

**Church Planting International**  
PO Box 250, Mt. Gravatt, Queensland 4122, Australia

# **“Build My Church!”**

**Matt 16:18 “I will Build My Church!” - Jesus**

## **VOLUME ONE**

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**Introduction**

The name of this training medium, “**BUILD MY CHURCH**” derives from the statement of Jesus in Matt 16:13, “**I will BUILD MY CHURCH, and even the gates of hell shall be able to prevail against it.**” The vital premise is that Christ has promised to **BUILD** (set up, put together, assemble, construct, grow) **HIS Church**, i.e. the Church of which He is the architect, Master Builder and owner.

**This clearly refers to a church over which Christ is the supreme Head.**

It is inspired by **His** ultimate purpose.

It is built according to **His** specific directions.

**He** is acknowledged as the sole architect, builder, owner and master of it.

Without **His** direct involvement it would not exist.

It is totally dependant on **Him** for its continuing existence.

Its every accomplishment and all genuine progress is credited to **Him**.

It is being built for **HIS** glory alone, not that of any preacher or denomination.

The ministers, workers and members are simply humble labourers. Their finest efforts are as the contribution of lowly construction workers.

1 Cor 3:9-10

9 For we are **labourers together with God**; you are God's husbandry, you are God's building.

10 According to the grace of God which is given unto me, as a wise masterbuilder, I have laid the foundation, and another builds thereon. **But let every man take heed how he builds.**

**Its design and purpose**

The course is NOT intended to be either academic or theological. It is meant to be an equipping facility rather than an educational medium. It is not intended to educate the intellect, but to motivate the spirit. Its basis is biblical, spiritual and practical. Obviously the attainment of such an objective depends largely on who teaches it and how it is taught. Much depends on the relationship developed between mentor and disciple and on the environment in which it is utilised.

We have purposefully avoided presenting the material in concise lessons lest the impression be given that effective evangelism and church planting can be achieved by studying a series of lessons. The skills required to plant a church can never be obtained in “Ten Easy Lessons.” (nor even by gaining a Degree in Biblical studies) Effective evangelism and church planting is an impelling passion that is caught rather than taught. It is a passion that emanates from God alone. It is imbibed from Him in the prayer closet rather than from informative lectures in the class room.

Build My Church is a teaching that must be communicated with true spiritual passion and imbibed by students committed to fuelling their zeal for God, His Kingdom, and the lost souls of mankind. Those students must be zealous to serve and please God and extend His Kingdom by every legitimate means available. The lessons in this material are not intended for a rarefied class room atmosphere of isolation from reality. They must be imbibed and practised in the real world of an every day battle for victory. The lessons are not intended to give students a supreme confidence in their personal abilities, but rather to drive them ever closer to a Saviour on whom their every hope depends.

Christ has covenanted to Build His Church but He has also designed the construction of it in such a manner that necessitates human participation. Even the world's greatest architect cannot produce an outstanding edifice without humble labourers and tradesmen. God cannot transform His heavenly plan into earthly reality without the obedient co-operation of redeemed humans. You and I are privileged beyond description to be described as “co-labourers together with God.” Let's ensure that we fulfil our privileged commission with all the diligence it deserves.

Gerald Rowlands. *D. Min*

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## **Using the CPI program**

Over the past few years, the CPI program has been used very effectively in numerous nations of SE Asia. Some 20,000 churches are currently using it. Many more are waiting to enrol. Several thousand training centres have been established. Hundreds of new churches have been planted. What is the secret of its effectiveness and can it be duplicated in other parts of the world?

First let me confess that the secret of success does not lie in the written material but in the effective use of it. The main reason why the program is producing such amazing results is largely due to the passion, commitment and dedication of the pastors and churches that are using it.

We discovered thousands of pastors in Asia who were keen to plant new churches. Almost without exception they had one common cry, "We do not have a method or the training materials to train our potential leaders!" The CPI material has provided them with both, but the real credit is due to the passion of those pastors.

The effectiveness of the CPI program does not lie in the material itself, but in the proper and biblical use and application of it. The success of the program may be attributed to several biblical (New Testament) principles that are employed.

## **Employing the New Testament Model**

### ***The two primary tasks***

Prior to His ascension Jesus encapsulated His mandate into two major emphases.

1. Mark 16:15. Preach the Gospel to every person.
2. Matt 28:19. Disciple every convert.

These two commandments comprise **the strategic task** of the church. All other activities and programs are incidental and secondary. Failure to do both strategic tasks will result in the ultimate failure of a church regardless of other activities and apparent accomplishments. Compliance with both commands affords healthy church growth and the effective spread of the Gospel including new church planting.

### ***Two effective tools***

To ensure the successful accomplishment of this task, Jesus gave two effective tools.

1. **Power. Acts 1:8.**

*"You will receive the power (dunamis = dynamic) of the Holy Spirit."*

Nothing worthwhile can be accomplished for God except by the power of His Spirit.

*John 3:6*

6 *Flesh gives birth to flesh, but the Spirit gives birth to spirit. (NIV)*

## **2. Plan. Acts 1:8.**

*“You will become witnesses unto Me, throughout the whole world!”*

**The plan** was to ensure that every Christian became a true representative (incarnation) of Jesus, communicating His life to others through word and deed. The ultimate purpose of discipleship is that we may present every Christian “perfected in Christ.”

Col 1:28

28 *We proclaim Christ, admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ. (NIV)*

## **The New Testament ministry model**

### **1. Multiple Ministry teams**

Acts 2:14

14 *Then Peter **standing up (together) with the Eleven**, raised his voice and addressed the crowd: "Fellow Jews and all of you who live in Jerusalem, let me explain this to you; listen carefully to what I say. (NIV)*

The author, Luke, deliberately mentions that Peter did not stand alone. Though on this occasion he was the preacher, he was obviously supported by his fellow Apostles. Together they constituted a multiple ministry team.

### **2. Preaching the Gospel to the unconverted**

Acts 2:46

46 *Every day they continued to meet together in the temple courts. (NIV)*

For these recently converted Messianic Jews, the temple was no longer their sanctuary, it now became a place to meet and influence the local public. These were not “Believers meetings”, they were evangelistic forums where the Gospel could be proclaimed.

Too many modern churches “proclaim the Gospel” continuously within the walls of their church sanctuary instead of taking it into the arenas of public life to the non believing public.

### **3. Making Disciples in small groups**

Acts 2:46-47

46b *They broke bread in their homes and ate together with glad and sincere hearts,*

47 *praising God and enjoying the favour of all the people. And the Lord added to their number daily those who were being saved. (NIV)*

Those house groups, involving happy meals, with united hearts expressing mutual gladness and incorporating joyful praise to God, attracted the interest and favour of the general public who liked what they saw enacted amongst the believers. God was also obviously delighted with this scenario because He added to their number daily all those who were being saved. They also afforded excellent opportunity for disciple training.

### *Our contemporary pattern*

#### ***From the New Testament account we deduce that***

- The church's **primary task** is to proclaim the Gospel.
- The Holy Spirit was given to this end. (Acts 1:8)
- Every believer should be a witness to Christ, His Grace and His Gospel.
- Specific training and motivation is required to achieve this.
- Leaders are responsible to provide the training and inspiration.
- This is best achieved in small groups. (Cell groups)
- Every congregation should be growing and expanding.
- Every congregation should be reproducing more congregations.
- Every congregation should conduct house groups.
- These should be informal, happy, social occasions including meals.
- They should have an atmosphere conducive to newcomers.
- God will cause such groups to grow and expand. Acts 2:47b.

#### **A suggested strategy**

1. Teach **"YOU CAN BE A REAL WINNER"** to the whole congregation. This could be accomplished by presenting this topic every Sunday morning as a teaching series for 8-12 weeks. Make the sessions interactive rather than the usual lecture/ sermon style. Invite questions and encourage active participation
  - Provide notes of the teaching for every person.
  - Provide appropriate Gospel literature for distribution.
  - Encourage feedback each week from those practising what they learn.
  - Celebrate every victory encouraging others to emulate.
  - Perceive and recognise potential leaders.

After teaching "YOU CAN BE A REAL WINNER" to the entire church, you may want to follow this up by teaching them from "HOW TO BECOME A SUCCESSFUL LEADER." This will whet the appetites of those with a desire to become Christian leaders, further enabling you to recognise those members with leadership potential and possibility. The teaching "MULTIPLYING MINISTRIES" can also be used in the same manner if desired. (These are the three subjects in Module One)

## ***Initiate a training program for potential leaders***

The training program is for those of your members who display attributes and characteristics of potential leadership. Training classes are conducted in addition to the regular church services. Classes might be held two or three nights per week or on Saturdays.

- Recognise potential leaders among those practising evangelism.
- Adopt them into a “Leadership fraternity.” (a fellowship of leaders)
- Commence specific Training classes and Workshops.
- Teach and demonstrate principles of leadership.
- Encourage active participation in workshop sessions
- Assign tasks and responsibilities.
- Recognise and reward genuine accomplishments.

It is to this leadership fraternity that you should specifically address the topics of Module Two, i.e.

1. Planting the “NOW” kind of church
2. Keys to Contemporary church planting
3. The role of music in worship
4. A simple guide to preaching
5. Your church CAN grow

## **The process of training leaders**

### ***1. Inspiration***

People must be inspired, aroused and motivated to a desire and commitment to leadership. If leadership is not perceived to be exciting and challenging, no one of worth will desire to become one.

### ***2. Education***

Leadership roles require adequate training. A potential leader must be inspired and committed but they should also receive solid practical training in order to acquire and exercise competent leadership skills.

### ***3. Motivation***

Motivation involves *motion*, i.e. action, performance, accomplishment. A person may be inspired, yet not motivated. Motivation means inspiration to the degree that you actually do something positive and effective about those things that inspire you.

Leadership is action not position!

#### **4. Authorisation**

One can only act effectively when they are properly authorised to do so. Many pastors are slow to authorise their members to minister. Yet this is the very purpose for which Christ has given pastors and teachers to the church, i.e.

Eph 4:12

*12 to prepare God's people for works of service, so that the body of Christ may be built up. (NIV)*

#### **5. Celebration**

One of the secrets of inspiring a continuance of effective service is to recognise and celebrate those achievements. Mutual celebration inspires people to even greater efforts and accomplishment.

There are several other basic, indispensable factors without which the program will not work. Let me briefly outline them.

##### **1. A pastor with a passion**

Local pastors and their churches are undoubtedly the key to effective evangelism and church planting. A pro-active church, dedicated to evangelism and functioning as a training centre, is the finest medium for fostering evangelism on a world wide basis.

The Pastor's primary purpose must be :-

- a. **To serve God fully.**
- b. **To fully maximise his ministry.**

2 Tim 4:5

*5 But watch thou in all things, endure afflictions, do the work of an evangelist, **make full proof of thy ministry.** (KJV)*

##### **Three things necessary to "make full proof" of one's ministry.**

- Wholehearted commitment to Jesus Christ and His Gospel.
- Wholehearted commitment to training competent leaders.
- A consuming passion to win the lost to Christ.

##### **c. To Reproduce effective leaders.**

The greatest single thing one can do to maximise one's ministry is to produce other effective leaders.

**God ordained that every healthy, living thing should grow and reproduce after its own kind. ( The church you pastor is the kind you reproduce. What kind of church will you produce?)**

Gen 1:11-12

*11 Then God said, "Let the land produce vegetation: seed-bearing plants and trees on the land that bear fruit with seed in it, **according to their various kinds.**" And it was so.*



*12 The land produced vegetation: **plants bearing seed according to their kinds and trees bearing fruit with seed in it according to their kinds. And God saw that it was good.** (NIV)*

He further ordained that every living, healthy human should also reproduce after their own kind and fill the earth with humans of every race.

Gen 1:27-28

*27 So God created man in His own image; in the image of God He created him; male and female He created them.*

*28 Then God blessed them, and God said to them, "Be fruitful and multiply; fill the earth and subdue it; have dominion over the fish of the sea, over the birds of the air, and over every living thing that moves on the earth." (NKJ)*

It is also obvious that He intends every living to reproduce itself.

- Every healthy sheep should produce more sheep.
- Every faithful shepherd should produce more shepherds.
- Every pastor/evangelist should reproduce more pastor/evangelists.
- Every church should produce more churches.

## **2. Leadership training**

### **Leadership is a function, an action. Something people DO!**

We often hear the phrase, "a born leader" but leadership is actually a skill that can be taught, caught, learned and practised. Some, by nature and characteristics may be better disposed to exercise it but many who have little natural leadership may learn and develop its skills.

#### ***As a functional skill, leadership can be:-***

- Taught
- Caught
- Learned
- Practised
- Developed
- Perfected

### **Leaders are made**

Mark 1:17

*17 "Come, follow me," Jesus said, "and I will **make you** fishers of men."*

#### ***Leaders are made by :-***

- Being with their leader.
- Observing and emulating their leader.
- Being trained by their leader.
- Imbibing his spirit.

- Obeying their leader.
- Practising what they learn.
- Developing and improving their skills.

### **Leadership selection is the first step**

***In the secular world, leadership selection has become extremely complicated and demanding***

- Very demanding criteria
- Correct psychological aptitude.
- Excellent references.
- Obvious fitness for the role.
- Impeccable appearance.

### **Jesus used a different measure**

#### **a. Truly Born again.**

John 3:3

3 *In reply Jesus declared, "I tell you the truth, no one can see the kingdom of God unless he is born again." (NIV)*

#### **b. Following Jesus. Being with Him. Imitating and emulating Him.**

Matt 4:19-20

19 *"Come, follow me," Jesus said, "and I will make you fishers of men."*

20 *At once they left their nets and followed him. (NIV)*

#### **c. Filled with God's Spirit.**

Luke 24:49

49 *I am going to send you what my Father has promised; but stay in the city until you have been clothed with power from on high." (NIV)*

#### **d. Completely committed to God and His Will.**

Luke 14:26-27

26 *"If anyone comes to me and does not hate his father and mother, his wife and children, his brothers and sisters-- yes, even his own life-- he cannot be my disciple.*

27 *And anyone who does not carry his cross and follow me cannot be my disciple. (NIV)*

#### **e. Obedient.**

John 14:15

15 *"If you love me, you will obey what I command. (NIV)*

#### **f. Faithful.**

1 Cor 4:2

2 *Now it is required that those who have been given a trust must prove faithful.*

## **Leadership training is best accomplished “on the job.”**

Jesus trained His disciples “on the job.”

Effective training cannot be accomplished in isolation from the scene in which it will be practised.

Whatever is learned in isolation will have to be tested in reality.

## **Leadership development involves three basic steps :-**

1. Observing
2. Understanding
3. Doing

## **Every pastor should be training leaders**

Eph 4:11-12

*11 It was he (Christ) who gave some to be apostles, some to be prophets, some to be evangelists, and some to be **pastors and teachers**,*

*12 to prepare God's people for works of service, so that the body of Christ may be built up. (NIV)*

2 Tim 2:2

*2 And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others. (NIV)*

## ***The preparation (equipping) of the saints. (Eph 4:12) requires several things :-***

### **1. Selection of potential leaders.**

Jesus did not demand a remarkable curricula vitae, He relied on spiritual discernment.

### **2. Close association with them.**

Jesus was accessible and available to His disciples. They spent quality time together with Him.

### **3. Teaching and training.**

The teaching and training that Jesus afforded was both spiritual and practical. Most of it took place on the job, as Jesus pursued His ministry and calling. The disciples accompanied Him everywhere, hearing His every word, observing His every action.

### **4. Delegation of tasks with appropriate authority.**

Jesus delegated specific, meaningful tasks to His disciples and shared with them His God given authority.

Matt 28:18-20

*18 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.*" (NIV)

### **5. Supervision. Correction and commendation.**

All trainees require and appreciate mature supervision, guidance and direction.

### **6. Promotion.**

Matt 24:45-47

45 *"Who then is the faithful and wise servant, whom the master has put in charge of the servants in his household to give them their food at the proper time?*

46 *It will be good for that servant whose master finds him doing so when he returns.*

47 *I tell you the truth, he will put him in charge of all his possessions.*  
(NIV)

### **7. Rewards**

Luke 6:23

23 *"Rejoice in that day and leap for joy, because great is your reward in heaven. For that is how their fathers treated the prophets.* (NIV)

## **3. Every local church should be a training centre**

Eph 4:11-13

11 *And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers,*

12 ***for the equipping of the saints for the work of ministry, for the edifying of the body of Christ,***

13 *till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ;*

Ministers were not given by Christ to **do** all the work of the ministry but rather to equip, (train and thoroughly prepare) the saints, (members of Christ's Body) that they might minister to, edify and increase the Body of Christ. (The Church)

Any local church that is not providing opportunities for its members to be trained and equipped in leadership and evangelistic skills, is failing to fulfil its biblical role and responsibility.

### **To activate this reproductive system requires several features.**

1. A dedicated and pro-active pastor who can inspire and motivate the members of his congregation.
2. A leader with a specific vision for the furtherance of the Gospel in his geographic locality.

3. A leader who will lead by example, providing a role model for his congregation of an evangelist and soul winner.
4. A leader who understands the biblical principles of training and delegating.
5. A “mission minded” pastor who understands the biblical requirement to “send forth labourers into the harvest fields.”
6. A pastor who is willing to release dedicated lay people into the planting of new congregations, planted and nurtured by the local church.
7. A pastor who is determined that one day he will hear his Master say, “Well done, good and faithful servant. You have been faithful in the smaller things and I will make you a ruler over greater things.”

#### **4. The example of Jesus**

The objective that Jesus pursued was broadly two fold. Firstly to introduce men and women to God through faith in His redemption. Secondly to “plant” the church, comprised of all the members of His Body throughout the earth. This great company of redeemed people are to be found in Christian churches around the world.

The method that Jesus employed was that of finding, calling, training disciples and commissioning them to spread the gospel and to plant new churches wherever they went.

**He commissioned all His disciples to do two things.**

- **Firstly to “preach the gospel to every creature.” (Mark 16:15)**
- **Secondly to “make disciples” of all who believed and received their message. (Matt. 28:19)**

This was Christ’s method. It was the method employed by the early church. It is the biblical method. It is the method that God is using and blessing today. It is also the method we advocate in the CHURCH PLANTING INTERNATIONAL material.

This course, “Build My Church” is comprised of two modules and a total of eight subjects and is primarily intended for use within a local church. It is a basic training program designed to assist local pastors in preparing potential leaders in the church to become evangelists and church planters.

The approach we suggest is for the local pastor(s) to form a discipleship class that meets regularly in the local church. Enrol all the potential leaders in the congregation and begin to disciple them using the C.P.I. materials. The Church Planters’ Training Manual suggests several ways in which this can be done.

#### **5. Begin by teaching the whole congregation**

I encourage every pastor to begin by teaching the lesson, “**You can be a real winner**” to the entire congregation. Use it to challenge every member to the responsibility and privilege of being an effective witness for Christ. Why not teach the various lessons as a series on Sunday mornings? Following this, teaching can be given on various aspects of Christian

leadership, the aim being to inspire and motivate members with a desire to serve God.

One of the positive results of this will be the number of members who will approach you privately and say, "Pastor, this is wonderful material. How can we receive more teaching like this?" Such enquiries will help you to recognise those persons in your church who are eager to learn and to work for Christ. These are the persons you should then recruit into your discipleship classes so that you may teach them everything that God has shown you. Having recruited these persons into a distinct and committed group of potential leaders, you should then commence to teach them the other subjects in the two modules. Each subject contains biblical principles together with practical suggestions.

### **6. Every pastor should be a mentor**

**"A mentor is an experienced and mature person who adopts the role of guardian, counselor, advisor, role model, friend and tutor to someone of less experience in order to develop the best and highest qualities in their protégé."**

Mentor was the name of the person that Odysseus appointed to the position of guardian/educator of his son Telemachus. It is used now to describe the relationship and methodology by which an experienced person shares their knowledge and wisdom with a younger protégé to enable the younger achieve their highest potential.

#### **An ideal mentor should be :-**

- a. A spiritual guardian.
- b. A role model to emulate
- c. A trusted confidant
- d. A true friend.
- e. An honest advisor.
- f. A capable tutor.

"Mentoring is an historically and biblically validated system for conveying positive life shaping influences to a younger protégé."

The relationship between mentor and mentoree should not be a perpendicular one of superior to subordinate, but rather a horizontal one of friendship and trust.

The role of Jesus before His disciples was that of a mentor.

The Apostles assumed roles as mentors to their younger brothers in Christ.

Barnabas was a mentor to Paul. Acts 4:36,37; 9:26,27; 13:13.

Paul, in turn, became a mentor to Timothy and numerous others.

Timothy was encouraged to be a mentor to others. 2 Tim 2:2.

**Mentoring is a mutually agreed relationship whereby an experienced person conveys encouragement, guidance, instruction and life**

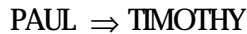
**experience to a less experienced colleague. He also shares and models his life with his protégé in order to reproduce his effectiveness in him.**

A fine biblical example of a similar relationship might be that of Paul and Timothy. Paul who appears to be some 30 years older than Timothy, virtually adopted him as his apprentice. He refers to him as “my son in the Faith.” Timothy accompanied his older companion on many ministry and missionary trips. He closely observed Paul, learning from everything he did and said. Timothy’s eventual spiritual stature and effectiveness owed much to Paul’s earlier influence upon his life.

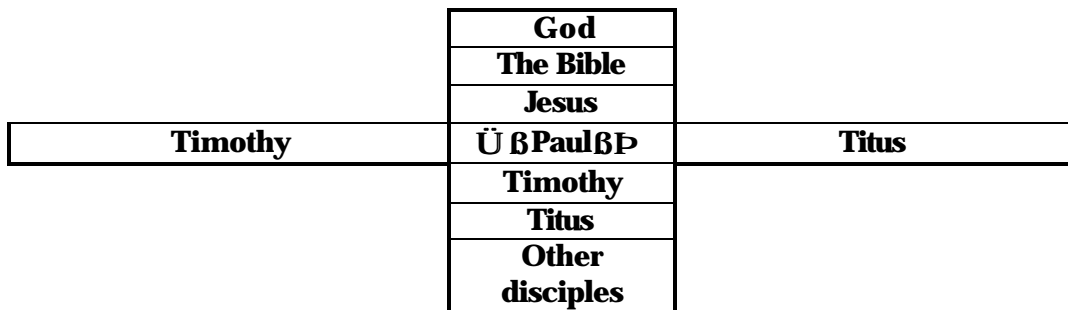
The traditional, ancient relationship of a mentor to his pupil was a vertical, hierarchical one, that may be portrayed like this :-



However, I believe that the biblical one of a paracletos, ( one who comes alongside you to guide, teach and assist ) was actually more similar to the modern concept of mentoring which might be depicted in this manner.



**In the Biblical model there is both a horizontal and a perpendicular aspect. E.g.**



**Qualities of a good mentor**

***1. Experienced***

Having learned many important lessons in the laboratory of life, he is able to pass them on to his protégé, enabling him to avoid making elementary mistakes and learn by the experience of other successful persons.

## **2. Good Character**

A person who assumes to convey his life and character to another must ensure that his own life is blameless, an example of Godliness to all believers. People tend to reproduce after their own image, therefore the original should be of excellent quality.

## **3. Maturity and proven effectiveness**

A mentor must have a well developed personality and character. He must be well seasoned and fully developed in all aspects.

## **4. Able to recognise potential in others**

An effective mentor must have the perception and wisdom to recognise good potential in younger people. He must be a good judge of character, and able to recognise the indications of those who are potential leaders.

## **5. Should be a “people person”**

I have often said that basically, the ministry is about two things.

1. It is about GOD
2. It is about PEOPLE.

An effective mentor must know God intimately but he must also be able to relate well to people. Too many pastors have isolated themselves from real, honest relationship with their charges. A false type of religious relationship is too shallow for the formation of the kind of brotherly bonds that true discipleship requires.

The mentor should be easy to relate to.

## **6. He should be an encourager** (Encourage: To give “fresh heart to”, i.e. to inspire with courage, spirit and confidence)

Barnabas was the man that God chose to disciple Paul. His name means “Son of consolation”. Barnabas did not have a spectacular public ministry. He never became a mighty Apostle like Peter and Paul. He was known for his ministry of encouragement to others. That is why God selected him to shape and influence the early spiritual life of the great Apostle Paul. Barnabas constantly affirmed Paul, introducing the former persecutor to the church he had harassed and making openings for Paul’s ministry.

## **7. He must be patient**

Teaching and developing novices requires a lot of patience. It is never accomplished over night. Young disciples will usually make some mistakes. The mentor must deal patiently with this, maintaining loyalty and commitment despite some immature mistakes.

## **8. Be trustworthy**

To be trustworthy simply means, to be worthy of one’s trust. Your disciples will want to trust you completely. They will look up to you as their closest example of what a true Christian should be. They will rightly expect that



your word is your bond. That you will keep every promise you make even when it may cost you something to do so.

### **9. Have a sense of humour**

Ideally a mentor needs and should have a good sense of humour. The ability to see the funny side of a tense situation can drastically reduce the tension. It is always a help too when one can laugh at oneself. This makes a person human and likeable.

### **10. Be a person one can admire and emulate**

A disciple who admires his teacher will inevitably try to emulate him in numerous ways. There is a great difference between “copying someone” and “emulating them.”

Copying is trying to look or sound like someone else. Copying their mannerisms, appearance and personality. This is a very shallow and superficial thing that is only indulged in by very immature persons.

To emulate is to learn from someone. Observe them carefully. Learn from them the true principles of Godliness and character. Seek to be like them, not superficially, but honestly, deep in your spirit. Paul said:

1 Cor 11:1

*1 Follow my example, as I follow the example of Christ. (NIV)*

### **The ideal mentor is**

#### **1. Honest with you at all times**

Eph 4:15

*15 Instead, **speaking the truth in love**, we will in all things grow up into him who is the Head, that is, Christ. (NIV)*

Speaking the truth, in love, is the way to grow up into Christ in all things. It is essential to mature spiritual development, personally and ministry wise. However, the person who “tells the truth in love” should also be willing to “hear” the truth in love. It must be a reciprocal arrangement.

#### **2. Completely committed to you**

Mentorship demands an honest commitment to one another. Without this it cannot function and will never achieve its goals. It is therefore a relationship that should not be assumed lightly nor entered into without proper consideration.

I think that Paul’s exhortation to Titus bears some relationship to this.

1 Tim 5:22

*22 Lay hands suddenly on no man, (KJV)*

I believe that Paul is speaking of not being hasty to ordain a man. Do not make your choice and decision too quickly lest it be a wrong choice.

### **3. A Role Model to emulate**

The prospective disciple should seek to join themselves to someone they admire so much that they would like to be like them. They should ask themselves, "Is this truly a person that I would wish to be like?" If for any reason, the answer is No, they should never desire a mentor relationship with this person.

### **4. A mentor is a tutor**

1. a person who instructs another in some branch or branches of learning, esp. a private instructor.
2. to act as a tutor to; teach or instruct, esp. privately.
3. a tutor gives intensive instruction in some subject to an individual student or a small group of students. © Webster's Dictionary

Gal 4:1-2

1 Now I say, That the heir, as long as he is a child, differeth nothing from a servant, though he be lord of all;

2 But is under tutors and governors until the time appointed of the father.

A tutor in the biblical sense is really a guardian appointed by the father to train his child in the skills of life. The Holy Spirit is such a guardian/tutor to us and we are to play that role to disciples who are younger and less experienced than we.

### **5. A mentor is a trusted companion**

True mentoring thrives best in a relationship that affords faithful companionship. This is the kind of friendship to which Jesus referred when calling His disciples.

John 15:15

15 I no longer call you servants, because a servant does not know his master's business. **Instead, I have called you friends, for everything that I learned from my Father I have made known to you.** (NIV)

### **Real leaders produce more leaders**

One sure sign of effective leadership is the reproducing of more leaders.

#### **1 Ask God to show you His choice**

#### **2. Require from them commitment and sacrifice**

#### **3. Train and equip them**

#### **4. Give them room and time to grow**

Create a climate of faith in which others can flourish.

**5. Maintain a positive expectation of them**

**6. Delegate responsibility to them**

**7. Share with them the spoils of victory**

**The Teaching environment**

Effective mentoring requires two forums

1. A formal aspect (tutelage) which is pre-planned.
2. An informal aspect (relationship) which is spontaneous.

It is interesting to note that neither Jesus, nor the Apostles established any Bible Colleges or Seminaries. Instead, they taught and disciplined their charges in the pragmatic arena of real life. Effective training and discipleship can never be achieved solely in a class room situation.

Jesus appears to have done most of His discipling whilst walking the dusty roads of Israel. On other occasions, they would rest by the way side and He would talk with them informally, bringing important issues of life to their attention and teaching the spiritual significance of them.

The training of the early church obviously took place in the context of the local churches. Neither were these churches hidden away in the solitude of isolation that seminaries often offer. Much of their vital Christian lives were lived out in public places amongst the multitudes they were endeavouring to reach for Christ.

Even in our modern context, the local church is still the best training environment for ministry. When mentoring takes place in the situation and atmosphere of a local church, the disciples are being trained in the very atmosphere of what they will endeavour to perpetuate. i.e. trained in a local church to go and plant another local church.

**7. The multiple cell church**

Many traditional churches function on a “One cell” model. i.e. the church is a single congregation that conducts all its activities together. This style of church is NOT conducive to leadership development, nor to church planting projects.

Other churches are adopting a multiple cell model which is based more accurately on the New Testament paradigm. In addition to any “One congregation functions” this church also has multiple cell groups usually meeting weekly in the homes of certain church members. They attract church members who live within close geographical proximity to a particular house. This style gives opportunity to :-

- Reach further afield with Gospel outreaches.

- Train more persons for leadership responsibilities.
- Afford more opportunities for ministry experience.
- Provide a closer pastoral care.

Remember, Everything reproduces, ***after its own kind***. To ensure that the churches you plant are virile and effective make sure that your church is :

- Refreshed
- Revived
- Reproducing lively, powerful churches.

Pastor, you must honestly assess the spiritual quality of what your local church is experiencing to make sure it is of “export quality.” Is it truly the kind of active, exciting, dynamic church, exhibiting total loving commitment to God and a dying world, that Christ longs to reproduce?

It is recorded of the early church that they were,

*47 praising God and enjoying the favour of all the people. And the Lord added to their number daily those who were being saved. Acts 2:47. (NIV)*

Is your church a New Testament quality church to which God will entrust people who are being saved?

I sincerely trust that **YOU** will be able to become involved in this challenging work. I am sure that you will see your church increase, your members mature, and new congregations planted in your locality and further afield. Above all, God will be glorified amongst you and His Kingdom mightily increased.



# CPI Operations manual

## **WHAT IS THE "CHURCH PLANTER'S TRAINING PROGRAM?"**

It is an exciting program initially designed for Churches in the Frontier Mission Nations of the World where it is presently being used by some 20,000 churches.

Within these regions are the most heavily populated countries on earth, which have for centuries been dominated by the gigantic pagan religious systems. But the Kingdom of God is emerging in a new breath-taking role, sweeping many thousands into its ranks and paving the way for the greatest Kingdom Harvest ever witnessed.

We firmly believe that these nations are about to witness an explosion of dynamic Christianity amongst them that will cause the Name of Jesus Christ to be powerfully exalted and the demonic principalities to "bow the knee" before that Name. A great and glorious harvest will accompany these manifestations and we want to play some small part in preparing the army of reapers.

We have recently adapted the program for use in Western nations and are thrilled to see that it is achieving results there too. The edition you now hold is that adaptation.

## **SOME BASIC INFORMATION ABOUT THE COURSE.**

1: It is produced and administered by Church Planting International. This organisation is non-sectarian and inter-denominational in character, seeking to assist all churches that preach salvation through faith in Christ.

C.P.I. seeks to work in co-operation with all groups and denominations who exalt Jesus Christ as Saviour, Lord and King.

2: It is not necessary to join C.P.I. in order to operate a Training Centre. We are not a denomination, nor are we seeking to have churches join our organisation. We encourage you to remain in the denomination of which you may be a member and continue to submit to their spiritual covering. We also encourage you to work as closely as possible with those who have spiritual oversight over you.

3: C.P.I. is working in close association and fellowship with numerous denominations and mission organisations and enjoys a high credibility rating and great acceptance amongst churches of all denominations including Evangelical, Pentecostal, and Roman Catholic churches.

4: The Church Planting program is designed to be flexible and adaptable to a variety of circumstances.

It is intended primarily for use in a local church. We are encouraging pastors to adopt this program into their local church and to embark on a project of outreach into surrounding areas. The program is ideal for this because it :-

A: It can be conducted effectively using existing church facilities or other suitable accommodation.

B: The local pastor and his associates, are usually able to effectively teach this basic program.

C: It is extremely cost effective, therefore tuition can be offered free of charge.

D: Students are recruited from amongst potential leaders in the local congregation.

E: New congregations, planted by the graduates, can be overseen by the local pastor and assume a "daughter-church" relationship.

F: The curriculum can be taught in a manner appropriate to the culture of the local people.

G: The timetable for teaching can be adapted to suit local conditions, depending on the proximity of students, availability of transportation and other local factors.

H: It can be taught on a full-time or part-time basis. In day classes, or night classes. Weekly or monthly etc. Whichever is most suitable for local conditions and requirements.

### **REQUIREMENTS FOR OPERATING A CHURCH PLANTING TRAINING CENTRE.**

1: The local pastor must have a desire to win souls and a vision to see new churches planted in the surrounding areas or further afield.

2: The church which adopts this program should also be alive evangelistically with a membership that desires to see the Kingdom of God extended.

3: Some kind of facility is needed. It does not have to be dedicated or restricted to this one purpose. The program can be conducted in virtually any facility, e.g. The church building, or hall is ideal. The pastor's home or a rented room could also be suitable. Anywhere where it is possible to achieve some privacy and relative quietness conducive to study.

4: Very little equipment is required. Most churches would contain everything that would be needed. The idea is to keep the equipment to a

minimum and not to use anything that cannot be easily acquired in any location. Use whatever is available. e.g. black board, white board, overhead projector etc.

5: The teacher will have his/her 'Church Planters' package. The notes are written in such a manner as to make it easy for the teacher to study and simple for him to teach from. The same notes may be used as one's teaching notes. Notes can also be copied from these for the use of the students. If required, the notes can be written in the language or dialect of the local people and presented in a manner which is the most culturally appropriate.

The teacher will use the prescribed notes as the basis of his lectures but may adapt them to the specific requirement of the situation. He may add his own thoughts, illustrations and comments. He may adapt the notes to better suit the prevailing cultural, religious, or economic situation of the national and local scene.

6: The course is presented in TWO modules, containing eight subjects. The sponsoring church will determine the time frame over which it should be taught. The length of each term may be determined by how frequently the classes are conducted. Obviously this may vary from place to place depending upon the location, transport, employment situation—all factors that may determine how frequently, or infrequently the students are able to meet.

The notes are prepared so that the teacher may teach directly from them, adding further truths from their own understanding and experience. It can be "custom tailored" to suit each unique situation. The Modules can be regarded as a smorgasbord of teaching from which appropriate aspects may be taken and used, or superfluous items may be left.

The ideal teaching style is one of mentoring in which the tutor assumes the role of an older brother, or father in God, to thoroughly train his charges in all aspects of life and ministry. A relationship of common trust is built in this manner. Measures of maturity are formed in the students that could not be inculcated in any other way. The relationships that are formed will undoubtedly last far longer than the duration of the classes. Fruitful ministry partnerships will be formed that may last a lifetime.



## **GETTING THE PROGRAM STARTED.**

### **1: THE VENUE:**

One of the strengths of this program is that it does not require a dedicated facility, i.e. a facility which is provided solely for this function. Virtually any room can be used, whether it be a church sanctuary, fellowship hall, or the living room of someone's house.

**However, we do encourage you to utilise some part of the church facility if possible, for several reasons.**

A: Discipleship Training should take place within the context of the local church.

B: It should be seen to be an integral part of the church's program.

C: The primary purpose of an Ascension Gift Ministry, (pastor, teacher etc) is to *"Prepare the saints for the work of the ministry."* (Eph. 4: 11,12.)

D: The local church is the focal point of the Church universal. It is a building block which Jesus uses to "Build His Universal Church."

E: This "Church Planters Training Program," should be under the oversight and covering of a local church which is God's operations base.

F: Outreach and new church planting should be undertaken by the local church and its oversight.

G: The students will be largely members of the local church, leaders and potential leaders.

H: The more biblically based activities utilise the local church facility, the more valuable that facility becomes.

I: It is not necessary for such a teaching program to have its own specific building. The expense of providing such is unnecessary. Rather let monies be used to sponsor outreaches and church planting.

### **2: THE CURRICULUM.**

The package we supply is basically sufficient material for the teaching program, in its simplest form. It is sufficient for the purpose of training potential leaders in the skills of soul winning, and church planting. One of the reasons we have sought to keep the materials at a minimum is so that it can be made available to even the smallest, rural congregations. It has already been proven that this style of program produces results.

Of course, this basic program can also be added to if so desired. The material itself can be expanded by the teacher at his discretion. Other

tools and aids can also be used if available. For examples, overhead projectors, amplifying systems, various teaching aids, can all be employed to communicate the message more effectively.

### **3: FACULTY MEMBERS.**

Once again the principle holds true. This program can be used effectively at its lowest denominator. If necessary one teacher can teach this whole program. However, it is better to use several teachers if these are readily available. The local pastor, should usually assume the role of Principal. He is in charge of the whole program. He may appoint assistants should he desire to help with any aspect of the program to achieve the most effective functioning of the program.

### **4: STUDENT BODY.**

Wherever possible students should be chosen from amongst the local believers. However, this is not a rule. The course can also cater for students who may not be members of the church that sponsors the centre. Senior Pastors should identify the potential leaders, pastors and church planters, within their congregation and invite them to become part of a discipleship training class.

Students ought to at least have the following qualifications :-

- a: They must be "born again" believers.
- b: They should have a good testimony of God's grace in their life.
- c: They should have a written recommendation from their local pastor.
- d: They should have some indication of the leading of God to pursue this course.
- e: Ideally they should be literate.
- f: They must be prepared to study and work hard at the course.
- g: They must be willing to submit to the oversight of the centre.
- h: They must be willing to sacrificially give of their time, not only in fulfilling the course, but in assisting in the planting of new congregations.

### **5: THE CLASS ROOM FORMAT.**

This also can be somewhat flexible, and the Principal will ultimately determine the nature and format of how the class will function. The most important criteria is that **THE GRADUATES MUST BE ABLE TO DO WHAT THEY HAVE LEARNED, I.E. WIN SOULS AND PLANT CHURCHES.**

Someone has well said,  
**"If the student has not learned,  
the teacher has not taught."**

So, this is our ultimate aim, and the structure, format, and function of the class room activities must reach this objective. However, there are certain features which have proven helpful and fruitful and we encourage you to include them in your teaching philosophy and methods.



**A VITAL KEY TO SUCCESS.**

Undoubtedly the most important key to the effectiveness of this program, is the Principal. Without this person the whole program fails. He is the fulcrum around which the program revolves. We can place the tools in his hands, but without his dedicated commitment the whole project disintegrates. So much depends upon his leadership.

We want to supply the tools, but we need the dedicated leaders to "finish the job" - of preaching the gospel in every nation, and to every creature. The Principal, leading the training course, and supervising the subsequent outreaches, is our link with the harvest field. He and the students under his care, are our hands to gather in the harvest. We want to be co-labourers together with YOU. We want to join with you, work with you, rejoice with you.

We want to be in touch with you to encourage and advise you. We believe that together we can see something accomplished for God. So, let's all give it our best effort, and with God's help and strength something great will be achieved to extend His glorious Kingdom.

**Pastor, in order to "make full proof" of your ministry, you must also "do the work of an evangelist." (2 Tim. 4:5.) We want to help you to do that. In co-operative partnership together, we can make it happen.**

To accomplish this you must be more than just a teacher in the classroom. You must be an inspirational role model for the students.

You must inspire and motivate them through your example. This challenge will bring out the best in your own ministry, enhancing and enlarging your sphere of influence and your effectiveness. You must model for them the role of an evangelist and church planter. By inspiring your students, you can multiply the fruitfulness of your ministry many times over. Their fruit will be your fruit.

I believe that God is offering all of us an opportunity in these crisis days, to enlarge our outreach and to reap a harvest for God's glory.

## **HOW TO CONDUCT A "CHURCH PLANTING TRAINING CENTRE."**

### **1: THE PERSONNEL YOU MAY NEED.**

#### **• THE PRINCIPAL.**

The senior pastor, or his appointee, should assume this role. His doing so will

- Give the program credibility in the eyes of the church.
- Invigorate his own ministry.
- Form a bonding between him and his future leaders.

#### **- TEACHERS.**

In a smaller church, the pastor may be the sole teacher.

It is desirable however, that there be more than one teacher.

Other teachers may be associate pastors, assistants, elders etc.

### **2: WHAT YOU WILL NEED TO CONDUCT THIS PROGRAM.**

#### **- LECTURE NOTES WHEN NEEDED.**

- The lecturer may prepare, and present notes when deemed necessary.
- These may be photo copied from the Curriculum if desired.
- If wish you may translate any of these materials into the local language.

#### **The students should also have :-**

- A Bible.
- A suitable notebook.

### **3: PREPARATION FOR TEACHING.**

The teacher must prepare beforehand by :-

- Studying the notes on the appropriate subject in the Curriculum.
- Study the various scriptures referred to.
- Prepare his own notes.
- Prepare notes for the students, translating when necessary.

### **4: TEACHING EFFECTIVELY.**

#### **- The teacher is the real key to effective learning.**

- The effectiveness of the teacher is essential to the success of this program.
- We encourage the teachers to follow the notes as closely as possible.
- We also encourage them to personally identify with the teaching.
- Use illustrations and examples from your own experience.

- Make the teaching applicable to the local scene and culture.
- Reinforce the teaching but do not stray from the theme of the notes.
- Teaching should not be heavy and boring.

Many think that the teaching ministry has to be heavy and laborious. This is far from the truth. Make your lectures as interesting as possible. You must hold the attention span if you want your listeners to learn from what you teach.

Use various means of communicating, e.g. visual, drama, participation, etc. Be enthusiastic and excited. Communicate enthusiasm.

- **Visual aids are often effective means of communicating.**

Not every centre may have an overhead projector but they can obtain a simple blackboard, please make good use of it.

Write out your outline before class commences.

Organise various skits and dramas to visually illustrate a point.

- **Student participation is essential.**

- People remember best the things in which they participated.
- Organise class participation as frequently as possible.
- If you are teaching witnessing and soul winning, have the students practice on one another.
- In the classes on preaching, ensure that every student has a turn at preaching. Let the other students comment on various aspects of the preaching making helpful suggestions about things which might be improved in the presentation.
- Organise for them also to participate in extra curricular activities, e.g. street witnessing, sick visiting, song leading in the church.

**A well known and truthful proverb says :-**

I hear, and I forget.

I see, and I remember.

I participate, and I understand.

- **The students must practice what they have learned.**

- Use the students as frequently as possible in all manner of church activities.
- Allow them to gain experience in every area of church service.
- Have them report back to the class about their various activities and tell what they learned from it.

**5: CONDUCTING THE LESSONS.**

- **Always aim to start on time.**

Your students need to learn to be punctual.

If you wait for late comers to arrive, you waste the time of those who came early.

It is discouraging if the sessions always commence late. Everyone will begin to come late.

You have a course to complete and time is vital.

- **Don't turn it into another church service.**

Do not have long periods of singing. We recommend 15 minutes fervent specific prayer. You are not conducting a church service, but a training class.

- **Try to keep to your time table.**

You have determined how long this course will require, e.g. 12 or 18 months.

Keep pacing yourself to ensure that you are on time and that you effectively conduct the course in the time period you have nominated. Various plans may have been laid for church planting endeavours and these should not be interrupted or delayed without good reason.

- **Be open to "Divine Interruptions."**

Always be sensitive and open to Divinely ordained changes to your program.

God can accomplish more in five minutes than we can in five years.

God is the Director-general of our Course, always be open to Him.

He may ordain that some evenings should be given entirely to prayer.

Obey His leading. You can catch up with lectures later.

**6: SOME FURTHER CONSIDERATIONS.**

Don't treat your students like juveniles. If you treat them as mature, responsible people, they will respond in that manner.

Try to build relationships with each student. They will be fellow-labourers with you and you need a good relationship and understanding with them

They will look to you as their spiritual covering and authority.

Be a good role model to them. They will sub-consciously tend to follow your example. They will pattern themselves on you to some degree.

**“Be followers of me, even as I also am a  
follower of Jesus.”**

## **SUBJECT MATTER IN THE "BUILD MY CHURCH" COURSE.**

The Curriculum for our "Build My Church Training Program" consists of two modules, with a total of eight subjects. These subjects are presented in outline format so that they can be easily understood and the subjects can be taught directly from the notes provided. The teacher can use them as a "skeleton" outline of each subject and may expand them by adding his own teaching to them.

# **Module One**

The subjects are presented in a progressive sequence. The first of these being :-

## **1A. VITAL KEYS TO MULTIPLYING MINISTRIES.**

Subjects.

- 1 Church Growth and Church Planting
- 2 A Biblical Concept of Small Groups
- 3 How Jesus made Disciples
- 4 The Church Planters' Training Class
- 5 Three Styles of Leadership
- 6 How to Build a Ministry Team
- 7 Some Keys to Resolving Conflict
- 8 Confronting the Challenge of Change

## **1B: "YOU CAN BE A REAL WINNER!"**

**- How to Win people to Christ.**

The fourth subject in Module One is that of sharing one's faith and leading others to a saving knowledge of Jesus Christ. We have emphasised in each of the preceding subjects the supreme importance of encouraging the diligent practise of the truths shared. However, in this specific subject it is, if possible, even more essential to ensure that the students "practise what they learn."

I emphasise this because it is sadly possible to become consistent and adept in prayer and Bible study and conversant with the principles of witnessing and sharing one's Faith, yet if all this is not ultimately used to lovingly confront others with the claims of Christ, it will not be productive to the salvation of the lost.

So, we are dealing here with a vital subject which must be put into effective service. The desired result of this Course is not a group of students who can recite from memory dozens of scriptures on the theme of salvation. The intention is rather to stir and motivate the students to effectively share



their faith with others and in so doing, lead them to an experiential and saving knowledge of Christ.

This type of training demands discussions, workshops and various forms of participation including times when the students will participate in various outreaches in which they will have opportunity to actually lead people to Christ.

Obviously there are numerous settings where this can happen and there are many ways in which each student's needs to gain experience in this vital ministry of bringing others to an experience of salvation. The teacher must consistently encourage every student to seize every available opportunity to exercise and refine their ministry to pre-Christians.

They should be trained and given opportunities to function in various forms of personal contact including witnessing, testifying, counselling persons who want to receive Christ and other means of bringing others to salvation. Every student should be used in the various outreaches and ministries of the church. They should all be given as much "hands on" field experience as possible in every type of ministry they are capable of handling with sufficient maturity. Whenever possible these functions should occur within the program of the local church so that each potential leader is exposed to the various aspects of evangelism, leadership, ministry and church growth. There is no substitute for actual experience and there is no way that potential ministers can grow in effectiveness and maturity without actual participation in the various aspects of ministry. Even learning by one's mistakes is a valid form of learning.

One of the suggestions we would make, to positively activate every student into an effective ministry of soul winning, is to commission each one to active witnessing at the close of the study of Module One. It could be advisable to take a four to six week break at the end of the module. During this period no classes would be conducted but all students would be positively encouraged to engage in various forms of witnessing. Prior to the commencement of Module Two they would be required to report back on their activities and what has been achieved.

During the actual teaching and training period, the students should be exposed to participation in as many styles of personal ministry as possible. Evangelistic Outreaches should be organised regularly and every student should be required to participate. They should also be strongly encouraged to follow through in their ministries to the point where their contacts are brought to a commitment to Christ. In other words, they should be required to actually lead others to a commitment to Christ.

We would further suggest that it could be made a requirement that before a student is enrolled for the Second Module of study they be required to furnish evidence that they have in fact brought someone through to faith in

Christ as a direct result of their personal ministry activity. This would help to ensure that the students are not only imbibing the principles of church planting but they are actually becoming personally and effectively involved in those elements of ministry that are essential for any person who determines to become a church planter.

### **1C: HOW TO BE A SUCCESSFUL CHRISTIAN LEADER.**

The place and importance of effective leadership in the growth of the church has long been recognised. The pattern clearly emerges in the book of Acts and is still relevant and true today. In this teaching we look at some of the principles that are essential for effective Christian leadership. These principles include important aspects of the effective leaders character and his leadership abilities and skills.

Subjects in this lesson include :-

1. A Biblical perspective of success.
2. Principles of effective Christian Leadership.
3. Having the right motive.
4. Laying a good foundation.
5. Counting the cost.
6. Important aspects of leadership.
7. The spiritual life of the leader.
8. Inter-personal relationships.
9. Decision making.
10. The art of delegation.
11. Harnessing the will to win.
12. Gift and Talent ministries.
13. The Christian Leader as a Shepherd
14. The leaders Reward.

# Module 2

In the Second Module we move on from personal leadership training and soul winning to some of the subjects and principles related to public ministry, particularly some of the subjects that are vital to the task of church planting.

## **2A. PLANTING THE “NOW” KIND OF CHURCH**

1. End Times are Harvest times.
2. What will the churches look like?
3. Why every church should conduct house groups
4. Planting a House Church.

## **2B. KEYS TO CONTEMPORARY CHURCH PLANTING**

- 1: What do we mean by Church Planting?
- 2: The Biblical Pattern for Church Planting.
- 3: Evangelistic Models in the New Testament.
- 4: Right Motives for Church Planting.
- 5: Another look at the Early Church Model.
- 6: A Church Planting Cycle.
- 7: Prophetic Planning.
- 8: Working your Plan.
- 9: Analysing a Great Sermon.
- 10: Some Church Planting Methods.
- 11: Power Evangelism in Church Planting.
- 12: Establishing the Church.

## **2C: THE IMPORTANCE OF PRAISE AND WORSHIP.**

Many Christians do not realise that the subject and ministry of praise and worship is one of the most important of all Bible themes. I say this because an important aspect of our eternal ministry will be that of involvement in praising and worshipping God.

This important subject also has a powerful relevance here and now. One of the most common and obvious features of the great spiritual renewal which is not only affecting major areas of the church around the world, but is also a feature that is attracting multitudes of new believers, are the dynamic worship patterns which accompany the visitation.

For too long many church groups have been anchored in sterile music and worship forms that stem from the conservative church in the Western world. This has imposed a dreary irrelevance on much of the church's

styles of worship. In this regard there has been little to attract or hold the attention of the masses in respect of the public worship patterns of the church. I personally believe that the Holy Spirit is currently changing this in two major ways.

a: By the current emphasis on a Davidic style of worship that includes a more biblically oriented mode of worship, e.g. More congregational participation, a freer, more spontaneous and uninhibited style closer to the pattern modelled in the Tabernacle of David. This frequently involves physical expressions such as dancing, clapping, raising of hands and arms as well as enthusiastic vocal expressions.

b: By a tendency towards expressions of praise and worship that are more culturally appropriate to the ethnic origins and culture of the people group involved. Until fairly recently many churches around the world have been strongly influenced by worship patterns imposed by Western church influence. Ministries from the Western world have tended to view any evidence of non-Western culture as pagan, fleshly or even Satanic. Consequently churches throughout the non-Western world have been saddled with a cultural style of worship which is foreign and alien to their own national culture. It is usually much more bland and colourless than is compatible to the historic national culture of the people group.

One of the things that I believe God is desiring to do is to thoroughly indigenize churches to their geographic and cultural locality so that they no longer appear to be a "Franchise of the Western church." He is endeavouring to encourage the localisation of the church in expression appropriate to its location so that the church in Asia has a Asian face and is not perceived to be a Western religion.

### **What is Biblical Praise and Worship?**

The teaching we are presenting on this subject is first and foremost a biblical perspective on Praise and Worship. We are not investigating this subject from a particular denominational perspective. We are endeavouring to emphasise what the Bible presents and emphasises on this subject. Irrespective of what denominational or theological background we may relate to, the important issue is "What does the Bible say on this subject?" As we consider and study many biblical references we must determine that we will do things God's way, —the Bible way, rather than adhering to the traditions of man.

This Teaching deals with :-

- The biblical perspective of praise and worship.
- Some implications of these principles in contemporary situations.
- The prophetic aspect of praise and worship.

There is also some practical teaching on how to lead praise and worship in a congregational setting.

## **2D: A PRACTICAL GUIDE TO PREACHING.**

This teaching was first published in 1980 and has been made available to thousands of pastors throughout the emerging world. It was originally published by World Map (Burbank) in the ACTS magazine and has become the most requested article ever published in that magazine.

It was originally entitled "A Simple Guide to Preaching", and that is what it has remained. It is not intended for college or seminary trained preachers but is lovingly dedicated to that great army of men and women around the world who have never has the opportunity to avail themselves of formal training in preaching. Although it is simple and basic it is not to be despised. The principles presented here will be of great practical assistance to all who respect and appreciate them.

The book should be taught, not only by the lecture method, but more particularly in a workshop setting. The principles presented should be conveyed in every possible and practical manner. The class may use the principles of sermon preparation in their combined sessions, working together to prepare acceptable teachings. The students should be given opportunity to demonstrate what they have learned by preaching to their fellow students who should also be encouraged to offer constructive comments afterwards.

The students should also be encouraged to preach some of the sermons and teachings they have prepared in class when on preaching assignments.

## **2E. YOUR CHURCH CAN GROW**

The Holy Spirit is the true author of church growth. Without His presence and power no effective growth will be achieved. However, there are also some basic, biblically based principles that are also important to the development and growth of a local church. Some of these principles are included in this teaching, — "Your church was meant to grow."

Subjects:

- 1: The Early Church was a growing Church.
- 2: Growth factors in the Early Church.
- 3: Church Growth for smaller churches.
- 4: Your church can grow!
- 5: The Ministry of Evangelism.
- 6: Strategizing for Church Growth.
- 7: Essential elements of Church Growth.
- 8: The mechanics of Church Growth.
- 9: Small churches can be beautiful too.
- 10: Let's summarise.



# Vital Keys to MULTIPLYING MINISTRIES

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## Chapter One

# CHURCH GROWTH AND CHURCH PLANTING

These two subjects are very closely related and occupy a very special place in the heart of God, for both are concerned with bringing people to a saving knowledge of Jesus. Church growth and Church planting are both concerned with bringing people to God and adding them to the Body of Christ.

It is a proven reality that strong, thriving churches are better able to plant new congregations than are small struggling ones. They usually have more resources in manpower and finances and providing that they have a vision and desire to extend the Kingdom of God, they are in a stronger position to do so.

Every pastor and church should have a desire and purpose under God, to see their congregation grow numerically and spiritually, and to use its members and resources to engage in planting new congregations. One of the best indications of congregational maturity is evidenced when that congregation re-produces itself, planting another congregation and caring for it until it also reaches a stage of maturity where it can look after itself.

### **1: PASTORS AND LEADERS ARE THE KEYS TO GROWTH.**

I cannot over emphasise this fact. Obviously, God is the indispensable factor in revival, church growth and church planting. Without His help and blessing all our efforts would be in vain. ***"One (man) sows, another (man) waters, but it is GOD who gives the increase."*** (1 Cor 3 : 6) Nevertheless, in the work of the Gospel, God has chosen to work through human instruments and He depends upon us to work with Him in this all important task. As someone has well said, "Without God we cannot and without us God will not."

Therefore, every church leader has a solemn responsibility to provide the kind of leadership and inspiration that will encourage the churches to be active and effective in their witness and in spreading the Good News. As we consider this truth we realise how high a privilege and how great a responsibility God has given to every pastor and leader. A responsibility that we can only begin to fulfil as we depend wholly on the strength and inspiration that only God can impart to us.

We are living in very critical times which are sorely testing mankind. Days of extremity and intense pressures when men and women around the world are reaching out for answers and solutions beyond themselves. It is also a time of harvest for God's Kingdom. Many nations are opening up to



the Gospel as never before. The Church of Jesus Christ is expanding rapidly in many nations, particularly some of the countries in Asia. God is placing a mantle of ministry on men and women and using them in a powerful manner to reach their generation with the message of Jesus as Saviour, Lord and King.

## **2: LEADERS MUST “INSPIRE” THEIR ASSOCIATES**

I am personally convinced that the most important and effective thing that any leader can do is to raise up a leadership group around him and prepare them in every possible way to function as a team. No individual can adequately cope with all the responsibilities of a ministry. It requires far more than one person. Therefore a primary task for any leader is to prayerfully gather a team of loyal co-labourers. His most important function is to pastor those leaders. He must recruit them, teach and train them, inspire them and delegate certain responsibilities and functions to them. If he will effectively shepherd this ministry team, they in turn will be shepherds to the congregation. In this way the senior pastor can multiply his own effectiveness thus reaching and ministering to many more people than he personally could ever hope to reach. In addition, those 'under-shepherds' are gaining valuable experience in the various aspects of ministry so that when the time comes for them to undertake the responsibilities of ministry themselves, they will be better equipped and experienced.

It is good to begin building such a ministry team as soon as possible. Ideally the process should commence as soon as the congregation is founded. Even when the numbers may still be quite small and possibly one pastor could take care of all the tasks. The leader should aim to start building a team around himself and begin to delegate certain responsibilities to potential leaders. He should concentrate primarily on building a strong and loyal ministry team and believe that they will be able to effectively shepherd the congregation of believers.

The process of delegation and sharing the work load was one that Moses found to be most effective. Jethro, his father-in-law had convinced him of the wisdom of such a strategy in those early days of their wilderness wanderings, when Moses was beginning to learn some of the hard lessons of the ministry. Moses discovered that through wise and effective delegation he could care for more people and have less wear and tear on his own person. (Exodus 18: 1-27)

## **3: CONSTANTLY EMPHASISE THE IMPORTANCE OF WITNESSING**

It is so easy in the ministry to become taken up with all kinds of emphases and responsibilities to the point where the most important things are neglected. Jesus came into this world to seek and to save those who were

lost. This was His primary mission. It was His ultimate purpose for both living and dying. Everything He did was towards this end. In a similar manner this must also be the most important task of all believers today. The Church exists to tell the world of God's love and His wonderful plan of salvation.

Whatever other tasks we may deem important, the underlying, foundational and most important of all is to tell all mankind of God's love and His provision for their eternal future. Unfortunately many churches have become inward looking and introspective. Their church program and activities have become more important to them than the task of sharing Christ with the world. We must never lose this basic vision, that Jesus came into this world to save sinners. He also told Peter that if he would truly follow Him, he too would become a fisher of men. Lk. 5:10.

In order to effectively achieve this purpose, the pastor must not only preach and teach it, he must also demonstrate it. He must become an inspiring model, dedicated to bringing Christ to the world. In emphasising the importance of this aspect of ministry let me give you something important to remember. **"It is more important to bring Christ to the world, than to bring the world to Christ."** Initially there may seem to be little difference between these two concepts but there is actually a tremendous contrast.

1. In bringing Christ to the world, our premise begins with Christ. We focus our thoughts and attention on Him. We spend time with Him. We wait upon Him. We emphasise His importance in our lives. We acknowledge our complete dependence upon Him. Anything and everything we attempt begins with and issues forth from Him. He is our focal point, our lives revolve around Him. Our hearts and minds, our life and strength, are all focused on Him. He is the starting point of all our endeavours and nothing is attempted that He does not initiate.

2. The concept of bringing the world to Christ is quite different. This endeavour focuses our attention not upon Jesus, but upon the world. We are initially conscious of the world with all its problems and heartaches. In focusing our initial and immediate attention upon this we concentrate our thoughts on the world and the masses of humanity instead of on Christ. To use an old colloquialism, we are "putting the cart before the horse." We are putting things back to front. Jesus knows about the world. He came to live and die for mankind. He has purchased salvation for all people. As we abide in Christ, enjoying daily fellowship with Him and drawing on His strength and power, He will direct us to the very ones to whom He wants us to minister. In this way all our efforts and endeavours begin in Him and ultimately bring Him, in us, to the world around us.

#### **4: EMPHASISE SALVATION IN EVERY CHURCH SERVICE**

It should be the aim of every church to become a SOUL WINNING CENTRE. Every time we gather we should be aware that this is the real reason for being. Jesus has brought us into His Kingdom that we in turn might bring others. So, irrespective of what day it is or what the purpose of our gathering is, we should always be alert to the possibility of presenting the claims of Christ to the people and of making opportunity to receive Him as Saviour and Lord. This does not mean that we must laboriously preach a "Gospel message" in every service or gear the whole meeting to the unconverted. It means that whatever the purpose of our gathering we can always spend a short time presenting Christ as Saviour and giving a brief opportunity to some person to respond and make their peace with God through faith in Jesus.

This can happen in a prayer meeting or a communion service. It can happen at a wedding or a funeral. Once we become attuned to the concept of winning people to Christ, it is amazing how many kinds of opportunities will come our way.

#### **5: EVERY CHURCH MEMBER SHOULD BE A WITNESS**

A pastor could never win a community alone. He needs helpers and co-workers to effectively reach that community. Every church member should be made aware of and sensitive to pre-Christians. They must be taught and trained to communicate with those who have not yet trusted Christ. We must encourage them by all means to reach out sensitively and compassionately to unconverted persons. Our witness for Christ must be far more than merely preaching at them. We must genuinely believe that God will put His love for sinners into our hearts. Every believer must be taught and encouraged to reach out in love and compassion to all who are still outside of Christ. It is as every joint and every part of the Body works together effectually that the Body is edified and grows to full stature. (Eph. 4:16)

#### **6: EVERY CHURCH SERVICE AS ATTRACTIVE AS POSSIBLE**

The Computer world has given us some great phrases, one of which is "user friendly," which indicates that the computer and its program is easy to get along with. Novices need not be afraid, it is simple to understand and easy to use. This helpful phrase should be imported into our churches and we should always endeavour to make our church services and activities as easy to get along with as possible. Make them as friendly and inviting as possible for the uninitiated.

We must always be conscious that we have, sometimes sub-consciously, become very "religious" in our life styles. These traits are often carried over into our church activities and we develop a religious type of culture

that is strange and foreign to non Christians. Many churches have the mistaken idea that such cultural trappings are sacred and holy. They have developed the idea that God desires and honours religion and religious routines. However, such things do NOT impress God or non converted people. These religious activities are often disconcerting to pre-Christians. We would relate to and communicate with people much more easily and effectively if we appeared to be more natural.

Our church meetings should be positive, joyful, friendly, and easily understandable. The church, in its worship and celebration, should be the happiest gathering in town. A place to which people will come when they need comforting, encouraging and affirming. A place where burdens are lifted and downcast hearts filled with rejoicing. A sanctuary to which the broken hearted may come to find healing and wholeness amongst a company of people who are filled with and demonstrate the compassion of Jesus.

## **7: TRAIN YOUR MEMBERS IN SOUL WINNING AND FOLLOW UP**

Most Christians want to do something for God but are reluctant or afraid because they lack the skills, experience and confidence. Why not plan to have a training class, conducted twice yearly or every quarter, in which you teach the people how to lead people to Christ, how to prayer-counsel them and how to follow them up and encourage them in their new found faith?

The more people from your congregation that are trained in these activities, the more likely it is that the church will grow. Do not be afraid of having too many trained workers. The more the better. Once they have undergone training try to involve them in meaningful ministry as often as possible.

## **8: USE EVANGELISTIC ACTIVITIES BEYOND THE CHURCHWALLS**

We have been speaking about the desirability of making our churches and activities as attractive and "user friendly" as possible. However, I must also emphasise the importance of encouraging and organising evangelistic outreaches beyond the walls of your meeting place and reaching into the local community.

One of the most effective ways to do this is through the establishment of house meetings where your church members in a given area may meet informally in one of their homes. Make sure that these gatherings do not become another "church service". House meetings can be much more informal than church services tend to be. Many persons who may not attend a church service will attend a house meeting so you need to preserve the atmosphere of informality that distinguishes a house from a

"church". Try to maintain an informal, friendly, family atmosphere. Try to avoid too many "religious" activities and too much formality. Aim to discover ways in which you may all help to meet the real needs of the various people who attend the meetings. Invite neighbours and contacts in the local vicinity to attend. A fellowship meal is usually an event that people enjoy and at which they can more easily relax and enjoy conversation and social contact.

In addition to house meetings, there are numerous other ways in which the Christian witness can be shared. Encourage all the members to be prayerfully creative in their thinking and planning. Ask the Holy Spirit to show you all the various ways in which the Good News can be shared with the local community. Be imaginative and creative in your response.

## **9: EMPHASISE THE VISION OF CHURCH PLANTING**

It is never too early, or too late, to begin emphasising the vision of church planting. Even when a congregation is newly formed and perhaps quite small, it is good to let the people know that your vision for the future includes the planting of more churches. When a congregation grows up with this concept they are being sub-consciously prepared for it. Potential leaders will then seek training and experience that will enable them to participate in the vision and be an integral part of its fulfilment.

Be prayerfully alert to any indications that God is moving you towards commencing a new fellowship. You may find a number of people in your church who live in close proximity to each other in an area some distance from your church. Begin to consider the possibility of launching a new congregation there. Or perhaps there is a population explosion developing in an area close to your church. Start to prayerfully consider ways in which the Gospel can be shared there and of how a new fellowship might be commenced.

## **10: ORGANISE A LEADERS' TRAINING CLASS**

Teaching, training and developing your potential leaders should always be a high priority for every leader. Regular training classes are the best way to encourage and implement this. You must take the lead in promoting this program and you should personally have consistent involvement in it. This gives you the opportunity to share your vision and passion with your possible leaders. It affords you the chance to pour your life into your leadership. Leadership skills are "caught" as well as "taught".

This class should not be a program of heavy theological studies, but of subjects that are spiritual, biblical and practical. It should emphasise the basic skills of Christian leadership with particular emphasis on soul winning, church growth and church planting. The syllabus of the C.P.I. will prove helpful in this regard. It will give you some practical ideas about what to teach and how to prepare your leaders for the challenging task of

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evangelism and church planting. You may subsequently add to the subject matter, including various other subjects that are helpful for lay ministers who are potential church planters. However, the twelve subjects in the C.P.I. program will give you a good start and help you to launch this concept in your church. In the following chapters I will give you many helpful guide lines as to how you can effectively achieve this.

## Chapter Two

# A BIBLICAL CONCEPT OF SMALL GROUPS

The real key to church growth and church planting is the multiplying of ministries by discipling men and women and developing their ministry giftings. No individual, no matter how capable or gifted, can perform all the tasks that are necessary to achieve real growth and expansion. The pastoral, evangelistic and church planting ministries require a considerable variety of giftings for effective accomplishment and no one person has all those giftings. Even if some individual did possess such giftings, they cannot perform the task of more than one person. It is far better to recruit, train, and employ ten men to do a job, than to be able to do the work of ten men oneself.

The kind of training and preparation required for the development of ministry giftings is best effected in the context of a small group. Such a group is more conducive to:-

- A selected company of persons.
- Better opportunity for developing relationships.
- More opportunity for attention to individuals.
- More opportunity for participation and inter-action.

Discipling men and women and preparing them for ministry involves several basic necessities of which the following are a few.

### **a: The formation of lives and building of character.**

Lives are far more important than “ministries.” The quality of the life and character are much more important than charisma or personality.

What a person “is,” is much more important than what they can “do”. Character lasts much longer than gifting.

### **b: The preparation of ministries**

Although the intrinsic aptitude for ministry is God given, the ability to discharge and use them effectively can be developed and enhanced. People can be trained in various aspects of ministry, e.g. preaching, worship leading, counselling, leadership skills, and team management etc.

### **c: The motivation of the Spirit.**

We must be open to the empowering of the Holy Spirit. No matter how skilful and competent one may become in speaking, teaching, worship leading etc, it is the fresh touch of God upon that ministry that makes all the difference. We frequently call this “the anointing of the Spirit.” It is the Spirit of God, flowing through a ministry that reaches the spirit of man within him. If we minister from our intellect, we will reach the intellects of

our listeners. If we minister from the heart, we will reach the hearts. But if we minister by the Holy Spirit, we will reach the spirits of men and women.

We can never achieve this kind of discipling until we first recognise the importance of small group discipling strategies, for it is in small groups that this kind of training is most effectively achieved. Let's consider briefly the biblical significance of small groups.

### **1: GOD HIMSELF IS A "SMALL GROUP"**

The concept of "small groups" is introduced in the very first verse of the Bible, viz *"In the beginning Elohim created the heaven and the earth."* (Gen 1:1) This Hebrew name Elohim is used for "God" consistently in the first sixteen chapters of Genesis. Although translated as though it were singular, the word is actually plural, signifying more than one person.

We Christians have ascribed the word "Trinity" to God in an oversimplistic attempt to describe the intrinsic unity of His multiple being. God is actually a "small group" in Himself. But that small group is so bonded together that they are truly one. This unity presents us with the finest possible image of what the Body of Christ is meant to be. *"We, being many, are one loaf and one body."* 1 Cor 10:17.

### **2: GOD INITIATED SMALL GROUPS IN ISRAEL**

#### **a: The Nation.**

The nation of Israel was forecast in Gen 12:2. and initiated at Mount Sinai in Exodus 19:5,6. They are a chosen people, set apart by God from all other nations on earth. Deut 7:6. They form a special nation known as "The House of Israel". (Ex 40:38)

#### **b: The Tribes. Gen 49.**

The nation was comprised of twelve tribes, (Gen 49:28) which were descended from the twelve sons of Jacob. Gen 35:22-26.

#### **c: Clans. Num 26: 21-49.**

The twelve tribes were further divided into more than 50 clans or sub-tribes that existed in Israel, comprised of the children, grandchildren and great grandchildren of the original twelve sons of Jacob.

#### **d: Families.**

The family structure is the basic factor of society and of a nation. It was ordained by God (Gen 1:26-28) from the creation of humankind. It formed the basic structure of the nation of Israel. These families were actually extended families composed of mother and father, children and grandchildren, together with servants and dependants.

### **3: JESUS CONCENTRATED ON SMALL GROUPS**

The first thing that Jesus did, upon commencing His ministry, was to call His twelve disciples to Him. Throughout the three years of His ministry He spent most of His time pouring His life into them. It was in the context and



environment of these small groups that He fashioned their lives on His own. The structure of small groups, or cells, provided the appropriate environment and atmosphere for the forming of lives based upon His own.

Without such small groupings it is extremely difficult if not impossible to see people fashion their lives on Christ's. Jesus is seen at various times, working with :-

- a: The Inner three, Peter, James, John. (Matt 17:1)
- b: The Twelve. (Lk. 9:1)
- c: The Seventy. (Lk 10:1)

#### **4: HE SPENT MOST OF HIS TIME WITH THE TWELVE**

##### **a: He majored on personal relationship.**

The group of disciples that Jesus formed was small enough to remain personal and vital. It was a group of individuals whose lives were blended together to form a united entity. Jesus obviously fostered a spirit of camaraderie amongst His disciples and He Himself was a vital part of that relationship. He knew and called each one by name.

##### **b: He shared His life with them.**

Jesus did not merely preach a sermon to His disciples twice a week from behind a pulpit, He actually lived among them, sharing His life with them in every aspect. He walked, talked, taught, ate, relaxed, laughed and cried with them. He looked to them to share His burdens and offered to carry their burdens too. He did not keep himself apart and aloof from them as many pastors do from their associates today.

##### **c: He modelled His ministry among them.**

Jesus began His public ministry in the company of His disciples. *"Now both Jesus and His disciples were invited to the wedding."* (John 2:2) It was on this occasion that Jesus performed His first miracle. (John 2:11) His disciples were present to observe this and the manner in which he accomplished it. Jesus always taught by example. He was an ideal role model of leadership before them continuously.

By His example He taught them :-

- How to know God personally and intimately.
- How to know and use the Scriptures.
- How to pray and believe.
- How to minister to people in the power of the Spirit.
- How to relate to people.
- How to cast out demons.
- How to heal the sick.

All these things He taught by precept and example.

##### **d: He taught them by teaching and doing.**

*"The former account I made O Theophilus, of all that Jesus began both to **do** and to **teach**."* (Acts 1:1) Jesus went about His work and ministry in the presence and sight of His disciples. They personally witnessed all that He did and as they watched He also taught them how to do it. This particular teaching style was consistently used by Jesus and is still the most effective way to teach.

**e: He taught in real life situations.**

Jesus did not teach in the formal atmosphere of a lecture room. He taught His disciples daily in the real situations of life. Their learning was not accomplished in the isolation of a seminary but in the ethos of on the job training.

**f: He prepared them for ministry.**

For more than three years Jesus associated with His disciples in this intimate manner and their lives were formed by His presence, teachings and example. At the end of that period they were ready for the launching of the Church and the ministry that God has intended them to fulfil.

**5: THE EARLY CHURCH FORMED SMALL GROUPS**

*"Breaking bread from house to house."* Acts 2:46.

*"And daily in the temple, and in every house, they did not cease teaching and preaching Jesus as the Messiah."* (Acts 5:42)

*"I kept back nothing that was helpful, but proclaimed it to you, and taught you publicly and from house to house."* (Acts 20:20)

It was largely in the setting of these house churches that the Apostles laid the foundations of the early church. Church buildings as we know them, were not evident until some 300 years after the birth of the church and its growth throughout the world.

**The Apostolic Emphasis.**

*"Repent and be baptised every one of you in the name of Jesus Christ for the remission of sins and you shall receive the gift of the Holy Ghost."* (Acts 2: 38)

1. REPENT. Gk: "Mentanoia". Change your thoughts, perceptions, life style etc
  2. BE BAPTISED. Bury your old life.
  3. RECEIVE THE HOLY SPIRIT. He is your new life.
  4. SURRENDER TO THE LORDSHIP OF CHRIST.
- Acts 2: 36-38. "Jesus Christ is Lord"

**6: THEY THAT WERE BAPTISED CONTINUED STEADFASTLY IN :-**

**1. Apostle's Doctrine. — "Life style"**

The word "doctrine" in its New Testament setting, does not convey the same idea that it does in our modern context. Today we usually understand it to mean the principles of our belief. We think of studying doctrine almost as an intellectual pursuit. In the Bible it conveys a much

more practical application, meaning a way of life, or life style. The Apostles had imbibed a lifestyle from Jesus. Now they shared this with their disciples who would in turn share it with their disciples. We must maintain close contact with Jesus and out of that contact form the lives of our disciples.

**2. Apostle's Fellowship. —Koinonia = Relationship and Partnership**

Just as doctrine has assumed a different meaning in recent years, so has the idea of fellowship. It has assumed a very superficial image such as drinking tea together or having a picnic. But in the Bible it meant a solemn partnership, for which marriage or a business partnership may be an ideal model. Therefore the Apostles had a partnership in which they were all deeply committed one to another. They taught the new converts about this relationship and by their teaching endeavoured to induct them into it.

**3. Breaking of Bread, covenant relationship and social activity.**

The reference to “breaking bread from house to house,” does not only refer to partaking together of Holy Communion. Nor does it simply mean to share meals and hospitality. Breaking bread and eating together was symbolic of joining in covenant with each other. They entered into a “covenant of strong friendship” together. Within the context of their covenant relationship they also spent quality time together including times of relaxation that helped to enhance and enrich their relationships.

**4. Prayers. Spiritual life. Reciprocity of communication.**

It is significant that prayers came after doctrine, fellowship and covenant. It was only because of these solid relationships they were able to unite in community prayer. They were not only in the same building, they were also “of one accord.”

**6: THE NEW TESTAMENT PATTERN**

As soon as the New Testament church was formed on the Day of Pentecost, we see a pattern established that included the principle of meeting in small groups.

*“And they, continuing daily with one accord in the temple and house to house, did eat their meat with gladness and singleness of heart.” (Acts 2:46)*

It was evidently in these small groups, meeting daily in their houses, that the foundations of their new Faith were laid. It was here that the discipleship process took place and their New Covenant relationships were formed. It was in this close context of fellowship that the koinoia bonds were formed and developed that would later enable them to “*lay down their lives for the brethren.*” (1 John 3:16)

**Our attitude towards one another.**

The formation and outworking of our relationships with other members of the Body, especially those with whom we are meant to form a ‘joint,’ (Eph. 4:16) will help to mature our personal life into that of an effective and responsible minister of God. Our inter-reactions with fellow members in

giving, receiving, ministering, and sacrificing will deepen, enrich and enhance our life and ministry.

**a: Accept one another. Rom 15:7.**

*“Therefore, receive one another, just as Christ also received you, to the glory of God.”* Christ received us willingly, lovingly, just as we were. Jesus did not receive us because we fulfilled some kind of criteria He demanded. He loved and accepted us just as we were. It is precisely because Christ has received us so freely that we must in turn accept each other in the same manner.

**b: Forgive one another. Eph 4:32.**

*“Be kind to one another, tender hearted, forgiving one another even as Christ forgave you.”* Paul intimates, (Rom 14:1) that when we do receive and accept one another it must not be *“to doubtful disputations”* i.e. we must not accept each other partially or conditionally but wholly and unconditionally.

**c: Care for one another. 1 Cor 12:25, 26.**

*“The members should have the same care for one another so that if one member suffers, all the members suffer with it; or if one member is honoured, all the members rejoice with it.”*

Jesus Christ wants to care for the members of His Body and He wants to accomplish this through the members of His Body. He wants to exercise His care, in His Name to every member of His Body. This must begin with the leadership and filter down amongst all the members. The leaders must be seen to love one another, for Jesus said of His disciples, *“By this shall all men know that you are my disciples, because you have love one for another.”*

**d: Edify one another. 1 Thess 5:11.**

*“Therefore comfort each other and edify (build up) each other, just as you are also doing.”*

Edify comes from the Latin word, “to build,” hence, build up one another. Its particular application in the biblical sense is to build people up in their faith, —intellectually, morally and spiritually.

It is the opposite of tearing down. Rather than tearing each other down with strife, criticism and malice, we are to positively bless, strengthen and edify each other.

**e: Bear one another's burdens.**

*“Bear one another’s burdens and so fulfil the law of Christ.”* Gal 6:2.

This scripture occurs within the context of an exhortation to lovingly restore a brother who has been “taken in a fault.” Obviously it refers to helping to bear the kind of burdens occasioned by such events and other grievous experiences. It also refers to helping each other to bear the burdens that life often thrusts upon us. Instead of leaving a brother to struggle alone we are to help and assist each other to meet the demands of life.

**f: Be devoted to one another. Rom 12:10.**

*“Be kindly affectionate to one another with brotherly love, in honour giving preference to one another.”*

When something was given to God, it was said to be “devoted” to Him. Having once devoted some item to Him, it could never be retrieved or taken back. It was now deemed to be “holy unto the Lord.” As such, it was His forever.

God wants us to devote ourselves to one another. To give ourselves in covenant relationship to those members of the body to whom God has

joined us. In order to develop such relationships we need to relate closely to our brethren with “kindly, affectionate, brotherly love, in honour preferring others before our self.”

**g: Love one another. 1 John 4:11**

*“Beloved, if God so loved us, we ought also to love one another.”*

The biblical kind of love that is enjoined on us in the scriptures, is a higher, richer, deeper, more meaningful love than any human love. Human love has many varied expressions including mental, emotional, romantic, and physical. The quality of love that Jesus demonstrated and advocated is different and superior to all of these. The “agape” (ar-gar-pay) love that Jesus introduced was far superior to human, romantic, sentimental, physical love, that may often be showy, yet superficial and unreliable. It is a love that is based on something far deeper than sentiment or emotion. It is a Divinely imparted love that is poured into our hearts by the Holy Spirit. (Rom 5:5) It is really the love of Christ within us, whereby we may love one another, “with the love of the Lord.”

**h: Serve one another. 1 Pet. 4:10**

*“As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God.”*

The ministry of servanthood is a somewhat despised and sadly neglected one today, yet the biblical implication of a “minister,” is “servant.” Jesus demonstrated the ministry of servanthood and set forth a pattern for all His disciples. It requires true humility to be an effective servant, a humility that unfortunately, many ministers do not have.

It was this humble attitude of servanthood that is referred to in Phil 2:5 where we are exhorted to *“let the same attitude be in you that was also in Christ Jesus.”* It is impossible to attain any measure of Christ-likeness unless we have this attitude, the reality of which is developed and refined as we humbly choose to serve one another in the Body of Christ.

**I: Provoke each other to good works. Heb 10:24.**

*And let us consider one another, to provoke each other to love and good works.”* To provoke means to “rouse or incite” and has both a negative or positive implication. The New Testament clearly teaches that we are not to aggravate each other negatively, i.e. to anger or evil, but we are to provoke (stir) each other to love and good works.”

This is the only kind of provocation that we are allowed to practise as Christians. The provocation whereby we encourage, inspire and stir up each other to perform good works through which the name of the Lord may be honoured.

**8: THE NATURE AND PURPOSE OF SMALL GROUPS.**

I am using the word small, in contrast to large. The early church met in both small and large gatherings depending on the occasion and purpose of the meeting. The larger groups met either in the temple or some public

location, for the purpose of a united witness. The smaller groups usually met in houses for the purpose of instruction, inter-action, and caring for one another.

From the pattern that Jesus established we may surmise that twelve persons is a good number for the purposes of a discipleship group. However, this is not a fixed figure and may be somewhat smaller or larger depending on the circumstances. Some groups may comprise of only two or three persons. Jesus spoke of “two or three being gathered in His Name.” (Matt 18:20)

However, a small group should not be allowed to become too large lest it lose the advantages of small group intimacy and inter-action.

Small groups may function in a variety of ways :-

- A house church. Church group small enough to meet in a house.
- Cell group. Part of a larger body, meeting locally in small numbers.
- Special interest group. e.g. music ministry, visitation ministry, missions committee.
- Discipleship group. Preparing leaders.

**9: EXISTING FOR :-**

**a: Fellowship. (Koinonia)**

Developing a deeper awareness of the nature of our relationship as members of the Body of Christ. The church of Jesus Christ is not a club that one may join without having any desire or intention to enrich the other members. It is a body in which every organ and limb is joined by a sympathetic nervous system that ensures that when one member suffers, we all suffer. Just as no part of a body can live unto itself but is only of use when properly joined and related to all other members, so we must be properly related to Christ's body and its many members.

**b: Edification. Building up one another.**

Learning to encourage each other and to build up each other in the Faith and in the development and use of Spiritual gifts. Ephesians 4:12, 16, tells us that the Body of Christ is built up, strengthened, edified, enlarged, by that which “every joint” supplies. A joint is the place where one or more members join together in harmonious unity to facilitate some specific function and purpose. e.g. the knee joint, without which we cannot walk properly.

In a similar manner the various members of Christ's Body are intended to be joined together in right relationship in order to jointly edify the church.

**c: Developing Christ-likeness.**

Jesus is the “express image” of God the Father. (Heb 1:3) He is the human personification of the Heavenly Father, made in the same image and likeness as Him. He is thus a true son of God. The ultimate desire of the Holy Spirit is to develop and perfect that same likeness in us, the

redeemed people of God. This awesome task cannot be accomplished unless the right environment is provided. Part of that environment is found in the relationship that is developed in a functioning Koinonia situation. Jesus is clearly portrayed as a true servant. ( Phil 2:1-7) and unless we too have that same attitude we can never attain to genuine Christ-likeness.

**d: Instruction.**

Teaching and instruction is also a requisite in the proper and full development of our life, character and ministry. This instruction must be much more adequate than the kind that is delivered over a pulpit in a formal setting. The instruction that forms lives and ministries needs to be conveyed and received in the context of covenant commitment and a real life ministering environment.

**e: Participation.**

The type of setting that we are advocating is also one in which active participation is inevitably involved. This is achieved initially by conducting workshop sessions that require active participation on the part of the students. It also requires actual participation in ministry events, e.g. worship leading, preaching, ministering to people in counselling and prayer. It is a style of training that we often call “on the job training.” Instruction that is not merely academic or philosophical, but of a practical nature that can only be imparted and imbibed in the context of actually performing the task.

**f: Undertaking and Fulfilling Ministries.**

There is no authentic substitute for actually performing the real task. In addition to all the teaching and training that the students receive, and their active participation in work shop style activities, they must also be given adequate expression in the function and performance of actual ministry. Opportunities must be provided in which they can actually perform ministry tasks under the eye and supervision of some more experienced person.

We see Jesus employing this style of training as He sent out the twelve and later the seventy. He gave them a clear commission together with a detailed job description.



## Chapter Three

# HOW JESUS MADE DISCIPLES

In His final words before ascending to heaven, Jesus commissioned His disciples:-

- 1: To go into all the world and preach the Gospel. Mark 16:15.
- 2: To go into all the world and make disciples. Matt 28:19.

In doing so He emphasised His (and our) top priorities. i.e.

**Preaching the Gospel**, winning the lost.

**Making disciples**. Feeding and forming the lives of believers.

He had challenged Peter on these two lines.

1: "Fishers of men." Matt 4:19.

2: "Feed my sheep." John 16:17

Most ministers preach the Gospel but relatively few make disciples as Jesus commanded us.

### JESUS INITIATED THE PLAN OF REDEMPTION

Jesus came into the world to "seek and save those who were lost" Lk 19:10.

His first words were "*Repent and believe the Gospel of the Kingdom.*" Mark 1:15.

His supreme mission was to restore fallen mankind. To this end He came, lived, died and rose again.

He began this tremendous mission by choosing, calling and training disciples.

*"And as He walked by the sea of Galilee, He saw Simon, and Andrew his brother casting a net into the sea for they were fishermen. Then said Jesus to them, Follow Me and I will make you fishers of men."* Mark 1:16,17.

#### a: HE CHOSE THEM

Jesus chose, approached, and recruited His disciples. He did not issue an open ended invitation. Please notice some of the principles involved in calling them as found in the passage,

John 15:13-17

13 *Greater love hath no man than this, that a man lay down his life for his friends.*

14 *Ye are my friends, if ye do whatsoever I command you.*

15 *Henceforth I call you not servants; for the servant knoweth not what his lord doeth: but I have called you friends; for all things that I have heard of my Father I have made known unto you.*

16 *Ye have not chosen me, but I have chosen you, and ordained you, that ye should go and bring forth fruit, and that your fruit should remain: that whatsoever ye shall ask of the Father in my name, he may give it you.*

17 *These things I command you, that ye love one another. (KJV)*

1: V13a. His choice was motivated by love.  
Love for His Father. Love for His disciples. Love for the world to whom they would minister.

2: V13b. He was ready to make sacrifices (lay down His life) in order to disciple them.

3: V14. He looked upon them as friends, not servants.

4: V15. He taught them "everything that the Father had shown Him."

5: V16. He chose them, they did not choose Him.

6: V16. He ordained them to be fruitful.

7: V16. He intended that their "fruit should remain."

*"Jesus found Philip and said to him, follow Me." John 1:43.*  
He chose them for their potential rather than their track record.  
He chose a wide variety of persons. Fishermen, doctor, tax collector etc.

**b: HE CALLED THEM**

He called them by name. e.g. John 1:42. *"You are Simon."*  
He challenged them to follow Him. Learn, obey, model their lives on His.  
John 1:43.  
He demanded a complete, sacrificial response. e.g. *"they forsook all and followed Him."*  
He formed a relationship with each.  
He invested His life into each of them individually

**c: HE MODELLED HIS LIFE AND MINISTRY BEFORE THEM.**

Jesus became a role model for His disciples.  
He spent quality time with them.  
He demonstrated the finest qualities of leadership.  
He modelled character, integrity, humility and obedience.  
Demonstrated the constant need for spiritual renewal  
Demonstrated the need for rest and recreation.

**d: HE TAUGHT THEM.**

Jesus had a particular style of teaching.  
He taught by association, mixing with the disciples.  
He taught by example.  
He taught by the doing and teaching method. Acts.1:1.  
He "formed" rather than simply informed.  
He "equipped" to do the work of the ministry.

Eph 4:11-13

11 *And he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers;*

12 *For the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ:*

13 *Till we all come in the unity of the faith, and of the knowledge of the Son of God, unto a perfect man, unto the measure of the stature of the fullness of Christ: (KJV)*

Notice that Christ gave ministers (v.11) to the church, that they should “*perfect, train, equip the saints to do the work of the ministry that would edify (build up) the body of Christ.*”

Here is a simple picture of how He taught :-

I do it, you watch (I model the task)

I do it, you help (I mentor you)

You do it, I help (I assist you)

You do it, I watch (I monitor you)

You do it, someone else watches (You model and mentor someone else)

**e: HE INSPIRED THEM. You are... you will be.**

*"You are Simon, you shall become Cephas."* —"You are a pebble, you will become as a rock." Jesus inspired and encouraged Peter to reach his potential and become what God had ordained him to be. He developed personal relationships with each of His disciples and used His contact with them to instruct, train and fashion their lives. He shows us by His Spirit, a vision of what we were meant to become. Then He helps us in every way to achieve that goal.

**f: HE ASSIGNED TASKS AND RESPONSIBILITIES TO THEM.**

*"Give them to eat."* Matt 14:16. Jesus had been carefully preparing them for this moment when He would assign to them a task they had never attempted or accomplished before. It was an assignment that they were completely incapable of performing without God's supernatural help. They were completely dependent on Him for His enabling.

**g: HE DELEGATED APPROPRIATE AUTHORITY. Luke 10:19**

Notice that Jesus assigned responsibility before He delegated authority. Our authority in Christ is given for a particular purpose. Not to satisfy our personal whims and desires, but to fulfil the work that He has given us to do. We cannot go around glibly “exercising authority” in any sphere we wish. That authority is conferred on us to enable us to “finish the work that He had given us to do.”

**h: HE COMMISSIONED THEM.**

*"Then Jesus called His twelve disciples together, and gave them power and authority over all devils and to heal the sick. And He sent them to preach the Kingdom of God and to heal the sick." Luke 9:1,2.*

*"After these things, the Lord appointed other seventy also and sent them two by two before His face into every city and place into which He Himself would come." Luke 10:1.*

Please notice the structure of the word "commission."

Co = "together with"

Mission = "a task to be accomplished"

He commissioned them to fulfil a task together with Himself.

**I: HE REVIEWED AND DEBRIEFED THEM.**

*"And the Apostles, when they had returned, told Him all that they had done."*

Luke 9:10.

*"And the seventy returned again with joy, saying, Lord even the demons are subject to us in your name." Luke 10:17.*

Immediately after the missions that Jesus commissioned them to undertake, the disciples returned to Him to give a full report of all they had experienced. Jesus rejoiced with them about the victories they had experienced but He also corrected and re adjusted them, e.g. *"Do not rejoice that the spirits are subject to you but rather rejoice because your names are written in heaven."* (Luke 10:20)

**j: HE MODIFIED THEIR MANDATE.**

Luke 9:1-6. Luke 10:1-16.

There are several changes and minor modifications between the commission of Luke 9 and that of Luke 10. We will not endeavour to analyse or discuss those differences but simply refer to them in the sense that our tasks, in performing the Great Commission, sometimes require some modifications and adjustments. Sometimes the methodology and role needs to be adjusted according to the kind of persons who are being sent out, or according to the type of people to whom they are being sent and their environment and situation. We must never be afraid to undertake adjustments and modifications from time to time as the circumstances indicate.

**k: HE RE-COMMISSIONED THEM.**

Mark 16:15. Matt 28:19

In some ways, the issuing of the Great Commission amounts to a re-commissioning of the disciples. Their mandate is changed somewhat from that which they received in Luke 9, and 10. In a similar manner our particular commission and role may be adjusted from time to time. A pastor may be changed to the role of a teacher, or an evangelist into that of a missionary. We need to endeavour to function in the specific calling and graces that God brings upon our life.

**l: HE WILL REVIEW THEM BEFORE THE JUDGEMENT SEAT.**

(2 Cor 5:10)

*"For we must all appear before the Judgement seat of Christ to give an account of the deeds done in the body and to receive according to what he has done, whether good or bad."*

One day we shall all appear before the Judgement seat of Christ to give account of our stewardship of the gifts He imparted to us. In order to prepare for that awesome occasion we need to keep in close and vital contact with the Lord so that we can hear His voice, His comments, and sometimes His corrections. We need to keep an open and honest heart before Him so that we can be constantly aware of His appraisal. In this way we can maintain our walk and work before Him in a manner that pleases Him and with which He is well satisfied.

It is also a healthy thing for every worker to have a fellow minister to whom he or she is answerable and accountable. This affords a realistic measure of observation in our life and ministry. Each servant of Christ needs at least one peer who can speak honestly and frankly into their life. This affords a good opportunity for the kind of corrections and adjustments that all of us may need to make periodically.

## Chapter Four

# CHURCH PLANTERS TRAINING CLASSES

We have mentioned the two priorities of the Great Commission.

- 1: Spreading the Gospel. Being “fishers of men.”
- 2: Making disciples. Feeding God’s sheep.

The most effective way to “make disciples” is in small groups.

- This is the biblical method.
- It was the style that Jesus used.
- It was the method employed by the early church
- It is still effective today. e.g. Full Gospel Church, Seoul, Korea.

### **1: EVERY PASTOR SHOULD HAVE APPRENTICES. (DISCIPLES )**

Jesus had His disciples. The three, the twelve and the seventy.

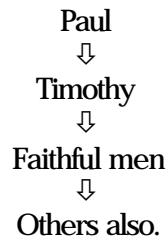
The Apostles had their disciples. e.g. Paul and Timothy.

Timothy discipled other “faithful men.”

Those faithful men taught others also, viz :-

2 Tim 2:2

2 “*And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.*”  
(NIV)



This style is still needed today.

### **2: THE CHURCH PLANTING PROGRAM CAN HELP YOU TO DO THIS.**

It is designed for use in the local church.

It is designed for use in small groups.

It is intended that the local pastor be the principal.

Its emphasis is meant to be relational (mentoring) rather than academic

Its emphases are Soul winning, Church growth, Church planting

Each person discipled in this context will become more useful in the local church.

Each graduate will become a pastoral candidate.

**3: CHOOSING YOUR POTENTIAL LEADERS.**

Usually from amongst your congregation members.

Persons in good standing. Examples to the flock.

Persons who have proven themselves to some degree. Not novices.

Persons who are teachable, amenable, compatible.

Persons who have a good, loyal and faithful attitude.

**4: CHOOSE THEM PRAYERFULLY**

Prayerful observation enables you to discern potential that may not be naturally obvious.

**5: CHOOSE THEM CAREFULLY**

Even in approaching them you are making some kind of commitment.

Better not make the approach than have to retract it later.

Get alongside them initially. Get to know them.

Prove their worth to some degree before committing yourself to disciple them.

In choosing potential leaders look for the following qualities:-

- a. Good Character.
- b. Proven reliability.
- c. Integrity.
- d. People skills.
- e. Discipline.
- f. Faith.
- g. Leadership gifts.

**6: MAKE SURE THEY ARE COMPATIBLE**

With you, your vision and leadership style.

With the vision and program of your church.

With the group of which they will become part.

You can only disciple them if they appreciate, trust and support you.

**7: ENSURE THAT THEY ARE TEACHABLE.**

Do they want to learn?

Are they willing to learn?

Will they pay the price of such training?

The price being true commitment, sacrifice and work.

**8: ARE THEY TRULY "LABOURERS"?**

Jesus told us to pray for "labourers." (Luke 10:2)

God needs persons who are committed to *work* with Him.

The kind of people that God needs are those who are not afraid of work.

But also those who realise that, "*Unless the Lord builds the house, they labour in vain that build it.*" (Psa 127:1)

**9: CHOOSE PERSONS OF CHARACTER.**

Character is the moral and ethical qualities of a person such as honesty and integrity.

Character is more important than personality, but it is possible to have both.

Character is who you are, personality is what you do.

Character is internal, personality is external.

Character is deep within, personality is superficial.

Christian character is the evidence of the fruit of the Spirit (Gal 5:22, 23) and its development and maturation in the life of a believer.

**10: THE IMPORTANCE OF A GOOD ATTITUDE.**

Attitude is our disposition, temperament, manner. It is the kind of “spirit” we have. Try to choose persons who have a good, healthy, positive outlook.

People who are well balanced in temperament and nature. The development of the “fruit of the Spirit” (Gal 5:22) has a direct effect on the nature of one’s temperament. A poor attitude frequently indicates a character that has not been fully yielded and surrendered to God. There is often an underlying attitude of self will and rebellion.

**11: CHOOSE MEN WHOSE HOUSEHOLD IS IN ORDER. ( 1 Tim 3:4 )**

God requires that His servants be at least capable of running their own family and household well and in an admirable fashion. He points out that if a candidate for the ministry cannot even regulate his own family properly, he could not be expected to rule a congregation well.

Many interesting and vital aspects of a man’s character are revealed by the way in which he treats his wife and family.

If a man cannot properly love and care for his wife, how will he love and care for a congregation?

If a man cannot organise and administer his own household efficiently, how can he adequately administer the extended family that a fellowship represents?

If you want to know what kind of a man you are considering for the ministry, it might be an idea to look carefully at his wife and family, for they are a product of his pastoral skills.

**12: TALK WITH EACH INDIVIDUALLY.**

Share your vision, purpose and plan.

Share your heart and its passion for God and His kingdom.

Discern the quality of their response.

Look for a kindredness of spirit.

**13: TALK WITH THE GROUP COLLECTIVELY.**

Explain the proposed plan.

Discuss it thoroughly.

Ascertain the most appropriate arrangements.

When? Where? How often? How long?



Try to make collectively appropriate decisions on these issues.  
The final decisions will be yours.

**14: THE MOST SUITABLE VENUE.**

Some part of the church premises might be best.  
This links the program to the local church activities.  
Makes appropriate equipment available. Over Head Projector, etc.  
Any place that affords privacy would be acceptable.

**15: THE MOST APPROPRIATE TIME SPOT.**

This may depend to a large degree on the employment commitments of your potential students, particularly if they are married, family people. Finding the time that is most suitable and appropriate to the majority of your students may be the deciding factor.

**16: THE MOST EFFECTIVE TEACHING STYLES.**

- Build relationships.
- Demand commitment.
- Expect certain sacrifices.
- Model your teaching principles.
- Involve your students. Workshops. Participation. Practice.
- Form the company into a team with mutual respect and loyalty.

## **Chapter Five**

# **THREE STYLES OF LEADERSHIP**

There are many different styles of leadership in our society as indeed there are in the church. I would like to briefly discuss three styles that are commonly evident in churches today. The first is bad. The second better. The third, the best. For the purpose of this study I will call them :

### **1: THE CORK IN THE BOTTLE STYLE.**

This is a style in which the individual leader is very much to the forefront. The church or organisation of which he is the leader is like a bottle in which he is a cork. Nothing enters or leaves that vessel without his personal approval and permission. He is personally involved at every level of decision making and nothing transpires that he does not instigate.

I often call this kind of leader a “one man band.” A leader who tries to do everything himself. On several occasions I have seen such a person play several instruments at once. One fellow that I clearly recall was performing at Fisherman’s Wharf in San Francisco. He was blowing a mouth organ, playing a guitar, banging a drum, clanging a cymbal. His head, mouth, hands and feet were all working overtime as he endeavoured to do the work of a whole band. It was certainly an amusing and entertaining sight. However, it is not so amusing when we see a Christian leader attempting to do a similar thing.

Such a leader rarely delegates except for menial tasks that he does not want to do. He rarely spends time training and preparing his potential leaders. He selfishly and jealously holds all the leadership roles to himself. He sees himself as the big shot whose job no one else can do nearly as effectively.

I see him as a “cork in the bottle.” Nothing can happen in the church without his permission. He may have a board of elders but this is frequently composed of “yes men,” especially selected because they always agree with him.

This style can sometimes work in a small church where the members are content to be largely inactive and uninvolved. However, it is a negative style that rarely if ever leads to growth and expansion. The cork may remain in place if there is only water or milk in the bottle, but if there is the life and wine of the Spirit this may cause an agitation that will inevitably do one of two things. It will either burst the bottle and cause a “church split,” or the internal pressure will build up until it eventually fires the cork out of the bottle.

## **2: THE PYRAMID, OR EXECUTIVE STYLE.**

This style is a big improvement over the first. It was recommended to Moses by his father-in-law Jethro. ( Ex 18:13-27) Moses had been trying to function as a “one man band”. He was becoming exhausted through the long hours he was working. The people also were exhausted waiting in long lines for a chance to consult with him.

On Jethro’s advice, Moses changed his leadership style to the pyramid model in which he assumed his place at the top of the pyramid. Moses was instructed to *“teach the people the statutes and the laws, and show them the way in which they must walk and the work they must do.”* (Ex 18:20) Moses related directly to men who were “leaders of thousands,” who then related to “leaders of hundreds,” who in turn related to “leaders of fifties,” then “leaders of tens.” Thus the authority structure flowed down from the top to the bottom.

This a very clear and effective model that is used by most business corporations. Through this model the authority structure is clearly established

The chain of command is clearly defined.

Everyone has a clear understanding of their authority level in the organisation.

The main reason why this style has any merit is that it does involve delegation. This is a tremendous improvement over the “one man band” syndrome. Nevertheless, it still leaves much to be desired, particularly when used in churches and other Christian organisations.

Many contemporary churches have adopted some variation of this style and it can work very effectively in the setting of a church or Christian organisation. However, it is not the ideal. It is not the Jesus style of leadership.

## **3: THE JESUS STYLE OF LEADERSHIP.**

This is by far the most desirable model for church leadership. I sometimes define it as the “hub principle,” in which Jesus is the hub (centre) and the disciples are the spokes which flow out to the perimeter of the wheel.

This too is a model in which the authority structure is clearly defined. Jesus is the centre. He is the hub around which everything else revolves. Every spoke is joined to Him, but is also joined to the rim of the wheel. The hub is the factor around which the whole wheel constantly revolves. Each spoke is only useful and valid inasmuch as it relates properly to the hub, and is also correctly attached to the rim.

Unfortunately, for many Christian leaders, their leadership style is often dictated by their denomination and the style of leadership that this body espouses. This is all too often based upon a clergy/laity concept rather than that of a body ministry. This makes it very difficult for pastors to adopt a New Testament pattern based on the priesthood of all believers. It can also make it more difficult to truly disciple believers. It leaves little or no place for lay leadership. The rigid structure demands that all real leadership be undertaken by “ordained” persons which means that no lay person has any real authority. However, this in no way excuses one from following the biblical injunction to make disciples. One way or another, a opportunity must be found to provide an environment for effective discipling.

Unless a pastor is “making disciples,” he is not wholly fulfilling his ministry. An integral and essential aspect of the pastoral and teaching ministry is that of training and preparing potential leaders in the skills and disciplines of leadership.

Eph 4:11,12 tells us that :-

*v.11. “Christ Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers,  
v.12. for the equipping of the saints for the work of the ministry, for the edifying of the body of Christ.”*

This clearly teaches that the primary task of the five-fold ministry gifts is not to do the work of the ministry but to equip (train, prepare, adjust, form) the saints, in order that they may fulfil the work of the ministry, i.e. building up the body of Christ.

A truly effective pastor does not perform all the work of the ministry himself. His foremost task is to select, call, train and generally prepare the saints to do this. Only in this way can the local body of believers be genuinely matured and built up. No individual can adequately fulfil a pastoral ministry alone. It requires numerous giftings and numbers of qualified persons to properly fulfil the task of shepherding the people of God.

The first essential requirement to achieve this is a disciple training program in every local church. Ideally these disciples, (apprentices or trainees) should be co-opted into a ministry team. By this means they can not only receive training, they can also be given genuine opportunity to express their ministries in real life situations within the ministry orb of the church. As the candidates develop in experience and skills, they are gradually made capable of undertaking the various tasks that comprise the ministry of a shepherd. In the next chapter I will be writing about some of the principles of forming a ministry team.

## **Chapter Six**

# **HOW TO BUILD A MINISTRY TEAM**

Any large task worthy of accomplishment requires at least five factors:-

1. An inspiring objective.
2. Suitable personnel. (A good team of workers)
3. Organisational and management structure and skills.
4. Quality control, evaluation, adjustment
5. Contemporary Marketing strategies

These five principles are essential in any worthwhile endeavour. They constitute the basic factors of any successful business corporation or company. They are principles which are also necessary to observe in the formation of a ministry team.

### **Large tasks require a variety of persons.**

Part of success in leadership is blending the different types harmoniously. Each type is needed. Each has different characteristics, temperament etc. Success demands effectively managing the various types.

With the above five factors in mind, let's look at some of the disciples Jesus chose and what their characters, temperaments and roles might have been.

#### **1. PETER. —Conceptual. —An ideas person.**

Received revelation. Matt. 16:13-19.

Asked important questions. Gathering information. Matt 18:21.

Planning to build three tabernacles. Matt 17:4.  
Characteristics. Eager, open to new ideas. Quick to catch on.  
Contra. Needs balance of Organiser, Controller.

**2. JOHN. —A People person. Personnel relationships.**

He was amongst the inner circle of Jesus. Matt 26:37  
Close to Jesus at supper, his head on His chest. John 13:23-25.  
Jesus committed His mother to John's care. John 19:26,27.  
His encouragement to Paul. Gal 2:9.  
Characteristics. Enjoys people, relates well to others. Empathiser.  
Motivator, positive, enthusiastic and persuasive.

**3. ANDREW. —Organiser.**

Brought Peter to Christ. John 1:40-42.  
Told Jesus about the lad's lunch. John 6:8,9.  
Organised an appointment with Jesus for the Greeks. John 12:20-26.  
Asked further details of Jesus. Matt 13:3,4. "Andrew asked Jesus privately."  
Wants to obtain fullest details.  
Characteristics. Meticulous for detail, Cautious, slower to move.  
Contra. May need special persuasion, inspiration and stirring up.

**4. THOMAS. —Cautious Controller.**

"Doubting Thomas"  
Needed instruction and explanation from Jesus. John 14:1-3.  
States his agenda for belief. John 20:25.  
Jesus appears again to convince him. John 20:26-29.  
Characteristics. Cautious, Slow mover, needs facts and figures.  
Contra. Sometimes over cautious, resistant to change.

**5. PAUL. The Entrepreneur.**

Paul, as a leading apostle, is one of the leading entrepreneurs (promoters, pioneers, spearheads of the early church). The word entrepreneur means "one who is enterprising," i.e. adventurous, energetic, bold, eager spirited, venturesome and resourceful. In our modern world the word is most frequently used in the realm of business enterprise. It signifies a person who is always alert to new business opportunities. One who seizes every opportunity to create new and successful business ventures.

Paul was an entrepreneur in the spiritual realm. He was whole-heartedly dedicated to the "business of establishing the church wherever and whenever possible." He pursued his task with every skill and talent available.

**Some of the factors in forming and sustaining a ministry team.**

**1: Conceive a clear vision, purpose and objective.**

It is amazing how many churches have no real idea as to where they are "going." They meander along from year to year with an annual programme and certain short term goals but no clearly conceived long term objective

to which they are moving. Many have never seriously given prayerful consideration as to exactly what they are seeking to achieve in the long term. They have no clearly developed picture of what kind of a church God wants them to be in 10 or 20 years from now.

**2: Share the vision from the outset. Planning, discussing, strategizing.**

It is very helpful for the effective functioning of a team if all the members are an integral part of the vision from its inception. If their prayers, ideas, concepts and strategies have been invested into the overall vision, they feel very much an integral part of its fulfilment. There is a team involvement, investment and commitment.

**3: Write out a clear statement of mission.**

Reducing the vision to writing is a great way to clarify it. It can be stated succinctly, comprehensively, yet briefly. There ought to be a brief, one paragraph statement that embodies the basic thrust of the vision. Afterwards this statement can be broken up into a few paragraphs, each of which describes a particular aspect of the aim of the vision. Copies of the basic statement, perhaps reduced to a "slogan", can be strategically placed in numerous places around the church or office to keep the vision before the eyes and thoughts of the team and members.

**4: Choose your team members carefully.**

The various members of the team must be chosen with great care. The constitution of that team will depend to a large degree upon the specific nature of the vision and the particular objectives that you are seeking to attain. Team members should be chosen for their particular and unique skills and qualifications. There needs to be a proper balance to ensure that all areas of the vision are adequately covered. Generally it is wisdom to add to your team, members who can handle tasks that are not your particular strength. Recruit people who compensate the weaker areas of the team. Three basic questions should always be asked of every potential team member.

- **Competence.** Can they do the job?
- **Commitment.** Will they truly do the job?
- **Compatibility.** Will they fit into the team harmoniously?

**5: Encourage the team to "own the vision."**

It is important that every team member is wholly committed to the fulfilment of the vision. They must feel they are an integral and essential member of the team, vital to the effective accomplishment of the vision. We often call this "owning the vision," feeling that the vision God has given is as much their vision as that of anyone else. Help each member to realise that they have a vested interest in the fulfilment of the vision. Try to provide various legitimate incentives.

**6: Recognise and appreciate and care for each individual.**

We should always bear in mind the particular uniqueness of each individual in the team and appreciate them for the specific skills they are able to bring to the task. Too often a team leader will select someone because of their unique character and personality or spiritual gifting and afterwards will expect that person to change and conform to the style of the leader. Don't seek to have a team of clones who are all alike.

**7: Consistently emphasise the need for co-operative team work.**

Having recognised the value of each unique individual we must also emphasise the consistent need for team spirit. No matter how brilliant a player may be, no individual can win alone. Victory depends upon the effective, harmonious working and flowing together of every team member. No captain can win alone. Eventually he is only as good as his team. His success is achieved by his ability to promote and maintain harmony and co-operation amongst all his team members.

**8: Emphasise mutual loyalty at all times.**

Loyalty is the virtue that holds a team together. It is usually a reciprocal quality. If you expect and desire your team members to be loyal to you, then you must be loyal to them at all times. Loyalty elicits loyalty. If the leader is obviously and evidently loyal to his team, they in turn will usually respond with a similar quality of loyalty. The degree of loyalty that a team manifests is often linked with the quality of loyalty that the leader demonstrates. He reaps whatever he sows.

Our loyalty must be in at least three dimensions.

- Loyalty to God.
- Loyalty to each other.
- Loyalty to the task and vision we are seeking to accomplish.

**9: Encourage corporate enthusiasm. "If the team wins, we all win."**

Too many people have their own personal agenda at the top of their priorities. It ought not to be so, but frequently it is. Personal ambition must be sublimated to the good of the team and the fulfilment of the vision. Self interest must be sacrificed for the good of the whole. Every member must know, "If the team wins, I have won. If it loses, I have lost." We should try to engender an enthusiasm that is corporate in its nature and rejoices most when a corporate victory is won. Each member must have a sense of belonging and an awareness that the true benefits are the mutual benefits.

**10: Inculcate a family spirit. Encourage brotherly relationships.**

A ministry group is more than a team, it is a family. In fact the whole Body of Christ is a family and certainly a local church ought to be. This family spirit can only be actuated if the ministry team demonstrates the reality and benefits of such a model. The Apostolic company were like a band of brothers, each loving and caring for the others. We also need to strive for that kind of relationship. There is safety, strength, encouragement and



satisfaction in such relationship. These factors can permeate the whole church if they are properly taught and genuinely demonstrated right at the top.

**11: Encourage a positive working environment.**

Life is composed of both negatives and positives and it is the union of both, in correct proportion and balance, that produces the synthesis of life. However, our primary task, as team leaders is to emphasise the positive aspects. This is the ethos and atmosphere of victory and accomplishment. No team can work effectively together without a positive attitude towards their common task and its successful fulfilment. Team spirit or morale is fashioned in a positive environment and we must try to ensure that all our team activities, our planning sessions, prayer times and fellowship gatherings foster a positive attitude. Every team member should seek to actively affirm his peers.

**12: Share relevant information regularly.**

Every team member needs to know that they are an integral and essential part of the effective functioning of their team. One of the factors that fosters this sense of belonging and being valued is to ensure that information and news vital to the successful functioning of the team is shared with all the members at regular intervals. The leader should always ensure that regular meetings are convened at which pertinent information is shared and discussed with his departmental leaders. This activity always helps to weld a team together and encourage greater levels of commitment and participation. The experience of vital and meaningful sharing is essential for the team members in building their understanding and increasing their effectiveness.

Concerning the processes of learning, one great mind has said :-

I hear,..... and I forget.

I see, ..... and I remember.

I participate .....and I understand.

Regular reviews should be conducted to ascertain how effectively the vision is being fulfilled. It may be necessary at times to adjust the plans and strategies or the roles of workers in order to attain greater effectiveness.

**ENCOURAGE PERSONAL GROWTH AND DEVELOPMENT.**

1. Emphasise the need for constant, consistent development.
2. Provide incentives for development.
3. Provide or advise ways and means of development.
4. Endeavour to model the signs of maturity.
5. Try to make every team member feel needed and appreciated.
6. Endeavour to afford them job satisfaction.
7. Recognise human need factors. Esteem, acceptance, usefulness, and job satisfaction.

A primary purpose of training disciples is to adequately prepare them to effectively undertake the various tasks and responsibilities of leadership. An essential aspect of that preparation is the delegation of specific tasks to be undertaken by the disciples. This requires them to have a knowledge of the basic principles of delegation.

### **STRATEGIES IN DELEGATION.**

#### **1. Clearly identify the Objectives and Vision.**

Many churches are going nowhere fast, because they have never taken the time to properly identify their vision and the objectives to be attained in reaching that vision. Their objectives are always abstract and vague, lacking dimensions and time frames. Their desire is "to grow," but they have never defined :

How large?

How will it happen?

What concrete steps do we need to take to make it happen?

What will it cost?

How shall we meet that cost?

(The cost is not primarily financial, but in terms of man power, labour, sacrifice etc. If we get the motives right, God will take care of the finances)

#### **2. Reduce it to writing.**

Clarify and simplify it. Provide Flow charts of authority structure. The task of reducing the vision to writing is always a helpful exercise. It makes us prayerfully think through all the aspects of the vision. As we endeavour to express the vision clearly and succinctly, we are forced to responsibly think our way through the project. This enables us to get a realistic grasp and perspective upon what we are attempting. It makes us realistically consider the very basic requirements of its fulfilment and every aspect that will be necessary for its ultimate achievement.

#### **3. Delegate specific responsibilities. Written Job descriptions.**

The delegation of responsibilities should always precede the conferring of authority. Responsible delegation can only occur when the specific requirements are clearly presented. It is always good to do this in writing, presenting a complete job description of all that is required.

#### **4. Delegate sufficient authority.**

Authority is the delegated right to act within the scope of one's responsibilities, i.e. to go ahead and do the job that has been entrusted to you. To acquire the resources, personnel and equipment that is necessary in order to effectively complete the given task.

#### **5. Clearly establish parameters.**

Whenever a task is committed to some person, clear guidelines must also be given as to the exact parameters within which the person is authorised

to act. They must understand that they are authorised to act within the parameters of their task but not beyond them.

**6. Require adequate accountability.**

Having delegated responsibility and authority you must also provide a consistent means whereby the person may be kept accountable as to the progress that is being made. This often happens in a (weekly) staff meeting, when everyone on the team is required to furnish a report of current progress in their sphere of activity.

**7. Encourage initiative within guide-lines of job description.**

Having clearly conveyed the parameters of the task and the appropriate authority that has been assigned to the person, scope must be given for the exercise of personal initiative. You will only get the value of a person's skills and abilities as you allow them adequate room in which to exercise those abilities.

**8. Establish competent oversight.**

Much of the success of good leadership depends on the ability to exercise competent oversight. To know exactly what is transpiring at all times and to make the necessary adjustments and changes that may be called for from time to time. This oversight must be administered without constantly "breathing down the necks" of those to whom you have delegated responsibilities. A method of oversight must be established that is thorough, competent, conclusive, yet unobtrusive. This will require some established method of receiving regular reports. A routine whereby each team member must furnish regular reports on their task accomplishments. These should be analysed and commented upon, both positively and correctively.

**9. Conduct regular de-briefing sessions, with individuals privately, and with the team members corporately.**

Regular and consistent contact must be maintained with each individual in the team.

Routine team meetings are also essential at which every person on the team has opportunity to report of the status of their task. Such meetings are needful in order to foster and encourage the sense of belonging that every team member should have.

**10. Share and celebrate victories.**

One of the factors that develops good team spirit is the achieving of victories together. It encourages mutual esteem. It is therefore beneficial to celebrate victories and achievements together. Emphasise the fact that these victories are only achieved by working in co-operation and that every team member is valued and appreciated. Let everyone enjoy the sweet taste of victory.

**11. Recognise and show constructive concern for non-achievement.**

In addition to celebrating victories together, we must also recognise and acknowledge those times when we may have failed to achieve our immediate goal. We need to analyse the reasons for non-achievement and take steps to ensure that any weaknesses are eliminated. These steps must always be taken in a positive and constructive manner, not majoring on problems and weaknesses but on solutions.

**12. Encourage members to take rest and recreation breaks.**

I have emphasised the need for strong commitment and a healthy willingness to work in order to reach our goals. Before concluding this chapter I must also emphasise the need for workers to observe the need for proper breaks with time for rest and recuperation. Some team members will develop a workaholic attitude, sacrificing all other things to their work. We need to encourage a balanced approach that combines a strong work commitment with the need to observe proper relaxation and recuperation requirements.

Team leaders should not only teach this concept, they must also model it before their associates, setting a good example as they themselves observe this important principle. Jesus did this. He frequently told His disciples to *“Come apart and rest awhile.”*

Emphasis must also be laid on the need to spend quality time with one's family. Some leaders mistakenly feel that they are frittering away valuable time by spending it with their spouse and family but this is certainly not the case. I have witnessed several pastors, “winning the world and losing their family.” Devoting so much time to their work load that they have none to spend with their own family members. This is naturally resented by the family who feel they are not appreciated or valued. The result may well be a broken family unit, a tragedy that ought not to be!

## Chapter Seven

# SOME KEYS TO RESOLVING CONFLICTS

In any team, including a “ministry team,” there is a potential for some degree of conflict. Most teams are initially comprised of a number of skilful individuals. The task of a coach or trainer is to blend those various talents together for the good of the whole.

### **1. Some initial conflicts are almost inevitable.**

Given the need for a variety of skills and expertise and the fact that such skills are found in the different types of character, personality and temperament, it is almost inevitable that there will surface initial areas of misunderstanding and conflict. This was certainly true amongst the disciples that Jesus drew around Himself. Their backgrounds, life experience, and temperaments were obviously widely divergent and when they first joined Him there was blatant jostling for positions and roles. There were clear signs of rivalry and conflict, but Jesus persevered with the initial immaturity of His followers, gradually forming and shaping their lives until they emerged with greater maturity and competence.

### **2. They should be recognised and resolved quickly and fairly.**

The recognition and resolution of conflict or potential conflict is necessary in any type of team situation. No team can function at its best if there is unresolved conflict present. The effectiveness of any corporate body depends to a large degree on the harmonious unity of purpose of its members. However, this is especially true of a Christian ministry team. God attaches a special value to unity and reserves a unique quality of “blessing” for the “brethren who dwell in unity.” (Psa. 133.) It is therefore important that dis-unity is dealt with speedily in a manner that is fair and just to all concerned. God will always bless such actions.

### **3. The solving of them can be positive and productive.**

The leader must also be prepared to patiently seek to resolve any areas of conflict that may become evident. It is often through the resolution of such problems that true relationship is developed in its deeper dimensions. A ministry team that does not reach the openness and honesty required to properly deal with these kind of problems will probably never achieve genuine strengths of relationship. Resolving such issues and going beyond them effectively demands the facility of “speaking the truth in love” and it is only as this quality is achieved that a team can graduate from superficial to deeper levels of maturity and relationship. The Apostle Paul, who in the earlier stages of their relationship held serious reservations

about John Mark, later specifically requested his presence saying "he is profitable to me." (2 Tim 4:11)

**4. Conduct regular and frequent team meetings.**

Opportunities to get together regularly to share matters relating to the corporate vision are essential. Such meetings must occur frequently and regularly. Obviously many of these team meetings will be for de-briefing, reporting, discussing and praying about the progress of the vision. They are essential for forward planning and organising, which without regular attention will lose its edge and effectiveness.

However, the team members should also come together frequently for more informal times of fellowship and relaxation. It is only through the sharing of lives in these ordinary aspects of life that members can truly discover each other and learn to know the true and real person. Relationship and fellowship at this level is essential to the development and deepening of genuine brotherliness.

**5. Encourage openness and honesty.**

It is essential, for the effective functioning of a ministry team, that all the members relate to each other in frankness, openness and honesty. This is vital for the quality of unity that is needed for effective operation. This quality of relationship is also imperative as a protection for all the team members. Such a relationship can solve problems of temptation to which most leaders are subjected from time to time.

**6. Give people room to be themselves and to express their uniqueness.**

It is a grave mistake to demand conformity amongst the team members. The unity that God seeks and desires is that of *'variety in harmony.'* A wide variety of giftings are needed in order to accomplish a many faceted task. This inevitably requires a considerable variety of skills and of personalities. Having chosen such a variety it is foolish to expect them all to be alike and conform to one particular personality type. An important aspect of leadership is the ability to gain harmonious co-operation from a team of widely different persons.

**7. Trust your team members. Express and show confidence in them.**

One of the main reasons why some leaders do not delegate as they ought is because they do not fully trust their fellow workers. Delegation is essential to effectiveness and growth but in order to do it you must learn to trust your fellow workers. Three important factors in delegation are :-

- Choose the right people.
- Delegate well defined tasks to the appropriate persons.
- Trust them to get on with it.

**8. Don't breathe down their necks.**

Having committed a delegated task and role, give the person room to get on with it in their own inevitable way. Workers will usually rise to the level of competence that you trust them for. In the process they will probably make some mistakes and you must be prepared for this. The person who never makes a mistake, never makes anything.

**9. Learn to listen to people.**

A successful leader needs to be a good communicator. However, it is also very important that he learns to listen with humility too. Effective communication is of necessity a two way function. The leader who never listens, never learns. He will never really get to know and understand his team members if he does not learn to listen to them and take notice of them.

**10. Make opportunities to talk with them.**

In a smaller church you will usually be amongst your team on a consistent and regular basis. The larger the organisation the more challenging the need to stay in close personal touch with every member. Regular one on one talks will help to achieve this. You don't need to have long, profound conversations. Verbal contact on a friendly, personal level at regular intervals helps to maintain the sense of togetherness and belonging. It promotes unity, loyalty and team commitment.

**11. Express genuine appreciation.**

Many leaders often feel appreciative, but fail to convey or express it, and frequently the other person feels unappreciated and neglected. It is a relatively simple thing to develop a habit of briefly expressing appreciation whenever you feel aware of it. You may do it verbally with a sincere, "Thank you, I really appreciate the way you accomplished that task and I greatly value you as a fellow worker." Once in a while you might write a note or send a card. You could take a person out for a meal or buy them a simple gift. There are many ways to express appreciation and each of them are valued by the recipient.

**12. Administer corrective measures in private.**

While appreciation and thanks can often be expressed publicly, corrective measures should always be attended to privately and confidentially except in extreme or unusual circumstances. No one likes to be criticised, rebuked or corrected before their peers. It undermines confidence and destroys relationship. Always try to bring the person aside and talk with them privately when you need to correct behaviour, attitude, or performance.

**13. Seek to build people's confidence and competence levels.**

An essential aspect of effective leadership is to reproduce other leaders. Every Paul should have his Timothy. Every leader should be a mentor to one or several apprentices. Every company should pour some time and

effort into preparing its leaders for the future. This is particularly so in the case of churches where the fundamental purpose of the pastoral/teaching ministry is preparing the saints for the work of the ministry. (Eph. 4:11)

**14. Accentuate positives, not negatives.**

The synthesis of life is composed of positives and negatives and both are inevitable and essential to the function of life in the real world. However, whilst recognising the inevitable reality of negative forces, leaders and their teams should consciously concentrate their thoughts and attitudes on the positives rather than the negatives. Concentrating primarily on the positive aspects will prepare one to face both the positive and negative issues of life. Of course the ideal attitude is a healthy balance of both but where this is obtainable, then it is better to lean towards the positive.

**15. Encourage them to spend quality time together.**

Teams cannot develop in relationship or unity without spending quality time together in every possible area of life. Jesus shared His life completely with the twelve. They were together almost day and night for more than three years. They saw and experienced each other under almost every possible circumstance. They walked, worked, ate, and talked together.

**16. Be available to them, as individuals and corporately.**

A true leader cannot afford to live in isolation from his team. He must be approachable, accessible and available to them. He should be ready and willing to meet with them consistently, individually or corporately,.

**17. Endeavour to model leadership at all times.**

Whether consciously or un-consciously, it is a fact that the leader is a role model at all times. To gain and hold the credibility of leadership he should consistently portray the image of a good leader. His team are constantly aware of their leader and are imbibing attitudes and perspectives from him. An important aspect of his role is therefore to demonstrate the characteristics of good leadership.

**18. Assign specific and productive tasks to each.**

Every team member needs to have specific and productive tasks allotted to them. They need to know and clearly understand what their role and duties are and their duties should always include some things that are positively productive. They need to know that their work is integral to the success of the operation.

**19. Challenge their potential. Give them something to rise to.**

Most people, given favourable opportunity, will rise to the level of their competence but they need constant challenges to help them to do so. Such challenges should progressively increase in intensity, i.e. they should become more and more challenging and stimulating as the person grows in skills and competence.



**20. Adjust the tasks somewhat to suit the person.**

One of the major fears of a delegator is that his nominee will not perform the task in the manner that he, the leader would. He must understand that people have different approaches and methods of successfully accomplishing the same task. Sometimes the task may need to be adjusted somewhat to suit the approach of a certain person but this can be done without sacrificing the ultimate quality of performance.

**Chapter Eight**

**CONFRONTING THE CHALLENGE OF  
CHANGE**

*“The past is but a prologue to the future!”*

Isa 43:18,19 ***“Forget what happened in the past, and do not dwell on events from long ago. I am going to do something new. It is already happening. Don’t you recognise it?”***

God’s Word. (World Publishing)

One of the greatest challenges that confronts the church today is the challenge of change. The world scene is changing rapidly in every sphere. Much of that change is good and some of it is bad. The great challenge that confronts us is to discern the manner in which the church should relate to those changes. Many church leaders and organisations are resistant to any and all change, yet there are many legitimate changes that are long overdue as we move rapidly towards the 21st century. If the church is to retain any credibility, it must be willing to recognise its need to be relevant to its times. We need to be in harmony with God’s present purpose. God is not old fashioned, out of date, behind the times, He is the God of the eternal present.

Relatively few people feel comfortable with change. We feel a certain security in things the way we have always known them. The fast changing world is bewildering and challenges our sense of security and well being. The fact is that change is transpiring and we cannot deny or alter that. Certain fundamental changes must take place in the church in order to maintain a relevance in our modern world.

Positive and productive change should be initiated from the top by the leadership. Leaders who are unwilling to change may find themselves

forfeiting the exciting opportunities that presently exist in our changing world.

What God is saying, through Jeremiah (43:18) is **“do not hang on to the past because I am already doing a new thing and if you insist in hanging on to the past, you will not be able to grasp (lay hold of) the future.”**

A simple analogy might be that of a trapeze artist, swinging from one trapeze to the next. If he is unwilling to let go of the first swing, he will not be able to grasp the second. He will therefore keep swinging in ever decreasing arcs until he finally loses all momentum.

We must release our tenacious hold upon the past in order to reach forward to lay hold upon the future that God is unveiling.

*“Brethren, I do not consider that I have fully arrived, but one thing I do, **forgetting those things which are behind**, I reach forward to those things which are ahead.”* Phil 3:13

If the leadership is not willing to release the past and press on into all that God has for us in the future, then the people will not possess their inheritance.

Numerous scriptures indicate the need to confront the challenge of change. I will mention but a few of them.

Jer 12:5 *“If you have raced with men on foot and they have worn you out, how can you compete with horsemen? and if in the land of peace wherein you trusted, they wearied you, how will you manage in the swelling of Jordan?”*

1 Chron 12:32 *“...the sons of Issachar, who had an understanding of the times to know what Israel ought to do their chiefs were two hundred; and all their brethren were at their command.”*

Haggai 2:6,7 *“Once more, for a short time, I will shake the heavens and the earth, the sea and the dry land. I will shake all nations, before the desire of all nations shall come.”*

Heb 12:26,27 *“I will shake not only the earth but the heavens also, signifying the removal of those things that are being shaken, as of things that are made, that the things which cannot be shaken may remain.”*

As we rapidly move towards the 21st Century, we have entered a period of dramatic, swift, exponential change, an irreversible phenomena which greatly challenges every aspect of human life, particularly that of the Church. **If we do not recognise its huge implications and adequately cope with this phenomena, the Church may sacrifice much of its destiny.**

**The ability or inability  
to successfully initiate positive change  
will prove to be the  
ultimate test of a leader's effectiveness.**

**Definitions of change.**

To make the form, nature, content and future course of something different from what it would be if left alone.

To modify or alter in order to improve something.

To substitute one thing for another for the purpose of achieving relevance.

To update and upgrade in order to achieve improvement.

To convert something, i.e. to modify something to achieve a different effect.

**? Why do we change things?**

To improve their performance and function.

To "fine tune" a process for improved results.

To bring things up to date with current requirements.

To achieve and maintain relevance and efficiency of practise.

**Conversion and Sanctification, are very radical changes.**

a. 2 Cor 5:17 *"If anyone is in Christ he is a new creation. Old things have passed away; all things have become new."*

b. 2 Cor 3:18 *"But we all with open face, beholding as in a mirror the glory of the Lord are being changed into that same image from glory to glory by the Spirit of the Lord."*

These scriptures emphasise three things that happen to those in Christ:

1. Old things are phased out.
2. New things take their place.
3. Continuous change transpires until we achieve God's highest purpose.

c. The advent of the Kingdom will be the most radical change of all.

1 Cor 15:51,52 *"and we shall all be changed in a moment."*

**1. CHANGE IS AN INTEGRAL, INEVITABLE ASPECT OF LIFE.**

Both secular and biblical history proves this.

Nature confirms it. Every living thing changes as it grows. No change, no growth!

The processes of change are implicit in every living thing that God created. Nothing develops and grows except through ordered processes of change and transformation.

Since its inception the world has been going through various processes of change. It is an inevitable and inescapable factor of life. There is no point in hiding, or running from it for it is bound to catch up with you.

**PROCESSES OF CHANGE HAVE RAPIDLY ACCELERATED IN OUR DAY.**

Bible Prophecy predicts it. "In the last days!" —Accelerated change. (Matt 24:22 "Except those days be shortened" —'accelerated')

Dan 12:4 *"..at the time of the end, many shall run to and fro and knowledge shall increase."* (Rabah = increase exceedingly)

- Every region of the world will be affected.
- Every organisation, company, and institution will be affected
- Every aspect of life is affected :-

**A. Political.**

e.g. Fall of Marxism and the disintegration of the Communist dream of world wide domination.

**B. Technological.**

Huge changes have been initiated with the emergence of the Computer Age and all the startling innovations spawned by this. Space travel has become a reality, and the so-called information highway threatens to change the change the pattern of life forever.

**C. Economic.**

There have been tremendous changes in world economics. Centres of economic power have shifted from the West to the East. The full significance of these changes has not yet been recognised.

**D. Societal.**

Immense sociological changes are transpiring in the world. The gigantic moves of population from rural to urban constitute only one small part of the huge social experiment that is taking place. World society is being rearranged. Huge transformations are transpiring.

**E. Religious.**

Many world religions are undergoing both intensification and disenchantment. Huge vacuums are appearing in the religious world scene.

**F. Spiritual. *"Spirit to be poured out on all flesh"*.**

In retrospect it will become obvious that the greatest changes that have transpired in these momentous times, will be those associated with the fulfilment of God's prophetic purposes. The program of God will impact every area of the universe, as those things that He says, *"Shall come to pass in the last days,"* are enacted in our day.

**2. NO ONE RESENTS AND RESISTS CHANGE LIKE THE CHURCH.**

The church, for the most part, is determined to stand still, resisting all potential change.

They see the old as sacred, the modern as sacrilegious.

The Western Church is mired in the past. (Buildings, hymns, liturgies, vision).

## ***Why???***

### **A. Our Faith is historic.**

Christianity was founded 2,000 years ago. As we study our historic Faith our minds are constantly dwelling on events that transpired some 2,000 years ago, therefore, in our thoughts, we live in the ancient past. We tend to see the early church as an ideal model of church life and practise, but we often forget on important thing about that church, that it was relevant and contemporary to its day and setting.

### **B. Our Bible is ancient.**

Much of our Bible was originally written thousands of years ago. Even the New Testament was written almost 2,000 years ago. So our reading and study of the scriptures constantly takes our minds back into the historic past. Many of the versions of the scriptures are also several hundred years old. The King James version, which is still preferred by many pastors, was written in 1611. Its expressions are the language of that day and as a result “King James English” has been revered as some kind of sacred language and is still widely used in many churches today. Actually it is no more sacred than modern English, yet our frequent use of it tends to suggest that old English is more sacred and spiritual than our modern tongue. Many therefore have a tendency to pray and prophesy in King James English as though it were more “spiritual”, which is not true.

### **C. We cling to religious traditions.**

Much of our contemporary Christian culture is comprised of human tradition rather than biblical concept. We have become like the Pharisees of Christ's day who “*made the commandments of God of none effect by their vain traditions received of men.*” Matt. 15:3 Mark 7:5

### **D. We tend to suspect and resist any kind of change.**

Entrenched in ancient culture and tradition, many church leaders see a contemporary perspective as a betrayal of their Faith. Anything “modern” is suspect. The church of Jesus Christ was not meant to be an old fashioned, obsolete people, we are intended to be a prophetic people. A people of the future. God does not want His people to be constantly dragging along behind, not able to keep up with all the changes that are transpiring. He wants us to be right in the forefront, indicating the path that the nations should take.

### **E. Much unwillingness to change is due to lack of faith.**

There is always an element of risk in faith as in change. Many Christians do not like risk. We are comfortable and feel secure with what we know in the present and the future has a vein of the unknown of which we are afraid.

However, whether we like it or not, change is taking place, and we must face it not in fear, but in faith.

### **3. GOD IS NOT AGAINST CHANGE.**

He never changes: Mal 3:6. *"I am the LORD, I change not."*

*"Jesus Christ, the same yesterday, today and forever."* Heb 13:8

His nature, character, disposition, laws and purposes do not change.

#### **God's laws never change.**

E.g. Laws of nature, gravity, aerodynamics.

Modern science is just discovering some of the basic, foundational laws of God.

#### **But His methods and strategies do.**

Ex 3:16. *"I am the God of Abraham, Isaac and Jacob."*

The God of succeeding generations and changing circumstances.

God valued and appreciated David because he *"served the Will of God in his generation."* Acts 13:36.

His methods in conquering and possessing the promised land changed from place to place. E.g. The conquest of Canaan, Jericho, Ai etc.

### **PROPHECY REVEALS THAT MANY THINGS WILL CHANGE DRAMATICALLY PRIOR TO CHRIST'S RETURN AND HIS MANIFEST KINGDOM.**

Heb 12:25-29 *"I will shake the earth and also heaven...that those things which cannot be shaken may remain."*

Out of which shaking we shall receive a Kingdom which cannot be shaken.

### **5. WHY CHURCHES RESIST CHANGE.**

#### **a. A mistaken belief.**

Many Christians have a mistaken belief that "the old is better." Jesus mentioned this tendency, *"And no one, having drunk old wine, desires new; for he says, the old is better."* Luke 5:39 He mentions it in the context of explaining that it is unwise to put new wine into old (brittle) bottles, because the old bottles will undoubtedly burst and the wine will be wasted. He further adds that *"new wine must be put into new wine skins, and both will be preserved."* Luke 5:38

The word He employs for "new," is *Kainos*, which means renewed, or restored to as new condition. Jesus is referring to a process whereby old (skin) bottles can be renewed and perform task usually reserved for new skins. The process involved soaking the old skins in water for several days until they are thoroughly moistened again. Removing them from the water they are then subjected to a vigorous rubbing in of olive oil. A massaging with oil until it thoroughly impregnates the skin making it supple and strong again.

This process has a spiritual counterpart by which old skins, made brittle through having hung in a smoky tent too long, are first immersed in water (the Word of God) for a considerable period and then subjected to a fresh anointing with oil (the Holy Spirit). The result of this process is a renewal of the wine skin to the degree that it is again able to contain the dynamic quality of new wine.

Many Christians need to experience such a renewing in order to effectively cope with the challenges of change. Their old, legalistic attitudes are too brittle, inflexible and fragile to receive and contain the volatile nature of change. Therefore the skins must undergo some spiritual renovation to enable them to embrace change and advance into the developing purposes of God.

**b. Unwilling to leave their security zone.**

Many people have fashioned for themselves a “comfort zone,” i.e. a life style that is as convenient and comfortable as possible. The prospect of change always threatens that comfortable existence and people tend to try to dodge the inconvenience that transition so often brings.

**c. Satisfied with the status quo.**

It is often the quest for improvement and fulfilment that leads people into the processes of change. However, when people are happy and content with things the way they are, they see no need for change. Improving things means making changes and many people are unwilling to acknowledge the need for improvement and change.

**d. Mired in traditions.**

Thomas Jefferson said, “In matters of principle, stand like a rock; in matters of taste, swim with the current.” “Youth for Christ,” an international ministry to young people, has an excellent motto that emphasises the need for both steadfastness and change, “Anchored to the rock and geared to the times.” This is a good concept that every Christian organisation should consider.

**e. Worshipping sacred cows and “white elephants.”**

“Sacred cows” are pet traditions that are deeply rooted in our societies. Church bodies often have many of them. Habits and traditions of men that have become deeply entrenched and usually have no biblical basis. They are “the traditions of men” that Jesus said “make void the word of God.”

“White elephants” are venerated objects or projects that are expensive to maintain but relatively non-productive. The King of Siam supposedly gave white elephants to members of his court he wished to ruin. The creatures were sacred and not allowed to work, —yet they still had to be fed and cared for.

Many of these religious traditions have become so sacred that people will frequently fight to hold on to them. Most of these traditions are

meaningless, particularly to the man in the street who cannot see any value or purpose in so many of them. They often become a barrier between Christians and their world. We need to be willing to either kill them or put them out to pasture.

**f. Unwilling to take risks.**

Initiating change often involves taking some risk. It usually involves unknown factors and we must frequently step from the security of the known into the uncertainty of a changed situation. Some leaders, for various reasons, are not willing to take any risks, but the exercise of faith invariably entails doing so.

Processing through the transitions of change is rather like swinging from one trapeze to another. No doubt you have seen this exercise somewhere. The artist swings out on one trapeze with the intention of switching to the next. The timing for this must be perfect. He must release his hold on the first trapeze in order to grasp the second. Any hesitation or delay will ruin the exercise and send him plunging to the net below. Any fear of the risk involved will spoil the required flow. If the artist does not relinquish the first trapeze at the critical moment the chance of a smooth transition may be lost. Many leaders are afraid to release their hold on the past in order to effectively grasp the future.

**g. Faith must be exercised.**

Paul says that *"Faith is the evidence of things not yet seen."* (Heb 11:1)

There is usually a "risk factor" involved in the exercise of faith as there is in the initiation of changes. We have no guarantee but our faith, which we trust is based on what we perceive to be God's word.

**6. HOW TO COPE WITH CHANGE.**

**a. Recognise, acknowledge and accept its inevitability.**

Many people resent and resist the need to make changes. We must recognise that changes in life are inevitable. They are not to be dodged or resisted but to be confronted with faith and confidence in God.

**b. Realise that God is not surprised or overwhelmed by it.**

Many Christians have a sub-conscious image of God as an elderly gentleman who is innately old fashioned. This is far from the truth. God is not old fashioned, antiquated or obsolete. He is the God of the past, present and future. God is not only up to date, He is decidedly futuristic. No change that will ever occur will take God by surprise or catch Him off balance. So many sincere Christians have an idea if that if a thing is modern it cannot possibly have God's approval. They think that by remaining quaint and old fashioned in their view of life, they are somehow more spiritual than others.

**c. Understand that all change is not negative, carnal or sinful.**



Although much of the change that is transpiring in the world is part of the decay to which the world has been subjected because of the Fall, not every aspect of change is negative. Many good changes are transpiring in the world too.

Some change is for the worst, some for the best. We need to prayerfully discern those changes that are able to better facilitate the spread of the Gospel and take advantage of them.

**d. Future change must be faced with faith in God, His Word, His purposes, His inevitable triumph, and His manifest Kingdom.** (Rom 8:28)

Someone has rightly said of God, that history is His-story. The sovereign God of the universe is in total control of the unfolding saga of human history. The Bible predicts that in the last days there will be many fearful changes in the world and a general deterioration of life, morals and standards. But the unveiling of God's glorious kingdom will ultimately eclipse all the gloom and despair that may fill the earth before the Return of Christ. Whatever ill the future may bring the ultimate reality will be the unveiling of God's eternal, glorious kingdom.

**e: We must be steadfast, yet flexible, like a tree. Psalms 1:3**

3 *And he shall be like a tree planted by the rivers of water, that bringeth forth his fruit in his season; his leaf also shall not wither; and whatsoever he doeth shall prosper.* (KJV)

A tree that is planted by the water develops a deep and powerful root system that tends to make that tree unmoveable. But its trunk and branches remain flexible and pliable, able to bend with the strong winds that may blow against it. This is how we must be, and how we must face the winds of change that blow against us. Solidly anchored into God's Word by a powerful root system yet with branches that are always supple, pliable and resilient.

## **7. LEADERSHIP AND CHANGE.**

**a. Leaders must recognise inevitable needs for legitimate change.**

Leaders are responsible for some degree of prophetic insight into the future. One vital aspect of all effective leadership is the ability to foresee future trends and formulate appropriate strategies. Many businesses have failed through a lack of this ability and many churches and ministries have missed opportunities to achieve great things because of an inability to foresee the future or an unwillingness to act on prophetic insight.

Though the sons of Issachar were few in number they played leading role in the life and movements of their nation, because they "*understood the significance of their times and knew what Israel ought to do.*" 1 Chr 12:32

32 *And of the children of Issachar, which were men that had understanding of the times, to know what Israel ought to do; the heads of them were two hundred; and all their brethren were at their commandment (KJV)*

In Numbers 10:14,15, we discover something interesting about the “sons of Issachar” and the place they occupied in the journeyings of the children of Israel. Whenever that nation marched at the command of the Lord, they did so in a specific order. The tribe of Judah (the people of praise) always went first, leading the way. Immediately after them came the “*tribe of the children of Issachar.*” This formation reminded me of a verse in Isaiah 30:21 which says, “*Your ear shall hear a word behind you saying, This is the way, walk in it, whenever you turn to the right hand and whenever you turn to the left hand.*”

I visualise Judah, leading the nation with the praises of God in their mouths, but followed immediately by the prophetic sons of Issachar who gave directional commands to Judah according to the way in which they discerned God wanted them to proceed.

In the crucial times in which we now live, the church needs prophetic guidance as to the way it should go and the directional changes that ought to be made. This guidance must come through the leadership who ought to be “*2,000 cubits ahead of the people of Israel.*”

**b. Not change for the sake of change.**

In talking so much of change and its inevitability, I must make it perfectly clear that I am not advocating change for the sake of change. I am certainly not saying that all change is desirable or profitable. I am not intimating that all churches must radically change everything and anything. No! Changes must always be initiated by God. But when He clearly indicates the need for certain changes, we must be bold and courageous to make those changes.

**c. Some change is for the best, some for the worst.**

Change is an extremely powerful force that is sweeping through our contemporary world. Sir Harold Wilson, a former Prime Minister of Great Britain made a prophetic speech some years ago. He spoke of “The winds of change that are about to sweep the world.” Probably even he did not realise how accurate and meaningful that prediction was, for since that time enormous, irrevocable events of change have transpired around the world. Much of it has been hurtful and detrimental. Many other changes have been positive and beneficial. Change, for better or worse, is inevitable. None but God can halt the tide of change. Many more things will change in our life time. We must stay in tune with God to ensure that the changes in which we are involved are for good and not bad.

**d. Prayerful consideration must precede any change.**

We should never be too eager to change without prayerful thought and consideration. Any prospective changes should first become the subject of earnest prayer for guidance. Once God gives a green light in answer to much prayer we must continue prayerfully, only initiating those changes that He clearly intimates.

**e. Unity of hearts and minds must precede it. Acts 15:25.**

The early church were faced with the challenge of many changes all of which they firstly made the subject of intense prayer. They also brought such issues to a forum of apostles, prophets and teachers in order to gain their united consensus.

Such a situation evolved in Acts 15 concerning the great issue of circumcision or non-circumcision.

V.25. says, *"It seemed good to us, being assembled with one accord."*

V.28. *"for it seemed good to the Holy Spirit, and to us, to lay upon you no greater burden than these necessary things."*

Firstly they sought the mind of the Spirit and then they sought a united consensus of those gathered for this purpose. They were not willing to take any steps or make any changes unless they had a unity of heart and mind on the subject.

**f. Teaching and explanation must be given.**

No radical changes should be thrust upon people without first taking the time to teach and fully inform them of all the ramifications involved. Change should never be undertaken lightly. It should never be initiated by the decision of any one individual. The decision to make far reaching changes should be a corporate one reached amongst the multitude of counsellors.

**g. Necessary change must be effected with wisdom and courage.**

Once a firm decision has been taken in respect of proposed change, the decisions should be implemented with great wisdom and courage. Initiating change usually requires considerable courage and much wisdom.

**h. Healthy change usually comes transitionally, in phases.**

Occasionally change is ushered in like a whirlwind, but this is not usually the case. More frequently it occurs in stages that are achieved progressively.

Healthy growth involves transitional change, e.g. healthy children grow steadily but consistently.

**8. CHURCH GROWTH AND NECESSARY CHANGE.**

**a. Church growth will inevitably involve changes. Acts 6:1-7. Acts 15.**

Growth always involves processes of change. It cannot occur without doing so. As a living creature or being grows, it changes. This is inevitable. Any child is a wonderful example of this. In some ways a parent may be sorry to see their child growing out of the baby stage. But

actually, any parent would soon become alarmed if those natural changes did not transpire. Growth and change are normal. Lack of them are abnormal.

**b. If your church is not growing, some things probably need to change.**

Growth is a normal process of any living being. If no growth occurs, something is radically wrong. The condition is sub-normal and needs to be open to appropriate changes that will stimulate growth. We may offer all manner of excuses and even reasons for lack of growth. Some of those reasons may be valid, but often they are really excuses for our unwillingness to face reality and to take the necessary steps to stimulate growth.

We must be willing to ask ourselves some searching questions like :

- Is the church functioning and growing as it ought to do?
- Is there any room for improvement in the effectiveness of the church?
- What are some of the things that are retarding or preventing growth?
- How can we rectify those problems?
- What changes could be made to improve our effectiveness?
- Why have we not already made those changes?
- How can we modify our attitudes and effect the necessary changes?

**c. Some changes stimulate growth.**

There are frequently numerous changes, not necessarily radical, that can immediately stimulate growth. For example, a change of venue, moving into a facility that is more accessible, can initiate growth. A change in the emphasis of our preaching can sometimes bring growth.

**d. Some changes are often needed to sustain growth.**

Many churches have a problem because of inadequate follow up programs. They are like fishermen with holes in their nets. A number of fish are caught in the net, but soon escape again through those holes. The solution for this is to train numbers of people in effective methods of follow up through which every new visitor to the church, and certainly everyone that makes a commitment to Christ, is faithfully and effectively followed up. Teaching programs for new believers must be conducted.

**e. Changes will transpire as a result of growth.**

One of the greatest changes that transpired in the early church is recorded in Acts 6:1-7. It came as a result of a crisis occasioned by rapid growth. Some of the new believers were being neglected by the ministration of the church. The solution was provided by the appointment of deacons and the introduction of delegation of duties.

**f. The Church must be in step with God's purposes.**

The most important changes that must be made to promote healthy growth are those changes needed to bring us into step with God's present purpose. Find out what God is wanting to do, and do it with Him.

## **9. EFFECTIVE CHANGE MUST BE INITIATED BY GOD.**

### **a. Clearly indicated by God.**

All legitimate changes in the work of God should be initiated by God Himself.

In fact, everything we "do" for God should be "birthed" out of our relationship with Him. I am convinced that there are many leaders "working for God" on projects that He has never initiated. So our tasks and ministries should be birthed by God and so must any changes that we may make in the performance of those ministries.

### **b. Confirmed in God's Word - often by principles.**

Before we embark on the path of change we must get solid confirmation through the Bible, the Word of God. We will frequently find that the Bible does not specifically mention the particular subject in which we are interested. However, it does deal with parallel and similar subjects and thereby gives us certain principles that we may apply to the subject in hand.

In doing so we must approach the Bible honestly and openly. Not endeavouring to make it say what we want it to say which is called "*handling the Word of God deceitfully.*" (2 Cor 4:2)

### **c. Confirmation of several mature leaders.**

(Divine guidance should always be confirmed by your "brethren")

We should always seek the guidance of spiritually mature peers. The Bible tells us that "*there is wisdom in the multitude of counsellors.*" (Prov. 11:14; 24:6)

You ignore the wisdom and advice of your counsellors at your own peril.

### **d. Circumstantial indications.**

Once you have begun to move into the processes of change you will discover that circumstances begin to transpire that are circumstantial, i.e. they fall into place, in harmony with the path you have taken. God begins to supply the specific needs. He brings along the right people. Things begin to happen that seem to be coincidental, but they are really God-incidental. God orders the accompanying circumstances of your situation to harmonise with the plans on which you have embarked.

## **10. THE PROCESS OF CHANGE.**

Changes initiated by God usually occur through processes of transition.

18 *But we all, with open face beholding as in a glass the glory of the Lord, are changed into the same image from glory to glory, even as by the Spirit of the Lord.* 2 Cor 3:18 (KJV)

Isa 28:10

10 *For precept must be upon precept, precept upon precept; line upon line, line upon line; here a little, and there a little:* (KJV)

Nothing is gained by undue haste. We should never rush into making changes without due prayerful and careful consideration. Once we are thoroughly convinced of the need for changes we must then undertake them with courage and boldness.

**a. Change is always a challenge.**

Change challenges our security, traditions and our comfort zones, our faith and vision. For some people, conservative and cautious by nature, it is a much greater challenge than for others who are naturally more adventurous and impulsive. Nevertheless, it always constitutes a challenge and we must not be surprised or disconcerted by this. We must boldly face the challenge.

**b. Recognise its inevitability in every area of life.**

Isa 43:18,19 *“Remember not the former things, neither meditate on the things of old, Behold, I will do a new thing, now shall it spring forth.”*

We cannot escape from the inevitability of change. It is transpiring in every area of life around us. It is unrelenting in its process. We may not like many of the changes, but they are happening anyway. What we must determine is how we should face their challenge. What does God wants us to do in the light of the tremendous changes taking place around us? He certainly does not want us to pretend they are not happening. We must face up to reality, but we must face it in the wisdom, faith and power of God.

God is not surprised or disadvantaged by the changes. He is not taken unawares by it. He will use all things to the ultimate advantage of His Kingdom purpose. *“All things are working together for good to those that love God and are called according to His purpose.”* (Rom 8:28)

**c. The challenge to change creates crisis.**

The Chinese word for crisis is composed of two characters. The first is “danger” and the second is “opportunity.” I believe that this is an accurate picture of what crisis truly represents. Firstly there is a prospect of danger which must not be underestimated. However, if we face that crisis with the right attitude it usually presents some tremendous door of opportunity. It is frequently in the context of solving a potential crisis that we experience our greatest achievement.

**d. Fostering the right conditions for change.**

The vision must be clear, not fuzzy.

It should be ‘spelt out’ clearly and fully.

The implications should be prayerfully considered and fears allayed.

The ministry team should be genuinely convinced and excited.

Persons of maturity should confirm the vision.

Test it before making total commitment.  
Adjust it whenever and wherever necessary.

**e. Enlist the right personnel.**

Eventually and ideally, you want everyone to become actively involved, but this will not usually happen at once.

- Commence with the visionaries.
- Convince the facilitators.
- Inspire and recruit the functionaries.
- Include the participators.

**f. Earnestly encourage ownership of the vision.**

Explain the purpose and objective thoroughly.

Keep everyone well informed.

Involve the body of people in discussion and planning.

Be open and adaptable to possible need for changes.

Keep their role and involvement constantly before them.

Give due recognition and appreciation whenever appropriate.

**g. Transition often occurs in stages. Phasing out, and phasing in.**

Isa 30:21 *“You shall hear a word behind you saying, this is the way, walk in it.”*

Isa 28:10 *“Precept upon precept, line upon line, here a little and there a little.”*

The journey into change and transition is very much a walk of faith. Changes introduce elements of uncertainty as we tread new pathways. Faith is like that too. Paul says, *“For we walk by faith and not by sight.”* (2 Cor 5:7) The walk of faith is often a step by step experience. We take one step in obedience and as we fulfil that the next step opens up before us. Since the process of change is an exercise of faith, it often follows a similar pattern.

**h. Monitoring the results.**

Change is meant to increase effectiveness and productivity. It is meant to achieve positive results. So, we must consistently monitor the results to make sure that this is happening. If those changes effected are not producing the desired result they may need to be modified.

**I. Adjusting the application.**

Never be afraid to make necessary modifications to the changes implemented. This is certainly not an indication of failure. It is necessary to have the plans and changes in motion before you can effect the necessary adjustments. In aeronautical terms this is called “in-flight modification.” Once you are up and moving you need to make certain directional adjustments. But if you never get the plans in motion, you are not going anywhere.

**j. Achieving the objective.**

Change is only valid if it achieves the desired results.

Certain changes are forced upon us and we have no power to resist or stop them. However, we are talking about the kind of changes that are purposely initiated. Such change should only be embraced if it will achieve positive results and fulfil a productive purpose. Change for the sake of change or to be different can often be detrimental.

What I am advocating is the foresight, initiative and courage to undertake changes that are necessary and fruitful. We want to change certain things for good, valid reasons. We want to become more effective. We want to achieve more fruitfulness. We want to be more relevant in our community. We want to be used by God to a greater degree. We want to achieve the objective that God has set for us in life.

The fact is that if all this is not happening right now, then some things need to be changed. Most of us need to be changed in order to be the person that God has truly planned for us to be, but if we are closed to all change, it may never happen. There is no virtue in continuing to do things a certain way because “this is the way we have always done it.” Neither should we be content merely to maintain the status quo. We have been created and redeemed for higher things. Let’s move on through the processes of change and transformation that will bring us into those things.



## 11. THE KINGDOM CHANGE.

### **The arrival and establishment of God's Kingdom Rule on earth will occasion more change and transformation than any event in global history.**

It is also true that the lead up to that most momentous event will cause more changes than have been experienced in any period of human history. A shaking is taking place throughout the world as God predicted it would.

*"Yet once more I will shake not the earth only but the heavens...signifying the removing of those that are shaken, as of things that are made, that those things which cannot be shaken may remain...wherefore we shall receive a Kingdom which cannot be moved."* (Heb 12:25-28)

The shaking that God predicted is occurring now and will become more intense as the Day of the Lord approaches. Everything on earth will be shaken and the heavens too will be shaken. Within the context of this shaking, the Spirit of God will be moving in the earth in a greater measure and God will be accomplishing unusual and mighty things in the lives of His people. We must not allow our attention to be directed to those things that God is shaking but to the Lord Himself. He is the source and instigator of the changes that are to happen in the church and in His people. As we steadfastly keep our eyes, our attention and our faith upon Him, He will transform us by His Spirit to become His special people for that day and hour.

*"But we all, with open face beholding as in a mirror the glory of the Lord, are changed into the same image, from glory to glory, as by the Spirit of the Lord."*  
Cor 3:18.

At this present time those who are yielded to God, and to His purpose for their life, are being changed into His image by the Spirit of the Lord. This is a process of change that transpires little by little as we consistently behold God as in a mirror. The climax of this gradual transformation will be effected when finally we see the Lord face to face.

*"When He shall appear, we shall be like Him, for we shall see Him as He is."*  
1 John 3:2.

The Greek New Testament has several words that are translated "new" in our English version. Two of the most frequently used ones are "neos" and "kainos." Though both are translated "new," their meanings are considerably different.

Neos means new in the sense of recent origin. Something in original condition, neither used nor worn. An illustration of this might be that of a motor vehicle right off the assembly line. No one has yet driven it. No one has even sat in it. It is absolutely brand new.

Kainos is a word that describes something that has been restored to its as new condition. The illustration of this might be of an old car that has been lovingly and carefully restored so that it is as good as new. It looks new. It functions as good as new. But it has actually been renewed to that condition.

This is a word that is frequently used in the New Testament. For example Peter says, *“Nevertheless we, according to His promise look for new heavens and a new earth.”* (2 Peter 3:13) The word employed here is “kainos” signifying that the heaven and earth of which God speaks, is not new in the sense of another, different heaven and earth. It is the same, original heavens and earth that will have been freed from the curse and lovingly restored to their “as new” condition.

Nevertheless, tremendous changes will take place when this happens. The most dramatic and amazing changes that mankind has ever witnessed. Sensational transformations will transpire that will stagger the human imagination as the Lord declares, *“Behold, I make all things new.”* (Rev 21:5)

My friends, tremendous changes lie before us, many of them very difficult to accept. But many other changes lie ahead that will be gloriously achieved by the sovereign hand of God. Changes that will transform this planet into a virtual paradise over which God will directly rule through the Kingly reign of Jesus Christ. So we need to “fasten our seat belts” and boldly confront the changing future, for out of these earth shaking changes, the Kingdom of our God and His Messiah will emerge.

## **12. IT IS RARELY TOO LATE TO CHANGE.**

Although many leaders, for a variety of reasons, have steadfastly resisted change, it is rarely too late to change.

- Change is inevitable.
- Change is transpiring everywhere in the world.
- Much change is good and enriches productivity.
- Resistance to change often emanates from self centred pride.
- A lack of change sometimes indicates the presence of death.
- Progress and improvement can rarely occur without change.

**Changes should be initiated by the leadership.  
Rise up and confront the challenge to change!**

## **A CHECK LIST FOR CHANGE.**

### **1: WHEN IS CHANGE DESIRABLE?**

When honest examination reveals areas of effectiveness that should be improved.

### **2: WHEN IS CHANGE NECESSARY?**

When no real growth or progress is being made and some basic things obviously need to be changed.

### **3: IS CHANGE ALWAYS NECESSARY?**

Changes are usually necessary at regular intervals because we live in a changing world with which we need to keep pace. People are conditioned to certain things and can only "hear" us when we communicate in the appropriate language and mode.

### **4: WHEN MIGHT CHANGE BE INADVISABLE?**

If something is working effectively at the peak of its potential and honest examination reveals that there are no areas that can be improved by modification or change, then change would be inadvisable.

### **5: WHAT KIND OF CHANGES ARE ADVISABLE?**

Changes that increase effectiveness and efficiency.  
Changes that bring our activities up to date with our environment.  
Changes that improve harmonious relationships.  
Changes that increase growth and productivity.

### **6: WHAT IS THE PROCESS OF CHANGE?**

The process of change usually involves certain basic factors :-

Honestly examine the current situation.  
Recognise and acknowledge any aspects that could be improved.  
Give prayerful and positive consideration to possible improvements.  
Introduce creative thinking patterns.  
Infuse enthusiasm for effective and productive changes.  
Initiate positive changes.  
Confirm and consolidate the new direction.

### **7: IS CHANGE ALWAYS PAINFUL?**

Change is invariably but not inevitably painful. Most people prefer the security of the known and familiar.  
Change thrusts us into the unknown and untried.  
Change makes extra demands upon people.  
Changes introduce elements of risk.  
Introducing positive changes usually increases our work load.

**8: HOW CAN WE MINIMISE THE PAIN OF CHANGE?**

By ensuring that everyone involved thoroughly understands the benefit of the changes.

By conferring with everyone affected, through the thinking and planning stages.

By "looking before you leap." Responsibly consider the probably effects.

By endeavouring to help everyone feel they are part of the change.

By effecting the changes together with other responsible persons.

By effecting the changes with careful confidence.

By monitoring the transition for possible modifications.

By keeping everyone informed of improved performance as a result of the changes.

# **You can be a Real Winner**

**A simple, step by step Course  
in Personal Evangelism and  
How to share your faith  
and win others to Christ.**

**“Whoever wins souls  
is  
WISE”**

**Proverbs 11:30**

# You can be a Real Winner

## Basic lessons in Soul Winning

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## **Introduction**

Rev Gerald Rowlands, the author of this manual, has been a minister of the Gospel for some forty years. During this time he has served as a Pastor, Evangelist, Bible College Principal, lecturer, missionary and writer.

Throughout this time, his ministry has maintained a consistent emphasis on evangelism, including the personal style of evangelism set forth in this manual. So the teaching is not theoretical or hypothetical in nature. The principles have been imbibed in the laboratory of life and practised there. Throughout his Christian life he has practised the principles that he shares in this teaching manual. He has experienced the joy and fulfilment of leading many others to Christ in numerous parts of the world. Many of those he has won are now in the ministry too.

In “You can be a real Winner.” Rev. Rowlands shares much of his experience in ten basic lessons. The book is primarily written as a training manual to be used in local churches. The ideal situation for its use is in a discipleship framework in which a proven soul winner may instruct and train others to effectively employ these pragmatic and effective principles.

I would suggest that a course should be conducted in ten sessions. The format might be:-

**a. Prayer.**

Seeking God fervently for His help in imbibing and practising these principles.

**b. Instruction.**

Using inter-active teaching principles to adequately expound each lesson.

**c. Workshop inter-action.**

In which students may “practice” on each other, the principles learned.

**d. Real life usage.**

All students are inspired and encouraged to use the principles to witness to non believers, endeavouring to win them to Christ.

**e. Fraternal fellowship.**

In which each member reports to his colleagues on his efforts in the field. Each to inspire and encourage the others to keep up the good work.

The manual is offered with the sincere prayer that every reader may become a faithful and effective Soul Winner for Christ.

## Chapter One

# THE WISDOM OF SOUL WINNING

***“Christians are the most blessed  
and privileged people on earth.”***

**Blessed** to be reconciled to God through Christ.

**Privileged** to be able to bring others into that same relationship.

Many of us are also amongst the wisest people on earth too, although this may not always be obvious, particularly to our unsaved colleagues and peers. It is frequently true that we are lacking in some areas of natural wisdom. Jesus Himself said that "The children of this world are wiser ***in their generation***, than the children of light" (Luke 16.8). He was emphasising the obvious fact that many people in the world are a great deal wiser in some things than are many Christians. However, their greater wisdom has a serious flaw. It is a wisdom limited to this life, i.e. they are wiser, ***in their generation***, than are many children of light.

We Christians may not always be as astute as we ought to be, but we will ultimately be proven to be wiser than our unconverted peers, for eternity will declare that our wisdom was not limited to time or to this present life. It will be seen to be a wisdom that took account of eternity. It will be obvious that we have made some quality decisions that impacted favourably on our eternal future.

**The first and greatest of these decisions was to surrender to the Lordship of Christ.** This is what the Bible calls "*being made wise unto salvation, through faith that is in Christ Jesus.*" (2 Tim. 3.15).

***We are Ambassadors for Christ.***

***We represent Him wherever we are.***

The second great decision we may make is to become an ambassador for Christ and to determine to faithfully represent Him wherever we may be, to whomever we may meet. This involves our Christian character and life-style as we faithfully live out the principles of our commitment. It also



involves speaking about Christ, confessing our allegiance to Him, and giving witness about Him to others. Telling them why Christ came into the world and what He has accomplished on their behalf. In this manner we become His witnesses. We are numbered amongst those who make Christ known to their fellow men, and endeavour with God's help, to bring them to a saving knowledge of Him.

All who make this decision and follow it through with determination, are among those of whom the Bible says, *"He that wins souls is wise."* Witnessing to others and bringing them to a knowledge of God's saving grace is one of the greatest thrills that this life can afford. Seeing people's lives changed and transformed is both exciting and rewarding beyond description. It is a calling and a ministry that is open to every believer. None need be denied the joyous privilege. Certainly **you** can be counted amongst this special company. The very fact that you are reading this book indicates your interest in this ministry and I am confident that as you read and study these pages your desire and ability to serve God in this way will be increased and enhanced.

It is now more than forty years since I personally first came to a saving knowledge of Christ. It was immediately after this that I began to tell others of my own experience and I can still vividly remember the excitement and thrill of seeing many people accept Jesus as Saviour and Lord. How rewarding it was to see them begin to grow in their new found faith. How fulfilling to see them also begin to bring others to Christ, and to witness the impact of the Gospel touching and changing lives. After all these years the thrill remains. It is still amongst the greatest experiences one can have. To see lives impacted and transformed through God's Grace, and to witness the ongoing triumph of the greatest story ever told. Let us consider together the wisdom of Soul Winning.

## **TAKE THE POSITIVE APPROACH**

As we consider the implications of this exciting ministry I want to encourage you to approach it in a very positive manner. Believe that everything that the Scriptures say on this subject apply to you personally. There is no legitimate reason why **YOU** may not be successful and effective in this ministry. Every possible objection you may raise has an answer and a solution in God. There is no hindrance that He cannot overcome. If you are willing, God will help you overcome every obstacle that may threaten to hinder you. He will take your willingness and determination and transform it into Soul Winning success. Through your life and witness many will be turned to salvation and the Kingdom of God will be greatly enlarged.

In the natural, the single most powerful factor required for accomplishment and success is the faith factor. Quiet confidence and positive expectation are vital and indispensable keys to accomplishment and success. If you do

not believe that you can do a certain thing, the indications are that you never will. Success never comes to the unwary. People almost invariably get what they expect from life.

***Positive anticipation always  
precedes personal accomplishment.***

This is as true in Soul Winning as in any other area of life, for it is an unchanging law of life that "You reap whatever you sow." If you sow whilst harbouring negative thoughts of doubt and pessimism in your mind, you will never reap a positive, effective, and fruitful harvest.

So, as you read these chapters, be positive and confident that God is going to use you in a remarkable way to win other persons into His kingdom.

Remember that God is with you!

He has commissioned you. He wants you to succeed.  
God is going to accomplish His purposes, and if you are willing, He will accomplish them through YOU.

The Holy Spirit of God is working within you now. He will guide you to the very people to whom God wants you to speak. He will put the right words into your mouth. He will empower those words with authority and make them powerfully effective. The Holy Spirit will bring all things to your remembrance at the right time and for the right occasion. He will give you insight into the needs of the people to whom you witness. You will find yourself speaking words of wisdom that you did not prepare or pre-meditate. It is the work of God that you will be involved in and if you are a willing channel, He will flow through you to accomplish His purpose.

## **A WORD TO THE WISE.**

To some degree wisdom is a matter of choice

***If you have a little wisdom,  
you can choose to become wiser  
because the process of growing in wisdom  
involves making right choices.***

Solomon was aware of this when God appeared to him one night in a dream and said, "ask what I shall give you." (1 Kings 3:3-15). What an opportunity! Solomon could have asked for whatever his heart desired but he used the little wisdom he possessed to acquire more. He humbly requested "an understanding heart" in order to rightly judge the affairs of his people and properly discern between right and wrong as he sought to rule over them.

In the pages of this book you will discover opportunities to make some right decisions that will prove to be extremely wise. Decisions to serve God with a new zeal and determination. Decisions to redeem the time by using every opportunity to share your Faith and thus influence others towards God. As you commence this new walk God will continually add to your wisdom. You will learn so much more about God and your fellow man than you ever knew before. You will acquire more and more wisdom and you will take your place in the ranks of those whom God considers to be wise. For in His estimation, "he that wins souls is wise."

## **WISDOM AND SOUL WINNING.**

***"The fruit of righteousness is a tree of life; and he that wins souls is wise."*** (Prov 11:30).

Wisdom and Soul winning go together because-

The Wisdom of God is indispensable in the winning of souls. We could never hope to win people to Christ using our own natural wisdom. "The natural man (mind) receiveth not (does not understand) the things of the Spirit, they are foolishness to him, neither can he know them for they are spiritually discerned." (1 Cor 2:14).

So, whenever one brings someone to Christ, they are doing it by the wisdom of God, —the wisdom of God is operating through them.

## **Why is the soul winner said to be wise?**

1. Because he is obeying the Commandment of the Lord. The final command that Jesus gave before ascending into heaven has been called the "Great Commission." It constitutes the Church's marching orders, sending believers into all the world to share the Gospel with every person.
2. The Wisdom of God is manifestly working in those who successfully bring people to God, for such a task could never be accomplished through human wisdom.
3. The Soul Winner is becoming more Christ-like in the process, because Jesus Himself was the greatest of all Soul Winners.
4. The power of Christ is at work in the Soul Winner. Jesus told Peter, and his companions *"Follow Me and I will make you fishers of men."* (Matt 4:19). In every Christian who is consistently witnessing and winning souls, the power of Christ is at work. Jesus is working within them, doing what he said He would do, - making them fishers of men!
5. The Soul Winner is wise because he is working, not only for time, but for eternity. He is "laying up treasure in heaven." The results of his labours will not only benefit him to the end of his days, they will follow him into eternity.
6. He is performing a task that the wisest (non-believer) in the world could never accomplish. This makes him wiser than any non-believer in the world.
7. The Soul Winner is earning the undying appreciation of every person he reaches with the Gospel, for that person has been rescued from the power of Satan, Sin and Eternal Death. They have been brought into eternal fellowship with God.
8. Soul Winners are wise because they have won the eternal commendation of the Heavenly Father and brought everlasting delight to His heart.

The Scriptures make it abundantly clear that God holds Soul Winners in a special esteem. This alone should fill us with a powerful desire to be a Soul Winner, but there are many other reasons also and we shall discover them as we continue our study.

Remember,

# They that win Souls are WISE.

## Chapter Two.

### WHAT IS A SOUL WINNER?

The Bible clearly shows that it is God's desire and intention that every Christian should give witness to their faith and win others to Christ as a result. Sadly we must admit that this is not always the case and that there are millions of Christians who do not win others. If this were not so the whole world may well have been won to God by now. At a later point in this study we shall look at some of the reasons why many do not share their Faith and how these objections or fears may be overcome. Meanwhile let's ask ourselves:

#### **"What is a Soul Winner?"**

##### **1. A Soul Winner must be "born again".** John 3:3.

**A Soul Winner is a Christian, with a genuine experience of salvation through faith in Christ, and a solid assurance of having been "Born Again," by the Spirit of God.**

Unless this is true, the would-be witness has nothing to share. Until we have personally experienced the living reality of salvation ourselves, we have nothing to offer to others that is of any value. However, once we have believed and received Christ, God expects us to begin immediately to confess our faith to others and to make every endeavour to lead them into a like experience.

This is beautifully illustrated in the story of the Gaderene in Luke 8:26-40. This dramatic narrative tells of a man "filled with devils", who came into a powerful confrontation with Jesus. He was dramatically delivered from his tormentors and in V.35. we see him "*sitting at the feet of Jesus, clothed and in his right mind.*" He eagerly requested that he might remain with Jesus, perhaps hoping that he might be allowed to travel around with Him, but Jesus replied,

***"Return to your own house, and show  
what great things God has done for you."***

The "Woman of Samaria," is also a classic example of a person becoming an effective witness immediately after her own meeting with Jesus. (John 4:1-42). Right after He ministered into her life she immediately returned to

her village and began to urge her peers to "*Come, see a man who told me all the things I ever did, is not this the Messiah?*" The immediate result of her witness and testimony was that "*many of the Samaritans of that city believed on Him because of the testimony of the woman*" (V.39). They in turn urged Jesus to remain in their village for a further two days and "*many more believed because of His own word*" (Vs.40, 41).

## ***2. A Soul Winner "feels" the Burden of the Lord***

**He cares for lost humanity and shares with God His desire to see all men come to a knowledge of the truth as it is in Christ Jesus (1 Tim 2:4).**

As we begin to grow in our relationship with God, He begins to share with us His heart and we start to become burdened with those things that burden Him. Through the intimacy of prayer, communion, and fellowship with God, we begin to develop a new sensitivity to life and people. Our old ideas and outlooks are discarded and we begin to "see things as God sees them, and feel things as He feels them." The fact is that God's nature and character are becoming intertwined with ours. We are beginning to grow up into His image and likeness.

One of the many results of this new spiritual growth is that we now see people in a different light. We have a new perspective, a new view of them. Whereas previously we may have scarcely spared a concerned thought for some person, now we see that same person as Jesus sees them. We feel for them as He feels for them. We have compassion on them, as He has compassion on them. And we begin to reach out to them in order to share with them the Good News of Redemption through faith in Christ.

We also begin to pray and intercede for lost mankind. Not out of a sense of legal or religious obligation, but because the life and nature of Christ is now inside our minds and hearts. We ache when we see people separated from God through their sins and iniquities. We yearn over them, longing to see them come to a knowledge of the Truth. We earnestly desire to see them brought "*out of darkness, into the glorious light of the Gospel.*"

## ***3. A Soul Winner purposefully looks for opportunities***

to tell others of Jesus and the wonderful salvation available to all who trust in Him.

A true Soul Winner not only makes the most of every opportunity to tell others of Christ, he actually **makes** opportunities to do so. His main purpose in life is to share the Gospel and lead men and women to the saving knowledge of Christ. Consequently he organises his life around this main premise. He may be a successful businessman, but his real business in life is to make Christ known. His business is a means of supporting him and his family, but his real purpose in life and the consuming passion of his heart, is to actively engage in the greatest business on earth, leading people to Christ!

Eager as this person is to share his faith, he does not rush around madly, confronting every person he meets with the claims of Christ. He prays each day that the Holy Spirit will bring men and women into his path who need to hear about Jesus. Then he stays alert and watchful for the opportunities that the Spirit will engineer. The Soul Winner listens to the Holy Spirit quietly whispering into his heart, "here is a person who needs to hear the Good News." As we quietly and patiently listen to the voice of the Spirit in our heart, He will inspire us with the very words we should speak. He knows the heart and circumstances of all men and shares with us the appropriate manner by which to open up the conversation to the things of eternity.

#### ***4. A Soul Winner deliberately testifies to others,***

sharing with them his experience and endeavouring to bring them into that same wonderful relationship with Christ. Many sincere Christians never undertake the task of Soul Winning because they mistakenly feel that they need to have an extremely wide and comprehensive knowledge of the Bible and associated subjects. They mistakenly believe that one needs a seminary education in order to bring others to Christ. However this is not the case. The most effective tool that any Soul Winner possesses is their own testimony. Sharing the story of what happened to their life when Jesus came into it, is an extremely powerful and effective means of convincing others of the reality of the Gospel. We have seen that this is what Jesus told the Gaderene demoniac to do, "*Go home and show, tell, share, with everyone, what great things God has done for you.*"

The great Apostle Paul obviously understood the effectiveness of personal testimony. As we follow his journeys in the New Testament narrative, we frequently hear him sharing his personal testimony. He did so before Felix (Acts 24:1-23), Festus (Acts 25:1-9), and Agrippa (Acts 25: 13-27; 26:1-32).

Paul was an extremely eloquent person, well educated, schooled and skilled in the principles of oratory, and a great preacher, yet he constantly used the plain narrative of personal testimony, telling exactly what happened to him during that life changing journey to Damascus (Acts 9:1-19). There is something basically and powerfully persuasive in the telling of one's personal experience. We will look at this in some detail later in this study.

#### ***Billy Graham's inspiring example.***

I still vividly remember a great privilege I enjoyed many years ago. I was preaching to several hundred young people at an Easter Camp on the Gold Coast in Queensland, Australia in 1959. It so happened that Dr. Billy Graham, who was conducting huge Evangelistic Crusades in Australia, had come to the Gold Coast with his team for a brief holiday. One of his top executives came along to the camp where I was speaking and as a result I was invited to the hotel to share a meal with Dr. Graham and the team that

included such wonderful people as Cliff Barrows, George Beverly Shea, Walter Smythe, and others.

The thing that impressed me more deeply than anything else was a "pep talk" that Dr. Graham gave to the team in which he strongly exhorted them to be sensitive to every opportunity to witness for Christ on a personal basis. He said the fact that they were on a few day's holiday did not mean that they should not continue to be spiritually alert to opportunities to make Jesus known. He also added that although they were seeing record crowds attending the great Evangelistic Rallies this did not mean that they should neglect the commission to pursue their calling to the ministry of personal evangelism.

The following week I was back home in Sydney and Dr. Graham was preaching at the Sydney Cricket Ground each night to record crowds. He had invited me to join him on the platform, which I gladly did. I vividly remember sitting just behind him as he preached his great sermon on "The Home." Many hundreds came forward that night as he gave the appeal. It was an occasion and an experience that indelibly impressed itself on the mind of this, at that time, young preacher. When I spoke to him later and mentioned how deeply impressed I was with all that was happening in the Crusade, he humbly replied that it was not his doing, but the sovereign work of the Holy Spirit. He modestly refused to accept any credit or any glory, attributing everything to God and His gracious Spirit.

Nevertheless, the occasion I remember even more vividly than the great gathering of some 60,000 people, was in the relative privacy of the hotel in Queensland. Away from the great crowds and the public eye, on a well earned break from a very hectic and demanding routine, yet still dedicated to a calling and a ministry to share Christ on a personal level.

## ***5. A Soul Winner can lead people to Christ***

A Soul Winner not only testifies to others of their own personal experience of salvation, they also actively endeavour to lead the person to Christ, seeking to pray with them and having them verbally confess Christ as their Saviour and Lord.

One of the main things that inhibits and hinders prospective Soul Winners, is not knowing how to go about this task. This is something that can be rectified with some basic training in the art of bringing people to Christ, and the lessons in this book can certainly assist to that end. There is little purpose in demanding that Christians should bring others to Christ, unless we are prepared to offer the guidance and training that will enable them to do so.

If a person is genuinely ignorant about how to perform a particular function, this will undoubtedly restrict them from trying to do so. However, the reverse is also true. Once they discover how to do something and are



successful in performing that particular task, an enthusiasm develops and they become eager to do it again. Sometimes their enthusiasm becomes almost insatiable. They want to be doing that task all the time. May God grant that these brief studies may have that effect on our readers. May the Holy Spirit raise up an army of trained, skilled, enthusiastic witnesses who will make Christ known and lead multitudes to Him.

### **SEVEN REASONS WHY WE OUGHT TO WIN SOULS.**

1. Jesus has commissioned us to this vital ministry (Acts 1:8).
2. He is our example and role model.
3. He has filled us with the Holy Spirit for this purpose (Acts 1:8).
4. Soul winning was the secret of the early Church's astonishing growth.
5. We are debtors to the unconverted (Rom.1:14).
6. The day of opportunity will soon be over.
7. We will give account of our stewardship before Christ.

Remember.....

**He/she who  
wins souls  
is  
WISE!**



### Chapter Three.

## FISHERS OF MEN!

One of the analogies that Jesus frequently used to illustrate the work of Soul Winning was that of fishing. He told Peter and his companions "*Follow me and I will make you Fishers of men*" (Matt. 4:19). The graphic word that Jesus used was "**zogreo.**" meaning "**to take alive!**" Thus He called Peter, and he calls us, to "take men Alive" for the Kingdom of God.

Obviously the method of fishing in Bible days and in that culture involved the use of nets. Nevertheless there are also many lessons we can learn if we compare Soul Winning to fishing with a line and bait. Let's look at some of these comparisons.

### **1. Go where the fish are biting.**

This observation should seem to be so obvious that it would be unnecessary to mention it. No fisherman would ever waste his time and effort endeavouring to catch fish if he knew there were none to be caught. It would be like casting a line into the bath tub. You could stay there for months and catch nothing, for the simple reason that there are no fish in the tub, nor are there ever likely to be any.

However obvious this simple fact may be, there are literally thousands of sincere pastors who go fishing every week in a tub in which there are no fish. I refer to the evangelistic meetings or gospel services that are conducted regularly in churches in which no unbelievers are present. Week after week the Gospel is faithfully presented in the best possible manner. Items in song, excellent Gospel sermons, personal testimonies, all of which should be excellent bait, but all to no avail. The sinners are just not there to hear. Yet the process goes on. No fisherman would keep trying in a place where it was obvious that there were no fish to be caught there. He would change his venue, or change his method.

I have never been a avid fisherman but I do remember some occasions when as a young lad I went fishing in the local river. My slightly older, more experienced companion, had learned one or two things from which I benefited. One of the things he learned was the necessity to bring some fish into the area in which we planned to do some fishing. We would go early in the morning, before any other fishermen arrived, and we would lay a "bread bait." By the time other intending fishermen were arriving we usually had some healthy activity in the area that we had prepared. We would soon begin to catch some fish to the envy and frustration of others who were not catching anything. Some of them would wonder how we knew to fish in such a spot, but the secret was that we had prepared beforehand, making the effort to ensure that some fish were attracted to our particular spot. Some pastors should think about this and ask

themselves, "What might we do to get some unconverted people into our pond?" Or, alternatively, they might consider moving their gospel meeting to another more accessible, more neutral, and less threatening venue. Many churches have no attraction whatsoever for non-Christians. The events and activities conducted there have little relevance and hold no appeal for the uninitiated.

## ***2. Use the right kind of bait.***

Following the same line of reasoning, we need to consider from time to time if we are using the right kind of bait. I frequently ask pastors, "If you were going fishing, would you take the bait that you like, or the bait that the fish like?" Again the answer is so simple that the question appears naive. Yet the fact is that in most cases, when we Christians go fishing, we use the bait that we like and we seem to give little thought to what may appeal to the fish.

This is true whether we are fishing in the local church "pond," or whether we are engaged in some evangelistic outreach into the community. We must use the kind of bait that will at least attract the attention of the fish. This is true whether we are considering the format of gospel meetings, evangelistic outreaches, using Christian literature, music, dramas, or whatever other "attraction" we may try.

Most churches and Christians are extremely conservative and unimaginative when it comes to the right kind of bait to use. They are afraid that if we use something to which the unconverted are attracted, then it must be "worldly" or "carnal". They are convinced that they want to use more "spiritual" methods, but the sad thing is that their "spiritual" methods are frequently just not working. No fish are being caught. So we should ask ourselves if a particular type of bait is effective.

***If people are being attracted, arrested,  
and subsequently converted, then  
somebody is doing something right.***

One of the problems is that once a person has come to Christ, their new Christian activities absorb them so completely that they have no time or desire to maintain contact with their former friends and companions. They become so separated from them that they lose contact with where people are and what interests them. Many Christians become so "spiritual," that they no longer have any meaningful contact with non-Christians. Now I realise that separating oneself from the world is a necessary aspect of the process of sanctification and spiritual development, but some times we

need to consider how Jesus managed to be in right relationship with His Father and yet be the "friend of sinners." How did He manage to keep Himself spotless from the world and yet have such a life style that the "common people heard Him gladly." Wherever He went the crowds would gather and whenever He ministered to them His ministry was eagerly received.

### **3. *Don't frighten away the fish.***

Another simple lesson I learned in those boyhood days was "Don't make a noise. Don't frighten away the fish!" I can hear the whispered voice of urgency now in my imagination. It was all too easy to alarm the fish and frighten them away if one was not careful. The principle holds true with non-Christians. It is so easy to alarm them and frighten them away.

I once witnessed a "street meeting" in an Asian city. The earnest and sincere Christians had gained permission to use an amplifying system and their voices were reaching far and wide, but their tone was so harsh and condemnatory. The implication of their message was so "holier than you." They seemed to have almost a sense of delight in telling the people that they were heading for hell. But nobody stopped to listen. Nobody went over and engaged them in conversation seeking help or counsel or asking for prayer. The whole exercise appeared futile. It seemed to be a lot of noise that served only to frighten the fish away.

How much more effective it might have proved had there been tones of grace and mercy and the idea conveyed that here were a group of compassionate people who wanted to offer help and solace to their listeners. The people to whom they were speaking in that down town locale were mostly poor and depressed. The kind of people who need some joy and brightness added to their dismal existence. But the Christians were not offering that. Only a message of condemnation and the harsh, strident tones of judgement. No wonder they caught no fish that night.

There are lessons here also for the manner in which many gospel services are conducted and of the messages conveyed there. Jesus declared that He had "*not come to condemn the world but that the world through Him might be saved*" (John 3:17). How sad it is that so many of His followers do not take the same line. The people of our world need a message of hope. They need to be offered God's love, mercy and grace, rather than His judgements. A local church ought to be the brightest, happiest, most positive and affirmative place in the whole town. It should be a place towards which the average person is attracted, to which they would gravitate when needing love, understanding and compassion. The whole idea is to attract the fish, not to frighten them away.

#### **4. *Have patience, don't be in a hurry.***

The successful fisherman is not in a hurry. Patience is a vital requirement, without which no fish will ever be caught. He knows that he cannot expect to race up to a spot, cast in his line, and immediately land a fish. He must be prepared to exercise patience in order to accomplish his goal. He sits quietly on the shore or in the boat with his line in the water, waiting for a gentle indication that a fish is around. Even when he feels a quiet nibble at the bait, he does not immediately reel in the line. He continues to exercise quiet patience until he feels the insistent tug that tells him that he has a bite. Even then he must continue to exercise patience and discretion. He must not make any sudden moves or he may lose that fish more easily than he ever hooked it.

Likewise, we must never see people as a quarry or a "scalp" that we can quickly take. People are complex beings. They have complicated lives. They require careful, skilful, patient handling. Each one is a separate and different challenge. No two are exactly alike. Just as we need different bait for different fish, so we need different techniques in order to catch and land them safely. Possibly the thing we need more than anything is patience.

#### **5. *Exercise special care as you land your fish.***

Landing a fish is like making an altar call. It is equally as important as the sermon that preceded it, if not more so. Everything is wasted if we do not land the fish safely. The bait is wasted, our time is wasted, every effort has been in vain if we do not safely land the fish. The fish is more wary next time. Once the fish has taken the bait extra patience must be exercised. We should never presume anything. Rather we should concentrate wholly on the task in hand making every sensitive endeavour to ensure that the fish cannot get free from the bait. Sometimes it becomes necessary to spend twenty or more minutes just patiently "playing" the fish, waiting for the precise moment when he has wholly swallowed the bait. The same is true in the more personal —"one on one" encounters. We must be prepared to follow through until the exercise is completed. Every fisherman has had the experience of losing a fish somewhere between the hook and the boat. (Traditionally the 'one that gets away' is the biggest and best of all!)

#### **6. *Don't allow the fish to get away again.***

Every fisherman needs a "keep net" into which the fish is quickly transferred.

A good follow-up program is like a "Keep Net," in which the fish is safely held after being landed. Usually this includes introducing the newly converted person into a suitable church fellowship. Essentially a good, lively, evangelistic one and preferably one that also has a good new converts class and a system of Home Fellowships into that the newly born

child may be introduced. The new believer needs to be taught how to establish an effective prayer and devotional life. He needs to be grounded in the Word of God so that his experience in Christ is not merely emotional or sentimental.

Every new believer really needs a mentor who can disciple him in the ways of the Lord and of the Kingdom. If the one who led him to Christ is able to perform this function, this is the ideal. Otherwise they should be placed in the care of a shepherd or under-shepherd or house group leader.

He needs to be introduced to other fellow believers who live in their locality so that new relationships may be established. Should there be specific problems such as drug dependency, sexually deviate life style, alcoholism etc, then the new convert needs to be placed under the covering of a mature believer who has specific knowledge of such problems and ideally has some training and experience in dealing with them.

## **7. *Keep on fishing.***

Having successfully brought someone to Christ, don't rest on your laurels or be so busy congratulating yourself, or caring for that person, that you do not have time to reach out to other souls. Once you get into the rhythm of witnessing and winning people, keep right on going. The more people you win, the more you will want to win. The task will become increasingly easier for you. You will develop in confidence and ability. Experience will teach you many things and you will become more adept and skilful in this exciting ministry.

Remember that if you truly "follow Jesus" spending quality time with Him and earnestly endeavouring to emulate Him, He will inevitably make YOU an effective fisher of men.

Matt 4:19

**"Come, follow me,"  
Jesus said, "and  
I will *make* you fishers of men."**

(NIV)

## Chapter Four

# TAKING MEN ALIVE

In Luke 5:10 we have this exciting statement of Jesus,

***"Fear not, from now on you will catch men."***

In the Greek text the word 'zogreo' is used. It literally means, "To take alive." There is only one other place in the New Testament where this word is found and that is in 2

Tim 2:26 where we read, *"And that they may recover themselves out of the snare of the devil, who are taken captive by him (Zogreo) at his will."*

***The implication of these two Scriptures  
is that either we take men alive for Christ,  
or the devil takes them captive at his will.***

What an awesome responsibility this places on us, but what a tremendous privilege too, that we may lead men and women out of Satan's captivity and the appalling darkness of his kingdom, into the glorious light of God's eternal Kingdom.

Jesus Himself, the greatest Soul Winner who ever lived, has promised that if we faithfully follow Him, He will make us rescuers of men, plucking them as brands from the burning. Rescuing them from everlasting damnation and leading them into the wonderful liberty that is in Christ. How may we begin in this school of discipleship in that the Master Teacher will impart His knowledge and skills to us enabling us to accomplish this wonderful ministry? I believe that firstly we should seriously and prayerfully consider



## **THE AWESOME VALUE OF ONE SOUL.**

### ***1. The nature of its origin. Created in the image and likeness of God.***

Each human soul is of inestimable value because it was fashioned in the image, and after the likeness of God Himself. The imprint of God's creative genius is upon every human being. No matter how low sin may bring that soul, it is still fashioned in God's image and He places a tremendous value upon it. A value that cannot be estimated in human, material, or monetary terms. Jesus said, "*What shall it profit a man if he gain the whole world and lose his own soul?*" The clear implication of this statement is that one soul is worth more to God than the whole world. How it must rejoice His heart when we bring people back to Him through the ministry of reconciliation.

***Every person, irrespective of color, culture,  
education, social standing, success or failure,  
is of tremendous worth to God.***

They are likened to His Crown jewels. "*And they shall be mine says the Lord of Hosts, in that day when I make up my jewels.*" (Malachi 3:17).

### ***2. The duration of its existence.***

Every soul has an eternal, everlasting, never ending existence and will spend that eternity either in God's presence and under His benevolent rule, or cast away from His presence with all Christ rejecters. Since Jesus was the most remarkable being ever to walk this earth, the absolute epitome of righteousness, mercy and truth, imagine what it will be like to spend eternity in the company of people who have rejected such a person. Irrespective of what hell may be like, that will be sufficient hell, to be in the company of such people forever.

Whenever you look at a fellow human being, regardless of his condition, remember that he is an eternal being and that he will spend an awesome eternity either in God's presence, or having been banished from that presence forever. This thought alone should make us want to warn every person we ever meet to receive Christ while they can.

### ***3. The tremendous cost of a soul's redemption***

The true purpose of Christ's coming to earth was not to be a teacher or an example that men might imitate, it was to die as the Lamb of God, on behalf of, and in the place of lost and fallen man. The price that He paid in His

suffering and death, is indescribable, (beyond description) and inestimable, (beyond human value).

The height, breadth and depth of God's love for fallen man was on view at Calvary, where Christ suffered and died. God wants us to look at, and meditate upon the price that He and His Beloved Son paid at Calvary and understand that through this indescribable scene God is saying,

***"This is how much I love mankind. This is how much value I place on every human soul."***

If God could pay so great a price in order to redeem a soul, how can we refuse the meagre sacrifice required in order to tell the story of so great a love.

#### ***4. The immense battle that is waged for the souls of men.***

Many fearsome battles have been fought on this planet throughout human history but none greater than the battles that are waged continually by Satan, for the souls of men. Christ gave His life at Calvary, in order to defeat Satan, to smash his mastery, and make a way of deliverance for all who would accept it. There is nothing more that He can do, nor does He need to do more. The work of redemption was completed at the Cross. He has broken Satan's grip and provided emancipation and freedom for every soul of man. This is the Good News He has entrusted to us. The initiative is now over to us. We have the delegated authority to lead men out of the dark bondage of Satan's dominion, into the freedom of Christ's deliverance.

***Jesus gave His all for us,  
now we need to give our all to Him!***

### **HOW MAY WE ACQUIRE A CONCERN FOR THE LOST?**

#### ***1. By meditating on Christ's command.***

The final words that Jesus spoke, prior to His ascension to Heaven, constitute what we call "The Great Commission," in that He commanded His followers everywhere to GO into ALL the world, and proclaim the Gospel to EVERY CREATURE. This command has never been rescinded. Every Christian is under Divine orders. We may not all be Ministers, Pastors, Evangelists or full time Christian workers, but we are all under the Divine Commission to spread the Gospel everywhere.

**2. *By living close to Christ and imbibing His heart.***

If we live close to Christ, spending time with Him every day, seeking His mind on every subject, we will feel His heartbeat and share His concerns. Whenever we are confronted by a fellow human being in need, we need to ask ourselves, "What would Jesus do in this situation?" As soon as the response comes to our mind we should go ahead and do whatever we know He would do, for we are His feet and His hands, His servants, in this world.

**3. *Remember that people are dying without Christ and without hope.***

Each day people in our community are dying without the knowledge of Christ and His redeeming love. Try to live with this in mind when you move amongst people each day. Whenever God prompts you to speak a word to someone, try to make sure that you do not fail Him. One of the saddest experiences I ever had happened many years ago. I felt on one occasion that God wanted me to speak to a certain man about his soul's welfare and where he would spend eternity. However, I was busy and felt I did not have the time to visit him. I put it off, thinking that I would go tomorrow when I had more time available. I went to his house the following day and discovered that he had died during the night. I have never forgotten the sense of disappointment that was mine that day.

**4. *Remember that we shall all give account to Christ one day.***

It is a sobering thing to realise that one day we shall give account to Christ of our stewardship in those things that He has entrusted to us. I do not say this in a heavy legal sense, endeavouring to frighten anyone or force them into otherwise unwilling service. Rather do I think of it in terms of meeting Jesus one day in the blazing light of eternity. Then we shall understand so much more clearly than before, just how great a price He paid to redeem man and how unwilling we have frequently been to even share the message of that love. How disappointed we would feel. Possibly a disappointment we may carry for eternity!

**5. *Think of the Joy we will experience for faithful service to Christ.***

What joy and sublime satisfaction will be ours when we stand before Christ and in His presence recognise others whom we have had the joy of leading to Him. How greatly our joy will be multiplied by those who may approach us and say, "You told me of Christ's love, had you not done so, I might not be here." Our eternal reward will be at least four fold.

1. The joy of being with Christ forever.

2. The blessing of hearing Him say, "*Well done, faithful servant.*"
3. The thrill of seeing souls whom we have won to Christ.
4. Receiving the Soul Winners Crown of Joy (1 Thess 2:19).

## Chapter Five.

# A CLASSIC CASE STUDY

In the glorious adventure of Soul Winning, Jesus Himself is our finest example and role model. In John's Gospel, 4:1-42, we have the classic case study of a Soul Winning encounter between Jesus and the "Woman of Samaria." There are many helpful principles involved in His fruitful encounter with this unlikely prospect, an important one being the effective manner by that Jesus communicated cross culturally. Please read through the story in your Bible and then let's consider together some of the highlights.

### 1. PRIORITIZING DIVINE PROMPTINGS.

When John tells us that "*Jesus needed to go through Samaria.*" (John 4:4) he is referring to the influence of a Divine prompting that urged Him to do so. His desired destination was Galilee and there were actually two main routes that would take Him there. One was through Samaria and the other by way of the Jordan Valley. Although the route through Samaria was somewhat more direct, it was not one that Jews normally used because of the friction that existed between Jews and the Samaritans. Yet Jesus chose this road not because it was shorter, quicker or more convenient, but because of an inner prompting from His Heavenly Father. God had a mission there for Jesus to fulfil. God knew there was a hungry heart and many other lives that would also be influenced. He placed a prompting into the heart of Jesus that took Him in that particular direction and to the very place where a rendezvous could take place.

We also need to develop such a sensitivity and an ability to discern and interpret the promptings of God within our spirit. There are many occasions when God wants to use our witness in a specific manner but He needs to have confidence that we will not only hear, but also obey His prompting. To ensure that we have this credibility with God, we need to prioritise His Will, giving it precedence above our natural commitments.

We can see this attitude in the life of Jesus even during His teen age years. He asked Mary and Joseph, "*Don't you realise that I must be doing my Father's Will?*" (Luke 2:49). It is obvious that although He esteemed His earthly parents and was in subjection to them, He gave the Will of His heavenly Father an even higher priority. On another occasion He said, "*I delight to do the Will of my Father who sent me.*" We must also make it a source of delight to be obedient to our Father's Will.

## **2. SOME OF THE REASONS WE SHOULD PRIORITIZE GOD'S WILL.**

### **A. Because we are no longer our own.**

*"Do you not realise that you are no longer your own, you are bought with a price, therefore glorify God in your body."* We have been bought at great price and our life is no longer our own to do with as we wish. God has redeemed us. We are now His and our first priority and highest pleasure should be to do His Will. It is not our prerogative to decide whether or not we should witness for Christ. He has commanded us to do it and our responsibility is to obey without question.

### **B. God loves all mankind and wants to express that love through us.**

God loves every person we meet and He wants us to tell them about that love. More than that, He wants to channel His love through us, making our lives the instruments through which His love is revealed and demonstrated. We need to spend quality time with God, imbibing His love. Paul says, *"The love of God is shed abroad in our hearts by the Holy Ghost"* (Rom 5:5). We are not only receptacles of that love, we are channels so that it can flow on from us into other lives too.

### **c. We are in debt to every person.**

Since we have received the Good News and the Grace of God into our lives we owe it to every person we meet to share this Good News with them.

*Rom 1:14-16*

*14 I am debtor both to the Greeks, and to the Barbarians; both to the wise, and to the unwise.*

*15 So, as much as in me is, I am ready to preach the gospel to you that are at Rome also.*

*16 For I am not ashamed of the gospel of Christ: for it is the power of God unto salvation to every one that believeth; to the Jew first, and also to the Greek*

*(KJV)*

Imagine that you knew a sure cure for cancer. How urgently you would sense the need to share that cure with every cancer sufferer you met! You would feel both obligated and privileged to do so. Your energies would be concentrated continually on that task.

Salvation through Christ is the only cure for the spiritual cancer of sin that afflicts every person on earth. How privileged we are to know this and how great is the responsibility to share this vital knowledge.

### **3. BARRIERS THAT JESUS OVERCAME**

It was not an easy thing for Jesus to fulfil this Divine mission. There were numerous barriers He needed to overcome in order to accomplish it. This is also true for us. Nothing worthwhile is accomplished without effort and sacrifice. We must be dedicated and prepared to overcome every potential obstacle in order to complete God's mission. Let's look at some of the obstacles that Jesus overcame :-

#### ***a. Geographical distance***

Jesus walked from Jerusalem to Samaria to obey the prompting in His spirit, a journey that thoroughly exhausted Him. This illustrates that He would go any length, and make any sacrifice in order to obey His Father and fulfil His mission to reach the lost.

#### ***b. The voice of logic***

Because of the strong animosity that existed between Samaritans and Jews, few Jews ever thought to travel through Samaria. It was considered to be rather dangerous and ill advised. Since Jesus was already escaping from the vindictive attitude of the Pharisees (John 1:1-3), it would have seemed logical that He should travel by the safer route, i.e. via the Jordan Valley. But sometimes God's way supersedes logic and natural thought. Sometimes He sets out for us a mission that requires us to ignore the logical outcome, trust God completely and obey Him irrespective of what the outcome may appear to be.

#### ***c. The tyranny of time***

We are sometimes so conscious of time that it seems to be of more importance than doing the Will of God. Some cultures are more guilty of this than others. Jesus had been travelling for some time from Jerusalem, yet He did not allow this fact to intrude upon the mission that God had entrusted to Him.

#### ***d. The inertia of tiredness***

John tells us quite clearly that *"Jesus was wearied from his journey."* He actually sat by the well because He was fatigued. Yet this did not deter Him from engaging the woman in conversation. Despite His weariness He obviously spent some considerable time talking with her. The amazing thing was that when His disciples returned they found Him refreshed and re-invigorated. He explained to them that He had *"meat to eat that they knew not of."* That *"meat"* was to do the Will of His Father who had sent Him. There will obviously be occasions when we also are tired and may not feel like engaging in spiritual ministry. Yet as we rouse ourselves and get involved we are actually renewed by the very performance of the task.

#### ***e. Bridging the culture gap***

As we study the ministry of Jesus we soon recognise that He was a Master in the art of cross cultural communications. This is something at that we too

must become skilled. A cultural gap can easily separate us from people if we allow it to do so.

***We should understand that every time a Christian endeavors to communicate to a non-Christian, it requires an effective cross-cultural communication exercise, because we live in two vastly different cultures.***

The culture of the kingdom of darkness and that of the kingdom of light. Jesus communicated across this potential gap very successfully. I think there are at least two reasons why He was able to do so.

1. He acknowledged and respected the culture of another.
2. He practised and modelled the culture of God's Kingdom.

True Kingdom people have a distinct advantage in bridging cultural gaps. The Kingdom character has a loving esteem for all people that helps us to respect them irrespective of what their culture may be.

## **WHAT IS CULTURE?**

The culture of a specific people group comprises of the historic concepts, customs and arts shared by a particular society. The main factors that identify that society are its racial identity, common history, ethnic traditions, language group, and religious concepts. Within a given culture group there are also numerous sub-cultures frequently determined by social status, educational standard, economic strength, and imposed or adopted life style. All these factors combine to produce a distinct cultural identity.

### ***a. Culture shock.***

The phenomena of culture shock may occur when any person encounters a culture different to their own. The degree of shock might depend on how radical the differences are. The impact of cross cultural encounter causes surprise, shock, confusion, disorientation and alienation. It frequently creates a wall or barrier between the cultures that requires skilful communication to overcome.

### ***b. Cross cultural communication.***

Effective cross cultural communication occurs when both parties are able to understand each other without fear or confusion. The potential wall does not separate or alienate them from each other. They are able to transmit



and happily receive important messages from one to the other in an amicable and satisfactory manner.

***c. Jesus excelled in cross cultural communication.***

As in all other issues, Jesus is our finest example and role model and in the narrative under consideration we have a fine illustration of this.

The main reason He was able to communicate effectively was that He had incarnated Himself into the culture He was endeavoring to reach. He willingly sacrificed His own cultural identity in order to assume the identity of those He sought to influence.

*Phil 2.5-8*

*5 Your attitude should be the same as that of Christ Jesus.*

*6 Who, being in very nature God, did not consider equality with God something to be grasped,*

*7 but made himself nothing, taking the very nature of a servant, being made in human likeness.*

*8 And being found in appearance as a man, he humbled himself and became obedient to death -- even death on a cross! (NIV)*

This passage clearly indicates the characteristics that enabled Him to successfully identify with man as Jesus immersed Himself into a human frame. He clearly manifests His -

- Humility.
- Meekness.
- Obedience.
- Submission.

These are the same characteristics that we must evidence in order to successfully cross the great divide of cultural differences.

***f. He overcame differences in custom.***

Custom derives from the long established habits, conventions and traditions practised by a specific people group.

Both Jews and Samaritans had historically strong traditional customs to which they were committed. It is very easy to become biased and confrontational about one's customs and traditions. Many people have an innate pride about their national or cultural identity, traditions and customs. But Jesus did not allow this to become a divisive factor. He gently and skilfully avoided the possibility of confrontation and won the respect and esteem of the woman, gaining for Himself a credibility that enabled Him to minister into her life.

### ***g. Bridging differences of religion***

Early in the conversation the woman sought to avoid the challenge of Christ's words by taking refuge in her religious tradition. She mentioned that her ancestors believed that worship must be centred in Mount Gerizim, whereas the Jews insisted that Jerusalem was the true centre for worship. Jesus did not allow Himself to get into a controversy about this. He began to steer the conversation along another route, pointing out that God is a Spirit and those who truly worship Him must do so in spirit and in truth. His clear implication was that neither Gerizim or Jerusalem were the real issues but rather that one should worship God from their spirit wherever they were.

It is so easy for us to become controversial and confrontational about religious issues. We can easily feel that we are compromising our faith if we do not vigorously promote our religious view point. But arguments and confrontations, especially about religion, seldom if ever accomplish anything. One can win an argument and lose a soul. Jesus did not allow this to happen and we should learn something about this from Him.

### ***h. From the natural to the spiritual.***

Jesus had a wonderful ability to take a conversation from a natural subject to a spiritual one. He asked the woman for a drink of water and then proceeded to tell her that if she drank of the water that He could give, she need never thirst again. He used this kind of technique consistently. He frequently spoke in parables, - natural stories with spiritual implications. We can see how successfully this worked. Not only did she come to faith, but many of her neighbours did too, and later (Acts 8) a great revival broke out.

- He established a point of mutual interest.
- He aroused her curiosity.
- He skilfully switched from the natural to the spiritual.
- He clearly presented the Gospel.
- The Holy Spirit completed the work.

## **SOME FURTHER FEATURES OF HIS EXAMPLE.**

### ***4. His genuine love for "sinners".***

In verse 4 we are told that Jesus "*must needs go through Samaria.*" Whether this requirement was purely political or geographical has been a point of controversy with many. But the clear indication is that whether the requirement was geographical or not, Jesus was constrained to pass through the Samaritan town of Sychar because He intended to present the Good News to this woman and her neighbours. It was His concern for her that persuaded or impelled Him to go that way. Sinners instinctively recognised the sincerity of His love for them, and it drew them like a magnet.

## ***Jesus earned a reputation as***

***"A friend of sinners."***

***It was a name He wore with pride.***

The despised people of His day sought Him out. They were not intimidated by Him. His manner did not judge or condemn them. The overwhelming impression they gained was of His deep, sincere, abiding love for them and His consistent desire and intention to help them. He never in any way conveyed the idea that He approved of or condoned their sinful life style, but neither did He ever give any impression that He held anything but love for them.

The only way that we can share that same attitude is by endeavouring to "see people through His eyes." Our humanity is often so prone to judge people. As Christians we need to be especially careful that we do not adopt a self righteous, religious attitude in which we feel superior to those without Christ. We need to remember that, "there but for the Grace of God, go I." Somehow we need to imbibe His spirit and succeed in "loving the sinner, but loathing his sin."

### ***5. He was genuinely interested in people.***

Jesus was undoubtedly what we would call today, a "people person." Wherever He went, people eagerly followed Him. He was an immensely popular figure and was continually surrounded by crowds of people who enjoyed being in His presence, and hearing His words.

We also need to actively cultivate a genuine interest in people. Never allow your Christian outlook or activities to isolate you from the company of people. I have frequently told young pastors, "the ministry is about two things. It is about God, and it is about people." Therefore a requirement of successful ministry is to develop a good understanding of both. We should major in these two areas.

1. Growing in the intimate knowledge of God and in our relationship with Him.
2. Getting to know and understand people.

Certainly this is a success factor in effective Soul Winning. Jesus demonstrated this important art. Luke 2:52 tells us something very interesting about His growth pattern during His adolescent years. We are told that "He grew in wisdom (intellectually), stature (physically), favour with God (spiritually), and favour with man" (socially).

So many Christians today have the idea that concentration on spiritual growth requires that we neglect other areas of interest and development. This was certainly not so with Jesus. His growth featured a healthy balance in those four areas mentioned, and He is our example and role model. Successful ministry requires growth and maturity in all these areas.

**6. *Get out and socialize.***

If we never meet and converse with people, we will never win them to Christ. If we are ever going to catch fish, we must go where the fish are. Many of the accounts of Christ's life consist of conversations He held with various people. Some of His greatest sermons were preached to an audience of one person, (e.g. Nicodemus - John 3). We should intentionally endeavour to make new social contacts every day. Become a real people person. Use your faith to overcome natural shyness and social reticence. Climb out of your box. Talk to your neighbours. Pass the time of day with people you meet in the course of your employment. Make friends with the local store keeper, cab driver, policeman.

***If Jesus was a "Friend of sinners,"  
we can surely be a friend to our neighbors.***

Don't try immediately to win them to Christ. Endeavour to win their friendship and confidence first. Take time to establish credibility with them. Be genuinely interested in them.

**7. *Establish common interest factors.***

When Jesus found the woman of Samaria, she was in the process of drawing water. He immediately established a rapport with her by indicating that He was thirsty and would be grateful if she would give Him a drink. In this manner He socialised with her in a discreet and proper manner, seeking her help and assistance. He clearly indicated His appreciation for her assistance. His manner was disarming, friendly and irresistible. His attitude was particularly appealing in the light of the tremendous animosity that existed between Jews and Samaritans. Jesus successfully crossed the cultural barrier, the race barrier and the religious barrier. People are often impressed and disarmed when we express interest in what they are doing or in those things in which they are interested. They open up to converse with someone who expresses interest and enthusiasm for something in which they themselves have a warm interest.

## ***Common interests draw people together and establish rapport and relationship.***

They establish a bonding and credibility that paves the way for serious dialogue.

### ***8. Jesus never judged or condemned people.***

The woman of Samaria appears to be a somewhat notable or notorious sinner. Several factors in the story could seem to support this idea. But Jesus did not adopt a superior or judgmental attitude towards her. He did not begin to lecture or censure her, condemning her for her multiple marriages and the fact that she was presently in a de-facto relationship. This in no way implied that He approved of, or condoned her life style. But it did clearly indicate that He had not come to condemn her. I personally think that Jesus often took delight in the consternation of many of His religious critics when they saw the posture He adopted towards some people whom they would readily condemn.

This certainly seems to be the case in John 8:1-11 when Jesus scribbled on the ground as the angry Pharisees virtually demanded that He condemn the woman found in the act of adultery. He bravely took sides with her against the angry religious mob, assuring her that He did not condemn her, but encouraging her to "*go and sin no more.*"

## ***If Jesus assumed a non-condemnatory attitude with sinners, what right would you and I ever have to do differently?***

**He came to save them, not to condemn them and we need to have the same attitude.**

### ***9. He frequently commended people.***

When the woman confessed that she "had no husband," Jesus commended her saying, "*you have spoken the truth.*" He also revealed that He knew all about her dubious past, but even then He did not condemn her but actively commended her for telling the truth. Commendation is often a wonderful key to open the hardest of hearts. So many sinners have been exposed to a barrage of condemnation and it comes as a pleasant surprise and a shock when someone actually commends them for something. It diminishes the animosity and paves a way for dialogue and productive discussion. When you want to open a conversation with someone, try to find something about

that person or their circumstances that you can sincerely commend. There may be many things about them that make this difficult but most people have something that one can commend. Do it, then watch the bitterness dissolve and the door open.

**10. *He was perfectly natural.***

Jesus did not clothe Himself in a religious facade. He was perfectly natural. There was no evidence of pretence with Him. He presented Himself as a friend, an interested party. In our approach to people we should actively avoid any religious affectation. Try to be one with them. Get down to their level. Be yourself, and don't try to play some role that makes you appear unnatural or unreal.

***We need to be "Naturally spiritual  
and Spiritually natural."***

**11. *He used ordinary language.***

As Jesus began to talk with her, He used ordinary, every day language that she could readily and easily understand. As she gave Him water to quench His thirst, He began to speak about the water of life. The conversation was one of profound spiritual significance, yet it was couched in every day language without any religious overtones. The difference between Jesus and most modern preachers is that Jesus had the wonderful ability to speak on the most profound subject and make it delightfully simple, whereas modern preachers take the simplest of subjects and make them profoundly complicated. Within modern Christian circles we have developed a new language. It is the "Evangelicos" language, - the speech of modern Christendom! We have coined a great array of religious phrases that the uninitiated know nothing about.

***When non-Christians visit some churches  
they must frequently wonder what  
we are talking about.***

Please make a conscious effort to avoid using religious code language. Use plain speech as Jesus did, and the "common people will hear you gladly."

**12. He always used a positive approach.**

The words of Jesus were always edifying and uplifting. His advice and counsel was always constructive. He frequently encountered people who were at the bottom of life's barrel but He never attempted to push them down further. Instead He identified Himself with them. He sat where they sat. He indicated to them that He knew and understood "where they were coming from." When Mary Magdalene sought Him out whilst He was in the company of religious dignitaries, He dealt gently with her, refusing to pander to the religious traditions of men.

**13. His approach was firm, but always gentle.**

As we pursue our objective of influencing people towards God, we must learn to "speak the truth, in love." Sometimes Jesus had to correct or reprimand people but He never did this in a hurtful or objectionable manner. He did not flinch from speaking the truth into their lives but did it in such a way that He won their appreciation rather than their rejection. Such was the case with the Woman of Samaria. He said, "*You have had five husbands, and the man you are presently living with is not your husband.*" Yet He said it in such a compassionate and understanding way that rather than resenting Him, she ran to the village and told her neighbours, "*Come, see a man that told me all I have ever done.*" She subsequently brought the whole population to meet and hear the man who had "spoken the truth in love."

**14. He never regarded any case as hopeless.**

In the course of His earthly ministry, Jesus dealt with all kinds of sinners. There was never any indication that He refused or rejected anyone, especially on the grounds that they were a hopeless case, or might be "too far gone." In fact He specifically said, "*All that the Father gives to me shall come to me; and him that comes to me, I will in no wise cast out*" (John 6:37). Sometimes we may look at a person and feel that they are too hopeless a sinner, that it would be a waste of time witnessing to them. Sometimes we mentally "write them off," feeling that such a person would just not be interested in the things of God. Never do that!

***Try to see people through the eyes of the Lord.***

His love and compassion extends to the deepest depths. He is not called the "Friend of sinners" for nothing. He came into this world, "*not to call the righteous, but sinners to repentance*" (Matt 9:13; Mark 2:17; Luke 5:32).

**15. He respected every man's person.**

Every human being has been created in the image and likeness of God and for this fact alone they deserve our respect and esteem.

***Satan has tried to eradicate  
the God-factor in man,  
but Jesus came to restore and renew it.***

As we go out to witness and to win men and women to Christ, always try to avoid pre-judging a person or hastily consigning them to the "too hard tray."

In the concluding verses of this exciting story, (Vs.39-42) we find that a whole community was powerfully impacted by the witness of this one woman. Initially she appeared to be a most unlikely "convert." There were too many factors that made it difficult to conceive that she would so warmly welcome His message and become a channel through which to reach this whole Samaritan community.

This is one of the exciting things about witnessing for Christ. One never knows to where it may lead. All kinds of exciting situations may develop from a most unlikely contact. Whole communities may be brought to Christ and otherwise unreached peoples brought into the kingdom of God.

**THINGS THAT EXCITED HER INTEREST.**

In order to gain her undivided interest, Jesus aroused her curiosity. He said things that brought questions to her mind and in answering those questions He was able to communicate vital spiritual truths. Here are some of the questions He elicited.

***a. Who Jesus was?***

Many people, who are not interested in church, nor in traditional Christianity, are quite fascinated by the person of Jesus Christ. Our prior purpose, therefore, should be to introduce them to a real, living person, Jesus Christ.

We should avoid promoting church and religion and simply advocate Jesus, introducing Him as a true Friend and Saviour who loves them unconditionally and wants to enrich their life in every aspect.

***b. What is the gift of God?***

*Rom 6.23*

23 For the wages of sin is death, **but the gift of God is eternal life in Christ Jesus our Lord.** (NIV)

This scripture makes clear that God's gift to man is **Life** in Christ Jesus our Lord. A life that is of eternal duration. Eternal life is not simply "life after death." It is a quality of Divine life that we receive when Jesus lives in us. It



is the Abundant life He promised. (John 10:10) It is to be experienced and enjoyed here and now, and it will last for eternity.

Another scripture, in Hebrews 6:5, declares the possibility of “tasting,” i.e. experiencing, sampling, encountering, participating in the “powers,” i.e. elements, essence, energies, ambient factors of the world that is yet to emerge.

*Heb 6:4-5*

*4 For it is impossible for those who were once enlightened, and have tasted the heavenly gift, and have become partakers of the Holy Spirit,  
5 and have tasted the good word of God and the powers of the age to come, (NKJ)*

It is therefore possible, through experiencing God, His love and goodness, through His Word, to have an experiential encounter with “the powers of the coming age.” This often happens as you pray with a person. You may ask the person with whom you are sharing, “Do you mind if I pray for you?” Having gained their consent, discreetly place your hand on their shoulder as a point of contact and fervently pray for them. The power of God will usually come upon them and they will be made consciously aware of it. In so doing they will “taste” - experience, the powers of the coming age, and encounter spiritual reality. This can be an extremely convincing factor in your endeavour to share God with them.

### **c. *What is living water?***

*John 4:13-14*

*13 Jesus answered, "Everyone who drinks this water will be thirsty again,  
14 but whoever drinks the water I give him will never thirst. Indeed, the water I give him will become in him a spring of water welling up to eternal life." (NIV)*

*John 7:37-39*

*37 On the last and greatest day of the Feast, Jesus stood and said in a loud voice, "If anyone is thirsty, let him come to me and drink.  
38 Whoever believes in me, as the Scripture has said, streams of living water will flow from within him."  
39 By this he meant the Spirit, whom those who believed in him were later to receive. Up to that time the Spirit had not been given, since Jesus had not yet been glorified. (NIV)*

Jesus makes it clear that “drinking of the living water” is imbibing the power of the Holy Spirit. In Ephesians, Paul infers a comparison and a contrast, with the drinking and imbibing of wine.

*Eph 5:18-20*

*18 And do not be drunk with wine, in that is dissipation; but be filled with the Spirit,*

*19 speaking to one another in psalms and hymns and spiritual songs, singing and making melody in your heart to the Lord,*

*20 giving thanks always for all things to God the Father in the name of our Lord Jesus Christ, (NKJ)*

**d. What is spiritual worship?**

*John 4:23-24*

*23 Yet a time is coming and has now come when the true worshipers will worship the Father in spirit and truth, for they are the kind of worshipers the Father seeks.*

*24 God is spirit, and his worshipers must worship in spirit and in truth." (NIV)*

Spiritual worship is the art of communing with God. It is a reciprocity, (mutual joining) of spirits. It is a mutual fellowship of spirits. His Spirit and our spirit.

**Several things are clearly inferred**

**A. God is a Spirit Being.**

Communication with Him must therefore be in the spiritual dimension.

**B. Spiritual worship, - communication, must also be in accord with God's truth.**

**C. God has an essential Father nature.**

He longs for spiritual children. He yearns for compatible offspring in His own likeness and image.

**D. He longs to receive expressions of love (worship) from His children.**

Every loving parent yearns for the love of their child. There is a bonding of the parents heart to their child that longs for a loving relationship and a warm response to their love. This is true of God the Father too.

**E. We may offer such worship, wherever we are.**

Jesus again emphasises the importance of the spiritual dimension in contrast to the natural realm of religious practise. True Christianity is not a religious system, it is a spiritual experience. Part of that experience is reconciliation with God in a spiritual dimension. This makes it possible for

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a person to discover and experience the reality of the true spiritual worship of God, his Creator.

## Chapter Six.

# LET'S BEGIN!

In the preceding chapters we have spoken of a number of issues that are pertinent to the matter of Soul Winning. Now let's endeavour to get right down to the all important skills of this ministry.

### **ESSENTIAL PREPARATIONS.**

The main reason why so many Christians avoid attempting to lead people to Christ is that they have never been adequately trained or properly prepared. It is essential that training receives the highest priority. How can we go into battle effectively without the appropriate training and preparation?

***No soldier would be sent into battle***

***without receiving adequate training.***

***No sales person would ever go out to sell***

***without proper preparation.***

How can we expect to be effective and fruitful in this high and holy calling of Soul Winning if we are inadequately prepared? There are several areas in which preparation is essential.

#### ***1. Spiritually.***

- A. As Soul Winners, we must be a Born Again Christians.
- B. We should have a positive, Bible based assurance of our own salvation.
- C. Should regularly read and study the Bible.
- D. Should "know the plan of salvation" in the Scriptures.
- E. Should have a consistent and effective prayer life.

- F. Should be trained in the art of "Leading a Soul to Christ."
- G. Should be dedicated to the task of sharing our faith whenever possible.
- H. Should be prepared to invest time caring for new converts.

**2. Mentally.**

- A. The Mind should be "renewed" by God's Word. Rom 12:2.
- B. The Mind must be disciplined to the task in hand.
- C. The Mental attitude should be positive and optimistic.
- D. The Mind should anticipate success and effectiveness.

**3. Emotionally.**

- A. Our emotions should be controlled and positive.
- B. Our spirit should be in an attitude of quiet praise to God.
- C. The joy of the Lord should be uppermost and dominant.
- D. Our positive mental attitude should be calming our emotions.

**4. Physically.**

- A. Appearance, should be neat and tidy.
- B. Facial expression should reflect quiet calm and inner joy of the Lord.
- C. Manner. Should be humble, courteous, and self-effacing.
- D. Voice. Should be controlled and modulated.
- E. We need the love of God in our hearts.
- F. We need courage.
- G. We should always employ tact and wisdom.

**When we are engaged in the ministry of Soul Winning we are acting in the capacity of an Ambassador of the Kingdom, and a personal representative of the King of Kings. Therefore we should present ourselves as attractively, engagingly and winsomely as possible. You may be the only message from God that your prospect ever sees or hears, so let that message be of the highest and most persuasive quality.**

### **Some ways to approach a Prospect.**

Here are some basic principles that we need to observe to bring people to Christ.

#### ***1. Be alert, and motivated for souls.***

True soul winners develop a *passion* for Souls. The need to witness, and bring people to Christ becomes a driving and motivating force. The effective Soul Winner becomes *soul conscious*. Wherever they are, they are looking for opportunities to share their Faith. Whatever company they may be in they are always alert to any opportunity that may arise which may give them a chance to share the Gospel. This is the power of the Holy Spirit, gently but firmly prodding them in the direction of souls who need a Saviour. But there is also a psychological principle at work. It is a principle that suggests that "whatever your mind becomes intrigued with and excited about, you will then tend to see that thing everywhere you look."

For example, if you buy a particular model of car with that you are really happy, it then seems as though every other car that you see is the same model as the one in which you are interested. This principle can work positively for you if you allow it to. For example, the more you become stimulated and excited about the possibilities of sharing your faith and leading people to Christ, the more aware you will become of the many opportunities that occur every day in your normal routines of life. Soon you will see opportunities everywhere. The more people you are able to

effectively lead to Christ, the more confidence you will have that you can *do it again*.

The more success you have, the more you desire. It is genuinely possible to have a "hunger for souls." A passion that keeps you motivated wherever you may be.

## ***2. Actively pray for souls.***

At the commencement of each day, as you commit your day to God in prayer, include a definite prayer that God will make it possible for you to witness to someone that day. Then go into your day with a positive anticipation that God is going to answer that prayer. Be constantly alert and watchful, looking for any indication that God may be opening an effectual door of witness to you. Listen to every conversation around you for some word to be dropped into your ear that may indicate that a person may have a spiritual need or be seeking for some spiritual guidance. You should also have a list of people whom you would love to lead to Christ. Pray over that list every day, mentioning each one by name and praying a positive prayer for their salvation.

## ***3. Release positive faith that God will give you success.***

Don't simply pray for souls in some abstract manner, hoping that somehow God will perhaps get around to answering prayer. Pray positively and then begin to thank God in anticipation of speedy result. Begin to positively and optimistically anticipate fruit in your life. As the life of God flows through you each day, there should be fruit in your life. One aspect of that fruit will be the people whom He enables you to bring to Him.

## ***4. Begin to talk faith talk in respect of winning souls.***

Your words have tremendous latent creative energy stored within them. Various people use word power every day to accomplish their tasks. Successful salesmen are constantly using the positive power of their words to sell their product. Firstly they use the immense power of "self talk," speaking to themselves either audibly or inaudibly, constantly making positive assertions about their product and their ability to sell that product. This gets them into the right attitude and frame of mind to persuade their clients of the wisdom and necessity to purchase the product. If salesmen and business people can use these energies to advance the cause of their natural business, we ought to employ every asset to bring people into the knowledge of God's grace and power.

## ***5. Look for evidences of people's needs.***

Every person in this world is ***incomplete*** without Christ, for the Bible says, "*And you are complete in Him.*" (Col 2.10). The Bible teaches that

mankind is "depraved," that literally means, "likely to break down at the weakest point." So every human being has their "breaking point," their area of vulnerability and potential weakness. We need to look for signs of these. Not to decry or criticise them but in order to compassionately try to help them to find their answer to that need. The only lasting answer to every human need is in Christ, for we have seen that it is only in Him that we are truly complete. As you become aware of some person's need, approach them with great sensitivity and compassion. Remember that this person may have been deeply hurt at some time and the awareness of their need is potentially extremely painful. Don't intrude into their innermost secrets indiscreetly. Treat this person with extreme care and loving concern.

***Many people are extremely fragile  
in the vulnerable areas of their inner life.  
Probe very gently and sensitively.***

Take care not to make their pain even more unbearable. Jesus was the expert at this type of compassionate approach. He dealt very gently and compassionately with even the worst of sinners, ensuring that He did not add to their feelings of worthlessness and condemnation.

**6. *Learn to be sensitive to the Holy Spirit's promptings.***

The Holy Spirit is frequently portrayed as a dove because of the gentleness of His nature. He usually speaks in a quiet, gentle voice, that we must be extremely sensitive to discern and interpret. Sometimes, while you listen to someone's words pouring into your ears, you are also aware of gentle words pouring into your spirit. The person is speaking to your natural man, the Spirit is speaking to your inner, or spiritual man. We need to develop the ability to hear both.

It is important to hear what the person is saying. It is even more important to hear what the Spirit is saying. Frequently He will tell you the secrets of their heart. Often He will reveal to you the deep needs of their life. Many times He will speak words into your spirit that He wants you to share with the person. Just the very words for which their spirit craves, and desperately needs to hear. It is an exciting and extremely rewarding experience to convey the words of God's comfort to a soul in need. It is exhilarating at times to see the face of a person suddenly light up because the Spirit has spoken light into their darkness.



***Discerning the voice of the Spirit  
is a spiritual skill that one can cultivate  
through experience and usage.***

***7. Seize every opportunity that God gives.***

One way to get guidance from God, is to use the guidance He has already given you. I have frequently experienced this. I may be seeking God for some aspect of guidance and He has asked me, "What did you do with the last piece of guidance I gave you?" I have often had to admit that I had not yet obeyed that word and it is only when one does that more guidance comes. Likewise, if we do not seize opportunities that God brings our way, we should not be surprised if He does not entrust us with more opportunities. Conversely, if we develop a habit of obedience and make the most of every opportunity God sends our way, we become candidates for even more opportunities. The Holy Spirit is far more interested in people coming to salvation than we will ever be. Realise that He has gone before you and is working in so many of the lives and circumstances that you come across every day. Be sensitive. Be yielded. Be obedient.

***Make the most of every opportunity that God  
gives you, for as you do,  
He will open up more opportunities.***

He will entrust you with greater opportunities. Your life will begin to overflow with fruitfulness that will bring great satisfaction to God's heart, and to yours!

***8. Go where the people are.***

Too many Christians are isolated and insulated from contact with the people for whom Christ died. Religious taboos, and being busily engaged in numerous Christian activities rob many Christians of time and opportunity to reach the non-Christian public. It is essential that remedies be found for this so that the Christians can find quality time to reach out to a lost and dying world.

## **Here are some ways we may reach the lost.**

### ***a. Introducing a wonderful friend***

The simplest way to approach the subject of receiving Christ is to see the exercise as an opportunity to introduce a wonderful friend. There is not one person who would not benefit from knowing so marvellous a friend as Jesus. For a huge variety of different reasons, most people would love to know such a wonderful person as Jesus in a relationship of friendship.

Everyone is accustomed to the procedure of introducing a friend. Some may perform introductions more frequently than others and be more adept at the art, but all of us have done this many times in one setting or another. The first requirement is to recognise or discern the need in a particular person's life that may clearly indicate their basic need of a good friend.

The first indication would obviously be loneliness. Circumstances of life have thrust the experience of isolation and loneliness upon this person. For example, let's consider a single parent. A young woman, unmarried, deserted or widowed, with the onerous responsibility of caring for her child alone. The need to earn a living to support herself and the child. So many urgent responsibilities that she has little opportunity for social contact with anyone who might be a source of encouragement and comfort to her. The personal relationship and friendship of Jesus can make such a difference to this person. There are many other lonely figures in our societies. Even in the midst of populous cities there are tragic figures of loneliness and despair. Each day people commit suicide because they are lonely and friendless. How wonderful to be able to prevent such a tragedy by introducing them to your wonderful friend Jesus.

Other people may have problems that they need to share with someone who is caring and sympathetic. In the first instance **YOU** could be the appropriate one with whom to share, but your friend Jesus would be an even better person with whom to share those intimate and hurtful problems. There are many other reasons why people whom you meet every day, would greatly benefit from a proper introduction to a wonderful friend.

Jesus is a "*Friend who sticks closer than a brother.*" (Prov 18.24).

He has all the wonderful traits of character that constitute a wonderful friend. He is our Wonderful Saviour, Friend, Constant Companion, Confidential Confidant, Counsellor, Burden Bearer, Healer of Broken Hearts. He is an Advocate, Advisor, lover, all of these things and much, much more. **WHAT A WONDERFUL FRIEND!**

Realise that this wonderful friend is with you everywhere you go, at all times and in every situation. Not only to bless your life with His amazing characteristics, but to be introduced to anyone you meet in whom you perceive a need for such a friend as Jesus.

You may introduce people to Jesus in a manner similar to that which you might use to introduce an earthly friend. Once the conversation has indicated some problem area that would benefit from vital contact with Jesus, you might say, **"I know someone who can help you. Someone who could help you enormously with your problems if you would allow Him to do so. His Name is Jesus and He is always ready to help all who will call on Him."**

I have had the joy of introducing many people to Jesus in this manner. All kinds of people, with all manner of problems. I have seen prostitutes, gamblers, drug addicts, successful business people, wealthy people, the whole range of social strata, find Jesus in a simple but effective manner. If this whole approach appears to be just too simple and too easy to be true, the factor that you are failing to see in the situation is the ***Holy Spirit factor***. His presence in the situation is the invisible, positive, miracle working factor that makes the difference.

You may frequently find a mystical dimension in soul winning situations. You can hardly believe what is going on. The way things are moving, the manner in that people are reacting. The amazing developments that are transpiring. It sometimes seems unreal. But the secret is the Holy Spirit factor. Beneath the surface, and behind the scenes, the wonderful, mystical, dependable Holy Spirit is at work. Without Him you could not do a thing that would have any eternal value. But with Him anything is possible. This is the reason why life becomes so exciting when you embark on Soul Winning adventures. Life takes on a new, exciting, and thrilling dimension. You never know what is going to happen next. It is glorious!

Of course this whole exercise needs something much more than a mere introduction of friends. There is a need for many other factors too. Repentance, faith, commitment etc. these are all necessary components that we will talk about soon.

### ***b. The conversational approach.***

Conversations are a normal part of almost everyone's life. They usually happen regularly on a daily basis. Wherever we go, whoever we may meet, conversations are initiated simply and easily in most situations. They happen on the bus, the train, at the service station, in the office, the restaurant, and the corner shop. In generating conversations people are frequently reaching out for something. They are looking for personal contact, information, reassurance. In many cases it may be a lonely person endeavouring to touch the warmth of another human being. An insecure person, looking for reassurance and confirmation.

As Christians we should endeavour to be available to such people. We should try to be outgoing, friendly and approachable. We should aim to be

"people persons", to the best of our ability. I know that outgoing behaviour is much easier for some than for others. However, with the Holy Spirit inside us, making contacts and offering friendship and a listening ear should be much easier for us than for non-Christian people who do not have the reassuring presence of the Spirit within them.

Endeavour to be more outgoing and open to people. It is amazing how simply so many conversations can be turned to spiritual topics. When people speak about the sad condition of the world, you may say, "You know, the Bible predicts that these things will be happening in the last days." Immediately the conversation can turn to the "Signs of the Times," and other biblical subjects.

### **A personal experience.**

Soon after I became a Christian I had my first adventure in soul winning through a simple conversation. I was walking through the city late at night. Coming from the opposite direction was a young man whom I had never seen before. He was a rather nondescript person, dressed rather poorly and with a downcast look on his face. As I drew near to him, I felt something inside me say "Speak to this young man." I immediately wondered, "What can I say to him?" Quick as a flash the answer came. "Tell him that God loves him." By this time I was level with him and I stood before him on the side walk. "Excuse me," I said, "Do you know that God loves you?" He immediately stopped and said, "If that's true, He must be the only one in the universe who does." I immediately recognised that there was an enormous amount of hurt inside this young man and drawing him to one side I began to share with him some of the hurts that I had experienced in life and how that coming to Christ had provided a tremendous amount of healing for my inner anger and frustrations.

We stood for an hour in the doorway of a store and shared our common hearts and as the mid night hour struck, he prayed to receive Christ as his Saviour and Lord. In the ensuing months I was privileged to see enormous positive changes taking place in his life. His parents were chronic alcoholics, several of his sisters were prostitutes. In a family that consisted of nine persons, no love existed between any of them. His life had been grossly deprived. He had grown up with an enormous inner resentment. He was filled with all kinds of hurts, inhibitions, and complexes, but things soon began to change. His life took on new qualities and was enormously enriched. He made new friends within the local church fellowship. His personality began to blossom and assume a radiance of which there had been no previous indication. Many people began to notice these remarkable changes, including his parents, brothers and sisters. Within two years of his finding Christ, his entire family had committed themselves to Jesus too and the whole family environment was transformed. What a wonderful harvest as a result of one simple conversation!

## ***Always remember that Conversations can lead to Conversions!***

### ***c. The confrontational approach***

Jesus frequently used this approach, though it often resulted from a conversation in the first place. Confrontation suggests that you stand in front of the person to "confront" them with an important issue. In Mark 10.17-27, we have the confrontation between Jesus and the so-called, "Rich young Ruler." It began with the young man seeking out Jesus and asking Him about how he might gain eternal life. Jesus was enormously impressed with this young man who had faithfully observed all the commandments throughout his life. However, Jesus recognised that the man's riches were a stumbling block. He valued his possessions more than he did eternal life or the Will of God, and **Jesus knew that He was going to have to confront him on this issue.** He knew that He must bring him face to face with this weakness, and He did so with uncompromising firmness, yet undying love.

There will be times when you too will need to confront someone, to tell them the truth without compromise. But to do it in such a way that they will face up to it. They may be unwilling to surrender as was this young man, but you have done your part. You have brought them face to face with reality. You have confronted them with the way things really are from God's perspective. Be assured that there will also be times and occasions when this method will prove fruitful too. You must always do it in love. Jesus confronted the two thieves who hung on the crosses with Him. For one of them it brought about his condemnation. For the other it opened the door to Paradise. Thus we become a saviour of *"life unto life, and death unto death."* (2 Cor 2.16).

### ***d. The personal prayer approach***

It frequently transpires, in a personal conversation, that felt-needs are indicated by the person. Most people have something in their life, family, or circumstances about that they would secretly appreciate prayer. Of all the people to whom I have ever witnessed, I have met very few who have actually declined or refused to receive prayer when it was offered with sincerity, simplicity and without pressure. If you say, "You know, God can help you with that situation, would you mind if I prayed with you about it now?" The majority of people will say, "Yes, I would like that please."

It often helps if you are discreetly able to make some personal "contact" with them, holding their hand, placing your hand on their shoulder, etc. (Obviously you should be very sensitive and careful about this if the person is of the opposite sex, or belonging to a religion or culture that

prohibits physical contact. If there is any doubt about this, then refrain from touching them.) When we do make such contact it is an indication of concern, empathy and compassion. But it is also a discreet, non-religious way of actually "laying hands on a person", as Jesus encourages us to do. (Mark. 16.15.) It thus becomes a tangible bridge through which the power of God may flow from you to the person in need.

### **"Prayer Contact" accomplishes several things**

- Introduces a "spiritual" dimension into the dialogue.
- It brings a personal awareness of God to the person.
- It introduces them to prayer, giving them an example of how to pray.
- It exposes them to the exercise of faith.
- Opens their life to an intervention of God.

It is often quite amazing what can happen through this powerful kind of contact, for the Holy Spirit now has direct access into the person's life and situation. I have frequently prayed with a person who has initially endeavoured to give a somewhat indifferent reaction. As though saying, "I don't really believe in this, and I don't actually expect anything to happen, but go ahead anyhow!" Yet, as we have prayed, a melting has occurred and I have often seen tears begin to course down the face that moments ago was endeavouring to appear passive and uninvolved.

## ***Once the "God factor" is introduced through prayer, anything can, and frequently does happen.***

Not always immediately. Sometimes days or weeks later the person will report, "Hey, ever since you prayed that day things have begun to improve!" This greatly improves the climate for speaking directly to that person about their relationship with God.

### ***e. The personal testimony approach***

I have mentioned earlier in this study that the personal testimony, given in the right manner, at the right time, can be immensely persuasive and effective. Perhaps the person begins to relate something of their earlier life and things that happened to them. Things that perhaps make it hard for them to believe in a God of Love, or in His providence. Things may be mentioned that also transpired in your pre-Christian life that closely parallel his experience. This usually gives you an open door to say,

"Do you mind if I relate my own experience about how God helped me with that?"

Every Christian should always be prepared to "give a reason for the hope that is within them." (1 Pet. 3.15.) Whether it be a public testimony before a group of people, or privately shared with an individual, we should be prepared at all times.

To be effective, a testimony usually needs to be comprised of three parts.

- 1. The circumstances of your life before you came to Christ.**
- 2. How you came to trust in Christ.**
- 3. What has happened in your life since you committed yourself to Jesus.**

**Let's look at these separately for a moment.**

### ***1. Your pre-Christian life.***

You do not need to go into meticulous, intimate details of every aspect of your life. Generally those things that appear to parallel the experience of your contact are the things that need emphasis. If you are sincerely able to say, "You know, I felt just as you do until I realised that....." As you point out details of common experience the person realises that you understand something of what they are going through. They realise that you are not talking theoretically, you are talking from real life and you are speaking out of experience. A person with an experience has something much more powerful than he who has a theory.

### ***2. How you came to trust in Christ.***

Again you should try to draw attention to parallel circumstances in your experiences. The thing that you eventually want to emphasise is that "what has happened to me is wonderful, and **IT CAN HAPPEN TO YOU TOO.**" The whole purpose of this exercise is not simply to relate your personal experience but to help the other person to receive Christ and experience His grace and power in their life.

If you are able to adequately describe your personal experience in trusting Christ, you will make it all the easier for the person to trust Him too. Explain the steps you took, the manner in that you prayed, the thoughts and feelings you experienced. Make it as clear and simple as possible. Tell the story in every day language. Avoid using religious phrases and terminology. Get right down to the level of the other person's understanding.

***Take them step by step through  
your experience  
so that the way of salvation  
becomes very clear to them.***

***3. What has happened since you came to Christ.***

A witness is someone who tells exactly what they saw, heard, and experienced relevant to a particular event. When a witness gives testimony in court he is not expected to express his ideas or opinions. He is required to tell in detail what happened to him. The same is true in bearing witness and giving evidence of the reality of Christ. What you are saying is, "I know that Jesus is real, I have experienced His presence and power in my life. I was lonely, afraid, insecure and miserable until I came to know Him and now He has banished my loneliness and fears and He is transforming my life."

You may also speak of some of the transformational factors such as Prayer, the Bible, Christian counsel and fellowship etc. This is a means of suggesting to the person that there is an ongoing factor in this equation of finding Christ, and that to fully know and appreciate Him, one must "follow on to know Him."

Having shared your personal experience you should always make the application that **"What Christ has done for me, He will undoubtedly do for you if you commit your life to Him."** You might also sense that the time is ripe to lead the person to Christ right then. You may then introduce them to Jesus, help them pray a prayer of repentance and commitment, and receive Christ into their life by faith.

Remember that your personal testimony is the best means an individual has of sharing spiritual truth. You are on "familiar territory" — you know your own experience better than you know anything. You can control the conversation better.

Remember too that the person with an experience is better equipped than one with a theory or an argument. No one can contest what you have experienced. Whatever they may say, **you know what has happened to you and the effect that it has had.**

**Why not stop right now, and carefully write out your own personal testimony.**



**Do it in the manner that I have suggested, using the three parts. Write it and re-write it. Edit it and refine it. Memorise it and be prepared to share it at any time, anywhere. It may be your greatest and most effective tool for evangelism.**

***e. The direct leading approach***

The last method I shall mention is the direct leading approach.

Probably the clearest example of this in the Bible is that of Philip in Acts 8.26-40. He had been powerfully preaching the Gospel in Samaria and had a revival on his hands, when the Holy Spirit spoke directly to him (V.26) and told him to "*Arise and go south to the road that goes through the desert from Jerusalem to Gaza.*" Philip obeyed the Spirit's guidance and discovered an influential Ethiopian riding in a chariot and reading the book of Isaiah. The result of this encounter was not only the conversion and water baptism of this individual, but possibly the wide spread revival that later occurred in Ethiopia, the results of that are still powerfully obvious in that ancient nation today.

This is a method of Soul Winning, the results of which are frequently the most effective and far reaching. This is because the whole exercise is "custom made" by the Holy Spirit. So it is very important that we become adept at hearing the quiet, inner voice of the Spirit within us.

***Learning to recognize and obey God's voice  
is essential if we are to be good disciples  
and particularly if we are to be  
as fruitful as God wants us to be.***

**There are more ways than one!**

There are many ways by that we can witness and lead people to Christ. I will mention a few of them but I am sure that the Holy Spirit will show you many more. Methods may differ from place to place, depending on the culture and background of the people. The Holy Spirit is very flexible and adaptable. He is comfortable and adept in every culture and can give us wisdom to approach people in the most effective and productive way. Here are a few suggestions that can work in any culture.

***1. Friendship evangelism.***

This is a method that can become extremely fruitful and productive. It can be effectively applied in any culture and any situation. Jesus used this method many times. In fact He became known as a "Friend of Sinners."

This was because of the fact that He inevitably extended friendship to the many people He met, including those who were noted sinners.

***He created a bond between Himself  
and them that opened the way  
to speak to them about their deepest needs.***

The Bible tells us that, "*He would have friends, must show himself friendly.*" Proverbs.18. 24. If we desire to make friends, we must show ourselves to be friendly. A friendly act can open the heart of the hardest or most indifferent sinner.

One of the problems with Christians is that Christian relationships and activities can consume so much of our time that we have little time or opportunity to cultivate friendships or relationships with people outside the church. Consequently we become isolated from the very people who are our personal mission field. This is a problem that must be overcome. We need to find some solutions to it.

***a. Be friendly***

An atmosphere of friendship makes it much easier to effectively witness to a person. We should therefore reach out in friendly gestures to as many people as we can. This is a method of "pre-Evangelism," that can make our ministry extremely effective and fruitful. Extending friendly gestures can also make your life much more enjoyable. It is amazing how many positive responses you can receive to small gestures of friendship. So many lives are gladdened and enriched simply through someone reaching out to them in a friendly manner.

***b. Be yourself***

In Christian circles, too many people wear religious "masks." They do not feel free to be themselves. They are constantly endeavouring to project an image of Christian conservatism. I have always been grateful that shortly after becoming a believer I felt that God spoke something into my inner consciousness. I felt Him say, "I want to set you free to be yourself in Jesus." This was a tremendous sense of relief to me because I had felt that I must become just like the many Christian associates I had gained from beginning to mix in Christian circles. Some of them were so different to myself, I sometimes felt that I could never become like them. In addition, many of them were so "stifled", that I secretly despaired that I might have to become like them. It came as a great relief and release when God spoke these words quietly into my spirit. They have been a blessing to me ever since. God does not want us all to be stereo types. He does not require us all to become the same. He created us as individuals and wants

us to remain unique individuals, yet at the same time bearing His image and likeness.

Many sincere Christians deliberately suppress their natural outgoing personality in an endeavour to appear religious and respectable.

All they become is boring and predictable. They must appear like this too in the eyes of their non-Christian friends, many of whom think, "If that is what is involved in being a Christian, I can do without it!"

***c. Don't project a religious image.***

True Christianity is not a Religion, it is a Person —Jesus, and the spirit of this wonderful Person is residing within us. He is the most wonderful and most attractive person who ever walked this earth. His character and personality supersede every earthly being. We must never be ashamed or embarrassed to let His life show through us. For as we allow His life to flow and show through us, people will be attracted to us as they were to Jesus when He walked this earth.

Jesus did not come to found a religion, nor does He want you to promote a religion. He came that we might have LIFE, AND THAT MORE ABUNDANTLY. Remember that Religion represses, but Redemption Releases. Our task in Soul Winning, is not to make people religious, but to introduce them to that wonderful Person Jesus.

***d. Speak naturally***

Far too many Christians have adopted the trite language of Evangelicalism and talk in a kind of "code language", when speaking about the things of God. Unfortunately this is almost like a foreign language to most uninitiated people. It is frequently meaningless and bewildering. We must learn to translate the issues of our faith into the every day language of the people around us. Rather than using archaic religious phrases we must express our faith in the contemporary language of the people.

Christianity appears to be detached from reality to many of our peers and we add to this wrong concept by the stilted terminology we use to transmit our beliefs. Many devout Christians spend a good deal of their time reading older translations of the Bible and have the unconscious belief that King James English is a sacred language. That is far from the truth. The language of the King James Bible was contemporary English at that time. God does not speak King James English and nor should we.

***We should speak of the things of God  
in the same contemporary speech  
that we use every day in the social and  
business context of our life.***

***e. Learn to accept people as they are***

Christians tend to be repelled by sinners because of the connotations of their "worldly life styles." However, Jesus was not repelled by them. He loathed their sin, but He loved the sinner, and because of His love for that person He was able to relate to them in a compassionate manner despite the anti-God features of their life style.

A statement I heard somewhere many years ago has been extremely helpful to me in relating to people "as they are." The statement, which was in two parts, went like this,

**"GOD LOVES ME SO MUCH, THAT HE LOVES ME JUST AS I AM!"**

The second part went on to say,

**"BUT HE LOVES ME TOO MUCH TO LEAVE ME AS I AM!"**

This simple yet profound statement helped me personally in my growth towards spiritual maturity. But it also helps me enormously in my attitude towards non-Christians too. I realise that the love of God for sinners is so great that He loves them despite every unlovable feature in their life. He loves them for themselves. He loves the person who is deep beneath the surface of those ugly outside trappings. But He also loves them too much to leave them like that. So, He accepts them —loving them just as they are, and keeps doing so, but at the same time He is working in their lives to deliver them into a higher and better life style. The life style of the Kingdom.

***f. Endeavor to love them unconditionally.***

Christians are frequently so eager to see people come to Christ that they sub-consciously set this as the criteria for their "friendship." But if the candidate does not respond positively within a short time frame, they tend to abandon the "friendship." But Jesus was not like this. His love was too genuine to abandon people because they did not immediately respond to

His overtures. He continued to love them, despite their indifference, and their rebellion. He loves them with a love that will not let them go.

### **A personal experience**

My wife and I have spent a great deal of time in Israel. During some of this time we have acted as leaders for groups of Christian tourists to the land. I well remember leading a group some years ago, for which we had an Israeli tour guide with whom I became very friendly. I genuinely liked this man and enjoyed his company and his sense of humour. One evening, after our group had retired for the night, he and I sat together talking into the early hours. Our conversation led me to share my testimony with him and tell him my experience of salvation through Jesus. He listened quietly and attentively, and then said something to this effect, "I am very interested in what you have shared and very happy for you that you have found such a wonderful experience of faith, however I personally cannot believe like that." He then proceeded to detail the reasons why he could not believe as I did. Shortly afterwards the conversation concluded and we went our separate ways to bed.

The following morning as Elizabeth and I entered the dining room, I saw our guide sitting alone and we went over to join him at the breakfast table. After a few minutes of normal conversation our guide suddenly said in a somewhat terse tone, "What is it with you Gerald, what are you up to?" I was stunned. "I don't know what you mean", I said, "Please explain what you mean." He then began to relate the following. He said, "I have been an official tour guide in Israel for some twenty years. During this time I have acted as guide for hundreds of Christian groups. The pattern has always been the same, with slight variations. At the beginning of the tour, the Christians are extremely friendly towards me and we usually enjoy a good rapport that almost becomes a friendship. But once we have established this rapport and they feel they have won my confidence, then comes the crunch. They share with me the "way of salvation." I have heard the message hundreds of times, but I cannot sincerely accept it for myself, and I have to tell them this, as I did to you last night. Unfortunately, once I tell them that I cannot believe that Jesus is the Messiah, that usually concludes the beautiful friendship and from that moment it becomes a purely business relationship." He went on to add, "last night after we parted, I was mad with myself for allowing this to happen with you. I was convinced that our friendship was now over and I was deeply disappointed. But you are talking with me now as though nothing happened last night, and I am confused. What is it with you?"

Of course I explained that my enjoyment of him was genuine. I really liked him. Not simply because I was cultivating a friendship with a view to "winning him for Christ", but because I genuinely appreciated and enjoyed his company. "I would be delighted if you discovered that Jesus is the Messiah", I told him. "But that was not the reason that I pursued a friendship with you. I want to be a friend to you whether you accept Jesus or not, and I sincerely hope that we can continue in our friendship just as

before." I am pleased to report that our friendship has now continued for many years and does to this day.

***Jesus loved people unconditionally  
and so must we.***

***If we do not, then our love is not genuine  
in the first place.***

***g. Learn to appreciate people for who they are***

My personal experience has been that there are likeable and commendable features in most people if you look hard enough. Too often we are conditioned to reject people after our first impression, particularly if the person is obviously a non-Christian. It has been my joy on numerous occasions to get beyond an initially indifferent or hostile facade through discovering some feature about a person that I could genuinely appreciate and commend. We should try to see people as Jesus sees them. Or, in the words of a beautiful Christian song, "Look beyond their faults and see their need."

Try to look at people in a positive manner. If there are no other features that enable you to do this, always try to see within them the eternal soul for whom Jesus died.

***h. Endeavor to help people.***

Everyone has needs of one kind or another. Someone has said, in regard to building a congregation, "Try to find a need and then fill it." This principle can be true of bringing someone to Christ. Discover some need that your neighbour has, and endeavour to meet that need. Offering to help and assist a person will usually evoke a positive response from them. Even if they do not allow you to do so, they will appreciate the offer. Expressing willingness to perform some task around the home will often get you into that home and into the person's heart. There are so many ways in which we can help people and each of them helps to build a bridge of friendship that we can cross in order to be a blessing to that life. Always remembering that ultimately the finest thing we can do for anyone is to bring them to a knowledge of Jesus.

***i. Be available.***

Proverbs 27.10. says, "*Better is a neighbour that is near, than a brother that is afar off.*"

Often an initial offer of friendship may be ignored but do not withdraw that offer. Let the person know that, "If ever you need me, or I can be a help in any way, please do not hesitate to contact me." Remain available to that person. There may be reasons, at the time of the initial contact, that the person is unable to accept the offer of help. It might be pride, or independence or some other reason. However, if you remain in a friendly disposition towards the person, circumstances may change and the time arrive when they are grateful for your offer and pleased to accept it. It frequently happens in such circumstances that the person is then much more open and responsive too.

### ***j. Sharing the gospel.***

Always remember that our calling in life is to "Know Christ, and to Make Him Known." So, in the intriguing exercise of extending friendship remember that the best thing you can do for that person is to introduce them to a "Friend who sticks closer than a brother." Once you have established some degree of friendship and relationship with a person, do not allow that relationship to cause you to take them for granted. When the time is ripe to introduce them to Jesus always endeavour to do so with. -

### ***Sensitivity.***

Be sensitively aware of the person's private and tender feelings. Realise that beneath an apparently hard exterior there are frequently deep hurts and painful wounds that require gentle and sensitive handling.

### ***Discretion***

In sharing Christ, you are like a "Doctor of the Soul." You are frequently made aware of deep and intimate secrets that the person has rarely if ever shared with another. So you should always offer and maintain strict confidentiality if the circumstances require that. Never probe too forcefully. Let the candidate set the pace. Use wisdom and discretion in all your dealings with a soul that is opening up to salvation. This is a very critical and delicate moment. It is a sacred experience. Handle it with great discretion.

### ***Compassion*** (feelings of deep concern for others)

Jesus was "moved with compassion towards the people." We need the same attitude if we hope to achieve even similar results. Hurting people can quickly recognise genuine compassion, and they can just as quickly recognise the lack of it. The compassion of Jesus was probably the greatest single reason why the common people heard Him gladly. They recognised that He was genuinely and sincerely interested and concerned for them. So it will be with us.

## ***2. Hospitality evangelism.***

This is possibly one step further than Friendship Evangelism. It involves the extending of hospitality to people in order to cultivate their

acquaintance and share with them the Good News. The obvious persons to whom this would apply would be firstly to relatives. It frequently transpires that a newly committed Christian has many relatives who have not yet found Christ. Inviting them to your home for a meal is often the best way in that to share your faith. Sitting around a meal table often provides the kind of friendly and informal setting for conversation that is conducive to speaking of the things of Christ. Jesus often used such occasions to speak deeply into the lives of His prospects. Hospitality holds a very special role in the culture of the Kingdom. It has deep spiritual connotations that are even sub-consciously recognised by one's guests.

Neighbours are also a category of people to whom one can extend the offer of hospitality. Once accepted, the invitation to share a family meal often conveys a sense of mild indebtedness in that the guest wants to respond favourably to the host. This often puts the guest in the right frame of mind to listen and usually to agree with his host. This method is particularly applicable when new neighbours have moved into the locality. Extending to them a welcome to the neighbourhood together with an invitation to a meal, or perhaps actually taking a meal around to them whilst they are in the process of moving in, can be the means of building a meaningful link with them.

Business associates, and fellow employees are another category who might be effectively reached through the medium of hospitality. There is a completely different atmosphere in the setting of a family meal than is present in the business arena or in the office or other places of employment. There is usually a relaxed and congenial atmosphere that is warmly conducive to friendly discussion. It is also an excellent setting in which to get to know people better and to build better relationships with them.

Hospitality reveals open-heartedness that is difficult to resist. You realise that your host and hostess are putting themselves out for you. Opening their home, preparing a meal, entertaining you etc. It all serves to convey a loving interest and concern for someone. This ministry also gives a wife the opportunity to participate in the Soul Winning process. Even the meal she prepares can convey the concept of loving concern. In addition she is able to take part in discussion, share her testimony, perhaps talk with the wife after the meal whilst her husband talks with the man.

### **3. *Tract, or gospel leaflet distribution***

The wise use of Christian literature can be a powerful means of spreading the Gospel. It usually helps people in their witnessing because offering it to a person becomes a point of contact with that person. It is a simple matter to discreetly offer a piece of literature. "Excuse me, would you please accept this leaflet? I think that you would find it helpful and enlightening."



Make sure that you use attractive and appropriate material. Try not to use material that is too heavily religious. Get some tracts that feature subjects in which the average person would be keenly interested. Something that will reach out and grab their attention. If the material is absorbing and the person reads it through, there is a real possibility that some seed will be sown that may produce a spiritual harvest.

Elizabeth and I have long been associated with Emmanuel Press in Africa. This Gospel Publishing program under the direction of David and Loreen Newington, has been printing gospel material in some fifty languages for more than fifty years. Their "paper preachers", have reached into every nation of the African Continent and far beyond. Several millions of people have subsequently enrolled for the Free Bible Correspondence Courses also offered by the Press. We have personally met hundreds of persons who have been brought to Christ through this ministry. We also know of many converts who are actually now in the Christian Ministry and have themselves led thousands of others to Christ.

Tract and literature distribution can be the means of spreading the Gospel with powerful effect. These "paper preachers" make excellent Missionaries. They can .-

- Travel great distances very cheaply.
- Speak many different languages.
- Fit appropriately into various cultural settings.
- Preach and teach the great truths of the Bible.
- They never become tired or homesick.
- They will stay indefinitely without needing a furlough.

Literature ministry is probably the most cost effective means of spreading the gospel today. You can use Gospel tracts to bring someone to a saving knowledge of Christ. You can use Bible Correspondence Courses to establish that person in the faith. There are many different functions for Gospel literature.

#### **4. *Door to door witnessing.***

It is said of the early Church disciples that they went from house to house. (Acts 2. 46.) This may not imply door to door witnessing, though it is certainly somewhat akin to it. They made the Gospel mobile. They got out where the people were.

***They did not lock themselves away  
in some obscure chapel,  
hidden from the public awareness.***

***They took the Good News to the people.***

It is sad that the true Church has largely moved away from this means of outreach and have virtually abandoned it to many of the fringe cults like the Mormon's and Jehovah Witnesses. Door to door witnessing has now become so closely associated with these and other similar groups that it has become necessary to clearly announce that you are not representing any of these organisations. However, this is not a reason why we should not use this method. We simply need to clarify that we are not in any way identified with those groups who are frequently so aggressive and persistent that people are loathe to show any interest or give any encouragement to them.

We recently visited a nation that is 85% Buddhist, and where some Christian leaders told us that it was virtually ***impossible*** to win converts. Within days of our arrival we had the unexpected opportunity to preach in a certain church in that approximately 300 former Buddhists had come to Christ within the past three months. That church had conducted a seminar on Soul Winning after which they organised groups of their members to visit houses, witness in the park, and generally share their testimonies wherever and whenever possible. Whilst this was happening, those members who did not go out witnessing met in the church to conduct 24 hour prayer meetings. The result, - 300 Buddhists saved and baptised and the harvest still continuing.

In canvassing from door to door, you may need to use some different tactics. Some have conducted "Religious Surveys". This involves asking the resident some leading questions about their religious affiliation, or preference. You may also ask such questions.

- Why do you not go to church?
- What kind of church might you be interested to attend?
- What do you feel the churches should be doing?
- Do you believe in eternal life?
- Do you know what might happen to you if you unexpectedly died?

You may find yourself faced with some difficult questions to answer, but you will get the person talking about Christian related subjects. If you prepare yourself properly beforehand you can handle most of these questions and at least you discover whether or not this household has any spiritual inclinations.

## **5. *Market place evangelism***

This involves a style of witnessing that is being used effectively in many parts of SE Asia today. I refer to the penetration of the Christian message into the business communities, in that thousands of Christian business persons have taken Christ into their "market place." In addition to running very successful business enterprises many have become extremely successful in bringing business associates to Christ as well. It is not unusual to find evangelistic meetings, prayer meetings and Bible study classes being conducted in Corporate Offices with Chief Executives and sales persons in attendance together. We have personally joined with many hundreds of active believers in these kind of gatherings. Some of the top personnel in the great International Corporations are committed and witnessing Christians.

I personally believe that this is a direction in which the Church has to go in the future. The Church is presently too isolated in the ivory towers of its "places of worship."

Far too many of these "Churches," have become irrelevant to the realities of modern life. Their style has long been outmoded and has become obsolete. They are busy with their activities and routines, isolated and insulated from the real life of the average persons.

In the great harvest of the near future, the Church must come out from its self imposed isolation and break into the main stream of the people. I further believe that the harvest of these critical days will not be gathered by professional preachers, or the so-called clergy, but by an army of "lay people," that God will raise up. May you and I be vitally involved in raising up and training this great Army.

## Chapter Seven

# LEADING A PERSON TO CHRIST

There are numerous factors of which we must be conscious as we seek to bring people to Christ. I am not suggesting a technique or method that must be strictly adhered to, but some principles of which we must be mindful if the persons are to have a genuine experience of salvation through faith in Jesus Christ. To compromise on any of these issues, or fail to ensure that the person clearly understands the implications of them, may mean that he or she does not have a genuine experience of the New Birth.

### **1. Sin**

Sin is not a popular subject these days and mention of it often evokes scorn and derision in many liberal circles (including certain church circles). Modern man prefers to refer to sin as social indiscretion, personal preference, genetic traits, or personality defects. Many other people refuse to concede that there is any such thing as sin at all. Their philosophy is frequently, "If it feels good, do it." For them nothing is barred. All deviations are acceptable. What a person does with their life is their own business and nobody has the right to interfere. This kind of notion must be attacked and defeated with the Word of God. The Bible clearly teaches, from its earliest chapters, the reality and penalty of sin. Unless one is ready to agree with the Bible on this basic subject then the whole matter of salvation is out of the question.

***If there were no such thing as sin,  
then there is no need for salvation or  
a Savior, and the whole plan of redemption  
would be irrelevant and unnecessary.***

We must understand that sin is what separates man from God. Initially, in the biblical picture, it was Adam and Eve's disobedience that constituted the first sin. Their disobedience caused the whole human race to become separated from God. So, in the first instance, men and women are sinners, not because of anything they do or don't do, but because of Adam and Eve's transgression. We inherit our sinful status from our original forbears. We are therefore sinners by inheritance.

## ***A person is not a sinner because they commit sin. They commit sin because they are sinners.***

Romans 3.23 puts it as simply and plainly as possible. ***"For all have sinned and come short of the glory (standard) of God."***

This teaches the universality of sin. All men, everywhere are sinners.

It teaches the nature of sin, i.e. to fall short of the glory (standard) of God.

When we endeavour to show someone that they are a sinner in the sight of Almighty God, we are not singling them out for criticism, or suggesting that we think that their personal behaviour or standards are worse than the average person. We are simply stating that they, together with all of mankind, come short of God's required standards.

### ***2. The penalty of sin***

Romans 6.23 says ***"The wages of sin is death."*** Not just physical death, when the human spirit leaves the physical body, but spiritual death that means continuing and everlasting separation from God. This is the penalty about which God warned Adam and Eve. He told that if they disobeyed Him, ***"in dying, they would die."*** Through their transgression, physical death began to work in them. They became mortal, (death doomed) beings. Physical death and its symptoms began immediately to work in their lives, the consequence of which was that one day they would die.

***The greater tragedy was that dying in sin  
means that one will be  
separated from God eternally,  
which is what the Bible calls Hell.***

### ***3. Salvation***

The latter part of Romans 6.23, introduces a positive aspect too in stating, ***"But the Gift of God is Eternal Life, through Jesus Christ our Lord."***

It emphasises that Salvation is not through works, self effort, good living, or kind deeds, but it is ***through Jesus Christ our Lord.***

We must show the person their implicit need of a Saviour. If one is not aware of need, then there is no motivation to look for a Saviour.

***We must further show them that Jesus Christ is the Saviour.***

***For unto you is born a Saviour, that is Christ the Lord."*** (Luke 2.11).

**He is the only Saviour. Acts 4.12.**

*"Neither is there salvation in any other. for there is no other name, under heaven, given among men, by that we must be saved."*

**He is a complete Saviour. Hebrews 7.25.**

*"Wherefore He is able to save to the uttermost all that come unto God by Him."*

**He is a Powerful Saviour. Hebrews 2.14b, 15.**

*"That through His death, He might destroy him that has the power of death, that is the Devil, and deliver those who through fear were all their life time subject to bondage."*

**He is a Universal Saviour. 1 Timothy 4.10b.**

*"Who is the Saviour of ALL men who believe."*

**4. Salvation is through faith in Christ**

***" Believe on, (into) the Lord Jesus Christ, and you will be saved."***

Acts 16.31

These powerful words were spoken to the Philippian jailer in response to his pointed question, "What must I do to be saved?" They are applicable to all men everywhere and constitute the only way of salvation available.

Romans 10.9 says, "That if you will confess with your mouth, the Lord Jesus Christ, and believe in your heart that God has raised Him from the dead, **YOU WILL BE SAVED.**"



**MEMORISING SCRIPTURES**

As you endeavour to lead people to Christ it is helpful to have a 'planned route' in mind. Even if you do not keep to it in every point it helps you to keep moving forward in the right direction. It gives you extra confidence and helps you to stay in command of the situation. There are several simple routes that you can easily memorise. Here are a few of the simpler ones. Each outlines a progressive route towards a commitment to Christ. The relevant Scriptures can easily be memorised and will give the soul winner a way forward in the conversation that may lead to conversion.

**FIVE STEPS TO SALVATION.**

**1. ALL MANKIND ARE SINNERS.**

*"For everyone has sinned and comes short of God's standard." Rom 3.23.*

**2. THE PENALTY OF SIN IS ETERNAL SEPARATION FROM GOD.**

*"The wages of sin is death" (separation from God).*

**3. GOD IS NOT WILLING THAT ANYONE SHOULD PERISH.**

He wants everyone to come to the knowledge of the truth. 1 Pet 3.9.

**4. JESUS CHRIST HAS PAID THE PRICE.**

*"Christ died for our sins, according to the Scriptures."* 1 Cor 15.3.

**5. WE MUST BELIEVE AND CONFESS THIS TRUTH.**

*"If you confess with your mouth, and believe in your heart that God has raised Christ from the dead, you will be saved."* Rom 10.9.

- **THE ROMAN ROAD.** A simple plan of action requiring three Scriptures

**Romans 3.23.** *"All have sinned and come short of God's standard."*

**Romans 6.23.** *"The gift of God is eternal life through Jesus Christ our Lord."*

**Romans 10.9,10.** *"Believe in your heart, and confess with your mouth, and you will be saved."*

**NOTE TO THE TEACHER.**

**Require the students to memorise all the Scriptures relevant to these simple plans. Then divide them into pairs and have them "practice" on each other. Encourage them to practise the principles regularly in their contacts with the outside world. Have them do this consistently until it becomes second nature for them to go through these simple steps to salvation.**

**What is it that we need to believe about Christ in order to be saved?**

- A. That He is God, appearing in human form. John. 1.14.**
- B. That He walked this earth as Son of God, and Son of man.**
- C. That He died for our sins, the Just for the unjust. 1 Cor. 15.3.**
- D. That God raised Him from the dead, indicating His acceptance of Christ's sacrifice.**
- E. That Christ ascended up into heaven and is now with God the Father.**
- F. That He is the Lord, to whom we must surrender our lives.**

**5. We must "receive Christ" into our life.**

John. 1.12. says, *"But as many as received Him, to them He gave the authority to become the sons of God, even to them that believe on His Name."*

What does it mean, to "Receive Christ", and how do we accomplish this?

There are various ways in that we may receive things. e.g.

- a. Into our Spirit. Spiritually.**
- b. Into our Mind. Mentally.**
- c. Into our Heart. Emotionally.**

The spirit is the deepest part of your being. It is the real **YOU**. Deeper than the mind or the emotions. More profound and mysterious than any other aspect of your being. It is the part of your person through which you can be conscious of God and know Him, and the whole realm of spiritual reality.

You must understand that the spirit operates by faith.

Faith is the decision to believe what God says.

It is activated by "Hearing the Word of God." Rom 10.17.

Something deep within you tells you that God is speaking to you.

You decide and determine to believe and accept what God says.

You agree with God. That is faith.

Your faith may often move ahead of your mind. You do things by faith that your mind cannot yet understand or accept.

You often accept things by faith before your emotions have time to respond.

Your spirit can operate independently of your intellect or emotions and frequently does.

So, when you receive Christ, you receive Him into your spirit.

You receive Him by faith. Irrespective of natural thoughts or feelings.

He enters your life through your spirit, but He wants to function through your thoughts and feelings too. He wants your whole person to surrender to His benign rule and enjoy the blessings and benefits of His presence in every area of your life.

## **6. We must confess him before men**

Paul said,

*"Believe in your heart and confess with your mouth." Romans 10.9.*

*"For with the heart man believes unto righteousness, and with the mouth confession is made unto salvation." Romans 10.10.*

*Jesus Himself said, "Whoever shall confess Me before men, him shall I confess before my Father in heaven. But whoever shall deny me before men, him will I also deny before my Father in heaven." (Matt.10.32,33.)*

Having believed in Jesus as Saviour and Lord, it is obvious that the need to openly acknowledge and confess Christ before men is vital and indispensable to the process of being saved.

I have frequently noticed, having led someone to faith in Christ, that their confession of this fact has been a definite factor in them receiving a personal assurance of salvation. On occasions I have had someone say, "I



have believed on Jesus but I do not seem to have any assurance." So I have enquired, "Have you confessed your belief to anyone yet?" The answer has invariably been "No." To that my response has been, "Go and tell someone what you have done and confess that you have received salvation through trusting in Christ." The result has always been that having done this, the inner assurance has come.

Jesus told the Gadarene, "Go to your house, and show (tell, make known, publish) what great things God has done for you." Part of the reason why Jesus told him to do this was to continue and conclude the contract of salvation, that He might confess this man's name before His heavenly Father.

### **7. *Begin to win others to Christ.***

Everything in life is meant to reproduce after its kind. This is an unchanging law that God has built into the universe. So, when we become children of God through faith in Christ, God wants us to begin to reproduce after our kind. It is never too soon to begin. As soon as we begin to confess Christ as Saviour and Lord, the Holy Spirit will begin to use our witness to attract and win others.

**Our changed lifestyle will intrigue our friends and associates.** People will wonder what it is that has so changed our life and activities. They will be curious to discover just what has brought such a radical and dramatic transformation into our life. This was true of the "Woman of Samaria," who immediately after Christ entered her life, began to share the news with all her neighbours. The glorious result being that a great number of them came to believe in Christ too.

In the early days of your Christian experience, while you still have vital contact with the associates of your former life, the process of winning them for Christ should begin. Far too many people, after coming to Christ, immediately begin to disassociate from their former friends. We know that we must forsake our former sinful life style and begin to live our new life in Christ. However, I also think that it is necessary to retain contact with our old associates. Not to continue in sin with them. God forbid. But to start influencing them to the best of our ability, towards Christ. Too many Christians become isolated and insulated from the world of non-Christians. Friends, they are our harvest field. They are the very people to whom God wants us to witness and to win them to Jesus. Whenever we win someone to the Lord, we should immediately encourage them to try to win their friends to Him as well.

Although the new convert may not be well versed in the Scriptures or know very much about theology, one thing they do know is that they have received Christ and begun to experience some of the wonderful blessings of His life in them. When one is a new believer there is a joyful enthusiasm that is somewhat unique. The Bible calls it our "**FIRST LOVE.**" It is like the joyful enthusiasm of a young couple newly in love. They want

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everyone to know and to rejoice with them in the wonderful joy they have discovered in their new beloved. Their joy becomes so obvious. It radiates in their faces, it shines through their eyes. It comes through again and again in their conversation. They are happy in love.

So it should be with every new believer. Everyone should recognise that something wonderful and exciting has happened. These early days of one's experience can be extremely fruitful, and can be the beginning of a life of witnessing and effective Soul Winning.

Plan to use this

## ***SOUL WINNING STRATEGY***

### **“WE CAN CHANGE OUR WORLD”**

The early Church were said to be “Turning the world upside down.” (Acts 17:6) The fact was that the world was already “upside down,” they were turning it the right way up again!

Through the power of Christ and His Gospel, we too can turn the world the right way up. However, we must begin with ourselves, getting our own little world into right order. Here is a simple plan to help you do your part. It begins with a conversation about world events and conditions that show that ours is a world in crisis.

**1 Peter 3.15. says,**

***“Sanctify the Lord God in your heart and always be ready to give an explanation to everyone who asks for a reason for the hope that is in you, with meekness and fear.”***

The thrust of this scripture involves:

#### **1. *Spiritual preparation.***

*“Sanctify the Lord God in your hearts.”* Be prayed up, filled with the Spirit, filled with God’s Word, with a clean heart and a willing attitude.

#### **2. *Properly trained.***

Always be prepared to give a good explanation for the hope that is in you.

#### **3. *Plan to share your explanation with everyone you talk to.***

Look for opportunities to bring the conversation round to spiritual issues. Don’t force the conversation, but do be ready to seize every chance to confess Christ.

#### **4. *Do it with meekness and reverence.***

This work must always be attempted in the strength of the Spirit with total dependence on God. Don’t be self confident, trying to do it in your own ability. Meekly and reverently depend on God.

**Our Soul winning strategy involves four simple steps .-**

**(Please memorise these steps.)**

- a. Introduction.**
- b. Information.**
- c. Persuasion.**
- d. Commitment.**

## **1. INTRODUCTION.**

Always look for opportunities to greet people and to initiate a conversation.

The following pattern may **help** you.

**H**ello! Be outgoing and friendly. Greet as many people as possible.

**E**xplore. Ask inoffensive questions. Explore their personal world.

**L**earn. Find out pertinent things about them. Discover their needs.

**P**rogress. Gently move the conversation along. Make progress.

They who would win friends, must be friendly.

Jesus was a friendly person.

Jesus has called us to be His “friends.”

He wants us to be friendly persons.

1. Be friendly, relaxed and outgoing.
2. Have a ready smile for people.
3. Always greet people. Give them a friendly Hi!
4. Introduce yourself frequently.
5. Ask inoffensive questions.
6. Become genuinely interested in people.
7. Be sensitive to people’s feelings.
8. Be quick to commend them.

9. Be slow to criticise or condemn them.
10. Keep a good sense of humour.

In this particular strategy you need to initiate a conversation that will include a discussion of current world events that underline the chaos of our world and allow you to make the statement .-

***“This world of ours is in a pretty bad condition isn’t it?”***

**They will usually agree, “Yes, it certainly is!”**

**Reinforce this perception :-**

**a. Talk about the International scene.**

The turmoil in the Middle East.  
Terrorism in various parts of the world.  
The possibilities of Nuclear disaster.  
Civil wars in various nations.  
Drought, famine and starvation affecting millions.

**b. Talk about regional and national problems.**

The threat of AIDS.  
Murders, robberies etc.  
Divorce and breakdown of families.  
Increasing drug dependency.  
Rising incidence of suicide, especially amongst youth.

## **2. INFORMATION.**

**Why the world is in such a sad condition**

- a. This is a fallen world, not as God intended it to be.
- b. Man is in rebellion against His Creator.
- c. We have ignored the “Maker’s Handbook.” - the Bible.
- d. We try to be independent, self sufficient, without God.

God did not create this world as a place of chaos and frustration.

**In the beginning it was**

**Orderly.**

**Peaceful.**

**Idyllic**

**Abundant provision.**

Until man’s rebellion against God. (Genesis 3)

This led to man losing

God's Presence, Protection, Provision, and Power.

**After this human history became a record of -**

**Sin.**  
**Selfishness.**  
**Greed.**  
**Prejudice.**  
**Hatred.**  
**Strife.**  
**War.**  
**Bloodshed.**

Many people will object to your reference to “sin,”  
They may say, “I don’t believe in “sin,” it is a religious myth.

Do not argue with them. Ask them, “Do you agree that the world is suffering from selfishness, greed, prejudice, hatred, strife, war and bloodshed?”

Inevitably they will say “Yes.”  
Then tell them. “Then you do believe in sin, because all those things are the fruit of sin.

### **3. PERSUASION.** *Lead them through the following .-*

**A**DMIT THAT YOU ARE A SINNER. *"For ALL have sinned and come short of the glory of God." Rom.3.23.*

**B**ELIEVE ON THE LORD JESUS CHRIST AND YOU WILL BE SAVED.  
Acts. 16.31.

**C**ONFESS WITH YOUR MOUTH WHAT YOU BELIEVE IN YOUR HEART

Rom 10.9-10

*9 that if you confess with your mouth the Lord Jesus and believe in your heart that God has raised Him from the dead, you will be saved.*

*10 For with the heart one believes unto righteousness, and with the mouth confession is made unto salvation. (NKJ)*

**D**ENY YOURSELF AND FOLLOW JESUS.

Matt 16.24 “Let him deny himself, take up his cross and follow Me.”

True repentance is turning from your own selfish, sinful, way of life and surrendering yourself to God’s way. Your way leads to death, now and forever, but God’s way leads to everlasting life with Him. How foolish to

follow a path of destruction when you can exchange it for a pathway to life eternal in God's glorious Kingdom.

## **4. COMMITMENT.**

Help them to pray a prayer of commitment. Encourage them to repeat it after you one line at a time. -

**Dear God,**

**I confess that I am a sinner.**

**I believe that Christ came to save me.**

**Jesus, I turn my life over to you now by faith.**

**I receive you into my life.**

**I turn away from my own selfish life and I commit myself to you.**

**I want to love and serve you for the rest of my life.**

**I want to live with you forever in your glorious Kingdom.**

**For you are now my Saviour and Lord.      *Amen.***



## Chapter Eight

# GETTING TO THE HEART OF THE MATTER

We have been considering together some of the preliminary issues of Soul Winning. Now, let's get to the critical factors. As we do, let me emphasise a very important point. In all that we are discussing, never lose sight of the fact that Soul Winning is not the result of employing a methodology. It is not a technique that can be learned by memory and then simply put into practice. Many sales organisations have a selling program that is carefully structured. It employs psychological principles aimed at bringing the prospective client to sign a contract. Sales persons are required to go through the whole presentation point by point and are assured of a certain success rate.

### ***Winning a person to Christ is much more than psychological manipulation.***

It is more than emotional coercion. It is a transaction that only the Holy Spirit can accomplish. You are a channel through whom He can flow. Yours is a voice that He can use. Your testimony is an instrument that He can employ, but ultimately He is the only one who can accomplish the spiritual New Birth. So you must leave plenty of room and scope for Him. Always rely on Him. Depend on Him. Talk to Him and listen to Him whenever you approach a Soul Winning opportunity and always rely on His presence in the situation.

Dr Bill Bright, founder/director of Campus Crusade for Christ an internationally known soul winning organisation writes in "Witnessing Without Fear," — "As Vonette and I launched the ministry of Campus Crusades for Christ in 1951, we learned very quickly that students weren't impressed with a complex, philosophical communication of the Gospel. What impressed them was Jesus Christ —who He is, what He did for them and how they can know Him."

### ***Soul Winning goes far beyond simply witnessing.***

It is a process that, with the Holy Spirit's help, ultimately brings about a New Birth and brings the life and presence of Christ into a human being. It is a very serious responsibility as well as an enormous privilege.

Every prospective Soul Winner has their own style and approach to winning souls. Indeed every situation may require a different approach. No two persons are the same. No two circumstances are the same. We need to be flexible and open to whatever the Spirit may suggest.

However, there are certain basic principles that remain the same. There are certain factors that must be observed in every situation and whatever our particular method or approach is in a given situation. Truths that must be presented to the prospective convert. **We must help that person to recognise the following truths.**

### **1. *That he/she is a sinner***

Once you begin to share this truth The Holy Spirit begins to work upon the person to cause what the Bible calls "conviction," in that the person is brought to realise that they are indeed a sinner before God. When the Spirit's presence begins to affect them in this way, it will invariably cause one of two responses.

- a. They may become mad with you, protesting their "innocence" and parading the reasons why they are not a sinner, and that they are as good or better than the next person.
- b. They will begin to acknowledge the truth and their previous resistance will melt. Once this happens, follow through, because you know that the Spirit is at work to bring them to Christ.

### **2. *Jesus is the only Savior***

**Jesus is THE WAY, THE TRUTH, THE LIFE.** John 14.6.

*"There is no other Name by that we may be saved, but the Name of Jesus."* Acts 4.10,12.

*"Whoever calls on the Name of the Lord shall be saved."* Romans 10.13.

### **3. *Show them how to repent.***

Repentance is the first word of the Gospel. *"Jesus came into Galilee preaching the Gospel of the Kingdom.....and saying the Kingdom of God is here, REPENT and believe the Gospel."* Mark 1.14,15. However, "repent," is a word that is no longer readily understood by most people. So it is often necessary to use other words that convey the same meaning. For example, Repentance means to confess one's guilt, to be sorry. To express sorrow and regret. So we need to help the person to tell God, "I am sorry, please forgive me."

However, it also means to "turn around," to "change one's mind." To walk away from our sin and walk towards God and His righteousness. Some of you will understand if I use a familiar military term and say "about turn!" Turn right around and begin to march in the opposite direction to where you were previously going. These are some of the basic meanings of repentance. Help the person understand the significance of these ideas, so that when they "pray a prayer of repentance," they really know what they are doing.

Repentance is firstly the acknowledgement that we are separated from God, proceeding through life according to our desires rather than His.

Having our own way rather than following His way. Repentance infers a radical change of direction. A decision to live our life God's way rather than our own way.

#### **4. Show them how to turn their life over to God**

This is a most critical and important part of the process to which great care and attention should be given. It is the "moment of truth," which may decide the issue and its impact. Somehow the candidate must be shown how to open up their life to Christ, and allow Him entrance.

#### **A Scripture that I have used many times for this purpose is Rev. 3. 20.**

*"Behold, I stand at the door and knock. if any man hear my voice and open the door, I will come in and eat with him and he with Me."*

I shall share with you the approach I have used, it may be useful to you also.

#### **This Scripture shows that :-**

God is knocking at the door of your life.  
If ANYONE will open the door (no one is excluded)  
Christ WILL ENTER that life

I have frequently told the person -

Let me bring to your attention to some wonderful words in Rev. 3.20. Would you please read it to me? (Open your Bible to the Scripture and have them read it to you.) Now, here Jesus indicates that He is standing at a door that has no handle on the outside with which to open the door. He stands outside patiently knocking and declaring, *"if ANY MAN hears My voice and will open the door I WILL come in and eat with him."* Now friend, I believe that Jesus is knocking at the door of your heart now, and I am sure that you realise this too. Our meeting today and the things we have shared in our discussion, all indicate that the Lord is reaching out to you.

Now, if I were to visit your home. When I knocked at the door and you came to open it, you would realise immediately that I wanted to come in to see you. If I stood in a friendly posture that indicated that I wanted to come in and do you good, that I wanted to assist you and enrich you. Would you not invite me in? Wouldn't you extend a welcome to me and say, "it is good of you to call on me. I sincerely appreciate your interest and concern. Won't you please come right in?"

Having invited me in, wouldn't you then think it strange if I turned on my heels and disappeared down the street. Wouldn't you be amazed if that should happen? Of course you would, and with good reason. If I took the trouble to come and visit you —knocking on your door and patiently

waiting until you open it and invited me in — wouldn't it be the most natural and expected thing that I should accept your invitation and come in?

Well now, Jesus is knocking at the door of your life. He wants to come into your life but He will not force Himself upon you. He knocks patiently, but YOU must open the door. If you do, He will definitely respond to your invitation and enter. Will you not invite Him in right now? Then please repeat these simple words after me .”

### **Have them pray this prayer**

**"Dear Jesus, I recognise that you are knocking at the door of my life. I know that you are requesting entrance into my life because you want to save me from my sins, forgive me, cleanse me, renew my life, and live within me. Jesus, I use my will to open the door now by faith. I want you to come in and be my Saviour. I ask you to forgive my many sins, and particularly the sin of my resistance to you.**

**I open the door wide right now, and by faith I invite you to enter. My life is now yours. I surrender it to you. I want to become a child of God. I want to enter your Kingdom. I receive you now as my Saviour and Lord. From this time forward I will love and serve you. I will confess your name to others and tell them that you are my Saviour and Lord."**

### **5. *Have them pray a prayer of affirmation***

Once they have asked Jesus into their life, encourage them to make some statements of faith and some positive affirmations. Encourage them to speak to the Lord in their own words and thank Him because He is faithful and always keeps His word. Have them say to Him. "Jesus, I thank you because you are faithful to your word. You said if I invited you into my life, you would come in. I asked you, and now I thank you by faith that You have kept your word and You are now in my life. I am grateful to know that You will be in me and with me forever. Wherever I go, You will be with me. In good times or perhaps in bad times. You will never fail me."

### **6. *Encourage them to tell somebody***

Once the person has prayed this prayer along with you, encourage them immediately to tell someone what they have done. If there is a third party present, say, "why don't you tell John what you have just done and what has happened to you? Tell him that you have committed your life to Jesus and acknowledged Him as your Saviour and Lord."

Something will happen as they make this confession.

The Holy Spirit will seal the assurance of their salvation and the realisation of what they have done will begin to enter their awareness.

## **7. Encourage them to find Christian fellowship**

Now that they have confessed Christ, this person needs to attend to their spiritual growth. They must learn how to read the Word of God and how to establish an effective prayer life. They also need to avail themselves of the company of other Christians who can help and encourage them in their Christian walk and growth. The best way to do this is usually to find a church where the true Gospel is faithfully preached. Try to find one where other people are finding Jesus and learning to walk in Him.

If you are associated with a church in the same geographical area in which this person lives, then be available to meet and encourage them to attend your church. Go out of your way to help them. If necessary, arrange to take them to church. Make sure that they meet some other believers who are capable of helping and encouraging them. Introduce them to the local minister and encourage your new friend to make a confession of their faith to him.

***Become a true friend to this new believer.***

***To lead someone to Christ and then***

***neglect their welfare is almost like***

***bearing a child and then abandoning it.***

This is unthinkable. Only a person who is not in their right mind would do that. It is criminal to act like that. So be ready to make some sacrifices in order to succour the new believer. Introduce them to your circle of friends. Make them feel wanted and welcome. Encourage them to attend some of the functions of the church that might be most applicable to their situation. For example, if your new found friend is a single person, encourage them to attend a Singles Meeting. Encourage a man to join the Men's Fellowship, or a lady to attend the Ladies Fellowship. Actively encourage them to become involved in as many activities as possible and urge them to try to bring their old friends. Try to make sure that they do not cut legitimate ties with their old acquaintances but endeavour with all enthusiasm to bring their friends to Christ.

***Their former friends become a mission field  
that perhaps no others can reach.***

Appropriate literature is also a real asset in helping this person become properly established in their new found faith. There are various courses for new converts that use the Scriptures to help the convert become firmly

grounded in their new faith. This helps to base the person's faith in the solidity of the Scriptures rather than sentiment or emotion. The more of the Bible they study, the more assurance they will gain of the legal reality of their salvation.

Jesus said,

*“ Most assuredly I tell you, he who hears My word and believes in Him who sent Me has everlasting life, and shall not come into judgement but has passed from death into life.” John 5.24.*

### ***The process of salvation***

It is often useful to view salvation (redemption) as a process rather than something that occurs at a precise moment in time. Many people testify that “they were saved on Tuesday, January 23<sup>rd</sup> etc. Although there is usually a moment of commitment, the actual process has frequently commenced long before that moment and will continue long after it. Preceding the moment there is often contact with one or more persons who have borne witness of Jesus. Following the commitment there is always a process of growth towards spiritual maturity. This usually involves some type of discipling. Someone assumes a responsibility to feed and foster the new believer, teaching and encouraging them in their new daily walk in Christ. It also requires inter-action with other believers which requires times of fellowship and community with others of like mind and spirit. This may occur in a church fellowship or it might happen in a house group. The essentials of spiritual growth are:-

- Regular fellowship with Christ in prayer and Bible study.
- Community and relationship with other members of Christ's Body.
- Learning to Walk in the Spirit daily. Rom 8:13; Gal 5:16,25.
- Evangelistic activities, seeking to reach and win others for Christ.
- Discipleship experience from more mature Christian mentors.

We can see from Christ's great commission that preaching the Gospel is actually a prelude to making disciples. Sharing the Gospel, and winning persons to Christ is a beginning. A birthing if you wish. But what is the point of birth without an ensuing life? Discipleship is essential to growth and ultimate maturity. Paul travailed in prayer not only to see people saved, but until Christ was fully formed in them. We ought to desire the same.

## Chapter Nine

# GAINING A BIBLICALLY BASED ASSURANCE

It is essential that the New Born Christian has a biblically based assurance of their salvation. If one's confidence is based on feelings or sentiment, then it will not stand the test of trials and temptations that may confront the believer from time to time. If our confidence and assurance is based on the Word of God, then it will be as solid and immovable as that Word, of which Jesus said,

***"Heaven and earth may pass away  
but the Word of the Lord endures forever."***

**So we need to make sure that the new believer's trust is based on God's Word and not on the word of man.** We achieve this by emphasising from the beginning that the truth and credibility of our salvation is firmly based upon what Almighty God has declared in His eternal Word. We ourselves need to be very familiar with what the Bible teaches on salvation and assurance, so that we can confidently point out exactly what God declares about these vital issues.

### **There are two clear aspects to salvation.**

There is God's side, and there is man's side. From God's perspective He has done all that is necessary to provide eternal salvation for every person who believes and who through faith receives the gift of salvation.

God so loved mankind that He gave His only Son as a ransom.  
Jesus, God's Son, gave Himself on the cross, to pay the price for our sins.  
Jesus died, and was resurrected, to accomplish our full salvation.  
He is presently with the Father, making intercession on our behalf.  
He will one day return to earth and we shall reign with Him forever.

From God's perspective, Salvation is complete.  
Everything necessary has been accomplished,  
and the whole plan of Salvation is written in His Word.

### **There is also man's perspective, and here there are also two aspects.**

- 1. There is the legal, forensic aspect.**
- 2. There is the experiential, participatory aspect.**

The Bible spells out the legal aspects of salvation. Everything that Christ did for us is legally valid. Christ did nothing that was illegal in His work of redemption. No one, not even Satan, can contest the validity of what Christ accomplished redemptively on our behalf. The Bible is the legal record of our redemption. It is the book in which is recorded the legal process by which God procured our redemption from Satan's bondage and power. It is also, in a sense, the legal Last Will and Testament of Jesus Christ that sets forth every privilege and blessing that we inherit through the death of God's Son. Someone has said that Jesus is the only person who left an inheritance, and then rose from the dead to make sure that the inheritors received all that He had left for them.

***We need to thoroughly familiarize ourselves  
with the content and details of  
our glorious inheritance so that we may  
lay claim to all that is ours "In Christ."***

Having done this we must then claim our inheritance ***through faith***. The Scripture teaches that, "*By grace are you saved, through faith, and that not of yourselves; it is the gift of God.*" (Eph. 2.8). God's Grace provides salvation. Our Faith receives, accepts, and lays hold on every blessing and benefit of that salvation. So the two salient factors are :

**1. GOD'S WORD.**

**2. OUR FAITH.** (A gift from God.)

We therefore need to read, study and accept by faith, everything that God's Word states about our salvation in Christ. We should apply every detail to ourselves and thank God by faith that every salvation-related promise in His book is relevant to us. Let us briefly consider some of the Scriptures through which God speaks assurance.

1. John. 5.24. ***"Truly, truly I say to you that whoever hears my word and believes on Him who sent me, has everlasting life and shall not come into condemnation, but is passed from death unto life."***

A. It is Jesus who makes this promise. The one upon whose words we can utterly rely. Whose credibility is intrinsically bound to His Word. The One for whom it is impossible to lie.



B. As if to irrevocably underline His faithfulness, He begins His statement with, *"Truly, truly."* He only ever uses this double positive when He wants to guarantee something beyond any possibility of dispute.

C. The promise is to *"whoever hears His Word and believes"* in God His Father. This clause clearly indicates how wide open this promise is. It is irrespective of colour, class, or culture. The promise is to the whosoever.

D. *"Has everlasting Life."* This is in the positive, perfect present tense. Beyond doubt or dispute. Whoever fulfils the requirement of the first part of the verse, actually has, right now, the everlasting life of God within them.

E. *"Shall NOT come into condemnation."* (Judgement) This statement is as clear and positive as it can possibly be. The Word of God that is undeniable and irrevocable, says that the person to whom these words apply, who accepts them by faith at face value, shall NOT, NOT, NOT EVER come under God's condemnation.

F. *"But IS PASSED from death unto life."* This is not something about that we must wait until death to really know. The Scripture says that already, in Christ, the believer has passed from the realm of spiritual death into the life of God. Death has lost its dominion over us. We are no longer death doomed. We have received the life of God into our beings and that life is eternal.

- **Have the new believer read this Scripture aloud with boldness and confidence.**

- **Have them make the following statements loudly and boldly.**

**"I have heard the words of Jesus and I believe in Him and the Father who sent Him.**

**Jesus says that I have everlasting life right now.**

**Jesus says that I have passed already from death to life.**

**Jesus says that I shall never, ever come into condemnation.**

**These are the very words of God.**

**I choose to believe that every word of God is true.**

**I believe that God cannot lie."**

2. Romans. 10. 9, 10, 13. *"That if you will confess with your mouth, the Lord Jesus Christ, and believe in your heart that God has raised Him from the dead, you shall be saved. For with the heart man believes unto righteousness, and with the mouth confession is made unto salvation, for whosoever shall call on the name of the Lord shall be saved."*

This Scripture clearly states the conditions for salvation.

- A. We must believe in our heart that Jesus Is Lord.**
- B. We must call on the name of the Lord.**
- C. We must confess publicly that Jesus is our Lord.**
- D. We SHALL be saved.**

If you have done this, then the Scripture is true, for God cannot lie, **YOU ARE SAVED.**

3. John. 6.47. **"Truly, truly I say to you, he that believes on Me has everlasting life."** Ask the person to read this aloud. Now ask them such questions as these:-

A. Who made this statement?

Answer. **Jesus did.**

B. What exactly did He promise?

Answer. **He promised eternal life.**

C. What were the conditions?

Answer. **That we would believe on Him.**

D. When would one have this life?

Answer. **Now, in this present moment.**

4. Have the New Believer read aloud the following Scriptures, and make the following confessions.

Mark.1.14b. **"Repent and believe the Gospel." I have repented and I do believe the Gospel.**

Acts. 2.21. **"Whosoever shall call on the Name of the Lord, shall be saved." I have called on the Name of Jesus, and thank God I am now saved.**

Romans. 10., 9, 10. **"Who ever believes in their heart and confesses with their mouth, the Lord Jesus Christ, shall be saved." I do believe this in my heart and I confess it with my mouth, therefore God declares that I AM SAVED.**

**I am saved from :**

**Sin.** Matt. 1.21.

**Satan's dominion.** Heb. 2. 14,15.

**The Wrath to come.** Rom. 5.9.

**Everlasting Death.** John. 3. 16,17.

**I WAS CHOSEN** *"from the beginning to be saved, through sanctification of the Spirit and belief in the truth."* (2 Thess. 2.13b.)

**I WAS APPOINTED** *"not unto wrath, but to OBTAIN SALVATION THROUGH OUR LORD JESUS CHRIST."* (1 Thess. 5.9.)

**I NOW HAVE REDEMPTION THROUGH CHRIST'S BLOOD,** *"even the forgiveness of sins, according to His Grace."* (Eph. 1.7.)

**I AM BEING KEPT BY THE POWER OF GOD** *"through faith unto salvation to be revealed in the last time."* (1 Pet. 1.5.)

***There are many more  
wonderful Scriptures that undergird  
our faith in Christ and the  
assurance of His salvation.  
The more of them we read, memorize,  
and confess aloud,  
the greater will be the  
witness of the Holy Spirit to our spirit,  
that we are in fact the  
Children of God  
through faith in Jesus.***

## **SOUL WINNING ASSIGNMENTS.**

**These assignments should be interspersed with the lessons at times considered appropriate by the teacher.**

### ***1. Go where the fish are.***

Too many Christians have little or no contact with Non-Christians. Begin to deliberately frequent public places where you may have opportunity to talk to people about Christ. e.g. the park, supermarket, bus station, street corners, anywhere that you can meet people.

### ***2. Write out your testimony.***

Using the method outlined on Page 49, 50.  
Memorise it and plan to share it as often as you can.

### ***3. Write a letter, sharing your concept of the Gospel.***

Edit, and re-edit it until you have refined and simplified it and are satisfied that it is the best way you can describe what the Gospel message is about.

### ***4. Write a Gospel Tract.***

You may wish to call it "**ONLY ONE WAY.**" Or possibly you may think of a better title. Find a way to have it printed and then begin to share it with as many people as possible. Include a contact point. i.e. an address, or phone number.

### ***5. Practice sharing the Gospel.***

Get together with a Christian friend and practice witnessing together. Practice opening conversations. Go through a plan of salvation with them. See pages. 38 - 43.  
Practice answering various difficult questions that may be posed.

### ***6. Put yourself in their shoes.***

Try to imagine that you are the person you are endeavouring to reach.  
Ask yourself,  
"What kind of approach might they most appreciate?"  
"What kind of approach would I appreciate best if I were them?"  
"How can I best assist this person?"  
"How can I avoid offending this person?"  
"How can I best get their attention and win their confidence?"  
"How may I best be-friend this person?"

"What might be GOOD NEWS to them and how can I share it?"

This kind of self interrogation will be particularly helpful if you are endeavouring to share the Gospel with someone of another Faith. e.g. Muslim, Hindu, Buddhist, Confucianism, etc.

### ***7. Make some time for witnessing and soul winning.***

It is usually necessary to apportion some time for witnessing. e.g. Saturday morning, or Sunday afternoon. Devote this to Witnessing excursions.

### ***8. Organize a Soul Winning team.***

One church in which we recently ministered, held a seminar on witnessing after which a group of those who did the course began to go out each week into the town witnessing. They visited the homes of friends, —walked in the local park, — talked to people in the streets. While they were doing this scores of other church members met in the church for 24 hours of prayer to support the effort. As result they have seen some 300 former Buddhists brought to Christ and be baptised in water. The congregation has increased some 300%, and the harvest is still continuing.

### ***9. Organize a Soul Winners club.***

Begin a Soul Winners meeting in your church. Invite everyone who is in any way interested in Soul Winning.

- Let the total emphasis be on Witnessing, and Soul Winning.
- Conduct brief Seminars on Soul Winning.
- Share testimonies of Soul Winning experiences.
- Encourage each other with testimonies of recent witnessing experiences.
- Have special times of prayer for souls. Target them by name.
- Organise Team witnessing activities. Mission trips etc.

### ***10. See yourself as a Soul Winner.***

Let your mind fully grasp the concept that you are a Soul Winner. Let this become a major emphasis in your life. Be interested in everything and everyone who reinforces your desire and commitment to talking to people about Christ and to bring them to a commitment to Him as Saviour and Lord.

# Successful Christian Leadership

**LEADERSHIP**

is an ***ACTION***

NOT a **TITLE**

## **INTRODUCTION.**

The "Success Syndrome" has invaded much of the world in the past forty years. Books and seminars on "How to be successful" abound as millions of people search for the secrets of attaining success.

Many are seeking success in the world of business and commerce. The signs of achievement in this realm are inevitably monetary wealth and the status symbols of material possessions. Others seek success in the world of entertainment, sporting activities, or the like. The success syndrome has invaded almost every area of life. It has even intruded into the Church world where "Prophets of Prosperity" urge the saints to claim their inheritance in material assets.

The Bible does speak of success and prosperity but in a vastly different vein than the popular worldly concept. In fact the word success occurs only once in the English Bible, in the book of Joshua. It was spoken in the context of a promise to Joshua as he assumed the leadership of the Children of Israel. His attainment of that success is detailed in the book of Joshua, and it is this concept of success that we want to investigate and emphasise. Although our main emphasis is that of leadership in terms of Christian ministry, it is not confined to that. It also includes principles of leadership which Christians should pursue in their roles as business persons, spouses, parents, and leaders within their communities.

However, my main area of interest and concern is for Church leaders in the developing nations of Asia, Africa, and the Pacific region, for whom we have prepared a curriculum on leadership skills, with particular emphasis on those principles of leadership which enable them to be effective Church planters. Our vision is to see thousands of new congregations established throughout the developing world, and to this end we dedicate this book to the men and women who will achieve this goal.

**Gerald Rowlands.**

# Successful Christian Leadership

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## Chapter One

# A BIBLICAL PERSPECTIVE OF SUCCESS

The word "success" occurs only once in the King James Bible. It is the Hebrew word "*Sakal*", which means "to have understanding, to be made wise, and to achieve your objective." God promised Joshua good success if he would faithfully follow His instructions. It is obvious in the book of Joshua, that God fulfilled His word and granted to Joshua the success he was promised.

**Joshua 1:8. "and then you will have good success." (*Sakal*)**

The word "success" occurs only once in the Bible, (but *Sakal*, which is translated success, occurs numerous times, usually indicating understanding, wisdom and prosperity.)

Josh 1:8

8 *Do not let this Book of the Law depart from your mouth; 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.* (NIV)

**It means firstly :-**

To become prudent (far seeing) through humbly and carefully considering instruction.

To cause to become prudent and act circumspectly.

To behave wisely. (To gain wisdom and understanding)

**Secondly :-**

To prosper and enjoy good success.

Wisdom and understanding occur together 115 x in Scripture. e.g.

Prov. 9:10. "The *fear* of the Lord is the *beginning* of wisdom: and the knowledge of the Holy is *understanding*."

The Hebrew word which best expresses the success that Joshua achieved through God's help, is "**Yaresh**". It occurs in Josh.13 :12. "*for these did Moses strike and **cast out**.*" (*Yaresh*) It means to "occupy, by casting out the previous inhabitants and possessing their place. To drive out, expel, destroy and disinherit them. To seize upon their inheritance and utterly possess it. To impoverish one's enemies by seizing and possessing their possessions."

Obviously this included possessing the land and the cities of Canaan and the possessions of the previous inhabitants. But the success he achieved was not measured only by the material possessions he and the Israelites inherited, **but by the fact that they achieved the purpose which God had ordained for them.**

In the secular world success means: "to make progress, to get ahead, to make good, to flourish and achieve your purpose in life."

But success and prosperity from God's perspective, means the fulfilment of His purpose for your life.

What is God's primary purpose for your life? How diligently, consistently, and with what dedication are you pursuing the fulfilment of His purpose?

Success, from the biblical perspective, means much more than attaining material prosperity, or achieving fame or wide recognition. It also means much more than all the definitions the dictionary contains, such as accomplishment, achievement, attainment, prosperity, mastery, victory.

***From the biblical perspective,  
success is only success when  
God's purpose for our lives is fully  
accomplished.***

Success, from a biblical perspective means :-

- Finding and fulfilling God's purpose for your life.
- To become the person God wants you to be, for time and eternity.
- To win God's ultimate approval and commendation.

**WHAT IS THE DIVINE CRITERIA?**

Matt 25:21

*21 "His master replied, 'Well done, **good** and **faithful servant!** You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!'*

The criteria is :-

- Godliness
- Faithfulness
- Servanthood

**SUCCESSFUL LEADERSHIP IN THE "UPSIDE DOWN KINGDOM."**

Is very different from Successful Leadership in the secular world.

**"SUCCESSFUL CHRISTIAN LEADERSHIP" INVOLVES TWO FACTORS :**

**A: GOD'S PURPOSE.**

**B: OUR MOTIVES.**

Remember that God's primary purpose is to restore us to the Divine image.  
Gen. 1:26-28.

**GOD'S PURPOSE IS "RESTORATION TO HIS IMAGE." Gen 1:26-28. 5:3.**

**Gen 1 : 26-28. "Mankind" was created in the Image & Likeness.**

Adam, the Overseer. Ruling in the Authority of God, —exercising Dominion.

Psa 8 : 6. "You gave him dominion over the works of your hands."

Psa 72 : 8 "He shall have dominion from sea to sea."

Adam and Eve were :-

A: Fashioned in God's Image and Likeness.

B: Made to inherit and transmit God's Blessing.

C: Ordained to be fruitful.

D: Created to function under, and exercise God's Authority.

E: Ordained to rule the earth.

***THE PROCESSES involved in  
"CHRISTIAN SERVICE"  
ARE CALCULATED TO ACHIEVE THIS.***

**GOD IS NOT SO INTERESTED IN :-**

<b><i>What you accomplish,</i></b>	<b><i>But what you become in the process</i></b>
<b><i>How much you achieve,</i></b>	<b><i>But what is your attitude?</i></b>
<b><i>Not power over men,</i></b>	<b><i>But intimacy with God.</i></b>
<b><i>Not material possessions,</i></b>	<b><i>But meekness of disposition.</i></b>
<b><i>Not personal charisma,</i></b>	<b><i>But perfecting of character.</i></b>

SPIRITUAL LEADERSHIP IS DISTINCTLY DIFFERENT FROM SECULAR LEADERSHIP IN ITS :-

A: ATTITUDES, MOTIVES, SPIRIT. Phil 2:5.

Did not claim His "rights."

Of no reputation.

Became as a Servant. Matt. 20:27. He who would be Chief, let him be your servant.

B: OBJECTIVES, AND PURPOSE.

Paul's plans, purposes, methods and strategies were secondary to his desire to please God.

"For me to live is Christ." Phil 1:21.

**C: RESULTANT REWARDS.**

The eternal crowns.

**THE PATHWAY TO LEADERSHIP IS THROUGH SERVANTHOOD.**

"He who would be chief (leader) let him be your servant." Matt. 20 :27.  
23:11. Mk. 10 :44.

"Let the same attitude be in you that was also on Christ Jesus." Phil 2 : 5.

A: Jesus had equality with God, but did not claim His "rights".

B: He laid aside His rights and reputation.

C: He took the form of a slave. (*doulos*.)

D: He assumed the likeness of men. (appearance)

H: Humbled Himself.

I: Humbled Himself unto death.

J: Even the death of the cross.

**OUR PRIMARY CONCERN AS LEADERS SHOULD BE WITH :-**

- The honour of God and His Name.
- The testimony and image of His Kingdom.
- The welfare and well being of other persons, particularly of God's people. Matt 18 : 6 *"But whoso shall offend, hurt, cause to stumble one of these little ones who believe in Me, it were better that a millstone were hung round his neck and he were drowned in the depth of the sea."*
- The furtherance of God's Kingdom. Phil 1:12. *"things which happened fell out to furtherance of Gospel."*
- The "success" of our work or "ministry."

The book of Joshua teaches us that all this involves overcoming, defeating, and casting out the old inhabitants, and populating the land with new inhabitants. This represents the overcoming and casting out of old attitudes, thought patterns, concepts and habits, and the establishing of new ones. This process is achieved largely by consistent meditation in the Word of God and a constant positive confession and enactment of all that is imbibed.

The current emphasis on success in some areas of the church, has polarised Christian opinion on the issue. There are widely divergent views on the subject and attitudes range from one extreme to the other. So we have some churches and ministries which are dubbed "hyper-faith," and others which have gone to the other extreme, in which there is an almost complete denial of the power of faith.

Truth is always in the middle of the road and if we allow ourselves to be pushed to either extreme we are likely to get into error. A balanced view is the healthy and biblical perspective. This does not only apply to the matters we are currently discussing. It is true in respect of most ideas and doctrines.



If success is attained at the cost of your integrity, then it is certainly too expensive and is definitely NOT success as far as God is concerned.

**c: Which does not have lasting results.**

The success of this world is one which only lasts for this life. Some of the most "successful" persons of this life will be paupers and failures in eternity. True success is that which invests for eternity as well as in this short life. The Bible says, "*There is a way which seems right to a man, but its end is the way of death.*" (Prov. 14 : 12)

### **SUCCESS BEGAN WITH A WORD FROM GOD.**

Joshua's success began with the words God spoke to him as recorded in Joshua 1:1-9. God challenged him by speaking His purpose into his life. Since success consists of finding and fulfilling God's purpose, the quest for it begins when God reveals to that person His specific Will for their life.

When we first meet Joshua he is :

- Young.
- Inexperienced and immature.
- Inadequately prepared for leadership responsibilities.
- Over-shadowed by Moses.

But he was also :

A true servant to Moses. (*Ebed*, —a slave)

A diligent follower of Moses. Num.11:16, 26, 28.

A keen observer of Moses. (sought to emulate him)

Obedient to Moses. (in submission to him)

### **God usually speaks to those who are "seeking" Him.**

***"Seek and you will find, ask and you shall receive, knock and it shall be opened to you."*** (Matt. 7:7) God rarely intrudes into the life of a person who is not earnestly seeking Him and desiring to hear from Him. He says, ***"And you shall seek Him and you shall find Him, when you shall search for Him with all your heart."***

God's Will for your life is the most important thing in life. If you do not know what God has desired for you to accomplish in life, you should begin to earnestly seek Him in prayer until you know what He has purposed for you.

### **Occasionally, God speaks in an audible voice.**

In Bible days God frequently spoke to people in an audible voice. Today this phenomena is far less frequent, probably because we have the written Word of God to a far greater degree than did people in Bible days. Of course God can still speak audibly and does so on occasions, but usually in somewhat extreme and dramatic circumstances.

### **Sometimes He may speak through a vision or dream.**

Visions and dreams are not restricted to Bible days. God can and does still speak through this means. The primary difference between a vision and a dream is that a vision occurs whilst one is awake, a dream comes whilst they are sleeping. Through these media God conveys truth through scenes and pictures. This is a very colourful and dramatic way in which God frequently speaks through symbols and allegories. However, it is often a prophetic medium which needs interpretation.

The kind of vision of which I am speaking is supernaturally given. It usually occurs during a period of prolonged prayer and waiting on God. It can happen within one's mind, or it may happen externally, in which case

the recipient observes and listens to it as though it were being played out before them. The interpretation will usually come through a time of prayerful waiting on God, but sometimes outside assistance is required to interpret, or to confirm the interpretation. When God speaks in a prophetic vein, it is always wise to seek confirmation from other prophets. 1 Cor.14:26-33.

**God usually speaks through the Bible.**

The most frequent way in which God speaks today is through His Word, the Bible. The Holy Spirit quickens or emphasises something from the Word to our spirit. We may be reading the Bible when this occurs, or the Holy Spirit may simply bring the scripture to our remembrance. Either way the particular scripture suddenly comes alive and God applies it to our understanding. God can convey amazing detail to us in this way. Scriptures that we felt we "knew" suddenly assume a much stronger relevance and significance. By speaking through His Word God can clearly emphasise divine principles in the message He conveys to us.

**Revelation usually flows gently through our thoughts.**

When God speaks to us through His Word it is not usually in a dramatic fashion but in a gentle distillation. His revelation drops gently into our spirit, "as the morning dew comes to the earth". It normally comes with gentle, quiet, insistence, filtering through our sub-conscious thoughts, and into our understanding. Such revelation can usually be further conveyed and received through spiritual dialogue, when our spirits commune with God's Spirit. In a humble and inoffensive manner we can interrogate God's Spirit, and He will answer us and enrich our understanding of God's Will.

This method of revealing things seems so natural that we may question whether or not it is actually God who is speaking to us, or simply some flight of imagination. But the things which God reveals in this manner become the proof that God is indeed speaking with us. Suddenly, we are in possession of facts and knowledge that we had no natural means of knowing. Such knowledge is often a Word of Knowledge or a Word of Wisdom which God has imparted by His Spirit.

**Accompanying circumstances will confirm the leading.**

Once God has spoken to us and we begin to move forward in obedience to the revelation, circumstances fall together to confirm that we are doing the right thing. This will not happen until we actually start to move by faith. As we begin to move forward in obedience, God commences to confirm His leading by allowing positive circumstances to develop in harmony with His Will. For example, He will send the resources we need for a particular task. We may start out without any human guarantees of support, but God will supernaturally undertake and supply the necessary provisions as a clear indication that we are moving in His purpose.

**GOD SPOKE TO JOSHUA. It was a :-**



**Personal word.**

God spoke to Joshua directly, not through a third party. There are often people who feel they have received a word for you. Beware of such words. If God wants to speak to you, He can do so without a third party. A prophetic word through another person usually comes as a confirmation of what God has already spoken into your heart.

There are occasions when God sends someone to speak a word to us but this is usually when for some reasons we are not hearing God for ourselves, or are even resisting God's purpose. (e.g. King David and Nathan)

**It was a specific and practical word.**

God's word to Joshua made immediate sense. It was not vague or abstract, but extremely clear and well defined. It told Joshua exactly what God wanted Him to do, how to do it, and what the results would be. Joshua was immediately able to begin obeying God and as a result he saw tremendous victories take place such as the conquest of Jericho and Ai, and the whole land of Canaan.

Some people seem to get very complicated instructions from God which they are never able to put into practice. The "word" they receive is so super-spiritual and complicated that it never evolves into anything objective and practical.

**It was a conditional word.**

Most of the promises that God gives are conditional. Certain conditions must be met to make them operative and bring them to pass. The most obvious condition is faith. ***"Without faith it is impossible to please God and whoever comes to Him must believe that He is God, and that He is a rewarder of those who diligently seek Him."*** (Heb.11:6)

But there were other conditions too, most of which related to Joshua's attitude towards God's Word.

- a: He must meditate in it day and night. —visualisation and meditation.
- b: It should not depart from his mouth. —verbalisation.
- c: He must do all that is written in it. —actualisation.
- d: He must be strong and courageous to obey it.
- e: He should not be afraid or discouraged.

A further condition was that God would only give him the places on which the soles of his feet had trodden. (Joshua 1:3) Joshua had to press forward by faith into the Promised Land. He had to actually march forward in faith, and it was not until he had placed his feet on a certain piece of territory that God gave it to him. He was claiming territory by faith as he set his feet upon it in God's Name.

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God's conditions called for obedient action from Joshua and the Children of Israel. Many times they were outnumbered by their enemies who frequently held natural advantages over the Israelites. But God honoured their faith and obedience and granted them victory and conquest. Gradually, piece by piece, they entered and possessed their inheritance.

### **COMING OUT OF YOUR WILDERNESS.**

God often commences His work during our wilderness experiences. In a dry and barren period of our life when nothing seems to be going right, or in a place where our dreams seem to have been buried beneath the blistering desert sands.

This was certainly true of Moses. After forty years in the Courts of Pharaoh, enjoying all the advantages that rank and wealth could afford, he found himself in the "backside of the desert." Trudging through the desert day after day he could no longer imagine that his life would ever amount to anything again. But God was with him in his wilderness and lit a fire within his spirit that would never be extinguished. Many of God's great leaders emerged from the wilderness to discover and fulfill the purpose of God for their life.

I think that God meets us in our wilderness so that as His purposes develop in our life we may always remember that when He began to work out His wonderful purposes within us we were in the "backside of the desert," in a dry and barren place. This reminds us that any glory that may accrue from the outworking of His purposes, belongs exclusively to Him.

Until God begins to work out His specific plans for our lives, life is frequently like a wilderness, dry, barren, and unproductive. But He can make the desert blossom and turn the wilderness into springs of water.

***As I was with Moses, so shall I be with you.*** (Josh. 1:5)

Moses was a very unlikely candidate for the leadership of Israel. He had an extremely low self-image, he was a very poor orator, he lacked self confidence and was full of excuses as to why he would not be the right person to lead the Israelites from bondage to their Promised land.

The fact that God was able overcome all these obstacles and make Moses such an effective leader must surely have encouraged Joshua enormously. It should be a tremendous encouragement to every aspiring leader. If God could make a great leader out of Moses, He could also do it for Joshua. **If He could do it for Joshua, He can do it for YOU.**

**Jesus is THE SAME forever.**

One of the most inspiring scriptures in the New Testament is "***Jesus Christ is the same yesterday, today, and forever.***" Heb.13:8.

This scripture is frequently used to encourage people to believe God for healing, reminding them that the Jesus who healed people in Bible days, is the same Jesus today and will still heal the sick. Whilst not wishing to deny or discredit this emphasis I want to draw your attention to the fact that there is nothing in the context to connect this statement to healing. In fact, the previous verse relates to Christian leaders who were exemplary for their leadership skills and conduct. Paul is exhorting the believers to emulate the fine example of their leaders, and adds, "*Jesus Christ is the same*

*yesterday, today, and forever,"* inferring that the Christ who made their leaders such exemplary ones, could also do the same for them.

**"YOU" WILL MAKE YOUR WAY PROSPEROUS.**

Although it is God who prospers us and makes us successful, there is also a human aspect to the process. There are certain things which we must do in order to make the process work. Joshua was instructed to prepare to possess the land.

**Making an inventory.**

Every person has untapped resources. Gifts and talents which have never been fully utilised. The whole potential that you need to become the leader God has ordained you to be, **is in you now**. Some of it is in the form of latent abilities which the Holy Spirit will stir up and develop. Other aspects are in the form of right attitudes which God will seek to foster in you. The greatest potential is in the form of "**Christ in you**" —the presence of Christ's Spirit within you, which God will develop until it possesses your whole being and shapes your life and character. Remember that you are complete in Christ. Col 2:10

The Spirit of Christ is within you. He has been living there since you first surrendered your life to Him in repentance and faith. But there is also a lot of YOU in there too which needs to be brought into submission to the Spirit of Christ in you. The major factor of God's purpose in you, as He develops your leadership potential, is to change you into the image of His Son. **The leader who is not growing up into the image of Christ is not fulfilling the real purpose of God's calling.**

We are living in that prophetic period when the "Sons of God shall be revealed." The time for which the whole Creation has been groaning in travail is rapidly getting closer. Before this happens God is going to produce and manifest a Body of Believers who genuinely reflect the image of Christ. An Army of Believers who will be as the very presence of Jesus in the earth. The Body of Christ today is desperately in need of Christ-like leaders on whose lives the believers can pattern themselves. This is far more important than having a powerful presence, strong administrative skills, or a charismatic personality.

**Make a positive appraisal of your God-given potential.**

***"His divine power has given to us all things that pertain to life and godliness, through the knowledge of Him who called us to glory and virtue."*** (1 Pet. 1:3)

Most believers need to have a thorough, positive, biblically based appraisal of who and what they are in Christ. The Church has produced enough failures through its over-emphasis on sin and our fallen human nature. It has condemned men and women to grovel in constant acts of penance, and to try to work out their own salvation by good works. It is

time to see what God says. To imbibe what He has to say about the New Creation, and to walk in the light of His redemptive Word.

Potential leaders in particular, need to make a positive appraisal of their latent leadership skills. They need to realise that if God has called them into a leadership role it is because He knows they have that potential. If, like Joshua, they will "do according to all that is written in the book," then God will prosper their development and give them good success. Instead of majoring on our limitations and inability we must be vitally conscious of

- God's grace.
- His mercy and goodness.
- That we are gloriously forgiven.
- We are reconciled and justified.
- We have been made the righteousness of God in Christ.
- We are now the children and the sons of God.
- We are God's workmanship, created in Christ to do good works.
- We are ordained and authorised members of His Kingdom.
- We have been translated out of darkness, into His glorious light.
- Out of confusion into Divine revelation.
- Out of uncertainty into quite confidence.
- Out of fear into faith.
- Out of our inability, into His creative ability.

**Using what you have.**

God asked Moses, "*What is that in your hand?*" Ex.4:2. Moses said "*It's a rod.*" Just a plain, simple rod. An ordinary branch of a tree. It did not appear to be anything that God could use in some great way. But God had great plans that involved that simple rod. Moses would soon discover what God do through that simple rod and some faith and obedience. You may not seem to have much in your hand. You are an average, ordinary person without great charisma or talent, but if you will totally surrender what you have to God, only He knows what the possibilities can be.

- You have God given abilities that may still be hidden.
- You must recognise and acknowledge them.
- Begin to train and develop them.
- Go through every door that God opens for you.

Understand that God made you just as you are. He knows you far better than you even know yourself. He is totally aware of your limitations as well as your strengths, yet He has ordained you to be a leader amongst His people.

You are unique. There is no one else just like you. You can do something for God that no one else can do. In His wisdom and foreknowledge He has chosen you and ordained you to bring forth fruit in your leadership

capacity. He has ordained for you "*good works that you should walk in.*"  
(Eph. 2:10)

God has also ordained you to achieve good success in your leadership role. As you humbly follow the leading of His Spirit in everything you do, God will make your leadership effective and successful. As you humbly depend on Him, recognising that anything worth-while and of eternal value, can only be accomplished by God as He works through you. Place yourself completely at His disposal. Dedicate your life afresh to His purposes. Determine by His grace to be everything that He has ordained you to be and to accomplish everything He has determined for you to accomplish.

**For then He will make your  
way Prosperous,  
and then He will give you  
*GOOD SUCCESS.***

## Chapter Two

# PRINCIPLES OF EFFECTIVE CHRISTIAN LEADERSHIP

Effective leadership is a major key to achievement, effectiveness, and success in every area of life. This is as true in the Church as in any other realm.

This book is intended to help Christian leaders to further develop their natural, spiritual, and acquired leadership skills. It deals with spiritual aspects of leadership, and with the development of leadership skills.

God is presently training leaders in preparation for a world-wide harvest and for the emergence of His Kingdom. He is seeking to prepare them in character, obedience and authority.

### **1: THE CRUCIAL NEED FOR GOOD LEADERSHIP.**

A: WITHOUT GOOD LEADERSHIP, LAWLESSNESS ABOUNDS.

Judges. 17:6. 18: 1-19. "Every man did that which was right in his own eyes."

B: WITHOUT LEADERSHIP, CONFUSION REIGNS.

C: THE PEOPLE ARE LIKE SHEEP WITHOUT A SHEPHERD.

### **2: SOME DEFINITIONS OF LEADERSHIP.**

#### **A: One who takes the lead and goes ahead to show the way.**

A leader must be able and willing to get out in front of the people and lead the way. This takes initiative, courage, and faith. Someone has said, "***You will never get your head above the crowd unless you are willing to stick your neck out.***"

#### **B: One who guides, directs, and commands a company.**

A leader can never be an isolationist. He is part of a company for whom he is responsible as its leader. He must be clearly identified with that company, not merely as one of its members, but as the one responsible for its direction and activities.

#### **C: One who influences the attitudes and actions of others.**

A leader has the ability to inspire others to the degree that he positively and consistently influences their attitudes and actions. He gets them moving in the right direction. He inspires them to keep going even when the road is rough and there are obstacles in the path.

**D: Someone that others want to follow.**

A leader has characteristics which make people want to follow him. A leader is not a leader if no one is following him. This is the ultimate indication of leadership qualities — people are following him. A person may know all the theoretical principles of leadership, they may be able to lecture on the subject or even write a book about it, but the true test of leadership is follower-ship. Are people following him, and what kind of things are they accomplishing?

**E: One with the ability to motivate others to achieve a goal.**

An important part of effective leadership is the ability to motivate others, i.e. to get them moving in the right direction. But motivation is only effective if the ultimate objective is actually achieved. Some leaders get people moving. They get them actively involved in all kinds of programs and activities, but they never achieve the ultimate goal, they only go through the motions. True leadership gets things done. It achieves its ultimate goal.

**3: SOME ASPECTS OF EFFECTIVE LEADERSHIP.**

**A: Prophetic, able to anticipate the future.**

A most important aspect of good leadership is the ability to read and anticipate the future. The company executive must be able to discern the market trends of the future and anticipate what people will be wanting in the coming years. If he manufactures products which no one will need or want in five year's time, he has missed the mark.

In terms of Christian leadership, we sometimes call this person a "Visionary." Not someone who is always receiving spiritual visions, but one who has the ability to correctly anticipate the challenges and opportunities which the future will present. I have known some leaders who have purchased land in an area where there were no people and then seen a population explosion in that area which has surrounded their church with thousands of homes. They "saw" the future trend and moved ahead of it.

**B: Strategist, able to plan for the future.**

A strategist is essentially practical. He does not only recognise the challenge of the future, he is also able to formulate plans to adequately meet that challenge. The strategist is not a dreamer. He is a realist. He recognises the opportunities before him and makes adequate, workable, achievable plans to reap the harvest of the future.

A plan is as essential to Church Planting or Church Growth as it is to erecting a building. How foolish is the builder who would begin to build without first thoroughly formulating and documenting his plans. He sits down and considers every tiny aspect of the building he plans to erect. The architect is employed to design and draw it. The estimator does a thorough costing. The surveyor examines every aspect of the proposed site. The engineer evaluates the structural soundness of the plan. All of



them reduce their findings and estimates to writing. In other words, the project is thoroughly planned and evaluated before any activity takes place. No sensible person would dream of attempting to build without a proper plan. Nor would they be allowed to do so. The local authorities would never countenance the erection of a building without the proper plans and strategy.

Nor should the Christian leader become involved in activities without first making thorough investigations and appropriate plans.

**C: Communicators.**

One of the reasons why all strategies and plans should be clearly defined and committed to writing is so that they can be more efficiently communicated. Every detail must be included so that the strategy in its entirety can be fully and clearly communicated to everyone involved.

The effective leader must be a clear and competent communicator. He must be able to share the vision and strategy convincingly so as to win the confidence, support and cooperation of his associates and workers.

The development of communication skills is important in this regard. The successful leader must endeavour to develop and refine his abilities to communicate in writing, speech, and by other appropriate means.

**D: Motivators.**

To motivate is to stimulate the interest of people and to get them to act in a positive manner towards the fulfilment of a specific goal. It includes informing and inspiring them to get moving in a certain direction. It also involves keeping them motivated and moving consistently. The motivator is able to keep inspiring the workers and to keep up the momentum of forward movement.

**E: Role models and examples.**

A leader must be an example and role model of what he is encouraging his followers to be. He cannot persuade them to be committed to a task to which he is obviously not fully committed. More inspiration comes from example than from exhortation. If his leadership is obviously a case of "Do what I say, not what I do," few people are likely to be motivated.

**F: Someone people feel confident to follow.**

A good leader wins the admiration of his followers. They want to emulate him in some way. He provides for them a pattern upon which they will want to mould their own lives. In order to accomplish this the leader needs credibility in the eyes and estimation of his followers, and such credibility must be earned over a considerable period of time.

**G: Able to exercise authority.**

Leaders must understand how to exercise authority. The usual manner in which this is learned is by being subject to authority yourself. This is the

reason for much of the basic training to which new recruits are subjected in the military. The main thing they have to learn is to be subject to authority and to obey orders without question. This is drilled into them for two main reasons. Firstly so that they will unquestioningly obey their leaders in battle situations. Secondly to help them understand the structure of authority so that they will be able to exercise it when they are given a role of authority.

This is beautifully illustrated in the story of the Centurion whom Jesus commended. (Matt. 8:5-13) The officer understood the principles of authority because he was subject to authority and also held a position of authority. Jesus commented that He had never seen such faith in all Israel.

**H: Organisers, to achieve the desired goal.**

To organise is to formulate orderly arrangements for oneself and others in order to maximise the efficient fulfilment of a goal. Organising is essential to efficient management. An effective leader must efficiently manage his resources, including people, strategies, and material resources. To do this he needs to be a competent organiser.

**I: Orchestra conductors, who inspire harmony.**

An orchestra conductor is an excellent example of what leadership is all about. Each musician in the orchestra must first make sure that his or her instrument is properly tuned. Then the conductor ensures that each instrument is in tune with the common note he has given. He then gives a specific score to every musician and requires that each one plays their particular part faithfully and maintains perfect harmony with all other instruments. The conductor dictates the tempo and the manner in which the piece is performed. Everyone follows his lead and the result is a glorious and harmonious rendering.

**J: A General, who marshals and commands his army.**

This final analogy is possibly the most accurate of all, providing the "General" always remembers that he too is answerable to the Commander in Chief. **Who is the Lord Himself.**

The General holds a high rank and has considerable authority, but he also is a "man under authority." A General is always aware of the authority he can wield but he is also aware that ultimately his authority stems from His Commander in Chief.

The General also realises that He is dependent on his fellow officers, the N.C.O's, and other ranks. Every member of the army is important. Even the lowly privates are indispensable. The effectiveness and success of the army depends on every member playing their part, in the right place, at the right time. The General is ultimately responsible to achieve this. He must ensure the morale of his troops. He must encourage their unity of purpose. He must work towards the fulfilment of the battle plan and get the whole army working as one man to achieve this.

### Chapter Three.

## HAVING THE RIGHT MOTIVE

"Do you seek great things *for yourself?* - Don't seek them." Jer. 45:5.

In many ways Christian leadership is quite different from all secular forms of leadership and having the right motive is much more critical and essential.

### 1: TRUE CHRISTIAN LEADERS SEEK GREAT THINGS FOR :-

#### A: THE GLORY OF GOD.

The overwhelming desire of Moses, one of the most remarkable and outstanding leaders in the Bible, was his desire to "*see God's glory.*" (Ex. 33:18) "***Glory,***" can seem to be an abstract, somewhat nebulous thing but in every-day terms it means "Exaltation," "Fame," "Praise," "Renown," and "Honour." As Christian leaders our chief desire should be to see God exalted in such a manner. We must desire to see God's Name exalted and glorified in everything we do, and be determined that we will never cause His Name to be ridiculed or brought into disfavour. We should jealously guard the Name, reputation, honour, and glory of God.

#### B: THE WELL-BEING OF THOSE OVER WHOM THEY HAVE CHARGE.

Christian leaders are frequently portrayed as shepherds, with Jesus as The Good Shepherd. God's people are also depicted as lambs, or sheep, for whom we as under-shepherds, must have genuine love and concern. The Good Shepherd is said to "*lay down his life for the sheep.*" (John 10:15,17) He is our supreme example whom we should determine to emulate. We should have a servant heart towards the sheep and their welfare, being willing to sacrifice on their behalf and ready to lay down our lives for them.

#### C: THE SAKE OF THE LOST FOR WHOM CHRIST DIED.

That same Shepherd is pictured leaving the ninety-nine sheep which are safe in the fold and going out into the night with all its potential dangers, to seek diligently until He eventually finds and brings home that sheep which was lost. Again He is our role model and example. In this analogy the Good Shepherd is seen in an evangelistic role, risking his very life in order to rescue the sheep which have gone astray into the paths of sin.

**D: THE ADVANCEMENT AND GROWTH OF GODS KINGDOM.**

Every Christian leader must be dedicated to the advancement, — not of himself, nor his denomination, or even his local church, — but of God's Kingdom. The primary prayer which Jesus instructed His disciples to pray was "***Your Kingdom come, Your Will be done on earth, as it is in heaven.***" We leaders are servants of that Kingdom, our main objective being the fulfilment of that prayer.

**2: SOME WRONG MOTIVES.**

**A: THE ENJOYMENT OF POWER.**

There is a potential pride and ego in many people which enjoys the opportunity to exercise power over others. For the carnal leader the Christian ministry affords opportunities to do just this and we must constantly guard against it. If we use the authority of God's Name in order to exert personal influence, we are in danger of *"using the Name of the Lord in vain,"* something for which He will not hold us guiltless.

**B: DESIRE TO INFLUENCE AND CONTROL OTHERS.**

Many lives have been ruined by the carnal and unwarranted influence of a fleshly control. The Christian leader must avoid such attitudes at all cost. I believe that God will one day judge all who pervert His authority in this manner.

**C: DESIRE FOR PRE-EMINENCE.**

Even amongst the hand-picked disciples of Jesus this desire for pre-eminence was sadly prevalent. Jesus had to rebuke it on numerous occasions. Such attitudes run completely contrary to the spirit of the Kingdom, in which ***"He who would be greatest, must be servant to all."*** (Mark 10:44)

**D: TO ACHIEVE PERSONAL FULFILMENT.**

There is a legitimate sense in which the ministry affords opportunity for fulfilment and satisfaction but this should never be our basic or primary goal. Our aim should be to fulfill and satisfy the Lord, — *"that He might see the travail of His soul and be eminently rewarded."* (Isaiah. 53:11)

**3: CHRISTIAN LEADERSHIP INVOLVES SERVANTHOOD.**

In Mark 10 : 35 - 45 Jesus explained that the key to greatness in the Kingdom of God is servanthood. James and John, the sons of Zebedee, had approached Him seeking positions of prominence in the Kingdom and Jesus explained that the Kingdom of God was different from the Gentile world. In that world, leaders lorded it over their followers and exercised authority and dominion over them. ***"Yet it shall not be so among you: but whoever desires to become great among you shall be your servant. And whoever of you desires to be first shall be servant of all."***

Jesus is our finest role model, and He demands that we have the same attitude as He. Phil. 2: 5. ***"Let this attitude be in YOU."***

**A: HUMILITY.**

Humility is firstly humbleness of mind and heart. It presumes a modest restraint, and self control befitting a servant, and is most beautifully exemplified in Jesus in His incarnational role. ***"He who knew that He was equal with God, "emptied Himself of His privileges" and took the role of a bond servant."*** (Phil. 2:7)

**B: MEEKNESS.**

Meekness means to be humbly docile, pliant, and obedient, and is remarkably exemplified in Jesus as the **"Sheep which was dumb before its shearers."**(Isa. 53:7) Meekness must never be confused with weakness. The two greatest biblical examples of meekness were Moses and Jesus and neither of these could ever be thought to be weak. Meekness is actually great strength under control.

**C: OBEDIENCE.**

Obedience is submission to the will of another. It depicts one who is humbly compliant and sweetly submissive to authority and to his Master. Obedience to God is therefore essential to salvation. Paul speaks of the **"Gentiles becoming obedient to the Gospel."** (Rom.15:18) We sometimes call this **"Conversional obedience."** Obedience is also essential to discipleship and to spiritual development and growth.

## Chapter Four

# LAYING A GOOD FOUNDATION

### **The importance of good foundations.**

Foundations are hidden and unspectacular, yet they are the most important factor upon which the strength of the whole building ultimately depends.

### **THE ESSENTIAL FACTORS FOR LEADERSHIP FOUNDATIONS ARE Character, Gifting, and Personality.**

Let's briefly look at these :-

#### **1. CHARACTER.**

A person of character is someone of considerable inner strength, reliability, and consistency, who maintains high standards of morality and integrity. Such a person will never compromise their principles, but does not look with disdain on others who may not be able to live up to his personal standards. He is a fair and impartial person who treats everyone alike without fear or favour.

Character is the combination of strong inner resources which comprise the true person. It is a fortified blending of honesty, integrity, moral strength, and consistency. True character is not flamboyant or showy. It is really the "hidden man of the heart." Character is what a person truly is inside. It includes such solid characteristics as integrity, humility, modesty, reliability, patience, justice, mercy, and a commitment to live by the Golden Rule of "Do unto others, as you would that they should do unto you."

Depth of character has its own rewards. As the Psalmist said, "**Consider the perfect man, and look at the upright, for the end of that man is peace.**" (Psa. 37:37)

***God is always far more interested  
in what you Become, than in  
what you Accomplish.***

**Here is an interesting and important equation for all leaders to consider :-**

**CHARISMA *minus* CHARACTER = CHAOS.**

Too many Christian leaders have fallen from their position because they had too much Charisma, (personality and ego) and too little Character.

God is far more interested in our character, (the quality of our personal constitution) than in what we accomplish.

Character is the passive aspect of our being, Who we REALLY are!  
It is the collective qualities or characteristics which comprise our make up.

In the natural there are numerous influential factors :-

a: HEREDITARY. The characteristics we inherit from our parents and forebears through genes, chromosomes and other character conveyors.

b: UPBRINGING. The influence of our environment, the ethics and principles we are taught in our early life.

c: EDUCATION. The sum of what we learn from our educational process.

d: EXPERIENCE. Those things we learn and imbibe from life experience.

**These are the natural influences which helped form our character. When we become Christians, a whole new range of influences come into play :-**

a: THE "CHRIST IN YOU" FACTOR. (Col.1:27)  
Christ came to change us from within.

b: THE FRUIT OF HIS SPIRIT. (Gal. 5: 22,23)  
IN THE INDIVIDUAL CHRISTIAN. - **Love, Joy, Peace.**  
IN HUMAN RELATIONSHIPS. - **Patience, Goodness, Gentleness.**  
TOWARDS GOD. - **Faithfulness, Meekness, Temperance.**

c: THE LIVING WORD FACTOR.  
God is in His Word. His Character is in it. We imbibe Him and His characteristics through His Word.  
**"Let the Word of Christ dwell in you richly in all wisdom."**  
(Col. 3:16)

The Bible is infused with the character of God. Everything in it is consistent with God's character. As we feed on the Word the character of God is formed within us. The book of Proverbs is an excellent example of this. It is filled with practical statements of wisdom which are consistent with God's view on behavioural ethics. Every leader should read a chapter from Proverbs every day. Its practical wisdom and moral values would then be imprinted into the leaders' spirit and form the characteristics of God in him.

d: THE HOLY SPIRIT FACTOR.  
The disciples were transformed at Pentecost. (Acts 2) We too can be transformed by the power of God's Spirit. Jesus said that the Holy Spirit would *"Guide us into all truth."* His presence within the believer is a quiet but insistent prompting which always leads into truth, never into error. So



as we allow ourselves to be led each day by the inner promptings of the Spirit. He will consistently guide us into those things which are "noble, just, pure, lovely, and of good report." (Phil. 4:8) As we faithfully walk in these virtues the character of God is formed within us.

e: THE "DEALINGS OF GOD" FACTOR.

God originally created mankind in His own image and likeness, but unfortunately that likeness was corrupted through the Fall, and from that time man has assumed the likeness of his natural forebears. Through Christ, God is seeking to restore His image and likeness in us. But this is not a simple or easily obtained purpose. It does not happen effortlessly. God has to allow us to go through various circumstances and situations in which He deals with us. **"My son, do not despise the discipline of the LORD, nor be discouraged when you are rebuked by Him; for whom the Lord loves, He disciplines, and chastens every son He receives. If you endure chastening, God deals with you as with sons; for what son is there whom his father does not discipline? But if you are not chastened, then you are illegitimate and not sons."** (Heb.12:5-8)

Let us briefly compare and contrast character, and personality.

**CHARACTER**

Our passive nature  
Who you really are  
Internal aspect  
Private life

**PERSONALITY**

The active aspect  
Who you appear to be  
External aspect  
Public life

**DEVELOPING THE CHARACTER OF CHRIST.**

In Galatians 5:22 Paul describes the fruit of the Spirit as **"Love, Joy, Peace, Longsuffering, Gentleness, Goodness, Faithfulness, Meekness and Temperance."** These are not virtues which we are to struggle to produce, they are the fruits which will be sweetly manifested in our lives if we will walk according to the Spirit of Christ within us. They are the obvious outcome and evidence of one who is abiding in Christ, and He in them. The proof that we are allowing Him to live His life through us. Such graces are a part of the evidence that Christ is actually dwelling in you. Someone has asked, "If you were arrested for being a Christian, would there be sufficient evidence to convict you?"

This list of virtues and attributes is a character description of Christ. Character is the passive aspect of our being. It is the kind of person we are. Often a pastor may be requested to write a character reference for someone - perhaps a member of his congregation. He will endeavour to faithfully describe what kind of person this is. He may say, "I have known this person for some five years, during which time I have found him to be to extremely loyal and trustworthy. He is also hard-working and conscientious. I have found him to be respectful of authority and a well-disciplined person. I am sure that he (or she) will prove to be an excellent employee and will render reliable service." This is an attempt to describe

what kind of person this is. Now when the Holy Spirit wishes to describe the kind of person that Jesus is, He says, "Jesus is Love, Joy, and Peace, He is Longsuffering, Gentle and Good, He is Faithful, Meek and Temperate."

The Holy Spirit is also longing to be able to say the same thing about you and me. He greatly desires to be able to honestly describe our characters in the same terms. He wants to make us into the image of Christ (1 Cor.3:18) which includes our having the character of Christ. He wants us to ultimately manifest the life of Jesus to such a degree of maturity that these evidences of Christ's life will be clearly and consistently displayed in our life. This can only be accomplished as we faithfully follow and obey the promptings of the Holy Spirit within our inner being.

**Here are some desirable character traits for Christian Leaders :-**

These are all characteristics of the spiritual maturity which God is seeking to develop in us. They may be present in our natural character to some degree but God is seeking to strengthen them in us as expressions of the Fruit of the Spirit in us. All the spiritual influences which God has brought into our lives combine to produce in us a Godly character, transforming us into the image and likeness of Christ, who is the express image of the Father. The truly effective Christian leader is not a 'self made person', but a God made person. The traits and characteristics I shall share are not natural, human characteristics but a result of the Spirit of Christ indwelling us —plus the positive influences of God's Word upon our life. We must recognise that our spiritual development is God's primary concern and submit to Him in every circumstance that He brings us into. As we do so He uses every opportunity to mould us into the image of Jesus. Your leadership role is really more about what God can make of you, than what you can make of others.

**1: LONGSUFFERING.**

Patience, or longsuffering - as the Bible calls it, may seem to be a strange trait with which to head a list of desirable characteristics of an effective leader but experience has taught me that it is an essential and indispensable one.

The ministry of Jesus surely confirms this. His relationship with the disciples in the early days of their association was characterised by His patience. Had He not persisted patiently with them one wonders if the early Church would ever have been birthed.

Christian leadership basically involves two things — God and people. Whenever we have to relate to people we need patience. It is frequently this requirement which God uses to develop in us the fruit of longsuffering. God uses the circumstances and people in our lives to further the work of His Spirit in us, restoring the image of God to our life.

**2: EMPATHY.**

Empathy is the ability to identify in an understanding and compassionate manner with the thoughts and feelings of others. It is the capacity to put yourself in the other person's place and be able to fully understand their perspective and point of view. Jesus was "touched with the feelings of our infirmities." He understands our needs and reaches out to us in empathy. Every Christian leader should pause periodically to examine his heart to see if it is still motivated by true concern for others.

**3: INTEGRITY AND HONESTY.**

Integrity is inner honesty, moral excellence and soundness of character. It implies a firm and consistent adherence to high moral principles and ethics. It is the credibility gained by consistent honesty and reliability displayed under various circumstances over a long period of time. To be a person of integrity means to be someone utterly true to themselves and others — who can be trusted and relied upon. It is to be a person with a proven reputation for consistent honesty and reliability.

**4: IMPARTIALITY.**

A good leader must always aim to be consistent in his attitude towards people, endeavouring to treat everyone alike. He must be impartial at all times, treating everyone alike with fairness and equity. A pastor should never have favourites in his congregation. Obviously everyone has some persons who are closer to them than others, even Jesus had His inner circle of Peter, James and John. Yet He was utterly fair with all the others — including Judas who betrayed Him.

**5: STRENGTH AND RELIABILITY.**

A leader must be strong, firm and unwavering. Jesus was tender and meek, yet He was very firm and determined. One does not need to be hard to be firm. To be firm means to be resolute and determined. It means to be constant and steadfast. The Bible says; *Let your yes be yes, and your no be no.*" This is what we mean by firmness.

**6: RESOLUTE AND DETERMINED.**

A good leader must be able to make up his mind and stay with it. Nothing is more disconcerting for potential followers than to have a leader who cannot make up his mind, or one who constantly changes his mind. Decision-making is an extremely important feature of good leadership, and the ability to be decisive and consistent is indispensable.

**7: A GOOD SENSE OF HUMOUR.**

Leadership is usually quite a serious business and it needs to be relieved periodically by a sense of humour. A leader needs to be able to see the funny side of things sometimes. This can be very refreshing, and can diffuse many a heavy situation. Like most other things however, it can also be overdone.

An old adage says, *"The bow which is always tense will soon lose its strength."* So the leader too needs times of recreation and refreshment.

The ability to relax and to enjoy oneself is vital. The ability to enjoy a good laugh and to have a sense of fun, can be a safety valve essential to the maintenance of good health under pressure.

Possibly the most important aspect of humour in leadership is to maintain the ability to laugh at yourself sometimes. Many leaders take themselves and their position too seriously and they need to come down to earth once in a while and enjoy a good laugh at themselves.

#### 8: APPROACHABILITY.

Whilst every person, and especially those in leadership, need some degree of privacy in their life, a good leader must also be available and accessible to his followers. He must be approachable. People must feel that the leader is not insulated in some kind of splendid isolation.

#### 9: OBEDIENCE.

***"Therefore I was not disobedient to the heavenly vision."*** -

Acts. 26 :19.

Our calling into the ministry is really a call from heaven, or a heavenly vision. Our ultimate responsibility is obedience to that call.

However, we must also determine clearly what that call entails. We must discover the specific nature of our true calling. Exactly what has God called you to do? What is the particular gifting for which He has given you responsibility? Are you an Apostle, Prophet, Evangelist, Pastor, or Teacher? Or is your gifting some combination of any of these gifts? Be specific about this. Do not have false modesty and protest that you do not have any of these wonderful gifts. If you truly do not have any of these gifts then probably God has not called you to be a minister - for whom He calls, He also equips. Find and follow the specific calling that God has given you. Determine to discharge your calling in obedience to God's Will.

Are you called to the particular place and congregation to whom you are presently ministering? Are you the right person, in the right place, at the right time? If you are convinced of this, then God has a specific plan for you to follow and fulfill there. Your primary task is to identify it and fulfill it.

#### 10: OBJECTIVE.

To be objective is firstly to look at things in an impartial, unbiased, and unprejudiced manner.

To be detached from emotional, sentimental, and personal influences.

To look at things practically and pragmatically.

To make decisions which are based on facts rather than feelings.

An effective and widely used style of management today is popularly known as "M.B.O." or - Management By Objectives. It signifies a management style which knows its ultimate objective and tailors everything to the reaching and fulfilling of its objectives. It emphasises the importance of recognising and defining the ultimate objective, and

determining all policy in the light of ultimate fulfilment of the object. It demands a LONG-TERM OBJECTIVE which is known and owned by every member of the team. It also supplies the short term goals which will lead to the long term objective.

It is a welcome change from the "crisis management" style which many churches appear to have unwittingly adopted, in which the church has no long-term objective but simply lurches from one crisis to the next.

There is an occupational hazard in Christian work of being —"too heavenly minded to be any earthly use." Administrative efficiency is often viewed as being less than spiritual and is spurned by those who consider themselves to be the spiritual elite. This is far from the truth. God has given us a heavenly vision, but part of our leadership gift is to translate that vision into earthly reality —"*Your Will be done on earth, as it is in heaven.*"

For many people, spiritual concept is vague and abstract to the point of becoming spooky. Our balanced desire must be to be "naturally spiritual, and spiritually natural." Our message is that God has come down to earth in the form of His Son and we must make that earthly manifestation relevant and real.

#### 11: TACTFUL

Tact is the skill of relating sensitively to others, especially in the context of delicate situations. It is the art of knowing the right thing to say, and the right time and manner in which to say it. It is the skill of dealing with people without causing unnecessary offence or hurt. The ability to defuse potentially explosive situations by taking the right approach and dealing with the issue in a tactful and caring manner. It is the art of managing interpersonal relationships and it requires the right mixture of gentleness and firmness.

#### 12: OBSERVANT.

Another good Bible word for pastor, is "Overseer", meaning "to watch over". The Christian leader must therefore be observant.

***"Be diligent to know the state of your flocks, and give attention to your herds."***

Prov. 27:23.

The first area for diligent attention is your own life, behaviour, and conduct.

The second is your congregation. (Flocks and herds)

As a shepherd you must know how many sheep you have.

You should know those sheep personally.

You should know their condition.

You must be genuinely and deeply concerned for their spiritual well-being.

You need to care for them. Guide them, protect them, feed them.

You can only do these things efficiently if you firstly know their current situation and you can only monitor this by proper oversight, organisation and administration.

13: DILIGENT.

A good, and effective leader must be a diligent operator. He must be far more than a scholar, a theologian, or a theorist. He must be active, busy, working and productive. Diligent means attentive, active, industrious and persistent, in other words a person who is working industriously, consistently and effectively.

***"Do you see a (diligent) man who excels in his work? He will stand before kings; he will not stand before obscure men."*** Prov. 22:29.

***"Occupy, (do business) till I come."*** (Luke. 19:13) The word occupy means "do business." The Greek word is "pragmatazomai," from which we derive our word "pragmatic" - dealing with matters from a practical point of view.

***"The diligent man will rule, but the lazy will be put to forced labour."*** Prov.12:24.

***"Diligence is man's precious possession."*** Prov. 12:27.

14: ENTHUSIASTIC.

The root of the word "Enthusiasm," is "En - Theos," or "in God." So Christian leaders ought never to be embarrassed or ashamed of genuine enthusiasm. It is a commodity which is sadly lacking in many Christian enterprises, yet little can be accomplished without it. Unfortunately many Christians, and particularly ministers, are suspicious of emotional expression including that which is a part of genuine enthusiasm. They adopt a stoic attitude to life, rather than an enthusiastic one. Jesus Himself was both enthusiastic and emotive, and we should not be afraid of either of these, providing they are balanced and kept in right proportion.

15: OPTIMISTIC.

Leadership must always be optimistic. Optimism is the positive view of life and circumstances - the view which always sees the possibilities rather than the problems. Joshua and Caleb were classic optimists, they saw the positive aspects of the Promised Land, while the pessimists were overwhelmed by their awareness of the giants.

Faith is always optimistic and faith is imperative to Church growth. If you have faith, you are optimistic and you believe that the positive will triumph over the negative. The problems will prove to be opportunities. You believe that "Greater are those which are for you than all that are against you." There are two other words which derive from the same root as optimism and both are important to leaders. The first is "Optimise" - the

ability to make the best or most effective use of things. The second is "Optimum" - providing the most favourable conditions for growth. Only an Optimist can generate these capacities!

**16: INSPIRATIONAL.**

An effective leader must have the capacity to inspire others by his words and example. To inspire means to encourage, invigorate and motivate to action. It means to put spirit into people. To awaken and enliven them. To get them moving and acting in order to accomplish a common objective. To do this the leader himself must be truly inspired and this quality of inspiration can only come from God.

**2. GIFTINGS.**

Our giftings are those abilities and skills we possess, some of which are natural endowments, and others are acquired skills.

**A: NATURAL ABILITIES.**

Giftings of temperament, emotions, disposition, appearance, voice qualities, and personality. These are all natural aspects of our own unique being and personage. Some people seem to be more fortunate than others in respect to their inherited personality. Many have natural features which make an attractive and appealing person who is greatly admired and much sought after. Others appear to be less fortunate with characteristics that are less appealing. No one needs to despair because personality characteristics can be developed and enhanced. Some persons who initially appear to have little personality have successfully developed what they have and made themselves into extremely interesting and winsome people. As the fruit of Christ's Spirit is allowed to develop within us, so our personalities are enriched and enhanced. There is nothing that will enhance a person as wonderfully as the manifestation of Jesus in them and this is what God is seeking to accomplish.

Other giftings may be acquired, we may call them :-

**B: NURTURAL OR ACQUIRED SKILLS.**

These include knowledge, learned skills, preaching skills, worship leading abilities, administrative abilities and organisational skills.

These are all features which may be learned, practised and developed to enrich and further the leadership potential in any prospective leader. You should determine to enrich your leadership abilities through diligent study and practice. Read suitable books and attend leadership seminars. Make every possible effort to increase your knowledge and understanding of the various skills which enhance leadership ability. Observe your senior leaders, especially those who have been signally successful in their spheres. Don't try to copy them, but do seek to emulate (equal or excel) them. Let their faith and their accomplishments for God be a source of inspiration to you. Try to adopt them as your *Mentors*. — ( *Experienced and trusted advisers* )

Some people are naturally more gifted than others but many giftings and skills may be acquired through diligent study and preparation.

Many of the skills required in Christian leadership may be learned from study courses offered in Bible Colleges or Seminaries. Unfortunately the main emphasis in many such places is often heavily theological, academic and theoretical. The very practical issues of leadership are often neglected and as a result many of the graduates are far from adequately prepared for the multitude of practical tasks that await them.

It is also true that many potential leaders, evangelists, and pastors are not able to avail themselves of the opportunity to train in a Bible College. It is mainly for such people that the CHURCH PLANTERS TRAINING COURSE has been prepared. We have endeavoured to offer some teaching on



those basic issues and skills that are necessary in effective Christian leadership.

### **3. PERSONALITY.**

Personality is the combination of all our natural features of temperament, character, appearance, voice etc, which constitute the unique individual. It is the medium through which a person expresses himself. It is the visible and communicable expressions of a person's distinctive characteristics and individuality. It is the expression of the sum total of his individual characteristics and it is largely this which distinguishes one person from others.

Personality is not as simple to define as is character. It frequently has some aspects which are almost indescribable. It is communicated in numerous ways and is an extremely important adjunct to communication skills, particularly in vocal communication. An interesting personality can mean the difference between a boring sermon and an enthralling one. An engaging personality can hold the attention of his audience whilst feeding them with spiritual truth. A sincere preacher who is lacking in personality may lose his audience. In contrast, a sanctified personality with a sense of humour and an ability to communicate in an interesting manner, can captivate a congregation and hold them enthralled whilst teaching spiritual truth.

Jesus was undoubtedly a colourful and engaging person. He evidently projected His unique and attractive personality as He communicated to His listeners in an interesting and enthralling manner. They sat for hours listening to Him, forgetting about meals and all other earthly things. They walked miles to hear Him. He used fascinating parables and illustrations and His sermons were filled with human interest stories.

Your personality is your greatest human asset. Study and understand it. Develop and use it. But always remember that "Christ in you" is an incomparably greater asset.

An attractive and winsome personality can be one of your most important assets as a leader and a preacher. However, it must be surrendered to God and you must allow Him to resurrect it in a form which is pleasing to Him. An egotistical personality, (self- centred, proud and stubborn) can be as great a problem as a sanctified one is a blessing.

## Chapter Five

# COUNTING THE COST OF LEADERSHIP

***"For which of you, intending to build a tower, does not sit down first and count the cost, whether he has enough to finish it?" (Luke.14:28)***

With anything worthwhile there is a cost to pay, and the privilege of Christian leadership is no exception. So we should obey the injunction of Jesus and *"sit down first and count the cost,"* to see if we are able and willing to pay the price required of a leader. Here are some of the costs involved.

### **1. RESPONSIBILITY FOR "THE WORK OF GOD."**

Leadership of God's people is a high and holy calling of great responsibility. Such responsibility should never be taken lightly. We are responsible for the honour of God's Name, for people frequently judge God by the behaviour of His people and particularly those in leadership roles.

### **2. HIGH EXPECTATIONS.**

God has high expectations of His servants.  
The people under our leadership, and the public generally have also.  
We have high expectations of ourselves as Christian leaders.

### **3. THE "BURDEN" OF LEADERSHIP.**

A burden is a heavy load of responsibility. Being responsible to deliver the Word of the Lord is often a heavy burden.

Being responsible for the care of God's people can be burdensome.

Moses carried a heavy burden of leadership responsibility, which Jethro advised him to let the elders share with him. (Exod.18:2)

Jesus encouraged us to learn from Him some secrets which can make our burdens lighter. (Matt.11:28-30)

### **4. THE LONELINESS OF LEADERSHIP.**

There is always a certain loneliness about the top position in any organisation. There are often concerns which it is not always appropriate to share with others. Other people frequently share things in confidence and those confidences become concerns which cannot be shared with others.

### **5. THE PRESSURES AND STRESS OF LEADERSHIP.**

Serious responsibilities, a heavy work load, and pressing urgencies, can often apply pressure, stress and tension to a leader. It is essential that the leader learns how to relax and take a break from the pressures of

leadership. Jesus Himself did this many times. If He needed to do so how much more do we?

#### **6. LEARNING TO HANDLE CRITICISM.**

In an ideal setting, criticism should not exist. But the reality of life is that it does and every leader needs to learn how to cope with it otherwise it may discourage and destroy him. Most criticism comes from persons who are not qualified to make such judgments anyway. I have always found it helpful to ask myself, "How qualified is this person to make such criticism?" If I realise that the person has little knowledge or experience in the things about which they are making comment, I feel that I may treat their judgement lightly. However, if someone experienced and knowledgeable, who has proved that they know what they are talking about makes a criticism, then I will listen and evaluate what they are saying.

#### **7: OVERCOMING TEMPTATIONS.**

The great characters of the Bible prove that God's servants are often the target of temptation. One should never presume immunity. The scriptures say "*Let him that thinks he stand, take heed lest he fall.*" (1 Cor.10:12)

Christian leaders are a special target of the enemy. If Satan can smite the shepherd then the sheep will be scattered. If he can bring about the downfall of a leader, the morale of all the people is adversely affected.

Every leader needs to be watchful and vigilant because "*our adversary the Devil is prowling around seeking whom he may devour.*"

#### **8: MAINTAINING YOUR INTEGRITY.**

Integrity is moral soundness, honesty, and excellence of character. It relates to your good, consistent credibility and reputation. The root of the word integrity, (*integer*) relates to completeness and soundness. In respect of character, it involves honesty, virtue, moral soundness, uprightness and principle. It is vitally important to the Christian leader in several ways. Firstly, it is important that the leader maintain his integrity before God. i.e. that he is transparently honest with God. Secondly, he must be a person of integrity for the sake of the people and the work of God. People need to know that they can trust their leader. **But even more important than this is the fact that a leader must maintain integrity for his own sake because if the leader lacks genuine integrity he will not be able to live with himself.**

#### **9: PRESSURES ON THE LEADER'S FAMILY.**

The pressures of leadership do not only fall upon the leader per se, they also affect his spouse and family. So they too need to have some respite from the constant pressures which leadership brings. Pastor's children often have to cope with unwanted pressures as people tend to expect more of them because of who their parents are. They need help and

encouragement in order to cope with this. They also need to enjoy some compensations and benefits from their role.

It is important that the leader recognise the importance of this issue and take some positive steps to address the reality of its challenge. He needs to positively endeavour to balance the role of his family with the blessings of their role, as well as the responsibilities. They need to be aware of, and enjoy some privileges of their position, in addition to carrying all the responsibilities of it.

## Chapter Six

# IMPORTANT ASPECTS OF LEADERSHIP

**An effective leader needs :-**

**1. A CLEAR SENSE OF DIRECTION.**

*"Without a vision (clear sense of direction) the people wander aimlessly."*  
Prov. 29:18.

To be an effective leader, you must have a clear concept of where you are going in life.

If you do not know where you are going, how can you lead others?

This involves a "Vision" which must be :-

**A: GOD GIVEN.**

Effective Christian leadership does not involve the fulfilment of one's own vision, but the vision that is given by God. The idea is not to create a vision, but to receive and fulfill the vision which is from God's heart.

**B: SPIRITUAL.**

The vision is given by the Spirit, therefore it is a spiritual vision. I am not necessarily referring to a supernatural type of vision which was frequently experienced in the Bible. By spiritual vision I mean a mental or spiritual "picture" which is birthed within your spirit by the Holy Spirit. A spiritual picture or awareness of what is to come. Our task is to interpret that vision and make it happen. To see "God's Will done on earth as it is in heaven."

**C: SPECIFIC.**

Although the vision is initially spiritual in nature, it is not vague or inconclusive. As we wait upon God in prayer and meditation He will reveal the specific details of all that He wants us to accomplish for Him.

A fine example of this is that of Moses and the Tabernacle. As God began to speak to Moses about the Tabernacle He wanted him to build, a vision of that place gripped the heart of Moses. He continued to dwell on the mountain with God for forty days and forty nights during which time God revealed every detail of the Tabernacle and all its furnishing and their functions. (Exodus. 24:18 - 40:36)

**D: MEASURABLE.**

The details which God gave to Moses included specific measurements and weights. The whole project could be accurately measured, calculated and costed. In a similar manner the vision which God will give of growth and expansion is one which can be measured and we can monitor the fulfilment of it. It is sometimes quite remarkable how detailed God's plans are, and a tremendous thrill to see Him fulfilling them to the smallest detail.

Once we receive a concept from God we should hold it before Him in prayer. The longer we wait on Him, prayerfully meditating on the vision, the clearer and more specific it will become. As we wait attentively in God's presence He will fill in all the specific details for us, as He did for Moses on the mountain.

It is essential for us as leaders that we learn to hear and discern the voice of God in a clear manner

. It is not sufficient to have some vague and inconclusive idea of what God wants us to accomplish. We need His direction to register clearly within our spirit so that we know clearly and in detail what He has planned for us to do.

Initially Moses had only a broad idea of what God wanted him to do. He sensed that God was preparing him to be a deliverer of the Children of Israel, to bring them deliverance from the hardships and injustices they were suffering under their Egyptian captors. In consequence Moses began to attempt this in his own strength but all that he accomplished was the murder of one Egyptian and then he had to flee the land as a fugitive.

However, it was in the "backside of the desert," the refuge to which he had fled, that Moses discovered God in a far deeper dimension and also discovered more clearly what it was that God wanted him to do. Moses began to develop a much more consistent relationship with God. One in which he and the Lord established lines of communication through which God was able to share His heart and convey all the finer details of what He had planned for Moses.

God has often to allow us to get into difficulties and to experience some desert like trials in order to encourage us to truly reach out to Him. It is often in the place of extremity — when we have reached the end of our tether, that God steps into our circumstances because we begin to seek Him and call on Him from an earnest heart. God can really get our attention when we find ourselves in a trying circumstance for which we have no human solutions. It is interesting to discover how many of God's servants received their life call and were launched into their ministry whilst experiencing a period of testing and human extremity. If God has allowed your life to reach such a place, please don't despair. God is with you in your desert experience. He has the ability to bring you through this difficult time. Not only will you survive it, you will come through enriched and more suitably prepared to fulfill the purpose for which God has brought you into His Kingdom. God has done this many time before and He can do it again!

E: IT MUST HAVE A FAITH FACTOR. Rom. 12:3.

Every vision which God gives will have a faith factor built into it, "*for without faith it is impossible to please God.*" (Heb.11:6) So the fulfilment of that vision will require the exercise of our faith, and as we work towards its accomplishment God will stretch and increase our faith.



The faith factor will demand that faith is exercised for the fulfilment of every part of the project. It will also mean that there will always be the possibility of failure too if the work is not done in faith. It is not only difficult to accomplish God's work in our own strength - **IT IS IMPOSSIBLE!**

You need to consider this :-

**PRAYERFULLY.**

Everything we ever do for God begins with prayer and relies upon prayer for its development and fulfilment. If you want God to speak to your heart and reveal to you His Will then determine to seek Him in prayer. Remember that prayer is not simply you speaking to God, the most important aspect of prayer **is when God speaks to you.** Every Bible character who ever accomplished anything for God received his commission in the place of prayer and spiritual communion. Every leader who accomplishes anything for God today will of necessity be a person of prayer.

**PATIENTLY.**

The burden of the Lord is not conveyed to a person during their spare moments. It is revealed in its fullness, as they patiently wait before Him. Moses spent forty days and nights with God on Mount Sinai. Throughout that whole time God patiently and tediously conveyed to Moses every detail of the project He had commissioned him to accomplish.

**POSITIVELY.**

It is essential, as we wait before God for the revelation of His Will, that we do so in a positive attitude of heart and mind. God can only unveil His Will to people of faith. He reveals things which are far beyond the mind of the natural man and this requires a positive faith attitude to receive it.

We can only enter the Promised Land of the fulfilment of God's purposes as we exercise a positive attitude towards those things which He reveals. Don't waste God's time or yours by attempting to find His Will whilst harbouring a negative or doubting attitude.

**PROPHETICALLY.**

In addition to having a positive attitude you also need to cultivate a prophetic perspective. That is looking into God's future with the eye of faith and seeing by faith the spiritual fulfilment of things before it actually happens in the natural. You can receive a prophetic picture in your spirit of all that God wants to accomplish through you and of the plan He has ordained for you.

You should also :-

- a: ENVISION IT. "See it," with the eyes of your spirit.
- b: EVALUATE IT. Appraise, assess, and thoroughly grasp it.

c: WRITE IT DOWN. Commit every detail to writing.

d: EXPRESS IT. Verbalise it. Confess it. *"Let the words of my mouth, and the thoughtful meditations of my heart, be acceptable in your sight O Lord my strength."* (Psa. 19:14)

## **2. A DETERMINED DESIRE FOR FULFILMENT.**

Between the birth of a Vision and its ultimate fulfilment lie many testings and challenges.

You will need :-

### **A: DECISIVENESS.**

Make a strong decisive commitment and stick to it. " *A double minded person is unstable in all their ways, they will receive nothing from the Lord.*" (James 1:7,8)

### **B: DEDICATION.**

Dedicate yourself whole heartedly to the fulfilment of the vision. This means to be devoted and to have single-minded loyalty to the aim or vocation. To dedicate something has a very strong significance in the Bible. Once something is dedicated to God, it becomes His peculiar property. It is said to be made *"Holy unto the Lord,"* and can never be retrieved. This is the nature of dedication which God demands, to Himself and to the work of His Kingdom.

### **C: DETERMINATION.**

Determination means to act with complete resolution of purpose. It is the factor which makes both decision and dedication to function effectively because it implies :-

Making a definite decision.

Dedicating yourself to the fulfilment of the decision.

Carrying through that resolve with resolute purpose, no matter what may arise.

## **3. A SELF-ACTIVATED PERSON.**

A Self starter - choosing to take the initiative.

A highly motivated person. Leaders are usually on "the top of the pile," with no immediate "boss" over them to keep them motivated. So they need to be strongly self-motivated persons who can arouse their own enthusiasm and energy levels. They must also be able to sustain and prolong those levels consistently.

#### **4. SELF DISCIPLINED.**

Matt. 16:24. *"If anyone desires to come after Me, (be My disciple) let him deny (discipline) himself."*

Self-discipline is essential to any leader. The maintenance of his personal integrity is essential to the continuing morale of his followers. Since his position of leadership affords him a measure of liberty to determine his own program and commitment level, he must be true to his own self in order to remain true to God, his calling and his associates. Since he is the leader of the team and responsible for the discipline of his subordinates, he must ensure the discipline of his own life.

##### **He must discipline :-**

###### **- His spiritual life, devotions etc.**

This is the most important and critical of all the areas to be disciplined, for if one fails here, then every other area will suffer. It is in the disciplined maintenance of his spiritual life and relationship that everything else finds its proper level. If the leader fails to make time and opportunity for regular spiritual renewal and to replenish his spiritual resources then he will probably lack the required strength to properly discipline the other important areas of his personal life.

###### **- His time.**

A leader is frequently in charge of his own timetable. He can often choose his work schedule and what he does with his time. So it is essential that he guards this privilege with integrity to make sure that he does not waste or misuse precious time. He should make himself accountable to someone in this respect just as all his associates are responsible to him.

###### **- His sexual drives and energies.**

Every person, including Christian leaders, possesses certain latent sexual drives and resources which must be discharged in one way or another. The first, and most obvious manner to accomplish this is the context and relationship of one's marriage. Spiritual leaders need to have healthy marriage relationships and adequate sexual fulfilment and enjoyment within that relationship. However, these energies will not always be totally absorbed in even the most replete and fulfilling marriage relationship. They must also be diverted into other creative and energy demanding activities and used to their fullest capacity for the good of others. These drives are resources of energy and strength which are intended to fuel the creative abilities of a person. They must be fully utilised in life and ministry, otherwise they may seek release in ill-advised and inappropriate ways.

###### **- His personal relationships.**

A leader must always exercise wisdom and discretion in his choice of companions and the relationships he chooses to establish. He must not appear to have an inner circle, other than the one comprised of his associates and fellow workers. Nor must he appear to be other than

impartial in affording the favours of his friendship. Leaders must also exercise very strong discretion in respect of any kind of relationship with members of the opposite sex. It is so easy for these to get out of hand and produce a disastrous result.

**5. CONSISTENT.**

A person who is constant, persistent, faithful to the same principles.

Reliable, consistent, always the same, unswerving.

Consistency and reliability are aspects of character, but as Christian leaders we need much more than merely human characteristics. We need God, to Whose character these traits are integral, to build them into our spirits too.

**6. GOOD CONSCIENCE.**

Conscience is the faculty within us which influences the moral quality of our thoughts, words and actions. No Christian can function effectively to their fullest potential while they have a disturbed conscience. Trying to work for God whilst harbouring an offended conscience, is like driving a car with the hand brake on. John says, ***"Beloved, if our heart does not condemn us, then we have confidence towards God, and whatever we ask we receive from Him, because we keep His commandments and do those things which are pleasing in His sight."*** (1 John 3:20,21)

***"I have lived in all good conscience."*** Acts. 23:1.

***"To have a conscience, void of offence."*** Acts. 24:16.

***"A pure heart, and a good conscience."*** 1 Tim. 1:5.

A troubled conscience, robs us of confidence towards God.

It paralyses our faith faculties. (1 John 3:21)

It inhibits and undermines our spiritual activities and ministry.

It restricts our capacity to receive. (We anticipate evil, rather than good)

**7. HUMBLE AND TEACHABLE SPIRIT.**

Everyone has much to learn, but it takes true humility to recognise and acknowledge this. Jesus Himself is the supreme example of the beauty of a teachable spirit. He declared Himself to be meek and lowly in heart, (Matt.11:29.) and the Bible tells us that He learned from the things which He suffered, (experienced). (Heb. 5:8)

**8. WISDOM FROM ABOVE.**

What is the secret of success? — having the wisdom to make right decisions!

James tells us that *"if any of you lack wisdom, you are to ask of God in faith, and He will give it to you."* James. 1: 5-8. 3:17.

Human wisdom is good and is certainly a tremendous asset to a leader but it is inadequate for all the challenges of spiritual leadership. We really need a combination of human and Divine wisdom, always realising that the

two may appear to be at variance sometimes, in which case the Divine wisdom must always take precedence.

King Solomon is an excellent example of a wise leader who used his natural wisdom to obtain Divine wisdom which enhanced his leadership abilities enormously. (2 Chron. 1:7-12)

### **9. A BALANCED LIFE-STYLE.**

***"Jesus grew in wisdom, and stature, and in favour with God, and with man."*** (Lk.2:52)

His growth developed in four directions, mentally, physically, spiritually and socially — which is healthy growth.

Try to keep your life and activities well balanced. Engage in edifying activities which will develop and strengthen every part of your life. In addition to growing and developing physically, Jesus developed in wisdom. This is mental or intellectual development. We can pursue this through the reading and studying of good books and through attending seminars and lectures where we can expand our knowledge and understanding of many things. Our minds need to be stimulated and challenged. We can benefit enormously from positively extending the horizons of our mind.

Jesus also developed socially. *"He grew in favour with man."* This involves learning how to relate to people. Unfortunately many preachers feel that the development of this art is unnecessary. They despise social graces and the observance of those things which enhance social relationships and inter-action. But Jesus evidently developed in these areas and was extremely popular with the masses of people for the major part of his earthly life.

Of course the development of our spiritual life is by far the most important, but not so important that the other developments are superfluous or unnecessary.

### **THE MIDDLE OF THE ROAD.**

I have always believed that "Truth lies in the middle of the road" and that if we go to either extreme, right or left, we are likely to get into error. Anyone who goes to the extreme is likely to develop an inconsistency. If a person becomes too narrow minded and too "spiritual," or too "holy," they frequently become inconsistent.

Maimonedes, the great Jewish teacher wrote ; "Lest a person say : "Since jealousy, lust, and desire for honour are evil ways..... I will separate myself completely from them and go to the other extreme, to the point where he refuses to enjoy the pleasure of food by abstaining from eating pleasant food, where he refuses to marry a wife, or to live in a pleasant house or to wear nice clothing but instead chooses to dress in rags... this too is an evil way."

The best and straightest road that a person should train himself to go on is the middle road (where he develops the moderate quality in each and every personality trait). And he who goes along this middle road is called a wise man.

**10. BE A "PEOPLE PERSON."**

I never tire of telling young preachers that the ministry is basically about two things; — it is about God, and it is about people.

Developing your relationship with God is essential, but studying human nature and learning to like people and get along well with them is also vitally necessary. Jesus was a great student of human nature. The Bible says, "***But Jesus did not commit Himself to them, because He knew all men, and had no need that anyone should testify of man, for He knew what was in man.***" (John 2:24,25)

**11. DEVELOP A GOOD SENSE OF HUMOUR**

A good sense of humour is always a blessing, but particularly so for leaders. Many serious and sad things may happen in the course of your ministry to people and there are many sources of stress. You need the relief and relaxation of being able to see the funny side of life too.

A good sense of humour can often help relationships to function more enjoyably.

It can also be a special blessing to a preacher. Preaching can often be a weighty matter and sometimes needs the relief which only a fine sense of humour can provide. However, the preacher needs to exercise caution here too. The humour needs to be appropriate and should always be in good taste. We should particularly avoid the kind of humour which is at the expense of someone else. What is amusing to one, can be extremely hurtful to another.

It is particularly helpful to be able to laugh at yourself once in a while. If you don't allow yourself to laugh sometimes, you will probably cry.

**12. BE PHILOSOPHICAL.**

The basic meaning of this word is, "***Love of wisdom.***" However, it also means "To be detached, so as to remain calm under pressure."

It is this second meaning with which I am particularly concerned now.

The ministry frequently requires us to be involved in many people's problems and hurts. If we allow ourselves to become too emotionally involved, with too many people and too many problems, the pressure may become more than our system can handle. Therefore we frequently need to maintain some measure of emotional detachment. A good doctor knows the benefit of this. He is aware of the dangers of being too emotionally attached or concerned about his patient. To function effectively as their

surgeon or doctor, he must maintain a certain amount of detachment and distance.

This is true in the ministry to some degree. One can often see more from the "Touch line" of life, than if you are too close to a person and their problems.

There is also a real danger of having the problems of too many people on your mind. The pressures and tensions of carrying too many loads can sometimes be too much for one person. This is particularly true if you have a genuine heart of concern for people. There is a tendency to feel too deeply for them. Of course we know that all these burdens should be cast on the Lord. But not everyone is able to do this as effectively as required and as a result they themselves collapse under the weight of emotional load.

I feel that something of this nature happened to Paul's friend Epaphroditus who was, *" sick almost to the point of death..... because for the work of Christ, he came close to death, risking his life to supply what was lacking in your service towards me"* (Phil. 2:27a, 30)

It is a very real and fearful occupational hazard which must be avoided at all costs. Overwork and too much pressure and tension can cause this condition. Every leader needs to be aware of this danger and take every precaution to avoid becoming a victim of it. I have devoted a later chapter to the recognition and treatment of this problem.

### **13: EFFECTIVE LEADERS MUST BE GOOD COMMUNICATORS.**

One of the most important aspects of effective leadership is good communication and every leader should concentrate on developing every possible dimension of human communication skills. The foremost of these is vocal communication. The ability to communicate information through the spoken word, clearly, concisely and in an engaging and interesting manner. The leader must develop the skill of winning and holding people's attention through the presentation of words. A further skill that might be developed is that of writing.

A weekly Newsletter is an excellent means of keeping people informed of the many aspects and developments of a vibrant program.

#### **a: CLEAR COMMUNICATION AMONGST THE LEADERSHIP.**

While the vision, its strategies and plans, are still in the embryo stage the leadership team must prayerfully and carefully consider every possible aspect of a proposed program of activity. They must pray about it, talk about it, discuss and thoroughly evaluate it. If there are any misgivings or misconceptions about it, this is the time to discover them. The whole proposal must be thoroughly aired and minutely discussed so that every possible contingency may be considered.

It is during this period that the leadership become convinced about the vision one way or another. They either become inspired with excited anticipation or they begin to have serious misgivings about the validity and feasibility of it.

The leadership team must share the vision in great detail. They must :-

Pray about it together.

Invite, and receive feed back, and evaluate it together.

Plan together.

Assign clear profiles. (Written job descriptions).

Delegate sufficient authority.

Require regular reports back.

Meet with combined leadership regularly.

Meet with individual leaders consistently.

b: A CLEAR VISION MUST BE COMMUNICATED TO THE PEOPLE.

In order to effectively fulfil a specific task the people involved must have a thorough understanding of all that is envisaged and required. It is not sufficient for the leaders to know the way ahead, everyone else who will be part of its fulfilment must also have a clear and thorough understanding of it. It is part of the leader's task to communicate the task clearly and comprehensively. The Lord told Habakkuk, "*Write the Vision, and make it plain, that (even) he who runs may read it.*" (Hab. 2:2)

In order for a church to fully comprehend a program or vision, that vision must be communicated clearly, consistently and comprehensively. They must hear it again and again from every perspective. They must hear it, read it and see it. It must be conveyed to them in a wide variety of ways. They must be informed, inspired and motivated at every opportunity until the vision becomes part of their very lives. In order to do this the leadership must prayerfully and thoroughly acquaint themselves with every aspect of the vision until the telling of it becomes second nature to them. They must be able to communicate clearly :-

What has God shared with you? - Inspiration.

Where is the Church heading? - Direction.

How are we going to get there? - Goals towards achievement.

What Instruction and Training is available?

c: MASTER THE "INTER-PERSONAL" COMMUNICATION.

The leader must communicate with each team member individually and personally as well as in the context of the whole team. This is to ensure that each team member is genuinely committed to the task. If the vision is only discussed in the corporate context of the team, there may be individual members who have misgivings or reservations which they are not bold enough to share in the team meeting. So each member must be individually approached and spoken to so that they have ample opportunity to share what they truly feel about the vision generally, and



about their role in particular. The leader must approach each individual team member :-

To improve their leadership skills.

To assess their progress or otherwise.

To utilise your mentoring skills.

Ensure that your approach is non-threatening.

Never confront when you are emotionally disturbed.

**14: GOOD LEADERS MUST BE GOOD LISTENERS.**

It is true that leaders must be competent communicators but they must also be good listeners. The ear of the leader must always be open to God, and also to his associates and team members. One of the places where this must happen is :-

e.g. STAFF MEETINGS :

- A. Does everyone have the opportunity to speak openly?
- B. Does your leadership foster a genuine team spirit?
- C. Do team relationships improve with inter-actions?
- D. Do you really "hear" what your associates say?
- E. Can you interpret and communicate group thinking patterns?
- F. Are the decisions made really corporate ones?

**15: GOOD LEADERS NEED TO BE EFFECTIVE SPEAKERS.**

Effective leaders need to be competent communicators in every field of communication, but they should be particularly adept in vocal and verbal skills. It is obvious in the Bible that most of the leaders were effective in verbal communication skills.

Effective speech is one of the most powerful motivators available. Powerful orators have moved nations at critical times of their history. It is generally acknowledged that Sir Winston Churchill's famous speeches during World War 2. played an amazing part in inspiring the British people to arise from the awful possibility of defeat, to wage and win the war.

The moving speeches of Dr. Martin Luther King were powerfully effective in the great task of bringing racial equality in the U.S.A. His most famous speech was entitled, " I have a dream," and his dream powerfully impacted the scene and became a reality for millions of black people throughout the U.S.A.

In the sphere of Christian leadership the power of speech is clearly important for both preaching and teaching. In addition to this it is important in the area of inspiring and motivating people to fulfil the vision of their churches.

**16: GOOD LEADERS DEVELOP AND MAINTAIN AN EFFECTIVE COMMUNICATION NETWORK AT ALL LEVELS.**

The effective leader must never work in isolation. The secret of his success is the harmonious functioning of his team and followers. To achieve this it is essential that he keeps his lines of communication open and effective.

**At Staff level.** Regular, meaningful meetings where reports can be made, discussed and analysed. Each delegated leader can report on the activities of his particular department. Plans and future activities can be prayerfully formulated at this leadership level.

**At Congregational level.** It is important that the church members be kept informed of all phases of the program in order to maintain their prayerful support. News of various activities can be shared through announcements and if possible through some kind of regular bulletin or newsletter.

**At Small (Cell) Group level.** In the church of the future cell groups, or house churches, will become more important than ever. The cell group church is the church of the future. So it is vitally important that the leaders and members of these groups are regularly informed about the plans and activities of the church. They must be an integral part of the vision.

**17: GOOD LEADERS MUST GENERATE POSITIVE DYNAMIC.**

**a: EFFECTIVE LEADERS EXPRESS LEADERSHIP DYNAMIC.**

Effective leaders possess and generate a certain charisma or influence which both attracts and influences people. It is sometimes an almost indefinable feature but something which is sensed and sub-consciously recognised by others. An invisible quality which attracts others like a magnet.

It is abundantly obvious that most Bible characters had such a presence. Certainly Jesus projected it. Wherever He went, the crowds flocked after Him. They were fascinated by His talks, hanging on to every word He spoke. His leadership presence was manifest in everything He said and everything He did. John the Baptist had a very similar dynamic. In fact, many people likened him to Jesus. (Matt.16:14) Paul too manifested this remarkable leadership dynamic.

The manner in which this quality is conveyed differs from person to person. However, in whatever form it occurs, it is essential that a leader has this quality. It is the quality which places him "head and shoulders above the people," and marks him as a true leader. A leader must demonstrate leadership qualities far above the average.

**A LEADER MUST BE SEEN.** He must be conspicuous and clearly recognisable as a leader. People should be able to discern this immediately. There is a distinct mark of leadership upon him. There is a mantle of leadership authority upon his life.

**A LEADER MUST BE HEARD.** There is always a compelling force in the voice of a true leader. It is not necessarily in the natural tone or quality of his voice. But there is something about the way he says things which attracts attention, holds his listeners, moves them to action and inspires them to work.

**A LEADER MUST BE A ROLE MODEL.** A good leader should be an example and role model for his associates and followers. Someone upon whom they can pattern their lives. His leadership is so much more

impressive and productive if the people recognise him as a person whose life demonstrates the truth and reality of their faith and vision.

### **A LEADER MUST BE INSPIRING, EXCITING, DYNAMIC.**

The early Apostles were charismatic leaders, empowered and endued by the dynamic energy of the Holy Spirit. The events of Pentecost, (Acts 2) radically changed their lives and enhanced their leadership potential. Before the events of Pentecost they were disciples (apprentices). But after the dramatic experience of Pentecost they emerged as influential leaders who would eventually reach many parts of the world with the good news of Christ's redemption.

Those early Apostles demonstrated true charismatic leadership. The word "charismatic" refers in its original meaning to the endowment of spiritual gifts. In recent times the word has been adopted by the secular world to describe someone with powerful personality and leadership qualities. This later usage of the word could also be legitimately applied to Christian leaders too. Christian leaders need to be charismatic figures in both senses of the word. Endowed with spiritual gifts and having a dynamic aura of leadership upon their life.

It is interesting to observe the personality enhancement which took place after the Pentecostal phenomena. All the Apostles emerged as more powerful and dynamic persons than previously but possibly none more noticeably than Peter. After his triple denial of Christ it might have seemed that he had failed dismally in his leadership aspirations but God not only forgave and restored him, He actually enriched and enhanced his leadership capabilities far beyond his original potential. The same dynamic of the Spirit is available to leaders today. God is raising up an army of leaders who are anointed and empowered by His Spirit. Jesus promised "*you shall receive power ( *dunamis* ) of the Spirit upon you.*" The true dynamic of a Christian group should not emanate from its leadership but from the Holy Spirit. The whole group, leaders and workers should be energised by the power of the Spirit.

The anointing is "A dynamic force, emanating from the Spirit, which draws the entire group into effective involvement and activity."

An absence of adequate positive leadership allows lethargy to dissipate accomplishment energy, but dynamic leadership skills will inspire and maintain that momentum. This force is projected in numerous ways, but is usually most noticeable in the senior leader. It is a leadership charisma, an anointing or spirit which is frequently "caught" by the team. It inspires confidence, excites the imagination, and motivates the latent energies of the team.

3: HOW DO WE GENERATE A POSITIVE FORCE?

A: PREACH A POSITIVE, BIBLE- ORIENTED MESSAGE.

The Bible is filled with both negative and positive statements and we need to be mindful of both. Unfortunately many churches major on the negatives and always view the positive with suspicion and reserve. To generate a positive result we must adopt a positive outlook and major on it. As the old popular song says, we should *"Accentuate the positive and eliminate the negative."*

Unless we adopt a positive outlook and emphasis we will never accomplish anything. Do not be afraid of taking a positive posture.

- God is positive.
- The Gospel is positive.
- The Bible is positive.
- Faith is positive.

**B: ALLOW THE DYNAMIC HOLY SPIRIT TO OPERATE.**

The Holy Spirit has the most dynamic force in the universe. If we allow Him to have control of our lives, He will manifest His dynamic through us. The Church of Jesus Christ, through the Kingdom rule of God, is destined to rule the nations. God is about to revive His people and renew His dynamic power and wonders in the earth. We must allow the Holy Spirit to take his rightful place in the Body of Christ. *"Now the Lord is the Spirit, and where the Spirit of the Lord is there is liberty. But we all with open face, beholding as in a mirror the glory of the Lord, are being transformed into the same image from glory to glory, just as by the Spirit of the Lord."* (2 Cor, 3:17, 18) When we allow the Holy Spirit to truly be Lord, He transforms us by His mighty power.

**18: LEADERS MUST ALWAYS BE "UP FRONT".**

Whenever the Children of Israel were journeying, the Levites were always 2,000 cubits ahead of the people. God ordained that the Priesthood, the spiritual leaders of His people, should go before them to lead the way. He specified that they should march 2,000 cubits ahead of the tribes of Israel. They should be out in front of the people to give the lead and set the pace which the people must follow. But not so far ahead that they were out of sight. This is an extremely important principle in Christian leadership. **We need to stay ahead of the people but not become remote from them.**

There are numerous traits and characteristics evidenced in the lives of good leaders which help to keep them in the eyes of the people and to give them something to emulate and follow. In doing so the people are enabled to walk in the ways of God, and they also develop characteristics which help to develop them as leaders too.

FEATURES WHICH KEEP YOU "UP FRONT" -

**A: POSITIVE ATTITUDE AND BEARING.**

People will want to follow someone who obviously knows where he is going. Someone who is decisive, with a definite purpose and a determination to accomplish a worthy task. They look to the leader who

has a positive attitude and bearing. One who is clearly recognised as a true leader and is definitely going places.

**B: INTEGRITY AND ETHICS.**

It is essential that a leader be a person of integrity, honest and trustworthy, with a strong moral and ethical standard which he faithfully observes. Not a legalistic person who is a stickler for the letter of the law, but a real person who lives by the very spirit of that law. A person in whom Jesus is obviously living and through whom He is manifesting His pure life. Paul said that *"The letter of the Law kills, but the spirit (of it) gives life."* (2 Cor. 3:6)

**C: SINCERITY AND HONESTY.**

Sincerity is an essential quality in a leader. Like love it can "cover a multitude of sins." Sincerity is the opposite of hypocrisy. Even when a person makes a mistake, if they have done it out of a spirit of sincerity, it is usually excusable. People can easily sense sincerity. It is something which it is difficult to portray if it is not genuine.

**D: STRENGTH AND CONTROL. (Personal, and with people)**

Weaknesses are never respected, and particularly not in a leader. A leader must possess and display strength in order to win the respect of his followers. This strength must first be evident in his own personal life. If a man is not strong and decisive with himself, he will never be like that with others.

He must exercise strength and control in his own personal life, habits, temperament and behaviour. A person who has never managed to discipline himself properly is hardly likely to be able to inspire strength in others. His personal strength and control should be evident in his personal appearance, punctuality and consistency. It must also be evident in the manner in which he conducts his family affairs and the orderliness of his household. The Scriptures ask, *"For if a man does not know how to rule over his own household, how will he take care of the church of God?"* (1 Tim. 3:5)

**E: GENUINE INTEREST IN PEOPLE.**

The ministry is really a "people industry," and the ability to relate to people well is a vital necessity. The ministry is really about two things. It is about God, and it is about people. It is therefore a tremendous advantage to have a disposition which can freely and easily relate to all kinds of people.

**F: FRIENDLINESS AND APPROACHABILITY.**

Long before Dale Carnegie wrote, "How to win friends and influence people" the Bible said, *"He who would have friends must show himself to be friendly"* (Prov. 18:24) Jesus was often called *"A friend of publicans and sinners."* He was always so approachable that multitudes of people gravitated towards Him to enjoy and benefit from the warmth of His

personality and friendship. No matter how successful you may become as a Christian leader, don't ever allow your success to alienate you from the people. If you are to be genuinely Christ-like you will always be a friendly and approachable person.

**G: GOOD LISTENER.**

Jesus frequently encouraged dialogue and conversation. He asked questions and then listened when people responded and replied to Him. There are times when simply to listen to a person is to pay them the highest compliment they desire and when an unwillingness to listen is an extremely hurtful thing. Unfortunately many leaders feel that they have become too important to quietly listen to others. They become so accustomed to speaking themselves that they lose the art of listening to others.

**H: ATTRACTIVE AND ADMIRABLE PERSONALITY.**

In any kind of public relations role an attractive and winsome personality is a distinct advantage. Obviously the ministry is much more than merely a public relations exercise and its success depends on matters infinitely more important than good human relationships. Nevertheless there is a great deal of inter-personal relationship transpiring within any close community, including a church, and the ability to attract, win, and inspire people is essential. This is usually more easily accomplished when the leader has an attractive, friendly and winsome personality. It is certainly an advantage when the leader is admired and people find it easy to like him. It is a distinct advantage when people find it easy to relate to and follow their leader.

**19: DEVELOPING YOUR LEADERSHIP STRENGTHS.**

**EXPRESSING YOUR LEADERSHIP AUTHORITY STRENGTH.**

Leaders must know how to express their authority. A leaderless group drifts into anarchy. Leaders must be able to positively assert their authority without antagonising or alienating their subordinates. Their use of authority must always be done with a combination of humility and strength.

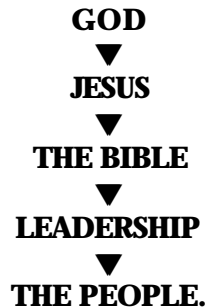
**LEADERS MUST INITIATE AND MAINTAIN ACTION.**

True leaders are activators. They initiate action and inspire others to join them and to maintain the initiative. Good leaders have the ability to get things going and to keep them going until the task is completed. Effective leadership gets things done through inspiring and coordinating the efforts of others.

**UNDERSTANDING THE CHAIN OF AUTHORITY.**

Matt. 8:9. **"I also am a man under authority."** You must "stay under authority" in order to effectively exercise it. The Centurion is an excellent example of someone who thoroughly understood the chain of authority and how it functioned. He understood the authority which was over his life and the manner in which that authority gave him power over his subordinates.

In Christian ministry we need a clear understanding of the authority of God and we must meekly operate under it. It is God's authority that is the source of our authority. There is a clear chain of command which we must always respect.



We must stay under our authority source if we are to expect the people to remain under our authority. Our real authority stems from God who has ordained us, but in order for that authority to remain legitimate we must also live under those authority sources that God has placed over our lives.

#### UNDERSTANDING AUTHORITY SOURCES.

The three main sources of Authority are :-

##### A: ROLE AUTHORITY. (The power which goes with the job)

Since our task has been appointed by God. He is the ultimate source of our authority to perform that task. Our authority is not in our title. We may be known as Doctor, Reverend, Pastor, or some other title, but our real authority is much higher than this. We may be ordained by some denomination, or appointed by our denomination to some executive role, but our real authority source is still God Himself. It is therefore vitally essential that we continue in right relationship to our authority source. Stay in right relationship with God. Live in harmony with His Word and the powers that He has ordained. While you remain under God's authority, He will back your authority. If you move out from under the covering of His authority through pride or disobedience, then His authority will no longer be operative through your life.

##### B: KNOWLEDGE POWER. (Deriving from knowledge, skills etc)

A mature and adequate understanding of your task and its performance lends a certain degree of authority. If it is obvious that you know what you are doing, then people will feel more comfortable to join you in the fulfilment of the job. If they can see from the results you accomplish that you really know what you are doing they will more readily recognise, acknowledge and honour your leadership authority. Acknowledged competence generates confidence, both in the leader, and his team.

##### C: PERSONALITY POWER. (Your personal influence)

This is undoubtedly the least important of the three authority sources, but it is still extremely effective and worthy of development. I am speaking of



the authority which is generated by a leader who projects modest, positive, confidence. Someone who obviously has quiet confidence in themselves and in what they are doing. A leader who conveys the impression of having everything under competent control. Most people need to have a feeling of security, and competent leadership helps to give them such a feeling.

Personality carries its own degree of influence. A lively, colourful, engaging person is better able to influence others than is a dour, unimaginative one. The proper development of personality power is certainly a legitimate and desirable one. God is the designer of your personality. He put together the various factors which determined your personality type. But He expects you to develop and improve your personality and to positively utilise its potential and influence. You are a singular person with a unique personality. God has chosen **YOU** for a specific role. He wants to use **YOU**, and your unique and special talents and personality to accomplish some things that no one else could perform in exactly the same way.

a: USING ROLE POWER EFFECTIVELY.

Moses is a prime example of this.

- He recognised his own limitations.
- He would not go, except God went with him.
- He exercised authority with meekness.

b: USING KNOWLEDGE POWER.

Never stop learning, and increasing your skills.

*"Study to show yourself approved unto God." 2 Tim. 2:15.*

c: USING PERSONALITY POWER.

Learn to be "Yourself, in Jesus". Early in my Christian pilgrimage I sensed God say to me, "I want to set you free to be yourself in Jesus." This concept has been extremely helpful to me. A developed, matured Christian is one who has learned to be compatible with who they are and who God is. They have entered into the "rest of faith." Personality power can be immensely effective if it is exercised through the fruit of the Spirit.

d: EXERCISING YOUR AUTHORITY.

There are sensitive and insensitive ways to communicate your authority. One is as damaging as the other is productive. Effective and successful leaders are generally those who have learned how to use their authority in a manner which enhances their leadership and does not antagonise or alienate their co-workers. You must seek to establish your image of authority in numerous ways.

A: COMMUNICATE STRENGTH THROUGH IMAGE PROJECTION.

Every leader is responsible for the image which they project and must endeavour to develop a legitimate authority image which people can

willingly respect. If you don't act like a leader, then you cannot blame the people for not responding to you properly as their leader.

**B: SPEAK AND ACT WITH HUMBLE AUTHORITY.**

Authority actions should always be projected with a measure of humility. Many people have an aversion to apparent arrogance on the part of their leaders. They will gladly respond with respect and submission if they sense that their leaders are not endeavouring to "lord it over them." Authority exercised with arrogance can easily produce the opposite of the desired effect.

**C: STAND STRONG ON YOUR DECISIONS.**

Effective leadership demands strong decision making without which people often have an insecurity because they don't really know what is happening. Once decisions are made and announced they should be adhered to unless there arises some good reasons why they should be changed. This should not occur too frequently. Decisions which have to be changed were usually bad ones and too many poor decisions destroy people's confidence in their leadership.

**D: DISCIPLINE VIOLATORS IN PRIVATE SESSION.**

Every leader will have occasions when correction and discipline need to be administered to some team member. If possible, this must never be done in public. Any correction or reprimand must be given in private session. However, if their violation has been in public, they should also be warned that any further violations may be dealt with publicly.

**E: CONDUCT FREQUENT GROUP MEETINGS IN WHICH YOU ENCOURAGE DISCUSSION BUT SHOW THAT YOU ARE IN CHARGE.**

Your leadership authority should firstly be exercised in such settings as Staff meetings, where the group is small and somewhat intimate. This enables you to rectify attitudes and actions in a small group rather than having to do it in a large public group where unnecessary embarrassment might be felt.

**VI: KNOWING WHEN AND WHERE TO "DRAW THE LINE."**

Always make sure that God is with you in your exercise of authority. We are exhorted, "Whatsoever you do, in word or deed, do everything as unto the Name of the Lord." As God is the ultimate source of our authority, we should always exercise it in keeping with the good honour of His Name. The leader has no power except that which is given him by God, so he must always discharge that authority under the awareness of God's Name and His righteousness.

Never try to force people to follow your leadership. In the Middle East, where the Bible was written, eastern shepherds always lead their sheep and never drive them. Jesus was such a shepherd, and we must be too.

**20: ALWAYS GIVE ALL THE CREDIT AND GLORY TO GOD**

The late D.L. Moody, a famous American evangelist, frequently declared, "There is no limit to what a person may accomplish if they do not care who gets the credit."

Many Christian leaders greatly limit their possibilities by taking credit and glory to themselves instead of giving it to God.

Exod 34:14

*14 Do not worship any other god, for the LORD, whose name is Jealous, is a jealous God. (NIV)*

## **Chapter Seven**

# **THE SPIRITUAL LIFE OF A LEADER**

This chapter is the most important one in the book. It holds the key to truly authentic Christian leadership which is to develop in our relationship with Christ and that our service for Him must be as the fruit of that right relationship. It is only out of a healthy relationship with Him that we can truly serve Christ. Service without relationship will be mechanical, loveless and legalistic, and as such is unacceptable to God.

Other chapters deal with various aspects of leadership skills and these are certainly important. But the proper development of our spiritual man is absolutely vital and indispensable. It is foundational to the fulfilment of our calling.

If we examine the methods which Jesus employed with His disciples we shall see that His primary concern was the development of their spiritual lives. Early in His relationship with them He expounded the powerful truths of the implications of true Kingdom living. In what we frequently call, "The sermon on the mount," (Matt. 5, 6, 7) He clearly expounded the criteria required for all who would be His disciples. He emphasised the radical differences between their old life-style and that of their new life as members of the Kingdom of God and of Jesus Christ.

The effective leader's first responsibility is the healthy development and continuing growth of his own life in God. Under the Levitical pattern of the Mosaic Covenant the priests were required to be 2,000 cubits ahead of the people whenever the nation was moving on in the purposes of God. In the same manner the Christian leader must be out in front of the people as an example and guide for them to follow. His spiritual development and consequent life-style, must ever be a model for them.

It has been frequently said that "God can never grow a church bigger than its leader", and to some degree this is true. So the leader's first concern is not "how to make my church grow," but "how to ensure that my own spiritual life is in good order and that I am constantly growing in the knowledge and grace of Jesus Christ." If the life of the leader is faulty, the very foundations of that church are undermined.

One of the issues of which the leader must be constantly aware, is the danger of professionalism, i.e. allowing the ministry to degenerate from a spiritual calling, to a secular profession. It is easy to become so involved in the mechanics of leading a church that one's personal spiritual life is sorely neglected. The sad lament of the Shulamite was, **"They made me the keeper of the vine-yards, but my own vineyard have I not kept."** (S. of Sol.1:6b.)

This simple statement emphasises an "occupational hazard" of the ministry. The danger of becoming so busy tending to the spiritual lives of others that one's own spiritual life is tragically neglected. I feel sure that this insidious trap has brought about the downfall of many leaders. Effective leaders must never allow themselves to become so absorbed in pursuing the demands of the ministry that they are forced to neglect their own spiritual welfare.

Leadership skills and management abilities are very important, but the Christian leader's spiritual life is foundational, and this is where he either stands or falls. The leader's spiritual intake must always exceed his output. The ultimate purpose of our spiritual exercises is to develop our relationship with Christ, to grow into His likeness, and to be equipped for His service.

It is with these thoughts in mind that I approach the spiritual exercises which are indispensable to the maintenance and development of the leader's life. These disciplines are essential as aids to the development of our personal relationship with Christ. The pursuit and practice of them in itself are inadequate and insufficient. It must never be allowed to degenerate into a formality or religious routine. The point of these exercises is not to fulfil one's duty in reading the Bible or praying. It is to spend quality time with our Master and to keep our relation with Him living and vital.

## **1. PRAYER.**

Most Christians and many leaders have pre-conceived ideas about prayer. The most prevalent one is that "Prayer is talking to God." This is an insidious idea because it is partly, but not wholly true. Yes, prayer is talking with God, but it is also listening to God. In fact it is actually "communing with God." —Talking with Him, pouring out your heart to Him, sharing all your concerns with Him, but also listening to His response.

**We must constantly remember that what God says to us is always far more important than anything that we can say to Him.** Prayer is a two-way conversation which involves listening as well as speaking. Avoid the idea of coming before God with your particular agenda, unloading it into His ears, and then feeling that you have prayed.

Prayer is essentially mutual communion. It is spending quality time with God as with a trusted and beloved friend. It is sometimes called, "Seeking the face of God." **"When you said, seek My face, my heart said to You, Your face LORD will I seek."** (Psa. 27:8)

This is a delightful and quaint expression which signifies the seeking out of a loved one in order to spend time with the object of your heart's affection. It is like a young man pursuing a courtship. Seeking every opportunity to catch a glimpse of the face of his beloved. Contriving circumstances and making opportunities to be together with the one who is his heart's delight. The heart's desire is to gaze on the face of the loved one, but also to "catch the eye" of the lover. Our relationship with God is actually a romance which we need to pursue with affection and enthusiasm. Keeping this aspect of our relationship alive and vital should always be a major concern and pursuit, for out of this love relationship come the whispered endearments and lover's secrets that constitute the unveiling of the Father's heart. It is in this very context and environment that our spiritual life flourishes and out of this enrichment flows authentic ministry.

True prayer also involves waiting on God. **"I wait for the Lord, my soul waits, and in His Word I put my trust."** (Psa.130:5) This suggests the attitude of a servant who waits patiently on his Master, to learn the desires and wishes of his Master's heart. This is an ideal image of the true servant of God. Waiting on the Master's Will in order to carry out His desires and to convey His purposes to His people. This is the authentic place in which to receive ministry charges and missions. Yet this is **not** the primary reasons for our being there. Our first concern is to commune with the Lord, to seek His face, to worship and adore Him, but also to receive from Him the messages He would have us convey to those to whom we are called to minister.

## **2. LIVING BY THE WORD OF GOD.**

**Man shall not live by bread alone, but by every word that proceeds,** (or which is proceeding) **out of the mouth of God."** (Matt. 4:4)

Jesus quoted these words from Deut. 8:3. His purpose was to show that it is better to obey the Word of God than to satisfy our human desires. However, there are two other thoughts I want to point out to you :-

a: The words by which we should live are the current, living words of God. The words of present truth, which are *proceeding* out of the mouth of God. God has present words of truth that He wants to convey to us. Words which are specifically appropriate to us in the circumstances in which we currently find ourselves. We sometimes refer to this as the "Rhema" word of God, as distinct from the "Logos," the word which is always current and always present tense.

b: It is the words which proceed out of the **MOUTH** of God. These words are received by our spiritual **ears**. They are not words which we read, but words which we hear. Now we may actually be reading the Bible when God speaks to us in this way. It is as though He suddenly underlines something, drawing our attention forcibly to it, and speaking a current, applicable word into your spirit. This is the **rhema** word by which we are to live.

It is also extremely important that leaders be "men of the Word." Lovers, readers, students, and practisers of God's Word. "**How sweet are Your Words to my taste, sweeter than honey to my mouth. Through Your precepts I get understanding, therefore I hate every false way.**" (Psa. 119:103, 104)

We must also be aware of another occupational hazard of the ministry. I refer to the danger of beginning to treat the Bible just as a source of sermon material, approaching the scriptures with the idea that they are simply filled with sermons which we may preach to our congregation. If we have this attitude it is all too possible to apply God's Word to His people, but not primarily to ourselves. This is extremely dangerous and can lead to our having double standards about the application of God's Word. One standard for the people, and another for ourselves.

We must constantly give precedence to our own spiritual need to grow and develop. Our personal spiritual life needs constant and consistent attention. Paul was ever conscious of an insidious danger. "**But I discipline my flesh and bring it into subjection, lest when I have preached to others, I myself should become disqualified.**"

(1 Cor. 9:27)

### **3: LIVING IN THE SPIRIT.**

**"If we live in the Spirit, let us also walk in the Spirit."** (Gal. 5:25)

Living in the Spirit is not an exotic little diversion from the authentic pathway of our Christian faith. It is not an interesting optional extra for the enjoyment of the mystically inclined.

Living in the Spirit is the authentic, biblical way of living the Christian life. It is the New Testament concept of the Christian lifestyle which God wants all His people to live. Its roots are firmly planted in the soil of God's Word. It is the life style which both Jesus and the Apostles lived, and is as legitimate to Christianity as they are.

Like many other things it is an art to be learned and imbibed. The only way to learn to live this way is by putting the principles into practice and learning by experience (and by your mistakes.) Stay humble, confess your errors to the Lord, experience His forgiveness and restoration. He will help you to adjust your walk and He will encourage you to further adventures as you endeavour to faithfully follow His Spirit.

Living in the Spirit is learning to live by your spiritual senses instead of your natural senses. The natural man lives by his natural senses of which there are five, i.e. smell, taste, touch, sight, and hearing. Man lives by these senses because his spiritual senses are dead. When we come to Christ, He "quickens" us into life and our spiritual man awakens. Instead of living any longer by our five natural senses and what they tell us, we begin to live by faith, and by what God tells us.

#### **4. HUMILITY.**

Humility is primarily an attitude of heart and mind. A modest appraisal of one's abilities and importance. It is also an attitude of meekness and lowliness of mind.

Nothing can induce an attitude of humility more effectively than a clear awareness of the greatness of God. King David was a person who retained a meek and humble spirit. As a teenager he had been humble and when later he rose to become King of Israel, he still retained a beautiful humility of spirit. I feel sure that this was largely due to his awareness of God's greatness and of his own insignificance compared with it. ***"When I consider Your heavens, the work of Your fingers. The moon and the stars which You have ordained. What is man that You are mindful of him, or the son of man that you consider him?"*** (Psa. 8:4)

It is difficult for God to use and bless someone who is not humble, because the tendency is for them to take the glory to themselves, and God will not share His glory with another. ***"All of you be submissive one to another, and be clothed with humility, for God resists the proud, but gives grace to the humble. Therefore humble yourselves under the mighty hand of God, that He may exalt you at the appropriate time."*** (1 Pet. 5:5,6)

Pride is totally unacceptable in a servant of God because that person would be able to accomplish absolutely nothing without God's grace and favour. Success may come through effort, skills and persistence in any other realm of life. But in the work of God, we are totally and absolutely dependent upon Him.

The servant of God should flee from pride as though it were his worst enemy. God issues numerous warnings about the dangers which lie in the path of the proud.

**"The fear of the Lord is to hate evil, pride, and arrogance."** (Prov. 8:13)

**"When pride comes, then comes shame; but with the humble is wisdom."** (Prov. 11:2)

**"By pride comes nothing but strife, but with the well advised is wisdom."**  
(Prov. 13:10)

**"Pride goes before destruction, and a haughty spirit before a fall. It is better to be of a humble spirit with the lowly, than to divide the spoil with the proud."** (Prov. 16:18,19)

##### 5. FAITH.

**"But without faith it is impossible to please God, for he who comes to Him must believe that he is, and that He is a rewarder of them that diligently seek Him."** (Heb. 11:6)

Every believer must be a person of faith but leaders in particular must be men or women of strong faith. The work of God cannot be accomplished without the exercise of faith. Every project we attempt for God is a project of faith, and the leader must be a person of faith in order to challenge, stimulate, and encourage the faith of everyone concerned.

The faith of which we are speaking is essentially faith in God and in His Word. In order to exercise this kind of faith we first need a specific word from God on which to base our faith. The faith required in Christian leadership is not blind faith, or faith in oneself, or one's abilities. True faith is a positive response and action to a specific word from God. If God tells you to do something, you assume that He will accomplish the task through you as you act in obedience to His instructions. Job said, **"HE performs the task that is appointed unto me."** (Job 23:14)

True faith in God is never irresponsible or presumptuous. It does not simply pluck huge ideas out of the air and say, "I am going to believe God for this!" A person of faith does not conjure up his own big plans and then believe God to bless them. Real faith begins when God gives the Word. It is the response of positive obedience to a specific word from God.

The person of faith must lead the way. He must be a constant example of what faith in God is all about. He is the man who hears from God. The man who is able to receive the directions which the Lord gives. He is the man who conceives the appropriate response to God's word of command. He is the one who inspires the faith of all who are involved in fulfilling the project.



Nehemiah was just such a person. From the moment that he sensed God's challenge to do something about the sad condition of Jerusalem, he began to respond in faith. He began to make appropriate plans. Recruiting personnel, raising finances, evolving strategies, organising the work force. He was personally involved in every aspect of the work, yet he is also an excellent example of effective delegation too. The Book of Nehemiah has many vital lessons to teach us about effective, Godly leadership. It presents a powerful example of efficiency and effectiveness. Please read through the book with this in mind. Make notes about all the principles of organisation, administration and leadership skills, which you discover in it.

## **6. SPIRITUAL DISCERNMENT.**

Effective leadership, in any sphere of life, depends to a large degree on making right decisions. A young executive once had the opportunity of speaking with an older, experienced, and eminently successful entrepreneur. He eagerly asked him, "Sir, what is the secret of success?" "Making right decisions," the older man replied. "And how do you learn to make right decisions?" the younger man asked. "Experience!," the older man stated. "Well how do you gain experience?" the young man persisted. "Through making wrong decisions," was the successful man's reply.

Making right decisions is also a principle of success in the realm of Christian leadership, but the ability to do this does not have to be the result of making many wrong decisions. The development of spiritual discernment should be the main source of our right decisions. In God's work we cannot afford to experiment with our decision making. We cannot risk making wrong decisions, for we are responsible for the work which bears the Name of the Lord, and to some degree His Name is at stake. There is a real danger that our mistakes may negatively affect God's Name and people's perceptions of Him. So we must exercise the utmost care to ensure that we do not make the kind of mistakes which will adversely reflect on God's integrity.

The way to arrive at the right decision is to ensure that all our plans are laid out before God and that we maintain an open heart and mind towards His response. We need to spread our plans before Him as Hezekiah spread before God the letter he received and wait before God for His guidance and direction.

(2 Kings 19:14-19)

As servants of God we have a solemn charge to honour and exalt the Name of the Lord. So we cannot afford the luxury of making too many mistakes. Particularly if those mistakes are serious, far reaching, and damaging to the work of God.

## **7. OBEDIENCE.**

***"To obey is better than sacrifice, and to listen ( to God ) is better than the fat of rams. For rebellion (the opposite of obedience ) is like witchcraft,***

***and stubbornness is as iniquity and idolatry."***

(1

Sam.15:22,23)

God places great importance on obedience. This is because the work of the ministry, the task of the Church, the building of the Kingdom, is ALL GOD'S WORK. HE IS THE SUPREME HEAD OF IT ALL. Therefore every aspect of it must come from His initiative, and every action on our part must be a result of our OBEDIENCE TO HIS COMMAND. Any alternative to this is unthinkable. God calls it rebellion and stubbornness, and states that in His sight it is the same as witchcraft, iniquity, and idolatry.

## Chapter Eight

# INTER PERSONAL RELATIONSHIPS

Effective Leadership requires good inter-personal relationships. A leader must relate effectively to his leadership team and to his "followers." Jesus provides the classic example of this in His relationship with His disciples. A vital aspect of leadership is the skilful management of people, for people are the leader's greatest resource.

The effective leader needs :-

### PEOPLE.

When is a leader not a leader? —When no one follows him!

A leader should not be judged on his leadership skills, but on the quality of his followers.

- Jesus carefully chose twelve disciples.
- He took His time in selecting them.
- He recognised their potential for leadership.
- He spent quality time with them.
- He shared His life with them.
- They learned by association with Him.

It is both interesting and challenging to consider the strategy which Jesus chose. His mission was to redeem the world and then to fill the world with the Good News of His redemption. It is fascinating to observe just how He went about the latter part. It is intriguing to witness how He spent the major part of His ministry training twelve disciples. His example in this regard emphasises the importance of discipling potential leaders.

Dr. Billy Graham, who has probably preached the Gospel to more people than anyone in history, was once asked if he would do anything differently were he given the chance to live his life again. His reply was extremely interesting. He said that if he were given a chance to live his life and pursue his ministry again, he would concentrate on training twelve men, pouring his life and everything he knew into them. The leaders primary task is first, to faithfully follow and emulate Jesus. Secondly to model this life style to others that they too may become more Christ-like.

Luke 6:40

*40 A student is not above his teacher, but everyone who is fully trained will be like his teacher. (NIV)*

The leader's primary task should be to train other leaders. One man cannot hope to effectively shepherd several hundred persons. He needs associates, assistants, co-workers, and under-shepherds. By recruiting and

training such people the leader multiplies his potential enormously. So a good senior pastor will concentrate on shepherding his pastoral team and they in turn will shepherd the larger flock. (the congregation)

Every individual leader has their limitation level, depending on the particular giftings they have. For example, a particular pastor may have the ability to successfully shepherd 100 persons. Once he reaches that number of members he may gain a few more members and lose a few, but the congregation will usually remain around the 100 mark. How may he break through that barrier?

One obvious way is to improve his skills in preaching, teaching, administration and general leadership. This may enable him to reach the 150 membership mark. But by far the better method is to find other ministers whose gifting and ability complement his own. For instance, the senior pastor may have an effective evangelistic ministry, but is not a good shepherd. He wins many people to Christ, but he is not able to hold them. So he needs to find someone with a strong gift of shepherding. The combination of these giftings may raise the potential to some 300 members.

If the right combination of other giftings are also added, the potential number of people they can effectively care for may rise dramatically.

#### **HE TAUGHT THEM BY ASSOCIATION.**

The disciples of Jesus learned an enormous amount from just being with Him. They listened to everything He said, and observed everything He did. This is a classic case of learning from one's mentor. The disciples learned so much simply by associating with Jesus. Much of what they learned would have been sub-consciously imbibed. They did not have formal class room education. Their training was "hands on" - "In service training." They learned through the special teaching style of Jesus which was a "learning by doing" style. Jesus did many things in the presence of His disciples. They observed how He did them and later He asked them to do the same things. Someone has described the process in this simple manner :-

- 1: I do it, and you observe me.
- 2: I do it, and you help me.
- 3: You do it and I help you.
- 4: You do it, and I observe you.
- 5: You do it, and someone else observes you.

#### **HE SHOWED THEM HOW TO OPERATE.**

Jesus provided "on the job" training for His disciples. He demonstrated every aspect of His ministry to them. They learned as they observed Him, and then He required that they do as He had taught them. This is the style which will work most effectively for us too. It is a style of leadership which

many pastors find to be tedious and extremely demanding. Some find it difficult to share their role and tasks with others. They prefer to be "Lone Rangers", holding the leadership role to themselves. But this autocratic style of leadership in which the leader functions in isolation from his brethren, has no place in the biblical scheme of leadership. It is filled with limitations and hidden dangers. It lacks the checks and balances which true team ministry can offer, and leaves the solo leader exposed to dangers which could not overtake him if he had the protection of close peers.

The pattern which Jesus used and demonstrated is the most productive. He gathered disciples around Him and shared His life with them. In doing so He demonstrated the Kingdom style of accomplishing the purposes of God. He showed His disciples how to do the work of the Kingdom and then commissioned them to do the same works.

#### **HE ASSIGNED RESPONSIBILITIES TO THEM.**

Jesus said, "Give them something to eat." (Matt.14:16)

Jesus did not assign titles, designations, and offices to His disciples. He assigned responsibilities. He gave them tasks to accomplish. When the multitude were ready to faint with hunger and the disciples brought this to the attention of Jesus, He put the challenge squarely before them. "They do not need to go away," He said, "YOU give them something to eat." With His help and blessing they were able to feed thousands of people. What an experience for the disciples. What a thrill at the end of the day when they were able to look back on such an accomplishment.

Dr. Ralph Mahoney, President of World Map, says "When you are recruiting personnel, always look for the people who are reaching for responsibilities, not the ones who are looking for authority." I have also found this to be a helpful criteria. If you have staff who are eager to take responsibilities and the work which goes with it, you will always have conscientious and hard working people. But if you recruit people who are keen on position and titles and the authority which goes with them, you frequently find these people are not interested in hard work.

#### **HE DELEGATED AUTHORITY TO THEM.**

Responsibility should always come before authority. Authority is conferred to enable someone to effectively discharge their responsibilities.

The authority which Jesus conferred was the authority of His Name. When He sent out the disciples into all the world, He delegated to them a great responsibility, to preach the Gospel in all the world and to every creature. Then He conferred on them His authority, "*In My Name, they shall cast out devils, they shall speak with new tongues; they will take up serpents; and if they drink any deadly thing it shall not hurt them.*" (Mark 16:15-18)

This is the authority which goes along with the job. The authority to do what Jesus has told us to do. Going into all the world, preaching the Gospel to every creature, making disciples of all nations, establishing the Church and His Kingdom throughout the earth. We are to do this "in His Name," i.e. because it is what He has commanded .

#### **HE IMPARTED POWER TO THEM.**

Jesus also gave power to His disciples, "Wait in Jerusalem until you are endued with power from on high." (Luke 24:49)

It is the power of the Spirit which enables us to do the works which Jesus did, and which He commissioned His disciples to perform. ***"God anointed Jesus of Nazareth with the Holy Ghost and power, who went about doing good and healing all that were oppressed by the devil for God was with Him."*** (Acts 10:38)

***"Most assuredly I say to you, he who believes in Me, the works that I do he will do also; and greater works than these he will do, because I go to My Father."*** (John 14:12)

#### **HE SUPERVISED THEIR ACTIVITIES.**

As Jesus and His disciples travelled together throughout the land, He constantly observed and monitored their activities. He was their Overseer. He also closely monitored their attitudes as they undertook their various activities, frequently correcting and admonishing them to maintain the right spirit.

#### **HE CHECKED AND CORRECTED THEIR WORK.**

On many occasions Jesus had to correct His disciples. Sometimes He needed to actually rebuke them, which He did quite forcibly. It was usually their attitudes which He needed to correct, rather than the actual work they did. But attitudes are extremely important in God's work.

In spite of the fact that He frequently had to correct and adjust His disciples, Jesus always did this in a manner which was ultimately positive and productive. He was able to administer correction and rebuke in a manner which did not discourage or break their spirits but brought them into proper alignment. Generally people will rise to the level of your expectations of them. Jesus expected and received the very highest from them.

#### **HE REQUIRED THEM TO REPRODUCE.**

Everyone who is discipled is expected to disciple someone else later. In fact the ultimate test of how well one has been trained is observe how well **their** disciples perform. ***"And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also."*** 2 Tim. 2:2

**SOME ATTITUDES HE INCULCATED INTO THEM :-**

**HUMILITY.**

Jesus was a constant example of humility to His disciples. He taught this vital truth by example and precept. God has a favourable disposition towards the humble in heart. He loathes pride, and the proud in heart, but He gives abundant mercy and grace to the humble.

**Pride comes before a fall, but humility precedes promotion in the Kingdom of God.**

**UNITY.**

***"If any two of you shall agree, (symphoneo) on earth concerning anything that they ask, it will be done for them by My Father in heaven."***

(Matt. 18:19)

God is a unity, a plurality, and He loves and blesses unity. (Psa. 133)

He insists on unity amongst a team of leaders and will not bless a situation in which there is dis-unity and dis-loyalty.

**MORALE.**

In an individual, morale speaks of being in good spirits, full of positive anticipation and excitement about the future. Someone who is excited and eager to get involved in the project before them.

In terms of a company of people, it includes all of the above but has the added concept of a vital unity, oneness, confidence in the united ability of the company. It is an attitude which is highly prized in a military situation. When one speaks of the morale of the troops it means that they are confident, secure, positive and that this mood is common to all of them. They have a sense of confidence about the united ability of their army or battalion. This is often called the "*Esprit de Corps.*" The spirit of unity, oneness, harmony, inter-dependence and mutual esteem. This is the kind of spirit which Jesus sought to inculcate into His disciples and which He wants to see amongst Christian leaders today

## **Chapter Nine**

# **DECISION MAKING**

Good leadership depends to a large degree on making right decisions. Every leader is constantly faced with the need to make decisions and his ultimate effectiveness depends to a great extent on getting a high percentage of them right.

An effective leader must be a good decision maker, his effectiveness depends largely on this important issue.

### **SOME ENEMIES OF DECISION MAKING.**

#### **1. FEAR OF FAILURE.**

Every potential leader has had to face and deal with a fear of failure. The person who has never had such a problem is probably too self confident and in danger of a "fall." (Prov. 16:18) Most great leaders in the Bible had to overcome this fear, and then God took them on to tremendous accomplishments.

#### **2. FEAR OF MAN**

Prov 29:25

*25 Fear of man will prove to be a snare, but whoever trusts in the LORD is kept safe. (NIV)*

Associated with the fear of failure is the fear of man. "What will people think and say if I fail?" King Solomon gives the answer. Trust, (faith, confidence) in God will keep you safe from failure.

#### **3. INADEQUATE INFORMATION.**

One important key to making the right decisions is to get as much information as possible on the issue at hand. Good decisions can never be made from inadequate information. This is particularly true when the decisions involve solving disputes between opposing parties. When the decision involves a judgement in favour of one party and against a second party, take time to ensure that you have all the available facts and information. Never make such a decision from a biased perspective, for this can lead to a serious undermining of your credibility.



#### **4. LACK OF CONFIDENCE.**

Don't be afraid of a lack of self-confidence in decision making. Many of our decisions are far reaching, affecting the lives of many people. A certain lack of self-confidence introduces a note of caution and can be a healthy thing if it ultimately helps us to make a better decision.

A lack of confidence should persuade you to do several important things :

- a: Exercise more caution.
- b: Pray more earnestly.
- c: Seek God's wisdom more fervently. (James 1:5-7)
- d: Consult your trusted counsellors. (Prov. 11:14)

#### **5. THE TENDENCY TO PROCRASTINATE.**

Lack of self-confidence and a sense of personal insecurity can make decision making a frightening and onerous responsibility. A classic response to such feelings is a tendency to delay making the decision, but constantly delaying the decision can cause the issue to become more confusing then ever.

Important decisions should never be made in a hurry. Sometimes the best decision one can make is to "sleep on the matter." However, there are often small decisions which a lack of self-confidence can persuade us to delay. Delay is not only the thief of time, it is the perpetuator of confusion. Small decisions can pile up until they overwhelm one. In the normal running of your program try to keep abreast of decisions. Don't let them get on top of you.

#### **IMPORTANT DECISIONS DESERVE CONSULTATION.**

*"Where there is no counsel, the people fall, (fail) but in the multitude of counsellors there is safety." (Prov. 11:14)*

*"For by wise counsel you will win your war, and in the multitude of counsellors there is safety." (Prov. 24:6)*

**Paul says :** *"But WE, ( plural) have the mind of Christ."* (1 Cor. 2:16)

It is extremely risky for an individual to claim to "have the mind of Christ," particularly if he is part of a community which does not agree with his judgement in the matter. It is much safer to seek the mind of Christ corporately and to arrive at a conclusion which can claim that *"It seemed good to the Holy Spirit, and to US."* (Acts 15:28)

Pride and deceit are two common reasons why some leaders refuse to seek Godly counsel from their peers. Big decisions, particularly those which radically affect the lives of other persons, are always worthy of corporate confirmation. Any leader who persists in pursuing a project against the advice of the majority of his friends and counsellors, is in danger of being deceived into undertaking a project that is doomed to failure.

**MAKING GOOD DECISIONS.**

**COMMIT THE SITUATION TO GOD IN PRAYER**

Whatever it is that you need to decide about, commit the whole matter to God in earnest and positive prayer. Tell Him you want His Will in the matter above all else.

**GATHER ALL THE AVAILABLE FACTS.**

This should not be done in the manner of a "detective agency," but from an attitude of thoroughness and in fairness to all concerned. It must not be undertaken in a legalistic manner, but with grace and graciousness.

**EVALUATE AND INTERPRET THEM HONESTLY AND FAIRLY**

God is always portrayed in the Bible as a gracious and merciful judge, as well as One whose judgement is utterly reliable. Abraham said, "*Shall not the Judge of all the earth do that which is right?*" It was a rhetorical question which was a statement, rather than a question. It was really stating that it was impossible for the One who had fashioned the universe, to make a mistake. Obviously our humanity precludes us from being as reliable as God. Nevertheless, as servants and representatives of God, we must always aim to be excellent judges, reliable, accurate and trustworthy.

**GET THE FULLEST POSSIBLE UNDERSTANDING OF THE ISSUE**

I am referring here to "*the wisdom which comes from above.*" (James 3:17) "*But the wisdom that is from above is first pure, then peaceable, gentle, willing to yield, full of mercy and good fruits, without partiality and without hypocrisy.*"

This kind of wisdom is available to all who sincerely desire it. "*If any of you lack wisdom, let him ask of God, who gives to all liberally and without reproach, and it will be given to him, but let him ask in faith without doubting because the double-minded man will receive nothing from the Lord.*" (James 1:5-7)

Bringing the wisdom of God into a situation, and getting His mind on the matter, is essential. We are ordained in God's Name, to bring His judgement to situations. We must always seek to make important decisions with His imparted wisdom.

**MAKE IT A MATTER OF FERVENT, PATIENT PRAYER**

Never rush into a decision too hastily. Don't ever feel that an important decision must be made in such haste that you do not have time to pray about it. Many mistakes are made through proceeding too hastily.

**LAY THE WHOLE MATTER BEFORE THE LORD**

"*And Hezekiah received the letter from the hand of the messengers, and read it; and Hezekiah went up to the House of the LORD, and spread it before the LORD.*" (2 Kings 19:14) Make sure that you consciously lay the whole matter before God in the sense of committing it to Him in faith, prayer, and spiritual communion. As you do so, wait before Him to receive His response and impressions into your spirit.

**DETERMINE TO GET THE "MIND OF THE LORD."**

Sometimes we may be so conscious of all the issues at stake, and of the various view points of people involved, plus our own natural opinion, that we neglect to truly get God's mind on the situation. Always remember that God's perspective is far more important than any other to the degree that if we "miss" the mind of God, we have missed the all important factor.

**CONSULT CLOSE AND TRUSTED COUNSELLORS.**

Most decisions in the work and Kingdom of God, should be corporately conceived. No one person has the sole monopoly on the mind of the Lord. All important issues should be determined in concert, involving a multiple leadership who are ultimately responsible for the decisions taken.

**PRAYERFULLY TRY TO VISUALISE THE RESULT.**

As you pray through the situation, try to visualise in your spirit what the outcome should be in the purpose of God. If you do this prayerfully with a pure motive, you can attain a prophetic perspective. You may actually "see" in the Spirit God's desired outcome. You can then make your decisions in the light of that, and prayerfully wait to see God bring it to pass.

Remember that :-

**A decision is only a "good one" if it results in achieving the desired conclusion.**

A good decision will always have a practical outcome. While a decision is theoretical, it cannot yet be a good one or the right one. Correct decisions yield the right results.

**Good decision making involves :-**

- 1. MAKING CORRECT JUDGEMENTS.**
- 2. APPLYING FIRM RESOLVE.**
- 3. APPLYING UNWAVERING COMMITMENT.**
- 4. TAKING APPROPRIATE ACTION.**
- 5. ACHIEVING THE DESIRED RESULT.**

**SUMMARY.**

**EFFECTIVE LEADERSHIP IS NOT SIMPLY MAKING GOOD DECISIONS, IT IS MAKING THEM WITH AUTHORITY AND DECISIVENESS.**

- 1: MAKING GOOD DECISIONS SETS YOU ON THE RIGHT ROAD.
- 2: MAKING MORE GOOD DECISIONS KEEPS YOU ON IT.
- 3: MAKING RIGHT DECISIONS INCREASES YOUR FOLLOWERS.

- 4: MAKING PERSONAL DECISIONS :
- a. Sit down quietly, relaxed, and without pressure.
  - b. Clear all distracting elements.
  - c. Commit your thoughts to God in prayer.
  - d. Have your Bible and a note pad.
  - e. Commune with God in your spirit.
  - f. Write down everything which comes to mind.

5: A DECISION MAKING FORMULA.

- a: Prayerful attitude.
- b: Listening heart.
- c: Decisive mind.
- d: Determined will.
- e: Deliberate action.

6: CLARITY OF THINKING.

Try to eliminate all elements of confusion.

7: INDECISION IS A BAD DECISION.

In moments of weakness we may sometimes think that we cannot make a decision and we therefore delay doing so. However, this in itself can often constitute a poor decision. The decision not to make a decision is in itself sometimes a bad decision. Delaying decisions can become habitual with some leaders. They can rarely summon the courage to make an important decision. This is a very poor trait for a leader and one which must be overcome in order to be successful. Indecision on the part of the leadership can be extremely discouraging and confusing for the team members.

8: A BAD DECISION NEED NOT BE THE END OF THE MATTER.

Nobody is infallible. Everyone is capable of making a mistake sometimes but this does not need to be fatal. Always be willing to admit, "I made a wrong decision." Be humble and ready to rectify it. This attitude can actually increase confidence. You are not infallible! Nor are your associates and followers. They will forgive you and help to rectify the error if you remain humble and contrite about it.

9: TOO MANY WRONG DECISIONS RUIN PEOPLE'S CONFIDENCE.

Whilst some mistakes may be inevitable if too many are made and a leader begins to get a reputation for making bad decisions then his associates will lose faith in him as a leader. Making poor decisions will never breed confidence in your leadership authority.

10: FOUR FACTORS OF DECISION MAKING.

Whilst major decisions require Divine wisdom there are many smaller decisions which do not require any Divine revelation. Any person who assumes the role of a leader will be constantly required to make such decisions and should be able to make them reliably from his own wisdom

and experience. There are four basic sources which should help in this process.

a. DIVINE GUIDANCE AND WISDOM

b. COMMON-SENSE.

This is essential for any kind of leader. Sadly we often discover that "common sense is not so common." In other words many people are sadly lacking in this area. Make it your business to use your common sense. The more you use it, the more it will develop.

c: COMMITMENT.

Once you have made a decision, you should commit yourself fully to its implementation

d: COURAGE.

Making the decision is only the beginning. Once committed to its fulfilment you must have the courage to complete it come what may.

## Chapter Ten

# THE ART OF DELEGATION

We have briefly discussed the importance of decision making and how important this is to effective leadership. The next issue which is crucial to effective leadership is that of recognising and practising the principles of delegation. We will now turn our attention to some of the basic issues involved.

### LEADERSHIP IS A GOD GIVEN RESPONSIBILITY.

Christian Leadership differs from all other types of leadership. Leaders in politics, industry, trade, or commerce, function by human abilities and skills, but Christian leadership functions in response to God given responsibility.

**All leaders are under authority and answerable to someone. But Christian leaders are ultimately answerable to Almighty God.**

### LEADERSHIP CANNOT BE ABDICATED.

We know that the effective leader is a wise delegator but some things should never be delegated and the ultimate responsibility of leadership is one of them. Moses became an effective exponent of delegation but he remained the key leader of God's people Israel.

Most churches which are experiencing dramatic growth have a pastoral or ministry team and develop good team ministry principles. However, someone has to be THE leader of that team. In a church setting the senior pastor is that person. He may function with any one of a variety of models of team leadership, but he must be *at the sharp end* of the leadership process.

He is responsible, under God, to provide the inspiration and direction for the church. He may work with a Board of deacons or elders, but his ultimate responsibility is to God. In various church situations in which I have functioned as the pastor, I have often said to the Board of elders, "I will work **with** you, but not **for** you. God is my Master and it is to Him that I will have to answer.

However, a leader cannot and should not work alone. His personal abilities are extremely limited if he attempts to work in isolation. One of the most important skills which he must learn and practice is that of delegation, and how to build a ministry team.

### **Definition of Delegation:**

"To entrust the performance of a task to another."

"To authorise another to act in your behalf."

**The success of delegation lies in :-**

- Realising the need to delegate.
- Recognising those tasks which should be delegated.
- Recognising those tasks which ought not to be delegated.

**There are three common attitudes in respect of Delegation :-**

Those who delegate nothing.

Those who delegate everything.

Those who know what to delegate and what not to delegate.

**DELEGATION IS A BIBLICAL CONCEPT.**

**1. GOD DELEGATED HIS SON TO REDEEM MANKIND.**

In the great purpose of redemption, God sent His Son into our world in His behalf, to purchase our salvation. Jesus said, *"Behold, I have come to do Your Will O God."* (Heb. 10:7) God delegated His Son to be our redeemer.

**2. MOSES DELEGATED THE ELDERS OF ISRAEL TO GOVERN WITH HIM.**

In Exodus 18 : 13-27, we have one of the finest explanations and examples of the principles of delegation. Jethro, the father-in-law of Moses, instructed his son-in-law in the necessity and art of this style of leadership. The principles which Jethro shared are still current and are used widely today in all areas of leadership including the great corporate companies of the world.

**3. JESUS DELEGATED HIS DISCIPLES TO EVANGELISE THE WORLD.**

It is an interesting exercise to observe that Jesus chose this leadership style to establish His Church and the Kingdom of God. In fact He adopted the very same principles that the Father had used in commissioning Him. *"As the Father has sent Me into the world, so send I you."* i.e. in the same manner in which the Father has sent Me, I am sending you. The Father appointed Jesus to be the Redeemer of mankind. He delegated to Him the task of accomplishing redemption.

**4. GOD HAS DELEGATED US TO FINISH THE TASK.**

In a similar manner Jesus has delegated His disciples to accomplish the task of proclaiming the Good News of the Kingdom throughout the world. In the process of accomplishing this we must also use the processes of delegation.

**WISE DELEGATION INVOLVES :-**

**1. APPOINTING THE RIGHT PERSON.**



This may seem so obvious that it hardly requires any emphasis. Yet it is frequently obvious that persons are often appointed to fulfil tasks for which they are manifestly unsuited. There are numerous reasons for this, one of which is expediency. The right person does not seem to be available, so someone else is appointed. This frequently happens because God's timing is not properly discerned.

**2. AT THE RIGHT TIME.**

God's timing in these matters is often crucial. At the right time, God usually has the right persons. We need to learn how to discern, and move with God's timing in the fulfilment of His purposes. This requires a consistent "waiting on the Lord." A sensitivity to God and an obedience which walks with Him step by step through the development of His purposes.

**3. TO THE RIGHT TASKS.**

A person commissioned to the wrong task is like David trying to wear Saul's armour. It just does not fit or suit them. But once someone is slotted into the role which really suits their temperament and giftings, they begin to work with enthusiasm and dedication, achieving excellent results.

**4: THE PROCESS OF DELEGATION.**

Here is a brief description of the successful delegation process.

**a. SELECT AND DEFINE THE TASK.**

The overall task must be divided into its various component parts. In a church situation this might include Senior Pastor, Associate Pastor, Minister of Music, Minister of Evangelism, Minister of Children's Ministries, Pastoral Care, etc. There might also be an Administrator, Secretary, Treasurer, and so on. These various roles must be clearly defined, together with the various tasks which the appointee is specifically responsible for and to whom they are answerable.

**b. CHOOSE THE RIGHT PERSON(S).**

The persons chosen, and appointed to the various tasks must be :-

- a: Capable of performing the task, or of learning how to do so.
- b: Willing to work hard in the performance of their task.
- c: Able to work in harmony with the other team members.

**c. COMMUNICATE CLEARLY.**

The tasks and responsibilities must be clearly communicated. The best way to do this is to commit them to writing in a job description. This will include the person's role, their title, to whom they are answerable, and what their specific responsibilities are.

**d. ASSIGN RESPONSIBILITY.**

The job description will describe each task for which the designated person will be responsible. They must be clearly informed about what the performance of their task entails and what is ultimately expected of them. Obviously all this will be communicated in conversation and discussion too

and the Senior Pastor must ensure that his appointees thoroughly understand all that is required of them.

**e. CONFER ADEQUATE AUTHORITY.**

Once the person has received their appointment, their authority must be clearly acknowledged. It must be sufficient for them to adequately fulfil every aspect of their role.

**f. REQUIRE ACCOUNTABILITY.**

Although the appointee has sufficient authority to proceed with their tasks, they must also be required to report regularly on their work. Some method must be devised to make it possible to provide a full report of progress and problems on a regular basis. This can be done to some degree in staff meetings, but they should also be given regular opportunities to be personally de-briefed by the person's supervisor.

**g. SUPERVISE AND EVALUATE.**

The efficiency and effectiveness of the worker must be consistently supervised and evaluated. Changes and adjustments will usually be required from time to time to make the role more productive.

**h. COMMEND AND REWARD ACHIEVEMENT.**

Every team member must be able to "share the spoils of victory," and enjoy some fruit of their labours. The team leader should always acknowledge and commend for a job well done. He must always give encouragement and positive exhortation.

**WISE AND EFFECTIVE DELEGATION :-**

**1. INCREASES YOUR EFFECTIVENESS.**

You can multiply your effectiveness many times through wise delegation. By delegating to others many of the time consuming tasks, you can concentrate on the things which specifically require your expertise.

**2. BUILDS AN EFFECTIVE TEAM.**

The majority of churches which are experiencing dramatic growth today are using team ministry. Once a congregation grows beyond a few hundred members it is almost impossible for one person to adequately care for it. A team, working in harmony, can accomplish so much more than an individual leader. There are many more skills available to cover a wide range of needs.

**3. DEVELOPS NEW SKILLS IN OTHER PEOPLE.**

Team ministry situations are the best environments for encouraging the development of ministry skills in other people. The structure of teams affords good opportunities for discipling and developing others.

**4. ACCOMPLISHES GREATER TASKS.**

A strong team can undertake and accomplish much larger tasks than any individual leader can. If you have a vision to accomplish some great task you should begin in the earliest stages to build a strong team of workers

around you. It is never too soon to begin forming the basis of your team. Even the smallest church can begin to lay the foundations for a strong team.

**5. DISCIPLES MORE BELIEVERS.**

An integral aspect of world evangelism is the "making of disciples." (Matt. 28:19) The processes of discipleship can be most effectively applied within the structure of a church in which delegation of tasks and ministries is employed. The philosophy of delegation and team ministry encourages the use of more people in the work of the church. This encourages people to become involved in discipleship because there are more opportunities for them to utilise the skills which they develop.

**6. EQUIPPING GOD'S ARMY.**

God's Army requires rank and structures of authority, which can be much more readily developed in a situation which features authority structures.

**7. BUILDING GOD'S KINGDOM.**

The Kingdom rule of God is based on two principles :

- a: God's Authority.
- b: Our submission to that authority.

## Chapter Eleven

# HARNESSING THE WILL TO WIN

**"Do you WILL to be made whole?"** (John 5:6)

From the inception of our Christian life, the will is extremely important. Nothing of any worth is achieved without the exercise of the will and this is certainly true of leadership accomplishments.

The soul is comprised of the mind, the will, and the emotions, all of which are essential elements of an effective leader. The mind is basically passive, the emotions are active. The will is the balancing factor and is the catalyst which translates ideas and concepts into actions and achievements. The will is the factor which transforms dreams and visions into realities. It is the switch which turns on active faith, transforming it from passive anticipation to active participation. It is the bridge which takes us from passive hope, into active faith. Until the will is actively engaged we live in a realm of hopeful anticipation. Once our will is committed, we move into the realm of faith activities and we begin to actively possess those things which God has promised.

Jesus challenged the man at Bethesda, "Do you **WILL** to be well?" Not are you willing to be well, but do you **WILL** - have you made up your mind - are you determined to be well? The exercise of our will is the focusing of our faith, the concentration of our emotion, the expression of our commitment. It is the total concentration of our being expressed in appropriate action.

Notice how many times God says, "I will." To live in creative harmony with Him we must learn to say "I will" too. We can only live in harmony with God's creative power and energy as we focus our will-power in line with God's Will.

**OUR WILL, UNDER GOD, DETERMINES OUR DESTINY.**

- a: The will is our capacity to choose, to make right and appropriate choices.
- b: It is the ability to initiate actions appropriate to our faith expression.
- c: It releases the power and energy to sustain that action.
- d: It flourishes under the challenge of pressure.
- e: It sustains creative energy until accomplishment.

**THE WILL IS NATURALLY WILLFUL.**

In our pre-Christian state, the carnal will is in rebellion against God. Once we become believers it needs to be brought into harmony with our redeemed spirit. The will is like a stallion which needs to be broken in or brought under control. When the stallion is broken in, its spirit is not

broken, it is brought under the control of discipline. It remains strong, but it is disciplined.

There are basically three kinds of people.

1: THE DEPENDENT TYPE. Who are basically followers, typified by the sheep nature with a flock instinct, and usually displaying little initiative.

2: THE INDEPENDENT TYPE. This is the goat type, in contrast to the sheep. They want to do their own thing and frequently dislike submitting to authority. This is a dangerous characteristic for Christian leaders.

3: THE DEPENDENT-INDEPENDENT, whose will has been broken in and disciplined by God. All of God's great leaders are in this category. They were usually persons with a naturally strong will and an independent nature, who were strong in initiative and will power. However, before they could effectively serve the purpose of God the natural will needed to be broken in and brought into harmony with God's Will — His nature and purpose. The purposes of God are never achieved through self-will or self-effort, nor by strength of personality or charisma.

Moses is a clear example of this. As a result of some forty years as a prince in Egypt, Moses was tutored in all the arts and skills of management and rulership. He emerged from this early training as a self-confident and competent executive. In his own strength he sought to deliver an Israelite from oppression but only succeeded in killing an Egyptian and then having to flee for his life. God had to take him into the desert for forty years to undo all the self-confidence of Egypt and mould him into a person dependent on Him. This pattern of desert-type experiences happened to Jacob, David, Ezekiel, Paul, and even Jesus Himself. In fact it happens to most if not all, who are leaders under God.

The wilderness experience is an essential aspect of the preparation of effective leaders, and you must not be surprised or discouraged when it happens to you. In these desert experiences God delivers us from egotism, self-centredness and self-confidence. He moulds us into humility, submission, obedience, compassion, and maturity. He transforms us from being self-made persons, into God made persons.

#### **ACTIVATING THE WILL.**

The will has enormous potential and latent energy. This is especially true when it is linked by faith to the power of God. But it needs to be activated. Here are some factors which will activate the will and release its latent energies :-

**a: Expose it to a challenge.**

The will functions best when it is linked to faith and exposed to a challenge which demands faith actions. Jesus constantly exposed His disciples to such challenges. For example, He said, *"Lift up your eyes, and look on the fields, for they are white already unto harvest."* What a tremendous challenge this is! It is one which confronts many of us today. The world, with all its peoples, nations, religions, and philosophies, is a vast harvest field. It constitutes a harvest which can never be reaped by human efforts or concepts. It is a harvest which can never be gathered except in the power, authority and strength of God. Participation in such a project demands a commitment of our will and every aspect of our being.

**b: Let your mind dwell on it.**

Let this challenge occupy your thoughts. Think about it, analyse it, research it, interrogate it, investigate it from every angle. Let the enormity of it fill your imagination, let it wash over your total awareness. Try to absorb the scope of it until your mind begins to produce all kinds of exciting and stimulating possibilities related to this great challenge.

**c: Let your emotions respond to it.**

As you meditate on such a challenge you will begin to "see it as God sees it." You will begin to think and feel about it as He does. Let the atmosphere of it excite your emotions and enthusiasm. Let it stir your compassion and stimulate your emotions. Before you can properly respond to such a challenge it has to move your whole being. It must be more than a process of thought. It must grip and excite your whole being.

**d: Think and talk positively about it.**

Before you can productively engage in a huge project such as this you must allow yourself to become positively persuaded about it. This can only happen if you first become wholly persuaded that you can be productively and effectively involved. You therefore need to prepare a positive approach to it. Look for all the positive angles. Let your thoughts dwell on them and begin to talk about them. There is nothing so persuasive as your own thoughts and vocal expressions. If you think you can do it, and you say you can do it, you are well on the way to actually doing it. You must believe and confess it and in doing so you will prepare the way for accomplishment.

**e: Visualise success.**

The mind has tremendous creative abilities one of which is the ability to visualise. This is really the ability to "see things by faith, as God sees them." It is best accomplished when you have a real sense of God's presence with you and you can allow your thoughts and imagination to visualise what is in God's heart and mind in respect of the project about which He is challenging you. It is really a thought transference from God's heart to yours. As the image of what God is wanting to accomplish through you develops within your spirit, you have something to believe for and to move towards.

**f: Make absolutely sure that God is in it.**

The process of visualising is a subjective one which needs to be monitored by objective criteria. One means of doing this is to share it with your co-workers and subject it to corporate evaluation. The Bible says that there is wisdom in the multitude of counsellors. When a vision has the confirmation of a number of spiritually mature persons you may feel confident that God is truly in it.

**g: Prayerfully determine appropriate action.**

You need to "see" the ultimate, and plan the immediate. The same God who gives the vision, will also inspire the appropriate strategies, plans, and activities for its accomplishment. God is a practical God and He will give practical steps for the fulfilment of the vision.

**h: Begin to move forward in faith.**

The work of God is always accomplished by people of faith. Every project of God is a faith venture. Joshua was told, "*Every place the sole of your foot treads, I will give to you.*" He had to march forward in faith. Every step was a step of faith, but everywhere he placed his feet in faith, God gave him.

Something which you must realise in this respect is that anything which does not have the possibility of failure in it is NOT a faith venture. There will be many times, as you work out the vision of God, that you will face the possibility of failure. Times when it will seem that some part of the vision is not going to happen. Occasions when God does not seem to come through in fulfilment of His Word. These are the times in which you continue to go forward in quiet faith and dependence in God. You will have the thrill again and again of seeing God honour His Word and His promise.

**HARNESSING THE POWER OF THE SUB-CONSCIOUS MIND.**

An integral part of the will is the power of the sub-conscious mind. It has tremendous latent energy which must be harnessed and released in order to accomplish your fullest potential. The sub-conscious mind is like the hard disk in a computer. It holds all the programs you need to function effectively.

The human mind functions in three areas :-

1: The Conscious Mind is uppermost.

In this realm lie all our immediate active thoughts. Everything we consciously think about day by day resides in this area.

2: The Sub-Conscious Mind is immediately beneath the conscious.

This is the deeper, beneath the surface area in which knowledge and information not immediately required is stored. Everything we have ever learned or acquired is stored here. We can delve into the archives of the sub-conscious to find most things we have ever learned. Although we are



not immediately consciously aware of all these items they are all extremely influential.

### 3: The Unconscious Mind.

This is the area that governs all the autonomic activities of our brain.

I believe that the Bible has a lot to say about the sub-conscious mind. I feel sure that it was this to which the Bible refers in Prov. 23:7 "*As a man thinketh in his heart, so is he.*" It is not the thought of the conscious mind, but that which he thinks in his heart.

### **Some facts about the Sub-conscious mind.**

The Sub-conscious mind is :-

- Always functioning. Whether we are waking or sleeping.
- Amazingly creative and innovative.
- Has no personal volition but takes orders which it may modify and adjust but never rejects.

The Sub-conscious mind must be positively conditioned.

The obvious way to do this is to consistently feed on God's Word, which brings your sub-conscious into harmony with God, His ways, and His purposes. Jesus said, "*Man shall not live by bread alone, but by every Word which is proceeding out of the mouth of God.*" Imbibing God's Word brings your mind into harmony with God's thoughts. Through His Word living in you, God is able to think His thoughts through you. This promotes the healthiest kind of positive thinking which does not merely adopt a positive attitude in every situation but positively agrees with God and His Word in all things.

### **USING THE ENERGY OF YOUR SUB-CONSCIOUS MIND.**

Your mind has two forms of creative energy :-

- 1: PASSIVE. Ideas, thoughts, visions, plans, and strategies.
- 2: ACTIVE. Making those ideas and plans a reality.

USING THE PASSIVE ENERGY. Creative thought power.

- a: Be constantly awake and alert to new ideas and concepts.
- b: Inquire and investigate, explore and interrogate those ideas.
- c: Excavate. Dig deep beneath the surface.
- d: Concentrate, meditate and ruminate. - "*Think on those things!*"
- e: Exercise patience. Wait on your ministry.
- f: Remain optimistic.
- g: Keep your motives clean and pure or guilt will unsaddle you.
- h: Be co-operative. Huge ideas need co-operative fulfilment.

### **SOME ACTIVE ENERGY STIMULATORS.**

Here are some factors which will powerfully stimulate and release energy for accomplishment :-

a: A great idea, whose time has come.

Nothing could be more exciting or stimulating than to realise that you have received a prophetic concept, a wonderful idea whose time for fulfilment has come. A project which is timely and appropriate, with a prophetic promise for the future. A program which is welcomed and confirmed by many as appropriate and fitting to God's timing and purpose.

b: An Exciting New Prospect.

The routine of life can become mundane and lack lustre. A new concept will breathe fresh life and excitement into everything. God is frequently wanting to birth a new thing amongst us but we have to be willing to release the old in order to embrace the new. *"Remember not the former things, nor consider the things of old, for behold I will do a new thing among you. Even now it will spring forth."* (Isa. 43:19) Too often we are afraid of change and the challenge it brings and consequently we remain tied to the obsolete when God wants us to experience a new and more effective thing.

c: Positive prospects - an exciting anticipation of the future.

Positive vibrations are always stimulating. They inject new excitement and enthusiasm into our whole being. When we are involved in something which has positive prospects for the future our total view of life is enhanced.

d: Faith - Positive anticipation and conviction.

The life of faith is the native environment of the believer. We always function at our best when we are living by faith. Every true project of God is a faith venture and our involvement in it brings out the faith element in us. We thrive and blossom through involvements which draw out our faith nature.

e: Enthusiasm - Emotional involvement and excitement.

God is an emotive being and He has made us in His image and likeness so we are also emotive and emotional beings. When we are functioning to our full capacity there is inevitably an emotional involvement and expression. Real enthusiasm cannot be experienced without accompanying emotional expression. Don't be afraid of enthusiasm. Too many preachers and churches discourage enthusiasm and emotional expression as though it were wicked and sinful. The opposite is true. How can we be the people of God and not be enthusiastic about it? Such a thing is a definition of impossibility! The work of God and His Kingdom can use a lot more enthusiasm. Some believe that emotional expression is harmful to our Christian testimony. My conviction is that the Church would benefit enormously if more people were enthusiastically and emotionally involved.

#### **HOW TO BE THE "REAL YOU".**

In order to exercise effective leadership you need to be relaxed and at ease otherwise the pressures of leadership will build up and may become

unbearable. Some leaders try to pattern themselves on other "successful" leaders, and they place on themselves an intolerable burden. Trying to pattern yourself on someone else is like David trying to wear Saul's armour. He quickly realised that it was too big and cumbersome for him. If he were to fulfil God's purpose for him, he would have to be himself, and use what God had given to him personally.

**DON'T BE AFRAID TO BE YOURSELF.**

I remember as a young Christian, I had the idea that I needed to pattern myself on other Christians. I quickly realised that this was not going to work. As I took my concern to God, asking Him to help me to be like other Christians, I distinctly sensed Him saying, " I don't want you to be like anyone else, I want to set you free to be yourself in Jesus!"

God created and redeemed the essentially unique YOU. He wants you to be yourself in Jesus. He has called YOU to a role of leadership and in order to fulfil His specific purpose, you need to feel comfortable being yourself. You need to enjoy being yourself and to realise that **"It's O.K. to be YOU!"** Don't be afraid to be different. God is a God of variety. Had He wanted everyone to be the same He would have created us that way. Since He has made us in a wide variety of forms that is the way He wants us to be. Always resist the temptation to compare yourself unfavourably with others. You need to develop a healthy confidence in yourself as God has created you and as He is forming you into His image and likeness.



## Chapter Twelve

# GIFT AND TALENT MINISTRIES

Let's take a brief look at two aspects of Christian leadership and management.

"God has appointed in the Church Apostles, Prophets, Teachers, **PLUS** Helps, and Administrators..." 1 Cor. 12:28.

another translation reads,

"And in the Church, God has appointed first of all Apostles, second Prophets, third Teachers, **AND** those able to help others, those with gifts of administration."

The Bible clearly indicates two aspects of leadership, both of which are essential to effective functioning, growth and strength within the Church.

For the sake of simplicity I will designate these as :-

**1: GIFT MINISTRIES.**

e.g. Apostles, Prophets, Teachers, Pastors, Evangelists.

**2: TALENT MINISTRIES.**

e.g. Helps, and those with gifts of Administration.

These may be more easily recognisable under the terms:

**1: LEADERSHIP**

**2: MANAGEMENT.**

The two streams are clearly seen in the origins of the Church.

**1: APOSTOLIC LEADERS.**

Proclaiming the Good News, gathering the crowds, calling forth commitments to Christ, baptising new believers etc. Acts Chapters 2.& 3.

**2: ADMINISTRATORS.**

Organising the new believers into effectively functioning groups, (local churches).

Setting up and administering ministries to feed the widows etc. Acts 6:1-7.

The two ministries are absolutely essential to the effectiveness of the Church. They are rarely found in the same person. e.g. Moses. Ex. 18:13-27.

The following characteristics are frequently opposite. The obvious answer to this situation is the uniting of two ministries working in harmony. (Team work, Delegation, Training)

<b>LEADERS.</b>	<b>ADMINISTRATORS.</b>
<p><b>Initiate.</b>  <b>Take risks.</b>  <b>See visions.</b>  <b>Look through telescopes.</b>  <b>Spearheads direction.</b>  <b>Pioneer.</b>  <b>Reach for responsibility.</b>  <b>Create opportunities.</b>  <b>Use authority forcefully.</b>  <b>Delegate enthusiastically.</b>  <b>Set faith goals.</b>  <b>Strive for advancement.</b>  <b>Motivate people</b>  <b>Create</b></p>	<p><b>Consolidate.</b>  <b>Minimise risk factors.</b>  <b>Set goals.</b>  <b>Look through microscopes.</b>  <b>Monitor progress.</b>  <b>Consolidate.</b>  <b>Accept responsibility.</b>  <b>Accept opportunities.</b>  <b>Use authority cautiously</b>  <b>Delegates cautiously.</b>  <b>Set "reasonable" goals.</b>  <b>Work for conservation.</b>  <b>Manage projects</b>  <b>Maintain</b></p>

**INSPIRATIONAL LEADERSHIP, PLUS GOOD MANAGEMENT = SUCCESS!!!**

Do you know someone strong in characteristics that are weak in your own ministry?  
 How could you best combine with them to merge your strengths?

CONSIDER THESE STATEMENTS:

- A: Leaders may become good managers.
- B: Managers rarely ever become dynamic leaders.
- C: Management skills can never replace leadership skills.
- E: The effectiveness of a leader is ultimately judged by the quality of his followers.

The two roles, viz. leadership and management, are greatly different and the type of persons suited to each are usually very different. Both are vital, even indispensable to the success of the leadership model and it is imperative that both roles recognise this.

The leader must recognise his need for adequate organisational and management processes. The administrator must recognise that his gift

cannot function to its maximum efficiency without the visionary, inspirational and motivational strengths of the leader.

Paul says that each member of the body must recognise and honour the other members. They must recognise their differences and the variety of their functions and esteem each other more highly than themselves. The effective and efficient functioning of the body depends on the presence of the various and different members and their ability (willingness?) to fit and function together without friction.

#### THE DIFFERENCE IN GIFTINGS. (1 Cor 12:14-31)

*"The body is not one member but many."* Paul depicts them as feet, hands, ears and eyes.

Leaders, (visionaries) are usually very different persons to those persons gifted, suited and qualified for administrative roles. Their very nature, temperament and personality are different. The leader is often a volatile, charismatic type of person, effervescent and expansive. The administrator is usually quite different, if not entirely opposite. Each must recognise their differences and the need for their variety of giftings. They are as different as the foot to the hand or the ear to the eye.

#### THE DIVERSITY OF THEIR FUNCTIONS.

As widely as their giftings vary, so do the functions of their giftings. How difficult it is for a person without hands to have their feet perform those tasks that would be normally done by hands and fingers.

#### THE COMPLEMENTARY NATURE OF THEIR FUNCTIONS.

The beauty of the body is that all the varied parts are made to complement each other. There is no place for jealousy nor competition. God has gloriously designed each and every member to perform its particular function and the ultimate result is a pleasing and effective harmony. The body, working through its various members can successfully accomplish a multitude of tasks that no one member could ever achieve.

## Chapter Thirteen

# THE CHRISTIAN LEADER AS A SHEPHERD

## “God will one day judge every Christian leader by His criteria of a shepherd!”

The word pastor in the Bible indicates a shepherd, from the Hebrew Rohi; = shepherd, or “one who tends”. The Greek word “poimen,” has the same meaning. This simile is the finest picture of what a true Christian leader ought to be. It is the preferred Biblical analogy of a leader of God’s people.

All Christian leaders are, to some degree “pastors” in the sense that they have a clear responsibility to value and care for God’s people who are said to be “*The sheep of God’s pasture.*” (Psa 79:13) True and faithful Christian leaders must have a “shepherds heart.” A disposition of loving concern for God’s flock.

The Greek word translated pastors in Ephesians 4:11, is used elsewhere in the New Testament.

of shepherders, literally or symbolically Matt. 25:32;  
of Jesus, the Good Shepherd, John 10;  
and of “shepherds,” or leaders, of the church Eph. 4:11.  
Also compare Jeremiah 23:1-2 (KJV).

### **God is portrayed as the Shepherd of Israel.**

In the Old Testament God is often likened to a shepherd. David used this beautiful metaphor for God in Psalm 23. The prophet Isaiah used the same image, probably with Psalm 23 in mind, comparing God with a faithful shepherd leading and feeding his flock.

Isa 40:10-11

*10 Behold, the Lord GOD shall come with a strong hand, and His arm shall rule for Him; behold, His reward is with Him, and His work before Him.*

*11 He will feed His flock like a shepherd; he will gather the lambs with His arm, and carry them in His bosom, and gently lead those who are with young.*

(NKJ)

### **Figuratively, the Old Testament pictures God as Israel's Shepherd-Leader**

Psa 80:1-2

*1 Hear us, O Shepherd of Israel, you who lead Joseph like a flock; you who sit enthroned between the cherubim, shine forth*



2 before Ephraim, Benjamin and Manasseh. Awaken your might; come and save us.

Ezek 34:14-16

14 I will tend them in a good pasture, and the mountain heights of Israel will be their grazing land. There they will lie down in good grazing land, and there they will feed in a rich pasture on the mountains of Israel.

15 I myself will tend my sheep and have them lie down, declares the Sovereign LORD.

16 I will search for the lost and bring back the strays. I will bind up the injured and strengthen the weak, but the sleek and the strong I will destroy. I will shepherd the flock with justice. (NIV)

### **According to Jeremiah, God the shepherd protected His flock**

Jer 31:10

10 "Hear the word of the LORD, O nations; proclaim it in distant coastlands: **'He who scattered Israel will gather them and will watch over his flock like a shepherd.'**

(NIV)

### **The prophet Ezekiel spoke of the divine shepherd who seeks out His flock**

Ezek 34:12-15

12 As a shepherd looks after his scattered flock when he is with them, so will I look after my sheep. I will rescue them from all the places where they were scattered on a day of clouds and darkness.

13 I will bring them out from the nations and gather them from the countries, and I will bring them into their own land. I will pasture them on the mountains of Israel, in the ravines and in all the settlements in the land.

14 I will tend them in a good pasture, and the mountain heights of Israel will be their grazing land. There they will lie down in good grazing land, and there they will feed in a rich pasture on the mountains of Israel.

15 I myself will tend my sheep and have them lie down, declares the Sovereign LORD. (NIV)

### **Jesus is the Good Shepherd**

Matt 2:6

6 "But you, Bethlehem, in the land of Judah, are by no means least among the rulers of Judah; for out of you will come **a ruler who will be the shepherd of my people Israel.**" (NIV)

1 Pet 2:25

25 For you were like sheep going astray, but now you have returned to the Shepherd and Overseer of your souls. (NIV)

The New Testament reveals Jesus as the Good Shepherd who gave His life for His sheep. When He said, "I am the good shepherd" John 10:11, Jesus linked His own divine nature with one of the most ordinary occupations in Israel. Jesus declared that He is the good shepherd who cares for, protects, and redeems His flock-- the people of God John 10:2-16.

He is the good shepherd who suffers for the sheep Matt. 26:31 and divides His own from the goats at the day of judgment Matt. 25:32.  
He is the "great Shepherd of the sheep" Heb. 13:20.

### **Israel's leaders are frequently depicted as shepherds**

In the Old Testament, leaders of God's people are often called shepherds Num. 27:17; 1 Kings 22:17. Gen. 4:2.

Kings who led Israel Jer. 6:3; 49:19 and certain ministers Jer. 23:4 are also called shepherds.

The sons of Abraham, Isaac, and Jacob herded sheep Gen. 13:7; 26:20; 30:36.

Rachel was a shepherdess Gen. 29:3.

Moses Ex. 3:1,

David (2 Sam. 5:2; Ps. 78:70-72,)

and Amos (Amos 1:1) found herding to be excellent preparation for future leadership roles.

A good pastor, in New Testament times, is the feeder, protector, guide, or shepherd, of a flock of God's people. In speaking of spiritual gifts, the apostle Paul wrote that Christ "gave some to be apostles, some prophets, some evangelists, and some pastors and teachers" Eph. 4:11. The term pastor by this time in church history had not yet become an official title, it implied the nourishing of and caring for God's people.

Every servant of God, whatever their ministry role, should have a shepherd heart that manifests itself in genuine concern for God's people. No true shepherd will abuse or misuse the sheep, for they are God's sheep. Sheep are very trusting animals and their trust can be easily abused. Shepherds who do so will one day have to answer to the Chief Shepherd for the abuse of their authority.

The manner in which some preachers subtly extort money from God's people is like a hireling, fleecing the flock for his own advantage.

### **Jesus is our finest example of a shepherd**

Jesus' life exemplifies these leadership traits. Jesus knows each of His sheep intimately John 10:3-5. Sometimes several shepherds will pen their sheep together in a cave or a sheepfold at night. The next morning each shepherd calls to his own sheep with his own unique guttural cry. Each sheep knows his shepherd's voice and responds immediately. Even in a large flock, one individual sheep will run to his shepherd when his own pet name is called John 10:27.

## ***Sheep need a faithful shepherd and a good sheepfold***

Sheep are curious but naïve animals, often unable to find their way home even if the sheepfold is within sight. Knowing this fault, the shepherd never takes his eyes off his wandering sheep Ps. 32:8.

Often a sheep will wander into a briar patch or fall over a cliff in the rugged Palestinian hills. The shepherd tenderly searches for his sheep and carries it to safety on his shoulder, wrapped in his own long cloak Luke 15:6.

## ***Eastern shepherds lead their flocks***

Ancient shepherds went before their flocks John 10:4-5 and led them rather than driving them. A flock knew its shepherd's voice and would follow only him. Often for protection flocks were lodged together at night and separated in the morning when the shepherds called their flock by name.

They provided their flocks with water and food Ps. 23:2; Jer. 31:10. They knew each sheep and lamb. When one was lost, they went out to find it Ezek. 34:12; Luke 15:4-5. Small lambs, unable to keep up with the flock, were often carried next to a shepherd's breast inside the fold of his outer garment Is. 40:11. The shepherd also protected his flock, risking his life if necessary Amos 3:12; John 10:12.

In the arid climate of Syria and Palestine, shepherds have always had to search diligently for water, sometimes for hours every day. Sheep must be watered daily. The shepherd might find a bubbling stream for the sheep that are always on the move and needing fresh pastures every day Ps. 23:2. An old well with a quiet pool or trough close by might provide the water Gen. 29:7; 30:38; Ex. 2:16. Often the shepherd carries a small pail with him, patiently filling it many times for the thirsty sheep who cannot reach the available water.

## ***True shepherds protect their flock***

A trusted shepherd also provides loving protection for his flock. Shepherds on the Bethlehem hillsides still use a sling, made of goat's hair or leather and immortalized by David against Goliath: 1 Sam.17:49. At times the shepherd will throw his rod at a stubborn, straying sheep that refuses to hear his voice. At other times he gently nudges the stray with the end of his six-foot staff, crooked at one end to fit his strong hand. Both the rod and the staff work together to protect the sheep. Ps. 23:4.

When Jacob kept sheep for his father in law Laban, he assumed responsibility to pay for animals that were stolen or killed whilst in his care.

Gen 31:38-39

38 *"I have been with you for twenty years now. Your sheep and goats have not miscarried, nor have I eaten rams from your flocks.*

39 *I did not bring you animals torn by wild beasts; I bore the loss myself. And you demanded payment from me for whatever was stolen by day or night.* (NIV)

This procedure was modified somewhat under the Mosaic law, which declared that if an animal were stolen, the shepherd must make restitution, but if it were killed by wild animals, the remains of the animal must be produced but no restitution was required.

Exod 22:12-13

12 *But if the animal was stolen from the neighbor, he must make restitution to the owner.*

13 *If it was torn to pieces by a wild animal, he shall bring in the remains as evidence and he will not be required to pay for the torn animal.* (NIV)

### **Shepherds and under-shepherds**

Not all shepherds were of equal status. There were often senior and under-shepherds. For example, it is a mistake to think of Moses as a simple shepherd, caring for a few straggly sheep. He was a sheep master for his father in law Jethro. He probably had numbers of under-shepherds under his care. The management and supervision of those shepherds would be his major responsibility.

It was ironic that later, when he became a shepherd of Israel, he resorted to doing everything himself until Jethro reminded him that the same principles he had used over his flocks should pertain in his care of God's people. Exodus 18: 13-27.

Many under-shepherds were serving an apprenticeship. In a family business, the father would rule as the chief shepherd and his sons would serve under him as under-shepherds. They would thus learn the art of sheep herding and be able to take over from their father in due course.

This system and style of leadership is still appropriate today. Every pastor should have under-shepherds, serving the flock under his supervision. In a large church, the senior shepherd should shepherd the under-shepherds and delegate them to shepherd the flock.

### ***David's apprenticeship***

2 Sam 7:8

8 *"Now therefore, thus shall you say to My servant David, 'Thus says the LORD of hosts: "I took you from the sheepfold, from following the sheep, to be ruler over My people, over Israel.* (NKJ)

It may have seemed fate that David, being the youngest son, had to care for the family flocks. But actually it was all part of God's plan. Working amongst the sheep and in the sheep fold, as a young man, helped to prepare him for the work of shepherding Israel later in his life. Lessons

learned in the sheepcote, proved advantageous later as King David ruled over the nation of Israel.

### **Characteristics of a good shepherd**

There are certain characteristics that are essential in a good shepherd.

#### ***a. Compassionate heart.***

The heart of a true shepherd is a heart of compassion, tenderness and empathy, without which no person can ever truly be a shepherd to God's people. Compassion is essentially a deep concern for others. Someone, has described compassion as "Your pain in my heart!" A shepherd cannot be a selfish, self centred person. His initial concern is for others above himself. A good shepherd will always place the welfare of his sheep above his own interests.

#### ***b. Concern for the sheep.***

Concern goes far beyond compassion and becomes positively active to do something about the one for whom he has compassion. Shepherding cannot be accomplished by words alone. Words must be translated into acts of concern.

A classic biblical image of the good shepherd is presented in Luke 15. Ninety-nine sheep are safe in the fold, but the shepherd goes out into the dark and dangerous night to search for the one that is missing. Having finally found it, he carries it home on his shoulder. The concern for one sheep that is in trouble exceeds his interest in ninety-nine that are safe and secure in the fold.

#### ***c. Commitment in hard times.***

A shepherd's life is not always an easy one. There are many sacrifices to be made. There are hardships and reversals to be endured. There are often disappointments and discouragement, but, "when the going gets tough, the tough get going." The ministry is often like the covenant of marriage, it is entered into "for better or for worse." Hard times and difficult circumstances often bring out the best and finest attributes in a true shepherd.

#### ***d. Essential goodness.***

I have often observed that there is something essentially good in a shepherd. They are not perfect, but there are underlying attributes that are good, well meaning and admirable. Persons who are drawn to the life of a shepherd usually evidence those desirable attitudes of genuine concern for others.

#### ***e. Unselfish dedication. Gives his life for the sheep.***

John 10:11

11 "I am the good shepherd. The good shepherd lays down his life for the sheep.

(NIV)

The shepherd has a true servant heart. Like Jesus, he does not come to be served, but to serve others. (Matt 20:28; Mark 10:45)

### ***f. Humility***

Phil 2:6-8

*6 Who, being in very nature God, did not consider equality with God something to be grasped,*

*7 but made himself nothing, taking the very nature of a servant, being made in human likeness.*

*8 And being found in appearance as a man, he humbled himself and became obedient to death-- even death on a cross! (NIV)*

### ***g. Meekness***

It is surely more than coincidence that the two greatest shepherds of God's people were renowned for their meekness. (Humility, submission and mildness) Some dictionaries suggest that meekness is weakness and spinelessness but nothing could be further from the truth. Meekness is strength under control.

Jesus is the first and finest example:-

Matt 11:29-30

*29 Take my yoke upon you, and learn of me; for I am meek and lowly in heart: and ye shall find rest unto your souls.*

*30 For my yoke is easy, and my burden is light. (KJV)*

Moses is the other:-

Num 12:3

*3 (Now the man Moses was very meek, above all the men which were upon the face of the earth.) (KJV)*

## **The shepherd's duties**

A shepherd's duties in Bible are fairly clearly defined.

Each morning he would lead his flock out from their fold. (John 10:4)

He did this by going out before them and calling them to follow him.

Arriving at the pastures he would carefully watch over the flock.

If any sheep strayed from the fold, the shepherd would immediately begin to search for them until he found them. Ezek 34:12; Luke 15:4.

He sought for and supplied them with water, either from a quietly running stream or from troughs that were attached to the wells. Gen 29:7; 30:38; Ex 2:16; Psa 23:2.

In the evening he brought them back to the fold, carefully counting them to ensure that none were missing, by passing them "under his rod" as they entered the sheepfold. Lev 27:32; Ezek 20:37. He would then guard the

entrance to the fold all night, usually placing his body across the gateway whilst he slept.

The shepherd's duties required him to be actively watchful over his sheep, particularly by night when wolves and other wild animals would try to attack the sheep under cover of darkness.

A good shepherd was always particularly concerned for those ewes that were pregnant and also towards the young or feeble. Isa 40:11.

This was especially true when he was leading them to and from the pastures. Gen 33:13.

The life and role of a shepherd in Bible times usually involved considerable hardship and frequent danger. Living outdoors much of the time he was exposed to extremes of blazing heat during the day and intense cold at night. His food supplies were often limited and he often faced attacks from wild animals, such as lions, bears and wolves. 1 Sam 17:34; Isa 31:4; Jer 5:6. He was also exposed to attacks from marauding robbers and thieves. Gen 31:39.

To help him combat these hardships and dangers, he had numerous items of equipment.

- a. A sheep skin robe to combat the cold night air. Jer 43:12.
- b. A pouch containing a small supply of food. 1 Sam 17:40
- c. A sling, with which to throw stones. 1 Sam 17:40.
- d. A rod, Hebrew; *shebet*, or club, usually about three feet long with a large knob on the end. This was a weapon with which to defend himself and the sheep.
- e. A staff, or crook, about six feet long to assist him when walking or climbing and for rescuing sheep.

### **The shepherd comforts and protects his sheep. Psalm 23.**

The presence of the shepherd also offers comfort to the flock. David recognized this in Psalm 23. Sheep are content merely to be in the same field with their shepherd.

Jewish tradition suggest that Psalm 23, represents a day and a night in the life of a sheep, which is quietly reflecting on the goodness of its shepherd. Notice some of the benefits it appreciates.

#### ***a. A relationship with its shepherd. V.1.***

*"The Lord is MY shepherd."* Many flocks in bible days were quite small and a shepherd usually knew each individual sheep. He frequently gave them names by which he called them. This kind of loving concern encouraged each sheep to personally identify with the shepherd and often

a warm relationship was formed. To some shepherds their sheep were almost like their children, so warm and loving was the shepherd's care.

***b. Plenty of good, nourishing food. V.2.***

*"He makes me lie down in green pastures."* Tender, green grass was not easy to find in Israel, where the blazing sun and lack of water made the countryside barren and dry. A good, thoughtful and concerned shepherd, would do to great lengths to find some green pasture for his sheep. A fact that the sheep greatly appreciated.

***c. Quiet waters to drink from. V2b.***

Water was in extremely short supply and sometimes the sheep might become desperate with thirst. In such cases the smell of water would greatly excite a sheep. Should it find a fast flowing river and try to drink, it might easily be pulled into the water by the strong current. Immediately its heavy woollen coat would absorb the water and that sheep could easily drown. So the shepherd would carefully search for "still waters," a quietly flowing stream from which it was perfectly safe to drink.

***d. Spiritual restoration. V.3.***

*"He restores my soul."* We rarely consider the possibility of a sheep being stressed out. They seem so quiet and docile, so tranquil and undisturbed. But sheep are also highly sensitive and very much aware of potential dangers and problems. They can easily become nervous and frightened, a fact of which the shepherd was very much aware. So he would purposefully deal and speak gently and soothingly to a sheep that was obviously distressed. He would restore its quiet confidence through loving concern.

***e. Gently led in paths of righteousness. V.3b.***

The Eastern shepherd never drives his sheep, he always leads them. He never forces them, he always coaxes them. His gentle attitude is like that of the Holy Spirit. He never forces us to do anything or go anywhere. He always leads, and entices us to go in His ways. The Spirit of God in the life of a believer will gently but firmly prompt them to walk in paths of righteousness. He will always show us the right and Godly thing to do and gently persuade us to do the right thing.

***f. No fear of evil. V.4.***

Jesus, our good shepherd, wants to deliver us from all fear. He does not guarantee to deliver us from all fearful circumstances, nor promise that we will never experience events in life that could easily cause us to fear. He does promise to deliver us from the fear of such evils. Even in life threatening circumstances, if we trust our shepherd implicitly, He will deliver us from fear. Death is an event that frightens many people but God



promises that even when the shadow of that prospect falls on our life, God will preserve us from fear of it.

***g. The comfort of His rod and staff. V.4.***

The rod was to defend sheep, the staff to rescue them. The shepherd usually carried one in each hand. When traveling through the dark nights, he would go before his sheep, tapping the ground alternately with his rod and staff. Although the sheep could not see anything, it was continually assured of the shepherd's proximity by the sound of his rod and staff. As the sheep carefully followed the direction indicated by the rod and staff, it would always travel in safety knowing that all was well because the good shepherd had gone ahead. The sheep would gladly follow his leading knowing that it too would be safe.

***h. Enjoying a prepared table. V.5.***

Every night, when the sheep were safely in their fold, the shepherd would prepare fodder for his sheep. All around them, in the darkness, there may be wild animals and other enemies, but in the safety of the fold the sheep could eat without fear. This analogy speaks of the sense of security and safety that sheep feel when properly fed with well prepared food. Even though surrounded by potential enemies they enjoy safety and security within a safe sheepfold.

***i. Enjoying the anointing. V.5.***

As the sheep passed under the shepherd's rod each night when entering the fold, he would inspect every head for indications of sun burn. The fierce heat would often burn the bony head of a sheep. Flies might then infect the burn. So the shepherd would carefully look for such wounds and when he found them he would anoint that sheep's head with pure olive oil to soothe the wound and protect it from further infection.

The anointing of God's Spirit on our lives achieves a similar purpose. We may sometimes get burned by life's experiences but the anointing of God's Spirit will soothe and heal those sore spots. So the shepherd needs to ensure that the anointing oil is always flowing and the sheep have abundant opportunities to receive a fresh anointing.

***j. An overflowing cup. V.5c.***

The overflowing cup signifies the abundant life that Jesus promised (John 10:10) God does not merely fill our cup with His blessings and benefits, He causes it to overflow. This overflow represents our ministry to others. God does not bless us for our own good alone. He blesses us that we might bless others. While ever our cup keeps flowing into the lives of others, God will continue to fill it.

***k. An eternal sense of security. V.6.***

*"And I will dwell in the house of the Lord forever."* The safety and security that God gives is not for this life only; it is for eternity. Christians are

comforted by the very presence of the Lord. This thought is especially comforting when darkness overshadows the believer. Jesus is our Door; nothing can touch our lives without touching Him first. This is a perfect picture of the shepherd. He literally becomes the living door of the sheepfold. He curls up in the door or in the entrance of a cave. He puts his body between the sleeping sheep and ravenous animals or thieves.

### **The Chief Shepherd will one day return**

1 Pet 5:2-4

2 *Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly;*

3 *nor as being lords over those entrusted to you, but being examples to the flock;*

4 *and when the Chief Shepherd appears, you will receive the crown of glory that does not fade away. (NKJ)*

He will come to judge His under-shepherds in respect of the discharge of their calling.

The criteria of His judgment will be :-

- a. Did they faithfully shepherd the flock God placed in their care?
- b. Did they do this willingly and eagerly?
- c. Did they have to be compelled?
- d. Did they do it for dishonest gain?
- e. Were they Lords over God's people?
- f. Did they present a good example to the flock?

If so they will receive a "Crown of glory" reserved for faithful shepherds.

Until that time, Jesus continues His search for every lost sheep Matt.18:12-14. His sheep are to yield themselves to Him for His useful service until, at last, they "will dwell in the house of the Lord forever" Ps. 23:6

### ***Irresponsible leaders are hirelings rather than shepherds***

Job 7:1-2

1 *"Does not man have hard service on earth? Are not his days like those of a hired man?"*

2 *Like a slave longing for the evening shadows, or a hired man waiting eagerly for his wages, (NIV)*

Job suggests that a hireling, as distinct from a shepherd :-

- a. Always complains that he is having a hard time. V.1.
- b. Spends his days waiting for evening when he can finish work. V.2.
- c. Is more interested in his wage and rewards than in caring for the sheep. V.2b.

## ***Jesus identifies some differences between hirelings and shepherds***

John 10:11-15

*11 I am the good shepherd: the good shepherd giveth his life for the sheep.*

*12 But he that is an hireling, and not the shepherd, whose own the sheep are not, seeth the wolf coming, and leaveth the sheep, and fleeth: and the wolf catcheth them, and scattereth the sheep.*

*13 The hireling fleeth, because he is an hireling, and careth not for the sheep.*

*14 I am the good shepherd, and know my sheep, and am known of mine.*

*15 As the Father knoweth me, even so know I the Father: and I lay down my life for the sheep. (KJV)*

Poor leaders, rebellious against God, are called irresponsible shepherds who desert, mislead, and misfeed God's flock. Jer. 23:1-4. New Testament leaders are also called shepherds of God's flock and are admonished to lead and protect His people. Acts 20:28-30.

Hirelings are more interested in their reward than in the well being of the sheep.

Job 7:2

*2 Like a slave longing for the evening shadows, or a hired man waiting eagerly for his wages, (NIV)*

## **God will one day judge unfaithful shepherds**

Zech 11:15-17

*15 And the LORD said unto me, Take unto thee yet the instruments of a foolish shepherd.*

*16 For, lo, I will raise up a shepherd in the land, which shall not visit those that be cut off, neither shall seek the young one, nor heal that that is broken, nor feed that that standeth still: but he shall eat the flesh of the fat, and tear their claws in pieces.*

*17 Woe to the idol shepherd that leaveth the flock! the sword shall be upon his arm, and upon his right eye: his arm shall be clean dried up, and his right eye shall be utterly darkened. (KJV)*

Every servant of God is designated by God to be a shepherd. Shepherding describes the nature of his relationship and function in respect of God's people, His sheep. It is in this regard that the leader will be judged. Not according to preaching skills, administrative abilities, numerical success in church growth etc, but how faithfully has he fulfilled his call and charge as a shepherd?

### ***God will speak against the foolish shepherds. V15.***

The marks of a foolish shepherd:-

1. Does not care for those that are cut off and perishing.
2. Does not seek the young ones that are straying.
3. Does not heal the broken or wounded.
4. Does not feed the ones too weak to stray.
5. Eats the flesh of the fat. (Is enriched through priestly offerings)
6. He tears their claws to pieces. (Wounding the sheep)
7. He leaves and deserts the flock. (Unfaithfulness)

### ***God's judgment upon them V.17.***

1. God speaks woe (sorrow, anguish, distress, and grief) to them.
2. He prophesies sword wounds on his arm and right eye.
3. His arm shall be withered up.
4. His right eye will be utterly blinded.

### **God will judge the nations**

One day Jesus the Chief Shepherd will return, gather His whole flock into one fold, and divide the sheep from the goats

Matt 25:31-34

31 *"When the Son of Man comes in his glory, and all the angels with him, he will sit on his throne in heavenly glory.*

32 *All the nations will be gathered before him, and he will separate the people one from another as a shepherd separates the sheep from the goats.*

33 *He will put the sheep on his right and the goats on his left.*

34 *"Then the King will say to those on his right, 'Come, you who are blessed by my Father; take your inheritance, the kingdom prepared for you since the creation of the world.*

35 *'for I was hungry and you gave Me food; I was thirsty and you gave Me drink; I was a stranger and you took Me in;*

36 *I was naked and you clothed Me; I was sick and you visited Me; I was in prison and you came to Me.'*

37 *"Then the righteous will answer Him, saying, 'Lord, when did we see You hungry and feed You, or thirsty and give You drink?*

38 *'When did we see You a stranger and take You in, or naked and clothe You?*

39 *'Or when did we see You sick, or in prison, and come to You?'*

40 *"And the King will answer and say to them, 'Assuredly, I say to you, inasmuch as you did it to one of the least of these My brethren, you did it to Me.'*

41 *"Then He will also say to those on the left hand, 'Depart from Me, you cursed, into the everlasting fire prepared for the devil and his angels:*

42 *'for I was hungry and you gave Me no food; I was thirsty and you gave Me no drink;*

43 *I was a stranger and you did not take Me in, naked and you did not clothe Me, sick and in prison and you did not visit Me.'*

44 *"Then they also will answer Him, saying, 'Lord, when did we see You hungry or thirsty or a stranger or naked or sick or in prison, and did not minister to You?'*

45 *"Then He will answer them, saying, 'Assuredly, I say to you, inasmuch as you did not do it to one of the least of these, you did not do it to Me.'*

46 *"And these will go away into everlasting punishment, but the righteous into eternal life." (NKJ)*

This is known as the judgment of the nations, when the Chief Shepherd will divide the "sheep nations from the goat nations." It is a judgment concerning the fate of those nations at the time of Christ's return. He will determine the nations who will live on earth during the earthly reign of Messiah.

1. The judge will be, "The Son of man, in all His glory."
2. He will be accompanied by a host of angelic beings.
3. He will sit on a judgment throne on earth.
4. All nations will be gathered before Him.
5. He will separate the sheep nations to His right.
6. The goat nations will go to His left.
7. The basis of judgment will be "How each nation treated His brethren."  
V.40.
8. His brethren are the Jews and Christians. (children of Abraham)
9. The sheep nations will enter the Kingdom Age under Messiah's rule.
10. The goat nations will be banished from His presence forever.
11. His throne will be in Jerusalem, the city of David. Zech 14:16.
12. His rule will be over all the nations that remain on earth.
13. The saints will rule with Him. Rev 11:15.
14. His reign will be eternal. Dan 7:14.

### **The rule of the Eternal Shepherd**

Jer 23:4-6

4 *"I will set up shepherds over them who will feed them; and they shall fear no more, nor be dismayed, nor shall they be lacking," says the LORD.*

5 *"Behold, the days are coming," says the LORD, "That I will raise to David a Branch of righteousness; a King shall reign and prosper, and execute judgment and righteousness in the earth.*

6 *In His days Judah will be saved, and Israel will dwell safely; now this is His name by which He will be called: THE LORD OUR RIGHTEOUSNESS. (NKJ)*

In the eternal kingdom reign of Messiah God will set up a structure of authority through which to reign over the kingdom of this world. The various persons appointed will rule with the heart of a shepherd.

1. Jesus, the Messiah, will reign as King of kings and Lord of lords. Rev 11:15.
2. David will reign under Him, as Vice regent to the throne. Jer 30:9; Ezek 34:24-28; Hosea 3:4,5.
3. The twelve apostles will rule. Matt 19:28; Luke 22:29,30.
4. Resurrected saints will reign. Dan 7:18, 22, 27. Psa 149:4-9. Jer 23:4.  
*4 "I will set up shepherds over them who will feed them; and they shall fear no more, nor be dismayed, nor shall they be lacking," says the LORD.*
5. The Lord shall be called Jehovah Tsidkenu, the Lord our Righteousness.
6. He will be the righteous judge of all the earth.
7. His kingdom will be an everlasting Kingdom.

The resurrected saints who reign with Christ (Rev 5:9,10) under Messiah, King David, and the twelve apostles of the lamb, will rule as shepherds. (Jer 23:4) From this fact we may see how important it is for leaders to develop their shepherding attitude and skills, for this will be their eternal function.

## Chapter Fourteen

# THE LEADER'S REWARD

*"When the Chief Shepherd appears, you will receive the crown of glory that does not fade away." (1 Peter 5:4)*

1 Peter. 5:1-11.

These verses are addressed specifically to Church Elders, (Christian leaders) and introduce the intriguing subject of awards which will one day be conferred upon them. The awards are depicted as "Crowns," and from this some have formed a mental image of certain Christians "strutting around heaven, wearing golden crowns".

I am not sure just how accurate or inaccurate this image is, but I am convinced that the purpose of these awards is not to bestow some flamboyant image of a golden crown upon particular persons. The real purpose is much more practical and meaningful than this. The crowns are insignias of rank, which indicate the rank and authority of the wearer. They are not given in order to boost the ego of the wearer, nor to reward them by making them conspicuous and somewhat glamorous figures. The badges of rank are to enable them to function with authority in the manifest Kingdom of God. The "crowned princes," will be part of the ruling community when the Kingdom of God is finally established and unveiled on earth. Messiah Jesus will be the King of all kings, and Lord of all lords and the saints of the Most High God will reign with Him in the earth. The type of crown will indicate the measure of authority that certain persons hold within the structure of this cosmic Kingdom.

A highly important aspect of our present leadership role and responsibilities is that God is preparing us to rule with His Messiah. Our leadership role at this present time is only a small aspect of the great eternal purpose for which God has ordained us, and for which He is now preparing us. God has called us to His everlasting Kingdom and to His everlasting glory. We are being prepared in this present earthly scene, for the great eternal purpose which God will consummate for the ages to come. His Kingdom rule will be established and manifested throughout the earth and Messiah will reign forever and ever over those nations that will remain in the earth. "The kingdoms of this world shall become the Kingdom of our God and His Messiah, and He shall reign forever and ever." (Rev. 11:15)

It is therefore important to remind ourselves that God's Kingdom, and our role in it, is predicated on two things, God's Authority, and our obedience. These are the two main principles He is endeavouring to make functional and effective in our lives. Ultimately the "success" of our leadership role will be measured by the degree that we have been obedient to God's

authority over our lives. Our rewards will not be received because of achievements such as how large a church we have pastored, or how many congregations we have planted, nor the positions of executive authority we have held in our denomination. The criteria by which our reward will be given will be the measure of our obedience and faithfulness as we have sought to fulfil our response to His heavenly vision for our life.

**God does not reward "success," He rewards faithfulness.**

We are all stewards of the gifts with which God has blessed us and He will ultimately reward us according to the degree of faithfulness we have exercised over our stewardship. *"Let every man consider himself as a servant of Christ, and stewards of the mysteries of God. Moreover it is required of a steward that he be found faithful."* (1 Cor. 4:1,2)

*"His Lord said to him 'Well done good and faithful servant, you were faithful over a few things, I will make you a ruler over many things. Enter into the joy of your Lord.'" (Matt. 25:21)*

The passage we have under discussion is :

**1. ADDRESSED TO THE ELDERS, (LEADERS, PASTORS )**

*"I exhort the elders who are among you, of whom I am one."* The subjects dealt with in the following verses (1-11) are applicable particularly to leaders. They are instructed, counselled, admonished, and commended. They are also promised that one day, when the Chief Shepherd appears, He will reward their faithfulness to Him with a Crown of glory, a reward reserved for faithful shepherds.

**2. TO THE WITNESSES, (PARTAKERS) OF CHRIST'S SUFFERINGS.**

It is true that the particular elders to whom Peter wrote were contemporaries of Jesus and literal eye witnesses of His sufferings, and to some degree partakers of those sufferings. In our contemporary world there are no "eye witnesses of His sufferings," but there are many who have been partakers of suffering because of their identification with Jesus. I personally believe that from these modern and usually unknown and unsung heroes of our Faith, will come many of the Kingdom rulers. Their very faithfulness to Christ and His Kingdom in the face of discrimination, imprisonment, torture, and even martyrdom, has qualified them to share the rule with their Lord and Messiah.

There is something about an identification with the sufferings of Jesus that infuses a life with the quality of tested faithfulness which is an indispensable requisite of those who will be privileged to reign with King Jesus. This kind of fidelity is witnessed so frequently in believers and leaders of the Church in regions of our world where discrimination and persecution are the order of the day. Although the Church in the Western world enjoys a high profile, I believe that a majority of those who will inherit rulership roles in the everlasting Kingdom will come from those nations in which the Church has been despised, belittled and persecuted. In the furnace of affliction, God has fashioned them for His Kingdom. Many



Christians from impoverished parts of the world will inherit the greatest riches and rewards when the Chief Shepherd appears in His glory.

I feel sure that it was with this kind of understanding that Paul expressed his highest desire - to know Christ in His fullness. Such knowledge includes a knowledge of Christ's sufferings which can only be gained by some measure of participation in those sufferings.

Phil. 3:10 *"That I might know Him, the power of His resurrection, the fellowship of His sufferings, being made conformable to His death."*

2 Tim. 2:12 *"If we suffer with Him, we shall also reign with Him."*

It is the faithful endurance of such suffering that produces the calibre of obedience required in those who would rule and reign with Christ. It was even said of Jesus that *"He learned obedience by the things which he suffered."* (Heb.5:8)

### **3. THE PASTORS MUST:**

A: ACCEPT OVERSIGHT/ RESPONSIBILITY WILLINGLY.

His acceptance of the leadership role must not be for any personal gain, whether monetary, emotional, or psychological. It must not be because of any kind of compulsion which persuades him against his true desire. He must will to be a servant of Christ, gladly accepting all the responsibilities and sacrifices involved in such a calling. He must recognise it as the highest calling that any mortal can receive and must enter into it with the highest and finest motives.

B: FEED THE FLOCK OF GOD.

One of the greatest responsibilities which a leader embraces is that of feeding the Flock of God. This is such a high and holy calling that God has entrusted to us. It must be seen to be the highest privilege and greatest responsibility a man can accept. The education and edification of God's people is so high on His agenda that He dare not entrust this role to any angel but only to those who have known His redeeming grace and salvation, and have dedicated their lives to the welfare and health of the Body of Christ. Our motive should not be our desire to preach or teach, but our deeper desire to play a part in edifying, strengthening and blessing the people of God.

C: BE CLOTHED WITH HUMILITY.

V.6. *"Humble yourself that He may exalt you at the right time."*

Humility is essential in a Godly leader because this indicates a genuine recognition that anything accomplished is due to the grace and help of God. If our labours and our work are the result of our own energy and ability then we have not truly accomplished a work for God. A true work of God can only be accomplished by Him and we are, at best, co-labourers together with Him.

**D: LEAD THE FLOCK BY EXAMPLE.**

The people of God deserve leaders who are truly examples and role models of the Kingdom of God. The Apostles were able to exhort the New Testament believers, *"Be followers of us, as we also are followers of Christ."* Leaders who exhort the people to follow Christ and be like Him, yet are not themselves truly Christ like, are hypocrites, and unworthy of their calling.

**E: SUBMIT HUMBLY TO ONE ANOTHER.**

There is protection and safety in genuine submission to other leaders. The humility which enables one to submit is a factor which attracts the Grace of God, for God resists the proud, but gives abundant grace to the humble. Humble submission precludes pride. It also accomplishes a positive work in us which fits us for the privilege of Kingdom responsibility.

**F: RECEIVE A "CROWN OF GLORY." (For faithful, obedient, pastors )**

Faithful pastors bring great honour and glory to their Lord. God is exalted and glorified through a faithful shepherd. Therefore he is a crown of glory to the Lord and this is precisely the reward he receives for his faithful labours. There are actually five crowns mentioned in Scripture, each of them a special reward for faithful service rendered to God. Let us look briefly at each.

**THE FIVE CROWNS IN SCRIPTURE:**

**1. CROWN OF LIFE. (James 1:12-18)**

For enduring and overcoming temptations and testings: ***"Blessed is the man who endures temptation; for when he has been approved, he will receive the crown of life which the Lord has promised to those that love Him."***

There may be three factors involved in winning this crown :

- Enduring and overcoming trials and temptations.
- Loving Christ despite the many trials which come.
- Remaining faithful even unto death. Rev. 2 :10.

**2. INCORRUPTIBLE CROWN. (1 Cor. 9:24-27)**

Striving for mastery and temperance in all things, for God's Glory: ***"And everyone who competes is temperate (controlled, balanced) in all things. Now they do it to receive a corruptible crown, but we for an incorruptible one."***

See 1 Cor. 10: 5-13.

**3. CROWN OF REJOICING. (1 Thess. 2: 19,20)**

***"For what is our hope, or joy, or crown of rejoicing? Is it not even YOU in the presence of our Lord Jesus Christ at His Coming? For YOU are our glory and joy."***

**This is the Soul Winner's crown.** The souls whom he has won to Christ, are his crown! When the soul winner enters into God's eternal presence

and finds many souls whom he has been privileged to bring to Christ, they will be to him his greatest joy and his "Crown of Rejoicing."

**4. CROWN OF RIGHTEOUSNESS. (2 Tim. 4: 5-8)**

***"For I am now ready to depart, I have fought the good fight, I have finished the race, I have kept the Faith. And now there is waiting for me a Crown of righteousness which the Lord, the righteous Judge will give to me on that Day, and not to me only but to all those that love His appearing."***

Paul has reached the stage of life where he realises that his departure to be with Christ is now upon him. He reflects on the life he has lived since his dramatic conversion to Jesus and uses three analogies to describe it.

- He has courageously fought a good fight.
- He has faithfully run a marathon race.
- He has conscientiously kept the Faith.

The three analogies describe the various ways in which he has been faithful to the call of God upon his life, and the manner in which he has discharged his responsibility to that call. At the end of his life he can look back upon the years of faithful service that he has rendered to Christ and His church. He also anticipates with quiet confidence, the reward which will be given in recognition of his faithful service and which will indicate his rank and authority in the Kingdom of God.

**5. CROWN OF GLORY. (1 Pet. 5: 2-4)**

**This is the Shepherd's Crown.** It is given in recognition of faithful service as a servant of Christ. The various aspects of that service which are recognised are :-

- Being a true elder in the Body of Christ.
- Having partaken in the sufferings of Christ.
- Having faithfully shepherded the Flock of God.
- Having willingly and eagerly served as overseers of God's people.
- Not lording it over the flock, but leading by example.
- Not using one's position for selfish gain.

There are obviously some features of shepherding the Flock which help to prepare one for service in the eternal Kingdom of God, just as King David's experience in the sheep folds had helped to prepare him for his rule over Israel. (2 Sam. 7:8) Some of those principles which enable one to be a successful servant of Christ also prepare one to be able to reign with Him when His Kingdom is established over the nations. (Rev. 11:15)

**4. BELIEVERS WILL SHARE THE REWARDS TOO.**

The crowns and awards we are briefly considering are not reserved solely for ministers or preachers, they will be conferred on many persons who have not been in those ranks but have faithfully served Christ in various other roles. I am certain that many "Christian business persons" will

qualify for Kingdom recognition and awards and will play a vital role in the administration of the Kingdom rule of the Messiah. It is therefore essential that lay persons realise that everything they do should be "done as unto the Lord," because as they function in their business roles they are learning the various principles which will equip and prepare them for their roles in the manifest Kingdom of God.

Matt. 10: 40-42 "He that receives, (recognizes, respects, treats) a prophet, shall receive (share in) the prophets reward."

Whoever supports a pastor/leader, with prayer, loyalty, encouragement, cooperation will receive a like reward.

#### **5. OVERCOME SATAN LEST HE OVERCOME YOU.**

The tragic reality is that it is possible for Satan, through various subtle devices, to actually rob some of God's servants of their award. How tragic for some who have faithfully served Him for many years to finally allow the enemy to rob and steal their inheritance from them. To avoid this dreadful possibility the Scriptures warn us to:-

- A: Be sober, watchful, and vigilant at all times.
- B: Resist Satan by being steadfast in the Faith."
- C: Stay humble and clothed with humility.
- D: Submit to one another in the Lord.
- E: Cast all your cares on Jesus.

#### **6. THE GOD OF ALL GRACE.**

As we have considered the sobering fact of what Satan can achieve, should we allow him to do so, we should also remind ourselves that God is "The God of all Grace," and that His grace is abundantly sufficient to keep us in every situation. He is *"the faithful God who keeps covenant and mercy for a thousand generations with those who love Him and keep His commandments."* (Deut. 7:9) It is encouraging and reassuring to know that He has invested His covenant agreements with His Mercy to cover our short comings and weaknesses. It stabilizes our faith to know that the fulfillment of His Covenants is predicated on HIS faithfulness, and not ours.

#### **7. GOD WILL PERFECT AND ESTABLISH YOU.**

We must always remember that "It is God who is working within us, both to will and to DO His good pleasure. (Phil. 2:13) Above and beyond all that we are able to accomplish in our lives, either personally or in our ministry, is the wonderful, matchless, grace of the God of all Grace. Ultimately our success in life and leadership, will not depend on our capabilities, nor our faith, or lack of faith, but upon God's faithfulness.

Those leaders who are ultimately most successful from God's perspective, are not the brilliant, charismatic, high achievers, but the ones who are fully surrendered to God so that He is able to perform His work through them. In the process of accomplishing this He will :-

**PERFECT YOU.** Perfection, from God's perspective, inevitably involves wholeness and maturity. God will "put all your pieces together," whilst He is also making your leadership role effective and fruitful. Its inference, in this context is, He will fit you out completely, or make you what you ought to be!

**ESTABLISH YOU.** Establish you as a tree is established when its roots have sunk deep into the earth.

**STRENGTHEN YOU.** Strengthened through the infusion of His divine strength.

**SETTLE YOU.** He will place you on a firm and unshakable foundation.

God has called you to serve Him, but He has not left you to fulfil that call out of your own strength or ability. As with Job, "He will perform the task that He has appointed unto you." (Job 23:14) As He works through you to fulfil that task, He will also be working within you to perfect His deposit in your life, and to prepare you for your role in His eternal Kingdom. Let us pray for each other as God works on this. Let us support each other in faith and prayer so that He will complete the good work which He has begun in you and me, to His eternal praise, honour, and glory.

**V.11. "To whom be all glory, dominion, and power, forever and ever. Amen."**

*Postscript : The principles I have endeavoured to share with you are some of the things I have learned in more than 40 years of service as a pastor, evangelist, missionary and Bible college principal. I sincerely trust they will help you to learn some things the "easy" way rather than the hard route of making mistakes as I have frequently done.*

*Gerald Rowlands. D. Min  
Singapore 1994.*

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