the popularity and acceptability of church growth teachings by many Christian leaders and churches, not much is being seen in the actual growth of churches. Many books, seminars and conferences on church growth, renewal and vitality have not brought the expected result simply because of the neglect or ignorance of church mapping. Church mapping can help us fulfill the great commission more effectively. It is one of the tools to help the health and well-being of the end-time church.

A DEFINITION OF CHURCH MAPPING *(Joshua 2:1-2; Nehemiah 2:11-16; Numbers 13:1; Luke 14:31-32)*



Mapping is the idea of having a map of your church and looking it over with the eyes of God to discover troubled areas to address. It is God's revelation about the spiritual situation of the church and the reasons for lack of growth, fruitfulness and stagnation of the church. What x-rays are to doctors, church mapping is to pastors and church leaders. In nutshell, church mapping is asking God to show you why the church isn't growing, and seeking ways to make it happen.

WHY SHOULD WE MAP THE CHURCH?

- ✓ Too many churches are stagnant, struggling and sick
- ✓ Too many churches are experiencing crises and breakaways
- ✓ Too many churches are weighed down by what seem to be curses
- ✓ Too many churches practice "churchianity" without corresponding Christianity
- ✓ Too many churches are physically lively but spiritually dead
- ✓ Too many churches are involved in occultism and demonic activities
- ✓ Too many churches lack proper direction and focus
- ✓ Too many pastors are confused, tired, and discouraged, and want to quit

MAPPING IDENTIFIES THE PROBLEMS OF YESTERDAY AND TODAY

- ✓ To understand today, you must look at yesterday
- ✓ It will give you a good grasp of growth problems
- ✓ You'll get a proper understanding of church direction
- ✓ Less effort will be required to achieve good growth
- ✓ It will help you effectively deal with the enemies of progress

- ✓ You'll see more effectiveness and fewer crises
- ✓ You'll be able to offer result-oriented prayers and activities

Church mapping is not an end. It is a way to get to an end. When used correctly, it has the possibility of bringing others to Christ and helping the health and effectiveness of the church.

THE CONSEQUENCES OF NEGLECTING CHURCH MAPPING

- ✓ Non-growth and stagnancy
- ✓ Much labor but little fruit
- ✓ Baffling and confusing situations
- ✓ Looking the wrong direction for reasons
- ✓ Constant crisis and chaos
- ✓ Non-fulfillment of God's promises
- ✓ Discouragement and dejection
- ✓ Much prayer with little result
- ✓ Many programs and few answers
- ✓ Frequent breakaway and losses
- ✓ Financial hardship and poverty
- ✓ Boredom of members with the church

METHODS OF CHURCH MAPPING (*Deut.29:29; 2 Sam. 2:1-2)*

- ✓ Special times of prayer and fasting
- ✓ Observation and illumination
- ✓ Checking through the church history
- ✓ Physical mapping of the area and situation
- ✓ Asking questions about the spiritual history of the church

SOME CONSIDERATIONS FOR CHURCH MAPPING

- **Establish a simple one-sentence mission statement for the church.** For example, "We are here to tell others that the way to God is through Christ alone" or "We are here to show people who God is and what He wants from us" or "We are here to make more and better disciples of Christ" or "We are here to explain to others what it means to be born again." It should be something short, to the point, and easy to understand and remember, so all church members will know the purpose of the church.

- **Recognize in which areas your church needs to grow**. Your greatest need may be to help your members deepen their relationship with Christ. Or it could be a need to grow the church in numbers. Set goals according to your needs.

- **Set goals for the year.** For example, we have xx people involved in a daily Bible reading plan. We'd like to increase that to xx people. Or we have about 100 people regularly coming to the service. By the end of the year, we would like to grow that to 125.

- **Set long term goals (5 years or more).** For example, we plan to buy xx bricks per year so that we can complete a small hut in five years.

- **Know and understand your congregation.** How many people are attending? How many are regular attenders and how many are first time visitors? Are some kids coming alone? Assign someone (maybe the greeter) to keep track of new attenders and report that to the church leadership each week. Keep a running report on this.

- **Have a plan for financial accountability.** Work with church leadership to create a budget. For example, we usually have offerings of about R 1500 each week, or R 78,000/year. Our rent costs xxx, our water costs xxx, our electricity costs xxx, and our pay to the pastor is xxx. Have a "Plan A budget" (just enough to cover the basic costs) and a "Plan B" budget (if we get enough for the keyboard we want, etc.). Assign a trusted person as treasurer, to keep written records of how much comes in and what the expenses are. These records should be shared by the pastor and elders at regular meetings, so all are aware of the financial situation.

- **Provide ministry leaders with clear expectations.** For example, we are expecting you to lead the singing in our Sunday morning and Wednesday night services. Also, be clear about expectations regarding their personal lives. For example, you will be asked to leave if you are involved (sexually or emotionally) with someone other than your spouse, if you take any money collected for the church and use it for your purposes, etc.

- **Cross-train ministry leaders so that they have experience in multiple areas.** For example, can the worship leader cover for teen night? Can the youth leader help in the nursery? Can the elders be prepared to step in at the last minute for the pastor with sermons prepared ahead of time?

- **Have a plan for outreach work for the vulnerable and community needs.** Is there a method of visiting people (especially the orphans and the elderly), and are reports kept so that the house next door isn't visited several times a month while the house across town is never visited? Are there events several times a year that bring in visitors? For example, a kids' club offered 2-3 days in the summer, or a mother's group with a clinic worker speaking on how to keep your baby healthy, or an evangelistic crusade for several nights twice a year. (This does not require going to a lot of expense or hiring an expensive guest speaker. Use your own ministry team but make it fun!)

- **Have a plan for discipleship**. Are there cell groups where people can study Scripture? (Maybe develop groups within neighborhoods to avoid people walking long distances.) Can you provide discussion questions for the group?



- **Have a plan for visitors.** Is there someone assigned to "welcome" (shake hands, etc.) at the door when they first come in? Are follow up visits made?

- **Have a plan for singles.** Is there a mixture of married and single people in the small groups, so the singles don't feel left out? Are sermons and trainings worded in a way that singles feel they apply to them? Are there opportunities/fun events for singles to meet together as a group?

- **Have a plan for women's and men's groups.** These groups can be targeted to address the needs of the women and the men.

- **Have a plan for elementary age children.** For example, is there a Sunday School? Maybe you could have a sports club, game night, or children's choir, combined with Bible stories. (See the section on ministry to children and youth.)

- **Have a plan for teens and university students,** and get them involved in helping in ministry. (See the section on ministry to children and youth.)

- **Have a plan for elderly members of the congregation.** Assign someone to check on the elderly. Are they safe? Sick? Lonely? Give them a call occasionally to see if there is a need. If so, try to find somebody nearby in the church who can help. Needs should be reported to the church for follow-up, not left to the person who is overseeing elder care to deal with.

- **Have a schedule for services and meetings and stick to it**, so people will know how much time they are committing to when they come to the church. (See separate materials on time management.)

- **Know your church history.** This might come from the oldest or longest attending members. They might know what caused the deep division that caused half the church to leave 10 years ago. Be aware of past problems and consider how to prevent those situations from happening again.

- **Target areas you want to work on.** For example, maybe there is a community nearby that you have never reached, that you would like to become involved with. Think about how to get involved in that new area.

CHAPTER 13

WHY CHURCHES AREN'T GROWING

Many Christians who are committed to the fulfillment of the Great Commission are showing tremendous interest in the growth of their churches. God is working mightily in these end times. However, many pastors are confused and at a loss on how to lead their church to grow. They moan and lament the conditions of their churches. And this is largely because of the following points:

1. Negative passions. Every church is being ruled by one passion or another. There is no single church that does not possess ruling, consummate passions. These passions determined the growth or non-growth of the church. Negative passions that hinder growth are traditionalism, doctrinal incorrectness, maintenance, providence, vocation/profession, competition, ignorance and self-satisfaction.

2. Patriarchs and matriarchs take over leadership. In churches where the elders, deacons and/or an influential member has taken over leadership from the pastor, growth will be a mirage. When the position of the pastor is undermined and is not given a free hand to lead the church, growth won't happen. When lay leaders have taken over the mantle of leadership from the pastor, then good-bye to church growth. Problems can arise when the majority of members are blood related. And when no men have been available, godly women have sometimes filled the gap by taking the position of leadership. In these cases, it is helpful if there is a male pastor who can assist as an advisor. To fulfill Scriptural requirements, the goal would be to train up a man (or men) who could someday fill the leadership role.

3. Myths about church growth become excuses. Myths are farces, lies and half-truths. Many of these myths are flying about or have been deeply ingrained in the sub-consciousnesses of many pastors, effectively hindering the growth of their churches. Some of these myths are:

- It's okay not to grow
- The small church is the perfect will of God
- Growth will happen without cause or effort by the church
- Growth means having to compromise
- Quality is more important than quantity
- The church is for the saints only
- Vision is not important
- Dedication is all we need

4. The Pastor's personal life. The pastor's personal life has much to do with the growth of the church. It helps determine the spiritual thermometer of the church. A

healthy spiritual life consisting of holiness, integrity, consistent obedience, prayerfulness and watchfulness will be a positive influence on the church. When pastors fail in their personal development, improvement, studying, leaning, being current and informed, their church will also fail.

5. Ignorance about how to grow. Ignorance will hinder church growth. Many well-meaning pastors are averse to training or learning regarding the growth of the church. They believe that the Holy Spirit will do everything. However, studies of growing churches have shown that their pastors are people who desire and promote continuous learning. They take courses in church growth and attend seminars and conferences. Their churches reflect their efforts.

6. Lack of a clear-cut vision. When the church vision is too vague, there can be no growth. A vision of what God wants the church to do, who to reach, and area to focus on must be clearly understood. God has a vision for every church and until the church is clear about, convinced and pursuing the vision, you won't see growth.

7. Lack of goal-setting. Without the courage to set achievable and concrete goals, the growth of the church will be put on hold. Goal setting is the act of believing God for the impossible. Goals should be set for numerical, material, physical and spiritual growth of the church.

8. Refusal to change. Change must come before growth. Pragmatic decisions must be made regarding our methods systems, strategies and programs. Holding on to old ways is one of the greatest enemies of church growth.

9. Oppression of workers. When the workers are blamed, condemned and castigated instead of being trained and motivated, the church will not grow. Instituting training that will serve to mobilize and motivate joint efforts for the growth of the church is one fact we cannot ignore. In churches where there is no purposeful training, the people will be unchallenged, non-committal, wayward and casual.

10. Lack of a strong prayer foundation. Growth cannot really come without a strong prayer base in the church. The foundation of prayer must be a pillar of the church; otherwise, growth will remain a mirage. Serious prayer is what will bring the mighty presence of God into the church for supernatural growth. Powerful and prevailing prayers are what will nullify and thwart all demonic activities that may hinder growth.

11. Demonic activities. In churches where the Holy Spirit is not present**,** there will be demonic activity. Church growth cannot really happen without addressing it.

Don’t give up on church growth!!!!



1. Don’t surrender growth to Excuses. There is no end to excuses. Somebody said, “Those who find excuses shall be excused."

2. Don’t surrender growth to Failure. The fact that you have failed before doesn’t mean you can’t succeed. Your failure is not fatal; your defeat is not final.

3. Don’t surrender growth to Fear. The fear to begin has crippled many. Fear of failure, misunderstanding, opposition, and misrepresentation has stopped many from taking steps of growth. What we must fear is fear itself!

4. Don’t surrender growth to Opposition. It is common to experience rejection (often many times) before ever being accepted. Great dreams and plans often receive much opposition from friends and foes alike.

5. Don’t surrender growth to Counseling. Counseling is good and welcome, but many times they serve the devil's purposes. Counseling that tells you to take care, don’t aim too far, don’t dream too high or big, etc., is from the pit of hell.

6. Don’t surrender growth to Money. Many are not able to grow because they put the consideration for money in first position. Money is not the first thing in church growth. You may not have the money but when you are willing to grow, move on and progress, the problem of money will solve itself.

7. Don’t surrender growth to Discouragement. Yes, discouragement will set in. You will want to quit and give up. Don’t give up! The patient dog eats the fattest bone.

8. Don’t surrender growth to Traditionalism. Traditionalism is made up of routine, mechanical notions that are devoid of life. It is old methods, systems, and strategies that have become sacred and cannot be changed. These hinder rather than help growth.

9. Don’t surrender growth to Problems. Growth will bring its own set of problems. However, these problems can be solved by putting them into proper perspective.

10. Don’t surrender growth to Impossibility. Nothing is impossible. Growth can happen in every area of life if we can turn our attitude from impossibility to possibility.

In the end, you must surrender growth to Faith. Great faith in God is the key!

STEPS TO REMOVING GROWTH HINDRANCES

- Seek the Lord for a battle plan
- Encourage members to share with each other, especially those in similar circumstances
- Make restitution and restoration where needed
- Set up a powerful prayer base
- Have leaders pray together
- Pray for the physical location of the church (the area around it)

As you obey the leading of God's Spirit in any area He might direct, you will experience freedom, breakthrough and growth in the church.

CHAPTER 14

PITFALLS A LEADER SHOULD AVOID

Our own worst enemy

The church leader's most dangerous enemy is himself. His own flesh and indwelling sin nature constitute a vicious and deceptive internal foe. Compared to this, his external foes are easy to combat.

Three areas of sin which are at the root of a downfall of any Christian leader are:

- the **love of women and moral failure** (illicit sexual immorality)
- the **love of money** (the desire to be rich)
- the **love of position and prominence** (pride)

Experience confirms the testimony of scripture: *Do not love the world or anything in the world. If anyone loves the world, love for the Father is not in them. [16] For everything in the world—the lust of the flesh, the lust of the eyes, and the pride of life—comes not from the Father but from the world. (1 John 2:15-16)*

No one is immune to these sins. There is a high rate of failure among the Christian leaders because of them. Every wise leader knows if he doesn't exercise self-control, he can fall into either one, two or all of three of these snares. These are, no doubt, some of the troublesome sins mentioned in Hebrews 12:1. According to 1 John 2:15, a lack of love for the Father leaves room for a love for the world to develop. This makes you especially vulnerable to these areas of attack if you are in leadership. Proper training and preparation involve developing an absolute trust in God and His word. If you walk in faith, you will not be insecure. You will be able to avoid the snares of sexual sin, covetousness and pride. These three areas of sin proceed out of *insecurity* (a lack of faith and trust in the Lord).

a) **Immorality.** Immorality generally results from an insecure marriage that may be failing because of poor self-esteem. This makes you self-conscious, self-centered, and selfish. The unhappy spouse fights back and the leader feels driven out of her affection into the arms of someone who seems more understanding and loving. **Moral failure is a lasting scar.** Moral failure is dangerous. Solomon says of someone who falls into fornication*, "Blows and disgrace are his lot, and his shame will never be wiped away (Prov 6:33).* It will impede your ministry for the rest of your life. God's forgiveness and restoring grace never fail to be available, but "the wound and reproach" continue to have an effect. Through moral failure you will lose all you could have gained by the years of preparation in becoming a leader.

b) **Covetousness.** Covetousness- the love of money or possessions - comes from *insecurity about God's provision.* As a spiritual leader you must "*...seek first his kingdom and his righteousness, and all these things will be given to you as well" (Matt 6:33)*

He will add to you the food, clothing, health, housing, and transportation you need if you faithfully practice the principle of provision found in the Bible. This principle will be learned when you:

- **Learn to Give**

Until you learn to consistently give some of your income to the Lord you will never know God's provision for your needs. Strive to give a tithe (10%) of all that God blesses you with. Give to your mission's outreach, to help widows, orphans, the poor around you, and God will provide (Malachi 3:7-11)

We are not promised that we will be free from any financial problems on this earth, but we are promised spiritual blessings beyond what we can imagine. *[38] Give, and it will be given to you. A good measure, pressed down, shaken together and running over, will be poured into your lap. For with the measure you use, it will be measured to you." (Luke 6:38)*

- **Teach Others to Give**



Once you have started practicing this, start teaching all the brothers and sisters to do the same. Giving to the Lord's work breaks the hold of the sin of "the love of money." Practice it regularly and God will pour out spiritual blessings on you and your church.

c) Pride – The essence of sin. Pride is the result of *insecurity about your call* and your own sense of self-worth. Pride is the easiest of failures for others to see. It is also the hardest one for us to see in ourselves. It shows itself by a boastful attitude. Boasting broadcasts insecurity. A person who has an effective ministry doesn't have to boast about it. *Let someone else praise you, and not your own mouth; an outsider, and not your own lips. (Prov 27:2)*

If someone feels he needs to advertise he is an apostle, for example, it means he doubts it himself and doubts others will think so unless he says something about it. Boasting is clear evidence that a person is full of pride and insecurity.

Three indicators of pride are:

- **“I’m more important”** - thinking certain people or jobs are “beneath you” or that you are more important because of your position.
- **“I want to be served”** - accepting special honor as a leader and being served by others rather than devoting yourself to serving them.
- **“I’m the best”** - Paul warns us against this***:***

  *For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you. (Romans 12:3**)***

Pride is beginning to dominate us if we think of ourselves more highly than we should. God hates pride because it is the essence of sin. Satan fell because of pride. *"Your heart became proud on account of your beauty, and you corrupted your wisdom because of your splendor. So I threw you to the earth; I made a spectacle of you before king." (Ezekiel 28:17)*

Pride is like a weed among the crops: It will grow and take over if we don’t take positive action to prevent it. If pride is so hard to detect, how can we guard against it? How can we protect ourselves from this serpentine sin?

1. Stay Close to God. Maintain close contact with the Lord Jesus through disciplined daily prayer, diligent study of your Bible and determined meditation on His word to you.



2. Fast and Pray. If there is pride in your life, deal with it through fasting and prayer. David said: *Yet when they were ill, I put on sackcloth and humbled myself with fasting.... (Psalms 35:13*)

3. Stay Close to Others. Leadership isolates you from people. Always maintain some close relationships with those you will allow to speak into your life - with correction if need be. The leader who doesn’t receive consistent, honest input from trusted friends may lose his perspective and give way to pride. The Bible says: *Every day they continued to meet in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts. (Acts 2:46)*

4. Don't Strive for Position

God will promote you to the place of leadership He has for you no matter what your circumstances are. He knows where you are, and He will exalt you at the proper time. *No one from the east or the west or from the desert can exalt themselves. It is God who judges: He brings one down, he exalts another. (Psalms 75:6-7)*

5. Seek to Excel as A Servant of Others. A good servant strives to make those he serves successful. If they succeed, you have succeeded. *Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, [4] not looking to your own interests but each of you to the interests of the others. (Philippians 2:3-4); To the elders among you, I appeal as a fellow elder and a witness of Christ's sufferings who also will share in the glory to be revealed: [2] Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; [3] not lording it over those entrusted to you, but being examples to the flock. (1 Peter 5:1-3)*

True leaders are not *Lords*. They function as servants of God's people. Church leadership isn't a place of Lordship, but it is the place of the lowly servant. God's preparations are to teach us to have the attitude of a *servant*. Jesus was the most humble and lowly of all men. Like Jesus, a true leader won't avoid certain jobs because he feels they are below his dignity as a leader. A secure leader is not threatened by menial tasks or humble responsibilities. Paul wrote of Jesus, *In your relationships with one another, have the same mindset as Christ Jesus: [6] Who, being in very nature God, did not consider equality with God something to be used to his own advantage; [7] rather, he made himself nothing by taking the very nature of a servant, being made in human likeness. [8] And being found in appearance as a man, he humbled himself by becoming obedient to death— even death on a cross! (Philippians 2:5-8)*

Jesus was so secure in who He was, He didn't need to exalt himself. John 13 makes this even clearer: *Jesus knew that the Father had put all things under his power, and that he had come from God and was returning to God; [4] so he got up from the meal, took off his outer clothing, and wrapped a towel around his waist. [5] After that, he poured water into a basin and began to wash his disciples' feet, drying them with the towel that was wrapped around him. (John 13:3-5*)

CHAPTER 15

WHY CHURCHES LOSE MEMBERS

Church decline is a phenomenon that has become a frustrating reality today. There are many conferences on church growth, but few on church decline. Church decline is very prevalent in Nigeria. The bad news is that about 80% of our churches are declining or have declined in vitality, dynamism and growth. One sure sign of church decline is membership losses. One of the best strategies for growth is stopping church decline by closing the back door exit out of the church. When decline is not challenged in the church, it will continue and God's kingdom won't grow.

One set of people is your regular congregation. A second set of people will stay for a while before going into the ministry. The third set are those who just come to visit. Our focus is on the first and second set of people. They are normally driven away by ineptitude, rigidity and other mistakes.

Biblical mandate against membership losses *(Ezekiel 34:1-10; Luke I5:3-6; John 17:12; Acts 20:28; Proverbs 27:23; Jeremiah13:20; I Samuel 17:34-35).*

The Scriptures warn against careless handling of the flock. God wants every member of the flock to be known, taken care of and properly accounted for. The man with the 100 sheep knew one was lost because he was vigilant, caring and he knew the state of the flock through counting, observation, prayer and proper organization.

Here we will explore reasons from research and experience as to why churches have recorded membership losses and an alarming rate of membership decline in the last couple of years. As we look over the points, it is our earnest hope that the Holy Spirit will reveal where a church is lacking, and show how it can change.

1. Absence of vision (*Proverbs 29:18, Isaiah 9:16)* Where there is no vision, goal and purposeful direction in a church, the serious-minded ones tend to leave to find a church that does have and vigorously pursues their God-given vision.

2. Needs are not being met. Basically, people come to church because of needs. When the problems facing people are not being addressed - their suffering with sickness, diseases, poverty, joblessness, barrenness, bad-luck and demonic oppression remain unsolved despite months and years of coming to the church - they will drop out.

2. ***Lack of spiritual nourishment.*** A proper and balanced diet is missing. The messages are shallow, uninspiring and above or below the people. Though they might be physically okay, they are spiritually malnourished and underfed. The serious ones who care for their spiritual life will leave for greener pastures.

4. No attention, care and love are shown to them. If this is the case in our churches, people will not stay because everyone loves to be given attention and acceptance. If they are not cared for in their trying times they will surely drop out.



5. Crisis. In churches where there is crisis between the leaders, choirs, workers, serious people will always drop out. In churches where preaching often turns to doom and destruction, those who value their spiritual well-being will stop attending.

6. Weak pastor. People love to follow and serve under strong, dynamic, and extraordinary pastors. But when the pastor is weak, spineless, and visionless, people will drop out. People today don't want to serve under the command of General Apathy!

7. Weak prayer base. Growth will happen when the church has truly become a house of prayer. These are not selfish, self-centered, monotonous and routine prayers but dynamic, earnest, fervent and persistent prayers, both in private and public. In churches where such prayers are absent, people will leave in droves.

8. Partiality and racial undertones. This is shocking but true! Many churches show traces of this and it will result in those of other races and tribes leaving the church.

9. Lack of time management. Many fundamental churches believe they should not rush things and therefore don't close the 9:00 am service until 2:30 pm! While we do not believe in disobeying the Holy Spirit, we see that time wastage has resulted in many people leaving the church. Time is precious today. We must learn to close on time, for example around 12:00 noon, when the people are still asking for more. Then honor that time period each week. People are more likely to come when they know how much time they are committing to. (See section on time management.)

10. No plan to assimilate new members. When there is no deliberate program for membership assimilation such as welcoming second- and third-time visitors, guest classes, small groups, etc., they will drop out, often without anyone noticing.

11. Organizational ineptitude. This was the problem faced by the apostles in Acts chapter 6. They could have solved it in any of these three ways:

- ✓ "Shut up, if you are spiritual you won't complain"
- ✓ "Shut up, if you are not satisfied you may leave the church"
- ✓ Organizing effectively to meet the need

They chose the latter option and retained the people. Looking at the Acts of the Apostles we see what happened:

- ✓ Acts 1 - God moved upon men
- ✓ Acts 2 - God gave them a ministry
- ✓ Acts 3 - God gave them multiplication
- ✓ Acts 4 - It turned into a movement
- ✓ Acts 5 - Murmuring arose
- ✓ Acts 6 - It was solved by administration

These things are occurring in churches today also, but many are not choosing the option that the apostles chose, and losses result.

12. Carefree/non-challenging attitude. Some leaders just don't care. They are not concerned about the decline, growth and well-being of their church. They justify and excuse the declining nature of the church. Such attitudes have created havoc with the health of their churches.

13. Mistakes by leaders. One major reason why many are leaving the church is that leaders who are held in reverence, awe and honor descend to do evil and unimaginable things. Many (incorrectly) see the pastors and leaders as almost at the same level as angels, and therefore are shocked when they hear and see carnality, sin, evil, and corruption in those who they believed to be men of God. Ungodly living will drive people away.

14. Members are inactive and uninvolved. When members are just kept untrained, inactive, and uninvolved in the program of the church, it will be easy for them to drop out and go where they will be used.

I5. Feelings of neglect and air of hostility. When members sense that their presence is no longer welcome and meanings are being read into whatever they do, the easiest thing to do is to drop out and find peace of mind.

16. Inability to endure the truth. When people are not ready or willing to abide by the truth of God's word, they will surely leave.

17. A prideful, rebellious spirit *(a rebellious spirit, Num.16:1-3).* When a rebellious spirit and pride (such as the attitude of Absalom) enters the people, serious bickering will begin, and will lead to dwindling membership.

18. The Pastor's wife and children. The pastor's wife and children are very important to the church. They can help or hinder what the pastor is trying to accomplish. A pastor's wife can drive people away through demonic influence, bad

character, backbiting, and ungodly manners. The children, through bad examples and rough living, may also contribute to membership losses.

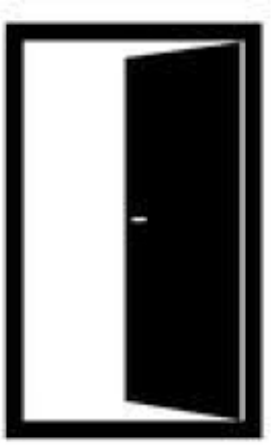
19. Lack of programming for children and youth. When there is nothing to catch the attention and interest of children and youth, you lose them as they become older. Not giving this ministry the attention it deserves will cause your church to decline.

20. No missionary outreach. When there is no fresh, new challenge to evangelize and reach out to other places, the people tend to be idle, inward looking, monotonous and tired. They will surely leave to find a more challenging church. When the church is only *seating*-oriented and not *sending*-oriented, it will decline.

21. The revival fire has died out. This is true of many traditional, fundamental, evangelical and Pentecostal churches. The glory of what God has done in the past is remembered with nostalgia. The life and vibrancy they once knew is gone and everything now is cold and lukewarm. People will leave to find new churches.

22. Constant pastor transfer. When pastors are being constantly transferred from other churches, it can lead to membership losses and decline. Short term pastorates of two to three years can be a hardship on the health and well-being of the church.

23. Back door losses. This reason for loss of members deserves much attention. Back door loss simply means people come to the church through the front door and go out through the back door, often with nobody noticing. This is a two-fold problem:



- ✓ The inability of a church to retain and incorporate new members
- ✓ A gradual loss of old and stable members

Think of your church. How many have been lost through the back door? People who came once, twice, or for one month or one year and suddenly refuse to come for one reason or other. How many stable members have been lost in the last two years? This is a plague that has ruined many once big and vibrant churches. This is why we are looking at the problem with the hope of finding lasting solutions.

Myths about back door loss believed by many church leaders have unfortunately helped to aggravate the problem. It has allowed membership losses to continue unabated with attendant church decline. Pastors and church leaders will see decline when they hold on to these myths and excuses:

- ✓ “Those who left were never a part of us” (I John 2:19)

- ✓ “Those who left are sons of perdition”
- ✓ “No matter what happens, people will stay”
- ✓ “If one person goes, God will replace them with ten persons”
- ✓ “If they go, they are cursed”
- ✓ “It is the troublemakers that are leaving”
- ✓ “Those who belong to me cannot go away”

The church is all about people. The people are more important than the building, tradition program and methods. Everything must be done to win, woo and retain the people for the Lord. Losing members is one sure signs of church sickness. Church health requires that we take note of these points and make changes where necessary. When the church is healthy, it will naturally grow. (I Cor.3:6; Col 2:19)

1. Secret Sins (Prov. 28:13)

- ✓ When sin(s) are allowed without rebuking, repentance and confession, both in the church leadership and membership, progress will be practically impossible.
- ✓ Sin will lead you to where you don’t want to go.
- ✓ Sin will keep you longer than you want to stay.

2. Lack of Vision. When church leadership lacks vision, direction, focus and purpose, the church will really flounder and there will be no discernible progress. In a church where everything goes, nothing will really go.

3. Struggling with Circumstances (2 Sam. 21:1-3). A church pastor may be struggling with circumstances that have become like a curse to him, either through generational circumstances or because of such things as teaching wrong doctrine (which affects his teaching), offending senior pastors, stealing, having an unhappy wife or parents or any number of things. During these times the church will find progress very difficult.

4. A Faulty Foundation (Ps. 11:3). Too many independent churches cannot achieve real progress simply because their foundation is wrong. A foundation of crisis, breakaways, false doctrine, lying, quarreling and animosity will always have negative effect. A church that starts in crisis will continue in crisis.

5. Position and Titles. Many churches have wittingly and unwittingly put progress at risk because they use positions and titles to install the wrong people. They give positions and titles to new converts, sinners, prominent church goers, the rich, and the educated in an effort to make them to stay. They later become an albatross around the neck of the church, and progress is jeopardized.

6. Wrong Associates. Quick decisions about choosing associates can result in partnering with the wrong people. Wrong decisions about associate pastors, deacons and elders have hindered church progress more than any other factor.

7. Internal Wrangling. Churches cannot grow when internal politics, ethnic bias, tribal considerations and favoritism are being practiced. When these things enter into decisions on such things as pay, ordination, transfer, promotions, and positions, growth will be muzzled and killed.



8. Disobedience to God. Progress is impossible in the church when there is clear disobedience to the word of God and His leading. Disobedience will cause a church to lose its momentum in an otherwise forward moving church. Try as much as they can, progress will not come to disobedient people.

9. Clinging to Tradition. When a church refuses to change and is skeptical of worthwhile changes happening all around, progress will begin to slide. When old methods, systems, strategies and church tradition are still being held onto despite their fruitlessness, growth and progress will become a thing of the past.

10. Peace over Progress. Sometimes, peace is the enemy of progress in the church. When church leadership wants peace at all cost and are ready to appease people rather than provide dynamic leadership, progress will be a mirage. Church leadership that is afraid of rocking the boat, confronting the problematic person but surrendering leadership to disgruntled elements can never lead the church forward.

11. Failure to Tackle Problems. Problems are part and parcel of growth. When problems are tackled and solved in a mature, transparent and robust way, the church will move forward. But when the opposite is the case, the church will soon begin to crumble under the weight of unresolved problems and conflict.

12. False Doctrine. No church can really achieve kingdom impact and expansion in the absence of the undiluted word of God. When the balanced and true word of God is taught in a church faithfully, the church will prevail. But when a false doctrine is being extremely emphasized, progress will begin a downward spiral.

13. A Polluted Altar. The altar should be the lifeline of the church, where life issues should flow to the church. It should be the place of God's presence and power. It should be the throne room of God in the church, but sadly it has been polluted in many churches through sin, ungodly leadership animosity and infighting, and the

presence of God has been withdrawn. Life and vitality have ebbed away from such altar. No wonder there is no tangible progress.

14. Mistreatment of Ministers. Many churches have not and will not see progress because they have made it their pastime to mistreat and shortchange God's servants. They spread lies, withhold salaries that are due, and send him away from the church. Sometimes, church elders have overthrown pastors. Progress will not happen in such churches.

15. Oppression of Members. When members are being oppressed, taken advantage of, and cheated or cursed by church leaders, the church leaders are behaving as despots and dictators. Forget any progress in such a church.

16. Contentment with Present State (Luke 1:53). When a church is content with its present state, it will not grow. When a church only wants to maintain what they already have and fails to reach and stretch further, then good bye to multiplication. A church that is consumed and controlled by the present jeopardizes the future.

17. Ineffective Programming. Right and relevant programming can help a church grow. Wrong and weak programs can hinder growth or even cause people to leave.

18. Demonic Activities. Witchcraft inside a church is a formidable barrier to progress. Demonized members and a demonic environment have hindered growth from within. Witchcraft activities that result in being lukewarm, calamities, death, apathy, and ungodly scenarios all contribute greatly to a church's decline.

19. Maladministration. Progress in the church will always be impossible when there is poor administration. This will lead to complaining and murmuring, especially when money is handled improperly. This will lead to fighting and ultimately, people leaving the church.

How to overcome these enemies:

Make a choice! If you don't make choices you will give room to chance.

- **Be determined.** Your determination will strengthen you to pay the price.
- **Seek progress.** Model, absorb, and champion progress both in your personal and ministerial life.
- **Be ready to change.** Be ready to change unworkable policies and methods for progress to happen.
- **Be obedient.** Demonstrate obedience to God and willingness to restore and restitute.
- **Be prayerful.** Pray and work at paying the price that will bring a turnaround and progress.

CHAPTER 16

ADDRESSING CULTURAL ISSUES

In this section, we will help you address cultural issues that may seem too overwhelming to take on. It seems like these things are so much a part of culture, that we cannot even begin to address them. However, we are called to speak truth and teach God's word, so we **DO** need to address them!

We are not alone. Believers in every country deal with cultural issues. In India, there is a caste (class) system, from the lowest caste to the highest caste. Whatever caste you are born into is the caste you have to stay in for life. You can't improve your position or marry someone from another caste. In America, abortion (which is murder) is tolerated. In countries practicing Hinduism, people worship multiple gods. In some countries, people think they have "outgrown" the need for God. Many cultures follow dead religions such as Islam, Mormonism, and others. Jehovah's Witnesses don't believe that Jesus is God. Catholics believe Mary was divine. The world is full of misinformation about God.

In these and many other cases, there is no scriptural basis for what the culture believes. Born again believers everywhere need to deal with cultural issues directly, and teach the truth based on God's word. We can't change the whole culture, but we can make a ripple in it with the truth we teach. The power and wisdom of the Holy Spirit will help us. Remember, greater is He who is in us than he who is in the world! Here are a few cultural issues you will deal with that are of a spiritual nature:

Ancestor worship

- ✓ *Animal sacrifices are giving worship to someone other than God.* We have a jealous God and He tells us that we are to worship him alone. Additionally, these sacrifices have no value. They steal time and money that could be spent on the family or on God's work. The ancestors will not eat the meat that is given them, and there is no value in drinking blood. Family gatherings that celebrate ancestors should be replaced with gatherings where God is worshipped.
- ✓ *Spending money on expensive funerals and tombstones doesn't accomplish anything.* Jesus didn't put any value on tombstones. In fact, one of the harshest things He ever said was to the Pharisees, when He called them whitewashed tombs, pretty on the outside but full of bones on the inside. (Matthew 23:27-28)
- ✓ *Thinking that people become "saints" when they die has no basis.* Jesus taught that it is appointed to man once to die, and then comes the judgment. (Hebrews 9:27) There is no "in between" state where those who have died have any influence on what happens to people on earth.

Witchcraft

The Bible has a lot to say about witchcraft. Witchcraft and its many cousins, such as fortune-telling and necromancy, are Satan's counterfeits to holy spirituality. The Bible expressly condemns all forms of witchcraft. The church needs to teach their people what Scripture says about this subject.

- ✓ People have always sought supernatural experiences God did not endorse. The nations surrounding the Promised Land were full of such practices, and God forbid His people to have any involvement with them. Deuteronomy 18:9–12 says, "When you enter the land the Lord your God is giving you, do not learn to imitate the detestable ways of the nations there. Let no one be found among you who sacrifices their son or daughter in the fire, who practices divination or sorcery, interprets omens, engages in witchcraft, or casts spells, or who is a medium or spiritists or who consults the dead. Anyone who does these things is detestable to the Lord."

  God takes witchcraft very seriously. The penalty for practicing witchcraft under the Mosaic Law was death (Exodus 22:18; Leviticus 20:27). First Chronicles 10:13 tells us that "Saul died because he was unfaithful to the LORD; he did not keep the word of the LORD and even consulted a medium for guidance." In the New Testament, "sorcery" is translated from the Greek ord *pharmakeia*, from which we get our word *pharmacy* (Galatians 5:20; Revelation 18:23).

- ✓ Witchcraft and spiritism often involve the use of magic potions and mind-controlling drugs. Using illicit drugs can open ourselves up to the invasion of demonic spirits. Engaging in a practice or taking a substance to achieve an altered state of consciousness is a form of witchcraft.

- ✓ There are only two sources of spiritual power: God and Satan. Satan has only the power that God allows him to have, but it is considerable (Job 1:12; 2 Corinthians 4:4; Revelation 20:2). To seek spirituality, knowledge, or power apart from God is idolatry, closely related to witchcraft. First Samuel 15:23 says, "For rebellion is as the sin of witchcraft, and stubbornness is as iniquity and idolatry." Witchcraft is Satan's realm, and he excels in pretending to do what God does. When Moses performed miracles before Pharaoh, the magicians did some of the same things through demonic power (Exodus 8:7).

- ✓ At the heart of witchcraft is the desire to know the future and control events that are not ours to control. Those abilities belong only to the Lord. This desire has its roots in Satan's first temptation to Eve: "You can be like God" (Genesis 3:5).

- ✓ Satan's major focus is to divert hearts away from worship of the true God (Genesis 3:1). He entices humans with the suggestions of power, self-realization, and spiritual enlightenment apart from submission to the Lord God. Witchcraft is merely another branch of that enticement. To become involved in witchcraft in any way is to enter Satan's realm. Any practice that dabbles in a power source other than the Lord Jesus Christ is witchcraft. Revelation 22:15 includes witches in a list of those who will not inherit eternal life: "Outside are the dogs, those who practice magic arts, the sexually immoral, the murderers, the idolaters and everyone who loves and practices falsehood."

- ✓ We don't need to fear Satan's power, but we should respect it and stay away from it. First John 4:4 says, "Greater is He who is in you, than he who is in the world." Satan can create much havoc, harm, and destruction, even in the lives of believers (1 Thessalonians 2:18; Job 1:12–18; 1 Corinthians 5:5). When we give our lives to Christ, we must repent. This repentance should include renouncing any involvement with witchcraft, following the example of the early believers in Acts 19:19. *Once we belong to the Lord Jesus Christ, there is no power that can ultimately defeat us (Isaiah 54:17). We are overcomers (1 John 5:4) as we "put on the whole armor of God so that you can take your stand against the devil's schemes" (Ephesians 6:11).*

Isaiah 8:19 says, "When someone tells you to consult mediums and spiritists, who whisper and mutter, should not a people inquire of their God? Why consult the dead on behalf of the living?" When we follow those words to their logical conclusion, we could also ask, "Why seek any power apart from the source of all real power? Why seek spirits who are not the Holy Spirit?" Witchcraft and its many counterparts promise spirituality but lead only to emptiness and death (Micah 5:12; Galatians 5:19–21). **Only Jesus has the words of life (John 6:68)!**

How to Deal with Witchcraft in The Church (Exodus 22:18; Lev. 19:31)

It is our duty as people of God to rid our churches of witchcraft and demonic Spirits. (Lev. 20:27; Deut. 18:10-11).

- We should hate witchcraft the same way our Lord does, and not condone it in the name of love.
- We must not fear them. I John 4:4.
- We must remember, greater is He who is in us than he who is in the world.
- We must preach strongly, directly, and clearly against it. (1 Sam. 28:3)
- We must pray continually against it, and put on the armor of God daily.
- We MUST deal with it. We cannot fold our arms and keep quiet.
- Deliverance secessions must be put in place and those who refuse should be told to look for another church.

We do encounter dark things that may frighten us. But we have the power of the Holy Spirit in us, and we can withstand the devil's schemes! Let the verses on the next page encourage and uplift you.

1 John 4:4 - Little children, you are from God and have overcome them, for he who is in you is greater than he who is in the world.

1 Corinthians 15:57 - But thanks be to God, who gives us the victory through our Lord Jesus Christ.

James 4:7 - Submit yourselves therefore to God. Resist the devil, and he will flee from you.

Romans 8:37 - No, in all these things we are more than conquerors through him who loved us.

1 John 5:4 - For everyone who has been born of God overcomes the world. And this is the victory that has overcome the world—our faith.

Hebrews 2:14 - Since therefore the children share in flesh and blood, he himself likewise partook of the same things, that through death he might destroy the one who has the power of death, that is, the devil,

1 John 5:4-5 - For everyone who has been born of God overcomes the world. And this is the victory that has overcome the world—our faith. Who is it that overcomes the world except the one who believes that Jesus is the Son of God?

Philippians 4:13 - I can do all things through him who strengthens me.

Romans 8:31 - What then shall we say to these things? If God is for us, who can be against us?

John 16:33 - I have said these things to you, that in me you may have peace. In the world you will have tribulation. But take heart; I have overcome the world."

Colossians 1:13 - He has delivered us from the domain of darkness and transferred us to the kingdom of his beloved Son,

Ephesians 6:10 - Finally, be strong in the Lord and in the strength of his might.

Hebrews 13:6 - So we can confidently say, "The Lord is my helper; I will not fear; what can man do to me?"

Romans 16:20 - The God of peace will soon crush Satan under your feet. The grace of our Lord Jesus Christ be with you.

Romans 8:38-39 - For I am sure that neither death nor life, nor angels nor rulers, nor things present nor things to come, nor powers, nor height nor depth, nor anything

else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord.

Romans 8:31-32 - What then shall we say to these things? If God is for us, who can be against us? He who did not spare his own Son but gave him up for us all, how will he not also with him graciously give us all things?

Curses (Consequences, not curses)

- ✓ Many people who have not been born again believe that ancestors affect everyday life and that any misfortune they experience is from an evil man or spirit. These misfortunes can be seen as "curses." Hereditary problems are often seen as a generational curse.
- ✓ The blind man was not blind because of any sin of his or his parents, but that the works of God might be displayed in him. His infirmity was for God's glory. *"Neither this man nor his parents sinned," said Jesus, "but this happened so that the works of God might be displayed in him." (John 9:3)*
- ✓ Perhaps one reason for the concept of a 'generational curse' is that people don't want to take the blame for sinful behavior that causes bad outcomes. Putting the blame on a "curse" allows people to see themselves and others not as sinners but as victims of their parents and society.
- ✓ In reality, people are NOT destined to suffer the consequences of the generations before them. God specifically says that He will punish generations to come ***if*** they repeat the same sins of their forefathers, not ***because of*** the sins their forefathers committed. *Parents are not to be put to death for their children, nor children put to death for their parents; each will die for their own sin. (Deuteronomy 24:16)*
- ✓ Consequences, not curses, are passed on through the generations. If drunkenness seems to pass through the generations of a family, it is because that sinful behavior was witnessed by and adopted by their children. However, when we are born again, any chain of consequences is broken by Christ as we are empowered with the Holy Spirit to overcome such things. Believing in curses denies Christ's sufficiency and covenant of grace for the atonement of sin. We should never diminish the power of the Cross. As a new creation in Christ, we have no spiritual connection with our ancestors.
- ✓ We must remember that God's power is superior. We must steadfastly resist the devil as no practice or belief can ever exercise power over God's plans.
- ✓ As leaders in God's church, we need to correct wrong thinking on this subject and teach our people that what many see as curses are really just sinful consequences. Some people in communities have been shunned because they are seen to be "cursed," when we should see them as people who need to be born again and brought into His church.

(Some info taken from Isaac Makashinyi, africa.thegospelcoalition.org/article/truth-behind-generational-curses/)

Other cultural practices should also be addressed. The church has a big part in educating people so that wrong, harmful attitudes and practices can be overcome. Some common attitudes that need to be addressed in the church's teaching and preaching are:

Tolerance of sexual relationships outside of marriage, and multiple wives. This is clearly forbidden in the Bible in many places in Scripture. *For this is the will of God, your sanctification: that you abstain from sexual immorality. (1 Thessalonians 4:3)* Some tolerated practices include:

- ✓ Taking on additional wives when you are already married. The Bible forbids this. *So they are no longer two but one flesh. What therefore God has joined together, let not man separate." (Matthew 19:6)* The Bible doesn't say, they are no longer "three or more" but rather two – one man and one woman. Sometimes the situation arises where a man is already married to multiple wives and has children when he comes to Christ. He may attend the church, but not participate in leadership, since Scripture requires that leaders be the husband of one wife (see the Church Life chapter for the qualifications of a leader). He should work with his pastor to help him work out his personal situation. This can be complicated, but God can give wisdom. Do your own research according to the area you live in.
- ✓ People living together without bothering to get married. If this is happening, people must get married or begin living apart.
- ✓ Family members encouraging "test driving" a woman to see if they will become pregnant before they get married, and implying to young women that there is something wrong with them if they don't start having children at a young age. Pressure should also not be put on married women to have children. Each family needs to decide how many children to have and when to have them. That is the something each couple needs to decide on.
- ✓ Excusing a man who has a relationship outside of marriage by saying "that's just to be expected." God holds us accountable for our actions, including our sexual behavior.
- ✓ Excusing a man who has a child from a relationship and isn't taking part in that child's life. He must take on responsibility for helping with the child's upbringing, with his finances, time, and love for the child.

Arranged marriages. The most important relationship that any of us have is our personal relationship with the Lord Jesus Christ. The next most important relationship is the one we have with our marriage partner. The spouse we choose should be one who has his/her focus on walking in obedience to God's Word and who seeks to live so that his life brings glory to God (1 Corinthians 10:31). The Bible does expect marriages to last. Although arranged marriages are not strictly forbidden, a marriage is much more likely to last if the husband and wife have had time to get to know each other, love each other, and desire to build a life for Christ

together. Therefore, it is good to for the couple to get to know each other over at least 6-12 months. If one or the other doesn't want to get married, they should not be pressured, forced, or shamed into it. The couple should also receive Biblical counseling before marrying. (More materials can be provided separately on this subject.)

Dowries. Pastors and church leaders are needed to play a critical role in changing the mindset that has developed around dowries. The dowry requirement has become a barrier that prevents young people from getting married. Since they feel they will never be able to afford it, it results in their having a relationship outside of marriage. This is directly opposite to what God wants, and what we as church pastors and leaders desire for our young adults. Also, some young people are forced into marriage (or marrying someone they don't love) just for the sake of the family receiving money from a dowry. That is actually putting personal gain above God's good plan for our lives. It is better for two young people to be free to marry a fellow born again believer who they love, and begin their own life without the burden of trying to raise money for a dowry. Any money they have saved should be applied to help the new couple with expenses they will face, like housing and food.

In the past, many African tribes brought gifts to the family of the girl as a sign of appreciation. Unfortunately, that has now turned into a business! This process treats girls as property (like cattle) rather than one of God's precious creations. Instead of a bag of beans or a field given as a gift, the girl's parents - especially uncles who are heavily involved in marriage negotiations - will count her education, car and any achievements the daughter has and demand a high-priced dowry that is some sort of "pay-back." Parents and families should be aware that the education of their daughter is their responsibility, and it is for the upliftment of their daughter's life. Kind gifts between families are appropriate, but making the young man pay for the education and other achievements of the wife to be is not Biblical. *Pastors may need to step in as advocates to young men, and advisors to the families - including the uncles – so that the young couple will be able to get married.*

Expectations by parents and families that young people should turn over their income to them. Young people need to begin making their own income and building their own lives, but often they are expected to turn over a majority of their earnings to families. If they cannot begin to build a life for themselves, they will not be able to become fully supporting members of their own families, churches, and communities. Respect for parents is godly, but this doesn't include keeping children in bondage until the parents die. Parents and families need to be supportive of young people using what income they get to begin supporting themselves, so that they can become contributing members of society.

Disrespect for women. The culture may tolerate mistreatment of women, but the Bible clearly tells us that God loves men and women equally, and we should do the same. As church leaders, we should go out of our way to show respect to women and involve them in ministry.

Treatment of rape victims. Rape is a horrible injustice done against a woman! Some women are made to feel “less than” if they have been raped, or they may feel that shame has been brought on her family. Regardless of the circumstances, any woman who is forced to have sex is a victim. She should be treated with love and care. The church should also make efforts to keep their women safe, including educating women on ways to keep safe and what to do if they are raped. Usually this is best done through the women’s ministry. (More materials can be provided separately on this subject.)

Incest. The Bible is clearly against any kind of incest. This is not just between family members, but also any people living in the same house. Children in the church should be taught what is an “OK” touch and what is not OK, and encouraged to report it to a trusted person in the church. This can be done within the children’s ministry. (More materials can be provided separately on this subject.)

Stigmas of any kind. People are sometimes shunned because of some issue, especially when it comes to diseases such as HIV. Although it is becoming less of a stigma, church leaders need to guide their flock to understand that Christ never looked down on anybody for any reason, and neither should we. The best way to address any problem is to talk openly about it. (More materials can be provided separately on the subject of dealing with HIV.)

There are many others as well. We should not be afraid to take on these issues. Like God told Joshua, “Be strong and courageous! Do not be afraid!” And Joshua wasn’t afraid, saying “As for me and my house, we will serve the Lord!” In the same way, stand up for the truth in your churches. *For God has not given us a spirit of fear, but of power and of love and of a sound mind. (2 Tim 1:7)*

CHAPTER 17

MANNA FOR MINISTERS

These little nuggets will help you avoid common mistakes of the ministry.

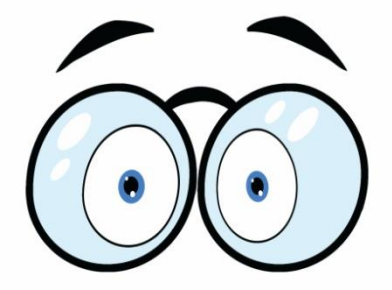
1. **Personal Prayer life** (*1 Thessalonians 5:17).* This is the mother of all growth. The flesh, Satan, activities, tiredness, disinterest and visitors will battle against your prayer life. But conquer them you must. Nothing will atone for lack of a personal prayer life. Praying with others is good, but your personal devotion to the Lord is very important. Ministry to the Lord must always come before ministry to the people. Your perpetual growth hinges on that. If you fall, rise again. Develop consistency over time. The major difference between people begins with their prayer life.
2. **Fasting life** (*Isaiah 58:1-6; Matt. 4:2; 6:16-18; Acts 13:3).* Regular and occasional periods of fasting are part of your spiritual growth and discipline.
3. **Holy Spirit as Senior Partner (***2 Cor.13:14; Jude 20).* Without Him we are nothing. If He doesn't move, nothing will move. He is the one that will bring growth, grace and fruit of the Spirit into our lives. We cannot succeed without Him. He is the Lord of the work. Therefore, the preeminent position must be given to Him. Welcome Him, adore Him, fellowship with Him and spend time in His presence.
4. **Office.** Get an office. It may not be fine or spacious but begin somehow and somewhere. It might be a corner of a room. Your office must serve as your growing room, praying room, planning room, thinking room and training room. Many ministers don't have an office. Some who do have one don't use it properly. Your personal growth depends on having a private place for you and your God. Have counselling days and hours and keep to it. Attend to ministry matters in the office. If you are not organized enough to have an office/space, you may never be truly organized.
5. **Family life** *(Mark 10:9).* Many ministers have been ruined due to the neglect of their home in the pursuit of the ministry. The joy, comfort and understanding and support they could not get in the home was unconsciously sought for and obtained on the lap of strange women. Spend time with your wife and kids. Play with them, talk with them, sleep with her, and be around to contribute to the upbringing of the children. A godly, good, and peaceful home is the bedrock of ministry stability.



6. **Your wife.** Getting married is a serious commitment. As born-again believers, we should not be unequally yoked. Before getting married, be sure that your potential spouse is a born again, godly woman. A minister must be the husband of only one wife. You must not leave her undeveloped. Be concerned for her spiritual, educational, and social development. Share and re-share your vision with her as she takes her rightful position beside you. Discover her gifts. Let her function according to God's gift and calling upon her life. Support her. (See more in the next chapter.)
7. **Sex.** This is a most misunderstood word. Many consider it a taboo to be talked about. Yet, the person who should be knowledgeable about sex is the gospel minister. Whether he likes it or not, he will encounter it somewhere, sometime. Sex is good and scriptural (Proverbs 5: 15-19; I Thessalonians 4:4-6; Genesis 4: I). Sex is pure and edifying within the bounds of marriage. It is only outside marriage that God hates it. It was created by God to be enjoyed by couples. It is not only for procreation but enjoyment and fun. The minister must be satisfied with his sexual life in the home. However, he must not indulge only his sexual appetites. He must not go beyond his wife for whatever reason. Master and control your sexual urge.
8. **Integrity and holiness.** *(1Thessalonias 4:7; Hebrews 12:14)* Your integrity is your ministry. Be a man of your word. Pay your debts and bills. Maintain a godly disposition. Live a transparent, pure, and sincere life both in public and in private. Don't have any skeletons in your cupboard. Don't have any secret or shady dealings with anyone. Always be open. Keep your heart pure. Teach your heart love, forgiveness, tolerance and endurance. Don't allow hatred, bitterness and animosity to block out God's flow into your heart.
9. **Submission to authority.** The tendency is always there to be cocky, proud, unapproachable, and unteachable. But the minister that will succeed must be teachable, humble, and willing to learn from others. The 'I know it all' attitude must be discarded. You must submit yourself to be watched, guided, corrected and warned by a respected pastor and leader. Deliberately put yourself under the authority of others. Don't agree to be all in all. Have someone to pastor, counsel and advise you - a father figure.
10. **Attitudes.** No one can rise higher than his attitudes will allow. Your altitude is always determined by your attitudes. Part of your growth process is to get rid of wrong attitudes such as being critical, cynical, doubtful, fearful, faithless, overly sensitive, and always looking at the negative side of things. A positive, winning attitude goes a long way to bring success. An attitude of faith, hope, prayer and thinking positively have helped countless thousands of people. Growth in the right attitudes is a prerequisite for lasting success.
11. **Character.** Your character is you. You cannot divorce yourself from your character. Making a success of the ministry demands that you keep working on your character defects. Don't excuse your failures. Some are weak towards the opposite sex; for others it is anger, wrath or laziness. Study yourself to know your character defects and seek the Lord for help, strength,

and deliverance. Many have been ruined in the ministry due to this very important point. Excusing yourself today will lead to future ruin. You must remember Moses, Samson, Gehazi and Judas.

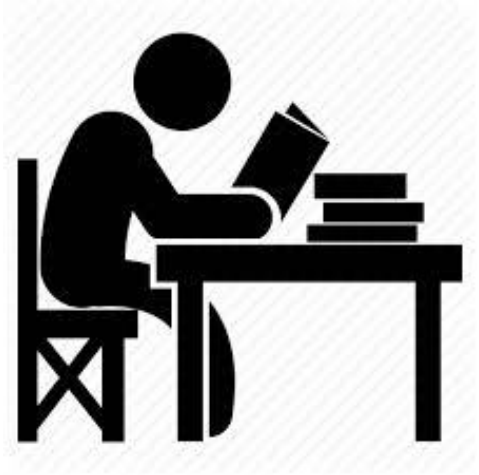
12. **Don't lose your vision** (*Prov.29:18).* What is your vision? Why are you in the ministry? What have you been called to do? Who have you been called to reach? You must answer these questions. Your vision is what you feel deeply and passionately about. You can only succeed when you work in line with God's vision for your life and ministry. Unfortunately, many ministers are not working according to God's vision for them. No wonder they are not successful in ministry. Moreover, you must not lose that vision for anything in the world. Your vision is your life. Your vision is your compass. If you lose your vision you lose your life. When Noah had a vision, he could deal with the flood. When he lost his vision, he could not resist the liquor bottle. When Samson had a vision, he destroyed the Philistines; when he lost his vision, he was destroyed by Delilah. When David had a vision, he conquered many armies; when he lost his vision, he was conquered by his lust.



13. **Your preaching.** Preaching is the art of bringing God's will, mind, heart and healing to the people. It is the avenue God has chosen to bless his people. Yet what is going on in many pulpits today leaves much to be desired. Many preachers pour out their frustrations, problems, hurts and anger on the people. Every wrong word is used to berate, abuse, condemn, and confuse the people. However, success in the ministry demands that you take your preaching seriously. Preach to inspire, challenge and motivate.
14. **Preach to bring the healings of God** to the body, soul, spirit, family, business and financial situations of the people. Know that in every pew sits a broken heart. Don't add to the sorrow and guilt of the people. Use illustrations, examples, stories, jokes and humor to press your message home. Always use an outline and dwell on a subject at a point in time. Don't be a rambler. Keep your outlines - don't be in the habit of throwing them away - for you may be throwing away something that will be useful tomorrow.
15. **Remember, God reached down to us** by bringing the word to us as the Living Word - Christ. Pastors need to not be elevated, but to be seen as being on an equal level. Their authority comes from being called to teach and preach. The main point is not to sound holy, but to speak in a way that the common man can understand (Billy Graham). The point is not in the presentation, but that the presentation can be given in a such a way that the one listening can understand it and receive it.
16. **Self-denial and watchfulness** (*Luke 21:34-36; 2 John 1:8).* These are not outright sins, but it can reduce your effectiveness and hinder the power of God in our lives. Don't overindulge your appetites in food, sex and leisure. Self-discipline is the law of life. The careless foot will walk anywhere**.** Be

careful with your words, deeds, thoughts and conduct must be maintained. Be careful of what you are concentrating on and the thoughts passing through your mind, and don't fail to notice any area that needs to be prayed about.

17. **Obedience to God.** One reason some ministers fail is a clear and flagrant disobedience to God. Making headway in the ministry demands that there must be total, prompt, unquestionable and continuous obedience to the Lord. The Lord reserves the right to call us to any place and area He desires. We must not be heady and stubborn to deal with. Many prayed for God's leading in an area yet when God leads, they fail to obey. We must ask and be possessed by the spirit of obedience to the clear command and leadings of the Lord. By disobedience, angels lost heaven. Adam lost Eden, Saul lost his crown and Judas lost his soul.
18. **Study and learning.** The necessity and importance of continuous study and learning cannot be over-emphasized to a minister. A minister is as his study life. Ministering effectively demands that you must keep studying the Bible afresh. If you are not formally educated, you can informally educate yourself. Don't be ashamed to learn and develop. But don't just pile up books. Read them. Write down notes as you go along. Have a plan of reading the Bible in a given year. A leader is a learner. When you stop learning, you stop leading.



19. **Relationships.** How far your ministry goes depends on how good you are at making and keeping good relationships with people. Some ministers have not developed the social ethics of keeping good relationships. However, you need to realize that you need people to succeed. People will have to help and support you. After God, your greatest need is people. You need people to support and partner with. You must learn how to relate effectively with people in order to develop them and draw out the best in them. You must learn how to share, respect, honor, motivate, challenge, preserve and elicit the cooperation of others.
20. **Rest.** You must create time for rest and relaxation. Many ministers have had their health seriously jeopardized and their bodily functions severely impaired as a result of failing to take time to rest. You need rest for renewal, strength and revitalized vigor.
21. **Money.** "Make all you can, save all you can and give all you can" - John Wesley. This does not mean that you need to demand more from your congregation than they are able to provide. It does mean that the minister that fails to get informed about proper handling of money will find that poverty will stare him in the face in the ministry. Apart from salaries and other income, the minister must prayerfully invest his money so that he can have sufficient funds

for his family and the future. Many a minister glorifies poverty. This is not what God wants us to strive for. Some are pleasure loving and extravagant, which is another extreme. God wants us to make legitimate money in the ministry. Save in a good bank, avoid getting into debt, and avoid buying on credit. Learn how to give to God and others.

22. **Time.** Time is life. We all have a limited amount of it on this earth. Wasting your time surely means wasting your life. No one wastes time and fritters away opportunities and still makes it in life. One sure mark of successful people is that they are conscious of time. Plan your time. Divide up your time for your daily, weekly and monthly duties. Your prayer time, rest time, work time, family time must be included in your schedule. And don't give in to procrastination. It is a thief of time! Beware of time robbers such as visitors, television, useless conversation and laziness. Make time, use time, and don't waste time.
23. **Seriousness.** Making it in the ministry demands that you are serious with your calling and vision. Lack of seriousness affects many ministers. They are lazy and idle, handling things with levity and generally showing lack of seriousness and commitment. You will not make a serious impact in your church or in the world unless you are serious about your vision.
24. **Intercessors.** Know assuredly that your prayers can never be enough. You need others to help you in prayer. Like Moses in the battlefield, you need Aaron and Hur to lift up your hands. Prayer intercessors will go a long way to bring more success, stability, victory, anointing, and growth to your ministry.
25. **Temptations.** As a pastor, you will surely be more tempted than others. Satan will attack you more. He will want to capitalize on your weak points, just as the boxer will do his opponent. Therefore, be on guard. Don't walk at the brink of sin. Don't give room to the enemy to launch his smear campaign. Ask for more grace. Rely and trust in the Lord.

CHAPTER 18

FAMILY: A HIGH PRIORITY

A leader must fight for time to spend with his wife and children. He must take an active interest in the members of his family. The intense pressures and busy schedule created by the church responsibilities and problems will infringe on this very high priority.

Your Most Important Relationship



The most important relationship a church leader has besides his relationship with the Lord is his relationship with his wife. *That is why a man leaves his father and mother and is united to his wife, and they become one flesh. Genesis 2:24*

If God has chosen a man to live with a wife, his first responsibility is to that wife. It isn't God's will for anything to interfere with that relationship. The same God who has called you into the ministry gave you your wife, and commands you to love her. *Husbands, love your wives, just as Christ loved the church and gave himself up for her. Ephesians 5:25*

He commands that your affection for your wife be stronger than anything else, except for Him. Realize this! That for your wife, it isn't any different if your work steals your love away from her, or if another woman does. She loses your love and your commitment either way or the pain is the same. Not only does God tell us to love our wives, He also tells us how.

> *Husbands, love your wives, <u>just as Christ loved the church</u> and gave himself up for her [26] to make her holy, cleansing her by the washing with water through the word, [27] and to present her to himself as a radiant church, without stain or wrinkle or any other blemish, but holy and blameless. [28] In this same way, husbands ought to love their wives as their own bodies. He who loves his wife loves himself. [29] After all, no one ever hated their own body, but they feed and care for their body, just as Christ does the church— [30] for we are members of his body. [31] "For this reason a man will leave his father and mother and be united to his wife, and the two will become one flesh." (Ephesians 5:25-31)*

God's original directive was that a man should leave his parents and commit himself to his wife. When man and woman learn to commit themselves to one another, there is fulfilment in married love that you will find nowhere else. This means we as church leaders must first lay down our lives for our wives. Laying down our lives for our ministry, our flock, or anything else at the expense of our family will break God's order. This will open a door through which Satan will enter and try to destroy us.

Maintain Your Commitment

When you marry your wife, you promise that you will love and cherish her faithfully for the rest of your life. If you break this vow and lose sight of your priorities, you will wound your wife's spirit end embitter her towards you. This leads to your rejection and the temptation toward wounded pride. However, if you maintain your commitment to your wife, you will find you can build a strong marriage and provide yourself great protection against Satan's strategies to tempt you to moral compromise.

Both husband and wives are called to help one another grow in grace and Christian maturity. We need to remember to love and cherish our spouses as we should.

Build A Solid Foundation

Your wife isn't the only one who will benefit when you love her the way Christ loved the church. You will benefit as well. A wife loves and respects the husband who loves her. Submission is not as difficult for women who are treated properly by their husband. Men who love their wives, pay attention to them, and share intimate conversation with them, build marriages on a solid foundation which make them secure against Satanic attack.

Steps to Victory

Your first priority must be your wife

It is at this time that you need to remember that the girl you married is still the first priority. No matter how successful or important you think your ministry may be, you will ultimately fail if you forget your God-given responsibility for your wife. Proverbs is unyielding about this kind of a situation. *But a man who commits adultery has no sense; whoever does so destroys himself.[33] Blows and disgrace are his lot, and his shame will never be wiped away. [34] For jealousy arouses a husband's fury, and he will show no mercy when he takes revenge.[35] He will not accept any compensation; he will refuse a bribe, however great it is. Prov 6:32-35*

A word to the wives

The wife must also bring concern, sensitivity and support to her husband. He will constantly be battered with the pressures of every expanding work. He may feel inadequate to handle all that it demands of him and get frustrated and frightened, isolated and lonely. At such times, kind words and a tender touch can make all the difference in the world to the harassed church leader. Understanding and support from the wife might save him and his ministry.

Avoid Moral Compromise

Throughout the Old and the New Testament, men of God have been warned both by word and example that we should avoid moral compromise. For example:

a) **Eli's sons…**brought God's judgment upon themselves because they sinned with the women who served at the gate in the tabernacle
b) **Samson…** failed and wasted his life because of his fornication with Delilah
c) **David…** the man after God's own heart, suffered throughout his life because of his adultery with Bathsheba

God will forgive and forget the sin of the leader who falls and truly repents. But the people will not. They will remember the rest of their lives and many will never forgive the man who let them down by his moral failure. Such leaders will be haunted day and night by thoughts about "what might have been, had I not sinned."

Take these steps

- Decide to stay pure
- Guard your thoughts
- Flee temptation
- Be accountable
- Love your wife
- Don't give Satan an advantage!

CHAPTER 19

PREPARING A SERMON OR BIBLE STUDY

Preaching the Word of God is among the greatest privileges entrusted to man. It is also one that is a responsibility. We have thousands of pastors and church leaders. Most have never had the opportunity of any formal training in the art of preaching and teaching. They have not been able to study the principles of preaching, so consequently, their abilities and skills are largely undeveloped. Their limitations in this area have impoverished the congregations. An adequate preaching ministry is essential to the growth and spiritual development of the congregation.

The art of preaching is called “HOMILETICS,” derived from the Greek words *homileo and homilia,* which means “to be in company with, i.e., to converse, and communicate." Acts 20:11 is based on homileo. Note how it is translated in the Living Bible: *Then they all went back upstairs, shared in the Lord’s Supper and ate together. Paul continued talking to them until dawn, and then he left.*

Homiletics involves the study of everything related to the art of preaching sermons. Good sermons (communication) come from good communion (companionship) and fellowship.

There are two distinct aspects involved in preaching: **firstly,** the divine, **secondly,** the human. **Homiletics** refers to the human delivery of the message.

HOW TO BE EFFECTIVE

Preaching is the art of communicating divine truth through human personality. A preacher is essentially a communicator. He receives truth from God and communicates it effectively to men. God gives revelation and man provides the presentation. In order to do this effectively, he must learn to do several things well.

1. Wait on the Lord

First, he must learn to wait on the God. The preacher must learn how to be still in the presence of God, and discern the voice of the Lord speaking **within his own spirit**. Every worthwhile sermon begins in the heart and mind of God, who is the source of all truth. He is the fountain of all knowledge. The effective preacher’s first task is to learn to receive the thoughts of God. The prospective preacher must wait patiently in the presence of God. There he will receive the precious thoughts and truths that God is always willing to share with those who seek Him diligently.

It is good to make a habit of spending time in God’s presence. Set aside some portion of everyday to enter the presence of God and wait patiently on Him. You will soon learn how to hear the voice of God speaking quietly in your spirit. We

should not enter God's presence with the sole idea of "getting a sermon" but rather to expose ourselves regularly to the scrutiny and counsel of God.

Rushing into his presence with an urgency which "needs a sermon for tomorrow" is certainly not an attitude of heart that will receive the wonderful truths of God. We should allow truth an opportunity to have its effect on us before we try to share it with others.

2. Study the Bible

Ideally, the preacher should come before God with his Bible in hand. Make time to sit quietly and patiently before God in this way. Ask for *illumination* and *inspiration* on His Word. Prayerfully seek out the counsel, wisdom and instruction of the Lord in His word. Spread out the Bible before you and read it in His presence. Sometimes it is good to follow a regular pattern of reading, beginning where you left off the previous day. This helps you to go consistently through the Bible, instead of reading here and there and neglecting large portions of scriptures.

At times, you may seek the prompting of the spirit as to where you should read. In this way, you do not get into a rut.

3. Keep a note book

A note book in which to record the thoughts and ideas that come to your mind during these times of quiet waiting is essential. It is amazing how quickly one may forget the most wonderful truth, if the thought is not recorded while it is fresh in your mind. Practice writing down every significant thought which comes to mind as you prayerfully read the scriptures. If a theme comes to mind, follow it through as far as you can, and jot down everything you can on the subject. In this way, you will soon develop a good source of sermon material.



Read through the note book occasionally. The thoughts will begin to expand in your heart. You will find that some themes will occupy your mind for weeks, expanding continually as you meditate on them.

Get into the habit of talking to the Lord about his word. When there are things you do not understand, ask the Holy Spirit to reveal the meaning to you. Ask for the spirit of revelation. *I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know him better. (Ephesians 1:17)*

Then learn to wait quietly and patiently before God as He gently brings answers into your spirit. Record them as they come to you. Get the truth down in your note book. Don't trust them merely to memory. Even the best memory is strengthened by writing things down.

4. Be Cleansed by The Word

Try to avoid the attitude that seeks a word from God so that you can preach about it on Sunday morning. Do not always be looking for spiritual bullets that you can fire at someone. Recognize the primary need of your own heart and let God deal with your heart through His word and by His Spirit. Let the word wash and cleanse you first.

It is important for you to feed your own soul. One of the traps preachers can fall into is that they are so intent on finding food for their congregation that their own spiritual welfare is neglected. This is one of the hazards of the ministry. The thought is expressed in this way in Song of Solomon*: Do not stare at me because I am dark, because I am darkened by the sun. My mother's sons were angry with me and made me take care of the vineyards; my own vineyard I had to neglect. (Song of Solomon 1:6)*

Sometimes pastors may be so involved in looking after the spiritual well-fare of his flock that he sadly neglects his own spiritual well-being. This is one of the prime reasons ministers fail. A minister cannot afford to neglect his own spiritual life. Let the word of God take root in your own heart and spirit. Let it grow strong in your personal life and experience. Then when you preach, you will minister out of experience. You will not be speaking as one with a theory but rather sharing things that you yourself fully comprehend and have experienced.

This verse teaches us this: *The hardworking farmer should be the first to receive a share of the crops. (2 Timothy 2:6)*

What you plant in and harvest (in a spiritual sense) - you must partake of it (experience it) before feeding it to others. You should never feed others what you have not first eaten. You should not try to guide others down paths and trails you have not first walked yourself.

As the word of God indwells you, you will then become a *messenger from God*. You will not be one who merely recites sermons, but one whose very life and lifestyle ministers life, blessing and strength to those who know and hear you.

A. TWO FALSE IDEAS ABOUT HOMILETICS

There are *two common mistakes* which people tend to make in regard of Homiletics.

1. "Preparation is unnecessary"

The first mistaken idea is that preparation is unnecessary and indicates a lack of faith. People who take this view tend to feel that real faith disdains any attempt to prepare the mind and merely stand before the people, believing that God will then supply the words to speak. A favorite scripture of such people is*: I am the LORD your God, who brought you up out of Egypt. Open wide your mouth and I will fill it. (Psalm 81:10)*

The context of the psalm reveals that this verse has nothing to do with preaching! This tendency to ignore the biblical context of scripture is typical to this kind of person. It shows an irresponsible and naive attitude. This type of person is often known to speak nonsense. We will not wish to blame God for this person's words.

2. "Human Ability Is Enough"

The second mistake goes to the other extreme. In this instance, complete confidence is placed in preparation and human ability. There is little or no dependence on the Holy Spirit, but a self-confidence based on training and the development of natural ability.

Such training can certainly produce a very interesting and convincing talk. However, it is only the anointing of the Spirit on the message that can minister the life of God to the people.

The truth is that an effective ministry needs both the divine and human aspects. God can certainly bless and anoint thoughts which have been diligently prayed over and carefully considered. Let your preparation consist of thoughtful preparation and earnest prayer. Determine to be the very best you can, but make sure that your confidence is in God and not yourself. Always trust Him for His essential anointing and blessing on your preaching.

B. FOUR AREAS OF HOMELITICS

There are four major areas with which homiletics is concerned:

1. Concept

This has to do with obtaining the original theme for the message. It is the art of knowing how to receive a message from God. It deals with how to get the initial idea and theme for a sermon. Frequently, a seed-thought is sown in the mind, and may remain there for months before it develops to the size and proportion suitable to be shared with others. Through experience, one is able to develop the ability to recognize a line of truth suitable for sharing with God's people.

As you meditate on the Word, there comes an inner quickening of a particular aspect. Something suddenly lights up for you. It almost seems to leap from the page. A sense of excitement is aroused within you. It is as though you have discovered a large gold nugget! You can scarcely wait to break it open and investigate its value.

2. Composition

Having received inspiration on a particular truth, you must now begin to analyze it to discover all which that truth contains. Your notebook is important now! As you prayerfully meditate, write down carefully every thought that comes to mind.

At this stage, you may simply make a list of every idea that your subject suggests to you. Stay with it until you feel you have exhausted the theme and uncovered every possible area of truth contained in your subject. Don't worry about neatness and order at this stage. Your frequently need to write very quickly to keep up with the flow of inspiration you are getting. Just make sure you get everything down on paper. You can sort it all out later.

3. Construction

Having exhaustively analyzed your subject material and listed every aspect of truth you can find within it, you must now begin to assemble those thoughts in an orderly fashion. These are essential so that you can give further prayerful consideration to the subject.

Getting the material into some proper sequence will help you enormously in this regard. It will also assist you greatly in your presentation of the subject to others. Sharing a developing progression of thought helps others to understand and follow your line of reasoning. If your presentation is all jumbled up, it makes it very difficult for people to absorb your message. Sermon construction aims to make it as simple as possible for your listeners to grasp. This is the essence of sermon construction. It is very important for every preacher to develop this.

4. Communication

Finally, we come to the presentation of the message,

- The clear and effective communication of the truth
- How to present your subject in a manner which will cultivate the minds of your hearers
- How to develop your thoughts in such an orderly manner that your audience can easily follow the line of truth you are seeking to convey
- How to motivate your listeners to appropriate action (James 1:22)

These concepts comprise the essential aspects of sermon preparation. We will be dealing with each of them more fully later in the study.

C. SERMON PREPARATION.

1. Choose your style of preparation.

a) The written sermon

This is a method which demands a great deal of time in preparation. It involves very copious notes. Sometimes the whole message is written out beforehand. The preacher knows exactly what he wishes to say and how to say it. Every thought is written out in full. This often involves several pages of notes. It gives attention to detail such as the construction of the sentence and the correct words to use. Every aspect of the proposed sermon is considered in meticulous detail. This method has advantages and disadvantages. An advantage is that the whole sermon has been the subject of careful attention to detail. Thus, there should be an adequate coverage of every important area of relevant truth. Nothing has been left to chance. This style should ensure a complete and comprehensive treatment of every subject. The disadvantage in the presentation of this type of sermon is that it often comes across as uninteresting and does not capture the listeners' attention. This style of presentation can easily become extremely boring.

b) "Skeleton- type" Notes

This is the most commonly used method, and it is very effective. Notes are kept to a minimum, giving enough of an outline of the message to prompt the memory. The brief notes form the "skeleton" of the message. They are bones which give shape and structure to what the preacher desires to say. As he speaks, he puts "flesh" on the bones and body of his sermon. He amplifies the thoughts that his brief notes have stimulated. This method allows the preacher much more flexibility. He is not tied to his notes so much. He is more open to the inspiration that will often come to him while he is actually preaching. His delivery is more spontaneous and interesting, but the frame work of his message keeps his mind on track. He is able to give adequate, well thought coverage of his subject, but this presentation is more interesting to listen to.

c) The Extemporary Sermon

This style of sermon is spontaneous, and usually presented without notes at the time of delivery. The subject is given a good deal of careful thought beforehand, and the mind and the heart are filled with vital aspects of the message.

This style is often used to deliver the more inspirational type of sermon. Evangelistic messages can be presented very effectively in this way. The sermon flows from the heart and often carries a strong emotional involvement.

This kind of preaching can be exciting and stimulating when presented by a capable and experienced preacher. It stirs the emotions as well as informing the

mind. However, there are two potential weaknesses in this style. The first is that it often lacks meaningful content, and the spirits and the minds of the hearers are not edified. The second is that the delivery may become over-emotional, irrational and unconvincing.



2. BUILDING YOUR SERMON

Choose how to build your sermon from these seven different ways.

a) Textual

This style is usually based on one relatively short portion of scripture. In fact, as the name suggests, it usually concentrates on one scriptural "text."

It involves choosing an appropriate statement of scripture. After you investigate it, analyze it, and discover all the truth it contains, you can present that truth in an orderly and progressive manner that is easy for the hearers to assimilate.

b) Topical

Here a preacher aims to present a specific topic to his congregation.

For example, he may take the subject of **"justification."** His aim would be, firstly, to discover everything the Bible has to say on this subject.

He would arrange all the scripture references and thoughts he has into an orderly format. He then develops his theme as fully and faithfully as possible. His objective is to tell his audience everything they should know on this important subject.

Of course, he may not be able to do this in one teaching session. In that case, he would prepare a series of messages or teachings on that same subject. This ensures a much fuller treatment of the topic.

c) Typical

This is the art of uncovering and communicating truth which is hidden beneath the surface of the various "types" in the Bible.

The outline your sermon will usually contain of three major elements:

- The Introduction
- The Main Statement of Truth
- The Conclusion and Application

Your introduction should:

- *Capture the interest and imaginations* of your hearers.
- *Establish rapport* between you and your audience.
- *Afford acceptance* from them. You need to win their interest, confidence and esteem.
- *Inform them* about what your subject is and how you intend to deal with it.
- *Convince them* of the importance of your topic, and win their careful attention for the remainder of your talk.

3. DIVIDE YOUR MESSAGE INTO SECTIONS

Divide the main part of your subject matter into three major sections. These sections don't need to be the same length. There should be a natural, logical and smooth progression from one point to the next. These divisions do not have to be obvious when you present them. Sometimes it is helpful to say; “now my third point is …” The section might take a form like this:

a) State the truth

- Declare it
- Explain it
- Clarify it

b) Amplify the truth

- Develop it
- Substantiate it
- Prove it

c) Bring it to a conclusion

- Present your conclusion
- What might we learn from this?
- How can we practically apply it?

HOW TO PREPARE YOUR SERMON

1. Prepare A Rough Plan First

An outline is the most effective way to properly organize your material. Once you master the art of producing the good outline, you will find it much easier and more convenient to organize your talk. As you begin to examine and evaluate your subject material, write down every thought on a large piece of paper. Don't worry at this stage about getting things on their correct sequence. Simply write down every valid thought which occurs to you as you consider the subject.

2. Select Your Main Thoughts

It is generally easy to find three main thoughts.

- What are the three most important statements you have written on that large sheet of paper? Get them into a natural sequence.
- Which statement should come first?
- What is the foundation statement which needs to be laid first? Make it your number one heading. WRITE IT OUT IN CAPITAL LETTERS AND UNDERLINE IT.
- Now ask yourself which statement naturally follows after the first? That will become main heading number two. Now you are left with one more main thought, which should be a conclusion about the matter. This will now be main heading number three.

3. Lay it out on paper like this:

A. Main heading number one
   1.
   2.
   3.

B. Main heading number two
   1.
   2.
   3.

C. Main heading number three
   1.
   2.
   3.

4. Sermon Examples

Sermon Example 1

> *For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life. (John 3:16)*

Introduction

The world has known many people who are said to be great lovers. But I wish to speak about the one who is, without doubt, the greatest lover of all. It is God himself!

He loves the greatest number of people, with the highest quality of love, which prompted him to make the greatest possible sacrifice.

A. GOD'S GREAT LOVE FOR THE WHOLE WORLD.

1. He created the world and all mankind.
2. He loves every person in the world equally.
3. He wants every one of them to live eternally.

B. LOVE CAUSED HIM TO GIVE HIS ONLY BEGOTTEN SON

1. How precious the Son is to God the Father! No earthly Father loves his son so much.
2. How great was God's sacrifice!
3. God gave Jesus freely for whosoever (everyone in the world).
4. He gave him to die to pay the penalty for our sin and guilt.

C. WHOEVER RECEIVES CHRIST SHOULD NOT PERISH

1. This wonderful offer is available to all.
2. God loves even the worst of men.
3. Salvation is a gift through faith in Jesus.

CONCLUSION

God now offers you the greatest possible gift…eternal life in Christ! How foolish you would be to reject or neglect so wonderful a gift. Accept Christ now without a delay!

Sermon Example 2

> *Then a man named Jairus, a synagogue leader, came and fell at Jesus' feet, pleading with him to come to his house [42] because his only daughter, a girl of about twelve, was dying.*
> *As Jesus was on his way, the crowds almost crushed him. [43] And a woman was there who had been subject to bleeding for twelve years, but no one could heal her. [44] She came up behind him and touched the edge of his cloak, and immediately her bleeding stopped.*
> *[45] "Who touched me?" Jesus asked.*
> *When they all denied it, Peter said, "Master, the people are crowding and pressing against you."*
> *[46] But Jesus said, "Someone touched me; I know that power has gone out from me."*
> *[47] Then the woman, seeing that she could not go unnoticed, came trembling and fell at his feet. In the presence of all the people, she told why she had touched him and how she had been instantly healed.[48] Then he said to her, "Daughter, your faith has healed you. Go in peace." (Luke 8:41-48)*

Surely every person desires to possess inner peace and security. There are many factors in life which may rob us of such peace. One of these is sickness. It is difficult to maintain peace when one is plagued by serious illness.

A. THIS WOMEN HAD NO PEACE

1. She had been constantly ill for twelve years.
2. She had spent all her money. Now she was penniless!
3. She was disappointed and frustrated.
4. She was tempted to despair. It seemed that none could help her. How typical she is of many today who are lonely, frustrated and insecure.

B. HOW SHE CAME TO CHRIST

1. She heard what He had done for someone else.
2. She determined that, she, too, would seek his healing.
3. She encouraged herself in faith. She said within herself… "If only I may touch His clothes, I shall be made well." Mark 5:28
4. She overcame many obstacles.
5. She came to Christ.
6. She touched Him by faith.
7. His life flowed into her. Immediately she was made whole.

C. HER SALVATION

1. The disciples could not help her. They did not even know her need. There are times when no human beings can help us. Only God is able to meet our deepest needs.
2. Christ required her confession, “Who touched me?” He already knew who had touched Him, but He wanted her public confession. 10 For it is with your heart that you believe and are justified, and it is with your mouth that you profess your faith and are saved. Romans 10:10
3. Christ called her “daughter.” He accepted her as a member of God’s family.
4. He told her “go in peace” and from that time, she knew real peace. Uncertainty and anxiety were gone, and the peace of God filled her heart and mind.
5. It was her faith which made her whole. God desires everyone to be whole - perfectly sound in spirit, soul, and body.

CONCLUSION

She went away a transformed person. You too can be transformed if you come to Christ in faith.

Summary

Practice dissecting and analyzing such accounts in the Bible. Try to discover the "Three Main Thoughts" or sections of the story.

Once you have determined the Three Main Thoughts, begin to analyze each of them separately and break them down into their component parts.

There may be four or five smaller truths within each statement. Analyze the various parts. Get them into sequence and order. Then arrange them progressively. This is excellent practice for you. It may not come easy at first, but persevere! Determine to master It. After a while, it will become easy for you.

CHAPTER 20

HOW TO MENTOR EFFECTIVELY

A mentor is defined as “a wise and trusted counselor or teacher.” Scripture gives numerous examples of mentoring. Moses was mentored by his father-in-law Jethro, first as a son-in-law and then as a leader (Exodus 18). Eli prepared Samuel for the responsibilities that were his after Eli’s death (1 Samuel 1–4). Jesus mentored His disciples (Luke 9), and both Barnabas and Paul excelled in mentoring (Acts 9–15).

Jesus made His style of mentoring clear: He led so that we can follow. He said, “If anyone will come after me, let him deny himself, and take up his cross and follow me” (Matthew 16:24). Because He is our leader and we are to follow Him, Christian mentoring is dependent upon submission to Christ. *Neither the mentor nor the candidate controls the relationship. The process is mutual sharing, trust, and growth as the life and work of both participants is changed.* The mentor serves as a model and a trusted listener. The mentor relies on the Holy Spirit working through God’s Word to provide insight, change lives, and teach through the modeling process.

Paul's leadership model was simple. “Follow my example as I follow the example of Christ” (1 Corinthians 11:1). “Whatever you have learned or received or heard from me, or seen in me—put it into practice” (Philippians 4:9a). He is saying, “Let me mentor you. Let me be your role model as I model Christlikeness” He reminds the new Christians at Thessalonica to “follow our example” (2 Thessalonians 3:7). Being an example, teaching, and modeling are all needed to develop fully devoted followers of Jesus and to pass the faith from one generation to the next. If mentors expect others to follow their example, they must be fully committed to following Christ. Any hint of hypocrisy— “do what I say, not what I do”—will hurt both the mentor and his charge.



Elders (Pastors/Overseers) in the local church are also mentors. Peter commands, “Be examples to the flock” (1 Peter 5:3), and Paul explains to the elders at Ephesus, “You know how I lived the whole time I was with you” (Acts 20:17). Paul is telling the elders, “I showed you, now you show them.”

There are many potential mentors in the body besides pastors or elders. Church leaders cannot personally meet all the mentoring needs of everyone, but they can help match needy sheep to godly mentors. To provide for the mentoring needs of their church, leaders must continually expand the circle of mentors by equipping others to mentor.

Mentoring in Ministry

Lots of people would like to *be mentored*, but those willing *to mentor* are harder to find. What are the benefits of being a mentor?

- You will be dealing with people who are eager to learn and grow, and you will likely see results fairly quickly.
- You will experience personal growth since both mentor and mentee (the one who is being mentored) will be looking at their own character issues.
- You will have a greater awareness of your accountability to God and others because you know that others are looking to you to "do it the right way."
- You will grow in your humility since when a humble mentor fails, he will understand that he can be honest about it with his mentee. This shows mentees that when they find themselves off on the wrong path, they should be willing to recognize it and make whatever change is needed to get back on track. One pastor shared, "I often tell my mentees, 'Ministry is not about me.' Well, one day I was under a lot of pressure, and I was frustrated, distant, and grumpy. As I began to share my frustrations about the ministry and how I was not able to concentrate at home because of all the things that needed to get done, my mentee looked at me and said, 'Is it about you or is it not?' "I was not modeling my philosophy very well and he felt free enough in our relationship to say, 'This is where I thought we were headed. Is it true or is it not?' He became very honest with me. I had to learn the lesson I was trying to instill in others!"

What does a mentor actually do? At first, the tasks are:

1. Set the tone.

- Create an environment of trust.
- Explain that Christian mentoring is a ***spiritual*** process. No financial, personal, or other obligations should be expected by either the mentor or the mentee. (Notice that in the examples of Jesus, Moses, Paul, etc. no financial or other obligations took place.) It is simply a process of spiritual and ministry growth.
- Share your story. This opens doors and starts discussions.
- Sharing some of your struggles will take the relationship to a deeper level.
- An informal setting puts people at ease.
- Include mentees in ministry functions. Much can be learned just by observing and participating in day-to-day ministry.
- Most people approach any new task with some fear and doubt. Can I even do this? The mentor will serve as a confidence builder.

2. Clarify expectations.

- A mentee needs to share what he is looking for in a mentor - areas that he wants to develop and grow in.
- A mentor needs to say, "This is what I think I can give, these are what I believe my spiritual gifts are, this is the experience I have which I can share with you."
- Both mentor and mentee should discuss and agree upon expectations and boundaries ahead of time, for mutual understanding.
- If you will be having formal meetings, agree on the meeting length, frequency, time, place, purpose, and level of accountability.



- Keep in mind commitments that you both already have, including commitments to your family. Try to schedule times that will not cut into family time or other commitments.
- It is not necessary to always physically meet together; phone calls can fill the gap between visits.
- Pray together and commit to praying for the relationship between meetings.

Once the relationship is established, the mentor will:

1. Maintain trust.

- Be honest, open, and transparent. Keep to the point, follow through with commitments, be available and flexible.
- Keep private information private. Discuss the kinds of information that would be appropriate to share (1) with anyone, (2) with other mentors, and (3) with each other only.
- Mentoring relationships are not one-way, hierarchical relationships. While it's true that one has more experience than the other, the "life sharing" goes both ways. This also builds trust.
- Don't discuss who or how many people you are mentoring with others. It risks taking the glory from God that is due Him. We are called to be humble in our service to him. Some Biblical examples include praying and giving financially in ways that don't draw attention to ourselves. Mentoring is another form of service that should also be kept private.

2. Have an agenda.

- Identify which areas need to be worked on.
- Recognize teachable moments. Jesus spent hours with his disciples doing "debriefings" after healings and miracles and public debates. When mentors

send mentees on risk-taking, faith-stretching, kingdom-building adventures, there will be plenty to talk about!
- Address any new questions.
- Follow up on any issues from previous meetings.
- Discuss or assign any scripture passages helpful for the issue at hand.
- Pray together.

3. Offer your network.

- Be humble enough to admit that you don't know everything about everything.
- What you are offering here is your network - send him or her to connections with more experience in those matters.
- You may even have connections that can help in other ways. "My pastor friend Thabiso has some sheet metal left over from his building project. He says he is willing to give it to you for your project if you can pick it up."

4. Offer perspective.

- Having been in ministry longer, mentors are able to offer perspective to keep mentees focused. When mentees are getting started, they are often dealing with a lot of things, and can feel underprepared and overwhelmed.
- Keep them grounded by reminding them of their purpose (spreading the gospel), who they are doing it for (Christ), and by whose power they will get strength (the Holy Spirit's).

Ask good questions

One of the most important duties of a good mentor is to ask the right questions.

- A mentor is not just a "quick answer person" but rather one who gets the mentee to think through things themselves.
- Sometimes answers will bring out other issues that need to be dealt with.
- Answers will help mentors know how to lead and what to teach.
- It is beneficial if the mentee also asks questions. Mentees should come to a meeting with a fairly clear idea of what they need, and a well-prepared question or two to ask the mentor.
- Questions might need to be asked that challenge assumptions. For example, one mentee wanted to teach in Pakistan but didn't want to learn the language. His mentor said, "That's an interesting assumption. Is it realistic to assume that you can do ministry there the way you do it here? The mentee's assumptions needed to be changed.

Push in the right direction

Mentors often nudge their charges in different and uncomfortable directions.

- Wise mentors help mentees explore what else they're good at. Youth ministry mentees may not want to work in the nursery, attend church meetings, or write reports. They want to do the "teen things" they're already good at. Why make them work with babies or take part in meetings? The answer is to stretch them.
- Taking risks and working outside of our comfort zones helps develop growth and dependence on God.
- Giving your mentee opportunities to become familiar with multiple areas of ministry will prepare him for future ministry options and experience, for wherever God leads.

Be willing to confront in love

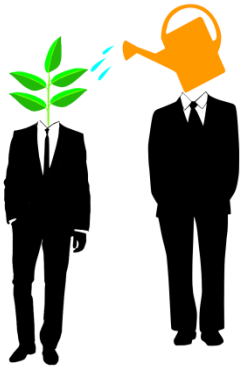
Mentors also need to use the skill of gracious correction.

- Mentors are helping mentees see what's preventing them from being all that God wants them to be. Don't attack their character. In love, just say, "Do you see this?"
- If the mentor has built a relationship of trust and safety, the mentee is more likely to accept correction. They will think, "My mentor cares for me, so I hear what they're saying."
- All Christians are accountable to follow Christ with integrity. But in a mentoring relationship, there is an even greater need for accountability. If a mentee's (or mentor's) actions or habits are inconsistent with their stated goals and commitment, or if they are Biblically incorrect, it needs to be brought up in grace and in love. The idea is to stay alongside the person and become part of the solution after an issue has been raised.

Mentoring requires patience

The role of a mentor requires patience.

- Understand that it will be time-consuming.
- There is no short cut for equipping people to gain Biblical wisdom, godly character, and competence in ministry.
- Even when your mentee is well trained, you will still want to stay in touch with each other for mutual encouragement.



Some Questions Mentors Can Ask

- What are your hopes and dreams for your future ministry?
- How is your sense of God's call becoming clearer?
- Where are your skills being tested?
- Where is your character being tested?
- How can I help you?
- How is your ministry affecting your relationship with God?
- In your life, what shows the presence and power of God in your ministry?
- How are your relationship and communication styles impacting your ministry?
- As you look at your growth, where do you see areas you need to work on? What do you see as your areas you fall short?
- What are some new things you could try?
- What are some things we could do that would help you grow in integrity?
- What painful experiences have you gone through and how did they affect you?
- What are the things that have shaped you into who you are today?
- How might God use your past to prepare you for ministry in the future?
- What might God be teaching you through things that didn't work out as you had hoped?
- What spiritual disciplines are you using to help grow your walk with Christ (Word of God, prayer, commitment to church community, service to others, etc.)? In what spiritual disciplines do you need to grow?

Resource: Christianity Today, "The what, why, and how of ministry apprenticeship." Eric Johnson

CHAPTER 21

MANAGING OUR TIME

Managing our Time Spiritually

Our lives are much shorter than we tend to think. David said, “You have made my days a mere handbreadth; the span of my years is as nothing before you. Each man’s life is but a breath” (Psalm 39:4–5). James says: “You are a mist that appears for a little while and then vanishes” (James 4:14). Our time on earth is like a breath, compared to eternity! We want to make the most of the time God gives us.

Moses prayed, “Teach us to number our days, that we may gain a heart of wisdom” (Psalm 90:12). Take a moment to calculate how many years or days you have left (assuming an average life span of 80 years, for example.) This should give us a sense of urgency as servants in God's kingdom! Here are some things to consider:

Live each day with an eternal point of view. God has set eternity in our hearts (Ecclesiastes 3:11). Knowing that we'll have to give an account to the One who gives us time should motivate us to use it well.

Make the most of every opportunity. Paul cautioned the Ephesians, “Be very careful, then, how you live—not as unwise but as wise, making the most of every opportunity, because the days are evil” (Ephesians 5:15–16). Living wisely involves using our time carefully. Knowing that the harvest is great and the workers are few (Luke 10:2) and that time is rapidly dwindling should help us make better use of it.

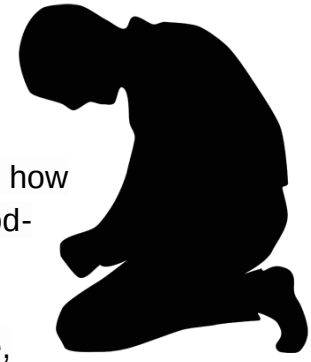
Prioritize and set goals. The responsibilities and pressures of this world fight for our attention. Many things pulling us in different directions makes it easy for us to use our time on less important matters, pushing aside more spiritually important tasks. To avoid losing focus, we need to prioritize and set goals. And like Moses, we need to delegate (Exodus 18:13–22).

God's work ethic should be our work ethic. God worked six days and rested on the seventh. This gives us an idea of what He expects from our own work ethic. Proverbs 6:10–11 shows the Lord’s dislike of lazy behavior: “A little sleep, a little slumber, a little folding of the hands to rest—and poverty will come on you like a bandit” (see also Proverbs 12:24; 13:4; 18:9; 20:4; 21:25; 26:14). The Parable of the Talents (Matthew 25:14–30) shows how sad wasted opportunity is as well as the importance of working faithfully until the Lord comes. We need to remember that "work" is not limited to that which we do for monetary gain. Our primary focus in all that we do should be the glory of God (Colossians 3:17). Colossians 3:23–24 says, "Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving." Jesus spoke of storing up treasures

in heaven (Matthew 6:19–21). We are *not* to work ourselves to exhaustion in the pursuit of earthly wealth (John 6:27).

Give our best to God. We are to give our best to everything to which God has called us. In everything - our relationships, our labors, our studies, serving others, the administrative details of our lives, caring for the health of our bodies, recreation, etc. - our primary focus is God. It is He who has entrusted us with this time on earth, and He is the One who directs how we spend it.

Rest is a legitimate and needed use of time. We cannot neglect spending time with God, both in private and together with other born-again believers. We are absolutely called to invest time in relationships with others and work hard in the things of life. But we also cannot neglect the refreshment He gives us through times of rest. Rest is not wasted time; it prepares us to make better use of time. As we seek to manage our time well, we are wise to schedule regular times of rest.



Schedule a daily time with God. It is He who equips us to carry out the tasks He has given us. It is He who directs our days. The worst thing we could do is manage our time as if it belongs to us. Time belongs to Him, so ask for His wisdom in how to best use it, then proceed in confidence, and be open to God-ordained interruptions along the way.

Think about it. If you are seeking to change your use of time, the first step is to think about it. Make a habit of starting each day with "What can I do for God today?" and ending each day with "What did I do for God today?" Consider your time management. Consider what things God deems valuable. Consider what He has called you to specifically. Consider how much of your time you are currently investing in these things. Consider what else is taking your time. Make a list of priorities and responsibilities and ask God to direct you regarding any changes that need to be made. If God were walking with you throughout your day (because He is!), would He find times that could be better used for him?



In summary, we need to place our focus on that which is eternal as opposed to the fleeting pleasures of this world. We should be intentional about how we manage our time as God's works out His plan in our lives. Time spent with God and getting to know Him through reading His Word and prayer, is never wasted. Time spent building up the body of Christ and loving others with God's love (Hebrews 10:24–25; John 13:34–35; 1 John 3:17–18) is time well spent. Time invested in sharing the gospel so that others will come to know salvation in Jesus bears eternal fruit (Matthew 28:18–20). We should live as if each minute counts—because it does!

Managing our Time Practically

So how do we put the spiritual nature of our time into an earthly lifestyle? It is a wonderful thing to be called by God, but it comes with responsibility. Yes, we know that God leads through the Spirit but we have to be moving in order to be led. We're not going be led anywhere if we are just standing still. So let's not say that when we live life in an unplanned, unintentional way, we are doing "God's will." God intends for us to be working hard toward accomplishing things for his kingdom!

God is not chaotic or random in what He does. Look at the model of creation - God created in a "building" way. In Genesis 1, we see that God created:

1. light, the universe, and the earth
2. the sky and the atmosphere
3. dry land and all plant life
4. the stars and heavenly bodies, including the sun and moon
5. birds and water creatures
6. all the land animals and man

We can learn a few things from God's model. He approached creation in an organized way. He focused on different aspects of His creation during the various time periods. There was a beginning and a conclusion. The building blocks in the middle took creation from the beginning to the conclusion, when man was created. We want to work toward goals and accomplishments (for Him) in a similar pattern.

You could say that the "beginning" for us is when we are born again. After that, our "building blocks" are the things we do every day to become more like Him and accomplish things for His Kingdom, until we leave this earth. Our building blocks, or goals, can be broken down into lifetime goals, yearly goals, monthly goals, weekly goals, and daily goals. It is good to keep in mind long-term goals (for example, building a church that can sustain itself) when we plan our short-term goals. This section will focus on how we can live out our daily lives in a way that will accomplish things for Christ.

Listen to God. If we want to be led by God, we need to start our day by listening to Him. That means praying and spending time reading the Bible, which are two important ways that God speaks to us. Follow Jesus' example and pray *early* in the morning. *Very early in the morning, while it was still dark, Jesus got up, left the house and went off to a solitary place, where he prayed." (Mark 1:35).* If you have other Biblically sound resources, this is a good time to study those, too. What God brings to mind during your devotional time can then be worked into your daily plan. And remember, *"This is the day that the Lord has made. Let us rejoice and be glad*

in it!" (Psalm 118:24;) Be joyful throughout the day, and *"in all things, give thanks!" (1 Thessalonians 5:18)*

Consider your basic living expenses. Whether you are a part-time ministry leader or a full-time pastor, first and foremost you will need to find a way to make a living for yourself and your family. Just as Paul was a tentmaker (Acts 18:3), so we are also called to find a way to provide for ourselves. If you have any skills (carpentry, odd jobs, etc.) use those skills to bring in an income. If you don't have skills, maybe you can learn by helping others who do. Check out any jobs in the area. Some pastors work full time in addition to pastoring a church.

If you are part of a large, thriving church that has more than enough money to pay you for all that you need, then thank God for being in that situation! In that case, make sure that your full time is spent on ministry work - preparing for sermons and church events, discipling born again believers, leading and/or creating cell groups, building the various church departments (children, youth, young adults, singles, the elderly, etc.), visiting those who are sick, in prison, or in need, and doing everything you can to build God's kingdom. Ministry is not about sitting and watching a TV evangelist (many of whom preach the unbiblical "prosperity" gospel), hanging out with friends at the mall, or just doing whatever you happen to feel like doing. What will God say when you explain to Him how you used the time He gave you?

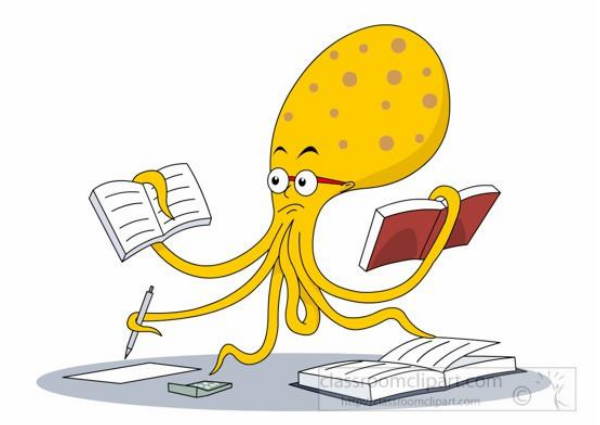
Use a diary. It is good to have a diary, planner, or phone app to write down what you want to get done each day. This will help you remember, prioritize, and make adjustments if needed. Before creating your daily plan, take a look at your overall week so you can spread out what you need to do throughout the week.

Make a weekly plan. Think of two or three important results you want to accomplish during the coming week that will have the greatest positive impact. Break a big task into several smaller tasks and it will seem easier for you to get started. For example, you want to start a youth group. On Monday, you might meet with a few church leaders to discuss it. On Wednesday, you and these leaders might meet with a few key youth leaders to see if they can help. On Friday, the youth leaders can come back with some ideas on how it can be carried out. On Sunday you can announce that there will be a youth event. Or you may need to spread the steps out over a few weeks. Taking one step at a time will give you a greater chance of accomplishing the big goal. If you need to get something done by a specific time, schedule the smaller chunks in such a way that you end up with the goal accomplished by the time it needs to be done.

Make today's plan. First, recognize that you can't do everything, be there all the time for everybody, or attend every event! Be realistic as you make a list of what needs to get done today in terms of making a living and doing ministry tasks. Think

about your responsibilities as “I choose to" instead of “I have to" to avoid feeling that each task is a burden. Once you've decided what is most important, have a way of highlighting the most important ones. You can make a star next to the item, or underline or circle it, or in some way make it clear which are the most important items. Here is one method some people use to set priorities:

1. Assign A, B, or C to each one. A is’ for things that absolutely *have* to get done, B is for things you would like to get done, and C is for things that you will do if you get to them. (If you find yourself assigning an "A" to every item, you're trying to do too much! Be realistic.)
2. Block out time in your schedule to accomplish all of the A's, followed by whatever B's you’re able to get to, and then any C's you can still fit in.
3. Be fluid during the week as your priorities changes. Your "C" task may become an "A" task, and everything else will need to move down one position on your priority list.



Focus on one task at a time. Avoid jumping from one activity to another without fully concentrating on anything. The task may include multiple parts (i.e., going to six stores to pick up supplies for the event next week), but that in itself is one item on your list, and you don't want to get off track.

Stay on track! If something more important does come up, *reschedule* the planned activity for another time. Decisions are based on highest priorities. Say *no* to activities or responsibilities which will derail you from fulfilling your mission.

Take an occasional break. You might want to power through without taking any breaks, but that may make you more frustrated and stressed out, and productivity will go down. Think of your tasks as "high intensity" or "low intensity" activities. Work on a high intensity activity, such as working on sermon preparation, for a hour or so and then do a quick, low intensity task, such as calling a sick friend to see how they are doing.

Allow some unscheduled time. It's important to be able to fit in unexpected but important tasks and activities. If it's not needed, you can fit in some of the "nice to do" activities that are lower on the priority list.

Share your goals with others. Telling others about your goals will help make you more accountable since you’ll feel an extra layer of responsibility from their awareness of your intentions. And they may even be able to help you ("I'll be near the school; I can drop off that form that they need.")

At the end of the week, plan for the next week. Look at the week ahead with your goals in mind and schedule time to take the action required to achieve them. Evaluate the previous week by asking yourself these questions:

- What was I able to accomplish? Sometimes we're so focused on what still needs to get done that we don't think about what actually did get accomplished. Take a minute to recognize and thank God for the tasks you were able to complete. It will give you a little boost to keep going.
- What got in the way of me accomplishing what I wanted this past week? (I didn't stick to the schedule, I allowed myself to get off track, etc.)
- Based on that, what can I do differently next week?

How culture can affect time. In the African culture, it can be considered rude to leave an event early or cut short a conversation. In some cases, there may be no gracious way to limit your time with someone. But sometimes it is possible. One way is to manage expectations. For example, you've been invited to speak at an event. You say, "I would love to come, but I must leave at 1:00 in order to meet another commitment. Would that be OK?" If they agree, they will not be surprised when you make a quick exit after the event. Or if you call someone, and you begin by saying, "I have about ten minutes before I need to run to my other appointment, but I wanted to check and see how you were doing," then the person will not be offended when, after ten minutes has passed, you say it's time for you to go to your other appointment.

Respecting the time of others. As a pastor or ministry leader, it is also important to be mindful of *other people's time.* As we just mentioned, in the African culture, it can be considered rude to leave early. You won't want to hold others hostage by taking unreasonable amounts of time. Especially when it comes to church services or events, as a leader you should set the time allotted and then stick to it. Lay out the schedule to your co-leaders ahead of time (we'll sing for 20 minutes, then pray, then preach for an hour, then conclude). Some people will stop coming to church in order to avoid being put in the position of not being able to leave. People will know what to expect when you routinely keep services or events to a reasonable time. This will also stop the loss of members who leave because they can't commit to excessive amounts of time.

It is possible to have a more productive day by being organized and intentional about your work. You can stay sane even with a heavy workload by seeking God's wisdom, planning your activities, and managing priorities.

Next, we'll read about how two men handled their day in very different ways.

Pastor Joe usually sleeps pretty late. He says he's not a "morning person" so he doesn't plan anything in the morning. He switches on the TV when he does get up, and listens to a TV evangelist. He figures this counts as his daily time with God since it is a preaching program. Halfway through, though, he realizes he has dozed off. The life of a pastor is hard work. No wonder he dozed off!

After he wakes up, he decides to go for a walk. He thinks this will count as visitation since he will be seeing and chatting with people. His good friend calls out to him and asks if he would like some coffee. Of course, he doesn't want to be rude, so he joins him and they visit for about an hour.

He stops at the home of another church member. He knows she is gone to work but he tells her son to let her know he stopped by. That counts as another visit.

He decides to stop at the house of some other church members. He knows the wife of this man is a good cook, and it is about lunchtime. And in fact, when he stops, they are just getting ready to eat, and they offer him some food. He accepts because again, it would be rude to turn them down. This counts as another visit.

When he leaves, Joe smells the scent of some fat cakes coming from the bakery. The owner knows that Joe is a man of God so she offers him some fat cakes. Joe is happy to accept (she makes the best fat cakes!) and so he sits down for a while to eat them, and visits with some of people who come into the bakery. He briefly thinks about how he probably should save some for his family, but she gave them to him after all, and he is doing God's work, so he thinks he deserves them all.



By now, Joe's wife should be coming home from work. It's a hard job but he's glad she brings in a little money because they need it to pay the bills. He waits until after she should be home before returning so she will be aware that he has been out working all day. She asks him how his day went and he says that he spent all day on visitation, and he sits down while she fixes the family a meal. After the meal, he turns on the TV to rest after his long day while she cleans up, helps the children with their homework, gets them to bed, and does some laundry.

Later, when he goes to bed, he thinks back on his day and what a godly example he was in the community. As he closes his eyes, he is thinking about maybe going by the bakery again tomorrow. Maybe she would have some more fat cakes for him! And so he goes to sleep happy and peaceful, with a smile on his face.

Pastor Paul, on the other hand, wakes up to the sound of the rooster crowing. He jumps out of bed, knowing that it will be a full day. He dresses quietly so that he doesn't wake his sleeping wife and children.

He picks up his Bible and goes to the back of the house, where there is a light he can read by. His back yard is fenced in, so he is by himself and not disturbed by the street noises. He is looking forward to the passage he is reading in Hebrews, about Jesus being our great High Priest. He thinks about how Jesus was willing to come to earth in a human body, and how he knew what it was to face temptation and to be hungry and tired. After reading the passage, Pastor Paul thinks about how the sacrifice Jesus made was not just for the world, but also for him personally. It makes him even more eager to serve God. He prays and asks God to give him wisdom and strength to do what He wants him to do today.

After his Bible study and prayer, he looks at the "to do" list that he made the previous week. There were one or two items he didn't get to yesterday that he will try to do today. He decides which are the top three priorities - spending some time on sermon preparation, going to a new youth group that he has just started, and leading a prayer meeting at the church. He needs to bring some materials to the youth group, but he will ask a friend who is helping him, to pick them up and bring them.

He walks quietly into the house and makes tea for his wife. He wakes her up with a kiss and a smile, and then wakes up his children. Together they give thanks and eat breakfast and then they all leave about the same time. The church isn't able to provide much support so his wife works in a coffee shop in the mornings, and Pastor Paul works three mornings a week in addition to his church duties. This allows them to pay for the basic things they need.

Pastor Paul's job is at the local petrol station. He starts at 7:00 a.m. and finishes by 11:00 a.m. A side benefit is that they give him lunch on the days that he works. A few church members come in for petrol and while he fills their tanks, he is able to make some quick contacts ("How is your daughter doing?" "I know things are tough but remember, God is still with you!" "Jackie, I'm glad to see you're on your way to school - stick with it!"). At 11:00 he grabs his lunch and heads home to work on his sermon. He is able to spend two hours on it before he needs to leave to go to the new youth group. While there, his co-leader leads the music and he leads a Bible study with the group.

On the way home, he stops to see an elderly woman. Her husband passed recently, and she is lonely. He prays with her and shares a few verses of encouragement.

When he gets home, his wife is making a meal. He gives her a hug, helps cut some vegetables, and throws them into the pot. Then he starts preparing for the prayer meeting later. He has some Bible verses that he wants to share with the group.

His children come home and he asks them how school was. He loves spending time with his kids and helping them with their school work. Later, during dinner, he mentions the Hebrews passage he read earlier and they talk about it.



He helps his wife clean up from the meal before heading out to the prayer meeting. After he gets home, he gets a call from a church member who needs some advice. He would like to spend more time with his children but tonight he has to quickly kiss his kids and send them to bed so he can take this phone call. He is tired but takes time to listen and give his advice.

As he gets ready for bed, he thinks about what he has been able to do that has spiritual value. He thanks God for helping him through the day. As he closes his eyes, he is thinking about the possibility of starting another youth group in another location. He has seen a lot of kids in that area who don't have much supervision. As he thinks about it, he drifts off to sleep, happy and peaceful, with a smile on his face.

IN CONCLUSION

As we conclude this book, it is our hope that you now feel more prepared to properly understand the call of God and some key points about the reasons for church growth and decline. Being humble and keeping your vision (your eyes on God) is critical as you carry out one of God's highest callings - to care for the flock (including your own family) and to effectively communicate God's message to those He has put into your care.

If you desire to use this manual to train other pastors, you may use these materials but **they should not be sold.** Please contact Emmanuel Nzama at emmanuelnzama2@gmail.com for assistance if you wish to plan a small training.

Also, a helpful resource on many spiritual topics for your personal study is gotquestions.org.

Go ye therefore!!!

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