

# CHURCH OF HOPE

## EVANGELISM AND

## MINISTRY TRAINING

## COURSE

### TEACHINGS – Weeks 12 to 17

(All teachings for these study guides can be downloaded from the Downloads page of our website)

[www.coh.org.au](http://www.coh.org.au)



Notes compiled by Pastor Conrad Fenton

<b>LIST OF TEACHINGS:</b>	<b>Page No.</b>
<b>Week Twelve Related Teaching</b>	
Attachment One: Core values for Church of Hope Melbourne	<b>3</b>
<b>Weeks Thirteen and Fourteen Related Teachings</b>	
Attachment One: Things to consider in raising up and Mentoring Leaders	<b>8</b>
Attachment Two: THE PRINCIPLE OF TWELVE (A model for setting up small groups)	<b>20</b>
Attachment Three: Sharing our faith with others <i>Refer to TEACHINGS - Weeks 6 to 11</i> <i>(Pages 6 to 20)</i>	
<b>Week Fifteen Related Teachings</b>	
Attachment One: Having Effective Ministry Teams	<b>28</b>
Attachment Two: Conflict Resolution (A key to maintaining unity)	<b>41</b>
Attachment Three: The different spiritual gifts <i>Refer to TEACHINGS - Weeks 6 to 11</i> <i>(Pages 40, 41 &amp; 53-56)</i>	
<b>Weeks Sixteen and Seventeen Related Teachings</b>	
Attachment One: The gifts of the Spirit	<b>48</b>
Attachment Two: An overview of what is important for all Church Leaders	<b>56</b>

# CORE VALUES FOR CHURCH OF HOPE

(Extract from Church of Hope Christian Foundations Manual)

## 1) SERVING OTHERS (Acts 6:1-3)

Jesus was known as the Servant King, and willingly gave Himself for all mankind. We believe as a church, that serving others is a key to seeing a church make an impact in the lives of those in the community. All leaders should have a servant heart where they give of themselves so that others grow in their faith and are prepared for ministry.

A vibrant church must look for opportunities to connect with the community, schools and market place. Practically demonstrating the love of God in the community is crucial for any church to make an impact on the community. Having a drop in centre for people is also a great way of connecting with the needs of the community.

**In what other ways could your church connect with the community or village?**

Jesus said, “Yet it shall not be so among you; but whoever desires to become great among you, let him be your servant. And whoever desires to be first among you, let him be your slave – just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.” (Matthew. 20:26-28)

## 2) THE IMPORTANCE OF PRACTICALLY CARING FOR OTHERS (Acts 4:32-35)

- i) The need to reach out into the community to connect with those who are hurting
- ii) The need to practically love people by providing help to those who are disadvantaged or homeless
- iii) The importance of providing a place where people can experience God’s love and acceptance (**A place of belonging**)

## 3) THE IMPORTANCE OF PREACHING THE GOSPEL (Acts 8:4-8) (Romans 10:13-15)

Church of Hope believes that the preaching of the gospel is the key to seeing people come to Christ and having their lives changed. Jesus said, “He who the Son sets free is free indeed.” Every human soul is of importance to God. As eternal life can only come through a person repenting towards God and believing in Jesus Christ, the preaching of the gospel is a major priority at Church of Hope, (both in the Centre and streets of Melbourne and Sydney)

The Apostle Paul wrote, “For I am not ashamed of the gospel of Christ, for it is the power of God to salvation for everyone who believes, for the Jew first and also for the Greek.” (Romans 1:16)

**Maintaining our passion for souls is imperative. Leaders must be the example.**

#### 4) THE ABSOLUTE IMPORTANCE OF UNITY (ACTS 2:46-47)

In the book of Psalms we read; “Behold, how good and how pleasant it is for brethren to dwell together in unity.” (**Psalm 133:1**)

- i) **Walking in Love** (John 13:34-35, 1 Corinthians 13:1-8, 1 Peter 1:22)
- ii) **Walking in Forgiveness** (Matthew 6:14-15)
- iii) **Having no critical and judgmental (religious) attitudes towards others** (Matthew 7:1-4)
- iv) **We need to look out for the interests of others** (Philippians 2:1-4)
- v) **Encouraging others** (1 Thessalonians 5:11)
- vi) **Genuine acceptance of others (Looking for the best in others)**

In the book of Hebrews we read, “And let us consider one another in order to stir up love and good works, not forsaking the assembling of ourselves together, as is the manner of some, but **exhorting one another**, and so much the more as you see the Day approaching.” (**Hebrews 10:24-25**)

**A leader must aim to build unity in the leadership team. Some keys to maintaining unity will be discussed in being a leader of influence.**

#### 5) WORSHIP (A KEY TO KEEPING US CLOSE TO GOD)

Church of Hope recognizes the importance to a believer of worship, both corporately (at church) and privately, in maintaining a strong Christian walk and intimacy with God. King David was a man who loved to worship the Lord and the Bible says that he is the only person who was a man after the heart of God. (**For this reason worship is a key part of all of our meetings and study groups**)

Jesus said, “But the hour is coming, and now is, when true worshipers will worship the Father in spirit and truth; for the Father is seeking such to worship him. God is Spirit, and those who worship Him must worship in spirit and truth. (**John 4:23-24**)

**TRUE HEART FELT WORSHIP IS A KEY TO USHERING IN THE PRESENCE OF GOD. (God inhabits the praises of our worship) WORSHIP IS A KEY TO MAINTAINING OUR INTIMACY WITH GOD.**

#### 6) THE IMPORTANCE OF PRAYER (Acts 4:23-31)

Our church acknowledges the power of prayer and encourages all believers to have an active prayer life. A strong prayer life and dependence on God empowers us to resist temptations and to remain strong during trials. A strong prayer life is a key to seeing God move in the area of supernatural provisions. When our prayers are in accordance with the will of God and backed by faith, we can expect answers to prayers. The Apostle Peter wrote, “But the end of all things is at hand; therefore be serious and watchful in your prayers.” (**1 Peter 4:7**)

**Jesus Himself said,** “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. And whatever you ask in My name, that I will do, that the Father may be glorified in the Son. If you ask anything in My name, I will do it.” (**John 14:12-14**)

**The Apostle John wrote,** “Now this is the confidence that we have in Him, that if we ask anything according to His will, He hears us. And if we know that He hears us, whatever we ask, we know that we have the petitions that we have asked of Him.” **(1 John 5:14-15)**

**Jesus also said,**

*“Have faith in God. For assuredly, I say to you, whoever says to this mountain, ‘Be removed and be cast into the sea,’ and does not doubt in his heart, but believes that those things he says will be done, he will have whatever he says.”*

*“Therefore I say to you, whatever things you ask when you pray, believe that you receive them, and you will have them.”* **(Mark 11:22-24)**

## **7) THE IMPORTANCE OF GIVING (To your local church home)**

The bible says that it is more joyful to give than receive. The bible also says that giving is the key to receiving financial blessings. God Himself promises to those who tithe to Him, (through tithing to the local church that feeds them spiritually) abundant financial blessings.

**In the book of Malachi we read,** “Bring all the tithes into the storehouse, that there may be food in My house. And try Me now in this,” Says the Lord of hosts, “If I will not open for you the windows of heaven and pour out for you such blessing that there will not be room enough to receive it. “And I will rebuke the devourer for your sakes, so that he will not destroy the fruit of your ground. Nor shall the vine fail to bear fruit for you in the field,” Says the Lord of hosts;” **(Malachi 3:10-11)**

**THIS IS A WONDERFUL PROMISE FROM GOD.** “For all the promises of God in Him are Yes, and in him Amen, to the glory of God through us.” **(2 Corinthians 1:20)**

## **8) THE IMPORTANCE OF DISCIPLESHIP (Matthew 28:19-20)**

Church of Hope has a heart to see all believers develop into strong and stable Christians, who will be able to stand in the times of trials and temptations, and who will be living examples of the power of Jesus Christ to restore broken lives and to see people walking in victory. Church of Hope believes in the importance of:

- i) **Encouraging people to develop a hunger for the Bible** (2 Timothy 3:16-17)
- ii) **Ensuring that all people who attend our Centre have a sound appreciation of Christian Doctrine**
- iii) **Helping people to identify and follow God’s plan for their life** (Ephesians 2:10)
- iv) **Encouraging people to develop healthy communication skills**
- v) **Helping people to develop healthy life skills which will assist them in developing meaningful relationships**
- vi) **Providing encouragement and help to people, to enable them to identify and overcome life controlling problems**
- vii) **Helping all believers to walk close to the Lord, where prayer and worship becomes an important part of their lifestyle, and**
- viii) **Helping to equip and release people for ministry** (Ephesians 4:11-13)

## 9) EQUIPPING (EMPOWERING) PEOPLE FOR MINISTRY

God has a special plan and purpose for every Christian. For many believers their mission field is their workplace, school or another sphere of influence where they can minister the love of Christ to others.

God has placed each believer in the Body of Christ as He has chosen. It is only as we find and follow God's plan for our life that we will experience the fulfilment and abundant life which Jesus spoke of. Jesus Himself said to His disciples, **"My food is to do the will of Him who sent Me, and to finish His work."** (John 4:34)

**Church of Hope has a heart to help encourage all believers to find and follow God's plan for their life.** Church of Hope is committed to training and equipping believers, to help them realize their God given potential in whatever spheres of ministry God may have placed them. We believe that the five-fold ministry gifts are for the equipping of all believers, including those who are being called into full time ministry.

"And He Himself gave some to be apostles, some prophets some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ." (Ephesians 4:11-12)

## 10) CREATING MINISTRY OPPORTUNITIES FOR BELIEVERS

**(Romans 12:4-8) (1 Corinthians 12:4-7) (Ephesians 2:10)**

Church of Hope has a heart to create ministry opportunities for all believers. Our Friday and Saturday night outreaches and Saturday Night meetings give all Christians the opportunity to be equipped and used in the area of evangelism and outreach.

All ministry gifts can be used in the streets of Melbourne, but most importantly it is important for the unsaved to see a commitment from Christians to reach out to them. To have a concern for the lost and unsaved must eventually translate into an action to become involved in their lives.

Our Centre also provides many opportunities for Christians to have some experience in the area of pastoral care and hospitality evangelism. **Does your church create opportunities for everyone to be used in their ministry gifts?**

Opportunities are given for committed Christians to be raised up in the area of small group leaders and Pastoral Care assistants, as well as many "helps" ministries which are needed to support any extension of ministry activities within the Church.

**OUR CHURCH ENCOURAGES ALL CHRISTIANS TO USE THEIR GIFTS AND ABILITIES FOR GOD'S GLORY, KNOWING THAT OUR LABOUR FOR THE LORD IS NOT IN VAIN**

## **11) EVANGELISM AND CHURCH PLANTING**

Church of Hope runs evangelism workshops to help equip people in the area of evangelism. A part of this evangelism training will include the equipping and preparation of church planting teams.

Our church has a heart to help equip and encourage all Christians and other churches to have a heart for soul winning. As evangelism is more caught than taught we encourage other Christians to join our evangelism outreaches at Flinders Street Station in Melbourne and at the Blacktown and Penrith Railways Stations in Sydney. These outreaches give Christians the opportunity of being equipped and mobilized in the area of preaching and witnessing to others.

### **THESE ELEVEN CORE VALUES FOR CHURCH OF HOPE COULD BE SUMMARISED INTO TWO MAIN VALUES**

1. That those within our community and who attend our church meetings will be given the opportunity of hearing the gospel message and to experiencing God's love in a real and tangible way and be encouraged to grow in a relationship with Jesus Christ, and
2. That there will be in all of our church meetings and fellowships an atmosphere of love and acceptance, in which all believers are encouraged to grow in their faith and to fulfil their God given destiny.

## **ATTACHMENT ONE – Things to consider in raising up and mentoring leaders**

### **A GOOD LEADER NEEDS WISDOM IN APPOINTING OTHER LEADERS**

- i) Do not hastily promote people into positions of leadership. They need to have first proved themselves in serving others **(1 Timothy 5:22) (Luke 16:12) (John 12:26) (Matthew 20:25-28)**

#### **THE BIBLE SHOWS HOW THE GREAT LEADERS ALWAYS FIRST SERVED ANOTHER LEADER**

MOSES SERVED JETHRO (Caring for his flocks) **(Exodus 3:1)**

JOSHUA SERVED MOSES AS HIS ASSISTANT **(Exodus 24:13) (Joshua 1:1)**

ELISHA SUCCEEDED ELIJAH (Elisha poured water on the hands of Elijah)  
**(2 Kings 3:11)**

DAVID WAS SAUL'S ARMOUR BEARER **(1 Samuel 16:21)**

- ii) We need to be wary of placing people in leadership who have a controlling nature

- Those with a controlling spirit have the potential to block the move of God's spirit in church meetings
- Those with a controlling spirit have the potential to bring division into a church if they use manipulation to obtain favour for themselves
- Every church must guard against the Jezebel spirit entering leadership. This spirit particularly targets the worship and intercession ministries, and tries to gain favour and influence through siding with church leaders. Queen Jezebel gained power by marrying King Ahab and used his authority to see Naboth killed. (1 Kings 21:1-16)

USUALLY IT IS THOSE WHO HAVE BEEN ABUSED OR REJECTED WHEN GROWING UP, THAT ARE MOST LIKELY TO ALLOW THE SPIRIT OF CONTROL TO OPERATE IN THEIR LIVES.

IT IS SO IMPORTANT THAT ALL LEADERS HAVE BEEN HEALED OF PAST HURTS BEFORE BEING PLACED IN A LEADERSHIP ROLE, AND THAT THEIR IDENTITY COMES FROM WHO THEY ARE IN CHRIST AND NOT FROM WHAT THEY DO OR ACHIEVE.

THOSE WHO HAVE COME OUT OF A BACKGROUND OF CONTROL MUST FIRST COME TO GENUINE REPENTANCE BEFORE BEING GIVEN A POSITION OF LEADERSHIP

- iii) A good pastor is discerning and vigilant to prevent any divisive spirit from entering their church. The bible stresses the importance of removing from fellowship anyone that persists in trying to bring division into a church.  
**(Titus 3:10-11)**



- iv) A leader must be wary of those who are continually promoting themselves and be aware of anyone who has an Absalom spirit and who is forming an unhealthy clique within the church **(2 Samuel 15:1-6)**
- v) It is important that ALL those who are appointed to leadership have a teachable spirit. **(Proverbs 19:20) (1 Corinthians 3:1-3) (Proverbs 13:1) (Psalm 40:8) (Psalm 27:11)**
- vi) Humility must be evident in the lives of those who are appointed to positions of leadership. Jesus Himself said that humility was the prerequisite for promotion in God's Kingdom. **(Luke 14:7-11)** Jesus was the example of humility. **(Philippians 2:5-9)**

#### **THE BIBLE STRESSES THE IMPORTANCE OF WALKING IN HUMILITY**

(1 Peter 5:5) (Psalm 147:6) (Isaiah 57:15) (Colossians 3:12) (Philippians 2:3)  
In the book of James we read, "Humble yourselves in the sight of the Lord, and He will lift you up." **(James 4:10)**

**LEADERS WILL RECEIVE A STRICTER JUDGEMENT BECAUSE THEY ARE RESPONSIBLE FOR OVERSEEING THE SPIRITUAL GROWTH OF MANY OTHER CHRISTIANS.** (James 3:1)

**THE APPOINTMENT OF HUMBLE LEADERS WILL HELP TO ENSURE THAT A CHURCH HAS THE RIGHT FOUNDATION ON WHICH TO BUILD.**

**THOSE RESPONSIBLE FOR PREACHING FROM THE PULPIT AND TRAINING UP THE NEXT GENERATION OF BELIEVERS MUST THEREFORE BE HUMBLE AND OF GOOD CHARACTER**

**Jesus Himself said,** "If I then, your Lord and Teacher, have washed your feet, you also ought to wash one another's feet. For I have given you an example, that you should do as I have done to you. Most assuredly, I say to you, a servant is not greater than his master; nor is he who is sent greater than he who sent him. If you know these things, blessed are you if you do them." **(John 13:14-17)**

**JESUS IS OUR EXAMPLE FOR HUMILITY (Philippians 2:5-9)**

**WHAT IS IN THE HEART OF THE LEADERS WILL IMPACT THE REST OF THE CHURCH CONGREGATION.**

**CHOOSING HUMBLE LEADERS OF GOOD CHARACTER IS THEREFORE A KEY TO SEEING STRONG AND HEALTHY CHURCHES BEING ESTABLISHED.**

**The Apostle Paul in his letter to the young pastor Timothy gave him the criteria for choosing and appointing church leaders.**

“A bishop then must be blameless, the husband of one wife, temperate, sober-minded, of good behaviour, hospitable, able to teach; not given to wine, not violent, not greedy for money, but gentle, not quarrelsome, not covetous; one who rules his own house well, having his children in submission with all reverence (for if a man does not know how to rule his own house, how will he take care of the church of God?); not a novice, lest being puffed up with pride he fall into the same condemnation as the devil.” **(1 Timothy 3:2-6)**

vii) **HAVING LEADERS WHO HAVE A HEART FOR WORSHIP**

**(Psalm 28:7) (Psalm 18:49) (Psalm 95:1-2)**

The way a person worships the Lord is a good indicator of how close his relationship is with the Lord. Jesus Himself said,

***“But the hour is coming, and now is, when the true worshipers will worship the Father in spirit and truth; for the Father is seeking such to worship Him. God is Spirit, and those who worship Him must worship in spirit and truth.”*** (John 4:23-24)

**LEADERS WHO ARE WORSHIPERS WILL GENERALLY HAVE A GREATER SENSITIVITY TO RECEIVING CORRECTION FROM THE HOLY SPIRIT. THEY ARE ALSO MORE LIKELY TO HAVE A TEACHABLE SPIRIT**

**KING DAVID WAS A WORSHIPER AND HAD A VERY TEACHABLE SPIRIT. HE WAS A MAN AFTER GOD’S OWN HEART. AS WE DELIGHT OURSELVES IN THE LORD, HE GIVES US THE DESIRES OF OUR HEART.**

viii) **All leaders that are appointed need to have a kindred spirit. It is important that God has drawn them to the church leader’s vision.**

**(Psalm 127:1)**

ix) **All those who are in leadership should become Sons in the House.**

## A SON OR A WORKER

The Assemblies of God Pastors Intensive manual highlights the differences between a WORKER AND A SON in the house. The Apostle Paul had many co-workers but not many whom he was able to call “a true son in the faith.”

The Apostle Paul in his letter to Timothy wrote, “To Timothy, a true son in the faith:” **(1 Timothy 1:2)** Timothy was a true son in the faith. Sons help to build the house because they have an ownership of the vision. (They have a real sense of belonging to the vision) They see what the worker cannot see.

## THERE ARE MANY DIFFERENCES BETWEEN A SON AND A WORKER

**Sons** are faithful to the family. **Workers** are faithful to themselves.

**Sons** flow with the vision. **Workers** want to change the vision.

**Sons** bring peace and unity. **Workers** will split the family to better their cause.

**Sons** have a sweet spirit. They have learnt to put their hurts behind them.

**Workers** have a spirit that is either syrupey or sour. They can never seem to overcome their past hurts and consequently judge the present through past hurts.

**Sons** build the family business. **Workers** do their jobs in it.

**Sons** will be loyal to the leader and church and will be prepared to serve and support the leader’s vision

**Sons** stick it out in hard times. **Workers** run when it gets tough.

## The following example illustrates the difference between a worker and a Son.

Three people working on a building site where asked the same question, “What are you doing?” One answered, “I am laying bricks.” The second answered, “I am building a wall.” The third answered, “I am building a cathedral.” The first two responses were typical of a worker, but the final response typical of a Son.

This worker had a heart of a Son and though he was also laying bricks, he also had an ownership of the vision to see a House of Worship (cathedral) built.

- x) All leaders must be God given appointments. Promotion must always come from the Lord.

- xi) God's timing for appointing leaders is also vital. Leaders must not be appointed ahead of time. It is imperative that **sufficient character** has been developed in a person's life **prior** to them being appointed to a position of leadership.
- xii) However, no one will ever be perfect this side of heaven. We must therefore not first seek perfection in people before placing them into leadership, but **be directed by the Lord** as to when to appoint a person to leadership

The Apostle Paul wrote: **"Not that I have already attained, or am already perfected; but I press on, that I may lay hold of that for which Christ Jesus has also laid hold of me."** (Philippians 3:12)

When the Lord places on the heart of a leader to appoint someone in their church into a position of leadership, they must trust the Lord and release that person into the leadership role. As they grow in their leadership role, they will also continue to grow in character as well.

**All leadership appointments in the church should be made as the Lord Himself directs.** The Apostle Paul acknowledged that it was the Lord Himself who counted him faithful calling him into ministry **(1 Timothy 1:12)**

**THE SIMPLE FACT IS THAT AS WE CONTINUE TO WALK WITH THE LORD, WE WILL ALL BE CONTINUALLY GROWING IN OUR CHRISTIAN CHARACTER. GOD OFTEN CHOOSES ORDINARY PEOPLE WHO ARE SIMPLY AVAILABLE, TO DO GREAT THINGS FOR HIM. IT IS GOD WHO QUALIFIES THOSE WHOM HE CALLS INTO MINISTRY**

## 2) **A GOOD LEADER DELEGATES RESPONSIBILITIES**

Moses at the direction of his father-in-law selected able men **who had a fear of God** to be rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of ten. They were given the responsibility to judge the people. Moses himself only judged great matters. **(Exodus 18:13-27)**

In the first church **the 12 Apostles appointed seven men** full of the Holy Spirit to oversee the serving of the food, **so that they could focus on prayer and the ministry of the word** **(Acts 6:1-4)**

**A good leader has the ability to delegate responsibilities and ministries to others who are qualified and called by God, without feeling insecure.**

## **A GOOD LEADER IS SECURE IN HIS OWN GOD GIVEN MINISTRY CALL AND APPOINTMENT AND IN HIS OWN RELATIONSHIP WITH GOD**

A good leader will freely release ministries as the Lord leads so that He can more fully focus on what God is calling him to do. It is important when a church begins to grow, that the Senior Pastor is able to stay within his Ministry gifts and anointing, so that he can use these gifts to best encourage and strengthen the church.

**A good leader will therefore focus on doing those things which only he can do in the church, whilst delegating to others those ministries and responsibilities which they are called and also qualified to do.**

### **3) A GOOD LEADER HAS A HEART TO TRAIN UP OTHER LEADERS AND TO SEE THEM RELEASED INTO MINISTRY AS THE LORD DIRECTS**

- A good leader endeavours to encourage every believer to find and follow God's plan for their life **(Ephesians 2:10)**
- He has a heart to see the Kingdom of God expanded and to see other leaders raised up
- He is secure in God and will release ministries as directed by the Lord
- A good leader has a heart to see every believer finding their fit in the Body of Christ, **(1 Corinthians 12:18)** and using their spiritual and ministry gifts **(Romans 12:3-8) (1 Corinthians 12:4-7)**

### **4) A GOOD LEADER WILL INSPIRE A GROUP TO WORK AS A TEAM FOR A COMMON CAUSE**

- Through the inspirational leadership of Nehemiah, the broken wall of Jerusalem **(Nehemiah 1:3)** was rebuilt in just 52 days **(Nehemiah 6:15)** as he motivated everyone to work in unity as a team **(Nehemiah Chapter 3)** to achieve this task
- Nehemiah was able to inspire those with him to start the rebuilding of the wall **(Nehemiah 2:17-18)** and to persist in building the wall even when their enemies tried to discourage them at the start **(Nehemiah 2:19-20)**

- A GOOD PASTOR OR LEADER WILL ALWAYS SAY WHAT “WE” CAN DO AS A CHURCH TOGETHER
- Like Nehemiah a great leader encourages others and inspires others as he leads by example
- A GREAT LEADER WILL INSPIRE OTHERS TO BE A PART OF THE TEAM AND WILL EMPOWER THEM TO USE THEIR GIFTS TO HELP SEE GOD’S PLAN FOR THEIR CHURCH AS A WHOLE COME TO PASS

## 5) A GOOD CHURCH LEADER KNOWS THE IMPORTANCE OF HAVING SMALL GROUPS

***SMALL GROUPS IN A CHURCH ARE THE KEY TO SEEING MATURE DISCIPLES BEING RAISED UP WHO CAN IN TURN MENTOR AND DISCIPLE OTHER BELIEVERS*** (2 Timothy 2:2) (Acts 5:42) (Psalm 92:13-15)

Within the context of a small group, believers can encourage one another in their Christian walk and help to motivate each other to fully utilise their spiritual gifts. Within a loving home group, believers can be helped and encouraged to fulfil God’s plan and purpose for their life.

When believers are encouraged in small groups to use their spiritual gifts, new believers will be added continually to the Church. **(Acts 2:46-47)**

**A Church leader knows the importance of giving those in the church an opportunity of participating in a weekly home fellowship meeting or other small group. With work environments often being ungodly and without any other believers, attending a mid-week home fellowship group or bible study is crucial for every believer.** (Hebrews 10:23-25)

**THERE ARE ALSO MANY OTHER REASONS WHY IT IS SO IMPORTANT TO HAVE SMALL GROUPS IN A LOCAL CHURCH:**

- They help to see a church grow from a church of converts to a church of disciples
- They help to see new believers planted in the church. To have a fruitful life, it is imperative that a believer is committed to a local church. In a local church ministry gifts are recognised and developed in a believer. It is within the context of a local church that strong ministries are developed.

King David wrote, “Those who are planted in the house of the LORD shall flourish in the courts of our God. They shall still bear fruit in old age; they shall be fresh and flourishing,” **(Psalm 92:13-14)**

- Small groups help to connect church members to the life of the church. This enables them to become participants in the life of the church, with opportunities to use their ministry gifts, rather than just being attendees
- In small groups Christians can grow in their knowledge of God’s love for them and how to love Him and others better **(Mark 12:30-31)**
- In small groups Christians can receive prayer support and encouragement when going through trials and struggles
- Small (Pastoral Care) groups enable the Senior Pastors to be more focused on the bigger picture areas of church growth.

As they focus on areas such as leadership training, church direction, preaching and teaching, the pastoral care ministry can be done by the lay leaders who run the home fellowship meetings.

- Small groups ensure that the Pastoral Care side of the church is not neglected.

In smaller groups people can be encouraged to address and overcome areas in their life such as fears of being rejected that would hold them back from experiencing the abundant life that Jesus offers every believer. In the context of a loving and caring Home Group, believers can address and overcome these areas so that they can begin to walk in victory in all areas of their life, as they grow in their Christian walk.

- Small groups enable all believers to have accountability to others.  
This is a key to preventing Christians from making wrong choices in life and avoiding many of the pitfalls in life. **(Proverbs 11:14)** There is wisdom in a multitude of counsellors. **(Proverbs 15:22) (Proverbs 19:20)**
- Within the context of a small group, a person’s ministry gifts can be more easily identified.

Within the small group dynamics, a person can be encouraged to grow in their ministry gifts as they are given the opportunity to minister to others

- Small groups help in preparing and equipping Christians to share their faith with others and to help prepare them for greater ministry responsibilities. Small group leaders have the role of a lay pastor and in this role they can be raised up and equipped by the Senior Pastor to be future church planters
- Small group leadership classes enable the Senior Pastor to personally invest in the lives of the key leaders in the church. The Apostle Paul emphasised the need in the Body of Christ for more Fathers in the faith. **(1 Corinthians 4:15-16)**

### **A church can have many different types of small groups with different focuses.**

HAVING A VISION AND PURPOSE FOR EACH SMALL GROUP IS VERY IMPORTANT **(Habakkuk 2:2)**

This will help to ensure that no small group ever just becomes a social group but continues to have a focus for developing and empowering believers for the work of the ministry. As Christians we all have a mission field. For some it is our workplace, for others our school friends and neighbours. Wherever we go we should be open to God given opportunities to share our faith in Jesus Christ. **(1 Peter 2:9) (1 Peter 3:15) (2 Timothy 4:2)**

Each type of small group should serve a specific purpose within the church. All small groups should have the overall goal of helping to see Christians coming to maturity in their faith. Some types of small groups can have a specific training focus and last for only a set number of weeks, whilst others will have an ongoing Pastoral Care function and operate from week to week.

The overall purpose for running any small group should always be to equip and empower the church members to reach the community with the love of Christ and the gospel message, and to ensure that all believers become strong in their faith and follow God's plan for their life.

**There are many different types of small groups that a church can run.**



## **Some of the small groups that a church can run include:**

### **i) Fellowship / Bible Study Home groups (Hebrews 10:23-25) (2 Timothy 3:16-17)**

These should be the foundation on which a church establishes a strong Pastoral Care focus. These home groups of around 8-12 people enable Christians to receive pastoral care in a loving and caring atmosphere.

These small groups also enable new believers and new members to become an active part of church life as they connect with other believers from the church in the small group. These groups can also incorporate a regular outreach focus where non believers can be invited to special meetings, which have a focus of sharing the gospel in a relaxed and friendly informal way.

### **ii) Leadership Training Classes (2 Timothy 2:2) (Hebrews 5:12-14)**

### **iii) New Believers Classes (John 21:15-17)**

Jesus gave Simon Peter a threefold commission for him to be a **shepherd to the sheep. As Pastors and leaders we have the responsibility for seeing those who have been entrusted to us growing in their Christian walk and in their knowledge of God's Word** (2 Timothy 4:1-2)

New believer's classes enable all new Christians to have a solid start to their Christian walk. These (normally) weekly classes can go for a set period of time during which time new believers are taught the six foundations of our Christian faith, promises for all believers, keys to walking in victory and how to maintain a vibrant spiritual walk with the Lord. Church of Hope has also put together a New Believers Training Manual that can be downloaded from our Church of Hope website: [www.coh.org.au](http://www.coh.org.au) (Downloads Page)

These classes are also a key to preventing a new Christian from going back to their old ways, when they experience trials and pressures in life. **(Colossians 2:1-10)**

### **iv) Evangelism Training Classes / Workshops**

Every Pastor and leader should BOTH preach the gospel **(2 Timothy 4:5)** and help to equip and empower their church members to preach the gospel. **(Ephesians 4:11-12)**

## **v) Spiritual Gifts Workshops**

God has a unique plan for every believer's life (**Ephesians 2:10**) and He has given each believer different gifts (**Romans 12:3-8**) (**1 Corinthians 12:4**) (**1 Corinthians 12:7-11**) and ministries (**Ephesians 4:11-12**) (**1 Corinthians 12:5-6**)

Spiritual Gifts workshops help Christians to identify their spiritual gifts and to receive clearer direction BOTH in terms of what ministry God has for them now and in the future. This enables each believer to focus on their ministry strengths and to help prepare for God's call upon their life.

These workshops include a questionnaire which contains many different types of questions, which help to clarify what spiritual gifts are strongest for each believer.

**IT IS GOOD FOR THE SENIOR PASTOR TO RUN THESE WORKSHOPS IF POSSIBLE, as they have the overall responsibility for ensuring that those entrusted to them are given every opportunity to fulfil their God given destinies.**

**vi) Prayer Groups** - These groups give those with a gift of intercession and all believers the opportunity of meeting together to pray for their community and church (**1 Timothy 2:1-3**)

## **vii) Walking in Freedom Courses**

(i.e. Jack Hayford's 10 week Cleansing streams course. This course helps Christians to walk in victory and to be delivered from any demonic oppression or strongholds)

## **viii) Youth Groups**

## **ix) Children's Clubs (Groups)**

## **x) Ministry Evangelism Outreach Teams**

**xi) Understanding Christianity Meetings** (Explaining Christianity to unbelievers) I.e. THE ALPHA COURSE (These are run over 10 weeks)

## **xii) Special interest / focus small groups**

- Worship Teams (Weekly Practice Nights)
- Knowing your bible classes (**2 Timothy 3:16-17**)
- **Creative Arts Groups** (For those with a heart to do creative outreaches and Sunday Service dramas / skits)
- **Community Care Groups** (For those who have a heart to plan and organise regular community outreaches)

### **xiii) Life Skills / Recovery Training Courses**

(Run once a week for several weeks, or over a weekend)

- Anger Management Classes
- Divorce Recovery Groups
- Trauma Recovery Groups
- Overcoming Life Controlling Habits
- Overcoming Depression Support Groups
- Marriage Preparation Classes

## **6) A GOOD LEADER IS A ROLE MODEL TO OTHERS**

**(2 Corinthians 6:3-7)**

**The Apostle Paul wrote to Timothy,** “Let no one despise your youth, but be an example to the believers in word, in conduct, in love, in spirit, in faith, in purity.” **(1 Timothy 4:12)**

**A good leader:**

- i)* Is an example to others **(1 Peter 5:2-4) (John 13:13-17) (1 Tim. 4:12-16)**
- ii)* Continually encourages others **(Hebrews 3:12-13)**
- iii)* Sees the best in others and has a commitment to and love for those people that the Lord has entrusted to them to oversee **(Acts 20:28)**
- iv)* Is committed to training up and helping OTHERS to realise their God given destinies **(Ephesians 4:11-12)**
- v)* Is not critical and judgemental but continually wants the best for others. All discipline and correction is done by them in love **(2 Timothy 23-25)**, and
- vi)* Has a humble dependence on God **(Matthew 23:12) (Psalm 147:6)**
  - **Moses was a great but very humble leader. He was the most humble man on earth.** (Numbers 12:3)
  - **Jesus was our example of Humility** (Philippians 2:5-11)
  - **Jesus only did what His Father showed Him to do** (John 5:19) (John 5:30) (John 17:4)
  - **Humility is the prerequisite for promotion in the Kingdom of God** (1 Peter 5:6) **and the mark of true greatness** (Matthew 18:1-4) **GREAT LEADERS ACKNOWLEDGE THEIR DEPENDENCE ON GOD.**

## ATTACHMENT TWO

### THE PRINCIPLE OF TWELVE

Jesus spent much of His time in ministry training up and equipping twelve disciples. Before ascending back to Heaven Jesus gave the command “Go therefore and make disciples of all the nations ...teaching them to observe all things that I have commanded you;” (**Matthew 28:19-20**)

The Apostle Paul also emphasised the importance of training up other Christians who in turn would be empowered to raise up other mature disciples. In his letter to the young Pastor Timothy, he wrote, “You therefore, my son, be strong in the grace that is in Christ Jesus. 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 Timothy 2:1-2**)

*Within the context of a small group or home group, Christians can be prepared for ministry roles within the church. Small groups are also a great vehicle for helping new Christians to become connected to a local church.*

The early church had many house fellowship groups (**Acts 5:42**) and as a result “believers were **increasingly** added to the Lord, multitudes of both men and women,” (**Acts 5:14**) During this period the number of disciples was multiplying in number. (**Acts 6:1**) Having healthy small group fellowships in a local church is a key to church growth and to seeing individual believers being trained up and mobilised into their ministry callings.

Larry Stockwell in his model of the Cell Church came up with a model for multiplying the small groups in his church. This model has been incorporated in the following example of how to raise up healthy cell or home group fellowships in a local church.

#### **Raising up and Multiplying Small Groups (House Churches):**

- 1) The church leader or pastor of a new church plant or an existing church which has no small groups, needs to begin by running a small group for potential leaders. Over a period of time this group should be allowed to grow until it reaches twelve people.
- 2) In this group for potential leaders, which is run by the Senior Pastor, future small group leaders are trained up. Part of the training in this Senior Pastor’s Leadership small group would also involve preparing these leaders for other future ministry roles in the church.
- 3) Over a period of time, as God leads, the Senior Pastor raises up each of these potential leaders to become small group leaders.
- 4) These small group leaders are now the *Pastor’s assistants* and *continue to be a part of his leadership small group*. In this way the small group leaders that the Senior Pastor has raised up, will still be ministered to and mentored by him as they themselves minister to others in their own small groups.

- 5) Each of these *Pastor's assistants* will continue to be trained up and mentored by the Senior Pastor in his *Leadership small group*. In addition to being coached in their small group leadership role, these assistants would also be equipped personally by the Senior Pastor to prepare them for future ministry roles as the church begins to grow in numbers. i.e. Preparing them to oversee and train those who will be involved in the Children's ministry as many new families are added to the church in the future.
- 6) The Senior *Pastor's input* into the lives of the Pastor's assistants in his small group is obviously very important. Those being raised up as leaders will *reflect the heart and the character of the Pastor himself*. Jesus Himself said, "*A disciple is not above his teacher, but everyone who is perfectly trained will be like his teacher.*" (Luke 6:40)
- 7) Each of these *Pastor's assistants* would have been *fully* equipped by the Senior Pastor before being appointed as a small group leader, to disciple up to twelve people in their own small group and to see everyone in his or her small group as also being potential future leaders. Each of these Pastor's assistants would also have been encouraged to place an emphasis on evangelism in their new small group. In this way each small group will quickly grow to twelve members and each member of the small group will also be empowered to evangelise to others.
- 8) Every small group leader should be active in soul winning and in equipping those in their small group in the area of evangelism. Each small group leader should also be looking at grooming and preparing potential leaders. The Senior Pastor's passion for evangelism will invariably be reflected in the lives of their *Pastor's assistants* and in those who their assistants in turn train up and disciple in the future. For this reason it is imperative that the senior pastor of every church seeks God to have His heart for the lost.
- 9) The training up and development of good small group leaders is a key to retaining the harvest of lost souls which will come in when we experience revival. If a church has trained up many potential leaders, as hundreds and even thousands are saved, these new believers can be placed in home groups. At the end of the Apostle Peter's first sermon after the Day of Pentecost, three thousand people called on the Name of Jesus.
- 10) Over a period of time the Senior Pastor will in God's timing release the small group leaders (Pastors assistants) in his group to raise up new small groups and to disciple and mentor those who will be leading these *new small groups*. These *pastor's assistants* will now themselves be training up and equipping new small group leaders. They themselves (*the senior pastor's assistants*) will continue to be part of the Senior Pastor's small group but they will now have a group of small group leaders that they themselves are responsible for discipling and mentoring.

- 11) The Pastor's assistants now have the responsibility of training up and *preparing* those in their own small groups to be future small group leaders themselves. As the Lord leads, the Pastor's assistants, with the approval of the Senior Pastor, begin to raise up leaders to run new small groups. Over a period of time each of the Pastor's assistants will also end up having a group of twelve small group leaders that they are discipling and mentoring on an ongoing basis. Eventually in God's timing, the Pastor's assistants will themselves *release the small group leaders that they are mentoring and discipling*, to establish their own new small groups and to disciple and mentor the leaders who are will be running them.
- 12) The small group leaders that they have now released to train up other small group leaders will still however continue to attend the Pastor's assistants small groups (for continued leadership training and development) but they will also now be training and equipping other new small group leaders themselves.
- 13) When *this new group of small group leaders are in turn themselves released in the future* to raise up and mentor the next group of small group leaders, there will be an additional 20,736 new small groups raised up. This is why Jesus chose to disciple twelve apostles who would then in turn teach others all those things that He had taught them during His ministry here on earth. (Matthew 28:20)
- 14) This Discipleship model has a number of great advantages. Firstly each small group leader in the church is both ministered to as well as ministering to others. Secondly, every small group leader is accountable to another leader. Finally this model also helps to see every person being given the opportunity to be recognised for some future leadership role and to be better equipped for their ministry calling.
- 15) As all small group leaders are also ministered to in this model, all leaders are in turn far more empowered to raise up strong and capable future small group leaders themselves in the groups that they run.
- 16) This church growth model provides good training and accountability for all the small group leaders. If this is also combined with an evangelism and evangelism training focus in each of the small groups, multiplication of small groups will increasingly occur.

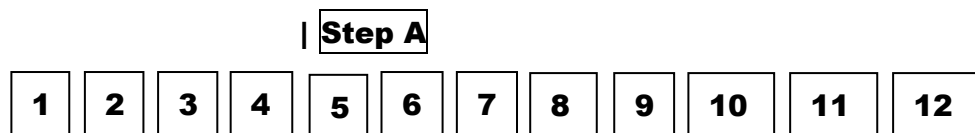
GIVEN THE VILLAGE STRUCTURE IN INDIA AND AFRICA, THIS SMALL GROUP MULTIPLICATION MODEL WOULD BE IDEAL FOR PLANTING HOUSE CHURCHES THROUGHOUT THE VILLAGES OF INDIA AND AFRICA.

(i.e. A Pastor in an established local church could raise up over a period of time twelve "pastor's assistants" in a leadership training small group run by him or her. As God directs, these twelve assistants could then be raised up to be small group leaders in twelve different villages and begin the above discipleship multiplication process. **This discipleship model can be clearly understood by looking at the following Schematic Illustration)**

# SCHEMATIC ILLUSTRATION OF THIS DISCIPLESHIP MODEL

## SENIOR PASTOR

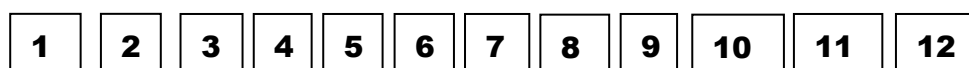
(12 Senior Pastor's Assistants) After being trained and equipped by the Senior Pastor, each Pastor's assistant is given their own small group to lead. **(Step A)** After the Pastor's assistants have proved faithful in leading their own small group, the Senior Pastor also releases them to train up new small group leaders (up to 12) themselves. **(Step B)** They continue to be a part of the Senior Pastor's Leader Class



EACH OF THE SENIOR PASTOR'S ASSISTANTS RAISE UP AND SHEPHERD A SMALL GROUP OF UP TO TWELVE MEMBERS

### Step B

EACH PASTOR'S ASSISTANT IS EVENTUALLY RELEASED TO TRAIN UP SMALL GROUP LEADERS THEMSELVES (UP TO TWELVE SMALL GROUP LEADERS)



The members in the small groups run by the Senior Pastor's Assistants are trained up to become small group leaders themselves. **(Step C)** After a period of time they will also be released to train up small group leaders themselves. **(Step D)** They will continue to be mentored in the small groups run by the Pastor's Assistants. (Leadership training)

### Step C

THE TWELVE SMALL GROUP LEADERS TRAINED UP BY EACH OF THE SENIOR PASTOR'S ASSISTANTS NOW LEAD THEIR OWN SMALL GROUP OF UP TO TWELVE MEMBERS. AFTER SOME TIME THEY ARE ALL EVENTUALLY RELEASED **Step D** TO RAISE UP NEW SMALL GROUP LEADERS THEMSELVES (UP TO TWELVE SMALL GROUP LEADERS EACH)



(In step D, each of these small group members are now also trained up and equipped to open up their own new small group)

### MULTIPLYING SMALL GROUP LEADERS

Using this discipleship model mature small group leaders are raised up who have ongoing accountability to other leaders. All small group leaders are both ministered to as well as ministering to others. After the twelve small group leaders *released by each of the Senior Pastor's twelve assistants* (12 x 12 = 144) have all raised up twelve more new small group leaders, an additional 1728 new small group leaders will be running small groups. (144 x 12) **When these new leaders raise up the next group of small group leaders in the future, there will be up to 20,736 additional small group leaders.** (1728 x 12)

*Twelve Small Group Leaders (Pastors Assistants) who continue to be mentored by the Senior Pastor in his leadership group*

**Up to 144**  
additional new Small Group Leaders have now been raised up who are being mentored by the Senior Pastor's Assistants

**Up to 1728**  
additional new Small Group Leaders (Step D) can now be raised up. They are all being mentored and disciplined by those leaders who have been raised up by the Senior Pastor's twelve assistants.

## **A WORKING EXAMPLE OF THIS DISCIPLESHIP MODEL**

Pastor Peter Shepherd plants a new church with a small team and has a vision to set up small groups to help his church to grow in the future.

**OR**

Pastor John Shepherd realises the need for his church to start developing some small groups to enable his church members to grow more in their faith and to help the church to grow in the future.

**IN BOTH THESE CASES THE CHURCH HAS NOT YET RUN SMALL GROUPS**

**IN THIS WORKING EXAMPLE WE WILL USE PASTOR JOHN SHEPHERD'S CHURCH TO ILLUSTRATE THIS DISCIPLESHIP MODEL**

- 1) Pastor John Shepherd starts a leadership class (small group) for potential small group leaders on a Monday night. Over a period of time it grows to twelve members. These small group meetings are held every Monday night from 7.30 pm**  
  
**Note:** This small group could be held on any week night or even on a Sunday afternoon, but I believe it would be best to run this group early in the week. The reason for this is that if the Senior Pastor wants to let all small group leaders know about any upcoming events or church policy in the future, he can let his own small group of leaders know first before they hold their own small group meetings later in the week.
- 2) After a season of preparation Pastor John Shepherd raises up each of these potential leaders to actually run their own small groups. For ease of illustration we will look at one of these members of Pastor John Shepherd's small group. For this example we will call this small group member's name Peter Sampson.**
- 3) Pastor John Shepherd now appoints Peter Sampson to start running his own small group every Thursday night from 7.30 pm. Over a period of 12 months Peter Sampson's small group grows to twelve members.**
- 4) Pastor John Shepherd now releases Peter Sampson to start raising up his own new small groups and to train and equip these new small group leaders in his Thursday night group.**
- 5) Those in Peter Sampson's small group (as God directs) are now raised up to begin their own small groups every Tuesday night from 7.30 pm. For example sake, let's say that one of these new Tuesday Night Small group leaders from Peter Sampson's group is called John Moses.**



- 6) After John Moses has established his own small group of twelve members over a period of twelve months in his Tuesday night meeting, Peter Sampson now with the approval of the Senior Pastor John Shepherd releases John Moses to raise up his own small groups and to train up these new small group leaders.
- 7) These new small groups may run on a Thursday night (or another suitable night) Lets for example sake say that one of the new small group leaders that John Moses has raised up is called John Paul and that he begins to run his own small group every Thursday night from 7.30 pm.
- 8) Having small group meetings mid-week on Tuesdays and Thursdays is probably the recommended days as there is a one day break between the two meetings. (Small group meetings can also be held on Saturdays or even on Sunday afternoons after the Church meetings if these days are more convenient)
- 9) In this model one of these small group meetings is to enable all small group leaders to be encouraged and ministered to themselves, so that they are then more empowered to minister to those who are in the small groups that they lead. In this way all small group leaders continue to grow themselves and become increasingly better equipped to run their own small groups.

**FUTURE CHURCH PLANTERS WILL INVARIABLY COME FROM SMALL GROUP LEADERS WHO GOD WILL RAISE UP TO PLANT NEW CHURCHES**

#### **THIS EXAMPLE CAN BE SUMMARISED AS FOLLOWS**

**Monday Night:** Pastor John Shepherd runs a leadership small group of twelve (**Peter Sampson attends this small group**)

*(This is the foundational small group)*

**Thursday Night:** Peter Sampson leads a small group of twelve (**John Moses attends this small group**)

*(At this level of the discipleship model Peter Sampson is one of 12 new small group leaders)*

**Tuesday Night:** John Moses leads a small group of twelve (**John Paul attends this small group**)

*(At this level of the discipleship model John Moses is one of an additional 144 new small group leaders who have been raised up)*

**Thursday Night:** John Paul leads a small group of twelve

*(At this level of the discipleship model John Paul is one of a further 1728 new small group leaders who have been raised up)*

## **MULTIPLYING OUTREACH TEAMS**

**Jesus Himself stressed the importance and urgency for preaching the gospel.**

“Do you not say, ‘There are still four months and then comes the harvest’? Behold, I say to you, lift up your eyes and look at the fields, for they are already white for harvest!” **(John 4:35)**

“Go into all the world and preach the gospel to every creature.” **(Mark 16:15)**

**A big part of Church of Hope’s ministry in Australia has involved sending out ministry teams into the streets of Melbourne and Sydney. The following Scripture has been at the heart of all these outreaches.**

“...Go out quickly into the streets and lanes of the city, and bring in here the poor and the maimed and the lame and the blind.” **(Luke 14:21)**

**Jesus also said, “... the Harvest truly is great, but the labourers are few;”**  
(Luke 10:2)

AS A RESULT OF THE URGENT NEED TO PREACH THE GOSPEL TO THE LOST, THE FOLLOWING MULTIPLICATION STRATEGY HAS BEEN PUT TOGETHER TO HELP IN RAISING UP MULTIPLE OUTREACH TEAMS

- 1) Each outreach team has one main preacher with an evangelist’s heart and another who is being developed and trained up**
- 2) Each outreach team consists of 4 or more members with a good mix of spiritual gifts. (Evangelism, Pastoral, Helps, Mercy, Worship)**
- 3) To complement these gospel outreach meetings, teams of two are also sent out to reach out to the lonely if there are enough Christians.**
- 4) When an outreach team reaches 8 members or more, the team is split into two teams. If there are too many Christians there is a danger that the focus for lost souls can be lost as believers begin to talk with each other during the outreach. BEING FOCUSSED IS A KEY TO EFFECTIVE OUTREACHES.**
- 5) After forming a second outreach team, the assistant preacher now becomes the main preacher of this new outreach team. He is now also responsible for helping to train up and develop an assistant preacher who will be able to lead another outreach team in the future.**

- 6) Every outreach team must be led by a mature Christian who is planted in a local church.**
- 7) Each major outreach team (Where we use a PA system with preaching and worship) should ideally include two people with a shepherd's heart. Given the loneliness that many people are now experiencing in this world, the pastoral side of the outreaches is also very important. Having caring Christians to complement the evangelism messages being preached, helps to connect people to a local church. IT IS GOOD WHEN NEW BELIEVERS CAN BE SAVED INTO THE CHURCH. In the first church "the Lord added to the church daily those who were being saved." (Acts 2:47)**
- 8) Monthly Evangelism classes are also held to help equip and empower those Christians who join our outreach teams. It is good if every team member is equipped to share their faith and testimony with those that they meet during the outreaches. (Ephesians 4:11-12)**

# HAVING EFFECTIVE MINISTRY TEAMS

## (Attachment One) Introduction:

One will put a thousand to flight but two will put ten thousand to flight. Having a unified team enables individuals to do more than they could achieve if they were to do things separately. The combining of different gifts and talents in a team gives each person the ability to accomplish more than if they were to operate in isolation.

God is vitally concerned about each member of the body being connected and in relationship with others. It is in working together with others who God brings into our life, that we can realise the potential in our own lives.

Jesus Himself had twelve disciples who walked with Him. The bible says much about the need to be connected with others. Right from the beginning God has said, **“It is not good that man should be alone;...”** (Genesis 2:18) *Jesus sent out His disciples two by two.* (Luke 10:1)

- “For by wise counsel you will wage your own war, And in a multitude of counsellors there is safety. **(Proverbs 24:6)**
- “Without counsel, plans go awry, But in the multitude of counsellors they are established.” **(Proverbs 15:22)**
- “For where two or three are gathered together in My name, I am there in the midst of them.” **(Matthew 18:20)**
- “A man who isolates himself seeks his own desire; He rages against all wise judgment.” **(Proverbs 18:1)**

When Peter began to preach his sermon on the day of Pentecost **(Acts 2:14-36)** the eleven other disciples stood with him in unity. **(Acts 2:14)** On that day three thousand souls were saved. **(Acts 2:41)**

## There are several keys to having a team of influence:

### 1) There must be a shared vision:

**“Where there is no revelation, the people cast off restraint.”** (Proverbs 29:18a)

**“Write the vision and make it plain on tablets, that he may run who reads it.”**  
(Habakkuk: 2:2a)

### 2) We must allow the Lord to build our church / teams:

Leaders must seek the Lord for His strategies for their church.

**In the book of Proverbs we read, “Trust in the Lord with all your heart, and lean not on your own understanding; In all your ways acknowledge Him, and He shall direct your paths.”** (Proverbs 3:5-6)

### 3) We must (as a team) have faith in God:

Israel failed to enter the Promised Land for forty years because:

- i) **Ten of the team of twelve spies had unbelief**
- ii) **These ten spies were crippled by fear**
- iii) **They only saw the giants in the land (The size of the enemy),**
- iv) **They failed to trust God and His promise to them, (That they would possess the promised land),**
- v) **Only two of the team of twelve spies had faith to take the Promised Land.**

**WE MUST HAVE FAITH TO BELIEVE THAT OUR CHURCHES CAN MAKE AN IMPACT IN OUR COMMUNITY AND THAT OUR CITIES AND NATION CAN BE WON TO JESUS.**

***“FOR WITH GOD NOTHING WILL BE IMPOSSIBLE” (LUKE 1:37)***

- **We need to become God dependent (Just do what Jesus says to)**
- **We need to acknowledge that His ways are higher than ours**  
“Because the foolishness of God is wiser than men, and the weakness of God is stronger than men.” **(1 Corinthians 1:25)**  
“For My thoughts are not your thoughts, nor are your ways My ways,” says the Lord. “For as the heavens are higher than the earth, so are My ways higher than your ways, and My thoughts than your thoughts.” **(Isaiah 55:8-9)**
- **He must be our strength**  
The Lord said to the apostle Paul, “My grace is sufficient for you, for My strength is made perfect in weakness...” **(2 Corinthians 12:9)**
- **Prayer must be a priority in our church and ministry teams**  
Prayer was a big part of the early church. Persecution drove the first disciples to pray together. **(Acts 4:24-31)**  
“And when they had prayed, the place where they were assembled together was shaken; and they were all filled with the Holy Spirit, and they spoke the word of God with boldness.” **(Acts 4:31)**
- **We must do things in His strength and in his Power**  
This was the word of the Lord to Zerubbabel: “Not by might nor by power, but by My Spirit,” says the Lord of Hosts.” **(Zechariah 4:6)**

## 4) We must stay focused on our vision:

### - We must be committed to completing our destiny

Jesus said, “No one, having put his hand to the plow, and looking back, is fit for the Kingdom of God.” (Luke 9:62)

Jesus also said, “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 – lest, after he has laid the foundation, and is not able to finish, all who see it begin to mock him, “saying, ‘This man began to build and was not able to finish.” (Luke 14:28-30)

**It is important that we never give up on what God has called us to do. However, it is always imperative that we:**

- 1) Only do what God wants us to do,**
- 2) That we allow Him to build and establish his plan for our team, and**
- 3) That we do not run ahead of God.**

We must allow the Lord to unfold his strategies for our church and ministry teams and allow *each season of preparation to be completed* before we commence the next phase or level of ministry.

### - We must not grow weary in doing good

“And let us not grow weary while doing good, for in due season we shall reap if we do not lose heart.” (Galatians 6:9)

### - We must have persistence

“For you have need of endurance, so that after you have done the will of God, you may receive the promise.” (Hebrews 10:36)

### - We must have courage to complete our destiny

The LORD said to Joshua, “**Be strong and of good courage**, for to this people you shall divide as an inheritance the land which I swore to their fathers to give them. Only be strong and **very courageous**, that you may observe to do according to all the law which Moses My servant commanded you; do not turn from it to the right hand or to the left, that you may **prosper wherever you go**.”

“This Book of the Law shall not depart **from your mouth**, but you shall meditate in it day and night, that you may observe to do according to all that is written in it. **For then you will make your way prosperous, and then you will have good success**. “Have I not commanded you? Be strong and of GOOD COURAGE; do not be afraid, nor be dismayed, for the Lord your God **is with you wherever you go**.” (Joshua 1:6-9)

## - **We must be prepared to make sacrifices**

Jesus said, “Most assuredly, I say to you, unless a grain of wheat falls into the ground and dies, it remains alone; but if it dies, it produces much grain. He who loves his life will lose it, and he who hates his life in this world will keep it for eternal life.” **(John 12:24-25)**

**IN A WORLD FULL OF TEMPTATIONS, DISTRACTIONS AND CHALLENGES, WE MUST CHOOSE TO COMMIT TO GOD’S PLAN FOR OUR CHURCH, OUR LIFE AND WHATEVER MINISTRIES WE ARE INVOLVED IN. WE MUST SET OUR MIND ON THINGS ABOVE.**

## **5) The power of unified prayer**

**The first disciples operated in power in the early church and saw thousands impacted by the gospel and the signs and wonders that accompanied the preaching of the word. United prayer was a key factor in seeing the early church grow.**

“These (Disciples) all continued with one accord in prayer and supplication, with the women and Mary the mother of Jesus, and with His brothers.” **(Acts 1:14)**

“And they continued steadfastly in the apostles’ doctrine and fellowship, in the breaking of bread, and in prayers. Then fear came upon every soul, and many wonders and signs were done through the apostles.” **(Acts 2:42-43)**

**AFTER BEING PERSECUTED FOR SHARING THEIR FAITH IN JESUS, THE DISCIPLES RAISED THEIR VOICE TO GOD WITH ONE ACCORD:**

“Now, Lord, look on their threats, and grant to Your servants that with all boldness they may speak Your word, “By stretching out Your hand to heal, and that signs and wonders may be done through the name of Your holy Servant Jesus.” And when they had prayed, the place where they were assembled together was shaken; and they were **all filled with the Holy Spirit**, and they *spoke the word of God with boldness.*” **(Acts 4:29-31)**

## **6) Team unity will produce powerful results:**

**Much emphasis in the early church was placed on unity and prayer. Being of one accord was a dominant trait of the early church leaders. Their unity and agreement was both spiritual and practical, and not only theological, for they shared their lives and possessions. They met often to pray, revealing both a relationship with each other and a total reliance on God.**

“Now all who believed were together, and had all things in common, and sold their possessions and goods, and divided them among all, as anyone had need. So continuing daily with one accord in the temple, and breaking bread from house to house, they ate their food with gladness and simplicity of heart...And the Lord added to the church daily those who were being saved.” **(Acts 2:44-46, 47a)**

## **WHERE THERE IS UNITY, THERE IS POWER AND GRACE**

### **AS A TEAM WE MUST BE OF ONE HEART AND ONE SOUL**

**In the book of Acts we read,** “Now the multitude of those who believed were of one heart and one soul; neither did anyone say that any of the things he possessed was his own, but they had all things in common. And with great power the apostles gave witness to the resurrection of the Lord Jesus. And great grace was upon them all.” (Acts 4:32-33)

THIS KINGDOM VIEW FOR OUR FINANCES IS A KEY TO SEEING THE CHURCH MAKE AN IMPACT IN THE COMMUNITY. WE MUST BE MISSIONS MINDED. IF JESUS IS TRULY LORD OF OUR HEART, OUR FINANCES WILL BE HIS AS WELL AND WE WILL GIVE TO THE WORK OF EVANGELISM AND MISSIONS AS HE PURPOSES IN OUR HEART TO GIVE.

### ***WE MUST ENDEAVOUR TO MAINTAIN UNITY AT ALL TIMES***

**LIKE A CHAIN, A TEAM IS ONLY AS STRONG AS ITS WEAKEST LINK (TEAM MEMBER). OUR LIVES IMPACT THE LIVES OF OTHERS**

**Jesus said,** “Every kingdom divided against itself is brought to desolation, and every city or house divided against itself will not stand.” (Matthew 12:25)

**WE NEED TO SEEK UNITY WITH ALL CHRISTIANS AND BE OF ONE ACCORD IN OUR CHURCHES AND MINISTRY TEAMS**

## **SOME KEYS FOR MAINTAINING UNITY ARE:**

### **i) Walking in love towards each other (By this people will know that we are His disciples)**

Jesus said, “A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another.” (John 13:34-35)

### **ii) All team members knowing how to walk in the Spirit**

**The Apostle Paul said,** “I say then: Walk in the Spirit, and you shall not fulfil the lust of the flesh.” (Galatians 5:16)

In the book of James we read, “But if you have bitter envy and self-seeking in your hearts, do not boast and lie against the truth...For where envy and self-seeking exist, confusion and every evil thing are there...Now the fruit of righteousness is sown in peace by those who make peace.” (James 3:14, 16, 18)

**The Apostle Paul cautioned the church in Galatia:** “For all the law is fulfilled in one word, even in this: You shall love your neighbour as yourself. But if you bite and devour one another, beware lest you be consumed by one another!” (Galatians 5:14-15)



### iii) **Dealing quickly with any spirit of division**

“But avoid foolish disputes, genealogies, contentions, and strivings about the law; for they are unprofitable and useless. Reject a divisive man after the first and second admonition, knowing that such a person is warped and sinning, being self- condemned.” **(Titus 3:9-11)**

The Apostle Paul said in his letter to the church in Rome, “Now I urge you, brethren, note those who cause divisions and offenses, contrary to the doctrine which you learned, and avoid them. For those who are such do not serve our Lord Jesus Christ, but their own belly, and by smooth words and flattering speech deceive the hearts of the simple.” **(Romans 16:17-18)**

### iv) **Each team member has a heart to serve others, and**

“Yet it shall not be so among you; but whoever desires to become great among you, let him be your servant...Just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many,” **(Matthew 20:26,28)**

### v) **Each team member (church leader) has died to selfish ambition. Loyalty and humility are two necessary traits for all those who are placed in leadership.**

“Be kindly affectionate to one another with brotherly love, in honour giving preference to one another.” **(Romans 12:10)**

“Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself.” **(Philippians 2:3)**

**A CHURCH MUST HAVE DISCIPLESHIP STRUCTURES IN PLACE TO HELP ALL BELIEVERS TO GROW IN THE FRUIT OF THE SPIRIT AND TO FIND AND FOLLOW GOD’S PLAN FOR THEIR LIFE.**

## 7) **Individually each team member must seek to become more Christlike:**

The call to discipleship involves following in the steps of Jesus and becoming more like Christ. To become a disciple involves surrendering all of your life to Jesus Christ. Those in leadership in churches need to be living examples of what it is to be a disciple of Jesus Christ.

A leader who is passionate for the things of God, for lost souls and who is servant hearted will by his own example encourage others to lay down their lives for Jesus Christ.

**Jesus Himself said**, “If anyone desires to come after Me, let him deny himself, and take up his cross daily, and follow Me. For whoever desires to save his life will lose it, but whoever loses his life for My sake will save it” **(Luke 9:23-24)**

## **SMALL (GROWTH) GROUPS OR CARE (HOME) GROUPS, ARE A KEY TO SEEING NEW BELIEVERS DISCIPLED AND GROWING IN THEIR FAITH**

**Encouraging the mature Christians to mentor new believers is also another key to seeing Christians growing in their faith. All leaders in particular should have accountability with other mature Christians. *The relationship of Apostle Paul to Timothy is a biblical model for mentoring.***

*Having good discipleship and mentoring structures in place in a church, enables new believers to grow more quickly in their faith and in developing Christian character in their lives. (Fruit of the Spirit)*

The following areas of character, which are important in the lives of all Christians, can be addressed in small care groups and mentoring relationships. Christians who struggle in these areas are capable of bringing disunity into any church, group or team:

### **i) Any form of pride (God resists the proud)**

- a) Rebellion**
- b) Being easily offended**
- c) Religious Pride**
- d) Excessive desire for praise**
- e) Finding it hard to say 'I am sorry' even when in the wrong**
- f) Inability to acknowledge when you are wrong**
- g) Defensive / critical spirit**

### **ii) Having an unteachable spirit**

“For there are many insubordinate, both idle talkers and deceivers, especially those of the circumcision, whose mouths must be stopped, who subvert whole households, teaching things which they ought not...They profess to know God, but in works they deny Him, being abominable, disobedient, and disqualified for every good work.”

**(Titus 1:10-11 & 16)**

***iii) Not adapting to or yielding to the best interests of the group or team (Having an independent spirit)***

***iv) A person who is envious or self seeking***

THE FOLLOWING TRAITS CAN BE ENCOURAGED AND DEVELOPED IN THE CONTEXT OF A LOVING SMALL GROUP, OR MENTORING RELATIONSHIP:

- i) Humility,**
- ii) Forgiveness and reconciliation,**
- iii) Integrity (Through accountability to others),**
- iv) Personal obedience to God,**
- v) Helping new believers to become encouragers of others,**
- vi) Developing relationship skills, and**
- vii) Helping new believers to walk in love towards others.**

## **8) The importance of esteeming others better than yourself (Helping others to fulfil their destinies):**

**“Be kindly affectionate to one another with brotherly love, in honour giving preference to one another.” (Romans 12:10)**

**“Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself.” (Philippians 2:3)**

## **9) Each team member is using their gifts**

**God gives each believer gifts and abilities to be used for the Body of Christ and in expanding God’s kingdom. It is so important that believers are given an opportunity to use their spiritual gifts. The church must encourage all believers to use and exercise their ministry and spiritual gifts for the edifying and expansion of the Body of Christ.**

**“There are diversities of gifts, but the same Spirit. There are differences of ministries, but the same Lord. And there are diversities of activities, but it is the same God who works all in all. But the manifestation of the Spirit is given to each one for the profit of all:**

**For to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, to another faith by the same Spirit, to another gifts of healings by the same Spirit, to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues. But one and the same Spirit works all these things, distributing to each one individually as He wills.” (1 Corinthians 12:4-11)**

## 10) Each member of the team is placed where God has positioned them

God has a unique plan and purpose for every Christian's life. It is only in doing what God has called us to do, do we experience the fulfilment that comes from serving Him. To have a team of influence it is imperative that each member of the team is:

### i) Placed by God in the team

“But now God has set the members, each one of them, in the body just as He pleased.” (1 Corinthians 12:18)

The steps of a good man are ordered by the Lord, and He delights in his way.” (Psalm 37:23)

### ii) Has a role which is suited to them

The apostle Paul said in his letter to the Colossian church:

“And say to Archippus, “Take heed to *the ministry which you have received in the Lord*, that you may fulfil it.” (Colossians 4:17)

“For we are His workmanship, created in Christ Jesus for good works, which *God prepared beforehand* that we should walk in them.” (Ephesians 2:10), and

### iii) Each team member is given the opportunity to use their gifts

“from whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which *every part does its share*, causes growth of the body for the edifying of itself in love.” (Ephesians 4:16)

“Even so you, since you are zealous for spiritual gifts, let it be for the edification of the church that you seek to excel.” (1 Corinthians 14:12)

**IT IS IMPERATIVE THAT IN BUILDING A CHURCH LEADERSHIP TEAM AND WHEN FORMING MINISTRY TEAMS, THAT WE ALLOW THE LORD TO BE IN CONTROL OF ALL THAT WE ARE DOING: UNLESS THE LORD BUILDS THE HOUSE WE LABOUR IN VAIN: WHEN GOD BUILDS A TEAM**

**i) There is a greater likelihood of there being team unity,**

**ii) Each individual team member will be placed in a role that fulfils him or her,**

**iii) The team building process will be far easier** (The Lord knows what is best, and the best blend of people and gifts for a particular church or ministry. Churches must be able to minister to the needs of the people in the community. These needs can vary considerably from place to place),

**iv) The team will operate in power and there will be much fruit forthcoming, and**

**v) The team will just seem to run smoothly as everyone does their part**

## **11) That all team members have a heart to see people won to Jesus. (He who wins souls is wise)**

Every church leadership team and ministry team should never lose sight of the fact that Jesus Christ came to seek and to save the lost. The heartbeat of every church and ministry team should be to see heaven populated and hell plundered. Jesus had compassion for the lost

*“Then Jesus went about all the cities and villages, teaching in their synagogues, preaching the gospel of the kingdom, and healing every sickness and every disease among the people.*

*But when He saw the multitudes, He was moved with compassion for them, because they were weary and scattered, like sheep having no shepherd.” (Matthew 9:35-36)*

### **JESUS SAID PRIOR TO RETURNING TO HEAVEN**

“Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.” **(Matthew 28:19)**

“Go into all the world and preach the gospel to every creature.” **(Mark 16:15)**

### **GOD WANTS ALL PEOPLE TO HAVE ETERNAL LIFE**

“Say to them: ‘As I live,’ says the Lord God, ‘I have no pleasure in the death of the wicked, but that the wicked turn from his way and live...” (Ezekiel 33:11a,b)

## **12) The focus of all leaders of churches, small groups, ministry teams and other teams / groups should be:**

*Training*

*Teaching*

*Equipping*

*Empowering*

*Assisting*

*Affirming*

*Multiplying*

*Mobilising*

Others to help them to find their fit in the Body of Christ and to fulfil their God given destiny as part of the team.

# THE ROLE OF THE FIVE FOLD MINISTRY

“And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, 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.” (Ephesians 4:11-13)

## **SO THAT EVERY PART (OF THE BODY OF CHRIST) DOES ITS SHARE, CAUSING GROWTH TO THE BODY AND THE EDIFYING OF ITSELF IN LOVE**

We all have a role to play in the Body of Christ and we are all part of a bigger team where our gifts complement the gifts of others in helping to see the world won to Jesus. Church leaders must look at encouraging each believer in their church to find and follow God’s plan for their life.

## **A VIBRANT AND EFFECTIVE CHURCH PROVIDES OPPORTUNITIES FOR EACH BELIEVER TO FIND AND FOLLOW GOD’S DIRECTION FOR THEIR LIFE.**

*SPIRITUAL GIFTS WORKSHOPS ENABLE BELIEVERS TO IDENTIFY THEIR SPIRITUAL AND HELPS GIFTS, WHILST SMALL GROUP AND MENTORING RELATIONSHIPS HELP BELIEVERS TO GROW IN THEIR CHRISTIAN WALK AND TO USE THEIR SPIRITUAL GIFTS*

LEADERSHIP TRAINING AND MINISTRY PREPARATION CLASSES HELP TO PREPARE AND EQUIP BELIEVERS TO USE THEIR MINISTRY AND SPIRITUAL GIFTS.

*The Apostle Paul said to Timothy, “You therefore, my son, be strong in the grace that is in Christ Jesus. And the things that you have heard from me among many witness, commit these to faithful men who will be able to teach others also.” (2 Timothy 2:1-2)*

## **13) We cannot allow past setbacks and failures to stop us from fulfilling our destiny:**

Every church and individual will at times experience failures or disappointments. It is always important to keep our focus on Jesus and His vision for our Church or ministry team and for our own life.

**WE MUST BE FOCUSED ON FULFILLING EVERYTHING THAT GOD HAS FOR OUR CHURCH AND FOR OUR OWN PERSONAL LIVES**

**WHAT GOD STARTS HE WILL COMPLETE**

“Being confident of this very thing, that He who has begun a good work in you will complete it until the day of Jesus Christ.” (Philippians 1:6)

**WE ARE NEVER A FAILURE WHEN WE EXPERIENCE FAILURES. IT IS ONLY IF WE FAIL AND GIVE UP THAT WE ARE A FAILURE.**

## **WE MUST BE SINGLE MINDED LIKE THE APOSTLE PAUL**

### **THE APOSTLE PAUL:**

#### **i) DID NOT ALLOW HIS PAST FAILURES TO DEFEAT HIM**

“Brethren, I do not count myself to have apprehended; but one thing I do, forgetting those things which are behind and reaching forward to those things which are ahead.” (Philippians 3:13)

#### **ii) KEPT FOCUSED ON GOD’S PLAN FOR HIS LIFE**

“Not that I have already attained, or am already perfected; but I press on, that I may lay hold of that for which Christ Jesus has also laid hold of me...I press toward the goal for the prize of the upward call of God in Christ Jesus.” (Philippians 3:12 & 14)

#### **iii) KEPT HIS FOCUS ON FINISHING THE RACE AND FULFILLING HIS GOD GIVEN DESTINY**

Towards the end of his life here on earth, the Apostle Paul said, “I have fought the good fight, I have finished the race, I have kept the faith. Finally, there is laid up for me the crown of righteousness, which the Lord, the righteous Judge, will give to me on that Day, and not to me only but also to all who have loved His appearing.” (2 Timothy 4:7-8)

## **14) It is important for team members to have regular fellowship with each other (Leaders Meetings) and informal meetings to have FUN TOGETHER**

It is important for church leaders and team members to meet together regularly to maintain unity and focus. These meetings also enable the team members to encourage one another in their faith, particularly during times of tribulation. Prayer and worship should be an important part of these meetings.

Leaders and team members should be friends and not just acquaintances. Spending quality (social time) together on occasions will help to strengthen the unity in a ministry or church leadership team. We must ensure that we are always naturally spiritual and spiritually natural. We all need times of refreshing off the front line. We are in a marathon and not in a sprint.

**“And let us consider one another in order to stir up love and good works, not forsaking the assembling of ourselves together, as is the manner of some, but exhorting one another, and so much the more as you see the Day approaching.” (Hebrews 10:24-25)**

## 15) It's all about our hearts:

The impact that our church, our ministry teams and our own lives have on the community depends primarily on the condition of our hearts. Our lives and our churches have the potential to impact the lives of thousands, and even to see cities won to Jesus Christ. Reinhard Bonnke has been used by God to see most of Africa impacted by the gospel.

**But like Isaiah, we must respond to God's call,**

**"...Whom shall I send, And who will go for Us?" (Isaiah 6:8)**

**With a whole hearted,**

**"HERE AM I! SEND ME" (Isaiah 6:8)**

### **Having a right heart means:**

#### **i) Loving God**

"You shall love the Lord your God with all your heart, with all your soul, and with all your strength." (**Deuteronomy 6:5a**)

#### **ii) Obeying Him**

Jesus said, "If you love Me, keep My commandments. He who has My commandments and keeps them, it is he who loves Me...If anyone loves Me, he will keep My word; and My Father will love him, and We will come to him and make Our home with him...He who does not love Me does not keep My words..." (**John 14:15, 21a, 23, 24**)

"Behold, to obey is better than sacrifice, ..." (**1 Samuel 15:22b**)

#### **iii) Loving others**

Jesus said, "A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another." (**John 13:34-35**) and

#### **iv) Serving others**

Jesus said, "You know that those who are considered rulers over the Gentiles lord it over them, and their great ones exercise authority 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 slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many." (**Mark 10:42-45**)

**IN THE END WE MUST NEVER LOSE SIGHT OF THE MISSION THAT WE HAVE AS BELIEVERS - TO SHARE THE MESSAGE OF HOPE THAT WE HAVE IN JESUS CHRIST AND TO SEE HEAVEN POPULATED AND HELL PLUNDERED.**



## **Attachment Two** (Based on a teaching compiled by John Mc Martin)

# **CONFLICT RESOLUTION**

## **(A key to maintaining unity)**

The Bible says much about the importance of maintaining unity within the Body of Christ.

**The Apostle Paul wrote**, “Now I plead with you, brethren, by the name of our Lord Jesus Christ, that you all speak the same thing, and that there be no divisions among you, but that you be perfectly joined together in the same mind and in the same judgment.” **(1 Corinthians 1:10) and**

“Be of the same mind toward one another. Do not set your mind on high things, but associate with the humble. Do not be wise in your own opinion.”

**(Romans 12:16)**

### **THE EARLY CHURCH MOVED IN POWER. UNITY AMONGST BELIEVERS WAS A SIGNIFICANT FEATURE OF THE EARLY CHURCH**

“Now the multitude of those who believed were of one heart and one soul; neither did anyone say that any of the things he possessed was his own, but they had all things in common. And with great power the apostles gave witness to the resurrection of the Lord Jesus. And great grace was upon them all.” **(Acts 4:32-33)**

“And through the hands of the apostles many signs and wonders were done among the people. And they were all with one accord in Solomon’s Porch.” **(Acts 5:12)**

### **WHEN GOD IS MOVING IN A CHURCH THE DEVIL WILL DO EVERYTHING HE CAN TO BRING STRIFE INTO OUR FELLOWSHIPS.**

“Now in those days, when the number of the disciples was multiplying, there arose a complaint against the Hebrews by the Hellenists, because their widows were neglected in the daily distribution.” **(Acts 6:1)**

### **ONE OF OUR BIGGEST CHALLENGES IN LIFE IS DEALING WITH THE**

### **CONFLICTS THAT WE EXPERIENCE IN OUR LIFE AS A RESULT OF:**

- 1) Offenses**
- 2) Misunderstandings, and**
- 3) Disagreements**

## **THE WEBSTER DICTIONARY DEFINITION OF CONFLICT IS:**

- **Prolonged struggle**
- **A clashing or sharp disagreement**
- **To be in opposition**

## **CONFLICT HAS THE POTENTIAL TO:**

- **Destroy marriages and friendships**
- **Split churches**
- **Ruin Businesses**
- **Start Wars, and**
- **To drive some people to commit suicide**

## **CONFLICT IS HOWEVER A PART OF LIFE**

In life we will all experience conflicts at time. Conflicts are not necessarily harmful if they are dealt with creatively and in a reconciling way. Handled creatively people can experience personal growth and gain improved perspectives on how to do things in the future. Conflicts have the potential to hurt our church and to create ongoing friction between two or more people.

## **HOW DO WE DEAL WITH THOSE PEOPLE IN OUR CHURCH WHOSE DIVISIVE BEHAVIOUR IS BRINGING STRIFE INTO OUR CHURCH**

**The Apostle Paul wrote, “Reject a divisive man after the first and second admonition, knowing that such a person is warped and sinning, being self-condemned.” (Titus 3:10-11)**

**The Apostle Paul in his epistle to Titus makes it clear how we are to deal with difficult people.**

**Don’t argue with them – warn them and if they reject the warnings reject them.**

## **THERE ARE CERTAIN TIMES WHEN THERE IS A GREATER LIKELIHOOD OF EXPERIENCING CONFLICTS**

- **When buying land or when renting or building new premises**
- **When a church adopts a fresh and new vision**
- **When appointing new leaders**

## **SOME THINGS TO CONSIDER IN RELATION TO HANDLING CONFLICTS CAUSED BY DIVISIVE PEOPLE THAT WILL AFFECT THE CHURCH**

- **Don't bark at every car** (do not constantly be looking for problem people to address)
- **Pick your battles carefully** (Focus your attention on resolving those conflicts and divisive attitudes which must be addressed)
- **We need to look at addressing those problems and differences which will adversely affect others, our church and the vision for our church**
- **For major conflicts it is also wise at times to seek the counsel of other mature Christians before confronting those who are causing division in the church**
- **We need to do what God wants – Sooner rather than later**
- **The importance of prayer – fasting – before addressing conflicts**
- **As leaders it is important to seek God's timing and to know the right words to use when dealing with conflicts with church members**
- **Never publically address people when addressing conflicts with them. Otherwise, people in the church may take sides against us as leaders**

## **HOW PERSON TO PERSON CONFLICTS SHOULD BE ADDRESSED WITHIN A CHURCH**

**When there is a conflict between two or more people in a church, the Bible makes it clear how we should handle these situations:**

**“Moreover if your brother sins against you, go and tell him his fault between you and him alone. If he hears you, you have gained your brother. But if he will not hear, take with you one or two more, that ‘by the mouth of two or three witnesses every word may be established.’ v.17 *And if he refuses to hear them, tell it to the church. But if he refuses even to hear the church, let him be to you like a heathen and a tax collector.*” (Matthew 18:15-17)**

**VERSE 17 MAKES IT CLEAR THAT IF INDIVIDUALS CAN NOT SORT OUT THEIR DIFFERENCES BY THEMSELVES OR IN FRONT OF ONE OR TWO MORE WITNESSES THE MATTER MUST BE TAKEN TO CHURCH LEADERSHIP (*The elders of the church*)**

## ***CERTAIN TYPES OF PEOPLE ARE MORE PRONE TO CONFLICT***

- 1) **Know it all's** – Everyone else is wrong
- 2) **Perfectionists** – Sees everyone's faults except their own
- 3) **Self appointed judges** – They have a tendency to condemn people or to make assumptions about people
- 4) **Insecure people** – They can never admit to being wrong. They have the potential to hurt you
- 5) **Domineering** – Controlling and Unteachable
- 6) **Gossipers** – They spread rumours which cause strife (**Proverbs 18:8**)
- 7) **Angry People** – They invariably stir up strife and offend others
- 8) **Liars** – They exaggerate things and tell tales about others
- 9) **Quiet People** – Have the tendency at times to suppress things until they reach a breaking point and explode

## **THE BIBLE MAKES IT CLEAR THAT UN-DEALT WITH CONFLICTS HAVE THE POTENTIAL TO CAUSE GREAT HARM TO PEOPLE**

Genesis Chapter four speaks about man's first un-dealt with conflict between two brothers called Cain and Abel.

### **1) Jealousy – competition**

***Genesis 4:5***

“But He did not respect Cain and his offering. And Cain was very angry, and his countenance fell”

### **2) Resentment**

***Genesis 4:6***

“So the Lord said to Cain, “Why are you angry? And why has your countenance fallen?”

### 3) **Revenge**

*Genesis 4:7*

“If you do well, will you not be accepted? And if you do not do well, sin lies at the door. And its desire is for you, but you should rule over it.”

### 4) **Murder**

*Genesis 4:8*

“Now Cain talked with Abel his brother; and it came to pass, when they were in the field, that Cain rose up against Abel his brother and killed him.”

A QUESTION TO ANSWER REGARDING A POTENTIAL CONFLICT – **Is it worth it?**

### 5) **God sees what we do and knows the attitudes of our heart**

*Genesis 4:10-11*

“And He said, “What have you done? The voice of your brother’s blood cries out to Me from the ground. So now you are cursed from the earth, which has opened its mouth to receive your brother’s blood from your hand.”

### 6) **Conflicts result in a lack of productivity**

*Genesis 4:12a*

“When you till the ground, it shall no longer yield its strength to you.”

### 7) **People who have unresolved conflicts tend to be wanderers**

*Genesis 4:12b*

“A fugitive and a vagabond you shall be on the earth”

*Genesis 4:16*

“Then Cain went out from the presence of the LORD and dwelt in the land of Nod on the east of Eden.”

a) **Those with unresolved conflicts never settle too long.  
Relationships...Work...Church**

b) **Something happens – someone, something reminds them of their past hurt- OFF THEY GO.**

## 8) Our unresolved conflicts affect the next generations

### *Genesis 4:23*

“Then Lamech said to his wives: “Adah and Zillah, hear my voice; Wives of Lamech, listen to my speech! For I have killed a man for wounding me, Even a young man for hurting me.”

- *Lamech was Cain’s descendant*
- **That un-dealt with conflict –that angry spirit which was not dealt with – came out and two people die**
- *Conflict affects us all*
- **We either learn to handle them or they will destroy us.**
- **WHEN FACED WITH CONFLICTS WE MUST EITHER:**
  - i) **Let it go, if it is not important**
  - ii) **Sort it out**
  - iii) **Or if you cannot sort it out, let it go, or let them go – you have tried. (Romans 12:18) *“If it is possible, as much as depends on you, live peaceably with all men”***

### **SOME REASONS FOR CONFLICTS BETWEEN PEOPLE**

- **Different DESIRES – I want a new lounge – red, blue, yellow**
- **Unmet NEEDS in a relationship / church meeting**
- **Different IDEAS – i.e. My ideas or we will not go ahead and do it**
- **Uncommunicated EXPECTATIONS (You expect, but other person unaware)**
- **BEHAVIOUR TRAITS – Arrogant, Harsh, Soft**
- **LEADERSHIP STYLES – Pastoral versus Leadership**
- **The biggest is simply MISUNDERSTANDINGS that were not clarified**

## **HOW NOT TO DEAL WITH CONFLICT**

- 1) **Win** – I am right you are wrong. (We should always want to aim for a win-win situation)
- 2) **Withdraw** – this is hopeless they will not change
  - Avoiding conflict at all cost
  - Many use the “back off” approach to protect themselves
- 3) **Yield** – Some people’s perspective on conflict is “Differences are disastrous”
  - It’s far better to be nice, to submit, just go along with others demands
  - Personal goals or our needs are sacrificed when we yield. This will invariably lead to resentment
- 4) **Kill each other with words** (Proverbs 18:21)
- 5) **Poison people** - Negatively expressing our grievances to others in such a way that affects the church, the other person’s reputation and our relationships with others. A root of bitterness defiles many
- 6) **Taking on the victim mentality**
- 7) **Separating from one-another in resentment**

## **EIGHT BARRIERS TO HEALTHY CONFLICT RESOLUTION**

- 1) Being locked into old patterns – behaviours
- 2) Being discouraged from past failures
- 3) Wrong beliefs or values
- 4) Fear of being hurt or rejected
- 5) Anger (Hostility or indifference)
- 6) Denial (Ignoring the conflict)
- 7) Personal sin or weakness
- 8) Lack of communication or relational skills

## **HOW BEST TO RESOLVE CONFLICT**

**We need to first have a desire to resolve the conflict. To help in this conflict resolution process we need to:**

- 1) **Listen and Communicate** – Make it easy for the other person to respond. In marriage we need to hold up the yellow card
- 2) **Identify our own contribution to the conflict**
- 3) **Choose the Right Moment** – (No tempers)  
*Proverbs 30:33*  
“For as the churning of milk produces butter, And wringing the nose produces blood, So the forcing of wrath produces strife.
- 4) **Identify the real issues** (Major on the Majors)
- 5) **Get to the facts** – We must never respond to tales, emotion, or exaggeration
- 6) **Consider a mutual compromise**
  - i) Negotiate meeting half way
  - ii) Everyone comes part way
  - iii) But never compromise our values
- 7) **Practice Forgiveness**
- 8) **Re-build Trust with the other person**
- 9) **Put healthy boundaries in place**
- 10) **Give the other person an assurance of acceptance**
- 11) **Be nice – “Relax”**

**IF WE DO ALL OF THE ABOVE AND THERE IS NO CHANGE WE MUST MOVE ON. WE ARE ONLY RESPONSIBLE FOR OUR SIDE – AS MUCH AS DEPENDS ON US**

## **THE GIFTS OF THE SPIRIT**

The Spirit-filled experience is more than just “speaking in tongues.” In reality it is coming into the fullness of the gifts and fruit of the Spirit as outlined in the New Testament. **(1 Corinthians 12:7-11) (Galatians 5:22-23)**

The Bible reveals that the Person of the Holy Spirit has been the primary agent in all of the ministry of the Word throughout the centuries. The Scriptures show the Holy Spirit uniquely and distinctly at work in all of the following roles:

- 1) He is the Author of the Old Testament** (2 Samuel 23:2; Isaiah 59:21; Jeremiah 1:9; 2 Timothy 3:15-17; 2 Peter 1:21)
- 2) He is the Author of the New Testament** (John 14:25-26; 1 Corinthians 2:13; 1 Thessalonians 4:15; Revelation 1:10-11; Revelation 2:7)
- 3) He is the Old Testament Anointer.** The Scriptures name no less than sixteen of the Old Testament leaders in Israel who received this anointing. These leaders were as follows: **Joseph** (Genesis 41:38); **Moses** (Numbers 11:17); **Joshua** (Numbers 27:18); **Othniel** (Judges 3:10); **Gideon** (Judges 6:34); **Jephthah** (Judges 11:29); **Samson** (Judges 14:6, Judges 14:19) (Judges 15:14-15); **Saul** (1 Samuel 10:10) (1 Samuel 11:6); **David** (1 Samuel 16:13); **Elijah** (1 Kings 18:12) (2 Kings 2:16); **Elisha** (2 Kings 2:15); **Azariah** (2 Chronicles 15:1); **Zechariah** (2 Chronicles 24:20); **Ezekiel** (Ezekiel 2:2); **Daniel** (Daniel 4:9) (Daniel 5:11) (Daniel 6:3); **Micah** (Micah 3:8).
- 4) The Holy Spirit Has empowered Believers in the Church age** (Acts 1:8) (1 Corinthians 2:3-5) (1 Thessalonians 1:5) (1 Corinthians 12:7-11)

## **RECEIVING THE FULLNESS OR INFILLING OR BAPTISM IN THE HOLY SPIRIT**

The Book of Acts provides five accounts of people receiving the fullness or infilling or baptism in the Holy Spirit. **(Acts 2:4) (Acts 8:14-25) (Acts 9:17-20) (Acts 10:44-48) (Acts 19:1-7)** In these accounts five factors are manifest.



## **FIVE OUTWORKINGS OF THE FULLNESS OF THE SPIRIT AS RECORDED IN THE BOOK OF ACTS**

- 1) There was an overwhelming inbreaking of God's presence experienced by all who were present.
- 2) There was an evident transformation in the lives and witness of the disciples who were filled.
- 3) That which was experienced became the impetus for the growth of the church, as "daily in the temple, and in every house, they did not cease teaching and preaching Jesus as the Christ." (**Acts 5:42**)
- 4) The immediate evidence in three of the five accounts was speaking in tongues and magnifying God. (**Acts 10:46**) (**Acts 2:4**) (**Acts 2:11**)
- 5) The ultimate purpose of this experience was empowered witnessing (**Acts 1:8**) and a deeper dimension of Christian commitment for the achievement of happiness (**Ephesians 5:19**), gratitude (**Ephesians 5:20**), humility (**Ephesians 5:21**), and fruitfulness. (**Galatians 5:22-23**)

**Thus, speaking with tongues is a properly expected sign, affirming the Holy Spirit's abiding presence and assuring the believer of an invigorated living witness. It is not viewed as a qualification for fullness of the Holy Spirit, but as one indication of that fullness.**

## **THE TWOFOLD FUNCTION OF THE GIFT OF TONGUES**

The Bible describes two basic functions of "tongues." Firstly, it is for personal edification and secondly, for public exhortation. In the experience of the baptism in or infilling of the Holy Spirit, "tongues" functions as a sign of the Holy Spirit's presence. Jesus prophesied it as a sign (**Mark 16:17**), Paul referred to it as a sign (**1 Corinthians 14:22**), and Peter noted its uniformity as a sign-gift in confirming the validity of the Gentiles' experience in the Holy Spirit. (**Acts 10:44-46**) (**Acts 11:16-17**) (**Acts 15:7-9**)

## **TONGUES FOR PERSONAL EDIFICATION**

First, “speaking in tongues” is a private affair for self-edification, (**1 Corinthians 14:2-4**) and is practiced devotionally by the believer during his most intimate moments of communication with God as he is moved upon by the Holy Spirit. In line with this understanding the following reasons are propounded for speaking with tongues.

- 1) Speaking with tongues as the Holy Spirit gives utterance is the unique spiritual gift which can be identified with the church. All other gifts, miracles and spiritual manifestations were evident during the Old Testament times, before the Day of Pentecost. This new phenomenon of speaking with tongues was ordained by God for the church. (**1 Corinthians 12:28; 14:21**)
- 2) Speaking with tongues is a specific fulfilment of prophecies by Isaiah and Jesus. Compare (**Isaiah 28:11**) with (**1 Corinthians 14:21**) and also (**Mark 16:17**) with (**Acts 2:4**) (**Acts 10:46**) and (**Acts 19:6**)
- 3) Speaking with tongues is also a proof of the resurrection and glorification of Jesus Christ. (**John 16:7**) (**Acts 2:26**)
- 4) Speaking in tongues is also an evidence of the baptism in or infilling of the Holy Spirit. (**Acts 2:4**) (**Acts 10:45-46**) and (**Acts 19:6**)
- 5) Speaking in tongues is also a spiritual gift for self-edification. (**1 Corinthians 14:4**) (**Jude 20**)
- 6) Speaking with tongues is a means by which the Holy Spirit intercedes through us in prayer. (**Romans 8:26**) (**1 Corinthians 14:14**) (**Ephesians 6:18**)
- 7) Speaking with tongues is a spiritual gift for communication with God in private worship. (**1 Corinthians 14:15**)
- 8) Tongues are one of the signs that follow and confirm the Word of God when it is preached. (**Mark 16:17**) (**Mark 16:20**) (**1 Corinthians 14:22**)
- 9) Speaking with tongues is a spiritual means for rejoicing. (**1 Corinthians 14:15**) (**Ephesians 5:18-19**)
- 10) The Apostle Paul’s application of Isaiah’s prophecy also would tend to suggest that speaking with tongues also brings “rest” or “refreshing” into our lives. (**Isaiah 28:12**) (**1 Corinthians 14:21**)
- 11) Speaking with tongues is also a spiritual gift for the spiritual edification of the church when accompanied by interpretation. (**1 Corinthians 14:5**)

## **TONGUES FOR PUBLIC EXHORTATION**

Turning to the second function of “tongues” – public exhortation – *1 Corinthians 14* bases the gifts of the Spirit on the one sure foundation of love. (**1 Corinthians 14:1**) Public “tongues” also calls for integrity in practice to help ensure the preservation of order in our fellowship and worship services.

Although in the past some may have abused this gift as an occasion for fleshly pride, we must recognise that it can be a vital and valuable part of our worship meetings when placed in its proper setting, for the edification of the Body of Christ. (**1 Corinthians 14:12-13**)

The sincere Spirit-filled believer will not be preoccupied with this gift alone for he or she sees it as only one of many gifts given for the “wholeness” of the church. The spiritually sensitive believer recognises the following New Testament guidelines regarding the spiritual gift of speaking in tongues for public exhortation.

- 1) Speaking in “tongues” only edifies public worship when it is interpreted.** The worshipper is to pray for the interpretation and if it is withheld, he keeps silent, unless someone who functions in the gift of interpretation is known to be present. (**1 Corinthians 14:5, 28**)
- 2) The exercise of tongues is to be limited to a sequence of two or three at the most. (*1 Corinthians 14:27*)** While many hold this to be a rigid number, others understand it to be a guideline to keep the worship service in balance. In actuality, the Holy Spirit rarely moves beyond these limitations; however, on occasions, for special reasons to meet special needs, there may be more than one sequence of two or three tongues for public exhortation, appropriately spaced apart in a given service. The overriding guideline however is, “Let all things be done decently and in order.” (**1 Corinthians 14:40**)

**Before giving a description of the nine gifts of the Spirit, it is good to consider the importance of having a right heart attitude and the right motivation when using our spiritual gifts. Five important things to consider when using our spiritual gifts will now be considered in turn.**

## **1) THE BASIS FOR EXERCISING ALL GIFTS SHOULD BE LOVE**

For those who exercise spiritual gifts, the qualifying factor should always be love and not the experience of a gift. Having love for others and caring for others in the body of Christ is clearly emphasised in the Bible as being the motive for all ministry. Jesus Himself said in John 3:16, “For God so loved the world that He gave His only begotten Son...” and in John 15:12-13, “This is My commandment, that you love one another as I have loved you. Greater love has no one than this, than to lay down one’s life for his friends.”

Ministry to others should always be motivated by love, even when strong discipline needs to be given to members within the body of Christ.

**The Apostle Paul wrote on the imperative of love in his epistle to the church in Corinth.**

“Though I speak with the tongues of men and of angels, but have not love, I have become sounding brass or a clanging cymbal. And though I have the gift of prophecy, and understand all mysteries and all knowledge, and though I have all faith, so that I could remove mountains, but have not love, I am nothing.” **(1 Corinthians 13:1-2)**

“that there should be no schism in the body, but that the members should have the same care for one another.” **(1 Corinthians 12:25)**

## **2) WE MUST AVOID ALL FORMS OF PRIDE**

*(THE AUTHOR AND DISPENSER OF ALL GIFTS IS THE HOLY SPIRIT)*

“But one and the same Spirit works all these things, distributing to each one individually as He wills.” **(1 Corinthians 12:11)**

**The Apostle Paul wrote,** “Not that we are sufficient of ourselves to think of anything as being from ourselves, but our sufficiency is from God,” **(2 Corinthians 3:5)**

“And whatever you do, do it heartily, as to the Lord and not to men, knowing that from the Lord you will receive the reward of the inheritance; for you serve the Lord Christ.” **(Colossians 3:23-24)**

“Therefore, whether you eat or drink, or whatever you do, do all to the glory of God.” **(1 Corinthians 10:31)**

“But God forbid that I should boast except in the cross of our Lord Jesus Christ, by whom the world has been crucified to me, and I to the world.” **(Galatians 6:14)**

“Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself.” **(Philippians 2:3)**

**John the Baptist said, “He (Jesus) must increase, I must decrease. (John 3:30)**

### **3) THE SPIRIT WORKS ONLY TO EDIFY (*THE USE OF SPIRITUAL GIFTS SHOULD NOT CREATE DISORDER IN OUR CHURCH MEETINGS*)**

The Holy Spirit works only to edify. **(1 Corinthians 14:26)** For this reason whenever the gifts of the Spirit are in operation, there will be order in our meetings and no one will feel embarrassed or uneasy. **(1 Corinthians 14:40)**

**The Apostle Paul wrote**, “But he who prophesies speaks edification and exhortation and comfort to men.” **(1 Corinthians 14:3)**

The “spirits of the prophets are subject to the prophets” **(1 Corinthians 14:32)**

The divine gift of prophetic utterance is put under the control and responsibility of the possessor. Each Spirit-filled person can exercise self-control. For this reason confusion can and should be avoided so that decency and unity may prevail in all of our church meetings. **(1 Corinthians 14:33)**

As speaking in “tongues” in a public worship meeting only edifies those attending when it is interpreted, the worshipper is to pray for the interpretation before using this gift. If the interpretation is withheld, he should keep silent unless someone who functions in the gift of interpretation is known to be present. **(1 Corinthians 14:5) (1 Corinthians 14:28)**

### **4) THE HOLY SPIRIT GIVES BELIEVERS GIFTS TO USE SO AS TO BUILD UP AND ENCOURAGE THE BODY OF CHRIST AND TO HELP SEE GOD’S KINGDOM EXPANDED. (*JESUS ALSO EMPHASISED THE IMPORTANCE OF HAVING A SERVANT HEART*)**

**The Apostle Paul wrote**, “But the manifestation of the Spirit is given to each one for the profit of all.” **(1 Corinthians 12:7)**

“Even so you, since you are zealous for spiritual gifts, let it be for the edification of the church that you seek to excel.” **(1 Corinthians 14:12)**

Apart from those times when we pray in tongues for self-edification and for building ourselves up in our own faith **(Jude 20)** exercising our spiritual gifts which the Holy Spirit has distributed to us, is to be for the building up, edification and restoration of others. Having a humble servant heart will help to safeguard us against any pride that may try to arise as we begin to exercise the gifts of the Spirit that have been entrusted to us.

**Jesus Himself said**, “Yet it shall not be so among you; but whoever desires to become great among you, let him be your servant. And whoever desires to be first among you, let him be your slave – just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.” **(Matthew 20:26-28)**

## 5) THE IMPORTANCE OF GROWING IN CHARACTER

The bible says much about the importance of growing in character as Christians (**Romans 8:29**) and living a life which reflects the nature of Jesus Christ.

**The Apostle Paul wrote**, “Let us walk properly, as in the day, not in revelry and drunkenness, not in lewdness and lust, not in strife and envy. But put on the lord Jesus Christ, and make no provision for the flesh, to fulfil its lusts.” (**Romans 13:13-14**)

**Jesus Himself said**, “Let your light so shine before men, that they may see your good works and glorify your Father in heaven.” (**Matthew 5:16**)

It is so important as Christians that our life reflects what we preach and share with others. (**Colossians 3:12-16**) For many people the only bible that they will ever read will be our lives. The bible says much about the importance of walking in the Spirit as Believers. (**Romans 8:14**) (**Galatians 5:16**) (**Galatians 5:25-26**) As we learn to walk in the Spirit our lives will reflect the character of Christ more and more. “But the fruit of the Spirit is love, joy, peace, longsuffering, kindness, goodness, faithfulness, gentleness, self-control...” (**Galatians 5:22-23**)

Whilst it is important to desire spiritual gifts (**1 Corinthians 14:1**) so that our witness will also be attested to by supernatural manifestations of God, we must also balance this with a desire to glorify God with our own lives. The bible says that as we humble ourselves before God, He will raise us up into greater levels of ministry. “Humble yourselves in the sight of the Lord, and He will lift you up.” (**James 4:10**) Jesus Himself also said, “...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**)

How important it is in these last days that people in the world can see, both the power of God operating in and through our lives and our lives reflecting more and more the character of Christ, as we learn to walk in the Spirit. To conclude this teaching, a definition of each of the nine gifts of the Spirit will now be given.

# THE NINE GIFTS OF THE SPIRIT

- 1) **The word of wisdom** – is a spiritual utterance at a given moment *through the Spirit*, supernaturally disclosing the mind, purpose and will of God as applied to a *specific* situation.
- 2) **The word of knowledge** – is a supernatural revelation of information pertaining to a person or an event, given for a *specific purpose*, usually having to do with an *immediate need*.
- 3) **The gift of faith** – is a *unique form of faith* that goes beyond natural faith and saving faith. It supernaturally trusts and does not doubt with reference to the specific matters involved.
- 4) **Gifts of healings** – are those healings that God performs *supernaturally by the Spirit*. The plural suggests that as there are many sicknesses and diseases, the gift is related to healings of many disorders.
- 5) **The working of miracles** – is a manifestation of power beyond the ordinary course of natural law. It is a *divine enablement* to do something that *could not be done naturally*.
- 6) **Prophecy** – is a *divine disclosure* on behalf of the Spirit, an edifying revelation of the Spirit for the moment, a sudden insight of the Spirit, prompting exhortation or comfort.
- 7) **Discerning of spirits** – is the ability to *discern the spirit world*, and especially to detect the *true source of circumstances or motives* of people.
- 8) **Different kinds of tongues** – is the gift of speaking supernaturally in a *language not known to the individual*. The plural allows different forms, possibly harmonizing the known spoken languages of Acts 2:4-6 and the unknown utterances in Corinthians, designed particularly for praying and singing in the Spirit, mostly for private worship.
- 9) **The interpretation of tongues** – is the gift of making the unknown (transrational) message of the Spirit *meaningful to others* when exercised in public. It is not the translation of a foreign language.

# ATTACHMENT TWO

## **AN OVERVIEW OF WHAT IS IMPORTANT FOR ALL CHURCH LEADERS**

### **1) Having a vision to reach the lost**

**Jesus said**, “Do you not say, ‘There are still four months and then comes the harvest’? Behold, I say to you, lift up your eyes and look at the fields, for they are already white for the harvest.

“And he who reaps receives wages, and gathers fruit for eternal life, that both he who sows and he who reaps may rejoice together. For in this the saying is true: ‘One sows and another reaps’” (John 4:35-37)

**WE ALL HAVE A PART TO PLAY IN THE HARVESTING OF LOST SOULS**

**Every soul is precious to God. Every church should have a clear vision and plan for reaching the lost**

*The LORD said to the prophet Habakkuk*, “Write the vision and make it plain on tablets, That he may run who reads it.” (Habakkuk 2:2)

### **2) Having a vision for equipping leaders (Building the Kingdom of God focus)**

**Every leader must invest time in helping to develop the next group of leaders. Mentoring and discipling future leaders will ensure the ongoing expansion of God’s Kingdom**

*The Apostle Paul said to the young pastor Timothy*, “You therefore, my son, be strong in the grace that is in Christ Jesus. 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 Timothy 2:1-2)



### 3) Mobilising all Christians in their ministry gifts

*Every Believer has a ministry and mission field. (Ephesians 2:10)*

“For as we have many members in one body, but all the members do not have the same function, so we, being many, are one body in Christ, and individually members of one another.

Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; or ministry, let us use it in our ministering; he who teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.” (Romans 12:4-8)

“There are diversities of gifts, but the same Spirit, There are differences of ministries, but the same Lord. And there are diversities of activities, but it is the same God who works all in all. But the manifestation of the Spirit is given to each one for the profit of all:” (1 Corinthians 12:4-7)

#### THE BOOK OF PROVERBS SAYS

“And he who wins souls is wise.” (Proverbs 11:30)

**It is important that all Christians are equipped and encouraged to use their ministry gifts and shown how to effectively share their faith with unbelievers.**

**The Apostle Paul wrote,** “And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of the ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God.” (Ephesians 4:11-13)

- 4) **We need to start with what we have. We must not despise the day of small beginnings. (*Zechariah 4:10*) If we are faithful with the little God will entrust to us greater responsibilities and resources**

“He who is faithful in what is least is faithful also in much; and he who is unjust in what is least is unjust also in much.” (**Luke 16:10**)

**SEE ALSO MATTHEW 25:14-29**

- 5) **We need to have a firm belief in the POWER of the Gospel to SAVE and CHANGE lives**

**The apostle Paul wrote**, “For I am not ashamed of the gospel of Christ, for it is **the power of God** to salvation for everyone who believes, for the Jew first and also for the Greek.” (**Romans 1:16**)

“Bless the Lord, O my soul, And forget not all His benefits; Who **forgives** all your iniquities, Who heals all your **diseases**, Who **redeems your life from destruction**, Who crowns you with lovingkindness and tender mercies, Who **satisfies your mouth with good things**, So that your youth is **renewed** like the eagle’s. (**Psalms 103:2-5**)

**SEE ALSO ACTS 8:4-8**

- 6) **The importance of PERSEVERENCE**

**The LORD said to the prophet Habakkuk**, “For the vision is yet for an **appointed** time; But at the end it **will** speak, and it will not lie. Though it tarries, **wait for it**; Because it will **surely come**, It will not tarry.” (**Habakkuk 2:3**)

**Any God given vision will come to pass if we do not grow weary while doing good and if we do not lose heart.** (**Galatians 6:9**) (**Philippians 1:6**)

## 7) The importance of making disciples

(Feeding the sheep)

All Pastors have a responsibility for looking after those whom the Holy Spirit has entrusted to them. (**Acts 20:28**)

As part of this responsibility, pastors should be teaching and shepherding their flock to ensure that all the members in the church are given the opportunity to grow strong in their faith.

Every pastor should also be aware of the importance of their own lives being a role model to those who have been entrusted to their care.

**The apostle Peter wrote**, “Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; nor as being lords over those entrusted to you, but being examples to the flock; and when the Chief Shepherd appears, you will receive the crown of glory that does not fade away.” (**1 Peter 5:2-5**)

**Jesus Himself said**, “Go there and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age.” (**Matthew 28:19-20**)

**Jesus gave the apostle Peter a threefold commission for him to be a shepherd to His sheep when He restored Peter.**

**Jesus said to Peter**

“Feed My lambs”,

“Tend My sheep”, and

“Feed My sheep” (**John 21:15-17**)

## **8) WE NEED TO HAVE GOD'S HEART FOR LOST SOULS (The compassion of Jesus)**

As Christians it is so important that we seek to have the same compassion for the lost that Jesus had in His time here on earth. It is our compassion for the lost which will give us the passion to preach the gospel to the lost and to witness to others. As we read the gospels we can see the great love of Jesus for the lost and broken.

**“Then Jesus went about all the cities and villages, teaching in their synagogues, preaching the gospel of the kingdom, and healing every sickness and every disease among the people.**

**But when He saw the multitudes, He was moved with compassion for them, because they were weary and scattered, like sheep having no shepherd. Then he said to His disciples, “The harvest truly is plentiful, but the labourers are few.”**

**“Therefore pray the Lord of the harvest to send our labourers into His harvest” (Matthew 9:35-38)**

**JESUS REBUKED THE LOVELESS CHURCH AT EPHESUS**  
**Despite all their good works Jesus said, “Nevertheless I have this against you, that you have left your first love.” (Revelation 2:4)**

**WE MUST CONTINUALLY ABIDE IN GOD'S PRESENCE IF WE ARE TO HAVE THE SAME COMPASSION THAT JESUS HAD FOR THE LOST. WE MUST NEVER LOSE OUR FIRST LOVE FOR JESUS. ALL OF OUR MINISTRY MUST FLOW OUT OF AN INTIMATE LOVE RELATIONSHIP WITH JESUS. APART FROM HIM WE CAN DO NOTHING.**

**JESUS HIMSELF SAID,**

**“Abide in Me, and I in you. As the branch cannot bear fruit of itself, unless it abides in the vine, neither can you, unless you abide in Me. I am the vine, you are the branches. He who abides in Me, and I in him, bears much fruit, for without Me you can do nothing.” (John 15:4-5)**

## **9) Having a knowledge that God's plan for our life is far bigger than we could imagine**

**The LORD said to the Prophet Jeremiah whilst he was in jail, "Call to Me, and I will answer you, and show you great and mighty things, which you do not know." (Jeremiah 33:3)**

**GOD'S WAYS ARE ALWAYS HIGHER THAN OUR WAYS.**

**THE LORD SPOKE THROUGH THE PROPHET ISAIAH TO ISRAEL,**

**"For My thoughts are not your thoughts, Nor are your ways My ways," says the LORD. "For as the heavens are higher than the earth, So are My ways higher than your ways, And My thoughts than your thoughts." (Isaiah 55:8-9)**

**The apostle Paul wrote in his letter to the church at Ephesus, "Now to Him who is able to do exceedingly abundantly above all that we ask or think, according to the power that works in us," (Ephesians 3:20)**

- We must not allow our past traditions or current comfort zones to prevent us from moving into the new things of God**
- We must not allow our fears to stop us from getting out of the boat and becoming a water walking disciple**
- We need to learn to walk in obedience to God's blue print for our life as we allow the Holy Spirit to direct our lives, and**
- We must have a simple childlike trust in God's faithfulness**

**KNOWING THAT WITH GOD ALL THINGS ARE POSSIBLE**

## **10) We must continue to live in the FAITH REALM and be continually LED by the Holy Spirit**

**In the book of Hebrews we read,**

“Now faith is the substance of things hoped for, the evidence of things not seen.” (Hebrews 11:1) “But without faith it is impossible to please Him, for he who comes to God must believe that He is and that He is a rewarder of those who diligently seek Him.” (Hebrews 11:6)

### **THE OLD TESTAMENT IS FULL OF ACCOUNTS OF GOD’S FAITHFULNESS IN THE PAST**

By faith the wall of Jericho fell down after Joshua and his men of war and seven priests had encircled them once daily for six days and then seven times on the seventh day. On the seventh day after encircling the wall seven times and after the priests had blown their ram’s horns and the people had shouted the wall of Jericho fell down flat. (Joshua 6:1-20)

By faith Moses forsook Egypt and by faith he led Israel through the Red Sea as by dry land, whereas the Egyptians attempting to do so were drowned. (Exodus 2:15, Exodus 14:19-30)

### **JESUS HIMSELF SHARED MUCH ABOUT THE FAITH FILLED LIFE AND HOW WE CAN DEPEND ON GOD ANSWERING OUR PRAYERS AND DOING GREAT THINGS IN AND THROUGH OUR LIFE.**

**Jesus Himself said,**

“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. And whatever you ask in My name, that I will do, that the Father may be glorified in the Son. If you ask anything in My name, I will do it.” (John 14:12-14)

“...for assuredly, I say to you, if you have faith as a mustard seed, you will say to this mountain, ‘Move from here to there,’ and it will move; and nothing will be impossible for you.” (Matthew 17:20)

### **OTHER FAITH SCRIPTURES (Matthew 6:33) (Mark 11:22-24)**

## **11) The importance of leaders having a servant's heart (Leading by example and prepared to go the extra mile) – See Matthew 20:25-28 and 1 Timothy 4:12**

- **Living for others**

*Jesus said*, “Most assuredly, I say to you, unless a grain of wheat falls into the ground and dies, it remains alone; but if it dies it produces much grain.” (**John 12:24**)

- **Helping others to fulfil God's destiny for their lives. Being a father of the faith to others.**

(**2 Timothy 2:2**) (**1 Corinthians 4:15-16**) (**1 Corinthians 14:12**)

**Jesus Himself said**, “For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.” (**Mark 10:45**)

## **12) The absolute importance of maintaining unity in the church (Building the Kingdom of God together)**

- A key to experiencing God's blessings (**Psalm 133:1-3**)
- Helps in building a strong church (**Acts 2:46-47**)
- A key to experiencing God's power (**Acts 4:24 & 31**)
- Helps to bring God's presence in our meetings (**Acts 1:14**), and
- Helps in creating an atmosphere of love in the church in which people can be saved, healed and encouraged to grow in their Christian walk

### **13) The importance of Prayer** (Having a lifestyle of Prayer)

THERE ARE MANY PROMISES FOR ANSWERED PRAYER IN GOD'S WORD. **(1 John 5:14-15) (Mark 11:24) (James 5:14-18) (John 16:23-24)**

As leaders and pastors we need to have a lifestyle of prayer in which we continually seek the Lord for His wisdom and direction for our lives and churches. Unless the Lord builds the house they labour in vain who build it. **(Psalm 127:1)**

**The Apostle John wrote about the faithfulness of God in answering our prayers in 1 John,** “Now this is the confidence that we have in Him, that if we ask **anything** according to His will, He **hears us**. And if we know that He hears us, whatever we ask, we know that we have the petitions that we have asked of Him.” **(1 John 5:14-15)**

**Jesus made it clear that if we are living for Him, we can be assured that whatever needs we may have, when we ask the Father in His name to meet these needs, He will do so to help our lives to bear much eternal fruit.**

**Jesus said,** “You did not choose Me, but I chose you and appointed you that you should go and bear fruit, and that your fruit should remain, that whatever you ask the **Father in My name** He may give you.” **(John 15:16)**

### **14) Continually maintaining a heart of worship and intimacy with Jesus Christ. Jesus needs to be continually our first love in life. (Revelation 2:1-5) Having a lifestyle of worship helps us to know God's heart and will for our life (Psalm 37:4)**

**Jesus said,** “But the hour is coming, and now is, when the true worshipers will worship the Father in spirit and truth; for the Father is seeking such to worship Him. God is Spirit, and those who worship Him must worship in spirit and truth.” **(John 4:23-24)** **The apostle Paul wrote,** “Let the word of Christ dwell in you richly in all wisdom, teaching and admonishing one another in psalms and hymns and spiritual songs, singing with grace in your hearts to the Lord. **(Colossians 3:16)**



## 15) All great leaders live a crucified life

- A life of obedience to God's plan for their life  
(**Luke 14:26-27, 33**)
- **IT IS THE KEY TO AVOIDING THE MANY DISTRACTIONS IN THIS LIFE THAT CAN STEER CHRISTIANS OF TRACK AND ROB THEM OF GOD'S BEST**
- Abundant life can only be experienced by Believers when they deny themselves and follow Jesus' plan for their life. (**Matthew 16:24-27**)

### **Jesus Himself said,**

“Whoever desires to come after Me, let him deny himself, and take up his cross and follow Me. For whoever desires to save his life will lose it, but whoever loses his life for My sake and the gospel's will save it.

“For what will it profit a man if he gains the whole world, and loses his own soul? Or what will a man give in exchange for his soul?

For whoever is ashamed of Me and My words in this adulterous and sinful generation, of him the Son of Man also will be ashamed when He comes in the glory of His Father with the holy angels.” (**Mark 8:34-38**)

### **The apostle Paul wrote**

“I have been crucified with Christ; it is no longer I who live, but Christ lives in me; and the life which I now live in the flesh I live by faith in the Son of God, who loved me and gave Himself for me.” (**Galatians 2:20**)

## **16) We must depend on the Holy Spirit to empower us for ministry**

### **- The importance of praying in the Spirit**

“But you, beloved, building yourselves up on your most holy faith, praying in the Holy Spirit.” (Jude 20)

### **- Preaching and witnessing in the power of the Holy Spirit**

**The apostle Paul wrote,** “For I determined not to know anything among you except Jesus Christ and Him crucified. I was with you in weakness, in fear, and in much trembling. And my speech and my preaching were not with persuasive words of human wisdom, but in demonstration of the Spirit and of power, that your faith should not be in the wisdom of men but in the power of God.” (1 Corinthians 2:2-5) *and*

“For our gospel did not come to you in word only, but also in power, and in the Holy Spirit and in much assurance, as you know what kind of men we were among you for your sake.” (1 Thessalonians 1:5)

**Jesus said to His disciples before ascending back to Heaven,**

“But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all Judea and Samaria, and to the end of the earth.” (Acts 1:8)

### **- The Holy Spirit makes our prayers effective**

**The apostle Paul wrote,** “Likewise the Spirit also helps in our weaknesses. For we do not know what we should pray for as we ought, but the Spirit Himself makes intercession for us with groanings which cannot be uttered.” (Romans 8:26)

### **- We need to be continually filled with the Holy Spirit**

**The apostle Paul wrote,** “Therefore do not be unwise, but understand what the will of the Lord is. And do not be drunk with wine, in which is dissipation; but be filled with the Spirit.” (Ephesians 5:17-18)

- **Jesus Himself ministered in the power of the Holy Spirit**  
“how God anointed Jesus of Nazareth with the Holy Spirit and with power, who went about doing good and healing all who were oppressed by the devil, for God was with Him.” (Acts 10:38)

**Jesus went about teaching and preaching the gospel of the kingdom, and healing all kinds of sickness and all kinds of disease among the people. People brought to Him all the sick people who were afflicted with various diseases and torments, and those who were demon-possessed, epileptics, and paralytics; and He healed (Matthew 4:23-24)**

**AS WE CONTINUALLY MINISTER IN THE POWER OF THE HOLY SPIRIT, WE WILL ALSO SEE GREAT THINGS BEING DONE IN AND THROUGH OUR LIVES BY GOD FOR HIS GLORY**

**Jesus said to His disciples, “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. And whatever you ask in My name, that I will do, that the Father may be glorified in the Son. If you ask anything in My name I will do it.” (John 14:12-14)**

**We need to depend on the Holy Spirit to empower us when ministering to others. In the book of Zechariah we read,  
“This is the word of the LORD to Zerubbabel:**

**‘Not by might nor by power, but by My Spirit,’ Says the Lord of hosts.” (Zechariah 4:6)**

## **17) The importance of connecting with and being accountable to other mature Christians and Leaders**

**“Where there is no counsel, the people fall; But in the multitude of counsellors there is safety.” (Proverbs 11:14)**

**We all need constant fellowship with other believers (Hebrews 10:23-25) It is good also to have godly mentors speaking into our lives (Proverbs 22:17) (Proverbs 19:20)**